



Infosys Portland: MCA Membership

January 2024

CONSULTING EXCELLENCE PRINCIPLES



Ethical Behaviour



We are responsible and good citizens

We comply with all relevant legislation, working within the business community to act professionally in all we do. We encourage diversity in our recruitment.

We foster an ethical culture

We encourage our consultants to act ethically in all that they do.



Ethical Behaviour



We conduct our business ethically

This is very important to us as we are working with our clients to undertake strategic procurement activity on their behalf. As such, our interaction with suppliers and potential suppliers is exemplary and above question.

We have no commercial interests that could be a conflict of interest and we do not accept gifts or entertainment.

We provide the best advice we can and provide open and honest guidance in all we do.

We act honestly with all stakeholders in every project.



Client Service and Value

We provide excellent consulting services which deliver the outcomes clients seek and need.

Our consulting services deliver significant impact to our clients. Our savings are measurable and signed-off by clients (and our fees are often linked to the savings we deliver).



We are transparent with clients and respond to their concerns.

We provide a clear and precise scope in all our projects, working with the client to establish clear baselines and success measures. We work on-site with our clients, working often as part of their organisation, to their standards and processes. As part of this, our projects are completely transparent. We provide a clear governance structure to every project with a Project Manager leading the project and a Director responsible and accountable for all client concerns.

We always strive to improve the value we can deliver to our clients.

We focus very strongly on knowledge management. This is part of every project and we use the results of every project to inform the scoping of all subsequent projects. We work continually on new methodology, developing innovative solutions to bring to clients. This is part of every consultants' objectives. We publish Insight articles or hold roundtables on a regular basis to provide interesting and informative content and thought leadership.

Professional Development

We support our employees' career progression, professional development and welfare

We focus strongly on progression of our consultants through our business from Graduate to Consultant to Manager to Director. We want to promote internally.

We encourage our procurement consultants to be members of the Chartered Institute of Purchasing and Supply (CIPS) and undertake any value adding professional qualifications.

Each employee has a reporting line to a Director and a senior level Mentor.



Professional Development

We undertake training and professional development planning each year.

We have a structured six-monthly objectives and appraisal process for every employee. For consultants this is structured to include (non-exhaustive); consulting habits, people management, problem solving, communication skills, project management, financial management, strategic initiatives, business development, service delivery, values and culture (including teamwork, personal development, leadership, commitment, integrity and work/life balance

Results of each appraisal guides training and development in the next six months, as well as promotion and bonus.

Every consultant is aligned a buddy for their induction, a mentor and a line manager throughout their employment.

We provide a structured programme of technical development (Excel, PowerPoint, etc.), procurement skills, and consulting skills.

We promote strong core consulting capabilities and specialisms in our consultants and teams.

We focus on developing all the skills of our consultants through our structured objectives and appraisal process.

We foster a team-based collegiate culture within our business where knowledge is shared as a matter of course.

We encourage external development such as study towards Chartered Institute of Purchasing and Supply (CIPS) qualification and MBAs and assist where appropriate.

Our consultants are encouraged to become a combination of procurement experts and strong change-enabling management consultants.



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Commitment to Diversity and Inclusion

We respect and embrace diversity and inclusion and understand the importance and positive benefit of people from different backgrounds working for our companies and our clients.

‘Respecting each other’ is a fundamental tenet of the Infosys Code of Conduct and Ethics and informs our inclusion efforts, thus ensuring an equal opportunity workplace free of discrimination or harassment. Celebrating diversity and fostering inclusion helps build a balanced and inspired workforce.



Commitment to Diversity and Inclusion



We recruit and retain people from a diverse talent pool and strive to build cultures where difference is valued, respected and celebrated at all levels. Furthermore we are committed to developing diverse future leaders and ensuring their progression in the industry.

Our organisation was voted by Forbes in the Best Employers for Diversity and Ethisphere in the World's Most Ethical Companies. Infosys is a signatory to the UN Women's Empowerment Principles (WEP) and UN Standards of Conduct for Business on Tackling Discrimination against LGBTI people.



Commitment to Diversity and Inclusion



We support industry efforts to improve progress on diversity and inclusion, implementing best practice and monitoring the diversity of the consulting sector workforce over time. This includes encouraging the collection of data to assess the effectiveness of D&I policies and participating in the MCA Annual report.

We actively support efforts to improve progress on diversity and inclusion, implementing best practice and monitoring the diversity of our workforce. This is detailed within our annual ESG pillars and annual report.

Commitment to Sustainability @ Infosys

We commit to ensuring that our firms operate in an increasingly sustainable way and strive to ensure that sustainability is considered by our clients in our work with them.

Infosys is the only net carbon neutral IT services company today, with no carbon credits purchased and Infosys Portland is following in the footsteps of it's parent company.



Among world's most ethical companies and awarded a global top employer










54+ Awards
Total awards Infosys has received for applying environment sustainability practices.

28+mn sq ft
of highest rated (LEED Platinum/ GRIHA 5-star) green buildings

54%
of electricity for our India operations are from **renewable energy**

64% less water
The reduction in consumption across campuses

55%
reduction in per capita **electricity consumption** compared to 2008 baseline

Commitment to Sustainability @ Infosys

How we achieved this feat



Resource Efficiency

- Optimize efficiency through smart automation
- Deploy IT and IOT to reduce energy consumption, and drive resource efficiency.
- Retrofit existing buildings with energy efficient equipment; Develop super-efficient buildings

Absolute increase of **20%** against
166% increase in headcount
40,000+ connected assets across campuses



Renewable Energy

- Transition to 100% renewable energy
- Increasing and optimizing captive solar power
- Procuring renewable energy from third-party providers
- Built in house Weather monitoring apps and robots to maximize efficiency

60 MW Solar PV capacity



Carbon Offsets through community programs

- Offset all remaining emissions through avoidance programs
- Implement community projects rather than carbon trading
- Help rural communities embrace low-carbon futures through electrification, bio-gas plants and emissions-free cookstoves

11 of 17 SDGS impacted
2,600+ jobs generated
184 000+ rural families benefited

