



# Sustainability Report

FY 2021-22



Ambitions Realized.

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# Executive Chairman's Letter



Dear fellow stakeholders,

Welcome to our 15th sustainability report. Let me start by summarizing my takeaways from the World Economic Forum's recent Davos conference, where I had the opportunity to meet several leaders from industry, government and civil society. I can perhaps best describe the overarching sentiment at Davos as one of cautious optimism. The caution came from a number of developments. These include the Russia-Ukraine war, the global rise in inflationary pressures, trade wars, and halting progress on climate change, to name a major few. The optimism stemmed from a longer term view of technology breakthroughs in AI and 5G, and a new generation of Covid vaccines that promise enhanced immunity. All of these developments will hopefully buttress economic resilience. The World Economic Forum (WEF) Global Risks Report, based on a perception survey of more than 1,200 leaders, called out the top 10 risks for the short term (the next two years) and the long term (the next 10 years). Three risks are common to both timeframes: failure of climate change action, geo-economic confrontation and widespread cyber-insecurity. To me, the persistence of these critical issues for the next decade represents particular cause for concern as well as a call for accelerated action.

The dominant conversation everywhere these days is climate change – and for good reason. With the mid-18th century as baseline, scientific consensus advises we restrict the average temperature rise to 1.5-degree C. We are already touching 1.2 degree C against this target. Which means we have very little time or space to avert catastrophic effects. It is encouraging to see governments, business and civil society trying to rise to the occasion. The sobering reality, however, is that even if we meet all our commitments, we may still fall short of prevention. The pragmatic approach, therefore, is to prepare to adapt to climate change effects, especially in helping the vulnerable and the poor, as they are likely to be hit the hardest.

Let me now turn to Wipro's commitment to climate action and what we have achieved so far. In 2021, we formally committed to achieving Net Zero GHG emissions by 2040, with clear interim targets of 100%

Renewable Energy (RE) by 2030. Our goals are aligned with the scientific imperative to cap average temperature rise to 1.5 degree C and are based on globally accepted standards from Science Based Targets Initiative.

To mention just two highlights of our progress so far: (i) Our current RE footprint is 58%, which we expect to increase to 75% by 2024; (ii) At 80 units per sq meter, the energy efficiency standards in our new state-of-the-art facility at Kodathi, Bangalore, are ahead of global benchmarks, and are the result of sustainable architecture and building design, innovative technologies like underfloor cooling and an IoT sensor-based Energy Command Center for optimizing energy consumption. Over the last decade-plus, the combination of our energy efficiency and renewable energy measures has saved or avoided more than half a million tons of cumulative GHG emissions.

While we expect to reach our Scope 1+2 goals ahead of 2030, our primary challenge will be Scope 3 emissions – nearly 83% of our total carbon footprint – produced by business travel, employee mobility, procured goods and services, work-from-home emissions etc. Progress on Scope 3 mitigation will need a combination of technology breakthroughs, policy changes and a broad collaborative approach with our suppliers and solution-providers. We are optimistic though that many slow-traction areas will see a tipping point soon. For example, we expect the trajectory of adoption of Electric Mobility to accelerate sharply post-2025.

As the world gears itself for the climate transition, we must ensure that it is just and inclusive. As a company, Wipro is committed to the ‘Principles of Responsible Energy’, under which our RE procurement contracts will require our suppliers to ensure that local communities are not affected at any stage of the project value-chain. We also plan to ramp up support for climate adaptation efforts in cities where we operate. In Mumbai, for example, we will partner in a collaborative program seeking to minimize the effects of severe flooding on vulnerable slum communities.

Another important aspect of our climate change strategy is to offer customers a comprehensive portfolio of design and digital solutions to help them accelerate their carbon footprint reduction. From our experience of using IoT sensor-based energy optimization in the Kodathi campus, we are convinced that Cloud, AI, IoT and Analytics can make a significant difference to a company’s climate strategy. At the same time, we are aware that the carbon footprint of some of these technologies can be disproportionately high, demanding a balanced and calibrated design approach.

I have elaborated on our climate strategy to illustrate the broader point that business must engage with societal issues holistically, considering both the short and long terms, using technology responsibly, and collaborating with all affected stakeholders, while consistently putting people at the center, especially the poor and the vulnerable. We have been trying to adopt just such an approach in all our sustainability programs: Water, Waste, Inclusion & Diversity, and Health & Well-Being. For example, while we have a long-running program on gender diversity in Wipro, many of our community initiatives also focus on women, e.g., maternal and child health in urban slums and college scholarships for girls from disadvantaged communities. Working with children and persons with disabilities is another area where we have a boundaryless approach.

I believe disclosures in the public domain, like this GRI report, are important catalysts for change. A balanced report presents progress and challenges, and areas of strength and improvements, in a way that generates productive feedback and insightful conversations. We have been very conscious of this fact over the years, and this report, hopefully, also reflects this fundamental principle. In this context, I must mention the increased regulator interest in setting standards for sustainability disclosures. The Business Responsibility & Sustainability Reporting framework from SEBI in India, the Security and Exchange Commission’s mandatory filings on climate risks, and the forthcoming reporting requirements from IFRS Foundation in the US, indicate the extent to which sustainability has become mainstream for government and business. We welcome this trend, as we believe it will accelerate the adoption of sustainability by

companies across sectors and geographies. At the same time, we run the risk of ‘too many cooks’ and must therefore work actively towards simplifying the language and rationalizing the number of standards without compromising the underlying rigor.

I would like to end by emphasizing the vital role values play in furthering sustainability in an organization. It is something we have always believed in at Wipro and that belief has been validated repeatedly in our 15-year journey of sustainability. Our values of unyielding integrity, respect for people and the imperative to act responsibly and with sensitivity have been the bedrock of our sustainability pillars. Proust famously said that the real voyage of discovery lies not in seeking new landscapes but in having new eyes. In the voyage of sustainability, values give us that vision and the new eyes to see.

**With Best Wishes,**

**Rishad Premji**

# Executive Summary



## Executive Summary

In this summary, we present the organization's contextual background, the diversity of our programs spanning multiple capitals, its embedding into core organization processes and our engagement with the wider community. The core principles underlying our engagement with stakeholders and our programs stem from our values. The values encapsulated in the **Spirit of Wipro** and our brand promise are: Be passionate about clients' success, Treat each person with respect, Be global and responsible and unyielding integrity in everything we do. The **Five Habits** — Being Respectful, Being Responsive, Always Communicating, Demonstrating Stewardship and Building Trust — are our values in action, and represent how we experience Wipro every day.

**Our core business:** We are a global IT Service organization providing a range of IT and IT-enabled services that include digital strategy advisory, customer-centric design, technology consulting, IT consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services, analytics services, business process services, research and development and hardware and software design to leading enterprises worldwide.

**How we create economic value:** We are present in 66+ countries employing over 240,000 people across various industry sectors. In FY'22, our revenue increased by 3% to INR (Indian Rupees) 795,289 million while operating profit increased by 17.7% to INR 140,286 million. We paid taxes of INR 28,946 million across the countries we operate in. Our total net worth as of March 2022 was INR 658,673 million. As per the shareholding pattern, 73.02% of total shares are held by the promoter and promoter group, 26.62% by the Public, which is a mix of banks, financial institutions, private companies, members of the public and others, and 0.35% held by Employee Trust as of 31<sup>st</sup> March 2022. 66% of the economic interest in Wipro is irrevocably pledged for philanthropy through the efforts of the Azim Premji Foundation. The ownership structure in Wipro is designed in a way to create economic value on one hand and social value on the other.

**Our business strategy and risk management:** Our strategy supports value creation for clients and growth for our organization through five strategic priorities: accelerate growth, strengthen clients and partnerships, lead with business solutions, build talent at scale, and a simplified operating model. We are focusing our efforts and investments on maximum results, going deeper in areas where we believe we have the strength and defocusing on others, and scaling up to secure leadership positions. **Our new strategy has brought us closer to clients, helped us drive greater agility and responsiveness and become the employer of choice.**

A proactive risk management lens is a critical input into crafting our strategy. In doing so, we are informed by global sustainability trends likely to impact the emerging business and socio-economic landscape. Over the past few years, we have undertaken a comprehensive Climate Change Risk Assessment Program for our major operational locations across the globe. The significant risks we see are the possibility of increased disruption to operations due to extreme weather events, especially in coastal cities in India. Infrastructure damage, employee absence and productivity loss are all impacts of such climate change induced events. Our mitigation strategy comprises a robust business continuity plan and appropriate infrastructure insurance. We are a founding member of the '**Transform to Net Zero**' initiative. This is a cross-sector initiative to accelerate the transition to a net zero emissions global economy by 2050. We are the only company headquartered in Asia participating in the forum. We have actively contributed to 3 transformation guides – Setting NZ goals, Innovating Net Zero products and services, and Climate justice.

**Collaborating with our customers:** The WEF Global Risks Report, based on a perception survey of more than 1200 leaders, called out the top 10 risks for the short term (the next two years) and the long term (the next 10 years). Three risks are common to both timeframes: failure of climate change action, geo-economic confrontation and widespread cyber-insecurity. We aim to engage and collaborate with customers by bringing together our experience and strategic investments to solutions in areas like Net Zero, decarbonization and sustainability, data privacy, open source, and crowdsourcing of talent (Top Gear). Wipro has implemented

a rigorous carbon accounting and management program over the past two decades. Wipro is committed to achieving Net-Zero GHG emissions by 2040 and is part of leading industry networks working on the subject like Transform to Net Zero, WEF and Open Footprint. Data privacy is an essential material issue for customers. With the increasing digitalization of businesses and the shift to hybrid ways of working, business data is susceptible to more risks than before. Wipro has an enterprise-wide robust data privacy framework in place to safeguard data at all levels. Open source plays a crucial role in Wipro's strategy. Top coder which is our on-demand technology talent crowd-sourcing platform, has 1.5 million strong community technologists.

We have 120+ customers who are part of independent raters like CDP Supply Chain, Ecovadis and industry-led consortiums that assess the company's performance on sustainability-related aspects, which include human rights, environment, supply chain, labor practices, etc. Furthermore, through consistent engagement, we upskill our developer resources, drive and collaborate on shared internal and external innovation, and further strengthen Wipro's brand as an industry thought leader. Our engagement is, and will always be, respectful, collaborative, and focused on supporting the long-term viability of the open-source ecosystem.

**Our approach to workplace sustainability:** Value for customers is created primarily by our talented employees, who design, develop, and implement integrated solutions. We have a global and diverse workforce of **240,000+ employees across 66 countries**. We strongly emphasize respecting dignity and diversity and being sensitive to human rights. Our policies and processes promote transparency and responsible conduct in the workplace. Our people strategies are geared towards creating an unparalleled employee experience through diverse learning opportunities, great careers, a strong employer brand and an empowering and inclusive culture where our employees find meaning in what they do while they create value for Wipro. Our focus now is to develop hybrid ways of working to ensure employee well-being and business continuity.

Our people strategy is based on **Culture Transformation and Inclusion & Diversity, People Processes, Employee Experiences, Engagement and Communication**. We view employees as key stakeholders and provide multiple engagement platforms and initiatives to facilitate continuous communication, feedback and advocacy. Our approach towards people's development includes helping cultivate a strong sense of citizenship and social responsibility. Around 2,700 employees have contributed over 10,000 volunteer hours through volunteer events. 12,500+ new employee-contributors joined our matching program, bringing the total number of employees contributing to Wipro Cares' initiatives to 35,000.

**Partnering with our supply chain:** Wipro instituted two flagship programs for new as well as existing suppliers meeting certified norms of diversity: the 'Wipro Inclusion & Diversity Opportunity for Vendors (WINDOV)' series of virtual conclaves that enable direct access for small suppliers to present their capabilities to the global procurement team and the 'Wipro Inclusive Supplier Development and Mentorship (WISDOM)' program to strengthen these businesses by providing management as well as technical support to participating diverse suppliers. Because of our supplier diversity initiatives, we were able to register 12% of our global spending with certified diverse and MSME suppliers during FY'22 and aim to increase our global diverse spending to 15% by 2024.

#### **Our environmental externalities and how we manage them:**

Our ecological sustainability programs comprise multiple themes identified through a rigorous assessment of environmental impacts arising from our business and supply chain operations. The key components of our ecological sustainability program are Energy, Water, Waste Management, Campus Biodiversity and Urban Resilience.

One of the pivots of our assessment process is the Natural Capital Valuation exercise, to gauge the impacts created across our operations and value chain on a comprehensive set of environmental factors. The results have been incorporated back into our sustainability agenda, goals, and actions.

Our lifecycle approach to energy efficiency starts with green building design and incorporates rigorous execution of energy-efficient technologies and renewable energy.

Freshwater consumption dropped 8.95% from last year to 774 million liters. The recycled water generation was 382.4 million liters, with a recycling ratio of 33%. Due to the low average occupancy (<6%) of our offices because of the pandemic, the per capita water consumption is not comparable. The freshwater consumption has come down due to the arresting of leakages at three locations and the commissioning of STP at one location. We also have consolidated operations by closing three locations. As a result, the freshwater area intensity, which is measured at 0.920 KL per square meter, has decreased by 15% from the previous year. Since FY17, we have reduced our absolute freshwater consumption by 50%.

All our campuses in India segregate, track and manage more than 40 subcategories of waste. Close to 90% of India's total waste is recycled through in-house recycling and external reprocessing through authorized vendor tie-ups.

Our urban biodiversity program addresses the twin aims of creating biodiversity in our urban campuses while also using it as a platform for broader employee education and advocacy. We believe that campus biodiversity makes for a more holistic work setting and builds a more profound sense of connectedness and understanding of our natural surroundings. The scientific consensus around the origin of the Covid-19 pandemic has further reinforced the relevance of this and the call for an urgent recalibration of our societies to stay within nature's balance.

**Community Engagement:** Our adherence to the principle of good citizenship and responsibility extends beyond the boundaries of our core business to our communities. Our approach in this regard is two-pronged: (a) to mitigate/minimize any negative impacts of our operations on proximate communities, and (b) to try and make a positive difference to communities proactively. Our chosen domains of engagement are education, ecology and community care. Our approach is to engage deeply and meaningfully in long-term systemic challenges. The common foundation underlying all our social initiatives is derived from the values of Spirit of Wipro: 'Treat each person with respect; Be global and responsible; Unyielding Integrity in everything we do' are universal tenets that underline our approach to social change and community engagement.

Our initiatives are designed to be contextually relevant to local communities and geographies. In India, for instances, there are some common challenges and complexities related to the system of school education. But these also vary depending on the geographical, social and cultural milieu. The Wipro Education

We are one of the first 7 companies globally to have Net Zero goals validated against the Net Zero standard from SBTi (Science-Based Targets Initiative). Our focus is on direct decarbonization approaches.

**Near-Term Targets** Wipro commits to reduce absolute scope 1 and 2 GHG emissions 59% by FY 2030 from a FY 2017 base year, \*and absolute scope 3 GHG emissions 55% by FY2030 from a FY2020 base year. We are also committed to reaching 100% RE by 2030.

**Long-Term Targets** Wipro also commits to reduce absolute scope 1 and 2 emissions 100% by FY2040 from a FY2017 base year, \*and absolute scope 3 GHG emissions 100% by FY2040 from a FY2020 base year.

\*The target boundary includes land-related emissions and removals from bioenergy feedstocks.

initiatives partner with civil society to bring about systemic, long-term improvement in school education. The Wipro Earthian program, on the other hand, engages with schools and colleges to foster sustainable thinking and action among the young in India.

The Wipro Cares program engages with communities in various parts of India, supporting initiatives on primary healthcare, education for underprivileged and girl children, children with disabilities, and rehabilitation in disaster-hit areas. Several of these initiatives are in geographies distant from our operational locations; we support them as they have significant, intrinsic value, and contribute to long-term social well-being.

**Governance and Management:** All our programs and actions are based on a solid foundation of ethics and values, manifest in the Spirit of Wipro. Our values and principles of ethical conduct are embedded in all our policies, processes and procedures. We also have a comprehensive Code of Business Conduct for our suppliers that cover basic human and labor rights issues. Stakeholders are encouraged to highlight and report any wrongdoing or violation of our values and ethics via the Ombuds process, without fear of reprisal.

The reporting process is open to all, and we have a relatively large number of cases reported, which reflects stakeholder empowerment, transparency, and trust in the Ombuds process. Our approach to corporate governance extends much beyond statutory compliance. It is based on a four-tier governance structure, with clear roles and responsibilities for advocating, implementing, reviewing and guiding ethical conduct. While our sustainability strategy and action are carried out across organizational levels, geographies and functions, the primary oversight of all programs is with our Board of Directors led by our Chairman and the Group Executive Council.

We consider voluntary disclosures such as this Sustainability Report integral to our standards of good governance. Comprehensive and well-articulated sustainability disclosures reflect a culture of transparency and accountability central to our sustainability philosophy. We have been active participants in several Environment, Social and Governance (ESG) disclosure frameworks, such as the Dow Jones Sustainability Index, and the Carbon Disclosure Index. Our disclosures aligned with GRI (Global Reporting Initiatives), Integrated Reporting (IFRS Foundation), and NVGs (National Voluntary Guidelines) are available in the public domain.



# Sustainability Highlights



# Workplace Sustainability

- 185,000+ employees in foundational, intermediate, and advanced digital skills as of FY 2022
- Wipro OnAir –our flagship global podcast series, launched in 2017 to highlight our culture and people, has received over 820,000 hits across 110 podcasts
- Yammer, our enterprise social platform since 2014, has over 200,000 users who have shared more than 3.2 million messages and formed thousands-strong communities within Wipro.
- MS Teams acts as an effective collaborative tool as remote working has become the norm. It continues to be used to set up meetings, instant messaging, group messaging, data sharing, and collaboration across geographies and time zones. The platform has over 200,000 users with over 64 million conversations per month.
- Over 86% of total employees were covered in 21 locations in India and 8 locations outside India under ISO (International Standards Organization) 14000 and ISO 45001 certifications. We have received ISO50001 certifications for 3 locations in India.
- Changes to employee benefits included changes to medical assistance, insurance and leave policies.



## Total Employees



## Nationalities in Workforce



### Gender Pay Parity

**0.92**  
FY'2020 | **0.92**  
FY'2021 | **0.93**  
FY'2022

### Women Employees (%)



**35%**  
FY'2020 | **35.7%**  
FY'2021 | **36%**  
FY'2022

### Persons with Disabilities





## Ecological Sustainability



- Three biodiversity projects completed to date - Butterfly Park, Wetland Zone and Thematic Garden in Bengaluru and Pune.
- Long-term urban water programs in Bengaluru, Chennai, Pune and Hyderabad for citizen engagement and advocacy on groundwater management.
- Bengaluru Sustainability Forum facilitates the exchange of knowledge through host invitation-based retreats on specific aspects of urban sustainability. BSF offers a small grants program, open to collaborative projects between two organisations.

### Total GHG Emission (Tons of CO<sup>2</sup> eq.)

**559,510**

FY'2020

**447,683**

FY'2021

**492,747**

FY'2022



## Waste Sent to Landfill (Excluding C&D)



**3.0%**

FY'2020

**3.9%**

FY'2021

**3.0%**

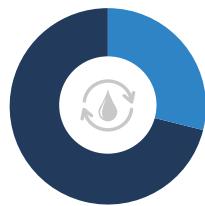
FY'2022

## Environmental Impact (NCX Valuation in USD million)



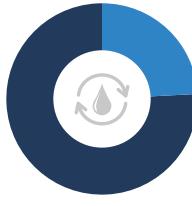
## Water Recycled (% of Total Water Consumption)

**41%**



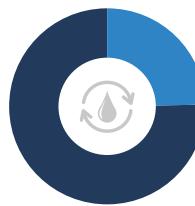
FY'2020

**32%**



FY'2021

**33%**



FY'2022

Water Recycled



# Customer Stewardship

## Customer Engagement

- The Customer Satisfaction Survey (CSAT) questionnaire has been revamped to address areas relevant for growth, viz. Strategic, Forward-looking, Delivery led development, New Models of working, Digital Roadmap, Value Delivery. Our half-yearly reimagined CSAT Survey is conducted through an external partner to get an independent view of customer engagement. Net Promoter Score is an index used to assess customers' likelihood to recommend Wipro. Based on the CSAT survey, our CXO Net Promoter Score for FY'22 has increased by 508 bps, and the overall NPS score has improved by 249 bps from FY'21.
- We aim to engage and collaborate with customers by bringing together our experience and strategic investments to solutions in areas like Net Zero, decarbonization and sustainability/ESG, data privacy, open source, and crowdsourcing of talent (Top Gear).
- Data privacy is an essential material issue for customers. With the increasing digitalization of businesses and the shift to hybrid ways of working, business data is susceptible to more risks than before. Wipro has an enterprise-wide robust data privacy framework in place to safeguard data at all levels.
- Open source is present in 96% of all software used today, and all global enterprises use open-source in one way or another. We estimate that at least 50% of all Wipro projects/engagements have some element of open-source components. Top coder, our on-demand technology talent crowd sourcing platform, has 1.5 million strong community technologists.



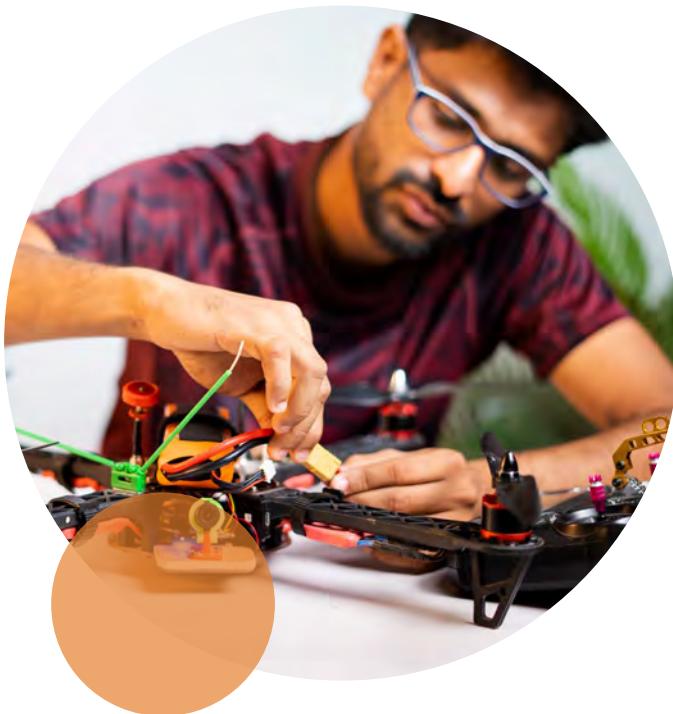


## Social Responsibility

The ‘Spirit of Wipro’ promotes integrity in all facets of our work. Fairness and respect in the workplace and community are some of our key values. Our Education, Ecology, Healthcare, Disaster Response and Cities and Public Spaces projects honor these ideals.

### School Education

- Supported over **61,000** children, **including ~5,600 children with disabilities**, and **4,000** teachers through ~130 partner NGOs.
- Collaborated with **28** new NGO partners to improve public education, education for children with disabilities, and on school access for the most disadvantaged children.
- We also run a sizable national sustainability quiz for college students which was launched in 2015 and has seen participation from **8,600** teams to date.



### Engineering Education

- Developed competencies in emerging digital technologies for **40,000** students, of which ~11,000 students were identified for intensive training through the ‘Future Skills Program’ as a part of our TalentNext @ Mission10X initiative.

### Sustainability Education

- Wipro earthian’s school program that seeks to make sustainability axiomatic to education, completed its 12th year. It has reached over **4,000+** colleges and **13,000+** schools since its inception.
- Over **4,000** teachers across 187 districts have engaged with the program in 2022.
- More than **2,000+** college students participated in the 2021 National Sustainability Quiz.

## Science Education Fellowship (SEF) Program

- Supported 1,300 STEM educators reaching out to 250,000+ underserved students since 2012 in 35 school districts in seven states in the US.
- Provided bursaries to 115 STEM teachers in the UK in partnership with King's College London (KCL) and Sheffield Hallam University (SHU) since 2018.



## Community

We have reached out to 800,000 people in Andhra Pradesh, Maharashtra, Karnataka, Kerala, Nagaland, NCR, Odisha and West Bengal through 10 projects in primary healthcare with a focus on maternal and child healthcare.

- Planted more than 40,000 trees through our project in Agroforestry in Tamil Nadu.
- Provided social, nutritional and health security to 25,000 workers in the informal waste sector in Bengaluru and Mysuru.
- In June 2020, Wipro and the Government of Maharashtra opened the first Covid hospital in Pune. It was equipped with 504 beds, 18 ventilators, ICUs and other COVID-19 treatment capabilities. Over a period of 18 months, the hospital admitted over 6,400 patients, with a case fatality rate of 0.16%.
- In the past, we have helped rebuild the lives of people affected by the Bihar Floods, the Japan Tsunami, Hurricane Sandy, the Philippines cyclone, the Gujarat earthquake (2001), the Karnataka floods (2009), the Uttarakhand cloud burst and floods (2013), Chennai floods, Tamil Nadu floods (2015), Kerala floods (2018), Odisha Phailin cyclone (2013) and Fani cyclone (2019), and Amphan cyclone (2020).
- The ‘Public Spaces in Cities and Communities’ charter supports fostering inclusive public spaces in our cities such as spaces for the arts, sports, theatre, etc., that are designed to be accessible to the public. We support two institutions – the Museum of Art and Photography (MAP) and Bangalore International Center (BIC) – in significant ways as a part of this endeavor.

# Report Profile



## About the Report

This sustainability report highlights Wipro's efforts to react to changes in the business sector. It demonstrates the organization's responsible attitude to assuring company continuity, customer happiness, and exceptional services. It displays Wipro's approach to corporate responsibility and the progress of Wipro's activities to suit the requirements of the hour.

Wipro's Sustainability Report assesses its performance from 1 April 2021 to 31 March 2022. It includes information on topics that the organization considers are of interest to its stakeholders and have the potential to influence its operations. Regular conversations and evaluations with the Board and its committees, senior management, and other stakeholders enable the organization to work consistently toward meeting its stakeholders' expectations.

### Scope of Report

#### Businesses\*

Wipro Technologies

Wipro Business Process Services

#### Geographies

America

Europe

India

Japan

Middle East

Asia Pacific

#### Scope of Reporting

Financial Performance Indicators All Geographies

Environmental Performance Indicators India (Energy and emissions data reported for all geographies)

People Metrics All geographies

Social performance metrics Primarily India

Other Qualitative Reporting All Geographies (unless otherwise specified)

\*A list of all entities included in the consolidated financial statements is given on pages 142-147 of Wipro Annual Report for FY 2021-22.

### Reporting Timeframe

Reporting Period for Integrated Report - Extended	April 1, 2021, to March 31, 2022 (Referred hereafter in short as '21-22')
Date of most recent previous report	Wipro Sustainability Report for last fiscal year 2020-21, released in March
Link to previous report	<a href="https://www.wipro.com/content/dam/nexus/en/sustainability/sustainability_reports/sustainability-report.pdf">https://www.wipro.com/content/dam/nexus/en/sustainability/sustainability_reports/sustainability-report.pdf</a>
Reporting Cycle	Annual basis
Contact Point	Narayan P S Vice President and Head, Sustainability Email: <a href="mailto:narayan.pan@wipro.com">narayan.pan@wipro.com</a>

## **Feedback and Suggestions**

We welcome our readers' feedback, points of view and suggestions on Wipro's Sustainability Report 2021-22, and on our sustainability program in general and look forward to hearing from you. It is your honest feedback that will enable us to strengthen and improve our sustainability program. You may write to us at any of the following contact points:

Name	Contact Details
Wipro Sustainability Team	<a href="mailto:eco.eye@wipro.com">eco.eye@wipro.com</a>
Narayan P S Global Head of Sustainability	Wipro Limited Doddakanelli, Sarjapur Road, Bangalore - 560 035, India Tel: +91 080 25056766 Email: <a href="mailto:narayan.pan@wipro.com">narayan.pan@wipro.com</a>
Abhishek K. Jain General Manager, Investor Relations	Wipro Limited Doddakannelli Sarjapur Road Bangalore 560035 Tel: +91-80-6142 6143 Email: <a href="mailto:abhishekkumar.jain@wipro.com">abhishekkumar.jain@wipro.com</a>



# **Wipro and Sustainability**

## About Wipro

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs. Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses. With over 250,000 employees and business partners across 66 countries, we deliver on the promise of helping our customers, colleagues, and communities thrive in an ever-changing world.

## Business Overview

Our business comprises of the IT Services, IT Products and ISRE segments. The ISRE segment consists of IT services offerings to ISRE Customers. Our revenues for the last three fiscal years by business segment are as follows:

Segments	Revenue (INR Million)		
	2020	2021	2022
IT Services	5,93,798	6,05,815	7,81,824
IT Products	11,657	7,685	6,173
ISRE	7,950	8,912	7,295
Reconciling items	-4	13	-3
Total	613401	622425	795289

### IT Services

Our IT Services service offerings are organized through two Global Business Lines (GBLs) - Integrated Digital, Engineering and Application Services ("iDEAS") and Cloud Infrastructure, Digital Operations, Risk and Enterprise Cyber Security Services ("iCORE"). iDEAS will include the service lines Domain and Consulting, Applications and Data, Engineering and R&D and Wipro Digital. iCORE will consist of the service lines Cloud and Infrastructure services ("CIS"), Digital Operations and Platform ("DO&P") and Cybersecurity and Risk Services ("CRS"). GBLs own the delivery, practices and practice sales. GBLs will bring in global scale, capabilities and solutions and best practices in delivery.

### IT Products

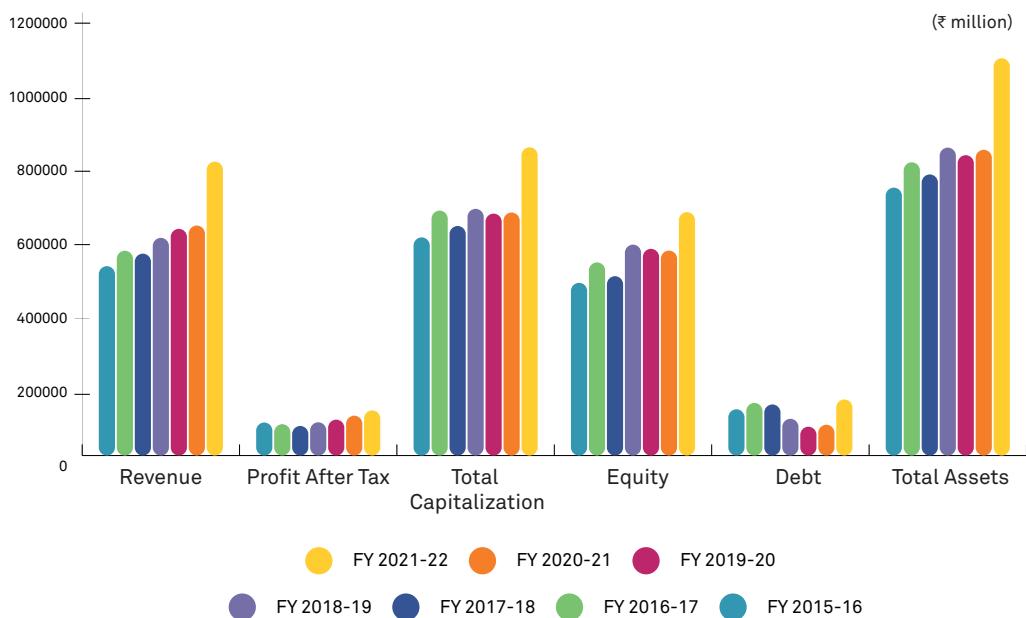
We provide our offerings to enterprises in all major industries, primarily in the India market: Government, Defense, IT and IT-enabled services, Telecommunications, Manufacturing, Utilities, Education and Financial services sectors. We have a diverse range of customers. For the year ended March 31, 2022, we had one customer that accounted for 12.0% of our overall IT Products segment revenue.

### ISRE

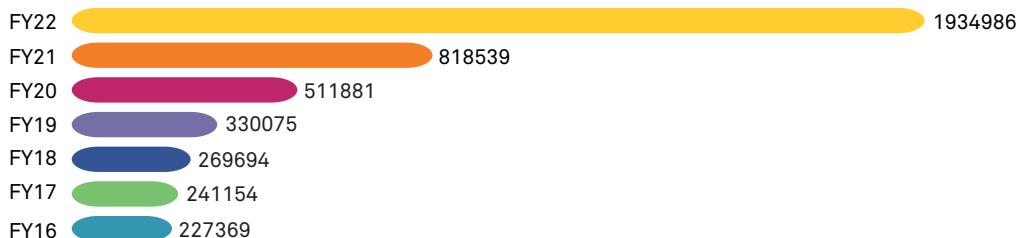
Our ISRE segment consists of IT Services offerings to organizations owned or controlled by the GoI (Government of India) and/or any Indian State Governments. Our ISRE strategy focuses on consulting and digital engagements, and we are selective in bidding for SI (System Integrator) projects with long working capital cycles.

## Key Organizational Metrics

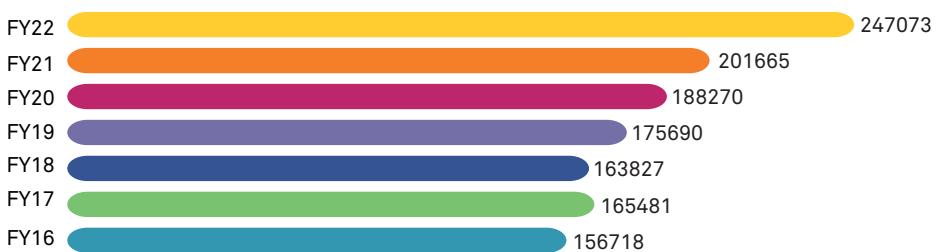
### Financial Metrics



### No. of Shareholders



### No. of Employees



The number of employees figures are only for core employees in the IT business. Does not include partner employees, retainers and support service workforce.

## Vision and Spirit of Wipro

The **Spirit of Wipro** is the core of Wipro. These are our Values. It is about who we are. It is our character. It is reflected consistently in all our behavior. The Spirit is deeply rooted in the unchanging essence of Wipro. It also embraces what we must aspire to be. It is the indivisible synthesis of the four values. The Spirit is a beacon. It is what gives us direction and a clear sense of purpose. It energizes us and is the touchstone for all that we do.

### Be passionate about clients' success

Be passionate about clients' success. We succeed when we make our clients successful. We collaborate to sharpen our insights and amplify this success. We execute with excellence. Always.

### Treat each person with respect

We treat every human being with respect. We nurture an open environment where people are encouraged to learn, share and grow. We embrace diversity of thought, of cultures, and of people.

### Be global and responsible

We will be global in our thinking and our actions. We are responsible citizens of the world. We are energized by the deep connectedness between people, ideas, communities and the environment.

### Unyielding integrity in everything we do

Integrity is our core and is the basis of everything. It is about following the law, but it's more. It is about delivering on our commitments. It is about honesty and fairness in action. It is about being ethical beyond any doubt, in the toughest of circumstances.

## Wipro Vision

Be a trusted partner to our clients in their transformation journey; Orchestrate value to our clients through sector focused 'Business solutions', digital & technology capabilities, leading-edge innovation leveraging our strategic ecosystem partnerships, and world class talent; Stay resolute in our commitment to the environment, societies, and communities we work and live in.

## Alignment with Global Frameworks

Sustainable Development Goals (SDGs) were adopted to stimulate action over 15 years (2015-30) in areas of critical importance for humanity and the planet. These goals focus on achieving sustainable development in its three dimensions – economic, social and environmental – in a balanced and integrated manner. These goals call for action by all countries— poor, rich and middle-income— to promote prosperity while protecting the planet and cover a wide range of issues like poverty eradication, economic growth education, health, social protection, climate change, and environmental protection.

Given the ambitious nature of the targets for 2030, the magnitude of efforts required to achieve them and the scale of the challenge, it is impossible to achieve the goals without meaningful partnership between different stakeholders. Businesses - as drivers of economic growth and employment and a source of finance, technology and innovation - is a key stakeholder and has great potential to contribute towards implementing the SDGs. At Wipro, we are actively working on multiple aspects of development which are aligned with the different themes of SDGs.

### **3 GOOD HEALTH AND WELL-BEING**



#### **Ensure healthy lives and promote well-being for all at all ages.**

Well-being and safety are critical components of doing business at Wipro. Caring for these are embedded in our core values of action with integrity and sensitivity. We work towards enhancing well-being of our employees through workplace safety and security initiatives with a special focus on physical and emotional health.

For more information, refer to [\*\*“Workplace Sustainability”\*\*](#).

### **4 QUALITY EDUCATION**



#### **Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.**

Education is one of the themes identified by Wipro to help in positive societal change and development. Currently, there are multiple distinct tracks running on school education, each with its own overarching goals but with shared synergies wherever relevant. Wipro Applying Thought in Schools works towards systemic reform of education in the country. The Wipro Cares Program in school education focuses on supporting access to, and ensuring continuity of, school education for underprivileged children and children with disabilities, especially those from disadvantaged backgrounds. The Wipro Education Fellowship Program was started to strengthen the support system for new education initiatives/CSOs working in underserved geographies and on underexplored thematic areas. The Wipro Earthian program’s approach integrates sustainability in education – for schools and colleges.

For more information, refer to [\*\*“Social Responsibility”\*\*](#).

### **5 GENDER EQUALITY**



#### **Active gender equality and empower all women and girls.**

The entire organization, beginning with our leadership, is aligned with our I&D vision. Our CEO is the Executive Sponsor of the I&D Council. We have a structured program ‹Women of Wipro› to develop and nurture the women talent in the organization.

For more information, refer to [\*\*“Workplace Sustainability”\*\*](#)

### **6 CLEAN WATER AND SANITATION**



#### **Ensure availability and sustainable management of water and sanitation for all.**

Wipro’s water stewardship program has water efficiency, responsible sourcing, reduced consumption and water security as its stated objectives. Our engagement with water includes a broad range of programs, both within Wipro and outside, like recycling wastewater, use of water-efficient fixtures, rainwater harvesting and Participatory Ground Water Management.

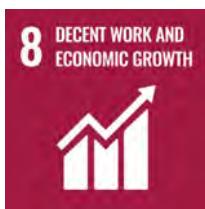
For more information, refer to [\*\*“Environmental Sustainability”\*\*](#).



## Ensure access to affordable, reliable, sustainable and modern energy for all.

Wipro contributes to the cause of affordable and sustainable energy by investing in renewable energy resources, adopting energy-efficient practices as well as clean energy technologies and infrastructure.

For more information, refer to "[Environmental Sustainability](#)".



## Promote inclusive and sustainable economic growth, full and productive employment and decent work for all.

Wipro is a global information technology, consulting and outsourcing company with a 240,000+ workforce, and revenues of over 10 billion in the year ending March 22. The company contributes to economic growth and development by creating jobs while upholding the highest labor standards across operations and the value chain.

Refer to "[Workplace Sustainability](#) and [Economic Sustainability](#)".



## Build resilient infrastructure, promote sustainable industrialization, and foster innovation.

Inclusive and sustainable industrial development and technological progress further the cause of income generation. Wipro continues to work on technological innovations that can drive sustainability through digitalization of dematerialization, system integration and optimization, and offers a range of sustainability inspired solutions to our customers.

For more information, refer to "[Customer Stewardship](#)".



## Make cities inclusive, safe, resilient and sustainable.

Wipro, through its community program, is working closely with industry, government and communities on different challenges of urban living. Our focus is on building capacity – on climate change, water, biodiversity and responsible resource consumption – including wider issues of urban governance and public health through various interventions.

For more information, refer to "[Environmental Sustainability](#)".



## Ensure sustainable consumption and production patterns.

Wipro sustainability program aims to reduce its ecological footprint and several initiatives have been developed to improve resource and energy efficiency across its value chain. The focus is on energy efficiency, responsible use, and pollution and waste management.

For more information, refer to "[Environmental Sustainability](#)".

**13** CLIMATE ACTION**Take urgent action to combat climate change and its impacts.**

Understanding the implications of climate change for the planet and business value chain specifically. Wipro has set ambitious targets – to contribute to planetary net zero goals by 2050 by committing to reducing its own value chain emissions to Net Zero by 2040.

For more information, refer to [\*\*“Environmental Sustainability”\*\*](#).

**15** LIFE ON LAND**Sustainably Manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.**

Wipro currently runs a significant initiative around campus biodiversity in two of our campuses in India. It is our objective to convert five of our existing campuses to biodiversity zones and design all our new campuses based on biodiversity principles.

For more information, refer to [\*\*“Environmental Sustainability”\*\*](#).

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.**

Structural interventions like our grievance Redressal Process for Prevention of Sexual Harassment (POSH) and Ombuds, Employee Perception Survey (EPS), Contract Employee Engagement, Governance Reviews with Health Committees, Audit Risk & compliance Board, and Inclusion & Diversity Council, help us to proactively identify and mitigate risks on human rights and any other organizational processes.

For more information, refer to [\*\*“Workplace Sustainability”\*\*](#).

**17** PARTNERSHIPS FOR THE GOALS**Strengthen the means of implementation and revitalize the global partnership for sustainable development.**

At Wipro, we think that businesses must engage with the social and ecological challenges that humanity faces in a deep and meaningful manner with long-term commitment; for that is the only way by which real change can happen on the ground. We engage with communities, governments, and civil society organizations on issues like education for underprivileged children.

For more information, refer to [\*\*“Social Responsibility”\*\*](#).

## SDG Alignment

**SDGs for which we have direct positive impact through our programs.**



**SDGs for which our work indirectly contributes to positive impact.**



SUSTAINABLE  
DEVELOPMENT  
**GOALS**  
ALIGNMENT



## Rewards & Recognition

- Received Silver Class Sustainability Yearbook Award 2021 from S&P Global.
- Member of Vigeo Eiris Emerging Market Sustainability Index since its inception (annual index comprising the top 100 companies from emerging markets).
- Received Gold in EcoVadis Sustainability Rating 2022.
- Ranked a Leader in Sustainability & ESG Services by ISG in Australia, UK and US.
- A constituent company in the FTSE4Good Index.
- Received “A” rating in CDP Climate Change and Supplier engagement in 2021.
- Awarded best far-reaching corporate contribution for a wider social impact at India Today Healthgiri Awards 2021.
- Featured in the Bloomberg Gender-Equality Index 2022 for the third consecutive year.
- Recognized as ‘Disability Confident Committed Employer’ in the UK 2020.
- Recognized by Zero Project (2021 shortlist), for innovative work done in the space of disability inclusion.
- Declared as a “Exemplar of Inclusion” in the 2021 Working Mother & Avtar Most Inclusive Companies Index (MICI).
- Declared as one of the “100 Best Companies for Women in India” in the 2021 Working Mother & Avtar Best Companies for Women in India (BCWI) list.
- Recognized as Gold Employer by the India Workplace Equality Index (IWEI) 2021.
- Recognized as one of the Best Places to Work for LGBTQ+ Equality by the Human Rights Campaign Corporate Equality Index 2022. The CEI is a roadmap and benchmarking tool for U.S. businesses in the field of lesbian, gay, bisexual, transgender and queer equality in the workplace.
- Recognized as winner for ‘Best Employer for Persons with Disabilities’ and second runner-up for ‘Best Employer for D&I’, in the large category at 2nd ASSOCHAM Inclusion & Diversity Excellence Awards.

**Sustainability Award**  
Silver Class 2022

**S&P Global**



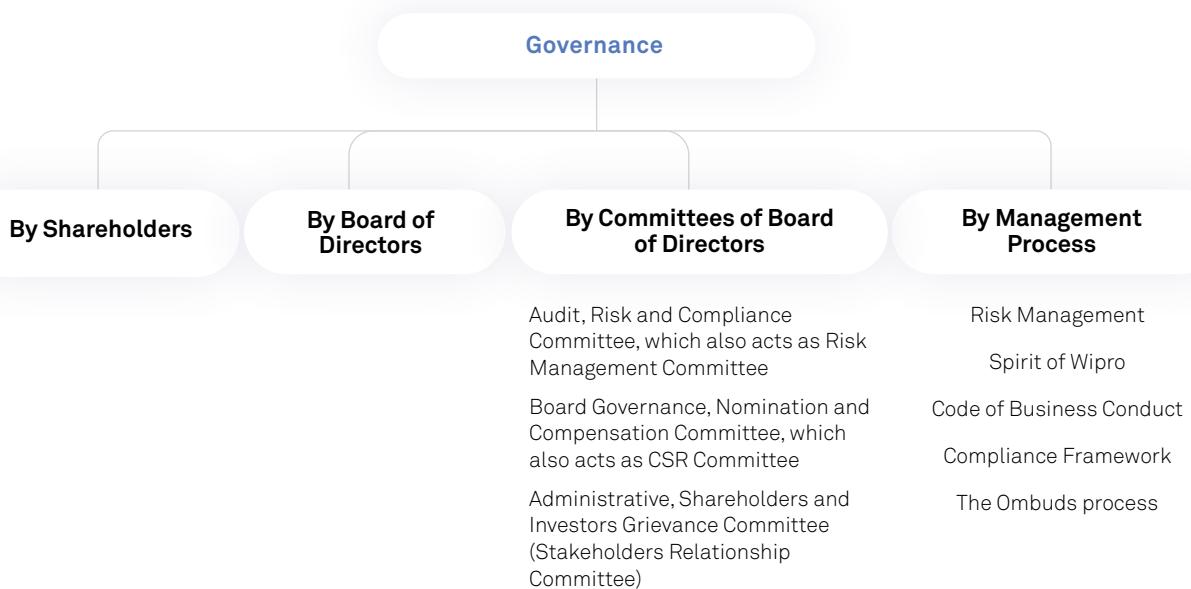
**FTSE4Good**

# Corporate Governance



## Corporate Governance

At Wipro, Corporate Governance is more than just adherence to the statutory and regulatory requirements. It is equally about focusing on voluntary practices that underlie the highest levels of transparency and propriety. Our Corporate Governance philosophy is put into practice at Wipro through the following four functional layers, namely,



Wipro Corporate Governance Guidelines can be viewed at <https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/12766-corporate-governance-guidelines.pdf>

### Governance by Management Process

Ensuring regulatory compliance and adherence to standards is of utmost importance to Wipro. Wipro has a compliance framework, and its objective is to deploy appropriate practices and processes to ensure compliance with all applicable laws and regulations, globally and to ensure compliance risks are identified, and adequately mitigated. The Compliance framework includes the Global Statutory Compliance Policy and Certification Process as approved by the Audit Committee and Board of Wipro Limited. Electronic dashboards, self-declaration checklists on statutory obligations and audits are some mechanisms to monitor and manage compliance in Wipro.

The Risk Steering Council and Risk and Governance committee, meet on a monthly & quarterly basis respectively, to review key risk themes and provide direction and oversight, to the risk management process.

### Governance by Code of Business Conduct

Wipro has an organization-wide Code of Business Conduct, which reflects general principles to guide employees in making ethical decisions. The Code outlines fundamental ethical considerations and specific considerations that need to be maintained for professional conduct. More details are provided in the Corporate Governance report.

## **Committees of the Board**

Our Board has constituted Committees to focus on specific areas and make informed decisions within the authority delegated to each of the Committees. Each Committee of the Board is guided by its Charter, which defines the scope, powers, and composition of the Committee. All decisions and recommendations of the Committees are placed before the Board for information or approval. During the financial year, the Board has accepted the recommendations of Committees on matters where such a recommendation is mandatorily required. There have been no instances where such recommendations have not been considered.

We have three Committees of the Board as of March 31, 2022:

- a. Audit, Risk and Compliance Committee, which also acts as the Risk Management Committee
- b. Board Governance, Nomination and Compensation Committee, which also oversees the Corporate Social Responsibility initiatives of the Company and acts as the CSR Committee
- c. Administrative and Shareholders/Investors Grievance Committee (Stakeholders Relationship Committee)

The terms of reference for each of the committees of the Board as required under Schedule V of the Listing Regulations, are provided below:

### **1. Audit, Risk and Compliance Committee**

The roles and responsibilities include overseeing:

- a. Auditing and accounting matters, including recommending the appointment of our independent auditors to the shareholders.
- b. Compliance with legal and statutory requirements.
- c. Integrity of the Company's financial statements, discussions with the independent auditors regarding the scope of the annual audits and fees to be paid to the independent auditors.
- d. Performance of the Company's internal audit function, independent auditors, and accounting practices.
- e. Review of related party transactions and functioning of whistle-blower mechanism.
- f. Implementation of the applicable provisions of the Sarbanes Oxley Act of 2002 (the "Sarbanes Oxley Act"), including a review of the progress of internal control mechanisms to prepare for certification under Section 404 of the Sarbanes Oxley Act.
- g. Evaluation of internal financial controls, risk management systems and policies.
- h. Review of the utilization of loans and advances from, and investment by the Company in its subsidiaries exceeding ` 100 crores or 10% of the asset size of the subsidiary, whichever is lower, including existing loans, advances and investments and
- i. Such other matters and activities as the Committee deem necessary for fulfillment of the above or as may be approved by the Board of Directors or as may be prescribed by applicable law from time to time.

**The Audit, Risk and Compliance Committee also acts as the Risk Management Committee in compliance with Regulation 21 of the Listing Regulations. The Committee reviews, works on and reports to our Board concerning risk management matters. The primary responsibilities include the following:**

a) To formulate a detailed risk management policy which shall include:

- A framework for identifying internal and external risks specifically faced by the Company, including financial, operational, sectoral, sustainability (specifically, Environmental, Social and Governance related risks and impact), information and cyber security risks.
- Measures for risk mitigation
- Systems for internal controls
- Business contingency plan

b) To monitor and oversee the implementation of the risk management policy, including evaluating the adequacy of risk management and internal control systems.

c) Evaluate risks related to cyber security and significant risk exposures of the Company and assess steps taken by the management to mitigate the exposures promptly (including business continuity and disaster recovery planning).

## **2. Board Governance, Nomination and Compensation Committee**

The roles and responsibilities include:

- a. Identifying persons who are qualified to become directors and who may be appointed in senior management, following the criteria laid down, and recommend to the Board their appointment and removal and shall carry out the evaluation of every director's performance.
- b. Developing corporate governance guidelines applicable to the Company and recommending them to the Board.
- c. Evaluating the Board on a continuous basis, including an assessment of the effectiveness of the entire Board, operations of the Board Committees and contributions of individual directors.
- d. Establishing policies and procedures to assess the requirements for induction of new members to the Board.
- e. Implementing policies and processes relating to corporate governance principles.
- f. Ensuring that appropriate procedures are in place to assess Board membership needs and the Board's effectiveness.
- g. Reviewing the Company's policies that relate to matters of CSR, including public issues of significance to the Company and its shareholders.
- h. Formulating the Disclosure Policy, its review and approval of disclosures.
- i. Approving and evaluating the compensation plans, policies and programs for full-time directors and senior management.
- j. Acting as Administrator of the Company's Employee Stock Option Plans and Employee Stock Purchase
- k. Drawing up plans from time to time; and
- l. Implementation of an effective mechanism for succession planning which focuses on orderly succession of Directors, including Executive Directors, senior management team and other executive officers.

### 3. Administrative and Shareholders/Investors Grievance Committee (Stakeholders Relationship Committee)

#### The roles and responsibilities include:

- a. Redressal of grievances of the Company's shareholders pertaining to transfer or transmission of shares, non-receipt of the annual report and declared dividends, issue of new or duplicate share certificates, and grievances pertaining to corporate actions.
- b. Approving consolidation, split or sub-division of share certificates, the transmission of shares, issue of duplicate share certificates and re-materialization of shares.
- c. Reviewing the grievance redressal mechanism implemented by the Company in coordination with Company's Registrar and Transfer Agent ("RTA") from time to time.
- d. Reviewing the measures taken by the Company for the effective exercise of voting rights by shareholders;
- e. Implementing and overseeing the procedures and processes in handling and maintaining records, transfer of securities and payment of dividends by the Company, RTA and dividend processing bank.
- f. Reviewing the various measures and initiatives taken by the Company to reduce the quantum of unclaimed dividends and ensure timely receipt of dividend warrants, annual reports and statutory notices by the shareholders of the Company.
- g. Overseeing administrative matters like opening and closure of the Company's bank accounts, grant, and revocation of general, specific and banking powers of attorney; and
- h. Considering and approving allotment of equity shares pursuant to the exercise of stock options, setting up branch offices and other administrative matters as delegated by the Board from time to time.

#### Board of Directors

As of March 31, 2022, our Board had two Executive Directors, six non-executive Independent Directors and one non-executive non-independent Director. The Executive Chairman and Whole Time Director, and the non-executive non-independent Director are Promoter Directors. The Chief Executive Officer (CEO) and Managing Director is a professional CEO who is responsible for the day-to-day operations of the Company. Of the seven Non-Executive Directors, six are Independent Directors, free from any business or other relationship that could materially influence their judgment. In the opinion of the Board, all the Independent Directors are independent of the management and satisfy the criteria of independence as defined under the Companies Act, 2013, the Listing Regulations and the NYSE Listed Company Manual.

The Board is well diversified and consists of two women Independent Directors and three Directors who are foreign nationals. The profiles of our directors are available on our website at <https://www.wipro.com/leadership>.

In the opinion of the Board and the Board Governance, Nomination and Compensation Committee, the following is a list of core skills/expertise/competencies required in the context of the Company's business and which are available with the Board:

Comprehensive management and leadership experience	Strong management and leadership experience, including in areas of business development, strategic planning and mergers and acquisitions, ideally with major public companies with successful multinational operations in technology, manufacturing, banking, investments and finance, international business, scientific research and development, senior level government experience and academic administration.
Information Technology	Expertise or experience in the information technology business, technology consulting and operations, emerging areas of technology such as digital, cloud and cyber security, intellectual property in the information technology domain, and knowledge of technology trends.
Diversity	Diversity of thought, experience, knowledge, perspective, gender and culture is brought to the Board by individual members. With a varied mix of strategic perspectives and geographical focus with knowledge and understanding of key geographies.
Functional and managerial experience	Knowledge and skills in accounting and finance, business judgment, general management practices and processes, crisis response and management, industry knowledge, macro-economic perspectives, human resources, labor laws, international markets, sales and marketing, and risk management.
Personal values	Personal characteristics matching the Company's values, such as integrity, accountability, and high-performance standards.
Corporate governance	Experience in developing and implementing good corporate governance practices, maintaining board and management accountability, managing stakeholders' interests and Company's responsibilities towards customers, employees, suppliers, regulatory bodies and the communities in which it operates. Experience in boards and committees of other large companies.

Given below is a list of core skills, expertise and competencies of the individual Directors:

Name of Director	Skills/Expertise/Competencies					
	Wide Management and Leadership Experience*	Information Technology	Diversity	Functional and Managerial Experience*	Personal Values	Corporate Governance
Rishad A. Premji	✓	✓	✓	✓	✓	✓
Thierry Delaporte	✓	✓	✓	✓	✓	✓
Azim H. Premji	✓	✓	✓	✓	✓	✓
Päivi Rekonen*	✓	✓	✓	✓	✓	✓
Tulsi Naidu	✓	-	✓	✓	✓	✓
Ireene Vittal	✓	✓	✓	✓	✓	✓
Dr. Patrick J. Ennis	✓	✓	✓	✓	✓	✓
Patrick Dupuis	✓	✓	✓	✓	✓	✓
Deepak M. Satwalekar	✓	✓	✓	✓	✓	✓

\* These skills/competencies are broad-based, encompassing several areas of expertise/experience. Each Director may possess varied combinations of skills/experience within the described set of parameters, and Not all Directors need to possess all skills/experience listed therein. \* Mr. Päivi Rekonen was appointed as an Independent Director for a term of 5 years with effect from October 1, 2022, to October 1, 2027

Board Tenure of Directors: In FY 2021-22, 1 member of board has +10 years, 4 members of the board have 0- 5 years, and 4 members of the board have 6 -10 years. The average tenure of the Board of Directors is 9.41 years.

## **Board Nomination and Selection**

Our Corporate Governance Guidelines specify the board nomination process as well as board membership criteria. We consider different factors of expertise and experience in economic and social aspects in board selection. These factors, such as independence, alignment with the company's values, diversity and complementarity in terms of age, skills and knowledge, management experience, industry background, perspectives, etc., ensure the selection of a Board which can act in the best interests of the company and its stakeholders.

## **Training of Board**

The board undergoes familiarization programs and other continuing education programs aimed at developing and enhancing the collective knowledge of economic and social topics related to their duties as Directors on an ongoing basis to enable them to perform their duties better and to recognize and deal appropriately with issues that arise.

## **Board Evaluation**

In line with the Company's Corporate Governance Guidelines, Annual Performance Evaluation was conducted for all Board Members as well as the working of the Board and its Committees. This evaluation was led by the Chairman of the Board Governance, Nomination and Compensation Committee with a specific focus on the performance and effective functioning of the Board. The Board evaluation framework has been designed in compliance with the requirements under the Companies Act, 2013 and the Listing Regulations, and in accordance with the Guidance Note on Board Evaluation issued by SEBI in January 2017. The Board evaluation was conducted through a questionnaire designed with qualitative parameters and feedback based on ratings.

Evaluation of the Board was based on criteria such as composition and role of the Board, Board communication and relationships, functioning of Board Committees, review of the performance of Executive Directors, succession planning, strategic planning, etc.

Evaluation of Committees was based on criteria such as adequate independence of each Committee, frequency of meetings and time allocated for discussions at meetings, functioning of Board Committees and effectiveness of its advice/recommendation to the Board, etc.

Evaluation of Directors was based on criteria such as participation and contribution in Board and Committee meetings, representation of shareholder interest and enhancing shareholder value, experience and expertise to provide feedback and guidance to top management on business strategy, governance, risk and understanding of the organization's strategy, etc.

The outcome of the Board Evaluation for the financial year 2021-22 was discussed by the Board Governance, Nomination and Compensation Committee and the Board at their respective meetings held in April 2022. The Board has received the highest ratings on Board communication and relationships, legal and financial duties of the Board and Composition and Role of the Board. The Board noted the actions taken to improve Board effectiveness based on feedback from the previous year. Further, the Board also noted areas requiring more focus in the future, which includes further progress on Board diversity; Strategy, especially post COVID-19, discussion on succession planning, and risk management.

## **Conflict of Interest**

Board members are not prohibited from serving on Boards and/or Committees of other organizations, except for companies that compete with the businesses pursued by the Company. However, members of the Board

must comply with applicable regulatory requirements with respect to limits on the number of directorships in both the country of incorporation and the country of residence.

The Board Profile section in our Annual Report discloses other board memberships held by our Board of Directors. Service on Boards and/or Committees of other organizations shall be consistent with the Company's conflict of interest policy. Wipro is a promoter group-led company with the promoters having other diverse businesses and interests. Given that the promoter group has occasions to engage in Related Party Transactions (RPTs), disclosures on the same are made in our annual reports in the interest of transparency. Such transactions are guided by 'Policy on Related Party Disclosures', an abridged version of which is made available on our website at <https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/12759-abridged-policy-for-related-party-transactions.pdf>

## **Wipro's Strategic Approach**

Like our previous reports, we continue to adopt the stakeholder format of reporting. Given that stakeholder inclusion and engagement is a crucial cornerstone of the AA1000 and the GRI frameworks, we believe that the stakeholder format is more appropriate for focusing attention on key material aspects for each stakeholder. Each individual section in this report is structured as our response to concerns of the respective stakeholder identified through the materiality assessment. Additionally, since the financial year 2019-20, we have been following the ISO26000 guidelines.

## **Policies**

Values are the foundational cornerstones of an institution and shape its essential core, i.e. 'what it stands for'. The Spirit of Wipro is the core of Wipro. Policies and processes further articulate these across key organizational and stakeholder domains. Major policies are:

- Global Policy on Inclusion and Diversity
- Wipro Limited-Remuneration Policy
- Document Retention Policy
- Dividend Distribution Policy
- Policy on Related Party Transactions
- Archival Policy
- Code for Independent Directors as per Companies Act, 2013
- Code of business conduct and ethics
- Wipro Human Rights Policy
- Code of ethics for principal & finance officers
- Code of Practices and Procedures for Fair Disclosure of UPSI
- Disclosure Policy
- Policy on Corporate Social Responsibility
- Supplier Code of conduct
- Wipro Global Tax Policy
- Policy on Appointment of Directors and Board Diversity
- Global Policy on Prevention of Sexual Harassment
- Global Policy on Prevention of LGBTQ+ Discrimination

Policies and processes are developed based on globally accepted frameworks and norms, industry benchmarking as well as consultations with leaders and experts. For effective implementation, we have appropriate governance in place for all policies. Communication, advocacy and engagement are done at multiple levels through various forums.

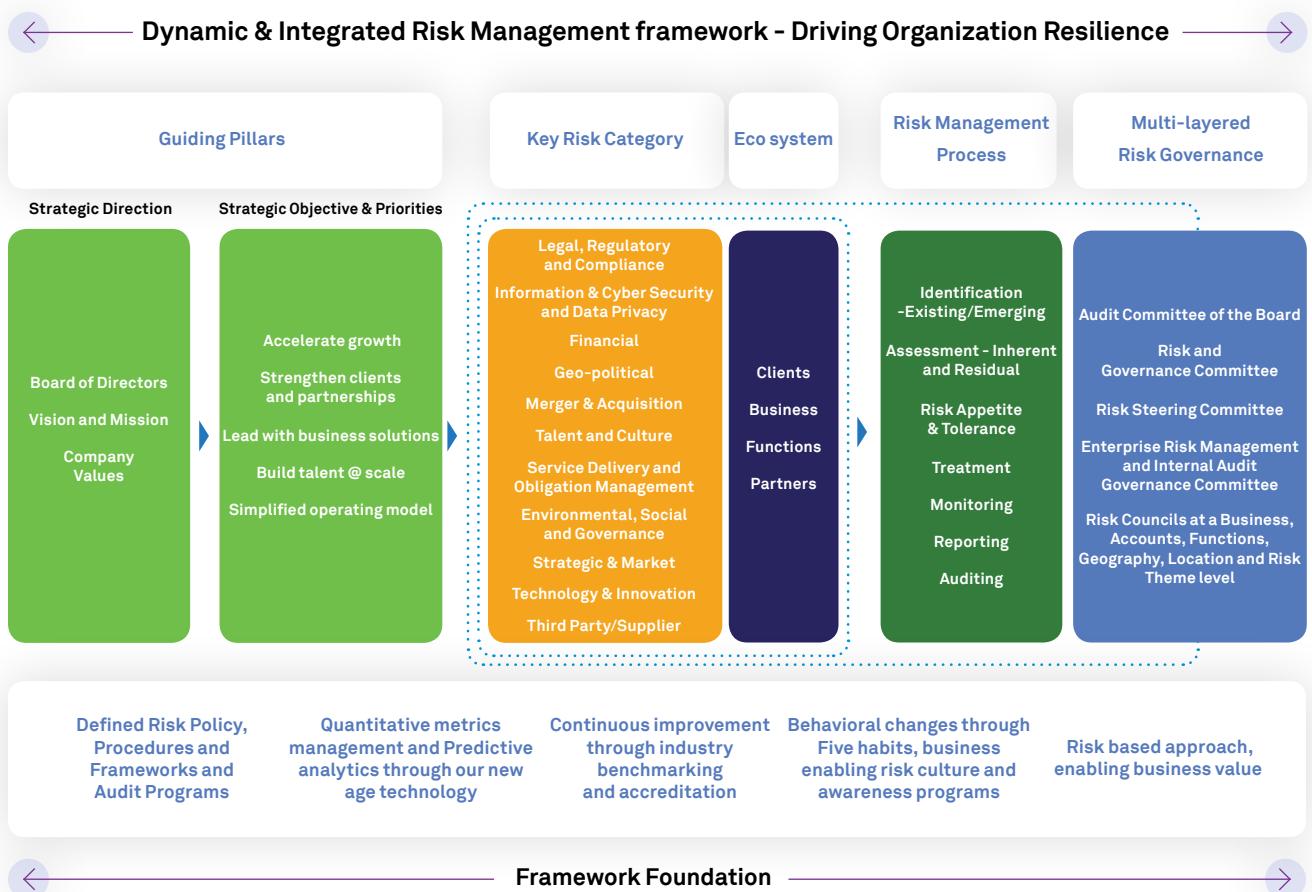
## Risk Management

The risk landscape in the current business environment is changing dynamically with the dimensions of Cyber Security, Information Security and Business Continuity, Data Privacy and Large Deal Execution figuring prominently in the risk charts for most organizations in our sector. To effectively mitigate these risks, we have employed a risk management framework, which helps proactively identify, prioritize and mitigate risks. The framework is based on principles laid out in the four globally recognized standards below.

### Risk Management Framework

Our Next-Gen Enterprise Risk Management (ERM) framework is based on globally recognized standards and is designed to be dynamic and flexible to adapt to the changing business environment. The objective of the ERM framework is to enable and support the achievement of business objectives through risk-intelligent assessments, in addition to placing significant focus on the constant identification and mitigation of all categories of risks within the business. The framework has been benchmarked against best-in-class industry practices and is continuously strengthened. The framework has been digitized, enabling businesses to make faster, more informed and quality risk-based decisions and encourages a risk-resilient culture. The

ERM framework is administered by the Risk and Governance Committee and is supported by a multi-layered risk governance structure across the enterprise.



## Risk Governance

The Board Committee on Audit, Risk and Compliance, consisting of non-executive independent directors, is responsible for periodically reviewing the company's policies for risk assessment and risk management and assessing the steps taken to control such risks. The committee also reviews and approves the Company's Strategic and Operating Plan of Enterprise Risk Management function. Concomitantly, the Internal Audit function at Wipro also plays a key role in identifying and highlighting potential risks to the Board Committee. High risks including concerns related to grievance redressal, sexual harassment prevention and critical security incidents are tracked and reviewed periodically. They are reported to the Audit Committee of the board every quarter. The board also reviews customer related issues and key employee engagement developments.

## Major Risk Management and Risk Mitigation Initiatives

Major risks	Mitigation plan
Legal, Regulatory and Compliance Risk	<ul style="list-style-type: none"><li>A program on statutory compliance is in place to track all applicable regulations, obligations and corresponding action items that require to be adhered to, to ensure compliance</li></ul>
Information and Cyber Security Risk	<ul style="list-style-type: none"><li>Controls put in place to identify and disable inactive devices</li><li>Effective security controls implemented to detect, prevent and remediate threats</li><li>Program to continuously monitor the effectiveness of the controls and sustain the security controls</li><li>Focus on continuous improvement of the efficacy of the security controls with the adoption of new processes and the latest technology solutions</li></ul>
Data Privacy compliance	<ul style="list-style-type: none"><li>Continuous strengthening of global privacy program through reviews of country and regional regulations, revalidation of existing frameworks, policies and processes covering all applicable geographies and areas of operations</li><li>Ongoing assessments and mitigation actions are in place for new requirements and existing controls</li><li>Strengthening of Cross border data transfer procedures and controls with adequate Data Transfer/Data Processing agreements for clients and vendors</li><li>Privacy by design, privacy impact assessment and record of processing activities for all new data processing applications, processes, surveys or changes to the existing applications/processes prior to going live</li><li>Privacy by design education and frameworks related to Artificial intelligence, automated decision making and decentralized technologies</li></ul>
Intellectual Property (IP) infringement risk	<ul style="list-style-type: none"><li>IP-related organization policies, frameworks, mechanisms and teams are in place to ensure Wipro does not infringe third-party IP</li><li>A dedicated IP unit and an elaborate program exists to safeguard Wipro's Intellectual Property</li><li>Employee awareness and training programs, systemic controls and periodic reviews drive adherence</li></ul>

Fraud Risk and Anti Bribery and Anti Corruption(ABAC)	<ul style="list-style-type: none"> <li>Wipro Code of Business Conduct, Zero Tolerance policy on integrity, ABAC program, Fraud program, Finance Risk Management program, Vendor Management program and our Ombuds program ensure a strong governance</li> <li>Stress testing by an independent team and governance by a cross-functional committee ensures adherence and timely actions</li> </ul>
Finance Risk	<ul style="list-style-type: none"> <li>Manage market risk through a corporate treasury department, which evaluates and exercises independent control over the entire market risk management process.</li> </ul>
Geo-political Situations	<ul style="list-style-type: none"> <li>Country Risk Assessment framework considered prior to doing business in a geography</li> <li>Continuous monitoring by a dedicated team to ensure proactive mitigation</li> <li>Agreements with multiple reputed international risk consulting firms for the exchange of information, their assessments, advice and forecasts for the timely detection of these risks</li> </ul>
Mergers & Acquisitions (M&A) integration Risk	<ul style="list-style-type: none"> <li>Wipro's Post-Merger Integration (PMI) team consists of experts in M&amp;A integration, program and change management. They have the charter to drive all aspects of integration, including the realization of synergies</li> <li>PMI team integrates acquired entities, people, processes and systems with Wipro and also ensures alignment to Wipro standards. M&amp;A integration tool enables real-time tracking of the integration process</li> </ul>
Talent & Culture Risk	<ul style="list-style-type: none"> <li>Wide portfolio of offerings through Virtual Instructor-Led Trainings (VILTs), self-paced modules, virtual learning journeys, social learning, gamified interventions and e-summits to cater to various learning needs</li> <li>To foster a culture of ongoing development, some of our senior leaders in essential roles have been assigned executive coaches and have enrolled in executive leadership programs at premier business schools across the world</li> </ul>
Business Continuity Risk	<ul style="list-style-type: none"> <li>A Business Continuity Management System (BCMS) framework, aligned to ISO 22301:2019, is implemented across all global delivery locations covering customer accounts and service functions</li> <li>Independent assessment of BCM framework to strengthen the framework</li> <li>Core BCM team is a cross-functional team comprising members from Business Continuity Management, Delivery and Functions identify and manage Business Continuity risks proactively.</li> </ul>
Service Delivery and Obligation Management Risk	<ul style="list-style-type: none"> <li>Dynamic and integrated Risk Management framework to drive organization resilience</li> <li>Focus on large-value deals to assess solution fitness and potential risks of the deal</li> <li>Contractual compliance programs with a focus on pro-active risk management and emerging risks</li> <li>Governance Risk and Compliance Tool for Risk Governance, Contract Management and Analytics</li> </ul>

Employee workplace Environment, Health and Safety Risk	<ul style="list-style-type: none"> <li>Environment, Occupational Health &amp; Safety (EHS) management systems in our campuses conform to international standards such as 14001 &amp; 45001 and are certified by accredited third-party agencies.</li> <li>Permanent and contract employees undergo necessary Health, Safety &amp; Environment (HSE) training to ensure they meet the standard of competence required by law in performing their duties.</li> </ul>
Environmental, Social and Governance (ESG) Risk	<ul style="list-style-type: none"> <li>Initiatives ‘within the organization’ that focus on reducing the energy, water, waste, and biodiversity footprint of our business operations</li> <li>Engaging on key external programs through a diverse set of partners on the issue of ecology</li> </ul>
Strategic & Market Risk	<ul style="list-style-type: none"> <li>Significant focus on large deal origination; solving for Environmental, Social and Governance; driving Mergers and Acquisitions and orchestrating business value to our clients with an ecosystem of partners</li> <li>Co-investing, co-innovating and co-creating with hyper-scalers &amp; industry-leading platform players</li> <li>Evolving our Topcoder platform to become a Talent Cloud to enable enterprises anytime and anywhere</li> <li>Strong governance and reporting mechanism at a market, sector, offering, etc. levels to review performance and manage gaps with corrective steps to achieve a strategy</li> </ul>
Technology & Innovation Risk	<ul style="list-style-type: none"> <li>To remain competitive in new areas, we are making a strategic investment to build unmatched capabilities in new technologies, through reskilling, strategic hiring, research work and IP creation by leveraging a deep understanding of client needs across specific domains.</li> </ul>
Third Party/Supplier Risk	<ul style="list-style-type: none"> <li>Comprehensive technical and compliance assessment while onboarding new suppliers</li> <li>Ongoing compliance, performance and business continuity readiness reviews of critical vendors</li> <li>Defined program and governance around high-risk vendors and vendors in high-risk countries</li> </ul>
Emerging Risk	<ul style="list-style-type: none"> <li>An Emerging risk mitigation team helps to pro-actively identify internal and external emerging risks, perform assessments and work with stakeholders for timely action and treatment</li> <li>The program is steered by the Emerging Risk Mitigation Committee consisting of experts across Business and Functions, ensuring that it is effectively managed</li> </ul>

## Code of Conduct

Wipro has a corporation-wide Code of Business Conduct (COBC) that provides broad direction as well as specific guidelines for all business transactions. The COBC applies to all business practices and employees, contractor employees and consultants. It covers critical aspects like customer relations, protecting customer information, supplier selection, conflicts of interest, gifts, entertainment and business courtesies, communicating with the public, confidential information, intellectual property, competitive/business

intelligence, protecting the privacy of employee and personal information, business records and internal controls, safeguarding company assets, insider trading; anti-trust and fair competition, anti-corruption, political involvement/lobbying, global trade; human rights, diversity and non-discrimination, harassment-free workplace; safe and healthy work environment, and sustainability and corporate citizenship.

The COBC is socialized at multiple points of an employee's lifecycle— it is first covered as part of the induction program of new hires . Subsequently, every employee must take an online test annually to assert their familiarity with the tenets of the COBC. The code can be accessed at:

<https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/code-of-business-conduct-and-ethics.pdf>

The COBC is the central document on which the Company's ethics compliance message is disseminated to all employees. Hence, it is constantly reviewed by the Legal & Compliance team to ensure it stays current with trends and changes in corporate ethics, benchmarking with the best and most ethical companies in the world and keeping up with the statutory changes.

Wipro will take appropriate disciplinary action, including termination, against any employee, agent, contractor or consultant, whose actions are found to violate the terms of COBC. We have a zero-tolerance policy for non-compliance with the non-negotiable aspects of COBC, e.g., child labor, anti-corruption etc. 360- degree feedback process rates Wipro managers on how well they align with the principle of unyielding integrity.

## Compliance Management Framework

Compliance processes at Wipro have the oversight of the Board of Directors, the Audit Committee, and the Corporate Compliance Committee. The Committee is responsible for matters relating to Wipro's Code of Business Conduct, grievance redressal and other applicable statutory issues.

Wipro has an effective framework for monitoring compliance with applicable laws. The Board has approved a Global Statutory Compliance Policy which provides guidance on broad categories of applicable laws and processes for monitoring compliance. Additionally, an online 'compliance management system 'monitors' compliances real time and provides updates to senior management and Board periodically. The Audit, Risk and Compliance Committee and the Board periodically monitor the compliance with applicable laws based on quarterly certification provided by senior management.

We also have a dedicated in-house Legal & Compliance team focused on compliance to identify and analyze the legal and regulatory changes resulting in creation of and updating of policies and processes. The team oversees compliance with local business laws and regulatory compliance in each of the countries we operate. It is vital to assure the stakeholders that internal systems are fair and just. Global Immigration Management System (GIMS), Integrated Risk management and Human Resources have been identified as functions with "material" compliance-related risks. As a result, the legal and compliance team reviews the process of these functions. Dashboards are maintained across Business Units and Support Functions and reviewed for contractual compliance periodically. Suitable external consulting firms are engaged in Corporate, Taxation and Labor law compliance activities.

## Anti-Corruption

Our code of conduct and the supplier code of conduct cover the requirements of FCPA (Foreign corrupt practices act) and the UK anti-bribery act. High risk functions assessed are procurement, Talent Acquisition, CMF, Human Resources, Facility Management Group, and Sales. The geographies selected are based on the relative ranking in Transparency International ranking of countries we operate in.

## Grievance Redressal

Our Company has adopted an Ombuds process as a channel for receiving and redressing complaints from employees and directors, as per the provisions of Section 177(9) and (10) of the Companies Act, 2013, Regulation 22 of the Listing Regulations and Regulation 9A of Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015. Under this policy, our Company encourages its employees to report any incidence of fraudulent financial or other information to the stakeholders, reporting of instance(s) of leak or suspected leak of unpublished price sensitive information, and any conduct that results in violation of the Company's code of business conduct, to the management (on an anonymous basis, if employees so desire). Further, our Company has prohibited discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation.

Awareness of policies is created by, inter alia, sending group mailers highlighting actions taken by the Company against errant employees. The mechanism followed under the Ombuds process has been displayed on the Company's intranet and website at <https://www.wipro.com/investors/corporate-governance/#WiproOmbudsProcess>.

All complaints received through the Ombuds process and investigative findings are reviewed and approved by the Chief Ombudsperson. All employees and stakeholders can also register their concerns either by sending an email to [ombuds.person@wipro.com](mailto:ombuds.person@wipro.com) or through a web-based portal at <https://www.wipro.com/investors/corporate-governance/#WiproOmbudsProcess>. Following an investigation of the concerns received, a decision is made by the appropriate authority on the action to be taken based on the investigation's findings. In case the complainant is non-responsive for more than 15 days, the concern may be closed without further action.

The table below provides details of complaints received/ disposed of during the financial year 2021-22:

No. of complaints pending at the beginning of financial year	44
No. of complaints filed during the financial year	939
No. of complaints disposed of during the financial year	901
No. of complaints pending at the end of the financial year	82

All cases were investigated, and actions were taken as deemed appropriate. Based on self-disclosure data, 18% of these cases were reported anonymously. The top categories of complaints were people processes at 52% and workplace concerns and harassment at 34%. The majority of cases (79%) were resolved through the engagement of human resources or mediation or closed since they were unsubstantiated. The Audit, Risk and Compliance Committee periodically reviews the functioning of this mechanism. No personnel of the Company was denied access to the Audit, Risk and Compliance Committee.

Besides the Grievance Redressal, the stakeholders can also share their concerns with us via mail mentioned on our website. We have registers at all our locations which can be used by any stakeholder group to express their concerns. The concerns about unethical or unlawful behavior, and matters related to organizational integrity, which are mandated by law to be reported are communicated to the relevant agencies as and when such issues happen. In FY'21-22, there was no instance of ethical or unlawful activity which required seeking external advice or reporting to external agencies.

## Training

Training programs on ethical compliance and Grievance Redressal are regularly conducted at various leadership levels. At these interactive sessions, key applicable ethical policies are explained, with real organizational case studies and relevant judicial pronouncements on ethical matters. Statistical data on

the complaints / concerns received by the Ombuds-persons, and the processes adopted to address these are shared with the participating leaders.

Every new hire is required to attend an ethical compliance session titled “Spirit of Wipro Session” where key aspects of the ethics framework are communicated. We have an annual test and certification for all employees on the Code of Business Conduct. Additionally, specific training through e-learning modules is rolled out on various subjects, including anti-corruption, Gifts, entertainment, and Business Courtesies, It is mandated for all employees in a phased manner.

Other modes of maintaining awareness of ethical compliance among employees include focused training sessions organized for various functions- Procurement, Operations and Administration, Human Resources, Finance and Accounts, and Internal Audit. At these classroom sessions, key policies relevant to the participants are discussed, and feedback is taken for addressing any changes to processes and policies. The ombuds process group periodically circulates mailers on compliance through emails, posters at key employee access locations.

External Training is organized regularly for Legal & Compliance, Finance, Accounts, and Internal Audit teams on USA and UK's anticorruption laws best practices on implementing anti-corruption processes in organizations. These sessions are conducted by US external counsel and consulting firms in accordance with mandatory local law, all manager-level employees located in the states of California and Connecticut within the US are required to undergo training and certification on the prevention of sexual harassment. In addition, special training is conducted for the Prevention of Sexual Harassment Committee panel members, and SOPs are published for better governance encompassing the requirements under law on sexual harassment.

## **Sustainability Governance**

At Wipro, sustainability is everyone's job. The responsibility is spread across hierarchies, functions and businesses with multiple functions seeing themselves as key stakeholders in its success; among these, the Global Operations team, the People Function, the Investor Relations team and the Legal team play a major role in several of the programs. However, the oversight of sustainability programs rests at the corporate level with our Chairman, Board of Governors and Group Executive Council.

## **Board Oversight**

The Board of Directors comprises two Executive Directors, six non-executive Independent Directors and one non-executive non-independent Director. In keeping with the company's Corporate Governance guidelines, the Board comprises a majority of Independent Directors. The Board of Directors has designated one Independent Director as Lead Independent Director. The Lead Independent Director is responsible for coordinating the activities of other independent directors, and performing various other duties. The Board Governance, Nomination and Compensation Committee lead the nomination and selection process for appointing Directors.

The nomination and selection process for appointing Directors is led by the Board Governance, Nomination and Compensation Committee. Nomination is governed by Corporate Governance Guidelines and the Board Nomination policy. Nomination criteria include experience, expertise, and specific diversity factors, such as Gender and Nationality, to promote diversity of composition and perspective. Further, importance is given to personal characteristics such as 'awareness of the Company's responsibilities to its customers, employees, suppliers, regulatory bodies, and the communities in which it operates'. Familiarization programs are conducted for newly appointed Directors, through meetings with key officials and senior business leaders. During these meetings, Directors are familiarized with the roles and responsibilities of Directors, as well as other specific aspects such as governance, strategy, and related matters.

Sustainability governance at Wipro is informed by our strategic choice to work across both dimensions – business and social responsibility. Business responsibility is about the organization fulfilling its essential duties and obligations, running its business with integrity and ensuring that the ecological footprint of its operations is minimized. The second dimension of social responsibility is about looking beyond the organization's boundaries and contributing towards the larger community's development.

The Board Governance, Nomination and Compensation Committee is headed by an independent director, and acts as the CSR Committee - an apex body that oversees Wipro's sustainability policy and programs. The Committee comprising entirely independent directors has the additional responsibility of reviewing the Company's policies on Corporate Social Responsibility, including public issues of significance to the Company and its stakeholders.

This committee and the Chairman will discuss and sign off the goals and objectives along with the budgets of CSR programs at the beginning of every year. Subsequently, the sustainability team's leadership will allocate the budgets in as per the defined priorities and goals. The sustainability/CSR leadership team also presents a quarterly report to the Chairman and the Board CSR Committee.

The implementation of the CSR programs happens through multiple channels – Wipro Foundation, a separate trust set up in April 2017, Wipro Cares, a trust for employee contributions that are matched by Wipro and in some cases, directly through functions and groups within Wipro Ltd. Wipro Corporate Social Responsibility policy is available at <https://www.wipro.com/investors/corporate-governance/>

## Responsibility Matrix

All key organizational stakeholders have vested responsibilities related to planning, execution, evangelization, review, as well as advocacy of the sustainability agenda of the company. Given below is the responsibility matrix for our environment programs (energy, water, waste and biodiversity). Other sustainability programs have similar matrices pertinent to their operations.

	Planning & Review	Execution	Internal Evangelizing	External Advocacy
Board of Directors	✓			
Group Executive Council	✓		✓	✓
Business Leadership	✓		✓	✓
Facility Management Group	✓	✓		
Infrastructure Creation Group	✓	✓		
Sustainability Office	✓		✓	✓
Employee Chapters			✓	
Human Resource	✓		✓	✓
Finance	✓			
Corporate affairs, Brand & Communication			✓	✓
Risk Office	✓		✓	

# Materiality and Stakeholder Engagement



## **Materiality and Stakeholder Engagement**

### **Wipro and its Stakeholders**

Stakeholder engagement is key to staying connected with material issues. Identification of stakeholders is based on factors including impact, influence, interest, legitimacy, urgency, and diversity of viewpoints. These characteristics aid in identifying value chain stakeholders that are crucial to the company and require significant interaction. We have identified eight stakeholder groups: employees, customers, investors, suppliers, communities & civil societies, government and policy networks, young citizens and the future generation, and the education system. We regard stakeholder inclusivity as essential to the process of determining materiality, and it is crucial to take their reasonable expectations and interests into account to incorporate a fair representation of the key issues.

**Stakeholders are identified based on Impact, Influence, Interest, Legitimacy, Urgency, and Diverse Perspectives.**

### **Our Stakeholders**

The techniques we utilize to engage with our stakeholders have evolved throughout time and will continue to do so. Senior management is ultimately accountable for engaging with these stakeholders and ensuring that input from such engagement is utilized. Readers will note that, except for minor semantic differences, these are the same stakeholders that appear in our previous reports. Therefore, the materiality recalibration exercise essentially reaffirmed our earlier decision in this regard:

- Employees
- Customers
- Investors
- Suppliers
- The Education System: Partners and Academic Institutes
- Communities and Civil Society Networks
- Government and Policy Networks
- The Young Citizens and Future Generation

While the first four have direct and operational/ business value chain impacts, the other four are part of the larger community and society in which we operate.

### **Focus Areas**

The Software & Information Technology (IT) Services industry provides products and services to retail, commercial, and government clients across the world. It includes organizations that create and sell application software, infrastructure software, and middleware. IT services firms that provide specialized IT tasks, such as consulting and outsourced services, are also included in the market. Cloud computing, software as a service, virtualization, machine-to-machine communication, big-data analysis, and machine learning are examples of new industrial business models. Furthermore, brand value is critical for firms in the sector to expand and generate network effects, in which widespread acceptance of a certain software product leads to a self-perpetuating increase in revenue.

Material issues and their relative importance to Wipro and our stakeholders are not static and will likely change with time. In line with this, we followed a threefold approach based on the Five-Part Materiality Test proposed by AccountAbility. We try to present a 360-degree perspective on our business and ecosystem through this process and its outcomes:

## Relevance to Wipro

Internal Assessment: A significant part of materiality determination stems from the organization's overall mission, values, commitments, and competitive strategy and the impact of or on its economic performance. An internal perspective on risks as identified through organizational processes like risk assessment studies and audits or self-assessments using disclosure frameworks is also considered in the process.

- TEST 1: Direct Economic Impact
- TEST 2: Organizational value & commitments

External Benchmarking: We conducted an extensive review of literature to identify issues considered as material and identified as risks by our business peers and also to understand expectations expressed in international standards and agreements.

- TEST 3: Business peer-based norms.

### Relevance to Stakeholders

Stakeholder Feedback: Stakeholder inclusiveness is central to the materiality determination process. It is important to consider the reasonable expectations and interests of stakeholders to provide a balanced view of the emerging issues. At Wipro, we regularly engage with our shareholders to understand their concerns and develop plans to address them.

- TEST 4: Stakeholder behavior and concern
- TEST 5: Societal norms

From the above-mentioned sources, a universe of all issues or dimensions that could be material for our businesses was identified. Key focus areas of the industry based on SASB standards are as follows:

- Environmental Footprint of Hardware Infrastructure
- Data Privacy & Freedom of Expression
- Data Security
- Recruiting & Managing a Global, Diverse & Skilled Workforce
- Intellectual Property Protection & Competitive Behaviour
- Managing Systemic Risks from Technology Disruptions

## Materiality Assessment

The organization's materiality assessment is based on a thorough procedure that includes internal materiality determination as well as external benchmarking with peers and sustainability standards. Materiality is determined in part by the organization's overarching goal, values, commitments, and competitive strategy, as well as the influence of or on its economic performance.

Internal perspectives on risks detected by organizational procedures, such as risk assessment studies and audits, or self-assessments utilizing disclosure frameworks such as financial/sustainability reports, DJSI, CDP, and so on, are considered.

We conduct an extensive review of literature for external benchmarking to identify issues considered material and identified as risks by our business peers, as well as to understand expectations expressed in international standards and agreements such as the Sustainability Accounting Standard Board (SASB). The challenges are then ranked based on several risk, reward, and relevance criteria.

Based on GRI Standard and AA 1000 principles of ‘Stakeholder Inclusiveness’, ‘Materiality’ and ‘Sustainability Context’, we have adopted the following approach to determine materiality for our company:

- Identifying Issues:
- Seeking Stakeholder feedback
- Benchmarking
- Assessing Internally

Prioritizing Issues:

- Seeking stakeholder feedback
- Understanding the sustainability context
- Figuring intrinsic worth.

## Materiality Map

A materiality assessment is a process of working with internal and external stakeholders to identify the ESG concerns that affect a company and obtain insight into their relative relevance to the organization. The goal should be to identify your company’s greatest risk before identifying its greatest opportunity. SASB and GRI are the two most widely utilized sustainability standards for reporting. An organization may better control its impact on people and the environment through reporting. It can recognize and mitigate risk, identify new opportunities, and take action to become a trustworthy organization in the societies they operate. Overall, identifying the most important ESG topics for our organization provides a plethora of benefits ranging from financial resilience to greater efficiency to a healthier, more harmonious workplace for society.

PEOPLE, EMPLOYEES AND COMMUNITIES	ENVIRONMENT AND ECOLOGY
Corporate Citizenship and Philanthropy	Biodiversity
Knowledge and Skills development	Climate Change
Human Rights – Freedom of Association, Non-Discrimination, Forced Labor, Child Labor, etc.	Waste
Diversity	Energy
Employee Health, Safety and Wellbeing	
	Urban resilience
Fair Labor Practice	Water
Talent Attraction, Development and retention	Energy
	Natural and man-made catastrophes
CORPORATE GOVERNANCE AND ETHICAL BUSINESS CONDUCT	
Competition	Open Sourace
Data Privacy	IT system security and operational resilience
Operational efficiency & speed	Accounting for externalities
Corporate Governance	Economic performance
Corruption, Bribery, Corporate Fraud	Regulatory compliance
Customer Satisfaction	Supply chain management
Intellectual Property Rights	Innovation
Transparency and disclosure	Service Delivery
Outsourcing related issues	Data Security
Tax strategy	Stakeholder communication
Management Vision and Leadership	

## **Addressing Materiality Issues**

The sustainability context of each highlighted challenge or aspect was examined to appreciate their importance to our organization and industry. Following that, a prioritizing exercise was carried out, considering both the inherent merit of each issue and its relative priority. Stakeholder feedback was also considered, with evaluations for each of these dimensions included against four criteria:

1. Relevance to Wipro's business operations
2. Relevance to stakeholders
3. Impact
4. Time horizon of impact

## **Stakeholder Engagement**

Organizations do not exist in isolation; each company is the sum of its interactions with many stakeholders to produce value for all parties involved, either directly or indirectly. Engagement with stakeholders is critical in such a system of interdependencies; but, during the last several decades, stakeholder engagement has evolved beyond simple exchanges that occur throughout the usual course of business. Engaging with stakeholders serves a larger aim of understanding the risks and possibilities connected with the social, environmental, and economic context in which a firm operates.

At Wipro, we consider stakeholder engagement a must-have for creating ethical and sustainable business practices that benefit both the firm and the stakeholders. The following is a synopsis of our interactions with the eight stakeholders. This contributes significantly to our materiality determination process:

Stakeholder	Rationale for Engagement (Key Drivers / Benefits Of / Risks of Not Engaging)	Strategic Objective of Engagement	Key Material Issues	Steps Taken to Address Stakeholder Concerns	Modes Of Engagement	Primary Internal Custodian
Customers	Building relationships with customers is core to understanding their business needs and emerging trends. Close engagement helps Wipro to communicate unique and differentiated value to customers.	Partnerships with customers to meet their present and emerging business needs and information technology requirements.	Quality and timeliness of delivery. Impact on customer's business goals.	Deeper engagement with the customer across levels. Develop better review, communication and feedback processes.	Strategic and operational reviews, Customer Meets, Formal customer feedback and surveys.	The Chief Executive Officer, Chief Operations Officer, Sales & Marketing functions & their teams.

Stakeholder	Rationale for Engagement (Key Drivers / Benefits Of / Risks of Not Engaging)	Strategic Objective of Engagement	Key Material Issues	Steps Taken to Address Stakeholder Concerns	Modes Of Engagement	Primary Internal Custodian
Employees	<p>People are at the core of a knowledge-based organization like ours. Partnering with employees to understand their expectations and feedback enables us to strengthen our people processes and our talent pool, enabling better retention outcomes.</p>	<p>To solicit feedback and employee perception to enhance and improve people processes and employee satisfaction.</p> <p>To empower employees and provide them with a voice in key people decisions.</p>	<p>Empowerment, Continuous Learning , Quality of Work, Work-Life balance, Compensation &amp; Benefits, Workplace facilities, Health &amp; Safety, Counseling and Advice, Diversity in the workplace, Career planning, Appraisal and Feedback, Integrity and transparency at the workplace and the company's larger vision on sustainability and social issues.</p>	<p>Enhanced communication and collaboration forums to voice feedback.</p> <p>Continuous review and improvements to existing processes.</p> <p>Detailed analysis of employee satisfaction scores and survey feedback to close gaps.</p>	<p>Ranges from daily (blogs) to annual (360-degree feedback).</p>	<p>The Human Resources group, Environment Health and Safety Group (joint responsibility for health and safety).</p>
Suppliers	Supplier engagement helps reduce risks from quality and disruption of services.	Partnerships with suppliers to meet diverse business operations requirements.	<ul style="list-style-type: none"> <li>•Ease of doing business with Wipro across the Order to Payment life cycle</li> <li>•Ability to meet corporate responsibility requirements - with regard to ethical business conduct, and social practices.</li> </ul>	<ul style="list-style-type: none"> <li>•Communication</li> <li>•Capacity building</li> <li>•Collaboration with suppliers</li> </ul>	<p>Regular operational reviews, Supplier meets, Vendor surveys.</p>	CPO and buyer groups like FMG, IT, HR, ICG, etc
Investors	<p>Engaging with our investors helps gain diverse perspectives on business strategy and performance. It also helps us proactively communicate our performance and future plans, which in turn, can help strengthen our brand.</p>	<p>To communicate our strategy and performance as well as our views on the economic environment;</p> <p>To seek feedback on our performance.</p>	<ul style="list-style-type: none"> <li>•Corporate governance</li> <li>•Financial performance</li> <li>•Labor &amp; Human rights</li> <li>•Attrition</li> <li>•Compliance</li> </ul>	<p>Strengthen our governance systems and Processes.</p>	<p>Annual General Meeting, Annual Report, Investor meets, Analyst conferences.</p>	Chief Financial Officer

Stakeholder	Rationale for Engagement (Key Drivers / Benefits Of / Risks of Not Engaging)	Strategic Objective of Engagement	Key Material Issues	Steps Taken to Address Stakeholder Concerns	Modes Of Engagement	Primary Internal Custodian
The Education Ecosystem: Partners and Academic Institutes	Education is one of the strategic long term community engagement programs identified as force multipliers for effecting social change and sustainable development. It is one of Wipro's main planks of societal engagement.	Developing a good understanding and capacity building of civil society organizations working in school education is the core objective of our education program.	Quality of education in schools. Teacher capacity development Understanding of good Education; Availability of resource organizations and people in specific areas of school education.	Facilitating mutual learning among partner organizations through annual partners' forum; Cross-leveraging the knowledge from diverse partner experiences through our engagement with partners.	Periodic visits, conference calls, emails, reviews, and reports of workshops or events.	Wipro's CSR group , Wipro education - the school education team.
Communities and Civil Society Networks	The imperative for business to engage deeply with communities and society stems from the fundamental axiom that for business to flourish, the fabric of society must be strong.	To engage on systemic issues that are force multipliers for social change and sustainable development.	Education for disadvantaged children e.g., children of migrant laborers, children with hearing disabilities, et.; Primary healthcare for rural communities.; Environment issues that affect Disadvantaged communities e.g. water, and solid waste. Long-term rehabilitation for disaster-affected area.	Designing programs to address the specific needs of the communities with whom we are associated.	Periodic meetings with partners, open meets with the community, and partner newsletters.	Wipro's CSR group, Wipro Cares, Location leadership.

Stakeholder	Rationale for Engagement (Key Drivers / Benefits Of / Risks of Not Engaging)	Strategic Objective of Engagement	Key Material Issues	Steps Taken to Address Stakeholder Concerns	Modes Of Engagement	Primary Internal Custodian
Governments and Policy Networks	Corporations must engage with the government as part of the larger charter of bringing about systemic societal changes through legislation, policies and directives.	To participate meaningfully and to influence policy directions for the larger social good.	India's policies on climate change, energy efficiency, water, waste, and biodiversity, including SDG's; Legislation policies on workplace inclusion, labor and human rights; The role of corporate social responsibility and Taxation legislation in the countries we operate in.	Active involvement in policy formulation and in a more general process of debate and dialog on various development and sustainability challenges.	Planned meetings, workshops, taskforces and steering committees of industry network bodies.	Corporate Affairs group, Senior Leadership, Wipro Sustainability team.
The Young Citizen and Future Generations	The young citizen has enormous potential as a change agent and creates lasting positive impact on the environment and society. Trying to safeguard the interests of future generations is a fundamental act of responsibility leading to.	To ensure a safe and sustainable planet for future generations.	Ecological sustainability of our planet at a local, national and global level; Issues of inclusiveness and fairness. Meaningful work and livelihoods.	Design and execution of several projects that address societal and environmental problems beyond the scope of business.	Indirect inference from our school and college interventions as well as with Wipro's employees.	Human Resources Group, Wipro's Sustainability Group, Wipro sustainability team.

# Economic Sustainability



## Economic Sustainability

### Financial Stewardship And Investors

The increasing recognition that social and environmental risks can affect a company's operational strength and continuity has prompted active engagement from investors, regulators and the government. Investors increasingly incorporate ESG criteria (Environmental, Social and Governance) into their investment decision frameworks. Over the last decade, this has manifested in at least four different ways, as shown below.

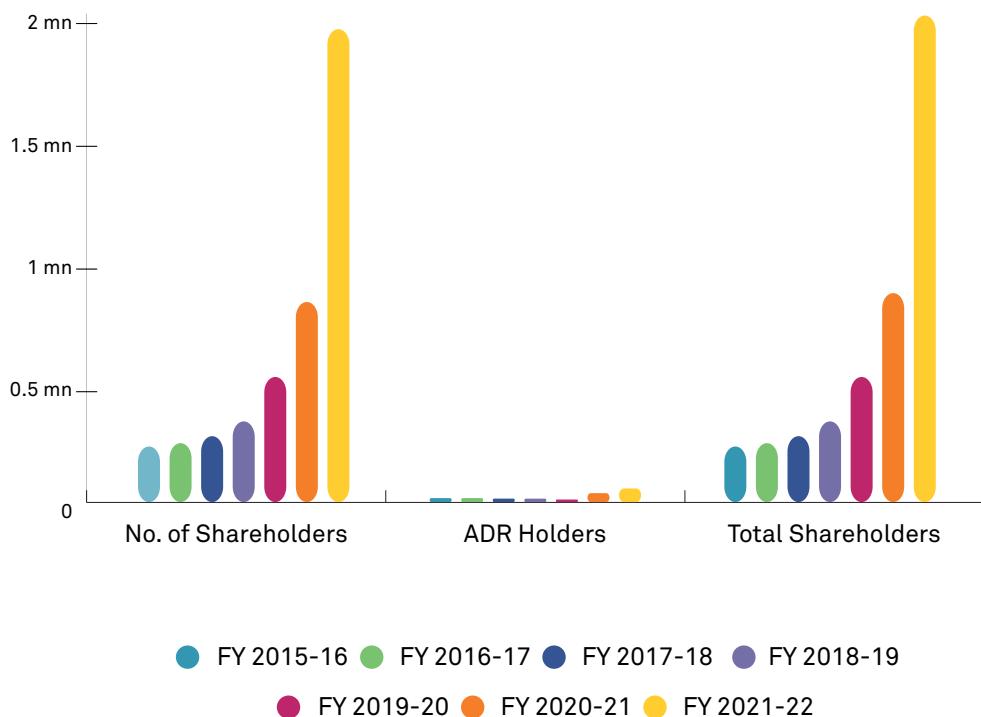
- Stock Exchange (BRSR requirement from SEBI, Form 20F US Securities and Exchange commission)
- ESG Assessment by Investors (CDP, Vigeo, MSCI, FTSE4Good, S&P Global CSA - DJSI)
- Subscription to Principles of Responsible Investing (PRI) and Integrated Reporting through IFRS Foundation)
- Custom Assessments and studies (Natural Capital Accounting and Climate Risk Assessment)

In 2017 we released our first annual report aligned with the of <IR> Framework principals. Since then, our annual Integrated Report has been aligned with GRI Standard and BRSR requirements of SEBI and incorporates the recommendation set out by Task Force on Climate-related Financial Disclosures (TCFD) and CDSB (Climate Disclosures Standards Board) framework.

## Investors

Investors in Wipro are key stakeholders and must get fair returns for investing in our company. We endeavor to report true and fair financial results in a timely manner and communicate the business outlook, risks and opportunities. With reliable financial results and consistent messaging of the economic environment, investors are empowered to make investment decisions best suited to their risk profile.

## Profile of Wipro Shareholders



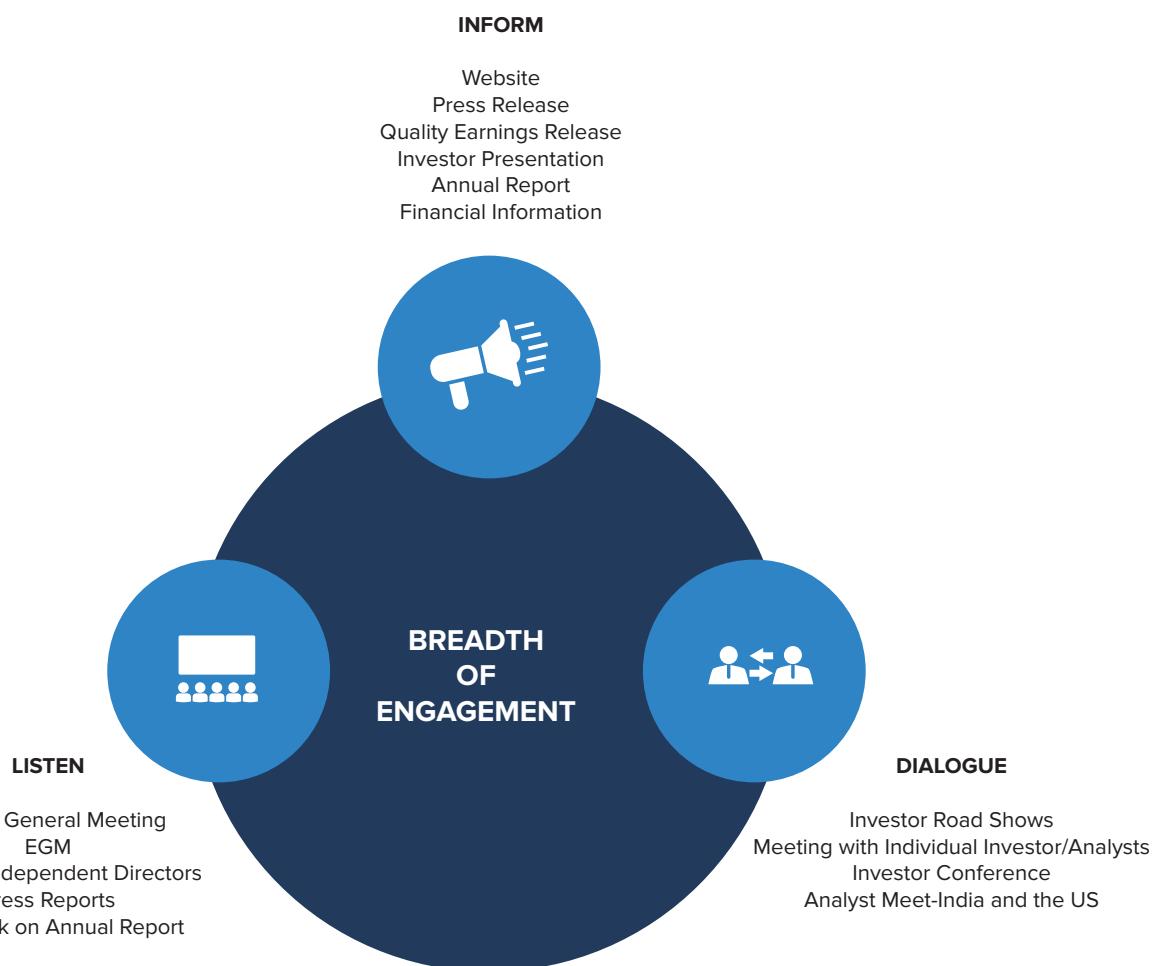
	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
No. of Shareholders	227368	241153	269693	330075	511881	818539	1934986
ADR Holders	16120	16245	14152	14000	10400	36500	55700
Total Shareholders	227368	241153	269693	330075	511881	855039	1990686

## Engagement With Investors

We have multiple communication channels to keep investors informed about various developments and events. Communication through proactive disclosures in our financial statement has been the bedrock of investor engagement at Wipro. Our senior management leaders, along with our dedicated Investor Relations team, participate in various forums like investor conferences and investor road shows, in addition to hosting investors who visit us. Our quarterly results, regulatory filings, transcripts of our earnings call and media presentations are available at <http://www.wipro.com/investors/>

## Engagement Approach

The figure below reflects the breadth of our engagement with Investors.



## Details Of Engagement

In FY'22, we conducted five road shows, held 400 investor meetings and four earning conference calls. We also hosted our Investor Day in November 2021 through which we communicated updates on our strategy, ambition and priorities. We also attended 24 investor conferences.

We aim to have zero pending complaints or queries at the end of a period.

## **Business Strategy**

Our strategy supports value creation for clients and growth for our organization through five strategic priorities: accelerate growth, strengthen clients and partnerships, lead with business solutions, build talent at scale, and a simplified operating model. We are focusing our efforts and investments on maximum results, going deeper in areas where we believe we have strength and defocusing on others, and scaling up to secure leadership positions. Our new strategy will bring us closer to clients, drive greater agility and responsiveness and help us become the employer of choice.

### **Our vision is to:**

- To be a trusted partner to our clients in their transformation journey and enable them to achieve leadership in their respective industries
- To deliver value to our clients as part of their transformation journey through sector-focused ‘Business Solutions’, ‘Digital’ and ‘Technology’ capabilities, cutting-edge innovation, leveraging our strategic partnerships and our world-class talent

### **We aim to realize our vision through five key strategic priorities:**

- Accelerate growth – focus and scale
- Strengthen clients and partnerships
- Lead with business solutions
- Building talent at Scale
- Simplified operating model

## **Assessment Of Financial And Economic Risks**

Our annual financial report and the Form 20-F filing with the U.S. Securities and Exchange Commission for the reporting year lists several external factors or risks that may impact our business. These externalities are assessed regularly and inform business strategy. Here we'll present a summary of the key external risks identified and our approach toward them. The engagement is informed by three primary factors (i) the different timescales in which they play out, (ii) the relative influence business has and (iii) meeting the concurrent and diverse needs of its various stakeholders.

### **Market Risk**

Market risk is the risk of loss of future earnings, to fair values or future cash flows that may result from a change in the price of a financial instrument. The value of a financial instrument may change due to changes in interest rates, foreign currency exchange rates and other market changes that affect market risk sensitive instruments. Market risk is attributable to all market risk sensitive financial instruments including, investments, foreign currency receivables, payables and loans and borrowings. The Company's exposure to market risk is a function of investment and borrowing and revenue-generating activities in foreign currency. Market risk management aims to avoid excessive exposure of the Company's earnings and equity to losses.

### **Risk Management Procedures**

The Company manages market risk through a corporate treasury department, which evaluates and exercises independent control over the entire market risk management process. The corporate treasury department

recommends risk management objectives and policies, which are approved by senior management and Audit Committee. The activities of this department include the management of cash resources, implementing hedging strategies for foreign currency exposures, borrowing strategies, and ensuring compliance with market risk limits and policies.

### Foreign currency risk

The Company operates internationally, and most of its business is transacted in several currencies. Consequently, the Company is exposed to foreign exchange risk through receiving payment for sales and services in the United States of America and elsewhere and making purchases from overseas suppliers in various foreign currencies. The exchange rate risk primarily arises from foreign exchange revenue, receivables, cash balances, forecasted cash flows, payables and foreign currency loans and borrowings. A significant portion of the Company's revenue is in the US Dollar, the Pound Sterling, the Euro, the Canadian Dollar and the Australian Dollar, while a large portion of costs is in Indian rupees. The exchange rate between the rupee and these currencies has fluctuated significantly in recent years and may continue to fluctuate in the future. Appreciation of the rupee against these currencies can adversely affect the Company's results of operations.

## Financial Performance

Consolidated Results	FY 2020	FY 2021	FY2022	YoY Change
Revenue <sup>1</sup>	613401	622425	795289	27.77%
Cost of revenue	436085	423205	555872	31.35%
Gross profit	177316	199220	239417	20.18%
Selling and marketing expenses	42907	41400	54935	32.69%
General and administrative expenses	29823	34686	46382	33.72%
Other Operating Income <sup>2</sup>	1144	81	2186	2798.77%
Operating Income	105730	123053	140286	14.00%
Finance Expenses	7328	5088	5325	4.66%
Finance and Other Income	24081	20912	16257	22.26%
Income Taxes	24799	30345	28946	4.61%
Profit attributable to equity holders	97218	107946	122191	13.20%
As a Percentage of Revenue				
Gross Margin <sup>3</sup>	28.9%	32.0%	30.0%	6.19%
Selling and marketing expenses	7.0%	6.7%	6.9%	3.91%
General and administrative expenses	4.9%	5.6%	5.8%	4.67%
Operating Margin <sup>3</sup>	17.2%	19.8%	17.6%	11.03%
Earnings per share-Basic (₹)	16.67	19.11	22.35	16.95%
Earnings per share-Diluted (₹)	16.62	19.07	22.29	16.89%

(1) We have included the impact of exchange rate fluctuations in revenue for segment reporting. Excluding the impact of exchange rate fluctuations, revenue, as reported in our income statement, is ₹ 619,430 million and ₹ 790,934 million for the years ended March 31, 2021 and 2022, respectively. Please see Note 34 of the Notes to the Consolidated Financial Statements for additional details.

(2) Other operating income/(loss), net represents: (i)For the year ended March 31, 2021, change in fair value of the callable units upon partial achievement of cumulative business targets pertaining to the sale of our hosted data center services business.(ii)For the year ended March 31, 2022, (a) ₹ 1,233 million towards change in fair value of callable units upon achievement of cumulative business targets pertaining to sale of our hosted data center services business, and (b) ₹ 953 million towards gain from the sale of Wipro's investment in Denim Group, which was accounted for using the equity method.

(3) Gross margin and operating margin as a percentage of revenue have been calculated by including Other operating income/loss, net with Revenue.

## **Ethical Business Conduct - A Fundamental Expectation From Investors**

Investors expect ethical conduct from businesses. They are concerned about the loss of management time and resources dealing with such issues, legal liability and damage to reputation due to unethical practices like bribery, corruption, anti-competition and anti-trust. Even though large businesses have formal systems to ensure compliance and avoid unethical businesses, are exposed to such risks from their supply chains. Corruption and bribery are significant risks to businesses, and they are more pervasive in the supply chain. This makes business functions dealing with suppliers and business partners vulnerable to such risks.

### **Policy**

Our corporation-wide Code of Business Conduct (COBC) provides broad direction for all business transactions. The COBC is Wipro's central and comprehensive compliance policy document that provides the framework and a common language for ethical conduct for all employees as well as all our stakeholders. The COBC applies to all employees and members of the Board of Directors of the Company, as also to all individuals who serve the Company on contract, subcontract, retainer, consultant or any other such basis. Suppliers, service providers, external professionals, agents, and channel partners (dealers, distributors and others) serve as an extension of the Company, and their conduct and behavior while carrying out business dealings with Wipro or on behalf of Wipro can have an impact on Wipro and its reputation. Other than COBC, we also have policies like the abridged Policy on Related Party Transactions, Wipro Supplier Code of Conduct, Code of Independent Directors and Code of Ethics for Principal Executive Officer and Senior Financial Officers, which contextualize the communication for relevant stakeholders.

### **Approach**

From an anti-bribery compliance perspective, Wipro has the following processes internally to ensure an ethical culture across our businesses.

- A payment due diligence process where payments made by and on behalf of Wipro are reviewed to ensure adherence to anti-corruption and anti-bribery
- A Standard Operating Procedure to enable employees to understand and comply with the requirements for specific purposes like business courtesies, gifts, entertainment, charitable contribution, sponsorship, etc. Employees are advised to avoid transactions that might give the appearance of offering or accepting an improper payment, bribe or kickback.
- Due diligence mechanisms, internal controls and assessments on its third parties such as channel partners, dealers, collection agents, lead finders/hunters etc., which includes a specific undertaking from identified vendors, service providers, and consultants to affirm compliance to our Code of Business Conduct and more specifically to our anti-bribery policies
- An Ombuds process for receiving and redressing employees' complaints, through which employees are encouraged to report any fraudulent financial or other information to the stakeholders, any conduct that violates of the Company's COBC (on an anonymous basis, if employees so desire). For more information, refer to the Organization Profile section of this report.

As part of COBC training, Wipro conducts entry-level training to all its employees across levels worldwide on corporate policies pertaining to Business Relationships, Gifts and Entertainment, Business Courtesies and Conflicts of Interest. Compliance with the Foreign Corrupt Practices Act, UK Bribery Act, and the Indian Prevention of Corruption Act, are included as part of leadership training programs and focused training programs. In addition to the annual test and certification of the Code of Business Conduct, a certification process is enabled for employees traveling to High-Risk Countries and working in certain functions. Also, communication of COBC and its significance to Wipro is being done through emails, posters, etc.

## Compliance

Wipro has a continuing good track of ethical conduct, and we comply with relevant legislation. There have been no significant instances related to bribery, corruption, anti-competitive or anti-trust practices in the reporting period across our business divisions.



# Environmental Sustainability



## **Environment Sustainability**

The 27th Conference of the Parties to the United Nations Framework Convention on Climate Change - COP27 builds on the outcomes of COP26 to deliver action on a wide range of issues critical to addressing the climate emergency, including urgently reducing greenhouse gas emissions, building resilience, and adapting to the unavoidable effects of climate change, as well as delivering on commitments to finance climate action in developing countries. Faced with an intensifying energy crisis, record greenhouse gas concentrations, and an increase in extreme weather events, COP27 seeks renewed international cooperation to deliver on the historic Paris Agreement for people and the planet.

The scientific consensus is now clear that the global temperature rise must be kept below 1.5 degree Celsius from pre-industrial levels to avoid disastrous impacts of climate change driven events. Action on climate cannot be seen in isolation, but is closely intertwined with water scarcity, biodiversity loss and land use change, chemical and industrial pollution – and its impacts on humanity, especially the most vulnerable among us. Natural capital is a framework that attempts to account for human activities' impact on the earth's ecosystems. Wipro's approach to Natural Capital embraces the continuum of:

- Initiatives 'within the organization' that focus on reducing the energy, water, waste and biodiversity footprint of our business operations; and
- Engaging on key external programs through a diverse set of partners on the issue of ecology.

## **Governance**

Our sustainability governance is informed by our strategic choice to work across both dimensions – business operations and with the larger community. The former is about ensuring that the ecological footprint of our operations is minimized, the organization is compliant with all regulations, and runs its business with integrity. The latter dimension goes beyond the boundaries of organization's boundaries and contributes towards the larger community's development.

All key organizational stakeholders, from the board of directors, executive leadership and different functions, have defined responsibilities related to planning, execution, review, evangelization and advocacy of the sustainability charter. Strategic oversight of sustainability programs rests at the corporate level with our Chairman, Board of Directors and Group Executive Council. The goals and objectives are jointly set with inputs from across functions. The quarterly reviews are attended by the Chairman, CEO, Chief Financial Officer and Chief HR Officer, apart from the Chief Sustainability Officer and Global Head of Operations. We benchmark our performance with our global peers through extensive disclosures as well as a system of rigorous internal and external audits.

## **Management Approach**

At Wipro, we have identified Energy efficiency and Green House Gases (GHG) mitigation, Water efficiency and Responsible Water management, Pollution and Waste management, and Campus Biodiversity as our most material issues and have developed programs around them.

Our Ecological Sustainability Policy, available at <https://www.wipro.com/content/dam/nexus/en/sustainability/pdf/ecological-sustainability-policy.pdf> forms the structural framework for our environmental programs and management systems. We have been following the guidelines of the ISO 14001 framework for nearly two decades now as one of the cornerstones of our Environmental Management System (EMS). Nineteen of our campus sites in India and six in Australia are certified to ISO 14001 and ISO 45001 (Occupational Health and Safety) standards. We have received ISO 50001 (Energy Management System) for three of our campuses (Sarjapur, Kodathi, and Chennai). Other campuses are benchmarked against the same standard

as a part of our internal review/audit process. During commissioning, we were one of the early adopters of Green Building Design with 22 of our current buildings across campuses certified to the international LEED standard (Silver, Gold, and Platinum). We strive to maintain the same standards in the maintenance of our facilities.

We have been responding to Carbon Disclosure Project (CDP) Climate Change Investor and Supply Chain for over 15 years. In addition, we apply the Natural Capital Protocol guidelines to arrive at the valuation of our natural capital (NCV), which we publish in our annual Environmental Profit and Loss account. In 2020, we also signed up as one of the nine founding members of the 'Transform to Net Zero' coalition. We are also driving change throughout the business world through leading industry consortiums, including 'Transform to Net Zero' and 'WEF' and the World Economic Forum, CII Greenco and CII Center of Excellence for Sustainable Development. We now offer a portfolio of sustainability solutions leveraging technology and data across industry sectors – which help our customers decarbonize their products and services. We also chair the Bangalore chapter of the CII-GBC Greenco.

Strategic Partnerships are key to achieving our goals across the value chain. We work with Renewable energy suppliers, energy-efficient hardware manufacturers and service providers and other partners who help to reduce our overall GHG footprint, including employee commute and business travel footprint.

Monitoring and management of climate-related issues across the organization:

- Climate-related issues are monitored by our Chief Sustainability Officer and the Head of Global Operations concerning the organization's progress against energy and emissions targets for the short, medium and long-term.
- Our climate strategy is aligned with various global principles, for example, Task Force on Climate Related Financial Disclosure (TCFD) and is dynamically recalibrated in line with emerging trends. The strategy is reviewed annually by the Chairman, CEO and Chief Sustainability Officer, while progress against the strategy is reviewed quarterly.
- The Corporate Business Continuity Team (CBCMT) and various other support groups monitor and assess the risk arising due to climate change. The risks are categorized on the basis of impact on high, medium and low scale and then placed in a severity matrix where controls are implemented. The Crisis Management Group is responsible to recover, resume, return, respond to and restore from these situations.

## Environmental Risks

Wipro's Risk Management and Sustainability functions at Wipro jointly oversee environmental and climate change related risk identification and mitigation. The most material issues we engaged with are the effects of extreme weather events, urban water stress, air pollution, waste management and their impacts on employee health and wellbeing.

In 2020, we completed a comprehensive climate change risk assessment program, encompassing both physical and transitional risks, for our major operational locations across the globe, covering India (12 cities), China, the Philippines, Germany, Romania, the UK and the US. This has been carried out for two scenarios (based on the IPCC-defined RCP 4.5 and RCP 8.5) covering medium to long-term (2030-2050) time frames. In both scenarios, we see an increased probability of higher incidences of water stress, and heat waves across cities. Below is a brief on critical risk due to climate change for the RCP 4.5 scenario (an increase of global temperatures between 1.1 to 2.6 degree Celsius relative to 1986-2005).

We are in the process of incorporating the study's findings into our BCP and Enterprise Risk Management (ERM) framework.

## **Climate Change Related Impacts**

Our risk assessment exercise is undertaken at both the company level and at the asset level. A well-defined Business Continuity Policy prescribes principles to plan for climatic disruptions which could disrupt business objectives. The Corporate Business Continuity Team (CBCMT) governs and guides the standard risk assessment methodology at every location to identify risks that could potentially impact business continuity and associated financial parameters like revenues and profitability as well as reputational and legal parameters. This group collaborates with various support groups in the organization to assess risks for human resources, facilities & IT infrastructure with identified impacts and their probability/likelihood, as well as the corresponding controls in place. A severity matrix of Low, Medium & High impacts is defined, and an identified crisis management group is vested with the responsibility to respond, recover, resume, return & restore from these situations. The detailed climate modeling and impact assessment exercise will help in further calibrating our risk management program.

## **Climate Change and GHG Emissions**

We have SBTi (Science Based Targets Initiative) approved targets for Scope 1, Scope 2 and Scope 3 till 2030 that are based on well below 2-degree temperature goal. We have committed to Net Zero goals by 2040, with an absolute emissions reduction of 55% by 2030 with respect to the 2017 base year. These are aligned with the Paris Agreement's objectives to limit temperature rise to 1.5 degrees Celsius.

The following are our interim subsidiary goals till 2030

- By 2030, reduce Scope 1 and 2 emissions by 59% from the 2017 baseline and Scope 3 emissions in 3 categories (contributing to 80% of emissions) by 55% from the 2020 baseline. In absolute terms, this means a reduction of 280,000 tons of CO<sub>2</sub> eq.
- Source 100% Renewable energy for purchased electricity by 2030
- Energy Intensity in terms of EPI (Energy Performance Index) Achieve EPI of 125 Kwh per sq. mt by 2025 a from baseline of 144 in 2021 and maintain EPI thereafter
- GHG Emission Intensity (Scope 1 and Scope 2) on Floor Area (FAR) basis Reduction of GHG intensity from 87 KgCO<sub>2</sub> eq./ Sq. Mt. (kgpsm) in 2020 to 50 kgpsm of CO<sub>2</sub> – eq by 2030
- Renewable Energy (RE) Renewable energy procurement to 150 million units by 2030 from the present average procurement of 75 million units
- Absolute reduction of 55% in Scope 3 emissions for Business Travel, Employee commute and Upstream fuel and energy-related emissions by 2030.

Our plan to meet the above goals is through a mitigation hierarchy primarily focused on emissions reduction activities in the value chain. As a first principle, we will defer carbon removal projects (offsets) to the net zero target year (2040). This is in line with the science-based targets approach of not using offsets for value chain emissions. Over the next few months, we will evolve a detailed plan for the same.

## **Performance against Goals**

### **Absolute Emissions**

The absolute Scope 1 and 2 emissions (India) for FY'22 have decreased by 15% from 97348 tons to 82544 tons. This is due to increase in Renewable Energy (RE) procurement at our offices. The dashboard below summarizes our Global and Indian GHG emissions, including data centers. After considering zero emissions for renewable energy procured, the figures represent net emissions for all years.

	FY 2019-20	FY 2020-21	FY2021-22
Offices	135,537	84,140	72,884
Data centers	2,458	13,207	9,660

## Emissions Intensity

Our India office space emissions intensity (Scope 1 and Scope 2) is 87 KgCo2 eq. per sq. Mt. per annum, down by 19.8% from FY'21. We are not publishing people-based emissions intensity for this year due to the low occupancy of office space – and the fact that area-based intensities are considered a more representative metric for buildings globally.

## Total Emissions

The overall GHG emissions across all scopes are 492,747 tons, the main contributors to which are: purchased goods and services (52%), Electricity – purchased and generated (15%), upstream fuel and energy emissions (15%) and work-from-home emissions (7%).

## GHG Mitigation Measures

Our five-year GHG mitigation plan consists of three key elements – Energy Efficiency (Reduce), Renewable Energy (RE) Purchase (Replace) and Business Travel and Commute Reduction (Reduce and Replace); of this, RE procurement will contribute the maximum, 80% share to GHG emission mitigation strategy for Scope 1 and 2.

## Energy Management

### Energy Consumption

The overall energy consumption from Scope 1 and 2 boundaries (operational and financial control) are 645.9 million Mjoules, compared to 661.5 million Mjoules in the previous year, a decrease of 2.35%. The total energy consumption - electricity and diesel-based backup power - for office spaces in India is 49.2 million units; after including the electricity consumption for leased spaces, our global electricity consumption is 189 million units. Data centers in India and Germany contribute another 20.8 million units.

For India operations, about 72.4 million units constitute renewable energy procured through independent PPAs (Power Purchase agreements) with private producers. Of these, 67.1 million units have green attributes (zero emissions). Another 13 million units are attributable to renewable resources for our downstream leased spaces. In total, the renewable energy footprint in our portfolio is 80 million units (47%).

<b>16,969</b>	<b>20,456</b>
Employee Commute	Business Travel
<b>153</b>	<b>71,650</b>
Waste	Upstream Fuel+Energy emissions
<b>253,955</b>	<b>10,381</b>
Purchased goods / services (including capital goods)	Upstream and Downstream Leased Assets
<b>36,639</b>	<b>410,203</b>
Work From Home emissions	Total

All units in tons (CO2 eq.)

\*Purchased goods and services are based on material group and category spend for Tier 1 suppliers. If we include all tiers, the emissions are estimated to be around 500,000 tons. We aim to engage with top suppliers (contributing to 80% of impact) to arrive at the next level of detail in understanding emissions breakdown and planning mitigating actions.

## **Energy Intensity**

EPI for company-owned office spaces, measured in energy per unit area, has decreased to 177.3 KwH units per sq. meter per annum (from previous years 194). Absolute energy consumption for offices has remained flat compared to last year, even as we have commissioned new facilities in Bangalore and Hyderabad.

## **Energy Efficiency**

Our newer buildings in Bengaluru and Hyderabad are benchmarked against the global best – with an expected EPI of 85 (units per sq meter per annum) at full occupancy. These new buildings also avoid UPS batteries and eliminate the environmental impact of battery manufacturing and disposal. For existing campuses, measures include new retrofit technologies to improve Chiller and Air Handling Units (AHUs), UPS optimization, integrated design, and monitoring platforms. The Global Energy command center aggregates Building Management System (BMS) inputs on a common platform to optimize operational control and improve energy efficiency. Around 15 million square feet across India are connected to the BMS. The operations platform can address every element of the system at the equipment level and provides advanced algorithms for analytics to monitor performance. Any deviation is tracked and rectified with in-house / OEM support. Key equipment AMC contracts are tied to outcomes in terms of energy efficiency and availability of the system.

**Green IT:** Virtual Desktop Infrastructure (VDI) provide high-capacity scalable infrastructure with On Demand provisioning, High Availability and High-Performance Computing environment. We have enabled 9,333 VDI's to end users across locations. Out of these, 8,500 VDI's were migrated from On-Prem to Cloud, resulting in decommissioning of 40 physical servers. Thin clients are being used in one of our locations, which consumes less energy (80% less) compared to Desktops, resulting in savings of 1.2 million units.

Quantum is a large transformation project we undertook impacting 230K+ users, and 75 enterprise applications; it was re-inventing the various productivity applications and process to make them future-ready, integrated and provide a superior user experience. With the Quantum Program, 240+ SAP servers were migrated to Cloud. Across our enterprise productivity applications portfolio, we have 11,486 Virtual Servers running on Cloud and 1,033 physical servers. The decommissioning of 40 VDI and 60 SAP servers has resulted in annualized savings of 0.82 million units in the reporting year.

## **Office Emissions**

Even while campus occupancy levels are low (between 5 and 10 percent), the load on the building's air conditioning, lighting, and related electrical equipment is not proportional. We can observe that the average conditioned area was roughly 50% from an analysis of three sizable campuses, which together make up 35% of the overall campus area. The energy used by air conditioning systems in offices accounts for about 70% of total energy use. As a result, low occupancy does not correspond to a building's absolute energy usage and emissions. In addition, 50% of the building's area was taken into account for determining area intensities.

## **Scope 3 Emissions**

Our total scope 3 emissions for FY'22 were 410,203 tons of Co2 eq, which accounts for 83% of our total footprint. Out of the 15 categories of scope 3 reporting per the new GHG corporate value chain standard, we are currently reporting on all the eight categories applicable to us.

## Bengaluru, India

### Wipro Kodathi Campus

Operations started from 2018

3 Towers (S4,S1,S3) | Campus Area -48.25 Acres

Built up area –3.48 Million Sq.ft

Seating Capacity > 19000

#### Highlights

- Large scale (2.5million sq.ft ) underfloor air distribution system with edge devices connected to IoT enabled GECC platform which tracks individual equipment efficiencies on a real time basis
- Battery Free Campus Rotary UPS replaces traditional battery powered UPS
- Global best in Energy: <80kwh/m2/year
- Building envelope design and implementation of envelope with heat gain of ~0.8 W/sq.ft
- Double skinned facade (95% daylit workspaces)
- 35% area naturally ventilated reducing cooling requirement/energy footprint
- More than 80% of power requirement is from renewable energy sources
- Mechanized system for cleaning and maintenance
- 70% reduced drawl - most water-efficient campus
- 100% of roof rain water is harvested. Surface water channeled using a network of drains and percolation pit to multiple harvesting ponds
- STP-MBR-based for water recycling (for 100% of greywater requirement)



#### Building Standards



0.5 MWp Solar PV Panels at the rooftop



Building design & orientation is based on sun path



Naturally ventilated corridors in all floors



95% daylit workspaces with sensor controls



Double skinned façade design to reduce heat ingress



Largest underfloor Air Distribution System (UFAD) - 2.5 Mn. ft<sup>2</sup>



100% LED for indoor and outdoor lighting



50% cafeteria space is naturally ventilated



Online IAQ monitoring at ODCs



# Sustainability

## At Wipro Kodathi Campus



The building's design and orientation are based on the sun path, and it has a double-skinned façade to reduce heat ingress.



95% daylit workspaces  
with sensor controls



Naturally ventilated  
cafeteria spaces



Energy efficient magnetic bearing  
centrifugal chillers



100% LED for indoor and  
outdoor lighting



Largest Underfloor Air  
Distribution System (UFAD) - 2.5 Mn. ft<sup>2</sup>



Online IAQ monitoring at ODCs

## **Procurement**

We have joined the CDP supply chain program – the first India-based company to join the platform. Through the platform, we are engaging with 60 of our top carbon-intensive suppliers and encourage measurement and disclosure of their environmental data on the CDP platform for the reporting period of FY'22. RE purchase contributed to approximately 80 million units or 47.3% of our total India energy consumption, of which 13 million units are for downstream leased spaces.

## **Business Travel And Employee Commute**

The GHG inventory covers (i) travel by air, bus, train, local conveyance, and hotel stays for the business travel category and (ii) personal cars, two-wheelers, public transport and Wipro-arranged transport for employee commute. We have seen a 51% increase in business travel footprint from FY'21, due to the opening of travel and requirements to meet customers post the critical phases of COVID-19. However, this is still less than a fifth of FY'20 (pre-pandemic). As things return to normalcy, we are looking to transition to low-emission travel choices and policies.

Over the past few years, we have taken steps to facilitate a shift towards improved access to public transport for employees (buses, commuter trains) and carpooling. . Our employee commute footprint is nearly the same as last year – due to the majority of employees choosing to work remotely.

We are the first major Indian business to join EV100, a global initiative by The Climate Group, in our commitment to transition our global fleet to electric vehicles (EVs) by 2030. We currently have EVs as part of our fleet in few cities – the majority in Bengaluru and Hyderabad. We also have CNG fleet in 4 cities – in fact, this contributes to over 50% of trips traversed.

## **Challenges and Work in Progress**

Presently, some states have regulatory barriers combined with supply-side constraints which constrain acceleration of Renewable Energy share. Increasing our RE footprint from the present 47% to 100% by 2030 will require that we re-assess the ‘Group Captive’ investment option. The Big 3 of our Scope 3 emissions – Air Travel, Employee Commute and Purchased Goods & Services – require different approaches as each is in different stages of ‘solutions maturity’. Rapid advances in electric mobility, the relatively high usage of public transport and car-pooling by employees pre-pandemic have helped reduce our commuting related GHG emissions faster. The pandemic-induced virtual work models have helped reduce our business travel related emissions sharply. While this will ensure that we never go back to pre-pandemic levels of travel, there will likely be some rebound effect as things normalize. Our Scope 3 goals will require an accelerated reduction of business travel emissions over the next five years. Given that sustainable aviation fuel is a few years away in terms of price parity, we plan to push the envelope to bring about behavioral changes in business travel. While we have started engaging with our key suppliers on carbon management, it will be a few cycles before we are able to build maturity and explore mitigation levers jointly.

## **Water Management**

At Wipro, we view water through an inter-related lens of efficiency of use and conservation coupled with our approach of engaging with urban water as a boundaryless issue. Our articulated goals are therefore derived from this approach:

### **Water Efficiency**

Reduce both absolute and area-based intensity consumption of externally procured freshwater for our operations by 50% by 2030 with respect to baseline consumption of FY17.

## Water Responsibility

Contribute to a deeper understanding of systemic challenges of urban water in the major cities in India we operate from. To ensure responsible water management in proximate communities, especially in locations prone to water scarcity. We are also collaborating on building capacity and advocacy platforms at the city level for integrated urban water management.

## Freshwater Recycling and Efficiency

Freshwater consumption dropped 8.95% from last year to 774 million liters. The recycled water generation was 382.4 million liters, with a recycling ratio of 33%. Due to the low average occupancy (<6%) of our offices due to the pandemic, the per capita consumption of water is not comparable. The freshwater consumption has come down due to the arresting of leakages at three locations and the commissioning of STP at one location. We also have consolidated operations by closing three locations. Consequently, the freshwater area intensity at 0.920 KL per square meter has decreased by 15% compared to the previous year. We have achieved a 50% reduction in absolute freshwater consumption from FY17.

Freshwater use-India offices

### Freshwater (KL)

FY2021-22	774,036
FY2020-21	850,151
FY2019-20	1,621,501

### Area intensity

FY2021-22	0.920
FY2020-21	1.094
FY2019-20	1.044

## Sourcing of Water

Our water is derived from four sources – private water (mainly groundwater delivered by tanker water suppliers), municipal water, water supplied by industry associations, in-situ groundwater and harvested rainwater – the first two sources accounting for nearly 86% of the sourced water. Water purchased from private sources is primarily extracted from groundwater. Groundwater contributes to almost 44% of our total freshwater consumption across cities in India. Our urban/ peri-urban facilities located in three states – Karnataka, Tamil Nadu and Telangana, are in water stressed basins. The water supplied by the municipal bodies is sourced primarily from river or lake systems.

**38%**

Private water (mainly  
Ground water)

**5.6%**

Ground water

**55%**

Municipal and industry  
bodies

**1.4%**

Rainwater Harvested

## Use of Recycled Water

The major use of recycled water is for flushing 47%, landscape 39%, and chiller 9.6%. Water treated and discharged to municipal sewers is 4% (from 2 locations, PDC and GDC). The majority is from one of our locations in Pune which was converted into a Covid hospital (operational till Dec 2021). Based on the recommendations of the local authorities, treated water from the facility was let to the municipal sewage network.

## **Collaborative Advocacy on Water**

Our long-term projects on Urban Water in cities provide key policy insights and levers for citizen engagement and advocacy on groundwater management and its relationships to surface water flows and water bodies like lakes/tanks and wetlands. We bring together hydrogeologists, academia, government, and citizen groups for a nuanced understanding of issues catalyzing citizen action on the ground.

In the reporting year, the focus was on catalyzing more on-ground engagements across the city on rainwater harvesting. This is backed up by targeted advocacy work through case studies, engagement with the city utility administrators, and development of national guidelines. The program will also monitor and estimate the groundwater (shallow aquifer) potential for the city, and recommend suggested practices for better management and integration with utility supply. In Pune, we are building a first-of-its-kind city-level data, interpretation and decision support platform for groundwater management. This will closely work with citizen groups and the municipal authority to build appropriate capacities and catalyze on-ground interventions. In Chennai, through the small grants program, we are supporting community-based interventions on water. In Hyderabad, we are putting together a knowledge repository of water in the city – consumption, sources, water bodies, built infrastructure and impacts on water flows. It will also aim to create a network of communities, and water practitioners, curate workshops/exhibits and support on-ground interventions.

We have consolidated all outputs of the work of the last seven years in Bangalore into an “Urban Waters” repository covering case studies, guidebooks, and content in other languages. The website continues to get good traction. In 2021, we had 28K new users and 57K page views.

## **Waste Management**

Pollution of air and water poses one of the most serious threats to community health and societal welfare. Managing these commons in an urban context requires business organizations to look beyond their boundaries and adopt an integrated approach.

Our waste management goals are:

- 100% of organic waste generated from business operations is recycled for effective reuse.
- To ensure by 2025, more than 98% of other categories of waste is recycled as per appropriate national standards, with less than 2% reaching landfill \*excluding construction and demolition waste

Our waste management strategy includes:

- Regular monitoring of air, water and noise pollution to ensure they are well within regulatory and industry norms.
- Reducing material's impact on the environment through recycling and reuse
- Arranging for safe disposal of waste that goes outside our organizational boundaries. To operationalize our strategy, we segregate and monitor waste processing across 13 broad categories and nearly 40 subcategories.

**Total waste disposed of during FY 2022 was 2700 tons** – though this is an increase of 612 tons compared to the previous year, it is 15% less than FY'20 (pre-pandemic). Campus occupancy has increased in the later part of FY'22 from the low base in FY'21 due to the pandemic – resulting in higher organic waste. Additionally, several waste categories produced the year before were disposed of, including electronic

**garbage, batteries and mixed metals. Additionally, some campus renovation work was done during the year. We have identified opportunities for improvement in labour practices and health and safety compliance during the reporting year.** For the reporting year, our effective safe disposal percentage was 97%, and the rest is sent to landfill. The summary of our performance on solid waste management (SWM) is as follows:

- 80% of organic waste is recycled in-house and the balance sent as animal feed outside the campus
- Close to 100% of the inorganic waste is recycled through approved partners
- 75% of the total mixed solid waste and scrap is currently recycled, and the rest sent to landfills. Our target is to improve this to 80% by 2023
- Biomedical and hazardous waste is incinerated as per approved methods
- All our E-waste is currently recycled by approved vendors.

**Other elements:** We monitor diesel generator stack emissions (NOX, SOX and SPM), indoor air quality (CO, CO2, VOCs, RSPM), treated water quality and ambient noise levels across 25 key locations every month. All of these meet the specified regulatory norms.

## Urban Biodiversity

The twin primary aims of our campus urban biodiversity program have been (i) to convert our existing campuses to biodiversity zones and (ii) to develop them as platforms for wider education and advocacy, both within our organization and outside.

Our biodiversity projects integrate multiple benefits of water conservation, ambient temperature reduction, air pollution mitigation and employee engagement. We started our first campus biodiversity program in Bengaluru with the Butterfly Park in 2013. We have integrated various ecosystem and educational aspects in our later projects – Wetland Park in Bengaluru and a multi-thematic biodiversity project in Pune, both completed in 2019. We have now started work on a unique 40-acre reserve for endemic species of the Eastern Ghats in Hyderabad. Ex-situ conservation is one of the recommended methods to ensure the preservation of vanishing and threatened species and maintaining genetic diversity.

## Collaborative Advocacy on Sustainability

We are actively engaged in several forums that advance advocacy on climate change and other related environmental impacts. Examples include the ‘Transform to Net Zero Coalition,’ the World Economic Forum’s Climate Change working group, the ‘Business for nature’ coalition, ‘CII Greenco’ and ‘India Climate Collaborative.’ A specific city-level initiative we convened is the ‘Bengaluru Sustainability Forum.’

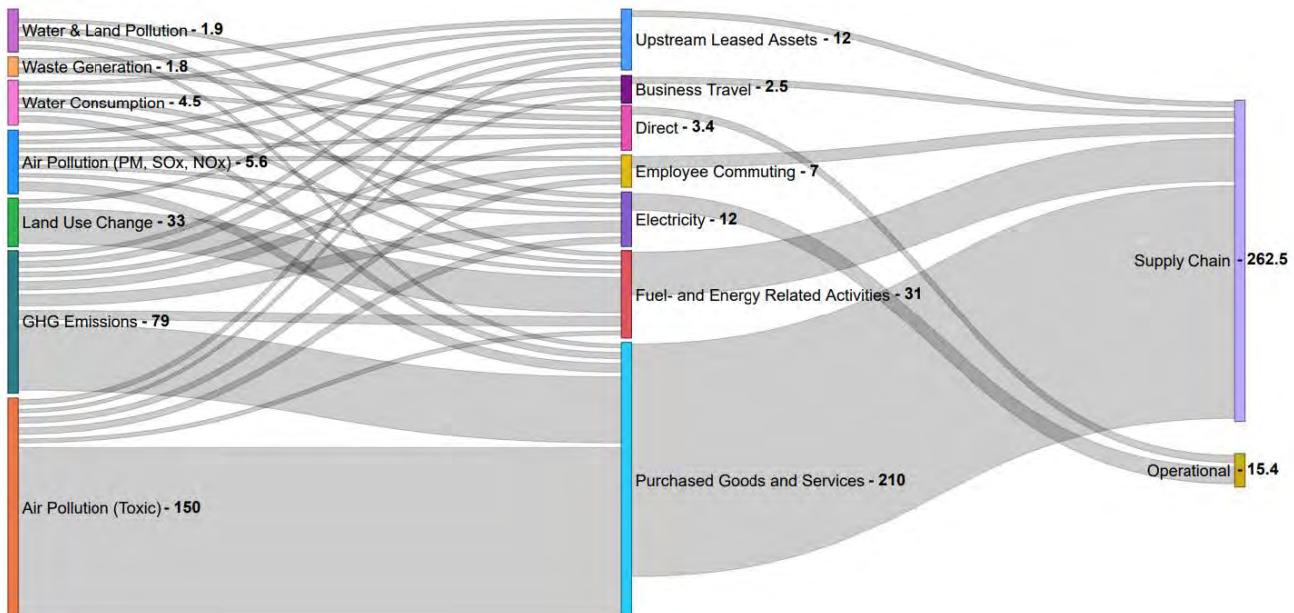
## Bengaluru Sustainability Forum (BSF)

This forum was set up in early 2018 and convened by Wipro along with the National Center for Biological Sciences. The program is housed at the National Center for Biological Sciences and anchored by a steering committee drawn from ATREE, NCBS, BIOME, Wipro, Science Gallery, NIAS and Azim Premji University. To date, we have completed four rounds of small collaborative grants – we have supported 29 projects, out of which 11 are completed. We continue to work and explore collaborative opportunities with other organizations and programs in the city – the last in the year being the “Women and Environment Film Festival” from the Bangalore Film Society.

## Wipro's Natural Capital Valuation Program

Natural capital valuation is a rigorous framework that assesses and quantifies impacts - positive and negative - on nature or natural capital on account of a company's operations and value chain. Natural Capital Impacts are calculated across six key performance indicators (KPIs); GHG emissions, air pollution, water consumption, water and land pollution, waste generation and land use change. The methodology uses a value for the social cost of carbon that varies by country and geography, as typically, it uses a higher discount rate for developing countries as compared to developed countries.

### Operational and Supply Chain- Impacts of Wipro's Overall Operations (million USD)



As per the assessment, total natural capital impact from Wipro's operations is USD 0.28 billion (for FY 2022), of which operational contributes 6% (USD 15 million) and upstream supply chain impacts contributes 94% (USD 260 million) of impacts, respectively. Of the operational impacts, the highest contribution is from electricity consumption related impacts at 78% (USD 12 million). Wipro can reduce these impacts by further increasing the share of renewable energy in overall energy consumption at various locations.

# Workplace Sustainability



## Workplace Sustainability

The COVID-19 crisis has transformed the way businesses operate, and people connect at work and in life. The at-scale shift to new ways of working posed its own challenges. Throughout it all, though, we made employee well-being a top priority and a strategic focus area.

We have re-evaluated our strategy, policies and systems as we transitioned to hybrid working to understand and protect the safety and health of our employees while ensuring business continuity. Our HR processes such as hiring, performance management, learning and development, employee engagement, employee well-being, inclusion and diversity and people-result, indicators have been redesigned to create a differentiated employee experience while maximizing shareholder value. We constantly strive to improve gender and ethnic diversity in our leadership ranks across the organization. Certain things, such as our unwavering commitment to the Spirit of Wipro values, our culture transformation powered by the Five Habits, and our commitment to the globally recognized principles of business responsibility, human rights, and corporate governance, have remained at the core of how we work as we continue to transform.

Key Issues	Stakeholders Impacted	People Results
<ul style="list-style-type: none"><li>• Recruiting the Best Talent</li><li>• Talent Engagement &amp; Retention</li><li>• Inclusion &amp; Diversity</li><li>• Learning &amp; Development</li><li>• Talent Management</li></ul>	<ul style="list-style-type: none"><li>• Employees</li><li>• Customers</li><li>• Investors</li><li>• Suppliers &amp; Vendors</li></ul>	<ul style="list-style-type: none"><li>• Inclusive and equitable workplace</li><li>• High -Trust and High-Performance Culture</li><li>• Employee Engagement &amp; Retention</li></ul>

## People Strategy

Our people strategies are geared towards creating an unparalleled employee experience through diverse learning opportunities, great careers, and a strong brand. We believe in creating an inclusive environment that welcomes everyone and nurtures an overall sense of belonging.

Our focus now is on the following:

- **Embedding the New Organization Design:** Building leadership capability and defining ways of working in the new paradigm
- **Enabling Business Growth at Scale:** Partnering with the business to deliver talent and people solutions in line with our growth ambitions
- **Fostering a High-Performance Culture:** Building a high-performance culture on the bedrock of our Five Habits
- **Creating Best-in-Class Employee Experiences:** Attracting and retaining a global and diverse talented workforce through an excellent employee experience
- **Transforming the HR Function:** Developing and sustaining an empathetic HR function

## Our Culture: Global & Inclusive

### Culture & Values

Wipro has been guided by the belief that purpose drives business and vice versa since its inception in 1945. Wipro's Founder Chairman, Azim Premji, has been instrumental in laying this foundation and the values

at Wipro have been the moral compass guiding us all to do the right thing for decades. This has further strengthened our commitment and encouraged us to create a more inclusive workplace for our employees, vendors, and clients, as well as contribute to creating a more equitable, humane, and sustainable society. While our company has transformed through the years, our core principles, the Wipro Spirit, have stayed unchanged.

In early 2020, Chairman Rishad Premji introduced the Five Habits, which are our values in action, to promote a growth mindset. The Five Habits are relevant more than ever in today's situation since they encourage us to be reflective, supportive, and collaborative. Over 29,000 leaders worldwide have participated in 94 immersive and interactive workshops on the Five Habits thus far. As each Wiproite demonstrates the organization's culture, the Five Habits have the potential to change how we all perceive and experience Wipro.

## Inclusion and Diversity

At Wipro, inclusion is a way of life. We are committed to integrating diversity into all aspects of our work and encourage all Wiproites to always be their authentic selves. We value the great ability and potential of people from all walks of life and foster a sense of belonging by embracing all forms of diversity through equitable practices. Our I&D journey is an ongoing effort and involves constantly working on various pillars of inclusivity. While the Wipro I&D Council, led by the CEO, offers strategic direction, the Business Unit and geography-specific I&D Councils drive organizational and unit charters. A network of Inclusion champions assists the councils. On International Women's Day 2022, we launched the I&D page on [wipro.com](http://wipro.com) to demonstrate our dedication to being an inclusive employer.

**Gender:** Our approach towards Gender Diversity is based on a unique "life-stage" based framework - The Women of Wipro (WoW). Our WoW programs are not a "one-size-fits-all" but have been tailored and customized to cater to the needs of women at every stage of their life and work. The framework structures Wipro's internal policies, processes, and initiatives that promote gender inclusion and empowerment. Focused training and mentoring programs for women, networking opportunities with women leaders from across the industry, and inclusive policies and practices foster a gender-inclusive work environment at Wipro.



We observed that while in entry-level roles, there is almost equal representation of men and women, the representation of women keeps dropping as we get higher up the career ladder. Finally, the percentage drops to single digits for leadership roles. This is a common challenge across the globe and industries. To tackle this challenge, in FY'21, we aimed to increase gender representation in senior leadership levels to 20% by 2025. To achieve this goal, we set a yearly target of 10% gender diversity by FY'22. We defined unit-wise Diversity KPIs (Qualitative and Quantitative) for top leaders. The progress was continuously tracked through a monthly and quarterly scorecard published to our CEO and the Wipro Executive Committee. This structured approach, continued commitment, and drive from leaders have increased women's representation at the senior leadership level from 7.3% in FY'21 to 12.4% in FY'22. While this goal gives us direction toward improving our gender representation, we believe fostering a culture of inclusion through various programs and initiatives is equally important.

We are also looking at more representation of women in the “second in line” roles to ensure that women are nurtured from within the organization to rise. We run leadership programs for women in middle and senior-level roles that address gender-specific leadership challenges.

We have taken proactive steps to improve diverse representation across levels through increased leadership involvement, accountability, mentorship, sponsorship, networking programs, and a structured effort based on meritocracy. Focused training and mentoring programs for women, networking opportunities with women leaders from across the industry, and inclusive policies and practices foster a gender-inclusive work environment at Wipro.

Last year, we launched several new initiatives in the space of Gender Inclusion, like Enrich (sponsorship Program for Women leaders), Begin Again (Second career program for women, W-Connect forum, and Women of Wipro (WoW) Quarterly connects with the CEO.

#### **Launch of new initiatives:**

**Enrich:** Wipro launched Enrich in 2021, a sponsorship program for high-potential women leaders, to strengthen the talent pipeline and create an ecosystem of enablement. The program aims to connect protégés with senior leaders who shall provide strategic guidance and direction focusing on career development and advancement. Key objectives include encouraging protégés to take on challenging assignments, enhancing visibility and enabling networking with senior leadership and peers. Women leaders from across diverse profiles in the organization embarked on this year-long journey in 2021

#### Testimonial:

“The Enrich program really opened the door for me and gave me a platform to have a very open and honest conversation about my career aspirations and career path with business leaders like Angan Guha. Angan helped me have full clarity of thought about my personal and career priorities and, most important, how I should go about balancing them. With sponsorship from Angan, I am already in discussions to take an elevated role through an internal rotation that will increase and expand my exposure to a different business unit and regions, and help me build a wider, stronger network within Wipro.”

- Pallavi Umrani  
Sector Delivery Head  
Protégé, Enrich Program

**Begin Again:** Begin Again is Wipro’s second career program for women seeking to restart their career after a break – be it due to a sabbatical, motherhood, elderly care, travel, following a passion or any other personal reason. The initiative enables talented women to explore career opportunities that will harness their potential and allow them to get back on track with the present demands of the industry.

#### Testimonial:

"Wipro has given me another chance in life. After a 10-year gap in my career, I had no hope of getting back into the workforce. The Begin Again program is a blessing to me. The past few months have been a great opportunity to learn. My team and manager understand my career break and support me and my growth. I have found a happy and safe place to begin again."

-Sumithra Devi

Test Engineer, Begin Again Batch

**Refresh:** A program to enable a smooth transition back to work for women after maternity leave by reskilling them and improving their technical and behavioral qualities, as well as supporting their placement in projects.

**Women in Leadership Connect:** A platform for women to meet and interact with women leaders.

- **Women of Wipro (WoW) Quarterly Connects with CEO:** Every quarter, our CEO meets with top women executives to learn about their experiences and problems, as well as to provide a forum for discussion and exchange of ideas.
- **W-Connect Forum:** This forum allows women leaders to meet and interact with members of the Wipro Executive Board (WEB). It is an opportunity to connect with other women leaders, learn, exchange ideas and experiences, and be inspired.

**Mentoring Program for Women:** We have a focused mentoring program for women in mid-management who have been identified as top talent. There are other mentorship programs tailored to specific roles, such as the Women in Sales Mentorship Program, etc.

**Partnership with NASSCOM:** 50 women technologists were nominated for NASSCOM W2RT (Women Wizards Rule Tech) program. The 12-month-long program included tech webinars, role model sessions, speed mentoring and deep dive sessions and lab experience

**Disability:** Based on the CREATE (Career, Recruit, Engage, Accessibility, Train, and Enable) framework, we've been striving to make Wipro a disability-friendly workplace. To increase inclusivity, we re-strategized the digital accessibility charter, included it in Wipro's Request for Proposal form, and made 70 apps and 50 training courses accessible. We've set up global helplines to answer technical and non-technical questions of employees with disabilities. Individuals with hearing disabilities now have access to Microsoft Teams' live transcription feature, and 168 Wiproites have been certified in the basics of Indian sign language. According to the 2016 Harmonized Guidelines for the Rights of Persons with Disabilities Act, our campuses are substantially accessible. We conducted a thorough examination of each location and devised a recommended plan to make them more accessible when necessary. This year, we plan to add a new dimension to the disability charter by embarking on Neurodiversity hiring. We're setting up the ecosystem to launch a pilot project to hire talented neurodivergent people. Also, we will run another batch of Train-to-Hire to improve the representation of employees with disability. In parallel, we will continue strengthening the Accessibility charter as it reinforces the inclusion of our employees with disability.

**LGBTQ+:** By raising awareness, developing a strong network of allies, and implementing policy reforms, we aim to create a safe workplace for LGBTQ+ employees. To be all-inclusive, we constantly examine, amend, and add new features to our policies and processes. Wipro Pride is an employee resource group (ERG) that helps employees share important information and best practices, network with LGBTQ+ colleagues and allies, start conversations, and more. Last year, we implemented the Global Prevention of LGBTQ+ Discrimination Policy, to protect our employees from bias and discrimination based on their gender identity or sexual orientation.

**Race and Ethnicity:** The Black Alliance ERG strives to promote a diverse and inclusive work environment, focusing on Black and African American employees. Last year, Wipro included an additional holiday in the US to observe Martin Luther King (MLK) Day. We've also started recruiting from Historically Black Colleges and Universities (HBCUs), as well as providing internship opportunities and supporting Wipro's supplier diversity efforts.

**Engagement:** Through organization-wide global campaigns, we observe and celebrate International Women's Day, Black History Month, International Day of Persons with Disabilities and Pride month and other important UN-recognized days. The campaigns include virtual events, panel discussions, sessions for employees, messages from leaders, employee stories, and engagement on Yammer and social media. Other campaigns cover themes like sign language, neurodiversity, cultural diversity, mental health and parenthood.

## People Processes: Key Highlights FY'22

### Hiring & Onboarding

An organization is only as good as its people, and we're ensuring we bring extraordinary people to Wipro. Propelled by this recruitment philosophy, we hire diverse talent across the organization — from global early talent programs, to experienced lateral hires and senior leadership roles. The pandemic has taught us to work in a remote environment driving our hiring growth and building strong candidate experience. The digitalization drive that started in late 2020, has helped us hire better, faster and leverage technology to collaborate, assess, select and onboard seamlessly. We adopt a multi-channel recruitment approach that leverages our careers website, social media, employee referral programs, advertisements, job boards, placement consultants, and walk-ins. We periodically revisit our re-hiring guidelines with a clear objective of making attractive and fair propositions to re-hire top talent, and we also maintain a structured approach towards compensation and band fitment considering their experience in Wipro, past performance, and experience gained outside Wipro. We do all this while maintaining parity between retained and rehired employees. New openings are also made available to our existing employees to facilitate employee growth within the company. Through internal mobility and redeployment, we open up a world of opportunities and retain our best talent.

### Performance and Talent Management

In line with our strategic priorities, our talent management processes drive high performance across the organization. Leaders play a key role in setting ambitious business plans and leading their teams to meet those goals. They demonstrate high accountability towards outcomes for themselves and their teams. Our talent differentiation is sharp and based on outcomes. Performance differentiation is enabled by clear rating definitions which demand high performance. Rewards are closely linked to performance outcomes. Career growth is based on sustained high performance. We believe values and performance must go hand in hand. We consider our Five Habits as our values in actions. Our quarterly review process continues to be a strong platform to encourage candid, constructive and meaningful feed-forward discussions between employees and managers. During the annual review, the process enables fairness and objectivity by taking into account holistic feedback through analytics on differentiation across diversity.

There is an annual 360-degree feedback survey where mid- and senior-level employees receive feedback from their teams, peers, internal customers, managers, and external customers. At Wipro, succession planning is a bi-annual exercise. Talent is grouped in terms of performance and potential; successors are identified for critical roles, and development actions are framed. Executive coaching is provided to senior leadership to facilitate their all-around development. The process helps identify top talent across the organization,

with a clear focus on gender-diverse talent that we can engage and groom to take up leadership roles in the future. The purpose is to create a robust, future-ready, and agile leadership pipeline delivering improved business results. Career building is an essential pillar of our employee value proposition. Our promotion and rotation policies have been strengthened to ensure more employees can take up internal roles and build a career they aspire for.

## Learning and Development

The Learning and Development function has strategically aligned to Wipro's vision of a bold and resilient organization focusing on investments that make learning accessible and relevant for all. We've built a broad portfolio of offerings through Virtual Instructor-Led Trainings (VILTs), self-paced modules, virtual learning journeys, social learning, gamified interventions and e-summits to cater to various learning needs. We also provide transition assistance programs to facilitate continued employability and management of career endings resulting from termination of employment. Some of our key initiatives are:

**Anytime Anywhere Learning:** Learning in the digital era has shifted from the classroom and is now in the hands of the learner. Today's business and technology landscape requires rapid learning agility, unlearning and relearning.

We have 'wiLearn' as our learning platform, which contains eLearning courses, learning paths including hands-on assignments accessible to employees across the globe anytime, anywhere. We have over 262,000 learning assets in the form of learning bytes, podcasts, shorts, actionable tips, case studies and articles on Harvard's enterprise digital learning experience platform - SPARK. We leveraged SPARK to curate 14 learning pathways for employees to gain 'Go-to-Market' skills. Digital learning modules were consumed at a rapid pace ensuring learning in the flow of work, causing minimal work disruption, didn't add to stress and fatigue yet effectively engaged learners and equipped them with client-centric behavioral skills. We've also created six e-learning modules on Work from Home (WFH) readiness, work etiquette, managing stress in times of crisis, staying positive in trying times, leading during a crisis, and empathy in difficult times. Over 1.5 lakh employees across the globe have completed these modules since the start of the Pandemic till March 2022. These modules enabled employees to manage the shift from physical to digital, comply with cyber security guidelines and work cohesively with stakeholders across the globe in a virtual environment. We have enabled access to UDemy courses to employees by procuring 60000 licenses.

**Focused programs and interventions for leadership development:** By investing in personal growth, senior leaders establish and encourage a culture of continual learning. To foster a culture of ongoing development, some of our senior leaders in essential roles have been assigned executive coaches. They have enrolled in executive leadership programs at premier business schools across the world, including Harvard, Wharton, Chicago Booth, INSEAD, Stanford, and Columbia. A role-focused online development program (Voyage), learning sessions with Harvard Business School, and executive development coaching were offered to over 70 Global Account Executives (GAEs) and Cluster Heads.

**Strengthening capability across critical roles in Delivery and Consulting:** 582 role holders in Domain Consulting were trained on client consulting skills such as structured thinking, problem-solving, basic presentation skills, client handling and selling consulting services. A dedicated forum for over 350 account delivery heads was held alongside virtual training. We also provided 1,360 delivery and program managers across geographies bespoke VILTs, as well as virtual trainings to 328 project managers. Post-program feedback and survey programs are given the nature of the intervention and participants, in some cases, shared feedback around improved business parameters (delivery-led growth) through faster ramp-ups, improved hiring and onboarding, conducting POC etc. thereby winning customer confidence.

**Building Future Leaders:** Over 135,600 employees across the globe were culturally assimilated and trained on business communication, presentation skills, etiquette, and customer orientation through a combination of VILTs, simulated offerings and learning in the flow of work. These across the spectrum virtual offerings benefitted learners with improved business communication skills, thought articulation, assertive communication, and the art of listening, enabling them to enhance overall project delivery and customer experience. More than 800 employees across 17 accounts were trained through tailored virtual interventions. 1438 first-time people managers went through platform-based learning journeys as they transitioned from individual contributors to people managers. Over 8,100 women employees underwent career-building and leadership programs exclusively tailored for them. We've also curated other interventions. For example, our Global 100 (G100) program selects management graduates from top B-schools around the world for a 15-month learning program to prepare them as digital leaders of the future; our iRise program provided experiential learning to 204 management graduates from premier B-schools in India to hone and upskill their Design Thinking and Influencing skills. A 30-day virtual learning program was completed by 17,464 new hires to improve their presentation skills, customer centricity, and professional etiquette enabling the recruits to get familiar with new behaviors to be demonstrated in the work environment as per standard operating procedures leading to higher utilization of employees into projects in billable roles.

**Peer Learning:** Over 79,000 employees are members of TopGear, a social learning and crowdsourcing platform. Through this platform, more than 42,100 real-world project challenges were completed by employees in FY 2022. We also enabled social learning through platforms like MS Teams and Yammer, revamped our Learning Management System, focusing on hands-on training, assessments and providing a mobile-first experience. Over 1200 learning videos are now accessible on mobile.

**Digital Upskilling:** We enabled over 185,975 employees in foundational, intermediate, and advanced digital skills in FY2022. NASSCOM'S Future Skills platform was rolled out to over 11,500 students from more than 50 colleges enabling them to learn advanced digital technologies as part of the Talent Next program. The program aims to make them future-ready while they are still studying.

## Employee Well-being

With the ongoing pandemic, employee well-being has become an area of strategic focus for Wipro. Our employee wellness programs encompass the three areas of employee well-being, namely physical, emotional and financial well-being.

### Physical Well-being

**COVID-19 Safety:** We took several measures to preserve business continuity during these trying times, putting employee safety first. We established protocols for controlling prevention, reporting, and tracking infections, quarantine procedures, premise sanitization, and return to work following recovery. We have COVID task forces at both the location and organizational levels. Cross-functional leadership constantly monitors identified risks and mitigation plans. All of our facilities have taken precautionary steps in accordance with government rules and best practices. With hybrid working becoming the new normal, vaccinated staff from all bands can work from our India campuses three times a week. All safety standards and guidelines are rigorously followed.

**Health and safety risk assessment:** Wipro provides all employees a safe and healthy workplace. Risk management has always been one of our key focus areas. We conduct periodic and annual assessments of

our campuses/offices, employees, stakeholders and service providers as a part of this process. Environment, Occupational Health & Safety (EHS) management systems in our campuses conform to international standards such as 14001& 45001 and are certified by accredited third-party agencies. Besides internal and third-party audits, EHS experts periodically assess every unit (at least once in six months), to ensure compliance with statutory norms and requirements. We conduct a Hazard Analysis and Risk Assessment annually or anytime there is a change in process, new equipment, or service, and build risk mitigation plans as an ISO 45001:2018-certified firm. We also have processes for employees to report work-related hazards they may notice.

The following steps are taken to assess risks and hazards:

- Break down the job into successive steps or tasks
- Identify the hazards associated with each step and task
- Identify controls in place for each hazard
- Identify applicable legal obligations relating to risk assessment and implementation of necessary controls
- Estimate the potential severity of an incident associated with each hazard from both safety and health aspects
- Estimate the probability of an incident occurring for each hazard (given existing controls)
- Calculate the risk
- Identify possible additional controls needed to eliminate these hazards

**Safety and security:** To eliminate threats and safeguard the safety of a globally mobile workforce, Wipro maintains a dedicated 24x7 Global Security Command Centre managed by the Global Security Group. The Foresight & Analysis (F&A) Division monitors worldwide changes in order to give risk briefs and projections to business teams. Before entering a market, the team conducts country-specific risk assessments to share insights on the operating environment with business teams. To protect the safety of female employees both on and off campus, we have well-defined regulations and standard operating procedures. These include, among other things, awareness campaigns, escorted cab pickup and drop-off services, and mobile apps that confirm “Safe Reach.”

**Sensitization and Training:** Both permanent and contract employees undergo necessary Health, Safety and Environment (HSE) training to guarantee they satisfy the legal standard of competence for performing their duties. Job-specific training is defined for diverse functions, including our contractors and subcontractors, as part of continual competency development to assist them to embrace safe work practices. All of these steps have improved the safety of our workplace.

**Health and Hygiene:** All Wipro campuses adhere to Indian and International standards for hygiene, lighting, ventilation and effective noise and dust control. Wipro has 24 Occupational Health Centres with adequate medical staff to monitor occupational health and provide immediate relief as required. We also provide non-occupational medical and healthcare services to employees. During 2021-22, more than 20,196 employees participated in health drives and awareness programs. Off-the-job safety and road safety sessions were also held. Bureau Veritas, a global leader in testing, inspection, and certification services, has also awarded us platinum certification for our hygiene management and pandemic practices. The audit rated us on six essential components of hygiene management, including leadership, risk management, compliance management, personal hygiene, facility hygiene, and monitoring measurement and analysis.

**Cafeteria:** A Food Safety Standards Authority of India (FSSAI) license is mandatory for vendors operating within Wipro campuses in India. Internal and external teams ensure compliance by conducting regular inspections and audits.

**Connect and Heal:** is our partner for physical wellness and domiciliary medical services, under NOW Nurturing our wellness- Wipro's platform for holistic well-being. Employees can attend a host of wellness sessions organized by Connect and Heal on different physical fitness regimes, nutrition also educational sessions by doctors. In addition to these sessions, employees can also avail medical services such as doctor consults, tests and online medicine delivery from Connect and Heal.

**Participation in committees:** All our facilities have safety committees, which meet quarterly and participate in risk assessments, safety inspections, incident investigations and hygiene audits. More than 8000 permanent and contract employees participated in committees on safety, food, and transport, among others across India. Over 100,000 employees were covered in 21 locations in India and 8 locations outside India under ISO 14000 and ISO 45001 certifications, and we aim to cover all employees by FY 23.

## Emotional Well-being

To ensure the our employees' emotional and mental well-being, we have partnered with leading global employee assistance program (EAP) providers across the globe. It enables employees to reach out to counselors 24x7 in-person and/or on phone to seek assistance for issues pertaining to personal or professional life. We conducted multiple sessions on topics including COVID-19, work-from-home and Emotional Well-being to help employees cope with the new ways of working and remain emotionally strong.

- **Global COVID-19 leaves:** If an employee tests COVID positive, we want to ensure they get adequate rest to recuperate at the earliest. Our existing leave policies continue to support employees with sufficient time off. Additionally, Wipro grants up to 7 working days of COVID leaves. Wipro will comply with all local laws as applicable, and where such law provides more significant benefits, we will follow applicable law.
- **Dedicated Medical Helpline for Wipro India employees:** We have launched a dedicated helpline and WhatsApp chat assistance for Wipro employees. Employees and their families can avail of this 24X7 helpline and chat service to receive health and medical guidance/consultation from qualified physicians via unlimited audio and video calls.
- **Voluntary COVID Insurance Plan for Wipro Employees:** Given the medical uncertainties caused due to the COVID-19 pandemic, we instituted a midyear COVID-19 insurance to cover employees and their immediate family members.

We provide the below key benefits to ensure employees can strike a work-life balance:

- Our flexible working policy and work-from-home options enable employees to adjust their hours based on their personal commitments; more than 95% of our employees were working from home during the pandemic
- Globally, Wipro commits to provide 12 weeks of paid maternity leave to female employees across the globe, 5 days of paid leave to male employees/secondary caregivers to be availed within the first 90 days of childbirth, and four weeks of paid leave for adoption/surrogacy. Parents also



have the option of extended parental leave (90 days on an unpaid basis) to care for and bond with their new-born. Earlier, the extended leave post-childbirth was only available to women; now we have included even new fathers under this policy to enable them to take extended parental leave for 90 days anytime within the first year of childbirth. In the event that the local legislative standards are more beneficial, the local legislative standards would apply. Apart from these, we also have day-care and breast-feeding/lactation facilities for all our full time and contract employees in India. At present, we have ten on-campus day-care centers and tie-ups with over 100 centers pan India

- All our employees in India are covered under the medical and accident insurance policies. These benefits are also provided to employees across geos as per the applicable laws of the land

## Financial Well-being

We continually strive to provide our employees with compensation packages commensurate with their skills and experience in accordance with the laws of the land. Our salaries are determined by market prices and also the cost of living in a particular city/state/country. This approach ensures that we pay all employees justly and fairly, a certain standard of living. The offered package for both full-time and contract employees is well above the statutory minimum wage. Our benefits program follows an integrated approach and provides a range of options for better financial and social security, including efficient tax management options, life and accident insurance, and medical packages. Apart from this, periodic webinars are conducted to raise awareness on financial planning, investments, and more. We provide long-term incentives (LTI) by granting restricted stock units (RSUs) and Performance Stock Units (PSUs) to employees in senior leadership roles holding key positions. Our LTI plans are aimed at motivating and retaining key leaders. We continue to drive a high-performance and growth-oriented culture through our variable pay programs. Our management compensation is closely aligned with organizational objectives and priorities, and consistently consistent high performance. We also conduct monthly audits of all labor standards for all full -time and part-time employees. To ensure all our Value chain partners are regularly remitting statutory dues to the employee and the authority, we conduct regular audits of all third-party vendors by internal auditors and external labor consultants.

## Employee Experiences, Engagement and Communication

### Employee Communication

As we move towards a hybrid way of work, the need to foster a culture of connectedness and belonging within the organization becomes more critical than ever. Our people are our strength and at the center of everything we do, and the core of this is ensuring we create a workplace where each Wiproite feels heard, included, and respected. Our communication strategy focuses on building trust, pride, transparency, and authenticity. It also focuses on ensuring the right message is delivered to the right audience at the right time. We inspire colleagues to live our purpose and uphold our values while creating differentiated experiences for them.

In line with this strategy, given the plethora of information available to Wiproites, we follow an evaluation process of the messages that need to be communicated with employees, so that every Wiprotie has all the latest information and updates that they need to do their job.

Last year we launched the myCommunication platform that gives users the freedom to choose the updates and information they want to receive when they want it. This platform also gives employees the ability to send us feedback, which is then relayed to the right stakeholders for action. Within six months of its launch, the platform has more than 2,00,000 users with over 8,45,000 engagement actions (like, view, share, and bookmark).

While our colleagues are now starting to come back to the office, last year was predominantly a Work-from-Anywhere model. And that meant we were engaging with our teams virtually. From celebrating national and international days that unite colleagues across regions, to increasing awareness of peoples with different abilities and to having a bit of fun on National Donut Day, we supported our colleagues with a host of initiatives that enabled them to engage at multiple levels. We encouraged colleagues to give back to the community and be socially responsible. We also brought families together by actively encouraging participation in some of our events. The goal was to ensure colleagues have access to the information they need, wherever they need it. And to stay connected with each other and the organization wherever they are.

Other ways in which we drive employee communication and connectedness include:

- Wipro OnAir –our flagship global podcast series, launched in 2017 to showcase our culture and people, has received over 8,20,000 hits across 110 podcasts.
- Yammer, our enterprise social platform since 2014, has over 2,00,000 users who have shared more than 3.2 million messages and formed thousands-strong communities within Wipro. It continues to be the largest social engagement platform at Wipro.
- MS Teams act as an effective collaborative tool as remote working became the norm. It continues to be used to set up meetings, instant messaging, group messaging, data sharing, and collaboration across geographies and time zones. The platform has over 2,00,000 users with over 64 million conversations per month.

As a central internal communications team, keeping in mind international labor laws, we share essential safety-related messages with our contractors and temporary staff through appropriate channels as needed.

## **Employee Experience Survey (EES) and Employee Insights**

EES is a purposefully designed active listening mechanism to understand employee engagement and experience at the organizational level. The annual EES was put on hold in 2020 due to the onset of the pandemic and was replaced with Covid sentiment surveys. However, again this year, we rolled out the annual Employee Experience Survey that gauges the overall engagement and satisfaction on drivers such as career, work-life balance, enabling environment, and more. Here are the key highlights from the survey:

- Over 115000 employees participated compared to over 106000 participation in 2019
- The overall engagement score received was 80.1%, an increase of 5.1% compared to FY 2019.
- There has been an increase in scores for all six engagement drivers over 2019
- Engagement score of women at 82.9% is higher than that of men at 79.1%
- The overall experience score has increased by 7.9% from 2019 to 75.2%, indicating an increased sense of belonging at the workplace.
- Support during the pandemic has emerged as the highest-scoring experience driver, followed by Meaningful Role.

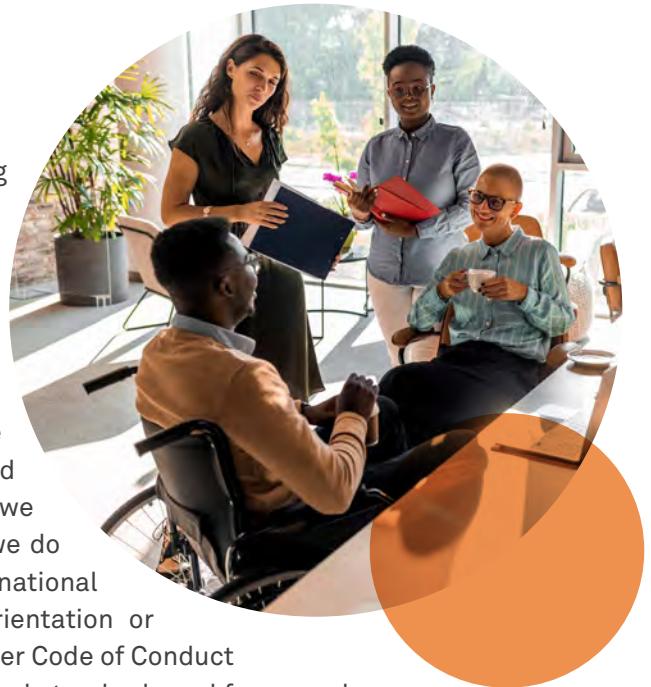
Remote work environment, Training/Learning & Development are the top two areas of strength in the qualitative feedback, while Role / Career and Rewards & Recognition are areas that need more focus

**Digitalization and Talent Analytics:** We continue to digitalize and transform our internal systems to drive business outcomes and enhance employee experience. Relevant analytics and insights are made available to HR business partners and businesses to enable data-based decision-making.

## Human Rights & Values At Wipro

### Commitment to Human Rights

Wipro is committed to protecting and respecting Human Rights and remedying rights violations whenever identified; for example, issues relating to human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal remuneration and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness in all that we do, creating a harassment-free, safe environment and respecting one's fundamental rights are some ways we ensure the same. As an equal-opportunity employer, we do not discriminate based on race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability. Our Code of Business Conduct (COBC), Supplier Code of Conduct and Human Rights Policy are aligned to globally accepted standards and frameworks like the U.N. Global Compact, U.N. Universal Declaration of Human Rights and International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration). They cover all employees, suppliers, clients, communities and countries across the geographies where we do business in. Wipro is also one of the founding members of CII's Business for Human Rights Initiative.



### Freedom of Association

We respect the right of employees to freely associate without fear of reprisal, discrimination, intimidation or harassment. Our employees are represented by formal employee representative groups in specific geographies, including Continental Europe and Latin America, which constitute 1.8% of our workforce with a further 2.4% under collective bargaining agreements. Our HR representatives ensure legislative awareness and compliance and meet these groups periodically to inform and consult on any change that can impact their terms and conditions / work environment.

### Risk Identification Process

We have established committees and processes like the Ombuds, Prevention of Sexual Harassment Committee, Employee Experience Survey, Audit/Risk & Compliance committees, EHS, an Inclusion & Diversity Council and Culture council to review progress and formulate strategies to address issues pertaining to compliance, safety and a harassment-free workplace. The top management periodically reviews these processes. We regularly inform our employees about these processes through training, mailers and internal social media platforms. We have identified the need for a continuing Human Rights due diligence program, which we plan to carry out this year. The human rights requirements form part of our business agreements and contracts. Also, a detailed due diligence is done before each merger or acquisition , outlining compliance and governance risks.

**Identified Risks:** Through various projects, audits and feedback, we have identified the following as potential risks to Human Rights:

- A level playing field across key pillars of diversity, specifically for Employees with Disability and the LGBTQ+ community

- Evaluate the benefits and engagement of extended/contract workforce
- Eliminate unconscious bias in the workplace

## Mitigation Policies and Processes

We have created specific interventions to tackle these issues:

- **A level playing field across key pillars of diversity specifically for Employees with Disability and the LGBTQ+ community:** Inclusion champions and allies from the business have been trained to conduct awareness sessions for employees across units. These sessions cover themes like understanding gender and sexual orientation, inclusive language and behavior at the workplace, and becoming an ally, among others. We are also creating an LGBTQ+ toolkit that will be an essential reference and aid in enhancing the understanding of the LGBTQ+ community. It will also serve as a helpful guide on working with and managing colleagues from the LGBTQ+ community. To foster more inclusion of colleagues with disability, we have developed in-house awareness modules and workshops on aspects such as inclusive procurement, digital accessibility plus Web Content Accessibility Guidelines 2.1 standards, inclusive recruitment, and more. Customized workshops are conducted periodically to raise awareness and equip employees on non-discrimination, accessible workplaces, communicating in sign language, awareness on reasonable accommodation and workplace solutions to strengthen the inclusivity quotient.
- **Contract Employee Engagement:** We engage contract employees to support our projects in India for short-term assignments. The duration of such engagements varies depending on the project and the role. We ensured insurance coverage for these employees during the COVID-19 pandemic. We have also ensured complete compliance on processes like mandatory internal training (i.e., Information Security, Data Privacy, and Prevention of Sexual Harassment, among others.) as well as background verification. The resignation portal for contract employees has been modified to include asset declaration. Processes like reimbursement and invoicing have been digitalized to provide contract employees with a faster and more seamless experience. We have also implemented a new tool, “Simplify VMS,” which manages Purchase Orders for our contingent workforce.
- **Sensitization on Unconscious Bias:** Under the umbrella of our #BreaktheBias campaign, we have monthly leadership blogs, mailers and a mandatory e-learning module to raise awareness among employees on how they can eliminate biases at the workplace. At present, over, 180,000 employees have completed the Unconscious Bias E-module.

## People Results

We have a culture of transparent and voluntary reporting across capitals, which include, the Business Responsibility and Sustainability Report, the Sustainability Report, the Dow Jones Sustainability Index, and Ethisphere Institute to name a few. This has strengthened our employer brand and internal business processes, creating differentiated people outcomes. Leaders who significantly influence the human capital strategies of the organization are measured on the performance of key indicators in this area. The indicators provide insights into the effectiveness of human capital strategies and are reviewed regularly at organizational and individual business unit levels. For a detailed view on People Results, please refer to Environmental, Social, and Governance (ESG) Dashboard.

# Customer Stewardship



## Customer Stewardship

Organizations earn and keep their societal license by using an integrated approach to cocreating social value with their customers, business partners, vendors, investors, communities, and civil society. We believe in providing customers with value that goes beyond our contractual commitments. This originates from our trust-based and collaborative partnership strategy. Active interaction at numerous levels is required to satisfy and comprehend our consumers' expectations. From building more adaptive 'business-anywhere' frameworks to advanced technologies that fuel the intelligent enterprise, Wipro helps businesses thrive in a world defined by disruption and fuelled by transformative technology. We anticipate that our innovations will be particularly relevant as we believe consumer and industry trends (like Blockchain, Open Source, Metaverse and Intellectual Property) will reshape how businesses and organizations operate.

Our two companies, Designit and CAPCO, offer sector-specific sustainability consultancy and sustainable financing solutions to clients in the financial industry, respectively. Technology alliances are a crucial enabler. Wipro's relationships with many of the world's foremost enterprise software suppliers, cloud computing providers, and technology businesses enable us to offer unique and complete solutions for our clients.

## Operating Model

Our operating model is anchored in sectors and markets. Our four SMUs (Americas 1, Americas 2, Europe and APMEA) are the primary axis for our go-to-market strategy.

- The Americas 1 and Americas 2 SMUs are structured by sectors; and
- The Europe and APMEA SMUs are structured by countries, with a dedicated focus on identified sectors.

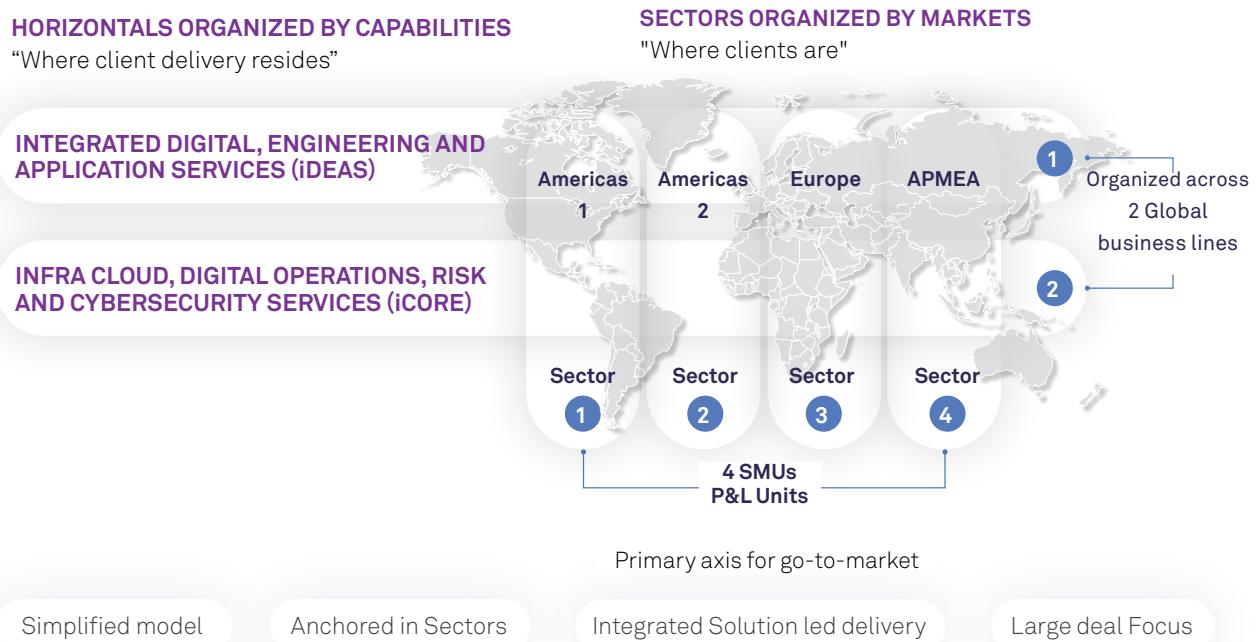
We have consolidated synergistic capabilities and offerings under the two GBLs:

- iIDEAS, comprising Integrated Digital, Engineering and Application Services; and
  - iCORE, which is Infra Cloud, Operations, and Risk and Enterprise Cybersecurity.
1. INTEGRATED DIGITAL, ENGINEERING AND APPLICATION SERVICES (iIDEAS): With a focus on five themes (industry cloud, intelligence everywhere, Industry 4.0, 5G and Edge Computing and Sustainability), we work in lockstep with our clients to realize their ambitions securely and resiliently for their future through our six capability engines:
    - Cloud Transformation & NextGen Platforms
    - Wipro Engineering
    - Wipro Digital
    - Designit
    - Industry Domain and Consulting
    - Applications and Data
  2. CLOUD INFRASTRUCTURE, DIGITAL OPERATIONS, RISK AND ENTERPRISE CYBER SECURITY SERVICES (iCORE)
    - Cloud Infrastructure Services
    - Cybersecurity and Risk Services
    - Digital Operations and Platforms

## Customer Engagement

### Operating Model

4 Strategic market units (SMUs), 2 Global business lines (GBLs)



## Customer Satisfaction Survey (CSAT)

The Customer Satisfaction Survey (CSAT) questionnaire addresses areas relevant to growth, viz. strategic, forward-looking, delivery-led growth, new models of working, digital roadmap, and Value Delivery. A Half-yearly reimaged CSAT Survey is conducted through an external partner to get an independent view and validation of customer engagement. It captures the voice of customers at various strata i.e., Decision makers or CXOs, influencers or senior leadership and middle management or operational leaders teams for various engagements at the account level. We also continuously capture customer feedback through direct interactions, informal meetings, governance meetings and senior management interaction with the client.

### Reimagined half-yearly CSAT process

Key features include -

- Customer polling includes the Decision makers (CXOs), Influencers (Senior Management) and the operational level (Mid Management)
- Different sets of questions for each stratum. CXO questions are focused on strategy and are futuristic.
- The half-yearly survey is administered once in six months by 3rd party
- Online web-based survey for all customers with an option to conduct interviews for CXO strata-based customers
- Focus is on the overall strength of the relationship. This includes the feedback and feed-forward elements that would help identify key growth levers.

Meetings are conducted for the CSAT performance along with Global Account Executives (GAE), Client partners, Delivery Managers and SMU / GBL / Sector / Country Business Heads. Qualitative text analytics help to identify the growth levers. The leadership identifies areas of improvement and appropriate actions. The actions are tracked, implemented and closed (with the customer's approval) at an account level and led by the account owner (with participation from the delivery head, program managers, quality team and all appropriate service-line representatives). Periodic updates on progress build customer confidence in the process and ensure that the actions taken impact customer satisfaction positively and eventually work towards closure.

### **Project CSAT**

Project CSAT a view of customers' experience in projects and programs. Survey questionnaires suit all types of projects and programs (Development projects, Maintenance projects, Testing projects, Managed Service programs, overall program level and Milestone based). Web-based survey is administered. Categories of questions include Delivery, Quality, Service and Project Management sections. The rating scale is 1 to 7 (1 being extremely dissatisfied and 7 extremely satisfied). The customer feedback helps analyze improvement opportunities which are then planned and tracked to closure. Senior Management regularly reviews feedback reports in different forums and review meetings.

#### **PCSAT performance key measurements are -**

- **Overall Satisfaction Top 2 Box %** - measures the percentage of "satisfied" customers. An overall rating of 6 and above is considered "satisfied".
- **DRFT Top 2 Box %** - measures the percentage of "satisfied" customers on Quality parameter DRFT (Delivering all committed output right, the first time). DRFT rating of 6 and above are considered as "satisfied."

## **Strategic Approach**

We aim to realize our ambition through our strategy, which is defined in the context of five strategic priorities: accelerate growth, strengthen clients and partnerships, lead with business solutions, build talent at scale and a simplified operating model.

### **1. Accelerate growth – focus and scale**

Our choice of market sectors is driven by both market attractiveness and by Wipro's competitive positioning and strengths. We have prioritized specific sectors in chosen geographies and markets, and will accelerate efforts to drive market leadership in these areas.

The Americas and the UK remain large and key focus markets for us. Strong growth plans are driving our ambitions for Europe and APMEA. Five out of seven sectors in the Americas grew more than 18% year-on-year during the fiscal year 2022. Markets such as Germany and Southern Europe have grown over 1.5x in size, and Benelux and UK grew more than 20% year-on-year during the fiscal year 2022. Australia, New Zealand, Japan and South East Asia grew more than 15% year-on-year during the fiscal year 2022.

### **2. Strengthen clients and partnerships**

We have four anchors for our growth. First, our portfolio of large clients; second, winning large deals; third, accelerating growth through our partnerships; and fourth, inorganic growth through M&A. We are accelerating growth by firmly aligning our organization around our key customers. Each has a Global Account Executive ("GAE") – a senior leader representing and taking the best of Wipro to

the customer. GAEs are supported by a team of industry and technology specialists and delivery leaders; for growing these accounts. We are significantly focusing on large deal origination and winning. We have invested in a specialized large deals team, consisting of deal principals, financial and commercial modelers, experienced consultants and program directors.

In the fiscal year 2022, our top five and top ten IT Services customers grew 31.5% and 30.5% year-on-year, respectively. We have added eight more accounts with revenue of US\$ 100 million or more. Our large deal total contract value in the fiscal year 2022 was at US\$ 2.3 billion, and overall order bookings in ‘Annual contract value’ grew 30% year-on-year.

We are co-investing, co-innovating, and co-creating with hyper-scalers and industry-leading platform players such as Amazon Web Services (“AWS”), Microsoft, Google, Salesforce, SAP and ServiceNow to drive leading-edge solutions. Together with our partners, we are witnessing great traction in areas like cloud-led modernization, AI, machine learning (“ML”), industry and context-specific digital solutions, and cloud-native architectures. We are also bringing cutting-edge capabilities from the ecosystem to our clients through Wipro Ventures investments in early to mid-stage start-ups building innovative enterprise solutions and our academia partnerships. As of March 31, 2022, Wipro Ventures manages nineteen active investments. In addition to direct equity investments in emerging startups, Wipro Ventures has invested in eight enterprise-focused venture funds: B Capital, Boldstart Ventures, Glilot Capital Partners, Nexus Venture Partners, Sorenson Ventures, SYN Ventures, TLV Partners and Work-Bench Ventures. Mergers and acquisitions are integral to our business strategy because acquisitions help us leapfrog in strategic areas. Our goal is to fast-track capability building in the emerging regions and accelerate our access and footprint in identified markets. With a strong post-merger integration focus, we are committed to driving synergies and effectively integrating acquisitions. In the last few quarters, we have closed several acquisitions in the US, Europe, Latin America, Australia and India, including our acquisitions of Capco (our largest acquisition to date), Ampion, Edgile, LeanSwift, CAS Group and Rizing. Capco had double-digit growth in the fiscal year 2022, and together, we had over 60 synergy wins across markets. These acquisitions have strengthened our local presence, enhanced our capabilities, and significantly improved our positioning in key markets and segments.

### **3. Lead with business solutions**

We are focused on building and multiplying business solutions that solve business and technology problems for our clients.

Wipro’s FullStride cloud services are an example where we have stitched together our portfolio of cloud offerings, talent, capabilities, and Cloud Studio assets under one umbrella to better orchestrate the cloud journey for our clients. We continue to make strategic investments in high-growth areas like data and AI, cybersecurity and engineering. We are accelerating investments and focusing on building industry-specific solutions and services. A few examples of solutions we have created for our clients include a digital bank of the future, core modernization for a telecom company for faster 5G deployment, and an Open Subsurface Data Universe platform for oil and gas.

### **4. Building talent at scale**

We have a contemporary and diverse senior leadership, including in our client-facing GAE roles. We have moved our leadership closer to clients. Our leadership team has a good mix of lateral hires, and internally promoted high-performing leaders. Throughout our organizational transformation, we have continued to reinforce the spirit and values of our company.

We continue to invest in building world-class talent in areas such as front-end, consulting, architects, domain, and cutting-edge technologies such as AI, data sciences, cybersecurity and engineering.

For example, we have built a workforce of specialists in cybersecurity called ‘CyberSecurists,’ who not only bring in cyber technical expertise but are subject-matter experts in industry-leading vendor-solutions. Reskilling and building onsite scale in digital and next-generation capabilities is critical. Our talent transformation programs are modeled on ‘Anytime, Anywhere’ learning, social and community learning, mentoring networks, and talent champions. We are evolving our Topcoder platform to become a Talent Cloud that will enable enterprises anytime, anywhere access to top talent across the world and in turn, provide the talent with a “world of options”. We are committed to significantly improving gender and ethnic diversity in our leadership ranks. Our ethnic diversity in senior leadership roles has increased by 24 percentage points in the last 21 months. We have hired over 50 women in senior leadership roles during the fiscal year 2022, which is two times the number of women hired for senior leadership roles in fiscal year 2021. We are relentlessly driving a cultural transformation to build an organization that is bold, that drives a high-performance mindset, and nurtures diverse ideas and teams. Our Five Habits fuel this transformation and provide the foundation for who we are, how we act and how we grow.

#### 5. Simplified operating model

Delivery, capabilities and solutions and horizontal specialists are owned by GBLs. Part of this construct is a strong global domain and consulting capability organization that collaborates with market units in bringing industry and consulting capabilities to our clients. From a client standpoint, our model ensures adequate sector and domain- focus in our go-to-market and execution. This enables focused growth, combines global expertise with local geography- focus in building capabilities, and provides a dedicated sales presence led by proximity to clients.

We are also focusing our investments on driving a future-ready sales operating model with focused account segmentation. These clear sales roles drive impact and flying formation in deal pursuits which enables us to win and service our clients effectively. A key element of our simplified operating model is about driving delivery excellence. Core to this is our focus on workforce transformation, program management and the new ways of working.

### Emerging Issues And Trends

The latest Global Risk Report by the World Economic Forum has highlighted social and environmental risks as the most critical, while technological risks such as digital inequality and cybersecurity failure are other critical short- and medium-term threats. We aim to engage and collaborate with customers by bringing our experience and strategic investments to solutions in areas like Net Zero, decarbonization and sustainability, data privacy, open source, and crowdsourcing of talent (Top Gear). Wipro has implemented a rigorous carbon accounting and management program over the past two decades. Wipro is committed to achieving Net-Zero GHG emissions by 2040 and is part of leading industry networks working on the subject like Transform to Net Zero, WEF and Open Footprint. Data privacy is a key material issue for customers. With the increasing digitalization of businesses and the shift to hybrid ways of working, business data is susceptible to more risks than before. Wipro has an enterprise-wide robust data privacy framework in place to safeguard data at all levels. Open source plays a key role in Wipro’s strategy. Top coder, our on-demand technology talent crowd-sourcing platform, has 1.5 million strong community technologists.

### Innovation

Wipro was evaluated for its capabilities around innovation offerings and IP management maturity. One of the five strategic priorities for our organization is, to lead with Business Solutions by focusing beyond the IT office and leveraging our industry and technology expertise.

Wipro has a separate funding program called Horizon Funding Program. As a part of this, we identify and incubate disruptive business ideas, thereby helping to drive significant growth and differentiation for Wipro from a 2-3 year horizon standpoint. The key objective of this program is to build disruptive solutions with a focus on building platforms, products and solutions of the future; developing competencies through co-innovation. Wipro runs an idea-hunting program called ‘The Great Blue Heron’ (The bird – Great Blue Heron is an excellent fisher, and fishing is used as a metaphor for idea hunting) for capturing high-potential opportunities across customers, domains and technologies. The Great Blue Heron’s HaBBIT Framework is then leveraged to add the solution to the portfolio. Through HaBBIT, the solutions can be incubated using any of the five ways - Harvest & co-Innovate (E.g. Wipro Nuage), Build IP (E.g., Wipro virtuadesk), Buy IP (E.g. ITI), Invest through Wipro Ventures and Technology Enablement by acquisitions (Capco - Digital and technology consulting provider for BFSI, Edgile - Cybersecurity consulting provider). Some of the assets from our Business Portfolio are – Health Plan Services, Digital Workplace (virtuadesk), Medicare Advantage 360, Digital Lending with NetOxygen, Topcoder (Talent Cloud), ITI Products (CADfix, CADIQ, DEXcenter), Wipro Holmes and Wipro FullStride Cloud Studio.

The assets newly added to our portfolio of Business solutions are: Wipro VisionEDGE (Video & Digital content display and signage solution), Wipro SearchNxt (Cloud Native Knowledge Management platform), Wipro Nuage (Smart on-prem & multi-cloud orchestrator for HPC Workloads using AI/ ML), Digital Value Accelerator (end-to-end automation lifecycle management platform), ModerniZ (Legacy to cloud application modernization).

- **Intellectual property**

We believe that IP is increasingly a strong driver of business competitiveness and profits, especially in a knowledge-intensive industry. Our IP portfolio is key to our strategy to drive non-linearity, and we believe that our IP will differentiate our products and services, introduce new benefits, reduce costs and improve quality of products and services.

As of March 31, 2022, we have 1,092 granted patents in various countries. We have filed 41 patents during the year ended March 31, 2022, and currently have approximately 982 patent applications pending grant in various jurisdictions across the world.

As of March 31, 2022, we held 366 registered trademarks, including registered community trademarks in India, Japan, the United States, Malaysia and over 70 other countries. Over 13 trademark applications are pending for registration in multiple worldwide.

- **Open innovation**

Our Open Innovation programs expand our innovation capabilities by enlisting the help of a broader innovation ecosystem comprised of start-up partners, academia, and expert networks. During the fiscal year ending March 31, 2022, we inked collaboration agreements with the University of Haifa and IIT Roorkee to collaborate on discovering potential quantum computing approaches to complex business issues. Wipro’s research teams collaborate on various topics in AI, Natural Language Processing (NLP), encryption, 5G, blockchain, autonomous vehicles, Computer Vision (CV), and other critical new technologies with the University of Texas at Austin, IIT Bombay, IIT Madras, IISc Bangalore, IIT Patna, Tel Aviv University, and the Institute of Wood Sciences, Bangalore, among others. Through collaborative engagements, we also continued to nurture new creative start-up collaborations and grow current connections.

- **Robotics**

In Robotics, we are developing three platforms; Wooden utility pole inspection, drone-based stock-take and AMR-based material transportation. For wooden utility Pole inspection, we have developed

an AI-based internal defect detection and localized algorithm at an accuracy of 92%. Pilot testing of this with a customer is in progress. We are currently testing our custom drone-based warehouse stock take platform in a warehouse setup. We have developed multi-AMR-based order servicing in collaboration with a research institute in Germany as part of AMR based transportation platform.

- **Blockchain**

The blockchain capability at Wipro has been consistently ranked in the Leader segment by global industry analysts such as Everest Group, IDC and Avasant. We have created three platforms – the Supply Chain, Digital Assets and Decentralized Identity platforms – to help customers accelerate founder-led networks. To accelerate our progress, we have partnered with leading technology and business consortia such as Hyperledger, Enterprise Ethereum Alliance, Hedera Hashgraph, Energy Web Foundation, and Blockchain in Transportation Alliance, among others. Over the years, we have helped organizations create new revenue streams through a peer-to-peer energy trading consortium, have enabled redistribution of existing market operations, and built traceability platforms for our customers.

- **Quantum computing**

Quantum computing has disruptive possibilities in areas like encryption, optimization problems, and simulations for the pharmaceutical, oil and gas and health industries. At Wipro, we have formed a ‘center of excellence’ to research quantum computing applications in ML and optimization. We have also built collaborations with leading academic institutions and have an active quantum computing community. We have launched a dedicated quantum computing practice in our Engineering Research and Development ('ER&D') department to accelerate go-to market. We have had proactive conversations with banks and oil and gas customers. Our existing practices, including Cloud Infrastructure Services, Wipro Digital, and ER&D, have been built capabilities on various market platforms and pursuing industry use cases that can be best solved by quantum computing.

- **Talent cloud**

We have invested in crowdsourcing through Topcoder, a Wipro Company, the world's largest technology network and on-demand digital talent platform, with more than 1.5 million developers, designers, data scientists, and testers around the globe. Topcoder has worked with about 470 customers, developing IP for them across the spectrum of design, development, and data science. This spans over 2,100 projects and 34,000 challenges/tasks that the Topcoder community helped produce deliverables and IP. We are also investing in TopGear, our social learning and crowdsourcing platform. TopGear is a powerful learning platform, focusing on workforce transformation in Digital and “in-demand” skills. It consists of over 2,000 learning assignments and case studies across 200 skills and live projects. It provides hands-on experience to employees on emerging digital skills that enable them to become customer deployable on those skills.

- **Metaverse**

Internet Revolution driven by Metaverse will disrupt the entire business model. There will be a paradigm shift in how consumers, suppliers, partners & employees interact to create, buy, sell, spend, learn & collaborate in the new boundless creator economy controlled by user communities who will be the value creators in the Metaverse economy. This will also foster an open innovation culture and create significant opportunities for the new generation crowd (Gen X/Gen Y) for entrepreneurship where they own the creation of digital assets (content/3D Designs/Models) and brands will have to adapt to the new change by being a value exchange entity to market and sell their product in the creator economy.

While the initial adoption of Metaverse is across Media & Entertainment, Consumer, Sports, Virtual Events, Learning & Development, it will evolve, and other industry sectors can be seen embarking on the journey soon. As the first step, forward-looking companies are investing in enabling technologies which includes immersive (3D Design, AR.VR.MR.BCI, XR), Headless Commerce, Digital Twin, Block Chain, Networks(5G/ Edge), Cloud & AI (for synthetic media) to adopt , be relevant & sustain in the creator economy.

Our four industrial transformation platforms, Connect, connect+, Coalesce and Cicerone, are improving workers, performance, efficiency and compliance for a new generation of workers by enabling field service teams and subject matter experts to collaborate in real time, providing augmented information on physical products, providing novel ways of training and also provide directions to people in places without GPS connectivity. We have also developed multiple proofs of concept in the field of AR/VR/Mixed Reality out of our innovation labs focusing on field assistance, worker training, and spatial experiences for high value purchases. Our CAVE Industrial VR setup enables us to collaborate with multiple stakeholders at the same time and operate remote command centres demonstrating the future of work in complex industrial environments.

## **Open Source**

Open-source software production, use, and contribution is a proven, long-term method to software development. Open source is present in 96% of today's software, and all worldwide organisations utilise it in some form or another. We estimate that open-source components are included in at least 50% of all Wipro projects/engagements. Open source fosters creativity, produces higher-quality software, and is an effective means of attracting and retaining talent. When a company utilizes and contributes to open source software, it strengthens the ecosystem, which benefits everyone involved. This cooperation paradigm is the most efficient and successful way to build software. Organizations such as the Red Cross, UNESCO, WHO, and the EU have identified open source as a critical technology that can help all countries and populations gain knowledge and skills. The United Nations has expressly identified open source as a means of increasing the availability of knowledge in underdeveloped nations and meeting the Sustainable Development Goals.

Wipro's participation in the open-source ecosystem—from leading industry foundations and corporate-sponsored groups to individual, unaffiliated projects—is a critical strategic activity. We upskill our developer resources, drive and cooperate on shared internal and external innovation, and further improve Wipro's identity as an industry thought leader via regular engagement. Our involvement has been and will continue to be courteous, collaborative, and focused on ensuring the long-term survival of the open-source ecosystem.

## **Data Privacy & IT Security**

Wipro's IT infrastructure is certified under the ISO 27001 standard, which provides assurance in the areas of information security, physical security and business continuity. We benchmark our processes to meet the EU's General Data Protection Regulation (GDPR) and SOX IT compliance requirements.

Data privacy is an integral part of Wipro's Code of Business Conduct (COBC), emphasizing the importance of privacy in business transactions. The COBC applies to all employees and members of the Company's Board of Directors. It also applies to individuals who serve the Company on contract, subcontract, retainer, consultant or any other basis. In addition to the Code of Business Conduct, Wipro has defined a 'Data Protection and Privacy' policy and procedures that adopt globally accepted data protection principles. This policy aims to define the controls required during the lifecycle of processing of personal data, including collecting, using, accessing, sharing, storing, transmitting, transferring, securely disposing and destroying data as per applicable laws and regulations. The privacy policies and procedures are reviewed internally at periodic intervals.

Wipro has a strong enterprise-wide data privacy framework that goes beyond its Code of Business Conduct and consists of several governance mechanisms, corporate policies, training and awareness programs, in-depth privacy impact analyses, privacy by design, data mapping, vendor due diligence, incident management, and awareness. This approach ensures that our data privacy program continues to be agile and is able to adapt to the upcoming international regulatory challenges and developments efficiently along with the ever-evolving customer expectations. The dynamic, modular, risk-based data privacy framework is in line with the cyber and information security framework, enabling Wipro to comply with the relevant regulations and industry-best privacy practices allowing the Company to have a competitive edge in the market to facilitate business.

Wipro has a designated central Global Data Privacy Team, which reports to the Chief Risk Officer and General Counsel and is led by the Chief Privacy Officer. The Wipro Data Privacy Function proactively oversees and puts into place the necessary and efficient procedures, as well as ensures compliance with the privacy laws that apply to Wipro as an organization. The Team is also actively involved in supporting all client delivery tasks and facilitating adherence to the privacy frameworks that have been internally established when processing personal data for our clients. This Team also enables various business lines to integrate privacy principles and methodologies to enhance the sophistication levels of privacy training and awareness throughout the organization.

Wipro 'Privacy Statement' articulates the privacy and data protection principles followed by Wipro Limited and its entities around the world with regard to the personal information of its customers (including products, outsourcing and other services clients), partners, employees (current or former employees, trainees), applicants, contractors, prospects and vendors and current or former members of the Board of Directors, whose personal information are processed by Wipro. Wipro does not share personal information about customers with affiliates, partners, service providers, group entities and non-affiliated companies except: (a) to provide products or services you've requested; (b) when we have your permission or (c) under the circumstances such as – being compliant with legal requirements.

Refer to Privacy Statement for more details <https://www.wipro.com/privacy-statement/>

Data privacy by design and default (PbD) is a key topic that has been addressed in most of the data privacy regulations worldwide. Privacy by design is one of the most critical elements of Wipro privacy program. The inclusion of PbD in the privacy program enables an organization to embed privacy requirements in the early stages of any project continues throughout the lifecycle, and ensures all the critical controls and elements of the privacy program are in place holistically. Wipro has a formalized PbD framework by developing a methodological procedure to guide the organization through the implementation process – including all Wipro in-house applications - in the capacity of a data controller.

Wipro has a dedicated privacy incident management team to manage any potential or actual incident or data breach related to customer privacy or personal data of customers through our internal Security Incident Reporting (SIR). A Privacy Incident Management procedure has been established to identify and document the roles and responsibilities of stakeholders. There were no substantiated incidents concerning breaches of customer privacy, PII (Personally Identifiable Information) and / or loss of customer data during FY'22.

## **Partnership with Customers on their Sustainability and ESG Journey**

With the possibility of catastrophic climate change, sustainability is an existential concern with which every organization must grapple with in the near future. Wipro, on the other hand, sees sustainability as a unique opportunity to rethink business as usual and begin on a road of true, holistic corporate change. Sustainability is critical to the heart of our business at Wipro. It affects every part of the organization, from internal processes to product and service lines.

Our capabilities are integrated, comprehensive, and customizable across every industry, including Manufacturing and Heavy Industry, Banking, Financial Services & Insurance, Electricity, Oil & Gas, Transportation & Logistics, Health Care and Life Sciences, and Consumer Goods, with over 30 sustainability-aligned services and offerings. Among the recent projects we have completed are integrated energy-management for a large warehouse company, platform transformation and system consolidation for a large oil and gas company, improved user experience for electrical and gas infrastructure monitoring, devices and services for end-user smart energy management, P2P trading in renewables for energy companies, sustainability reporting systems, and a full material disclosure portal for large electronics manufacturers.

These offerings draw from Wipro's expertise in cloud, sustainable IT, sustainable design, innovation and experience, sustainable finance, engineering, cybersecurity and other lines of businesses to offer the type of unified transformation clients need to achieve their sustainability and Net Zero goals. Our two entities, Designit and CAPCO, provide design led sustainability consulting across sectors and sustainable finance solutions for financial sector clients, respectively. Technology partnerships are a key enabler, and Wipro's alliances with many of the world's leading enterprise software providers, cloud computing, and technology companies allow us to create unique and comprehensive solutions for our clients. For more information, refer to <https://www.wipro.com/sustainability/>

- Ambitions to unlock the next level of support realized: Microsoft partnered with Wipro for end-to-end management of their catalog operations team supporting Xbox game configurations and promotions. Wipro's total service framework operations contributed to a 40% rise in subscriptions and a 65% increase in sales.
- Capco improved access security and convenience for BankUnited customers: BankUnited partnered with Capco to launch a new digital banking experience for customers. Capco helped BankUnited free itself from a rigid, legacy online banking system. By customizing a leading digital banking accelerator, Capco enabled a new digital banking platform. BankUnited's customers now enjoy, a leading-edge, secure and intuitive mobile and online banking experience.
- NASA provided the data, and Topcoders discovered the comets: Topcoder helped astronomers achieve their ambitions to understand even more of the galaxy by helping stargazers detect very faint comets. 600 Topcoders took on the challenge of developing algorithms that enhanced the satellite's imagery and data capabilities, identifying previously unknown comets. Official comet discovery credit is given to Topcoders whose algorithms identify previously unknown comets.

We have 120+ customers who are part of independent raters like CDP Supply Chain, Ecovadis and industry-led consortiums that assess the company's performance on sustainability related aspects, which include human rights, environment, supply chain, labor practices, etc.

## Sustainability Expectations From Customers

Apart from technology-driven value creation, our global customers expect transparency and compliance on different sustainability aspects within our operations and in our extended value chain – Human Rights, Labor Practices and Diversity being key dimensions among them. Many customers require acceptance and alignment with their supplier's code of conduct. We have 100+ customers who are part of independent raters like Ecovadis, CDP and S&P Global CSA.

## Sustainability Analyst Accolades



Specialists in their Green Quadrant for Sustainability and Sustainability Consulting, 2022.



HFS Top 10:  
Sustainability Services,  
2022.



Ranked a Leader in Sustainability Services by ISG in Australia, UK, and the US.

## Sustainability Solutions

Wipro provides an end-to-end ecosystem helping organizations achieve their sustainability ambitions by integrating digital and sustainable business transformation across their entire value chain.

With over 16,000 experts across the globe, Wipro has deep expertise in sustainability application across a suite of services and partners. Moreover, as founding members of Transform to Net Zero, The Carbon Call and leaders in the Open Group, the Sustainable Markets Initiative (SMI) and the World Economic Forum, Wipro leads by example to help lead the global transformation to a Net Zero, sustainable economy.

### Integrated Sustainability Services

**Impact Assessment, Strategy and Governance:** Assessing and managing sustainability risks and opportunities and identifying areas for improvement initiatives. Setting sustainability governance, strategy, goals and targets, and roadmap.

**Impact Accounting:** Digitizing and accounting for your footprint using global metrics, sustainability data management ecosystem and visualization for improved compliance, disclosure, transparency and value realization.

**Responsible Finance:** Sustainability/ESG embedded into responsible banking and investment with sound data, risk management and regulatory tracking.

**Culture of Sustainability:** Creating a diverse, equitable and safe environment where employees and communities can thrive.

**Sustainable Products and Services:** Creating and enabling sustainable products, services, and experiences for customers.

**Sustainable Technologies:** Digitizing your systems end to end with modern and innovative technologies and services, for a reduced footprint and improved services.

**Sustainable Manufacturing and Supply Chain:** Creating a diverse, equitable and safe environment where employees and communities can thrive.

**Energy Transition and Management:** Transforming and optimizing your extended value chain to reduce your natural resources impact.



#### Partnerships

360-degree strategic partnering with industry leaders to ensure the best results for clients.



#### Alliances

Coming together with other organizations and institutions to innovate new technologies.



*and many others*

#### Investments

Expanding the Wipro portfolio to increase capabilities and better serve customers.



# Ethical Supply Chain



## **Ethical Supply Chain**

The impacts or externalities of businesses are frequently influenced by their supply chain processes. Managing the environmental and social impacts of supply chain are interlinked to economic outputs over the long term – they can help businesses avoid disruptions, meet evolving customer and business partner requirements, foster innovation and protect the company's reputation and brand value. It can also help further the business imperatives of efficiency, cost-effectiveness and resilience in the supply chain. However, the fundamental and compelling reason for sustainability engagement in our value chain stems from our belief that it is the right thing to do in the larger interests of both the suppliers as well as of society.

The context, scale and complexity of modern supply chains pose challenges for businesses to identify, influence and control these impacts. Our supply chain management program is influenced by our understanding of the multiple drivers as well as its associated challenges.

## **Understanding The Stakeholder-Supply Chain**

The supplier ecosystem of Wipro can be broadly categorized into two broad heads. One category can be called as our 'primary supply chain' which comprises our contract employees involved in core delivery of IT Services and Solutions. Such employees have typically gone through a minimum graduate degree qualification and are experienced in specialized technology and consulting skills aided by an intensive in-house capability-building program. We considered them part of our supply chain as they are not engaged directly-employed by Wipro.

The second component of our supply chain is 'product or services supply chain' or 'secondary supply chain,' which comprises suppliers who provide products, business support services and utility management services for our operations.

Facility management requires a diverse set of support services ranging from hospitality, housekeeping, catering, and equipment maintenance among others, and for this, we have moved to an IFMA arrangement (Integrated Facility Management Services). A significant number of contract workforce is employed as part of these facilities.

Wipro is an Equal Opportunity Employer and strongly advocates the same through its supply chain by encouraging supplier diversity. Qualified enterprises owned by persons with disability, women or members of minority communities are proactively identified and engaged with. We are restructuring our vendor empanelment process to help strengthen our supplier diversity process.

## **Suppliers Segmentations**

Wipro has a formal process to identify suppliers who are strategic to its sustained business performance. The suppliers are classified into two categories: Strategic suppliers and Tactical suppliers. The Global Procurement Group finalizes the supplier categorization based on annual performance evaluation. Strategic Suppliers are suppliers which are essential for the success of strategic business outcomes for Wipro. Sustainability or other serious issues with such suppliers may seriously dent Wipro's ability to meet its objectives. Tactical Suppliers account for only a small part of the overall spending of Wipro.

## **Supply Chain Risk Assessment**

Wipro's approach to identifying sustainability risks in the supply chain includes cross-functional analysis of the risks pertaining to different organizational functions. The Enterprise Risk Management function owns the supplier economic risk assessment process, and their focus is on ensuring continuous and non-

interrupted supply of services/goods. Vendor Risk Assessment comprises a formal evaluation of a vendor company's financial health determined by many factors, including operational efficiency, susceptibility to corruption, etc.

The Group Sustainability Function partners with Central Procurement Organization, Facilities Management Group and other relevant stakeholders in identifying environmental and social risks in Wipro's supply chain through periodic independent studies.

The Ombuds process is also available for suppliers through a 24X7 hotline and on the internet. The concerns raised through the Ombuds process are another source of identification of risks in the supply chain.

	Impact Identified in Supply Chain	Supplier Category for whom the Impacts are Significant
Economic	Probability of Default Bankruptcy Corruption Risk	All Supplier Categories
Environmental*	High Carbon Footprint	Commercial and Industry Machinery and equipment repair and maintenance Architectural, engineering related services Hardware manufacturing
	High Water Footprint	Architectural, engineering, and related services Business support services Telecommunications
	High Waste Footprint	Architectural, engineering, and related services Telecommunications Business support services
Social**	Human Rights & Labor Practice (Women's safety at workplace & Benefits-Leave, Compensation, Working Hours)	Office Services (Security, Casual labor, food suppliers) Facility Services Travel

\* Based on 'Natural Capital Valuation,' which studied Stakeholder

Feedback\*\* Based on Social Audit conducted for manpower service providers.

Feedback from our various stakeholders indicated the following issues as relevant to our supply chain.

Influencing Stakeholders	Emerging Concerns
Customers	Enhanced commitment and action on ESG Business impact due to operations impact, including IT security and Data Privacy
Employees	Demand for a comfortable and safe working environment
Investors	Investors requesting enhanced commitment and action on ESG
Business	Competency gaps in the IT Services people supply chain Financial prudence
Society & Community	Externalities due to operations Employment Diversity

## Supplier Engagement Approach

Our Supply Chain engagement has been a journey where sustainability has increasingly become central. Our engagement approach is multi-pronged, with a focus on improving the suppliers' capabilities in managing their sustainability performance. Manpower service providers in civil, operations and support services are a category identified as significant in terms of social impacts. Similarly, suppliers who provide utility products and services (electricity, water, waste management) and ICT equipment have large environmental footprints and are therefore material to our strategy to reduce our environmental impact.

A significant feature of our engagement is how we align our community or CSR (Corporate Social Responsibility) programs with supplier engagement wherever possible. This can address some of the fundamental issues at hand – our bridge program in education for children of migrant laborers for our new infrastructure projects, urban water programs in cities where we operate, and access to social benefits for city municipal solid waste workers are some examples.

## Programs & Process

Our supplier engagement program integrates a process of continuous evaluation, capacity building and risk management. We expect these steps to encourage responsible behavior from our partners. Environment and social aspects are important factors in our supplier engagement, and the Wipro supplier code of conduct (SCOC) must be mandatorily signed by all suppliers at the time of onboarding.

We have identified material issues across main procurement categories – through desk-based study as well as a few internal and external audits with a focus on human rights, labor practices and regulatory compliance.

A dedicated vendor helpdesk handles supplier queries on payment issues, and policy clarifications and provides the initial contact for grievance redressal. Helpdesk had a two-day SLA resolution percentage of 99.99% with respect to vendor queries in the reporting year. The feedback our vendors gave through this initiative helped us improve our processes and initiate new steps, like automation of sharing payment advices, periodical validation of vendor credentials in our database as well as self-service payment status intranet link for internal stakeholders to update partners/vendors.

**Ombuds Process:** Our organization-wide multi-lingual Ombuds process is available 24x7 (phone and internet -enabled) for our Suppliers and Contractors. Wipro's Ombuds process allows and encourages any affected stakeholder, including suppliers and contractors, to report breaches of the COBCE and any other matter of integrity to the Ombudsman concerned. While a good proportion of Ombuds process cases are anonymous, based on self-disclosure, we know that there were 6 complaints reported by suppliers during the year.

Supplier Diversity Program for facilities management services at our campuses – A sensitization program was conducted, and expectations have been conveyed formally through our contracting process.

It is compulsory for all our vendors to acknowledge and accept the Wipro Supplier Code of Conduct (SCOC). High-Risk Vendors (HRV) identified based on geography, nature of service and engagements where they interact with the government on behalf of Wipro go through additional checks and balances during processing for keywords like government payments, miscellaneous expenses, commission, facilitation fee, gift, reward, out of pocket expense, etc. All HRV vendors are required to submit an anti-bribery anti-corruption questionnaire. We also have requirements of stricter negotiating threshold, clear break up of costs and multiple quotes regardless of the value.

**Environmental Impacts:** Based on natural capital valuation, in the purchased goods and service category, we identified most of the impacts are concentrated down the value chain of Wipro's direct suppliers. We engage with tier 1 suppliers in improving their sustainability performance so that they are able to cascade these practices down their supply chain.

## Green initiatives in ICT Hardware

- **Green Procurement:** Wipro adopted the EPEAT standard from Green Electronic Council in 2017 for IT hardware procurement – across categories such as laptops, desktops, printers, mobiles and servers. This is estimated to lead to a GHG reduction of 403 tons of CO<sub>2</sub> equivalent, 15.01 MWh of energy savings and 2.3 million liters of water over the lifetime of products. We received this assessment from GEC in 2021. Based on this, we are the only IT services and consulting organization globally to have received the EPEAT purchaser award in 2021 across 4 product categories. Read more: <https://globalelectronicscouncil.org/epeat-purchaser-awards/>.
- **Enhancing Virtualization Platform:** We have enabled 9,333 VDI's to end users across locations. Out of these, 8,500 VDI's were migrated from On-Prem to Cloud, resulting in decommissioning 40 physical servers. This has led to a reduction in energy consumption, easier operations and cost saving. For this, we have collaborated with leading cloud service providers like AWS, Microsoft Azure and Google Cloud. The decommissioning of 40 VDI and 60 SAP servers has resulted in annualized savings of 0.82 million units in the reporting year. Thin clients being used in one of our locations, which consumes less energy (80% less) compared to desktops, resulting in savings of 1.2 million units.

## Identified Material Aspects

The understanding of risks in the supply chain and our stakeholders' concerns informed the outcomes of our materiality determination exercise. Based on the identified risks, we have gauged the following aspects as material from a sustainability perspective.

GRI Aspects/Topics	Section
Supplier Environmental Assessment	
Supplier Assessment for Labor Practices	
Supplier Human Rights Assessment	
Supplier Assessment for Impacts on society (Corruption, Anti-competition)	Supplier Engagement Program
Procurement Practices	

(We refer to our high proportion of contract staff - people involved both in core delivery and skilled or unskilled support staff who work in campus operations as 'people supply chain'. In this section, we will primarily address the secondary supply chain as the 'people supply chain' aspect has been covered in detail in the 'Workplace Sustainability' section of our report.)

## Strategic Approach

Based on our understanding of risks in our supply chain, our supply-chain approach is based on the principles of ethics and integrity, ecological sustainability and workplace responsibility.

1. Ethics - Wipro expects its suppliers to adhere to similar standards of ethics and integrity as its own standards.
2. Ecological Sustainability - We expect suppliers to supply products and services that exceed environmental standards and to establish a program of ecological sustainability in their own operations.
3. Workplace Responsibility - Wipro expects its suppliers to adhere to principles of human rights, employee welfare, health and safety, minimum wages and fair working hours. We encourage sourcing from the local economy and supplier diversity.

## The Global Procurement Group

The responsibility of managing Wipro's procurement-related activities rests with the Global Procurement Group. The goal of the Procurement Group is to provide high-quality products and services on a timely basis, consistent with organizational objectives and policies and at the same time by adhering to the highest ethical standards. The responsibility is divided among multiple buyer groups that handle different procurement categories. The Procurement Group works with Enterprise Risk Management, Internal Audit and Legal teams to ensure compliance and to proactively address supply chain risks.

## Supplier Engagement Program

At Wipro, we believe that a supply chain program should consider the socio-economic realities in the geographies where we operate. The supply chain sustainability charter should go beyond legal compliance and take into consideration emergent debates and issues. Fundamentally, our supply chain program is driven more by responsible engagement and commitment as informed by our values, rather than a compliance mindset.

## Policy And Guiding Principles

Our Code of Business Conduct which provides the ethical guidelines and expectations for conducting business on behalf of Wipro also directs Wipro's relationship with its suppliers and is applicable to all suppliers, agents, service providers, channel partners, dealers, distributors and vendors ("Suppliers"). In addition to the COBC, the Supplier Code of Conduct (SCOC) of Wipro further strengthens and augments the COBC with respect to the environmental and social aspects of business practices expected of our supply chain.

The SCOC covers key risks in the supply chain, like forced or compulsory labor, prohibition on child labor, equal employment opportunity and non-discrimination/ no harassment, minimum wages, environment, health and safety, and compliance with anti-bribery laws. The code is aligned with the requirements of the FCPA (Foreign Corrupt Practices Act) and the UK anti-bribery act. The document also gives an overview of the process followed by Wipro so that it provides a ready reference template for its suppliers. The SCOC is communicated to all suppliers, and it is mandatory for suppliers to accept and sign it.

Wipro also has a procurement policy that acts as an internal decision-making guide related to procurement. This policy details the procurement principles that the Global Procurement Group is expected to adhere to, as well as other aspects of procurement like supplier selection, supplier diversity, etcetera.

Our supply chain governance program is informed by four guiding principles.

- **Understanding socio-economic contexts:** We are mindful of the fact that while one may have ambitious policies, commitments and codes of conduct in place, one must consider the complex socio-economic realities in which it has to be operationalized. For example, in developing economies, supplier staff may not be aware of the nuances of human and labor rights. In some instances, the practice may be due to livelihood issues – for example, excessive working hours in some cases may be the norm to secure additional income. Children in family-owned or sole proprietorships could sometimes be employed (or "helping") in the business. Enforcement of unilateral actions in such cases does not change the practice on the ground but only diverts attention from the problem at hand.
- **Ability to monitor, influence and control:** The 'secondary supply chain' in many procurement categories extend across multiple branches/levels/tiers. Due to the factors mentioned in the first principle, it would be naïve of us to claim compliance across all the tiers. In many cases, our visibility is limited to the first one or two tiers. For supply chain entities not critical or strategic to us – where suppliers are not a core

part of our business or where spending does not contribute to either a reasonable proportion of the suppliers' revenue or the available market supply. Our ability to influence supplier practices is much more limited. Industry bodies and large government procurement programs have a more significant role in influencing change.

- **Regulatory compliance:** Given the spread of the supply chain across different geographies as well as sectors, the compliance landscape can be quite complex. The impact of the supply chain on different stakeholders is dependent on the nature of the business and the operational context. As a result, the compliance requirements of one supplier category can vary from another. However, it is often found compliance is not reflective of the ground reality. At Wipro, we try to uphold all the regulations, and wherever there is a conflict, our best efforts are to minimize any dissonance.
- **Integrating best practices in supply chain engagement:** Managing supply chain externalities is of key interest to business due to the deepening of complexities in the supply chain and the resultant risks. Customers and investors are looking at compliance levels and ethics of organizations as a key differentiator in their decision process. We have joined the CDP supply chain program, the first-India based company to join the platform. Through the platform, we aim to engage with 60 of our top carbon-intensive suppliers (contributing to 80% of total GHG emissions) and encourage measurement and disclosure of their environmental data on the CDP platform for the reporting period of FY'22. Industry forums like Sedex, Ecovadis, CDP Supply Chain are working towards indirectly driving continuous change in ethical and responsible business practices in global supply chains. Industry ratings such as Dow Jones Sustainability Index and CDP are increasingly giving importance to the supply chain performance of organizations. There are many emerging standards and frameworks dedicated to this cause. We intend to adopt and integrate best practices from all these sources to drive sustainability in our supply chain.

#### **Wipro Inclusion & Diversity Opportunity for Vendors: A WINDOV of opportunity**

Diversity and inclusion are intrinsic to Wipro's business, and the company is committed to developing an inclusive supply chain that mirrors the communities and consumers it serves. Wipro Supplier Diversity Policy mandates that small businesses helmed by historically disadvantaged entrepreneurs shall have equal opportunity to compete for contracts and subcontracts held by Wipro. At the start of the initiative, our baseline highlighted the following challenges:

- Few certified diverse suppliers were part of the Wipro supply chain.
- Need for governmental or third-party certification
- Under-representation of certain categories of diverse businesses.

To welcome such businesses into the Wipro supply chain, we conceptualized and launched a virtual Direct Connect program called WINDOV. The WINDOV format humanized and fast-tracked the usually long-drawn empanelment process by enabling direct interaction between the Wipro CPO team and entrepreneurs from diverse backgrounds.

Wipro recognizes businesses eligible to participate in WINDOV (Wipro Inclusion & Diversity Opportunity for Vendors) program when they are certified by the appropriate government or third-party agencies to be at least 50% owned, controlled, and managed by individuals belonging to any of the following categories:

Minorities and groups eligible for the local government's affirmative action program, Women-owned businesses, Persons with disabilities, LGBTQ+, Service veterans, including disabled service veterans, Historically Underutilized Business Areas (HUB), and Micro, small, or medium enterprises.

## **Program Structure and Outputs**

To encourage participation in WINDOV Virtual Conclaves, a maximum number of suppliers are contacted to share their capability statements by keeping the screening barrier very low. All entries are given due attention, and businesses that seem scalable, and match immediate buying requirements are invited to present their story and capabilities to the Wipro panel.

The presentation panel includes members of the Supplier Diversity team and actual buyers thus, objective assessments and immediate recommendations for empanelment are documented quickly.

Recommended businesses are subsequently contacted by the Vendor Onboarding team to conclude the documentation process. The Supplier Diversity Team oversees the whole process and offers stewardship to these suppliers if required. It also closely monitors and reports spending incurred with these suppliers in subsequent quarters.

Once onboarded, diverse suppliers are expected to compete with other mainstream suppliers to obtain business from Wipro.

During the first WINDOV Conclave in July 2021, we invited close to 200 Indian social enterprises operated by, or working for the welfare of Persons with Disabilities (PWD). These Udyam (MSME registration certificate) certified enterprises had a very low turnover, with even a single head count, and no corporate clientele to show. We did encounter dearth of scalable businesses helmed by the PWDs. However, some scalable and innovative businesses were empanelled which supported livelihood for persons with Disabilities and the tribal women from Indian hinterlands. As stated by most of the entrepreneurs, WINDOV was a motivating and learning opportunity for them to refine their offerings to match the large corporate requirements.

During the US WINDOV conclave in December 2021, nearly 2,000 US entities were contacted to participate, and 61 entities were shortlisted to make presentations to the Wipro panel. These businesses were either certified by National Minority Supplier Development Council, USA or part of the NYNJ business directory of Disabled Veterans. As per the unique WINDOV format, we recommended several diverse businesses belonging to Disabled Veterans, Women, Black Americans, and other minorities, for empanelment in Wipro global supply chain.

Another global program launched by Wipro is the Wipro Inclusive Supplier Development & Mentorship (WISDOM) meant for existing Wipro diverse suppliers. Wipro Inclusive Supplier Development and Mentorship Program is designed to provide management as well as technical stewardship to participating diverse suppliers to strengthen their businesses and obtain scalability and sustainability in their respective businesses while dealing with Wipro and others of its similar clientele. Wipro has committed its personnel in the form of its Global Lead on Supplier Diversity and members of its CPO Governance team to administer the WISDOM mentorship program.

The most unique aspect of WISDOM is that we are conducting One-on-One conversations between Wipro buyers and suppliers, which is enabling sensitization on unconscious bias for all parties involved. Major challenges identified during One-on-One sessions are being addressed by the concerned purchase leads with commitment for future review.

### **Learnings:**

- Continuing engagement with business teams and buyer groups is necessary.
- Promote collaboration with representative industry groups for minorities and other diverse categories.



# Partnering for Social Change

## Partnering for Social Change

At Wipro, we think it is critical for businesses to engage with the social and ecological challenges that humanity faces. We engage with communities on issues that matter most to them in a deep and meaningful manner with long-term commitment; for that is the only way by which real change can happen on the ground. Our social initiatives center on the following dimensions- Education, Community Care and Ecology. The programs on ecology are covered in the 'Ecological Sustainability' section.

Our work with organizations is usually in the nature of programmatic support. They typically span three years and may be extended further, if needed. We work closely with our partners, review the progress, and participate in important decisions along with them during the project's lifecycle. However, our fundamental philosophy is to leave it to our partners to design and run their programs as they deem appropriate since they know best.

Wipro Foundation is a public charitable trust created in 2017 to manage Wipro's corporate citizenship and CSR activities. The foundation has a robust governance process led by a 5-member board of trustees which reviews plans and progress against goals every quarter.

### Governance and Strategy for Corporate Social Responsibility

The Board Governance, Nomination and Compensation Committee of Wipro Limited is the apex body that oversees our CSR policy and programs. The committee is comprised of all the independent directors. The goals and objectives, along with the annual budgets for CSR, are discussed and signed off at the beginning of every year with the board CSR committee and the Board of Directors. This takes place as part of the annual strategic and operating plan processes of the organization.

Our CSR programs' implementation happens through multiple channels – Wipro Foundation, a trust set up in April 2017; Wipro Cares, a trust for employee contributions matched by Wipro; and through functions and groups within Wipro Ltd.

<b>Education</b>
Engaging in deep and meaningful systemic work in the area of school and college education
<ul style="list-style-type: none"><li>• School education in India</li><li>• School education outside India</li><li>• Sustainability education</li><li>• Technology education</li><li>• Talent Next</li></ul>
<b>Community Care</b>
Engaging in proximate community in the areas
<ul style="list-style-type: none"><li>• Primary Health Care</li><li>• Environment</li><li>• Disaster Rehabilitation</li></ul>
<b>Ecology</b>
Addressing environmental issues like energy, water, solid waste and biodiversity
<ul style="list-style-type: none"><li>• Energy &amp; Carbon</li><li>• Waste</li><li>• Water</li><li>• Biodiversity</li></ul>

Our approach to social responsibility and sustainability rests on three important pillars.

**The Strategic:** We choose domains and issues to engage with that are force multipliers for social change and sustainable development. Social responsibility is as much about being a sustainable organization as it is about external initiatives. Therefore, some of our areas of engagement lie at the convergence of business goals and social purpose.

**The Systemic:** Within the chosen domains, we choose to engage with systemic issues that require deep, meaningful and challenging work. Given the nature of social change, this implies commitment over the long term, typically for several decades, because real, genuine change takes longer to happen.

**The Deliberative:** Our emphasis on depth and long-term commitment implies a deliberative approach that precludes spreading ourselves thin or engaging in ‘chequebook philanthropy’. By implication, this also means that we are wary of expanding and growing our social programs as ends in themselves.

## SDG Mapping with Social Initiatives

Program	Wipro Divisions	SDGs
<b>PRIMARY HEALTHCARE</b> Primary healthcare services for the remote, inaccessible villages of Nagaland where the availability of primary healthcare services has been weak or inconsistent.	Wipro Cares	SDG 3
Nagaland, Northeast India and Gadchiroli in Maharashtra, India	Wipro Cares	SDG 3, SDG 2
<b>EDUCATION</b>  Inclusive Education- Program for disabled children in disadvantage sections <i>11 projects across 5 states</i>	Wipro Education	SDG 1, SDG 4
Education for underprivileged children <i>22 projects in 9 states</i>	Wipro Education	SDG 1, SDG 4, SDG 8, SDG 10
Sustainability education <i>29 states and 3 UTs in India</i>	Wipro earthian	SDG 4, SDG 11
Develop capacity in civil society organizations to work on issues of education reform in a systematic manner <i>125 projects across 26 states</i>	Wipro Education	SDG 4, SDG 10
Encourage new/young startups working in school education	Wipro Education	SDG 4, SDG 10
Wipro Science Education Fellowship Programs (SEF)	Wipro Education	SDG 4, SDG 10
<b>DISASTER REHABILITATION</b> <i>13 projects across 3 states</i> <i>(Andhra Pradesh, Kerala, Tamil Nadu)</i>	Wipro Cares	SDG 1, SDG 2

URBAN RESILIENCE			
Urban waste management and welfare of waste pickers- Organize waste workers, i.e., waste pickers to enhance and upgrade their skills for innovation in waste management services in Bangalore, India	Wipro Cares	SDG 10, SDG 11	
Urban Water – Long-term projects on urban water in Bangalore and Pune, India	Wipro eco-eye	SDG 6, SDG 11	
EMPLOYEE VOLUNTEERING			
During 2021-22 12500+ Wipro employees engaged with Wipro Cares either through volunteering, monetary contribution, or both bringing the total number of employees who contribute to Wipro Cares' initiatives to 35,000.	Wipro Cares	SDG 17	
Working through partners and communities is at the core of all the programs		SDG 17	

## Education, Ecology and Community Care

### School Education

Supported over **61,000 children**, including ~**5,600 children** with disabilities, and **4,000 teachers** through ~**130 partner NGOs**. Collaborated with 28 new NGO partners to improve public education, education for children with disabilities, and on school access for the most disadvantaged children.

### Sustainability Education

Over **4,000 teachers** across **187 districts** have engaged with Wipro earthian school program that seeks to make sustainability axiomatic to education. More than **2,000+ college** students participated in the 2021 National Sustainability Quiz.

### Science Education Fellowship Program

Supported **1,300 STEM** educators reaching out to **250,000+ underserved students** since 2012 in **35 school** districts in seven states in the US. Provided bursaries to 115 STEM teachers in the UK, in partnership with King's College London (KCL) and Sheffield Hallam University ( SHU), since 2018.

### Engineering Education

Developed competencies in emerging digital technologies for **40,000 students**, of which ~**11,000 students** were identified for intensive training through the 'Future Skills Program' as a part of our TalentNext @ Mission10X initiative.

## Primary Healthcare

Reached out to **800,000+ people**. We now run a total of 10 projects in primary healthcare with a focus on maternal and child healthcare.

## Community Ecology

Planted more than **40,000 trees** through our project in Agroforestry in Tamil Nadu. Provided social, nutritional and health security to **25,000 workers** in the informal waste sector in Bengaluru and Mysuru.

## Urban Ecology

Supported participatory water management practices and community grant projects across Bengaluru, Pune, Chennai and Hyderabad.

## Disaster Response

- Restored the livelihood of **150 women and 30 persons with disability** affected by the 2018 Kerala floods by setting up eight craft-based livelihood centers.

## International Chapters

**In BENELUX, we run volunteering initiatives to support children with long-term illnesses.**

- In Romania, we provided humanitarian, medical and emergency relief during the Ukraine crisis.
- In Australia, we support the repair and renovation of shelter homes for distressed women.
- In the USA, we have donated **40,000 books** to children from disadvantaged communities in **partnership with First Book**.

## Employee Engagement

- Around **2,700 employees** have contributed a total of over **10,000 volunteer hours** through volunteer events.
- **12,500+ new employee-contributors** joined our matching program bringing the total number of employees contributing to Wipro Cares' initiatives to 35,000.

## Education

We firmly believe that education is an enabler of social change. We envision a democracy where every citizen is empowered and driven by social sensitivity. Our notion of good education envisages holistic development in multiple dimensions, including cognitive, social, emotional, physical and ethical abilities.

Civil Society Organizations (CSOs) and public institutions have played a critical role in improving school education through sustained work and a wide range of creative interventions. Their work has had a direct impact on the ground by leading to shifts in educational discourse and practice. Our approach is to support such organizations engaged in school education to enhance learning experiences in schools.

We do this through various means, such as: Grants to enable organizations to undertake focused on-the-ground work; Capacity building in educational, operational and organizational areas; Mentoring support

from domain experts and experienced practitioners; Facilitating the creation of an active community of educational organizations; Providing Fellowships to founders of new organizations.

### **Our Interventions in School Education and Higher Education:**

Our work in school education continues to be the cornerstone of our CSR interventions. We currently collaborate with **~130 partners** from **27 states and UTs** in the country on more than **10 thematic areas** making it one of the most diverse networks of education groups across the country. We have supported **200+ organizations** through **250+ educational programs** till date, reaching out to over **one million+ children**. The impact of this vast and diverse network of education organizations has been in the areas of access, equity, curriculum, textbooks, teacher capacity, sustainability education, and school leadership, among other aspects.

Wipro's initiatives in higher education are tied to its broader goal of being a responsible corporate citizen. Some of the main aspects of the strategy of its higher education interventions have been: Supporting the creation of a technology education ecosystem in the country that is diverse and responsive to the challenges of the times; Making sustainability research and training in higher education spaces a priority; Seeding sustainability thinking in students of higher education institutions; Addressing the higher education needs of students from underserved and underprivileged communities, especially those of women.

## School Education

### Access to Education Program

Disadvantaged communities across the country face multiple issues in accessing school education. These are related to school enrollment, children's nutrition, counseling services for parents and remedial education. Our Access to Education Program addresses these issues through deep and sustained work through our partners.

Program goals include enabling access to formal education for vulnerable children from urban slums, HIV-affected families, migrant labor families, and street children, who are underserved through the public education system. It also seeks to support the non-formal educational needs of children from underserved communities, and to encourage the demand for education in families of first-generation school-goers.

Our partner organizations work towards enabling access to education for such children. Some of them have set up bridge and learning centers in government schools. A limited number of them run free schools and residential homes. In FY 2021-22, we have supported 22 partners in 8 states working towards providing access to education for close to 11,700 children.

### Systemic Reforms in School Education

We at Wipro feel that the gaps in the school education system in India need to be addressed systematically and sustainably. Only this can ensure equitable learning outcomes for all children, especially for those from underserved and less privileged backgrounds. These gaps range from an inadequate curricular focus on specific thematic/subject areas, lack of teacher capacity to execute innovative pedagogic strategies, and neglect of design thinking in working with schools as organizations, etc.

Through our Systemic Education Reforms Program, we have been addressing these gaps by working with organizations across the country that have demonstrated abilities in striving toward sustained educational change. In many thematic areas and geographical regions there is a dearth of organizations working in a focused manner in areas that need urgent attention. In such cases, we have supported new organizations through our Wipro Education Fellows Program with fellowships for the founders and a comprehensive bouquet of offerings for organizational development.

### Systemic Education Reform Program

Our Systemic Education Reforms Program supports diverse Civil Society Organizations (CSOs) to develop their capacities to work towards systemic reform of school education. We currently support three categories of organizations across the country through organizational grants: Early and mid-stage organizations working in school education; Community-based organizations having the desire to get into school education; Established organizations that now do not work in the education vertical, but who are keen to enter this field. We support organizations through financial grants, opportunities for capacity building, mentoring support and our partner network.

The approach has evolved over the years based on our understanding of partners and their work on the ground. Since 2015, our focus has been on the accelerated expansion of our partner network and simultaneously building an effective capacity-building and support ecosystem for our partners.

We currently support ~40 organizations across 16 states and 2 UTs, of which we supported ten new organizations under our Systemic Education Reform Program across eight states and 1 UT. Through our partners across these states, we reach out to close to 12,000 children through centers and schools.

## **Wipro Education Fellows Program**

The Wipro Education Fellows (WEF) Program was launched in 2016 (piloted in 2015) with the objective of systemic improvement of Indian school education by supporting early-stage civil society organizations (CSOs) focused on school education. It supports individuals or teams who have already demonstrated capacities and commitment to the social/education sector through their past engagements. Selected fellows are supported with fellowship stipends, workshops and mentoring from partner resource organizations, and access to networking opportunities with educational CSOs.

A maximum of three Founders per organization are supported at a time. Financial support is provided for up to 3 years and amounts to approximately Rs. 3.6 lakhs/year, paid in the form of quarterly stipends. Since 2015, we have collaborated with 131 Wipro Education Fellows, working on multiple domains of education in some of the most underserved geographies of the country. The WEF program currently supports 70 Fellows across 39 organizations operating in 16 states & 1 union territory. Through this program we reach out to over 30,000 children in communities and schools through our partners.

## **Special Project: Bengaluru Government Schools**



In April 2019, Wipro joined hands with the Government of Karnataka (GoK) in collaboration with Azim Premji Foundation to improve the infrastructure and learning environment at VV Puram (K-12) and MR Nagar (Grade 1-7) schools in the Bengaluru Urban South District. The schools were entirely renovated by the first quarter of 2021. The objective was to strengthen government schools in Bengaluru to improve teaching and learning outcomes. With the redevelopment of all essential school facilities, such as toilets, classrooms, and laboratories in these two schools, there has been a renewed interest in communities. For example, enrollment at the VV Puram school has increased by 84 percent without any campaigns. Our infrastructure and learning resource interventions have been shared with the State Government. GoK is now using this project as a model to develop guidelines for 275 Karnataka Public Schools in the state.

## **Education for Children with Disabilities**

According to the 2011 census, 5.5 million children aged 0-14 years have one or more disabilities. 28% of Children with Disabilities (CwDs) aged between 6 and 13 years do not attend school. There is a shortage of trained special educators and therapists, a lack of awareness among parents, teachers and communities, inaccessibility of conveyance and nutrition, and under-resourced classrooms without assistance aid and technologies.

At Wipro Foundation, we attempt to address these gaps by working with a range of NGOs serving different disability areas and integrating multiple models and approaches into every aspect of education and



development of CwDs. Our partners employ diverse models and work across different disabilities (visual, speech and hearing, locomotors, intellectual and developmental disabilities), and geographical locations.

We have consciously encouraged early intervention, and inclusive education, building parents' capacities, and sensitizing multiple stakeholders. We effectively reach more than 5600 CwDs operating in 8 states & 1 UT through Seventeen partners, of which we supported four new organizations under our Education for Children with Disabilities Program this year.

## Sustainability Education

### Wipro earthian

Sustainability education has a huge role to play in combating climate change and building ecological resilience. Our sustainability education program, Wipro earthian, is rooted humanity's challenging task of finding solutions to several systemic sustainability issues.

Wipro earthian runs in two phases – the Wipro earthian outreach program and the Continuous Engagement Program (CEP). Participating schools form teams and engage in an intensive activity-based learning program in their schools and communities. The school program has evolved into three full-fledged themes: Water, Biodiversity, and Waste. In the last 11 years, Wipro earthian has become one of India's largest sustainability education programs. It has delivered rich learning experiences for students, teachers, and institutions. You may learn about the higher education component of the program here.

### Wipro earthian – School Program

Wipro earthian, is rooted in the challenging task humanity faces, of finding solutions to several systemic sustainability issues. It is a long-term intervention that seeks to make sustainability axiomatic to education. The program has an extensive outreach program for educational institutions involving multiple partner organizations and grassroots level NGOs who work on environmental education across the country.

Wipro-earthian, now in its 11th year, is the only sustainability education program in India of its scale with diverse learning opportunities for both schools and colleges. This program has reached over 4,000+ colleges and 13,000+ schools since



its inception. In 2021, the school program engaged 2,000+ schools and 4,000+ teachers in 187 districts across India and received 1,300+ submissions. In addition, we also run a large national sustainability quiz for college students; launched in 2015, it has seen participation from 8,600 teams to date.

Participating schools form teams and engage in an intensive activity-based learning program in their schools and communities. As part of our Continuous Engagement Program, winning team members are taken through experiential field workshops where they are introduced to concepts of sustainability and community, human-animal conflicts and other related topics.

### **Wipro Sustainability Educators Program**

The Wipro Sustainability Educators Program is an initiative to support grassroots environment educators across India. These educators deeply engage in stewarding sustainability education in schools through engagement at scale.



We have created a robust capacity-building ecosystem of domain-specific workshops/training programs in sustainability education. These focus on areas like facilitation skills, stakeholder engagement and workshops to enhance domain knowledge. We envision Wipro Sustainability Educators as active learners and contributors to this process.

To date, four cohorts of educators have been accepted into the program, with 16 partner organizations representing the states of Himachal Pradesh, Arunachal Pradesh, Ladakh, Madhya Pradesh, Jammu and Kashmir, Nagaland, Chhattisgarh, Goa Bihar, Kerala, Gujarat, Uttarakhand and Assam. These educators have directly worked with more than 200 government and private schools in these regions in the domains of Biodiversity, Waste, and Water. The educators also engage with local communities in areas like citizen science, local biodiversity registers, and learning from nature.

### **Wipro earthian - College Program**

Wipro earthian is a catalyst for fostering excellence in sustainability thinking and action amongst youth. Since 2011, this program has reached over 4000+ colleges.

The last version of our college program encouraged students to become citizen journalists by exploring issues concerning Water, Waste and Food in their cities and towns. A new version of the program will encourage students to think about sustainable solutions to problems related to climate change, circular economy etc. It will be announced later this year.

As part of the continuing engagement program, we work with higher education faculty on curricula integration, provide sustainability internships and support research. Partner institutes embark on a collaborative exercise that brings them, sustainability experts and Wipro together to create unique learning experiences, develop academic literature on sustainability education and become partners in change. Over the years, we have curated the development of faculty material in two disciplines and facilitated 90+ internships.

## Sustainability Quiz

The Wipro earthian Sustainability Quiz for colleges was launched in 2015. This is the only college quiz in the country dedicated to sustainability. The quiz questions are curated from a wide range of topics under the broad umbrella of sustainability. These questions cover areas related to renewable energy sources, solid waste management, urban mobility, green tech, green building and architecture, water management and the latest trends in sustainability, etc. Over the last 6 years, this quiz has been launched in many of the top colleges in India, including, IITs, IIMs, NITs, and BITS. We have seen unprecedented participation levels with 62 quizzes, 8600 teams, and 12400 students from these institutions.

The 2021 edition of the quiz was conducted virtually for the second time, and a unique quizzing portal was created for the participants. The top 4 positions went to Syed Mohammad from Osmania Medical College, Hyderabad, Preetham Upadhyam from Shailesh J. Mehta School of Management, IIT Bombay, Jaidev Singh Deora from University College of Science, MLSU and Mohammad Faheem T P.

## The Wipro-Science Education Fellowship (SEF)

The MA STEM programs in the US and the UK are intended for education professionals with backgrounds in science, mathematics, engineering and computing, and education policymakers, to assist them in developing disciplinary capacities while broadening their understanding of STEM subjects in general.



### United States

Started in 2012, the Wipro Science Education Fellowship Program USA (Wipro SEF USA) is a two-year program designed to improve individual teacher practice, foster teacher leadership opportunities, and create a district corps of teacher leaders supporting sustainable positive changes in science education. The Wipro SEF USA Program is anchored by the University of Massachusetts Boston and is run in collaboration with seven university partners. It is working with 600 teachers across 35 school districts in 7 states. The program was adapted for online delivery due to the COVID-19 pandemic.

### United Kingdom

The Wipro SEF program in the UK was launched in September 2018 to catalyze improved STEM teaching practices among teachers and educators. It is being run in partnership with King's College, London (KCL) and Sheffield Hallam University (SHU). Both partners have managed to adapt their programs effectively in 2020. KCL has implemented a successful, blended model of online sessions for STEM teachers combined with intensive personal tutoring.

In 2021, we celebrated the graduation of the first cohort of the MA STEM Education program at King's College London (KCL). We also welcomed 30 new educators to begin their learning journeys. To date, we have supported 42 bursaries that cover up to 70% of the tuition fees at KCL, facilitating teachers from all over the UK to study in the program. These bursaries directly contribute to the UK's ability to address its

shortage of skilled STEM education professionals, including teachers. Our second partner, Sheffield Hallam University, has successfully recruited their third cohort and completed their onboarding.

## **Capacity Building**

In order to foster continual learning, we continue to strengthen our work on capacity building and cross-learning amongst our partners on various educational, operational and organizational aspects, through workshops and close mentoring. All of these had to be adapted due to the COVID-19 pandemic. We work closely with our partners to identify their capacity-building needs. We also conduct an organizational development fellowship program for our partner organizations.

Organizations get mentored by older nonprofits working in fields similar to theirs. Opportunities to be involved in various Communities of Practice groups in special thematic areas fostered by Wipro Foundation also helps our partner organizations to engage in continuous learning activities that make them more effective at what they do. Membership of Wipro's partner network – Partners' Forum – also helps them participate in wider organizational learning and transformation processes, network with like-minded organizations, and explore collaborations.

Fourteen capacity-building workshops on educational themes (library education., art education, foundations of education, teacher education, foundational literacy and numeracy, etc.), organizational aspects (fundraising, thinking about capacity building, leadership etc.) and other additional aspects such as child-rights and well-being (at the personal and organizational level) were organized in collaboration with resource organizations in FY21-22.

## **Higher Education**

### **TalentNext @ Mission10X**

TalentNext @ Mission10X, is our program to develop digital skills in college students and faculty capacity in advanced technologies. This program offers digital technology courses to faculty members of engineering colleges for two weeks on industry-relevant skills and certifies them. They in turn, leverage our course contents, platform, assignments, case studies and assessments to train their 6th-semester students as part of the curriculum. The students trained by these faculties must go through a 250-hour self-directed learning journey and qualify coding challenges to participate in Wipro's campus selection process.

Mission10X closely works with faculty members and principals from various engineering Institutions across India. This work involves faculty capacity enhancement, curricular improvement, leadership capacity development and curricular support for material creation. The program's approach includes integrated pedagogical improvement, the relevance of curriculum to industry, basic teamwork skills, communication and deeper learning, etc.

We have supported 27,300 students in completing their MTech degrees over the last 23 years; cumulatively, we have trained 89,000 students from 200+ Engineering and Science colleges. 87% of the students so trained are employed with various industries, including Wipro.

### **Santoor Scholarship Program**

Santoor Scholarship Program, a joint initiative of Wipro Enterprises Limited (WEL) and Wipro Cares, envisions reaching out to those young women who wish to pursue education after their grade 12, across the states of Andhra Pradesh, Karnataka and Telangana. This scholarship program, launched in the year 2016, has been supporting 900 students each year. This annual, recurring program helps the students until the completion of their undergraduate programs.

## Program Highlights

We offered NASSCOM's FutureSkills for 11,597 students in 52 Engineering colleges in India.

- 190 faculty and 29,000 students were trained in various digital skills
- 131 faculty were trained in advanced technologies such as AI/ML and Big Data Analytics

WASE and WIMS:

- Supported 42,000 students to pursue Work Integrated Learning programs including WASE, WIMS, SIM and WiSTA cumulatively
- In FY22, new entrants to WILP numbered 3,077, while the aggregate strength across 4 years is 6,400

Cumulative:

- Supported 37,000 students cumulatively to pursue higher education in engineering through WASE, WiSTA and WIMS programs
- Trained 60,000+ students and 100 faculty members cumulatively on digital technologies through our TalentNext program
- 26,100+ students successfully completed MTech degrees over the last two decades

Priority funding is offered to students from the most disadvantaged districts in each of the three states. A minimum of 60% of the scholarship is earmarked for students opting for undergraduate degree programs in pure sciences and liberal arts. Over the last six years we have supported ~4700 students. The number of students who have graduated stands at ~3000 across four cohorts to date.

## Ecology

As a part of its deep commitment to ecological sustainability, Wipro has been involved with multiple environment-related programs within our business ecosystem and in the civic and social sectors outside. Commonly called 'Eco-eye', the inception of our sustainability program goes back to 2008.

The four pillars of our program are: Carbon Mitigation, Energy Efficiency, Responsible Water, Waste & Pollution Management, and Biodiversity. Our sustainability programs' governance model goes beyond regulatory compliance and the business ecosystem.

Our sustainability program is driven by rigorous goal-setting, and the involvement of multiple internal and external stakeholders. It involves employees, customers, suppliers, investors, the government, communities and the education system.

We have defined aspirational goals on dimensions such as GHG emission reduction, Water, Waste, Biodiversity, People Diversity, Supply Chain, Education and Community Engagement. Through our community ecology initiative under Wipro Cares, we focus on creating ecological balance in our proximate communities by taking up projects that benefit underprivileged groups and positively impact the environment groundwater.

## **Ecological Sustainability**

### **Urban Ecology**

At Wipro, we believe that sustainable communities must be at the center of any strategy for building planetary ecological resilience. As responsible corporate citizens, we have been working at making our business practices sustainable, while simultaneously focusing on fostering ecological health in our proximate communities in the cities where we are based.

As a part of this strategy, we have been encouraging local actions for environmental restoration through our Urban Ecology Small Grants Program. We have also been supporting the creation of resilient, people-focused and participatory urban water management systems.

We believe that building sustainable cities involves making all the relevant stakeholders talk to each other regularly about urban environmental issues that matter. Bengaluru Sustainability Forum is an attempt at doing this at a city-wide level in Bengaluru.

### **Bengaluru Sustainability Forum**

Bengaluru Sustainability Forum (BSF) is a platform that brings together different stakeholders and perspectives on key sustainability issues facing the city of Bengaluru. This forum was set up in early 2018. It was convened by Wipro along with the National Center for Biological Sciences (NCBS). This platform for urban sustainability deliberations and programs is currently co-anchored by five partner institutes: NCBS, ATREE, BIOME, Science Gallery and APU.

BSF has seeded informed conversations, built awareness and catalyzed micro-projects within the city. One way it has done so is by organizing knowledge events and processes such as readings, conversations and workshops related to urban sustainability. Amongst many other activities, to date, BSF has extended support to 29 small grant collaborative projects in urban water, waste and biodiversity, out of which 11 are completed.

### **Urban Ecology Small Grants Program**

The Urban Ecology Small Grants Program supports organizations working on urban ecology challenges in cities like Bengaluru, Chennai, Hyderabad and Pune each year. We collaborate with capable and committed individuals and teams to help them implement on-ground community initiatives in water management in urban areas. Over the past few years, we have tried to incorporate groundwater science-based decisions and conservation tools, while keeping communities at the heart of knowledge sharing and facilitation. Our knowledge partners BIOME Environmental Solutions and ACWADAM, help facilitate community interventions on water.

This Program's objective is to select capable and committed individuals and teams by providing grants to ten organizations annually, to help them set up stable organizations, and to facilitate their long-term and effective engagement on water and waste-related issues. The program supports individuals or teams who demonstrate an understanding of sustainability practices and a serious commitment to work on the ground and implement the measures in their respective regions. It facilitates the implementation of initiatives that engage with diverse communities and stakeholders.

Through the Small Grants Program along with the Bengaluru Sustainability Forum (BSF), we have supported some unique projects such as the Jakkur Lake Groups' outdoor learning center and community gardens, Sarjapura Curries (documentation of wild edible species and recipes of the region), instream decontamination of wastewater, and community-based organizations working on lake rejuvenation and groundwater.

We have expanded the urban water program outside of Bengaluru with initiatives in Pune, Chennai and Hyderabad, even as we continue to consolidating our Bengaluru program. Our small grants program supports 25 micro-level initiatives in the cities mentioned above. This includes directly sponsored projects and those facilitated by Bengaluru Sustainability Forum (BSF).

#### Projects supported over the past few years:

##### Bengaluru

- Puttenahalli Puttakere Lake (J. P. Nagar): Construction of a dual-stage wetland;
- Yelahanka Puttenahalli Lake: Biodiversity and water quality assessments involving the community;
- Voice of Sarjapura: Community-led conservation of lakes and public commons in the Sarjapur area;
- Doddanekundi Extension Park: Implementation and management of treated water system for use at the park from neighboring apartments;
- Implementation of biodiversity plan in Jogikere, Sarakkikere, and Chunchughatta lake;
- Water Institute at Bengaluru University for creating a groundwater model and scenario planning for the city and engaging with students in higher education institutions.

##### Pune

- Mobilizing community and government action on groundwater conservation.

##### Chennai

- Selaiyur Lake (Eco Society): To enable people to understand the risk of denigration of water quality and to understand the ecosystem function of the lake for their wellbeing;
- Construction of Recharge wells (Rain Center): Select 40 locations in Chennai that are prone to stagnation or excessive runoff and construct public recharge wells;
- People's Eco-corridor along the Buckingham Canal, Chennai (Urban Circle);
- Addressing in-situ wastewater pollutants from low-income settlements.



## Biodiversity at Wipro Campuses

Wipro's campuses in Bengaluru and Pune are biodiversity hotspots. There are precautions in place to minimize the impact on birds that may be foraging or hibernating. Pruning and cutting are done only after careful consideration to avoid disturbing breeding birds. Pesticides having the lowest hazard ratings are preferred. We use the composted green waste from within the campus as fertilizer whenever possible.

Our Bengaluru and Pune campuses are home to a variety of shrubs and plants, each with its own flowering season. We have also installed bird boxes and other habitat piles across our campuses to provide additional refuge for wildlife. Non-native plant species are controlled, while old trees are preserved.

In FY 2021-22, we started work on the Biodiversity Project at the 50-acre green belt at our Gopanpally Hyderabad campus. This is planned to be a unique reserve that will host endemic and endangered species of the Deccan and Eastern Ghat biodiversity zones.



**Butterfly Park**



- Our flagship program completed in 2013
- Park witnesses hundreds of migratory butterflies every year

**Wetland Park**



- Use of recycled and excess rain water
- 106 species of plants
- 9 thematic sections
  - Educational and information signages

**Pune Biodiversity Project**



- 10 thematic gardens -aesthetic and palm garden, spring garden, Ficus Garden, spice and fruit garden, medicinal, nectar, spring, vine flower tunnel, veggie garden
- 250+ species of native plants

## **Urban Water Management**

Scarcity of water, flooding of low-lying areas, drastic alterations to natural water systems, untreated sewage flowing into lakes, rivers, and storm-water drains; and falling groundwater tables are some of the water-related problems that plague most Indian cities. The governance mechanism in the urban water sector needs to extend beyond an administrative framework and incorporate a behavioral understanding of water usage, proper demand allocation, active stakeholder engagement and local knowledge.

Our Participatory Urban Water Management programs in Pune and Bengaluru combine science and community engagement to build a deep, systemic understanding of water sources and flows. The Pune project has progressed well despite the pandemic, while the second phase of the Bengaluru project has been initiated. Our Chennai program was launched with three small grants that looked at micro-interventions on different aspects of the urban water landscape in the city. The Hyderabad program is building a meta-model of the city's water stocks and flows.

Our Urban Waters Initiative brings together the knowledge, experience and practice of individuals, communities, practitioners, citizen activists and researchers working on issues in Rainwater, Groundwater, Surface Water, Lakes and Wastewater. It seeks to inform, guide and provide resources aimed at making us water-literate, community-oriented problem solvers who can act responsibly to protect our common urban water resources. Key highlights of the Urban Waters Program in Bengaluru are [Rain Water Harvesting in Rajiv Nagar School](#), [Reimaginiting Water Resources in Rainbow Drive Community](#), and [Jakkur Lake Project](#).

### **Buckingham Canal, Chennai**

Buckingham Canal is one of four key water bodies in Chennai. While the Adyar, Cooum, and Kosasthalaiyar rivers cut across the city from west to east, this canal runs along the north-south axis for around 40 kilometers within the Chennai Metropolitan Area. The Buckingham Canal remains the most polluted waterbody in the city, with nearly sixty percent of untreated sewage being released into it.



While institutions, industries and other prominent structures line the canal, its edges are largely occupied by houses and several informal settlements. These settlements are not connected to the city's sanitation network, and thus let out their mostly untreated wastewater directly into the canal.

The 'People's Eco Corridor' initiative anchored by Center for Urbanism is facilitating the development of resilient sanitation systems along the Buckingham Canal. This initiative also encourages the development of a sense of community ownership over the canal, allowing locals to rightfully build connections and support its upkeep. The Centre for Urbanism team envisions the canal acting as the 'People's Eco-Corridor' for the city of Chennai in the future, and not as a backyard sewer as is the case now.

## Million wells campaign: Biome Environmental Trust

The Urban Waters Program at the Wipro Foundation began over a decade ago in collaboration with Biome Environmental Solutions from Bangalore and the Advanced Center for Water Resources Development and Management (ACWADAM) from Pune. The initiative started by looking at an integrated approach to water management within Wipro campuses in Sarjapura, Bengaluru and Chennai. Subsequently, a participative urban water mapping and engagement program was initiated in two micro watersheds in Bangalore and a city-level managed aquifer recharge study in Pune. The partnership today has grown into a multi-year project where, in both cities, community action, collective decision, and the governance of aquifers can be imagined by all stakeholders. Over the years, what has emerged from this understanding is that despite borewells being dug deeper and deeper year after year, the potential that shallow aquifers in cities hold to supplement municipal supply is immense.



Given that the responsibility of managing aquifers does not rest with one stakeholder but by many, Biome, in the year 2015 began the Million Wells Campaign. The decade-long campaign aims to motivate individuals, communities, institutions, and governments to collectively work towards managing urban shallow aquifers through the digging, reviving and maintaining recharge wells across the city. As a result of the success of the project, the skills and efforts of the well-digger community called the Mannu Waddars has been recognized and appreciated. Biome has also been working with the well-diggers to provide them with training and educate them about the various social security options available.

As part of the Million Well campaign, a project titled “Strengthening practice, informing policy,” currently in year 2 of a three-year MW-2021 project, is being supported under the Urban Ecology program at the Wipro Foundation. The project aims to engage citizens & communities of Bengaluru and its surroundings to ensure public education, information dissemination and implementation facilitation around the domains of rainwater, groundwater, wastewater and piped-water supply.

Year 1 began with catalyzing rainwater harvesting implementation and well rejuvenation across 13 locations in the city, primarily in public parks, lakes, communities, schools and a few projects in Devanahalli, a town in rural Bengaluru. The project also cataloged 12 rainwater harvesting case studies across multiple locations in the city where success stories of multiple initiatives of rainwater harvesting and use, along with other initiatives of groundwater management, have been recorded.

Under the project, four events at the Bengaluru Water Supply and Sewerage Board (BWSSB) rainwater harvesting theme park were conducted. Topics such as “Catch the rain: Bengaluru. Rainwater Harvesting in the City” “Namma Neeru Namma Javabdaari - Water Demand Management in Bengaluru” and “Groundwater and Open Wells” were conducted where citizens, institutions, policymakers and relevant government bodies came together to discuss issues and share their experiences around groundwater management.



Additionally, as part of the ongoing objectives under the project, a review of “National Urban Household/ Decentralised Rainwater Harvesting Guidelines” is underway as well as an MoU between Biome and Bangalore University has been signed to map the shallow aquifers of Bengaluru city. Both these initiatives will continue through the duration of the project. Finally, as part of the Million Wells campaign, multiple other activities are being carried out with a broader aim of dissemination and sharing of water-related practices and knowledge.

## Community Ecology

Under the community ecology initiative, we focus on creating ecological balance in our proximate communities. We do this by taking up projects that provide direct and tangible benefits for disadvantaged communities through empowering impacts on health, education and livelihood and positively affect the environment.

Through our project in Agroforestry in Tamil Nadu, we have planted more than 40,000 trees in FY 2021-22. More than 500 farmers benefitted through the training and seedling distribution organized through this program.

Our urban solid waste management project continues to be operational in Bengaluru and Mysuru, reaching out to 25,000 people. It provides social, nutritional and health security to workers in the informal waste sector.

## Primary Healthcare

Access to primary healthcare is a key determinant of an individual's trajectory in life. Through community initiatives, in partnership with nonprofits, we aim to build any local community's capacity to manage their own healthcare needs and support the regular delivery of preventive and curative healthcare.

At first, community healthcare projects providing quality primary healthcare services were initiated in villages in Aurangabad's rural areas, where healthcare access was weak or non-existent. Over the last few years, our interventions have expanded to other rural areas such as Amalner, Hindupur, Sriperumbudur, Baddi, Haridwar, Devanahalli, etc. We currently focus on expanding our community healthcare interventions in low-income housing areas of major cities like Mumbai, Pune, Delhi, and Kolkata.

Through 16 projects, across eight states, we provide 385,562 people with access to primary health care by addressing issues related to maternal and child health, adolescent health, nutrition, community hygiene and sanitation, preventive and curative care, health education and counseling.

### Niramaya Health Libraries

The Niramaya Health Library Project is a community-based health and nutrition education intervention started in 2018 by Wipro Cares in partnership with Niramaya Health Foundation at Mumbai's Gilbert Hill slum pocket. The project's key objective is to raise awareness among the community to ensure positive health behavior and reduce malnutrition among pregnant women. Over the last four years, the library has expanded to 22 different locations. So far, more than 400,000

(Four Lakh) people have accessed the library for health-related information.



A key part of the Niramaya Health Library is booklets that cover topics like nutrition, anemia, worm infestation, adolescent health, mental health, family planning, ill effects of packaged food, etc. Since these booklets are pictorial, available in local languages and designed to facilitate easy learning, the community finds them informative and engaging. Access to Niramaya Health Library has helped the community understand the importance of nutrition and personal and community hygiene – especially for children and pregnant women.

## Disaster Response

Natural disasters such as earthquakes, floods, and cyclones are an unfortunate reality of life, particularly in a geographically and climatically diverse nation like India. Whenever these catastrophes occur, underprivileged groups are disproportionately impacted, as the already precarious nature of their livelihoods gets disrupted further. Since the 2001 Gujarat earthquake, we have responded to numerous natural disasters. The type of participation differs, based on a location's geography, culture and socioeconomic circumstances.

In 2021, we have continued to support the long-term disaster response project against the Kerala floods (2018). The eight craft-based livelihood centres in Ernakulam and Thrissur that had become dysfunctional due to floods have been restored along with providing livelihood support to 150 women with a special focus on 30 persons with disability each year. They have been trained in multi-craft initiatives, provided awareness sessions on various government schemes and linked to the market.

## Cities and Public Spaces

MAP Museum of Art & Photography, Bengaluru



The role of public spaces in cities and communities in creating and fostering important human values such as social integrity, inclusion, democracy and empathy is well established. Public spaces build a strong sense of community, increase feelings of safety and security, and encourage community members to participate in collective affairs and undertake acts of civic responsibility. The concept of 'public space' here refers to not just physical spaces like public parks or lakes but also intellectual and social spaces that are spiritually inclusive.

Focusing on 'Public Spaces in Cities and Communities' became a part of our CSR charter in 2018. This charter supports fostering inclusive public spaces in our cities, such as spaces for the arts, sports, theatre, etc., that are designed to be accessible to the public. We support two institutions – the Museum of Art and Photography (MAP) and Bangalore International Center (BIC) – in major ways as a part of this endeavor.

### Bangalore International Center (BIC)

In 2018, we made a contribution to the Bangalore International Center (BIC) with the greater goal of promoting socially inclusive, culturally dynamic, and democratic public spaces in cities. BIC has quickly grown into a thriving physical and virtual platform for a diverse spectrum of dialogues and activities in the arts, culture and history, science and technology, education and public governance.

Since 2019, BIC has organized over 400 events in 20+ areas, including Culture, Environment, Law, Music, Public Policy, Anthropology, Mythology, Philosophy and others, generating over 3 lakh views for live and recorded events, including podcast listens. It has hosted discussions and exhibitions on a wide range of topics, including ‘Women of the Records,’ ‘The Queer Politics of Postcoloniality,’ ‘Music Beyond Borders,’ and ‘Born a Muslim,’ and has featured acclaimed speakers such as Rajmohan Gandhi, Ramachandra Guha, Kiran Mazumdar Shaw, Gopalkrishna Gandhi, Aakar Patel, among many others.

### **Museum of Art & Photography (MAP)**

In 2020, we made a grant to the Museum of Art and Photography (MAP) Foundation, which continued into 2021. MAP organized several digital-focused exhibitions in FY 21-22. The release of 11 episodes of Museums Without Borders, a partnership series between MAP and institutions in India and around the world, is a major highlight of this year’s activities.

A significant focus was on making art more accessible to People with Disabilities (PwDs), by producing Individual Supported Living (ISL) content and conducting research to understand expectations of People with Disabilities (PWD) from museums and cultural institutions. MAP also participated in the WINDOV (Wipro Inclusion & Diversity Opportunity for Vendors) Conclave 2021, which focused on small and medium enterprises belonging to or working for economically disadvantaged and socially marginalized sections of society, such as women, people with disabilities and LGBTQ+ communities.

MAP is set to be the region’s first major private museum. It has about 20,000 works in six major genres: Pre-Modern Art, Popular Culture, Living Traditions, Modern & Contemporary Art, Photography and Textiles, and Craft & Design. The purpose of MAP is to make art and culture accessible to a broad and plural audience in Bengaluru and the surrounding region.

## **COVID-19 Response**

The COVID-19 pandemic is the biggest challenge facing the country and humanity today. At Wipro, we took immediate steps as the COVID-19 situation unfolded in India and mobilized our teams to respond. To give a wide-scale response to COVID-19, we leveraged the network and expertise of Azim Premji Foundation (APF), Wipro Limited, and Wipro Enterprises Limited (WEL).

Together, at the beginning of the pandemic in India, we committed Rs 1125 crore towards tackling COVID in India. Of the Rs 1125 crore, Wipro Ltd’s commitment was Rs 100 crore, Wipro Enterprises Ltd’s Rs 25 crore, and that of the Azim Premji Foundation was Rs 1000 crore. In May 2021, our collective contribution was increased to Rs 2,125 crores to expand work on vaccination.

These sums are in addition to the annual CSR activities of Wipro and the usual philanthropic spending of the Azim Premji Foundation. Together we have tried to respond to healthcare needs related to the pandemic, participated in humanitarian relief, and worked towards the livelihood regeneration of vulnerable groups.

### **Our Response**

- 14.69 million people received food, dry rations, and personal hygiene kits in 27 states and 3 UTs
- Our healthcare support across 100 districts helped provide access to healthcare to over 150 million people in these districts
- 8.3 million people being helped with livelihood regeneration across 13 states
- 102 million people reached through the vaccination program in partnership with multiple state governments

*Total contribution from Azim Premji Foundation, Wipro Limited, and Wipro Enterprises Limited between April 2020 to June 2021. Includes a commitment of Rs. 1000 crores (~USD 130 million) made in May 2021 to expand our work on vaccination substantially.*

## Repurposing IT campus to care for COVID patients in Pune



In June 2020, Wipro and the Government of Maharashtra opened the first Covid hospital in Hinjewadi, Pune, and offered 1.8 lakh square feet of space for the hospital near the first wave peak. It took five weeks to build the hospital. Over 18 months of its functioning (i.e., till Dec 2021), 6865 patients were admitted to Wipro's repurposed hospital, with only 11 deaths reported. A 250 LPM oxygen generation plant was also set up in June 2021 to support the growing demand for oxygen in the second wave.

Wipro's Pune hospital was equipped with 504 beds, 18 ventilators, ICUs and other COVID-19 treatment capabilities. The hospital staff included 15 doctors and 70 nurses. As a part of this initiative, Wipro provided buildings, medical equipment, furnishings, ventilators, maintenance engineering services, boarding for doctors and nurses, patient and staff food, ambulance, etc.

## Employee Well-Being

Launched in February 2021, the NOW-Nurturing Wellness platform provides 24x7 emergency care experts to evaluate the health, and the physical, emotional and mental well-being of Wipro employees. It offers telemedicine and doctor consultations free of cost. Using the CNH Care App, Wipro employees also received pre-vaccination consultation, information on vaccination centers, comorbidity counseling, booking assistance with the Co-WIN app, adverse effect monitoring post-vaccination, certification and second dose reminders. In May 2021, we organized COVID vaccination camps at our Electronics City campus for Bengaluru-based employees and their family members. We are making necessary efforts to roll out vaccination camps across other major offices in India.

We have tied up with Apollo's 'Project Stay I' (Stay Isolated) to make company-sponsored COVID isolation centers available in Mumbai, Hyderabad, Pune, Chennai and Gurugram for our employees and their immediate family members covered under insurance policies. Wipro is also providing hospitalization support, depending on the availability of beds. These are in addition to the isolation centers in Bengaluru and Delhi.

## With Azim Premji Foundation (APF)

The Field Teams of Azim Premji Foundation (APF) work in over 50 districts in 6 states and 1 UT. By mobilizing them and working with them collaboratively for COVID response, we have worked closely with and supported the district administrations across these geographies. The administration and the Field Teams usually help us identify the most vulnerable communities and areas in the region.

These groups and communities typically fall outside the government support system – such as people with no ration cards. They also need humanitarian aid the most. We procure and supply requirements in collaboration with the local police and development officials. Through APF's Field Teams, we are working

closely with the state governments and the district administrations to understand their needs. We are enhancing the healthcare capability of the governmental machinery wherever we see gaps and try and respond to these as immediately and creatively as possible.

### Through Our Partners

Through our 500+ partners, we have provided food and sanitation kits to the most disadvantaged and to help strengthen healthcare infrastructure by setting up isolation wards, and supplying packages of consumables such as PPE kits, N95 masks, hand sanitizers, liquid soap, etc. In collaboration with these partner organizations, we have worked closely with the respective district administrations to provide healthcare and humanitarian support through the pandemic.

Our partners have reached out to hospitals across urban and rural India with medical equipment like infrared thermometers, pulse oximeters, and High Flow Nasal Cannulas (HFNC). These organizations facilitate timely access to medical oxygen in various States of India, such as Chhattisgarh, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Rajasthan, Telangana and Uttarakhand, with our support. Our partners, who had worked on the frontline on creating awareness and on screening community members last year, are now undertaking awareness building and support during vaccination and are working towards facilitating more equitable access to vaccines.

## Wipro Cares

Wipro Cares is a not-for-profit trust that engages with our proximate communities on the issues of education for the underprivileged, including for children with disabilities, primary healthcare and the environment. In addition, the trust also works on the long-term rehabilitation of affected communities after natural disasters. The programs supported by Wipro Cares in these domains include the ‘Access to Education Program,’ ‘Education for Children with Disabilities,’ ‘Community Ecology Program,’ ‘Community Healthcare Program,’ and ‘Disaster Response Program’.

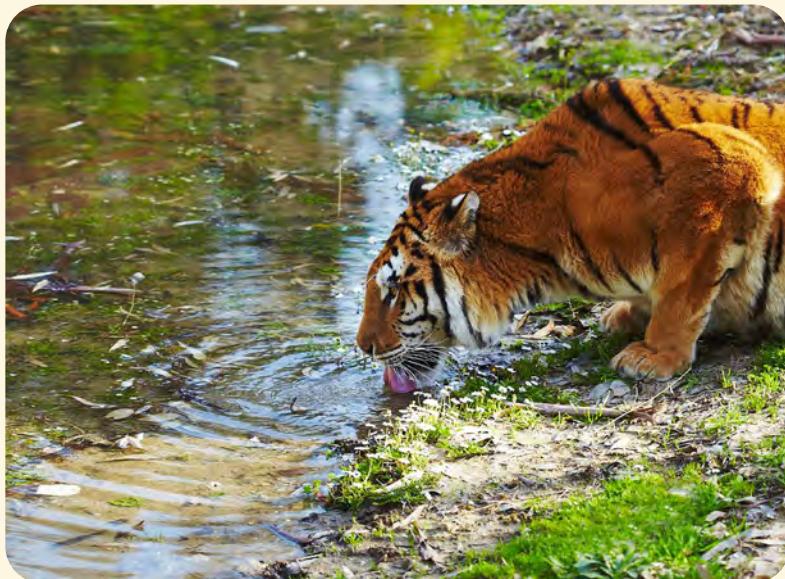
Employee engagement is an integral part of Wipro Cares. Wipro encourages employees to volunteer with its partners, act as catalysts in bringing about positive change and learn in the process. The Wipro Cares governance framework is an excellent example of employees playing a key role in volunteering and contributions. The Wipro Cares funding model comprises three tracks: (i) Employee contribution matched by Wipro; (ii) Direct budget allocation from Wipro Ltd; (iii) ‘Donations’ from other companies like Wipro Enterprises Private Limited (WEL) as part of their CSR strategy.

### India

Employees are integral to many of our social responsibility programs. The employee contributions campaign launched in October 2021 resulted in the addition of 12,500 new employee contributors, bringing the total number of employees who contribute to our matching program to 35,000. While field volunteering was either impossible or severely restricted owing to COVID-19 restrictions, online remote options for employees to volunteer and assist our partners with policy creation, training on recruitment of people, mentoring youngsters, and telescreening Covid19 patients were available. In FY'21-22, more than 250 volunteer events involving around 2,700 employees contributed a total of over 10,000 volunteer hours.

Our employees participate in local community initiatives such as tree plantation, book donations and education for the disadvantaged across seven countries.

### *Mission Mangroves - Kolkata Location Chapter*



Sundarbans, the last tiger-inhabited mangrove forest, is threatened by erosion and natural calamities. Wipro Cares' Kolkata location chapter has been planting mangroves in the Sundarbans since 2021. This action has indirectly assisted hundreds of local fishermen who rely on a variety of fishes and crabs that thrive because of the mangroves. More than 100 Wipro employees have volunteered over 1,600 hours to plant 3,000+ mangrove trees.

## **International Employee Engagement**

### **International Chapters**

The UKI chapter took up initiatives in the areas of Education, Ecology and Healthcare by continuing the support for existing partners. We are supporting a digital space to deliver innovative classroom sessions, and services for children with learning disabilities and autism. Similarly, we have provided support through equipment and software to livestream teaching lessons and events (weekly assemblies, school activities and events, engage parents, especially during COVID-19, etc.) for the children who are remotely learning at their school. We are also providing support to set up a laboratory to identify and diagnose Vancomycin-Resistant Enterococci (VRE) infections, and periodically undertake tree plantations to build biodiversity, combat climate change and create green spaces.

In BENELUX, we are running initiatives to support children with long-term illnesses.

In Sweden, a cleanathon drive was conducted.

In Romania, we are running six community projects mostly focused on equipping schools to provide free access to children from underserved areas, provide digital literacy to vulnerable girls and young women.

In Philippines, we have supported underserved communities at the peak of the COVID-19 pandemic through multiple relief drive projects including distribution of food packets, face masks and other medical equipment.

The Australia Chapter partnered with 'Habitat Australia' to support the repair and renovation of shelter homes for women in distress.

We continued to work with First Book in the US where our program continued to expand with donations of around 40,000 books that were gifted during the year to children from disadvantaged communities.



# ANNEXURES

# Independent Assurance Statement

## Introduction

DNV Business Assurance India Private Limited ('DNV') has been commissioned by the management of Wipro Limited ('Wipro' or 'the Company', Corporate Identity Number L32102KA1945PLC020800) to undertake an independent assurance of Wipro's non-financial/sustainability performance which is presented in the Company's Integrated Annual Report 2021-22 ('the Report') including the Business Responsibility and Sustainability Reporting ('BRSR') disclosures and references to the Company's website. The disclosures in this Report have been prepared and presented by Wipro based on, as well as the key requirements of:

The International Integrated Reporting Council's ('IIRC's') International <IR> Framework, December 2013.

The Global Reporting Initiative (GRI) Sustainability Reporting Standards 2016 ('GRI Standards') and revised topic-specific Standards.

The nine principles of the National Guidelines on Responsible Business Conduct, 2018 ('NGRBC') of the Ministry of Corporate Affairs, Government of India and the Securities and Exchange Board of India's ('SEBI's') requirements with respect to BRSR vide Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10th May 2021.

The intended user of this assurance statement is the Management of Wipro Limited ('the Management'). Our assurance engagement was planned and carried out from April 2022 – June 2022, covering the Company's non-financial/sustainability performance from 1st April 2021 - 31st March 2022. We performed a limited level of assurance based on our assurance methodology, VeriSustainTM<sup>1</sup>.

## Responsibilities of the Management of Wipro Limited and of the Assurance Provider

The Management is solely responsible for preparing the Report and for all information disclosed in the Report and the processes for collecting, analyzing and reporting the information presented in it. Wipro Limited is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on sustainability performance. In performing this assurance work, DNV's responsibility is to the Management of Wipro; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of Wipro.

We do not provide any services to Wipro, which constitutes a conflict of interest with this assurance work. Our assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith and are free from misstatements.

## Scope, Boundary and Limitations

The reporting scope and boundary encompass the economic, environmental, social and governance performance of Wipro Limited during the financial year ending 31st March 2022 and covers its Information Technology ('IT') operations, as brought out in Section A: General Disclosures of the BRSR.

The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for estimation/measurement errors and omissions. We did not engage directly with any external stakeholders as part of this assurance engagement.

<sup>1</sup>The VeriSustain protocol is based on the principles of various assurance standards, including the International Standard on Assurance Engagements 3000 (ISAE 3000) Revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the GRI Principles for Defining Report Content and Quality, international best practices in verification and our professional experience; and is available on request from [www.dnv.com](http://www.dnv.com)

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance, expenditure towards Corporate Social Responsibility (CSR) activities, and other financial data are based on audited financial statements issued by Wipro Limited's statutory auditors, which are subject to a separate audit process. We were not involved in the review of financial information within the Report.

## Basis of our Opinion

As part of the assurance process, a multi-disciplinary team of sustainability specialists performed assurance work for selected sample sites of Wipro Limited. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to Wipro's business and its key stakeholders. We carried out the following activities:

- Review of Wipro's approach to the identification of key capitals, the processes of stakeholder engagement and materiality determination, and its outcomes as brought out in this Report.
- Reviewed the approach to stakeholder engagement and materiality determination process and its outcomes as brought out in the Report.
- Conducted interviews with selected senior managers responsible for the management of sustainability issues and implementation of the NGRBC Principles and reviewed selected evidence to support topics and claims disclosed in the Report. We were free to choose interviewees and interviewed those responsible for delivering Wipro's sustainability objectives.
- Carried out verification of sustainability performance data and sample evidence related to the following operational locations in India, that is, Chennai Development Centre (CDC-5) in Chennai, Kolkata Development Centre (KDC-3) in Kolkata, Greater Noida Development Centre (GNDC) in Greater Noida, and Coimbatore, to review the processes and systems for aggregating site-level sustainability information, as well as overall aggregation and consolidation of data from sites by the sustainability team at the Corporate Office at Bengaluru, India. We also interacted with management teams at Capco in the United Kingdom to review the implementation of sustainability practices, strategies and objectives. We were free to choose sites for conducting assessments.
- Reviewed the sustainability performance and practices of two waste management partners (e-waste recyclers) as part of the supply chain assessment.
- Carried out an assessment, on a sample basis, of the processes for gathering and consolidating performance data related to the NGRBC Principles and identified GRI topic-specific Standards; • Checked the data consolidation processes to assess the Reliability and Accuracy of performance disclosures reported based on BRSR requirements.
- Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness as per VeriSustain for a limited level of verification.
- An independent assessment of the Report against the requirements of BRSR and <IR> Framework.

## Opinion and Observations

Based on the verification undertaken, nothing has come to our attention to suggest that the Report, together with referenced information, does not properly describe Wipro Limited's non-financial/sustainability performance disclosures for the identified material topics and related capitals, that is, Financial, Intellectual, Human, Social and Relationship, and Natural (hereafter referred to as 'Capitals') through the following GRI topic-specific Standards nor its adherence to the requirements of BRSR including the

General Disclosures, Management and Process Disclosures, and Principle-wise Performance Disclosures.

- GRI 201: Economic Performance 2016 – 201-1, 201-2, 201-3, 201-4;
- GRI 204: Procurement Practices 2016 – 204-1;
- GRI 205: Anti-corruption 2016 – 205-1, 205-2, 205-3;
- GRI 206: Anti-competitive Behavior 2016 – 206-1;
- GRI 302: Energy 2016 – 302-1, 302-2, 302-3, 302-4;
- GRI 303: Water and Effluents 2018 – 303-1, 303-2, 303-3, 303-4, 303-5;
- GRI 304: Biodiversity 2016 – 304-2;
- GRI 305: Emissions 2016 – 305-1, 305-2, 305-3, 305-4, 305-4, 305-5, 305-6, 305-7;
- GRI 306: Waste 2020 – 306-1, 306-2, 306-3;
- GRI 307: Environmental Compliance 2016 – 307-1;
- GRI 308: Supplier Environmental Assessment 2016 – 308-1, 308-2;
- GRI 401: Employment 2016 – 401-1, 401-2, 401-3;
- GRI 403: Occupational Health and Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9;
- GRI 404: Training and Education 2016 – 404-2, 404-3;
- GRI 405: Diversity and Equal Opportunity 2016 – 405-1;
- GRI 406: Non-discrimination 2016 – 406-1;
- GRI 407: Freedom of Association and Collective Bargaining – 407-1;
- GRI 412: Human Rights Assessment 2016 – 412-1, 412-2, 412-3;
- GRI 413: Local Communities 2016 – 413-1, 413-2;
- GRI 414: Supplier Social Assessment 2016 – 414-1;
- GRI 418: Customer Privacy 2016 – 418-1;
- GRI 419: Socioeconomic Compliance 2016 – 419-1.

Note: Wipro reports on eight Scope 3 emission categories from the Greenhouse Gas Corporate Value Chain Standard, which it deems applicable/relevant to its Information Technology business under GRI 305-3.

Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain:

## **Materiality**

The process of determining the most relevant issues to an organization and its stakeholders. The Report brings out the prioritized material issues identified by Wipro from among the universe of issues through a comprehensive process involving internal enterprise risk management processes, principles of global reporting frameworks, international studies and emerging ESG risks. Further, Wipro has carried out internal and external benchmarking exercises to align its reporting to stakeholder expectations and disclosures framework requirements such as Dow Jones Sustainability Indices (DJSI), Carbon Disclosure Project (CDP), Task Force on Climate-Related Financial Disclosures (TCFD) and Science-Based (Targets SBTi).

***Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.***

## **Stakeholder Inclusiveness**

*The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.* The Report explains the process for identification of Wipro's direct and extended stakeholder groups, considering criteria such as influence, impact, legitimacy, urgency, and diversity of perspectives. The formal and informal mechanisms of engagement with each stakeholder group are brought out across the Report, along with Wipro's responses to challenges and issues raised by each group.

***Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.***

## **Responsiveness**

*The extent to which an organization responds to stakeholder issues.*

The Report brings out Wipro's processes towards mitigating its impacts related to its identified material issues through disclosures on policies, processes and management approach implemented by Wipro towards creating value across the Capitals of the <IR> Framework. The Report also brings out the mechanisms involved in adopting and reviewing NGRBC Principles, as well as reporting related performance data through selected topic-specific GRI Standards, processes for governance and responses to key stakeholder concerns.

***Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.***

## **Reliability**

*The accuracy and comparability of the information presented in the report, as well as the quality of underlying data management systems.*

The Report articulates the processes that Wipro has established towards capturing and reporting its sustainability performance related to the identified material topics brought out using GRI topic-specific Standards. The majority of data and information verified through our assessments with the Company's management teams and data owners at the locations we sampled as part of our assurance engagement were found to be fairly accurate and reliable. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors. These data inaccuracies have been communicated for correction, and these errors have been corrected.

***Nothing has come to our attention to believe that the Report does not meet the principle of Reliability.***

## **Completeness**

How much of all the information identified as material to the organization and its stakeholders is reported?

The Report brings out the Company's performance for its reporting scope and boundary, that is, economic, environmental and social performance of its IT operations across India and other geo-locations of operations during 2021-22. The Report covers disclosure requirements and key Content Elements of the <IR> Framework including business model and value creation across each Capital and Wipro's value chain, as well as performance covering the quantitative disclosures related to the nine NGRBC Principles of the BRSR.

***Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.***

## **Neutrality**

*The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.* The Report brings out Wipro's sustainability performance during the reporting period in a neutral tone in terms of content and presentation while considering emerging risks, challenges and business context, to not unduly influence stakeholders' opinions made on disclosed data and information.

***Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.***

## **Statement of Competence and Independence**

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct<sup>2</sup> during the verification engagement and maintain independence where required by relevant ethical requirements as detailed in DNV VeriSustain. An independent team of sustainability assurance professionals carried out this engagement work. DNV was not involved in the preparation of any statements or data except for this Assurance Statement and Management Report. DNV maintains complete impartiality toward stakeholders interviewed during the verification process. We did not provide any services to Wipro Limited in the scope of assurance during FY 2021-22 that could compromise the independence or impartiality of our work.

For DNV Business Assurance India Private Limited

<b>Radhakrishnan, Kiran</b>  Digitally signed by Radhakrishnan, Kiran Date: 2022.06.27 10:58:06 +05'30'  Kiran Radhakrishnan Lead Verifier DNV Business Assurance India Private Limited, India.	<b>Vadakepathth, Nandkumar</b>  Digitally signed by Vadakepathth, Nandkumar Date: 2022.06.27 11:02:10 +05'30'  Vadakepathth Nandkumar Technical Reviewer DNV Business Assurance India Private Limited, India.
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27<sup>th</sup> June 2022, Mumbai, India.

## GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	Wipro Ltd. has reported the information cited in this GRI content index for the period <b>1 April 2021 to 31 March 2022</b> with reference to the GRI Standards.	
<b>GRI 1 USED</b>	GRI 1: Foundation 2021	
<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	2-1 Organizational details	20
	2-2 Entities included in the organization's sustainability reporting	20
	2-3 Reporting period, frequency and contact point	20
	2-4 Restatements of information	20
	2-5 External assurance	136 to 140
	2-6 Activities, value chain and other business relationships	23
	2-7 Employees	12 to 13
	2-8 Workers who are not employees	Social Metrics - Page 9 of ESG Dashboard 2021-22
	2-9 Governance structure and composition	32 to 36
	2-10 Nomination and selection of the highest governance body	37
	2-11 Chair of the highest governance body	35
	2-12 Role of the highest governance body in overseeing the management of impacts	32
	2-13 Delegation of responsibility for managing impacts	32 to 35
	2-14 Role of the highest governance body in sustainability reporting	33 to 34
	2-15 Conflicts of interest	37 to 38
	2-16 Communication of critical concerns	44
	2-17 Collective knowledge of the highest governance body	36
	2-18 Evaluation of the performance of the highest governance body	37
	2-19 Remuneration policies	86
	2-20 Process to determine remuneration	86
	2-21 Annual total compensation ratio	Board's Report- Page 87 of the Integrated Annual Report 2021-22
	2-22 Statement on sustainable development strategy	25
	2-23 Policy commitments	38
	2-24 Embedding policy commitments	43
	2-25 Processes to remediate negative impacts	40 to 42
	2-26 Mechanisms for seeking advice and raising concerns	44
	2-27 Compliance with laws and regulations	43
	2-28 Membership associations	65
	2-29 Approach to stakeholder engagement	51
	2-30 Collective bargaining agreements	88
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-1 Process to determine material topics	49 to 50
	3-2 List of material topics	50
	3-3 Management of material topics	51 to 54
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>	201-1 Direct economic value generated and distributed	57
	201-2 Financial implications and other risks and opportunities due to climate change	59 to 60

	201-3 Defined benefit plan obligations and other retirement plans	58 to 59
GRI 202: MARKET PRESENCE 2016	201-4 Financial assistance received from government	Financial Capital - Page 46 of the Integrated Annual Report 2021-22
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Financial Well-being - Page 58 of the Integrated Annual Report 2021-22
	202-2 Proportion of senior management hired from the local community	Social metrics (Share of Nationalities) - Page 14 of ESG Dashboard 2021-22
	203-1 Infrastructure investments and services supported	Page 109 & BRSR Principle 2 - Page 375 of the Integrated Annual Report 2021-22
	203-2 Significant indirect economic impacts	Social & Relationship Capital (Community Initiatives) - Page 70 of Integrated Annual Report 2021-22
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Social & Relationship Capital (Suppliers) - Page 69 of Integrated Annual Report 2021-22
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	43
	205-2 Communication and training about anti-corruption policies and procedures	Social Metrics (Training & Development) - Page 14 of ESG Dashboard 2021-22
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	205-3 Confirmed incidents of corruption and actions taken	61
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	61
GRI 207: TAX 2019	207-1 Approach to tax	Wipro Form 20F & Global Tax Policy
	207-2 Tax governance, control, and risk management	58 to 59
	207-3 Stakeholder engagement and management of concerns related to tax	Wipro Global Tax Policy
	207-4 Country-by-country reporting	Filed with Income tax, Government of India.
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Not applicable to our business and industry. We are not in the manufacturing sector.
	301-2 Recycled input materials used	Not applicable to our business and industry. We are not in the manufacturing sector.
	301-3 Reclaimed products and their packaging materials	Not applicable to our business and industry. We are not in the manufacturing sector.
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	67
	302-2 Energy consumption outside of the organization	67
	302-3 Energy intensity	68
	302-4 Reduction of energy consumption	68
	302-5 Reductions in energy requirements of products and services	67 to 68
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	71 to 72
	303-2 Management of water discharge-related impacts	72
	303-3 Water withdrawal	72
	303-4 Water discharge	Water - Page 5 of ESG Dashboard 2021-22
	303-5 Water consumption	Water - Page 5 of ESG Dashboard 2021-22
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable to our business and industry. We are not in areas proximate to protected areas and areas of high biodiversity value
	304-2 Significant impacts of activities, products and services on biodiversity	74
	304-3 Habitats protected or restored	74
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable to our business and industry
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	66
	305-2 Energy indirect (Scope 2) GHG emissions	66
	305-3 Other indirect (Scope 3) GHG emissions	68

	305-4 GHG emissions intensity	68
	305-5 Reduction of GHG emissions	71
	305-6 Emissions of ozone-depleting substances (ODS)	67
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality - Page 6 of ESG Dashboard 2021-22
<b>GRI 306: WASTE 2020</b>	306-1 Waste generation and significant waste-related impacts	73
	306-2 Management of significant waste-related impacts	73 to 74
	306-3 Waste generated	73
	306-4 Waste diverted from disposal	74
	306-5 Waste directed to disposal	74
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>	308-1 New suppliers that were screened using environmental criteria	106
	308-2 Negative environmental impacts in the supply chain and actions taken	107
<b>GRI 401: EMPLOYMENT 2016</b>	401-1 New employee hires and employee turnover	81
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	83 to 87
	401-3 Parental leave	86
<b>GRI 402: LABOR/MANAGEMENT RELATIONS 2016</b>	402-1 Minimum notice periods regarding operational changes	Information unavailable
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>	403-1 Occupational health and safety management system	42
	403-2 Hazard identification, risk assessment, and incident investigation	84
	403-3 Occupational health services	84
	403-4 Worker participation, consultation, and communication on occupational health and safety	84
	403-5 Worker training on occupational health and safety	84
	403-6 Promotion of worker health	84
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	84
	403-8 Workers covered by an occupational health and safety management system	84
	403-9 Work-related injuries	Social Metrics (Health & Safety) - Page 16 of ESG Dashboard 2021-22
	403-10 Work-related ill health	Social Metrics (Health & Safety) - Page 16 of ESG Dashboard 2021-23
<b>GRI 404: TRAINING AND EDUCATION 2016</b>	404-1 Average hours of training per year per employee	Social Metrics (Training & Development) - Page 14 of ESG Dashboard 2021-22
	404-2 Programs for upgrading employee skills and transition assistance programs	81 to 83
	404-3 Percentage of employees receiving regular performance and career development reviews	81 to 83
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	405-1 Diversity of governance bodies and employees	77
	405-2 Ratio of basic salary and remuneration of women to men	Social Metrics (Gender Pay Parity) - Page 13 of ESG Dashboard 2021-22
<b>GRI 406: NON-DISCRIMINATION 2016</b>	406-1 Incidents of discrimination and corrective actions taken	44
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social Metrics (Freedom of Association) - Page 15 of ESG Dashboard 2021-22
<b>GRI 408: CHILD LABOR 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Not applicable to our business and industry. Wipro has a Zero tolerance policy towards Child Labour
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable to our business and industry. Wipro has a Zero tolerance policy towards Forced or Compulsory Labour

<b>GRI 410: SECURITY PRACTICES 2016</b>	410-1 Security personnel trained in human rights policies or procedures	84
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Not Applicable - as our operations are in urban areas under city administration limits.
<b>GRI 413: LOCAL COMMUNITIES 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	112 to 130
	413-2 Operations with significant actual and potential negative impacts on local communities	None. However we have extensive community engagement programs in the area of ecology, education and health care in regions where we operate.
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>	414-1 New suppliers that were screened using social criteria	105
	414-2 Negative social impacts in the supply chain and actions taken	104
<b>GRI 415: PUBLIC POLICY 2016</b>	415-1 Political contributions	As per our Code of Business Conduct Policy, we do not make any political contributions.
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Not applicable to our sector
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable to our sector
<b>GRI 417: MARKETING AND LABELING 2016</b>	417-1 Requirements for product and service information and labeling	Not applicable to our sector
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not applicable to our sector
	417-3 Incidents of non-compliance concerning marketing communications	Not applicable to our sector
<b>GRI 418: CUSTOMER PRIVACY 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	98 to 99



# Ambitions Realized.

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