



Infosys®

Infosys BPM

**Gender Pay Gap
Report 2022**

For the first time in Ireland, all companies with 250 or more employees must now report their gender pay gaps. We welcome this new legislation and support its important objective: greater workplace gender equality in Ireland. We are committed to advancing and improving opportunities for all employees in the workplace.

“We are committed to being an equal opportunity employer and creating a workplace free of discrimination and harassment and a culture that inspires individuals from diverse backgrounds to reach their full potential. We are pleased to report that our gender pay gap is low. Infosys BPM is a place where all employees can be confident of progress and equal treatment in their careers. In this report, we set out our gender pay gap statistics for Ireland in 2022, explain the reasons for our gaps and set out what measures we are taking to reduce them.”

Dependra Mathur, Senior Vice President and Global Head, Human Resource Development, Infosys BPM

Gender pay gap vs equal pay

The gender pay gap is not the same as equal pay. The two concepts are very different.

The gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the “average” men and women may be doing very different roles. Gender pay gaps suggest demographic imbalance in a workplace.

Equal pay is about ensuring that men and women doing the **same work**, or work that is of equal value, will receive the same pay. We are confident that there are no equal pay issues and this is not a reason for our gaps.

What are our gender pay gap figures for 2022?

Our figures as at 30 June 2022 are below.

	2022
Mean gender pay gap	2.5%
Median gender pay gap	0.2%
Mean gender pay gap – part time	-0.1%
Median gender pay gap – part time	-0.2%
Mean gender pay gap – temporary	0.0%
Median gender pay gap – temporary	0.2%
Mean bonus gap	7.7%
Median bonus gap	17.7%
Proportion of men receiving a bonus	94.7%

Proportion of women receiving a bonus	96.2%
Proportion of men receiving a BIK	7.1%
Proportion of women receiving a BIK	4.8%
Lower quartile (percentage women)	46.8%
Lower-mid quartile (percentage women)	42.9%
Upper-mid quartile (percentage women)	47.0%
Upper quartile (percentage women)	41.5%

Reasons for our gender pay gaps

We have essentially no median gender pay gap because we employ a very large number of people performing the same roles. Our Process Executives account for 1594 out of our 1872 employees and there is a broadly even number of men and women in these roles (873 men vs 718 women).

We have a very small mean gender pay gap because we have a slight over representation of men in experienced roles.

Measures to reduce our gender pay gaps

We have a range of measures that have been helping to attract and retain diverse talent into Infosys BPM, in turn helping to keep to our gender pay gaps low.

These measures are targeted towards the reasons that we have identified as contributing to the gaps – proportionately fewer women in experienced roles. We are confident that, over time, our gaps will continue to stay low.

Recruitment

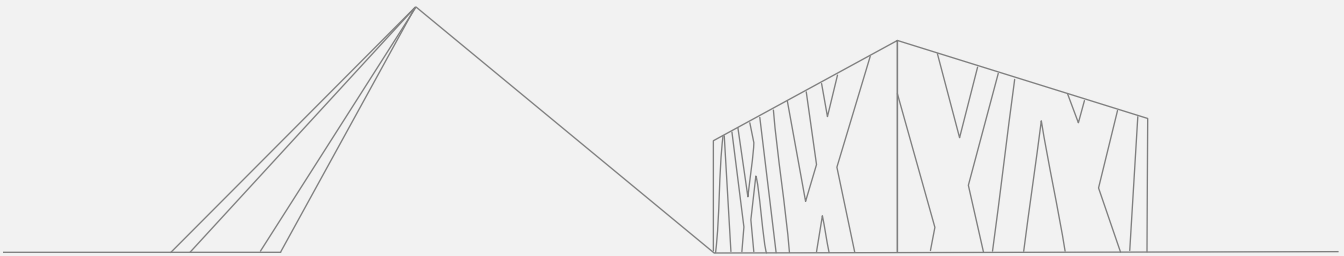
We are exploring feasibility of a range of initiatives.

- ❖ We will explore forums where we can advertise our roles to enhance application rates.
- ❖ We will continue to train our hiring managers on our Competency Based Interviewing Methodology to avoid any bias.

Retention and promotion

In addition to initiatives above, we will be taking further steps below:

- ❖ We will explore feasibility of enhancing avenues of internal mentoring, sponsorship, and networking opportunities
- ❖ We will explore the possibility of more options of Flexibility, Part-time and Remote work for jobs where it is feasible.
- ❖ Our Employee Engagement Framework, 5C (Connect, Collaborate, Celebrate, Care, Culture) helps us to continue to create best-in-class employee experiences and supports our people in staying motivated to always deliver their best.



For more information, contact infosysbpm@infosys.com



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