

INFOSYS LIMITED – STATEMENT UNDER SECTION 54(1) OF THE MODERN SLAVERY ACT

Introduction

At Infosys, we believe it is important for us to be known to the world not merely by 'what we do', but also by 'who we are'. Our values are the foundation on which our business stands and they convey who we are and what we stand for.

These values, collectively referred to as C-LIFE, are:

Client Value: To surpass client expectations consistently

Leadership by Example: To set standards in our business and transactions, and be an exemplar for the industry and ourselves.

Integrity and Transparency: To be ethical, sincere and open in all our transactions

Fairness: To be objective and transaction-oriented, and thereby earn trust and respect

Excellence: To strive relentlessly and constantly to improve ourselves, our teams, our services and our products, and to become the best

Infosys is a signatory to the United Nations Global Compact. We have a responsibility to uphold the UNGC principles in our business and in the wider supply chain. Our Code of Conduct and Ethics lays down responsible practices for our employees and suppliers to follow in the conduct of their business activities.

Our business

Infosys is a global leader in consulting, technology, outsourcing and next-generation services. We enable clients in more than 50 countries to stay a step ahead of emerging business trends and outperform the competition.

Our experience gives our clients a distinct advantage. In addition to helping them manage their business, we also power their transformation into smarter organizations. This allows them to focus on their core business priorities.

Our expertise spans industries. From helping build lighter and stronger passenger jets and creating smart cars with higher fuel-efficiency, to enabling banks to provide financial inclusion in remote corners and empowering technology executives to maximize global agility, Infosys delivers powerful innovations. And in doing so, we change the way the world works and lives.

We provide enterprises with strategic insights on what lies ahead, and help them transform and thrive in a changing world through strategic consulting and co-creation of breakthrough solutions, in mobility, big data and cloud computing, among others.

At Infosys, it is more than just innovation that has won us the confidence of our stakeholders. We believe our responsibilities extend beyond the boundaries of business. The Infosys Foundation and the Infosys Foundation USA provide assistance to the underprivileged sections of the larger community within which we operate, especially in sectors such as education and healthcare. The Infosys Science Foundation awards the Infosys Prize to individuals conducting some of the most important research of our times in the sciences and the humanities.

Organisation structure

An entrepreneurial adventure that began with seven engineers and \$250, Infosys is now a publicly traded company driven by over 193,000 employees, and earning annual revenues of more than \$9.2 billion, offering services in consulting, technology, outsourcing and business transformation.

Infosys BPO Limited, Infosys Technologies (Australia) Pty. Limited, Infosys Tecnologia do Brasil Ltda., Infosys Technologies (China) Co. Limited, Infosys Technologies S. de R. L. de C.V., Infosys Technologies (Sweden) AB, Infosys Public Services, Inc., Infosys Technologies (Shanghai) Company Limited, Infosys Americas Inc., EdgeVerve Systems Limited, Infosys Consulting Holding AG (formerly Lodestone Holding AG), Panaya Inc., Infosys Nova Holdings LLC, Kallidus Inc. (d.b.a Skava), Skava Systems Pvt. Ltd. and Noah Consulting LLC are our subsidiaries.

We market our services to large enterprises across the globe. We have a strong market presence in North America, Europe and the Asia Pacific region. We are also building a strong presence in South America and Africa.

Our supply chains

Our supply chains include the sourcing of finished products, services and people. For more information, please refer to the 'Responsible Supply Chain' section in our Sustainability Report 2015-16 which is available at <https://www.infosys.com/sustainability/Documents/infosys-sustainability-report-2015-16.pdf>.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any other part of our business. Our Responsible Supply Chain Policy and Supplier Code of Conduct reflect our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to prevent the occurrence of slavery and human trafficking in our operations.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk:

- We insist, in our agreements, that our suppliers comply with local laws and ensure that they do not indulge in child labor or forced labor practices. We build long-standing relationships with local suppliers and make clear our expectations of business behavior.
- We audit our people suppliers in India at regular intervals for payment of minimum wages and social security contributions.
- We train contractors based in India on our values, our Code of Conduct and anti-sexual harassment policy. We also conduct a session titled 'Know your Rights' for them to educate them on all aspects of their wages and other benefits.
- We have in place systems to encourage the reporting of concerns and to protect whistleblowers.

Supplier adherence to our values

We have zero tolerance for slavery and human trafficking. We expect all those in our supply chain, including contractors, to comply with our values. The business heads are responsible for compliance in their respective departments and for their supplier relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of our staff in India.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure the effectiveness of the above initiatives:

- Audits by the personnel team
- Use of labor monitoring and payroll systems; and
- Communication and personal contact with the next link in the supply chain and their understanding of and compliance with our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Infosys Limited for the year ended 31 March, 2016.



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