

A Study of Corporate Social Responsibility: Infosys Limited

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Abstract

This research paper provides an in-depth analysis of corporate social responsibility initiatives undertaken by Infosys Limited using a secondary data-oriented approach. It draws on a broad range of sources, such as corporate reports, media reports, and academic literature, to gain a comprehensive understanding of the scope and impact of the company's CSR efforts. The purpose of this secondary data analysis is to identify the primary themes, tactics, and results of Infosys Ltd's CSR activities. By examining the company's dedication to ethical practices, ecological sustainability, and social engagement, the research provides insight into the wider implications of Infosys' CSR activities. The findings of this paper contribute to a more nuanced comprehension of Infosys's CSR practices and their impact on the company and the broader business community.

Keywords: Corporate Social Responsibility, Infosys Limited, CSR policies, Case study, Sustainability.

Introduction

In the current corporate environment, the incorporation of CSR has become a fundamental part of responsible business operations, reflecting the growing desire of organizations to tackle societal and environmental issues in addition to their financial objectives. One such company that has been at the forefront of CSR efforts is the global technology leader Infosys, which is renowned for its cutting-edge solutions and strong ethical values. In this research paper, Infosys will be examined in detail, using secondary data sources, to gain insight into the complexity of its CSR efforts and their impact on the company and its stakeholders. Corporate Social Responsibility is a broad term that encompasses a range of activities that go beyond profit-making, such as ethical behavior, environmental protection, charitable giving, and involvement in local communities. Understanding Infosys' CSR efforts can provide insight into how a leading technology company navigates the intricate world of Responsible Corporate Citizenship.

Corporate Social Responsibility (CSR) has revolutionized the traditional concept of philanthropy, i.e. the activities of large corporations for the benefit of their personnel and their families. Today, corporations are actively contributing to the development and prosperity of society and the nation. This is referred to as ethical behaviour of the company towards its society and citizens. As a result of CSR, businesses now benefit from a variety of advantages, such as lower tax rates, fewer regulatory interventions, quicker approval processes, motivated employees, loyal customers, reduced risk, improved brand image, a value-based supply chain, and positive public perception of the company.

LITERATURE REVIEW

Moon, (2014) Corporate Social Responsibility: A Very Short Introduction. The author discusses in this book corporate social responsibility, which in his opinion is the way through which corporate houses manages their relations within society. Explaining the main principles of CSR in company policies and national approaches, the book provides solid grounds why CSR has become so pertinent and essential in business and government, the short introduction of the book also provides justification for the responsibilities which businesses espouses, and the strategies taken to manifest these responsibilities

Suneja & Kaur 2016: The author conducted an analysis to demonstrate that Corporate Social Responsibility (CSR) activities have a positive effect on a company's profitability, which can lead to an increase in goodwill, brand recognition, and market share. Corporate sustainability is a continuous process that affects our society, businesses, and educational institutions in a variety of ways. Organizations have begun to recognize the significance of CSR, and are taking numerous steps towards it, and have made significant contributions towards social responsibility.

Gautam et al.,(2016) The purpose of this research paper is to confirm the correlation between Corporate Social Responsibility (CSR) and financial performance of a company. The correlation matrices were used to determine whether there were significant correlations between the independent variables used in multiple regression models. Based on the CSR disclosure provided by the sample companies, it can be concluded that the CSR disclosure had a positive effect on the company's financial performance. This study is able to support the hypothesis that a positive relationship breaks down.

Shilpa.(2017), This study has examined the evolution of Corporate Social Responsibility (CSR) from its inception at the grass-root level to the current initiatives as outlined in Schedule VII of the Companies Act 2013. The focus of the study is on the IT sector companies that have implemented CSR initiatives in various areas, the most prominent of which are Health, Environment and Education, as well as Community Development. Consequently, the author concludes that the chosen IT companies have demonstrated a strong commitment to environmental issues, and the other sectors must be addressed by these companies in the near future.

Jain (2017) studied “The Mandatory CSR in India: A Boon or Bane” and noted that the new Indian Companies Bill's minimum 2% CSR investment is a creative approach to the country's social issues. Even though it isn't ideal, it was produced because it was necessary for India to achieve economic fairness. Indian businesses have not adopted the accountability for the true expense of their operation. Many frequently destroyed the environment and fled from risks to humans that they created. He added that technology businesses might adopt environmental and safety measures, as well as chemical and oil companies. Observed that the new provision may prove to be a windfall for both the corporate sector and the general public, advancing India towards the path of equitable and sustainable growth.

Joshi (2020), This study looked at how Indian companies are doing with Corporate Social Responsibility (CSR) and how much they're contributing to the healthcare sector. It also pointed out that the Government of India has made it mandatory for companies to do CSR. The results showed that Tata Steel Limited was the biggest contributor to health care, with 41.5% of their revenue, while Infosys Limited was the next biggest contributor.

OBJECTIVES OF THE STUDY

- To study the legal framework of CSR as per Companies Act, 2013.
- To examine the CSR practices followed by Infosys Limited.

SCOPE OF THE STUDY

The scope of the study is limited to 4 years CSR initiatives taken by Infosys Company that is from 2019-20 to 2022-23 . The analysis and interpretation is based on secondary data which is collected from different sources.

RESEARCH METHODOLOGY

The present study is descriptive in nature and the required data sources are drawn from Infosys company website, published annual reports, articles and journals.

LEGAL FRAMEWORK OF CSR IN INDIA

The legal framework for Corporate Social Responsibility (CSR) in India is primarily governed by the Companies Act, 2013. The key provisions related to CSR are:

Applicability: Companies with a net worth of INR 500 crore or more, or a turnover of INR 1,000 crore or more, or a net profit of INR 5 crore or more, during any financial year are required to constitute a CSR Committee of the Board of Directors and spend at least 2% of the average net profits of the company made during the three immediately preceding financial years on CSR activities.

CSR Committee: The CSR Committee of the Board of Directors is responsible for formulating and recommending a CSR policy to the Board of Directors. The Committee comprises at least three directors, with at least one independent director.

CSR Policy: The CSR policy should include activities to be undertaken by the company, the modalities of executing such activities, the amount to be spent, the monitoring and reporting mechanism, and the timeline for the execution of CSR activities.

CSR Activities: The Act specifies that CSR activities should be related to any of the activities mentioned in Schedule VII of the Act, such as eradicating hunger and poverty, promoting education, gender equality, and environmental sustainability. The Act also specifies that the activities undertaken should be in areas where the company operates.

Reporting: Companies are required to disclose their CSR activities in their annual report and on their website, including the CSR policy, details of the activities undertaken, the amount spent, and the impact of such activities.

Penalty: Non-compliance with CSR provisions can result in penalties ranging from INR 50,000 to INR 25 lakh and/or imprisonment of up to three years for the officers in default.

Introduction to the Infosys Limited

Infosys, also known as Infosys Limited, is an Indian multinational company that provides IT services and consulting services. Founded in 1981 by a team of entrepreneurs under the leadership of N.R. Rao, N.R. Murthy, and N. V. Satyanarayanan, the company has grown to be one of the biggest and influential IT companies in the world. Infosys operates in more than 46 countries, and its clients come from a variety of sectors, including Finance, Healthcare, Retail, Manufacturing, and many more.

Infosys Vision

“To be a globally respected corporation that provides best-of-breed business solutions, leveraging technology, delivered by best-in-class people.”

Infosys does not just want to be a corporation which just focuses on increasing its business and revenue,

rather its vision is to be a corporation which provides best business solution by indulging best talented people and eventually to become a reputed and respected corporation.

Infosys Mission

“To achieve our objectives in an environment of fairness, honesty, and courtesy towards our clients, employees, vendors and society at large.”

Infosys focuses on maintaining fairness, honesty and courtesy towards their clients, employees, vendors and society in their path of achieving their objective. They believe that these three key aspects were the main factors in achieving their vision.

Infosys and Corporate Social Responsibility

Infosys has established a set of corporate social responsibility practices that demonstrate its dedication to ethical, sustainably, and socially conscious business practices. These practices range from environmental sustainability to education, community enhancement, and employee welfare. The following are some of Infosys' most prominent CSR practices.

Environmental Sustainability:

Infosys is committed to energy efficiency in its operations, which includes utilizing renewable energy sources and utilizing energy-efficient technologies.

Additionally, the company is committed to water conservation in its facilities and actively engages in conservation initiatives in local communities. Furthermore, Infosys places emphasis on the responsible management of electronic waste, with the aim of minimizing its environmental impact. Furthermore, many of Infosys' campuses are designed and constructed in accordance with green building standards, which incorporate sustainable architecture and features.

Education and Skill Development:

The Infosys Foundation is the corporate philanthropic arm of Infosys, and is actively engaged in the development of educational programs, scholarships, and infrastructure in educational institutions. Additionally, Infosys provides training and skill development initiatives to help individuals acquire the necessary technical skills to increase their employability.

Community Engagement:

Infosys undertakes a variety of healthcare-related initiatives, ranging from providing medical services and awareness campaigns to constructing facilities in underserved areas. Additionally, the company is active in rural development, contributing to the development of agricultural production, infrastructure, and the improvement of livelihoods in rural areas. Furthermore, Infosys is committed to disaster relief, providing financial assistance, supplies and support to areas affected by natural disasters.

Employee Welfare and Engagement:

Infosys encourages its staff to engage in voluntary activities and community service. The company also offers a range of health and wellness programs, such as medical facilities, health camp programs, and counseling services, to promote employee well-being. Additionally, Infosys provides flexible policies and programs to promote work-life balance.

Diversity and Inclusion:

Infosys is dedicated to recruiting an inclusive workforce and provides equal opportunities for all applicants regardless of gender, race, or origin. Additionally, Infosys has established Employee Resource Groups to promote diversity and inclusion and provide opportunities for networking and education.

DATA ANALYSIS AND INTERPRETATION

Corporate social responsibility practices by Infosys Ltd and Infosys foundation of 4 years from Fiscal year 2019-20 to 2022-23.

Table-1 showing Infosys CSR funding in the fiscal year 2019-20

Particulars	Amount (in crore)
Average net profit of the company for the last three financial years	17,978
Prescribed CSR expenditure (2% of the average net profit as computed above)	
Total amount to be spent for the financial year	359.56
Amount spent	359.94
Amount unspent	-

Source: Infosys Annual report 2019-20

- Table 1 depicts amount spent on CSR activities by the Infosys in the Fiscal year 2019-20.
- Total amount to be spent by company for the financial year 2019-20 was 359.56 crore but the company has spent 359.94 which is 2.002% of average net profit of the company for the last three financial years.
- This shows how the company has been actively participating in CSR initiatives

Table-2 showing Infosys CSR funding in the fiscal year 2020-21

Particulars	Amount (in crore)
Average net profit of the company for the last three financial years	18,620
Prescribed CSR expenditure (2% of the average net profit as computed above)	
Total amount to be spent for the financial year	372.39
Amount spent	325.32
Amount unspent	49.52

Source: Infosys Annual report 2020-21

- Table 2 depicts amount spent on CSR activities by the Infosys in the Fiscal year 2020-21.
- Total amount to be spent by company for the financial year 2020-21 was 372.39 crore but the company has spent 325.32 which is 1.74% of average net profit of the company for the last three financial years. The amount unspent was 49.52 which is 0.26% of average net profit of the company for the last three financial years. In this fiscal year actual amount spent by company less than the prescribed amount.

Table-3 showing Infosys CSR funding in the fiscal year 2021-22

Particulars	Amount (in crore)
Average net profit of the company for the last three financial years	19,834
Prescribed CSR expenditure (2% of the average net profit as computed above)	
Total amount to be spent for the financial year	396.70
Amount spent	344.91
Amount unspent	51.79

Source: Infosys Annual report 2021-22

- Table 3 depicts amount spent on CSR activities by the Infosys in the Fiscal year 2021-22.
- Total amount to be spent by company for the financial year 2021-22 was 396.70 crore but the company has spent 344.91 which is 1.73% of average net profit of the company for the last three financial years. The amount unspent was 51.79 which is 0.26% of average net profit of the company for the last three financial years. In this fiscal year actual amount spent by company less than the prescribed amount.

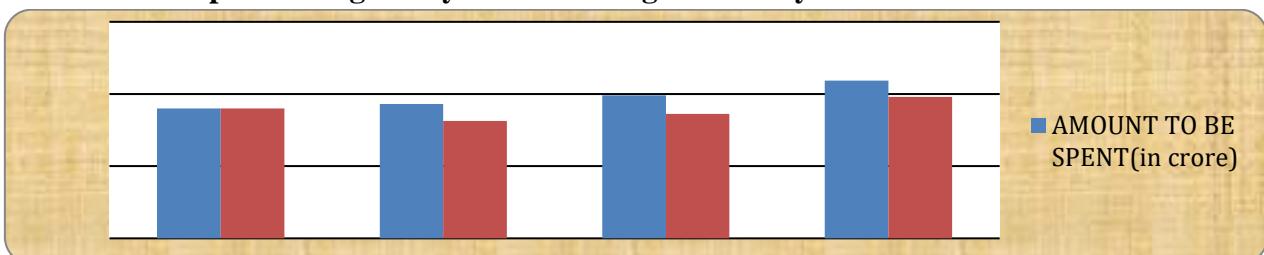
Table- 4 showing Infosys CSR funding in the fiscal year 2022-23

Particulars	Amount (in crore)
Average net profit of the company for the last three financial years	21,842.00
Prescribed CSR expenditure (2% of the average net profit as computed above)	
Total amount to be spent for the financial year	436.84
Amount spent	391.51
Amount unspent	45.33

Source: Infosys Annual report 2022-23

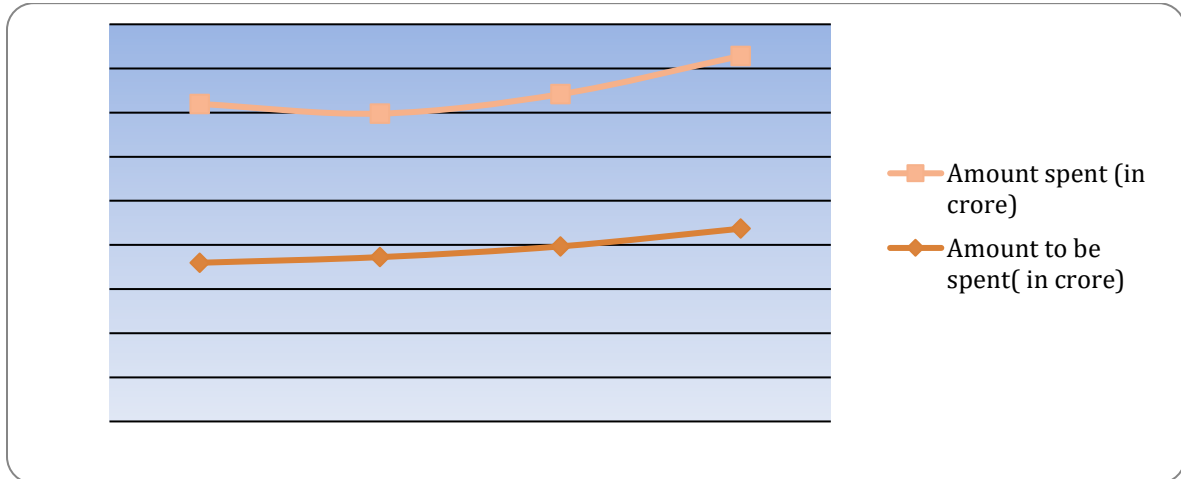
- Table 4 depicts amount spent on CSR activities by the Infosys in the Fiscal year 2022-23.
- Total amount to be spent by company for the financial year 2022-23 was 436.84 crore but the company has spent 391.51 which is 1.79% of average net profit of the company for the last three financial years. The amount unspent was 45.33 which is 0.20% of average net profit of the company for the last three financial years. In this fiscal year actual amount spent by company less than the prescribed amount.

Graph showing Infosys CSR funding the fiscal year 2019-20 to 2022-23



Source: Infosys Annual report

- Above graph depicts amount to be spent and amount spent on CSR activities by the Infosys in the Fiscal year 2019-20 to 2022-23.
- In the all four financial year 2019-20 to 2022-23. The company has spent more than the prescribed amount in only one financial year 2020-21 and remaining financial year company has spent less than the prescribed amount.



Source: Infosys Annual report

Suggestions

- Expand successful initiatives to reach more people and make a greater impact on the identified Sustainable Development Goals (SDGs).
- Keep an eye on sustainability and make sure that your corporate social responsibility (CSR) efforts bring about long-term changes and growth.
- Promote employee involvement and volunteering to strengthen corporate social responsibility (CSR) efforts and foster a corporate social responsibility culture.
- Establish regular review and continual improvement processes for corporate social responsibility (CSR) programs.
- We think the Infosys Foundation should do more to help girls in rural areas get the education they need.
- The importance of agriculture in India cannot be overstated. Therefore, it is suggested that a significant amount of resources be allocated to the support of farmers.

Conclusion

This research paper examined Infosys Limited's corporate social responsibility initiatives in detail. It revealed that the company has demonstrated a strong commitment to CSR, incorporating sustainable practices into its core operations and making a positive contribution to society. The study highlighted a variety of CSR programs, such as education and skill development, environmental conservation, philanthropic activities, and community engagement initiatives, which demonstrate the company's understanding of its responsibility to stakeholders beyond shareholders. Additionally, the research revealed the benefits of Infosys' CSR initiatives, including reputation and brand image enhancement, employee engagement, innovation, and the creation of long-term value. This research reinforces the idea that responsible corporate behaviour can bring about significant positive results both internally and

externally.

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