



Wipro Inclusion & Diversity Council

May 17, 2023

Dear Colleagues,

Today is International Day Against Homophobia, Biphobia, and Transphobia (#IDAHOBIT), a day dedicated to raising awareness about the harmful effects of discrimination and violence against LGBTQ+ individuals. In several countries that we operate in, increasingly, the basic human rights of members of this community have come under attack. As an organization, we must actively work to address and eliminate all forms of discrimination and bias. This includes continuously educating ourselves and our employees about the issues faced by LGBTQ+ individuals, implementing policies that promote diversity and inclusion, and ensuring that our workplace is welcoming and supportive for all.

On this day, we call on all of us to reflect on our actions and commitments to support the LGBTQ+ community. Let us recommit to building a workplace culture that is inclusive, diverse, and respectful of all individuals. Together, we can create a better future for everyone.

Thank you for your attention and support on this important day.

Sincerely,

**Anis Chenchah**  
CEO – APMEA

**Sunita Rebecca Cherian**  
Senior Vice President – Human  
Resources and Chief Culture Officer

**Thierry Delaporte**  
CEO & Managing Director

**Bianca Ghose**  
General Manager, and  
Head of CEO Communications

**Saurabh Govil**  
Chief Human Resources Officer

**Laura Langdon**  
Chief Marketing Officer

**Barath Narayanan S S**  
Senior Vice President –  
Global Head Wipro Digital & Cloud

**Graziella Neuvéglise**  
Managing Director –  
Southern Europe

**Srinivas Pallia**  
CEO – Americas 1

**Sharmila N Paranjpe**  
Vice President – Ombuds

**Jennifer Walker**  
Vice President & Global Head –  
Post Merger Integration

**Eddie E. Woods**  
Senior Vice President –  
Strategic Pursuits

**Definitions** (From Stonewall’s List of LGBTQ+ terms):

**Homophobia:** The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

**Biphobia:** The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

**Transphobia:** The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.