**CSR REPORT –** Infosys

Introduction:

###### The name Infosys resonates with Corporate Ethics in the Indian Corporate Arena. Infosys is the flagship company of India’s mighty ITES ( Information Technology Enabled Services) sector. Along with sustained financial performance, the company was an early adopter of Corporate Social Responsibility initiatives.

###### Infosys addresses some of India’s most pressing development challenges in the areas of Education, Rural Development, Gender Equality & Women Empowerment, Environment Sustainability, Preserving National Heritage & Culture, Hunger, Poverty, Malnutrition and Health. Infosys Foundation has been spending on development projects through its CSR initiatives before it became mandatory for companies in India to spend 2% of their net profits on Corporate Social Responsibility Activities.

###### As CSR in India is mandatory as per the Companies Act 2013, The CSR Journal in its #LetsTalkCSR series is evaluating the CSR initiatives of Infosys. Corporate Social Responsibility initiatives of Infosys have touched over a million lives since its inception and continues to impact thousands every year.

CSR policy

###### Infosys CSR Policy intends to:

###### – Strive for economic development that positively impacts the society at large with minimal resource footprint.

###### – Embrace responsibility for the Company’s actions and encourage a positive impact through its activities on hunger, poverty, malnutrition, environment, communities, stakeholders and society.

Health and safety performance

Before the pandemic, employees were primarily concers were deadlines , collabarating with colleagues complete work on time.  
But now employees focus on isolaing themselves from others,wondering if someone may be infected,and limiting the distraction that is COVID –19 pandemic.

ARE WORK PLACES ARE SAFE?

Does employees should go back to their work and risk their health,or losing their health and risk losing work ?

The virus scares people ,and it does not appear to be leaving anytime soon. Individuals are left sort out questions like ,if they go back to work, will they get sick and infect their families ? If they refuse , will they lose their job and livelihood? What happens to their employment.

So here , Governments and businesses created recommendations for wearing PPE, such as face masks and gloves, while at work or when out in public to limit exposure to the coronavirus. Plexiglas guards and barriers have also been erected in establishments. such as gas stations and grocery stores to protect employees and patrons alike.

And also, People are encouraged to clean surfaces multiple times per day, and many businesses require patrons to sanitize their hands before entering the store. Individuals are instructed to thoroughly sanitize their hands multiple times per day, especially after being in public.

SUSTAINABILITY AND ENVIRONMENT

The mass migrations of employees happened quickly but not easily. The employees needed equipment's to work from home .equpments like laptop or a work desktop.or in some cases employees could use personal equipments

Here infosys company provided the equipment's to work from home by providing their own devices.

But here cyber attacks also increased this time ,due to not safe secure connection.but company at it’s best for employees and customers

As per the study Some reporters said that the output from the employees got more due to home environment ,they are also feeling homely and maintaining their easily and decreased expenses like travelling etc..

This also reduced the pollution . global network analytics calculated that 54 million tons were reduced .

BUSSINESS CONTINUITY AND RECOVERY

Here ,the company send a messge to the clients that

“With the steps we are all taking to address the COVID-19 situation, I wanted to share our approach with you.

Like you, we too are focusing on the safety of our employees worldwide, the communities we live and work in, and ensuring we diligently meet all our service commitments.

We have specific business continuity plans in place and are taking steps to ensure that we maintain operational readiness, even as we continue to be guided by advisories from local governments in the 46 countries we operate in. Our team is monitoring the evolving situation 24x7, and I am briefed daily of the developments and responses.

As we deal with the situation, we are extending support to our communities. To this end, Infosys Foundation in the US will open up their learning platform for teachers, so they can continue to school their students from home. In India, Infosys Foundation has offered to partner with the government to help set up a medical facility to address the healthcare needs of citizens affected by coronavirus”.

So here the company is good about the business continuity and recovery

PEOPLE/HUMAN RESOURCES

###### Infosys Foundation used its CSR funds to set up a 100-bed facility in Bengaluru in collaboration with Narayana Health City (NHC). This facility aims to serve people from economically weaker sections by providing them accommodation, quality treatment by doctors and essential medication free of cost.

###### The Foundation established a 182-bed quarantine facility for the Bowring and Lady Curzon Medical College & Research Institute, Bengaluru. The BBMP Super Specialty hospital on the institute’s premises was converted into a specialised COVID-19 hospital. The Foundation procured and installed all the required equipment, set up the infrastructure, including furniture and fittings. Two ambulances were also provided for emergency needs

Company also donated 50crs for PM relief fund at earlier.

The Foundation identified the immediate requirements at various hospitals engaged in the fight against COVID-19 and stepped in to help. Medical equipment and infrastructures such as ventilators, patient monitoring systems, viral transport media, N95 masks, other masks, non-contact infrared thermometers, medical gas pipelines and gas manifold systems and PPE kits have been provided pan- India to hospitals. These include Command Hospital (R&R) in Bengaluru, 7 Air Force Hospital in Kanpur, 11 Air Force Hospital in Ghaziabad, Military hospital in Belgaum, Chinmaya Mission Hospital, Bowring and Lady Curzon Medical College & Research Institute, Sri Jayadeva Institute of Cardiovascular Sciences and Research in Bengaluru, and Government Civil Hospital in Pune.

## Access to food and nutrition for the poor

###### The Foundation also recognized the need to take care of the poor and underprivileged, daily wagers whose livelihoods were impacted. Provisions, supplies and hygiene kits were arranged to reach such sections, and healthcare workers, through many partner organizations. The contributions were delivered through Sri Ramakrishna Sevashrama, Pavagada, Karnataka; Deseeya Sevabharathi, Kerala; Arpan Trust, Chandigarh; Ramakrishna Mission, Karnataka, Meghalaya and Arunachal Pradesh; The Akshaya Patra Foundation, pan-India; NASSCOM Foundation, Karnataka, Maharashtra, Telangana and NCR; Maha Vimochana Trust, Chennai; CII Foundation, Maharashtra; Deenabandhu Trust, Karnataka; South Western Railways, Hubballi; Police Department, Mangalore Zone; Rama Vikas Society, north Karnataka; Seva Bharathi, Theni, Tamil Nadu; Rashtriya Sewa Bharati, pan- India; Mysore Zoo, CUPA, Sarvoham Trust and the Voice of Stray Dogs (towards the feeding of animals).

Something could be done better by the company

The company done its best to employees, customers and social responsibility,

CONCLSION

Infosys Foundation through its CSR projects has worked towards helping society and achieving sustainable development. It leverages its high tech background and implements projects which are tracked on a real-time basis and hence create lasting impact in the community. Infosys sets a very high standard for sustainable operations by striving to achieve the coveted carbon neutral status.