

A woman with long dark hair, wearing glasses and a dark turtleneck, is smiling broadly while looking at a computer screen. Her hands are visible at the bottom of the frame, resting on a desk. The background is a blurred office environment with warm lighting.

Infosys[®]

Infosys BPM

Gender Pay Gap Report 2023

This is our second gender pay gap report for Infosys BPM in Ireland. We are pleased to report that our gender pay gaps continue to be low.

“We are pleased to report that our gender pay gaps remain low. Infosys BPM continues to be a place where all employees can build successful careers and realise their potential. In this, our second report, we set out our gender pay gap statistics for Ireland in 2023, 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.

What are our gender pay gap figures for 2023?

Our figures as at 30 June 2023 are below.

Statistic	2023
Mean pay gap	3.4%
Median pay gap	0.1%
Mean pay gap (part time employees only)	1.1%
Median pay gap (part time employees only)	4.6%
Mean pay gap (temporary employees only)	1.7%
Median pay gap (temporary employees only)	0.0%
Mean bonus gap	5.8%
Median bonus gap	1.4%
Proportion of men that received bonus	82.2%
Proportion of women that received bonus	79.8%
Proportion of men that received BIK	5.8%
Proportion of women that received BIK	4.5%
Lower quartile (percentage women)	46.2%

Lower-mid quartile (percentage women)	38.1%
Upper-mid quartile (percentage women)	42.7%
Upper quartile (percentage women)	40.7%

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

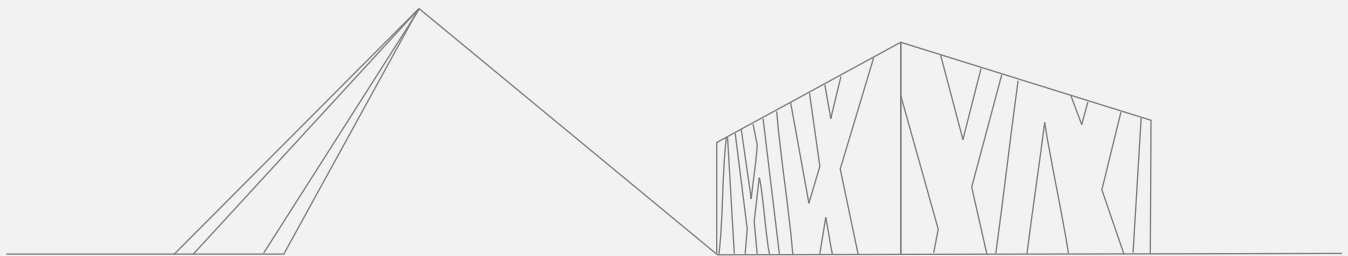
We are exploring feasibility of a range of initiatives.

- We have recently partnered with a prominent recruitment agency who were awarded Gold status in the Investors in Diversity (IiD) accreditation by the Irish Centre for Diversity.
- We are in the process of building a dual branded Microsite with our partner which will have greater reach in terms of providing visibility of our open roles. We support diversity, equity and inclusion for everyone. We will explore forums where we can advertise our roles to enhance application rates.
- While we continue training our hiring managers on our Competency Based Interviewing Methodology, we have also added modules focusing on removing unconscious bias.

Retention and promotion

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

- We will continue our focus on developing avenues of internal mentoring, sponsorship, and networking opportunities.
- We will explore additional 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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