



**Our values,
Spirit of Wipro,
are at the heart of
why we do what
we do.**

wipro sustainability

At Wipro, we think that it is critical to engage with the social and ecological challenges that face humanity. It is our conviction that the engagement with social issues must be deep, meaningful, and formed on the bedrock of long term commitment, for that is the only way by which real change can happen on the ground. We run our social programs on a strong foundation of ethical principles, good governance, and sound management.

A large, solid yellow circle is centered on a textured, light brown background that resembles recycled paper or cardboard. The circle is the primary focus of the image.

ECOLOGY

eco-eye

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

**Waste Trail
with Wiproites
conducted by
Hasirudala**



The four pillars of our program are

Energy and GHG Emissions

- Our absolute emission targets are SBTI approved and are currently aligned with well below 2 degrees Celsius temperature goals. We have pledged to align our existing targets to 1.5-degree temperature goals
- 35% of our total energy consumption is from renewable sources
- 176,306 tons of emission avoided over the last ten years
- +100,000 users across 8 locations in India are participating in carpool initiative
- 206 million units of energy saved over the last ten years
- We have 10155 virtual servers running on 409 physical servers which contributes to an energy savings of approximately 54.6 million units
- We are the first major Indian business to join the EV100 initiative and committed to transitioning our global fleet to electric vehicles by 2030. To date, we clocked 3.4 Million Kms across 63,000 trips saving around 850 tons of CO2 eq

Water efficiency and responsible use

- 9775 million liters of freshwater avoided in the last ten years
- 41% of the total water consumed is recycled using tertiary treatment methods like ultra-filtration and nano-filtration
- Ongoing community water projects like groundwater management program, urban wetland program and urban water network in Bengaluru and Pune

Waste Management

- 5057 tons of total waste is segregated and monitored across 13 broad categories and 40 sub categories
- Our current recycling rate is 81% (excluding C&D debris). Organic waste: 84% recycled in the house, and the rest is sent to animal farms. Inorganic waste and E-Waste: 100% recycled through approved partners and vendors
- 3% of total waste is sent to landfill (excluding C&D)

Urban Biodiversity

- Completed three biodiversity projects in Bengaluru and Pune. Butterfly Park and Wetland Biodiversity Zone are present at the Electronic City campus in Bengaluru. The wetland area has 106 species of plants across nine thematic areas. Similarly, our project in Pune has 240 species of native plants across five Thematic Gardens-aesthetic and palm garden, spring garden, ficus garden, spice, and fruit garden with a dense year-round flowering.

A Sustainable Empowering Workplace

Our employees are at the core of our organization. Our interventions are focused on being experience-centric rather than process-centric. This helps us in attracting, nurturing, and

retaining the best global talent. Today we have a large and diverse workforce (188000+ employees as on 31st March 2020).

- 578 employees with disabilities employed
- 35% Overall Gender Diversity with 17.0% women in a management position
- 75% of overall employee engagement score as of the last conducted Employee Perception survey in 2019
- 61,000+ employees are members of TopGear - social learning and crowdsourcing platform. Through this platform, 17,500+ real-life project challenges were completed by these employees in FY 2020
- Over 155,000+ employees trained in digital skills as of FY 2020
- NASSCOM'S FutureSkills platform was rolled out to 10,000+ students from more than 20 colleges enabling them to learn advanced digital technologies as part of TalentNext program
- Rotation, Promotion, Break-from-work, Sabbatical, Adoption Assistance Program, Company Car and India paternity leave policies enhanced based on employee feedback
- 100,000+ employees covered in 20 locations in India and 8 locations outside India under ISO 14000 and OHSAS certifications
- All owned campuses conform to international standards such as 14001/OHSAS 18001 and are certified by accredited third-party agencies
- All employees and contractors workforce undergo Health, Safety & Environment (HSE) training
- All our campuses meet Indian/International standards on hygiene, lighting, ventilation, and effective controls on noise and dust
- We have a special Wellness Corner mobile app and a web portal that provides employees access to health trackers and a host of other online services to enhance their physical wellbeing
- 729,000+ hits on Wipro OnAir Podcasts
- 130,000+ employees on the enterprise social platform Yammer
- 64,000 monthly active users on collaborative platforms like MS Teams
- We have 10 in-house Day Care and tie-ups across India covering 98% employee population

Customer Stewardship

COVID19 pandemic accelerated disruption in the global economy, healthcare, higher education, services, small businesses, and the enterprise. At Wipro, our mission is to help customers manage disruption and accelerate their transformation through service offerings such as Topcoder and Wipro's LIVE Workspace™ Connect. Topcoder is Wipro's crowdsourcing platform, helping customers in providing resilient, agile, flexible, and on-demand workforce. Wipro's LIVE Workspace™ Connect is a digital workplace offering, enabling customers to take their work force online efficiently and securely.

Wipro, over the past few years, has built a portfolio of leading IT enabled sustainability solutions for our customers. The strengths of our positioning come from decades of working with partners and customers to understand stakeholder needs – and placing it in the context of a larger common purpose of providing sustainability-inspired solutions. Some of our green IT services offerings are cloud & infrastructure Services, smart grid, smart metering, energy trading and risk management, health, safety, security and environment, water treatment plan

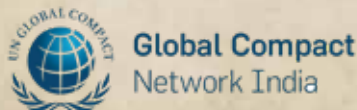
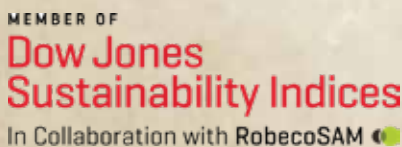
optimization, prevention of pollution incidents, and predict sewer flooding. Our offerings also include sustainability-inspired solutions in the Automotive, Healthcare, Mining, and Retail industries.

We are collaborating with our customers on delivering on our commitments. Nearly 90% of the employees are working from home and continue to serve clients without interruption. We provided laptops with enhanced cybersecurity to employees to work remotely and deployed various virtual communication tools for managers to track employee welfare, productivity and customer delivery service progress.

Recognitions

Wipro is one of the most recognized companies in the global sustainability space. Some of the recognitions in recent times.

- Member of Dow Jones Sustainability Index (DJSI), world for the tenth time in a row
- Named as 2020 World's Most Ethical Company' for the 9th successive year by the Ethisphere Institute
- Wipro Limited receives Silver Class Sustainability Yearbook Award 2020
- Member of Vigeo Eiris Emerging Market Sustainability Index (comprises of the 70 most advanced companies in the Emerging Market Region)
- Wipro is part of FTSE4Good Index Series and also a global sector leader
- Wipro received A- in Carbon Disclosure Project (CDP)-Climate Change Assessment
- Ecovadis-CSR rating of Gold
- Wipro won the 'Asia IP Elite' award from the Intellectual Asset Management publication for the sixth consecutive year for best IP Practices
- Received Best of Best Award for FY 2019 from 'Association for Talent Development' (ATD)
- Wipro certified Top Employer in Australia 2020
- Wipro certified Great Place to Work, India
- Winner at the NASSCOM Diversity and Inclusion awards (2019) for the 'Gender Inclusion' category
- Featured in the Bloomberg Gender-Equality Index 2020
- 2019 Working Mother & Avtar Most Inclusive Companies Index (MICI): Declared as a 'Champion of Inclusion'
- 2019 Working Mother & Avtar Best Companies for Women in India (BCWI) list: declared as one of the '100 Best Companies for Women in India'
- Wipro has received a score of 90 out of 100 on the 2020 Corporate Equality Index
- Annual HR Distinction Awards 2019, UK – Winner in the category 'Distinction in Inclusion and Diversity'



Wipro earthian

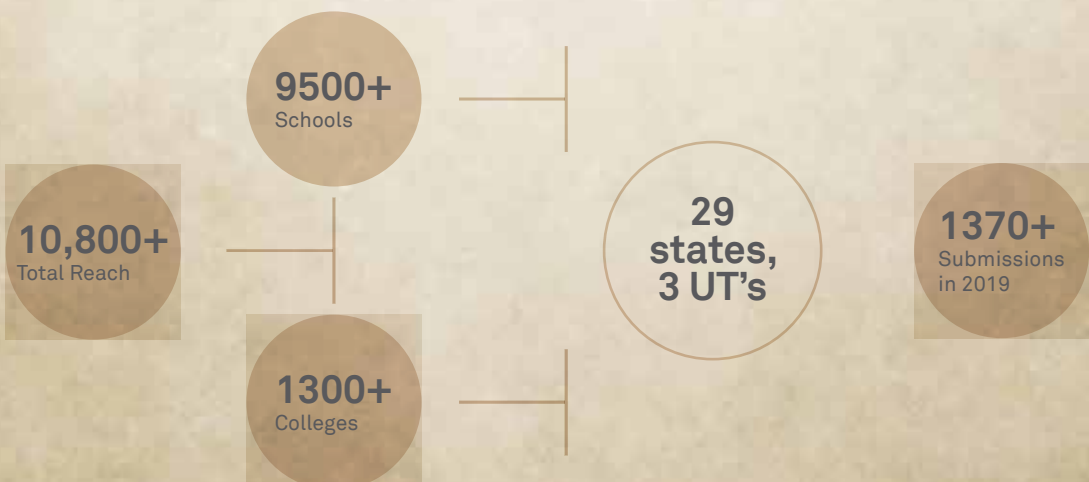
is one of India's largest sustainability education program for schools and colleges.

It is designed to act as a catalyst for fostering excellence in sustainability thinking and action amongst youth. The program runs on an annual cycle. Schools and colleges participate through an enriching exercise over four months. Schools participate in an intensive four-month activity-based learning program on the themes of waste, water & biodiversity with supplementary essays. The college exercise also runs for four months and involves journalistic reporting on the key sustainability issues of Mobility, Waste, and Water.

Ten winning teams each are selected from school and college categories every year for the Wipro earthian Sustainability awards.

In addition to this, Wipro embarks on a Continuous Engagement Program (CEP) that works with institutions, faculty, and students at multiple levels to strengthen sustainability education

9 years of engagement



About the project:
*School experiential field workshop@
Continuous Engagement Program -
katarniaghat wildlife sanctuary*



Continuous Engagement Program_(CEP) with School

Experimental field Workshops

A first-hand experience of learning and doing in the field and outside the classroom always adds tremendous perspective and value. To achieve this, Wipro earthian has a series of experiential workshops that cover a wide-range of topics like place-based education, interactions of native forest communities and their livelihoods, local biodiversity etc.

Continuous Engagement Program(CEP) with School & Colleges

Continuous Engagement Program (CEP)

- Wipro- earthian and its partners engage with the education ecosystem to increase the space provided to sustainability education within institutes
- Select institutes embark on a collaborative exercise that brings them, sustainability experts & Wipro together, to create unique learning experiences and become partners in change
- Build capacity and co-create educational practices
- Devise multiple platforms for meaningful engagement for faculty and students
- Initiating action on sustainability issues and build institutional sensitivity and awareness on an ongoing basis
- This is accomplished through a set of rich and diverse programs targeted at both faculty and students. Accomplished through institutional collaboration, symposiums, internships, experiential workshops fellowships, and working groups
- College sustainability internships
- Development of academic literature for pedagogic use in higher education
- Curation of multiple regional symposiums on sustainability education for top higher education institutes
- Experiential field workshops for schools
- Wipro earthian Sustainability Quiz across colleges India
- Setting up of multi media sustainability learning centers in schools
- Nurturing the growth of select institutes as nodal hubs for sustainability education
- Supporting student and faculty led research and fellowships in colleges

Sustainability Internships

- Diverse and unique range of sustainability- related internship opportunities that are undertaken for two months
- 55 student internships completed since program launch, with 2019 having the highest intake of 19 interns

Engagement with Indian Institute of Management (IIM-B) Bangalore

- Over the years, IIMB and Wipro have embarked on a broad-based collaboration on sustainability education that aims to build valuable intellectual assets through joint programs including research, projects, internships, curricular work, conferences, etc

Mainstreaming sustainability at the Xavier School of Sustainability, XUB, Bhubaneswar

- The deepening relationship with XUB is a fine example of the value in developing and supporting intuitions as nodal hubs for sustainability education

Developing relevant academic literature

IIM Ahmedabad

MOU with IIM, Ahmedabad to develop and publish Sustainability Case Study compendium to be used by B-schools across India for disseminating industry best practices in sustainability as well as for promoting classroom learning. A two-day case study development workshop was conducted in 2018 with 23 participants, including the top sustainability academics from B-schools across India

CEPT Ahmedabad

MOU with CEPT University to develop a first of its kind compilation of case studies and other pedagogic tools for urban planning, to be used as a reference for classroom learning in planning schools. The Wipro – two-day case study workshop for planning schools successfully hosted in 2018 with participation from 17 faculty from top planning schools

IIT Bombay

MOU with CTARA (IITB) to explore potential advocacy related collaborations including (a) Publication of a book which compiles the genesis, main elements of T&D course, experiences and how other institutes incorporate elements of the same in course design/offering (b) Facilitate annual seminars/workshops where CTARA faculty and students share their work which could be opened to other engineering or technology institutes doing field/developmental work. The platform can serve as a networking space and catalyst to foster collaborations in Technology for Development space

ICT Mumbai

MOU with (ICT) Institute of Chemical Technology through which we will (a) Map key theory and practicum in the graduate program and find pathways for sustainability integration through classroom, field research. (b) Identify aspects that have a clear sustainability impact – as material flows, life cycle, circular economy, etc. (c) share outcomes across a wider network or platform AICTE/ Chem Engg academic/Industry Journals among others for critique/piloting through a workshop



Continuous Engagement Program^(CEP) with School

About the project:
School experiential field workshop@ Continuous Engagement Program -Sindhudurh

School CEP

- Field experiential workshops for a school that covers a wide-range of topics like place-based education, livelihoods, local biodiversity, etc
- Three-day Field Experiential workshop conducted at Yelagiri and Katarniaghat WLS for at nine schools, nine teachers and 41 students in 2018
- Set up Sustainability Learning Corners in all winning schools to house a permanent knowledge repository of print and digital media on this theme

The CEP program for colleges is both faculty and student driven, with different engagement platforms catering to both audiences.

Continuous Engagement Program^(CEP) with School



About the project:
Students and professors discussing at the Western region sustainability education symposium @ Continuous Engagement Program



Wipro earthian 2019 Awards

- Attended by participants including school and college winning teams, Wipro Senior Management, Wipro Employees, and program partners
- The main highlight of the program was the felicitation of winning teams from schools and colleges by Rishad Premji, Chairman, Wipro Ltd, as well as a much looked forward to interactive Q&A session between him and the audience
- Participants are treated to talks by recognized individuals in the field of sustainability- Sonam Wangchuk, Pradeep Kishen, etc
- Another special highlight is the Wipro earthian Sustainability Quiz National Finals. The National Finals features regional finalist teams at the event
- Performance by top musicians like Swarathma, Rabbi, Maaganiyaar, etc



Winning College Team of Wipro earthian 2018 with **Azim Premji**, Chairman, Wipro Limited at the Wipro earthian Awards.

Winning School Team of Wipro earthian 2018 with **Azim Premji**, Chairman Wipro Limited at the Wipro earthian Awards.





Wipro earthian Sustainability Quiz

- The Wipro earthian Sustainability Quiz for colleges was launched in 2015
- An initiative to increase the basic knowledge quotient and enthusiasm in the world of sustainability and scale participation
- Unprecedented participation levels with- 28 quizzes, 1667 teams, 3354 students



**Wipro earthian Sustainability Quiz
National Finals with college teams
at Wipro earthian Awards**



**COMMUNITY
INITIATIVES**

Wipro Cares

At Wipro, we have always believed that business cannot exist in a vacuum or isolation from its immediate and broader social context. As such, the purpose and goals of business must resonate with societal imperatives in some way. It is our conviction that engagement with social and ecological issues must be deep, meaningful, and formed on the bedrock of long-term commitment, for that is the only way by which real change happens on the ground. A core principle of our CSR strategy is that we must engage meaningfully with disadvantaged communities who are proximate to our facilities. We engage with communities on issues that matter to them most. This work is channeled through Wipro Cares, a trust conceived and set up as a platform to galvanize a sense of employee citizenship and responsibility. Employees can choose to volunteer with our partners and/or contribute monetarily, which is then matched by Wipro 1:1. In times of unprecedented crises such as COVID-19, the matching is 2:1.

Focus Areas

We choose domains and issues to engage with that are force multipliers for social change and sustainable development. We emphasize on the depth and long term commitment deliberately. Our focus is, therefore, on just a few selected domains – Education, Community Ecology, Health Care, and Disaster Response.

Health Care

We work with 16 partners to provide good quality primary health care services, with a special focus on maternal and child health to underserved communities in Nagaland, West Bengal, Karnataka, NCR, Maharashtra, Andhra Pradesh, Uttarakhand, Himachal Pradesh, and Tamil Nadu. In FY 2020, we reached out to a total population of 3.7 lakhs through 18 projects. Our operating approach is driven by the primary goal of building the capacity of the local community in managing their health needs, of augmenting government infrastructure, and in training health workers to address the unique needs of the communities. In addition to

maternal and child healthcare, we also address the issues related to adolescent health, nutrition, community hygiene, and sanitation through preventive and curative interventions.

Community Ecology

Under Community Ecology we focus on projects related to Water, Waste, and Agroforestry. We pickup projects which have direct tangible benefit to a disadvantaged community. Our projects in agro-forestry in rural Tamil Nadu, and Karnataka help over 800 farmers in effectively implementing integrated farming practices. Starting from 2011, we have planted 3.25 lakh trees to date. Under urban solid waste management projects in Karnataka, we provide comprehensive skills upgradation and social, nutritional, and health security to 13,000 workers in the informal sector of waste management. As a part of the Rainwater Harvesting (RWH) Project, we have installed rainwater harvesting systems in 10 Govt schools having strength in the Devanahalli block. The total water harvested annually in each school is 1.5 Lakh liters.

Disaster Response

Natural disasters like earthquakes, floods, and cyclonic storms are an unfortunate fact of life, especially in a climatically and geologically diverse country like India. Whenever these happen, the disadvantaged sections get affected the most as the already fragile nature of their livelihoods gets disrupted further. Over the years, Wipro Cares has engaged in several short-term relief aids and long-term rehabilitation projects with communities affected by natural calamities. These include the Gujarat earthquake (2001), floods in Karnataka (2009), Uttarakhand (2013), Chennai (2015), Kerala (2018), cyclone Fani in Odisha (2019), and cyclone Amphan in West Bengal (2020). In FY 2020, we had extended our support to over 8,000 vulnerable farmers, artisans, fishing communities, including women, elderly, and Persons with Disabilities (PwDs) through 6 different projects across disaster-hit geographies. In Amphan relief efforts, we provided utilities and shelter to 4500 affected families under two projects in Kolkata.

Employee Engagement

Employees are an integral part of our social programs. They play a key role in volunteering and contributing to the underprivileged communities. Providing them with a platform to volunteer and contribute monetarily develops a sense of citizenship and larger responsibility towards society. Volunteering events are executed through our location chapters set up across all major offices in India, the US, UK, Japan, Philippines, and Australia. In FY 2020, 23000 Wipro employees contributed monetarily, and +14,000 employees from nearly 40 chapters in India collectively spent around 44,000 hours in voluntary engagement on a wide range of community and environmental initiatives.



EDUCATION

Wipro Education

Our work in education is driven by the belief that education is a key enabler of social change and a better society. We believe in a social vision of democracy where each citizen is not only capable in an individual sense but also sees the ethic of equity, the essentiality of diversity, the ethos of justice, and is thus driven by social sensitivity. Schools have to be spaces that nurture these principles, capabilities & values. Our notion of good education derives from these anchors. A good education is that which enables the growth and development of the child in multiple dimensions so that she is able to fulfill and expand her potential, as also to become an active, contributing, and concerned citizen of the world. These multiple dimensions of development of the child are cognitive, social, emotional, physical, and ethical. Good education develops the abilities of learning-to-learn, critical thinking, problem-solving, conceptual understanding, etc. and is not based on rote. We are involved in various initiatives over the years in education, which try to address this across different groups in schools and colleges in the country.

Wipro

Applying Thought in Schools (WATIS)

Wipro Applying Thought in Schools (WATIS) is a social initiative working on building capacities in school education reform in India. Bringing about this educational reform requires deliberate, long term, and sustained work to build capacities of schools and the larger education system. Civil society organizations have an important role to play in this. Our strategy is to support civil society organizations engaged in school education to develop their capacities to work towards this education reform systemically. Since 2001, we have supported 132 organizations through 197 educational projects and initiatives with a direct reach of over 20,000 schools and an indirect reach manifold more. Our current focus is to significantly increase the number of organizations we support, through two key initiatives

01 Seeding fellowships for start-up organizations in school education, and

02 Organizational grants for early and mid-stage organizations working in school education and established organizations in other domains to work in school education.

We have supported 116 fellows from 60 organizations through seeding fellowships and 28 organizations through organizational grants towards the target of supporting 100 organizations between 2016- 2020. Of these, 31 fellows from 13 organizations and three grantee organizations were added in 2019-20. These organizations are spread across geographies and regions in India and work on a wide spectrum of educational challenges and ideas. Our aim, through such support, is to help build a bulwark of capable organizations across the country, which are deeply committed to systemic change in school education.

Wipro

Applying Thought in Schools & Colleges

About Science Education Fellowship

This program was launched in March 2013 in the US and is our first significant initiative outside of India. It is focused on contributing to improving Science and Math education in schools primarily serving disadvantaged communities in US cities. Both public and private institutions in the US have identified improving Science and Math education in schools as a key priority – we decided to pick up this priority.





Our principal partner is the University of Massachusetts, Boston. Mercy College in New York, Montclair State University in New Jersey, the University of North Texas in Dallas, the University of Southern California in Tampa, the University of Missouri in Jefferson City, and Stanford University in Mountain View, Santa Clara, are also partners with the program. This two to three-year fellowship program works in close collaboration with over 35 school districts, their district administrators, and more than 500 teachers. The objective of the program is to provide intense support to the teachers to help develop their capacities to be better STEM teachers and change leaders. The district administrators are a part of the program. Wipro has supported these programs with over USD 6.78 million since inception, with a further commitment of USD 6.61 million until 2022. This scale of funding and execution is one of the largest such commitments made by a business organization and highlights Wipro's commitment to improving science and math in school education in the US.



We launched Wipro SEF in the UK in September 2018, with two partnerships with Kings College, London, and Sheffield Hallam University. We have supported Kings College London in developing and offering the UK's first Master's program in STEM education, targeted at in-service teachers from social-mobility cold-spots. They recruited the first cohort of 18 teachers in August 2019, and the second cohort is expected to join them in August 2020. Our partnership with Sheffield Hallam University offers opportunities for rigorous continuous professional development to STEM teachers working in government-designated opportunity areas in North and Mid-West England, through a two-year fellowship. Two cohorts of about 60 teachers and teacher-mentors are currently part of this program, and the third cohort is expected to join in January 2021.

Wipro Academy of Software Excellence (WASE)

The Wipro Academy of Software Excellence (WASE) program is a 4-year program in partnership with the Birla Institute of Technology & Science (BITS), Pilani, Rajasthan, India that helps Science graduates to study for a Master's degree in Software Engineering. This is a unique program that blends rigorous academic exposure at the graduate level with practical professional learning at the workplace. We run a similar program called WISTA in collaboration with the Vellore Institute of Technology (VIT) for science graduates without a mathematics background. Since its inception in 1995, Wipro has supported and enabled more than 30000 students to graduate from the WASE and WISTA programs with an MS degree in Software Engineering.

Mission10X

Mission10X, started in 2007 has the goal of improving education in India's engineering colleges. Over the last six years, Mission10X has reached out to over 28000 faculty members across 1300+ engineering colleges in 27 states.

Mission10X closely works with faculty members and Principals from various engineering institutions across India. The work involves faculty capacity development, curricular improvement, leadership capacity development, and curricular support material development. The approach has integrated pedagogical improvement, the relevance of the curriculum to industry, and basic skills of teamwork, communication, and deeper learning, etc. The initiative has also catalyzed a group of 20 organizations working on the same space and created a substantial online resource base.

Santoor Scholarship Program

The program, funded by WEL and managed by Wipro Cares, intends to support young women from disadvantaged backgrounds who wish to pursue their higher education after grade 12. It was launched in February 2016 in Andhra Pradesh, Telangana, and later in Karnataka. There is high visibility with the respective State Governments as they have participated in the program design, launch, and outreach to potential beneficiaries. The program is expected to be an annual one and will scale up to nearly 3000 students by 2020. The number will increase if the program is expanded to other states.

Santoor Scholarship Program design:

Every year, approximately 900 underprivileged girls will be supported to pursue their bachelor's degree program after Grade 12. The selected students are supported for the duration of their degree if they complete each year and re-apply for the next academic year.

Students from backward districts get Rs.24,000 p.a. priority funding - half the scholarships are allocated for such students. Within that, a minimum of 60% of scholarships are earmarked for those enrolled in non-professional programs such as Humanities, Pure Sciences, or Arts.

The scholarship amount is disbursed directly into the student's bank account and can be used for tuition fees or any education-related expense. Wipro Cares does not audit how the amount is spent.

For more on the program please visit www.santoorscholarships.com



