



# Realizing an equitable world for all.



Annual Report on  
Inclusion & Diversity  
2022 – 23

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This report highlights our commitment and progress to advance inclusion and diversity at Wipro. Data cited in this report aligns with the financial year 2022-23.

# Executive Summary

At Wipro, our commitment to inclusion and diversity reflects a symphony of individuals whose unique voices combine to create something truly exceptional.

Inclusion and diversity (I&D) are a part of who we are and how we work. Our I&D efforts are strongly supported and nurtured by our leaders, and stem from a strategic agenda for creating business value.

Through our journey over the years, we have taken consistent steps towards building a stronger, diverse, and more equitable global enterprise. We continue to ensure that our policies, practices, and processes help create a world where everyone feels welcomed, valued and respected. We are focused on breaking stereotypes, spreading awareness about inclusive language and



terminologies, and enabling Wiproites to become active allies for each other and for the customers we serve.

Our inclusive hiring practices, diverse employee resource groups, and open channels of communication have fostered a culture that welcomes all individuals, regardless of their background or identity.

This year's annual inclusion and diversity report illustrates the ways in which our various initiatives have helped us move forward in our journey. We understand that embedding diversity and inclusion isn't easy. As you read this report, we invite you to be aware, advocate, and be an ally —to encourage real change for our organization and society at large.



# A Message From Thierry Delaporte

Chief Executive Officer  
and Managing Director



Thank you for taking the time to read our Annual I&D Report. For me personally, it provides a valuable opportunity for introspection; a chance to evaluate what we have accomplished in the last twelve months, and to set goals for the coming year.

In 2022-23, we have achieved some important milestones around inclusion, equity, and diversity. Wipro today has improved representation across gender, ethnicity, sexual orientation, identity, and ability. We have created resources to help sensitize and empower employees; and we have been recognized in the international arena for our efforts.

While I'm proud of these advances, I am very aware of the need to do more.

As a global organization, with a workforce of nearly 250,000 unique and wonderful individuals from many backgrounds, Wipro is a world in itself. With thoughtful strategy and consistent effort, we can design a workplace, and a world, that provides true equity to all.

Today, I'd like to renew my commitment to you. It takes time to build diversity and inclusivity into our processes, but we are listening, learning, and implementing every day. I would be honored if you join me in this endeavor.

# A Message From Saurabh Govil

Chief Human Resources Officer



Inclusion and diversity have always been part of our fabric. Creating a world where each individual feels seen and understood is the driving force behind every initiative we undertake. Our ongoing success in these critical areas would not have been possible without the support and commitment from every Wiproite around the world. This kind of cohesion, a shared belief system, is what creates real-world impact.

I am convinced that accountability, transparency, and ownership are critical to

building a successful enterprise that has no room for bias or discrimination. When our employees, stakeholders, and partners feel empowered to bring their authentic selves to work, we can proudly say that we are moving in the right direction.

With this report, I invite you to take a step back and reflect on how you can do your part to support a world that is inclusive and diverse.



# A Message From Sunita Cherian Chief Culture Officer



In the last 12 months we have realized many ambitions in our pursuit of creating an environment where all Wiproites feel included, valued, and empowered. We also have increased the representation of women at senior leadership levels, and continue to build a more equitable workplace, encouraging allyship, awareness, acceptance, and respect towards each other by stimulating conversations around inclusion and diversity.

We understand that this is an ongoing journey, so our focus remains on making sure we constantly evaluate, innovate, and improve. To enable our success, we embed inclusion and diversity, and strive to reduce

bias from our processes and our work. We work closely with clients, partners, and communities to foster an inclusive environment reflecting the diverse needs and perspectives of all individuals.

To build and sustain a high-performance culture, it's crucial that diverse forces come together to form a unique collective perspective based on an embrace of individuals. Our leadership is deeply committed to inclusion and diversity and provides the requisite strategic focus to drive organizational initiatives and unit charters.

We are proud of our achievements to date and look forward to continuing to help Wipro achieve its maximum potential.

# Our Commitments Towards Enabling Everyone to Thrive

## Action to Catalyze Tech (ACT) Report

Wipro is a founding signatory of the ACT report, an initiative to align the technology industry around collective action for diversity, equity, and inclusion.

## United Nations Women Empowerment Principles

Since 2012, Wipro has been a signatory to this program, fostering gender equality and empowerment of women in the workplace.

## Valuable 500

Wipro is a signatory to this B2B initiative, which is a catalyst for disability inclusion.

## United Nations Human Rights Office – Standards of Conduct

Wipro supports the United Nations Standards of Conduct for Business Tackling Discrimination against LGBTI people.

## Partnering for Racial Justice in Business

Wipro is a member of this initiative of the World Economic Forum.

## CEO Action for Diversity & Inclusion

Our CEO is a signatory to this organization, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.



# Wipro Inclusion and Diversity Council Members



**Thierry Delaporte**  
CEO &  
Managing Director



**Anis Chenchah**  
CEO - APMEA



**Sunita Rebecca Cherian**  
Chief Culture Officer



**Barath Narayanan S**  
Global Head - Wipro Digital  
& Cloud Services



**Graziella Neuveglise**  
Regional Head & Managing  
Director - Southern Europe



**Srini Pallia**  
CEO - Americas 1



**Bianca Ghose**  
Head of CEO  
Communications



**Saurabh Govil**  
Chief Human  
Resources Officer



**Laura Langdon**  
Chief Marketing  
Officer



**Sharmila Paranjpe**  
Chief Ombudsperson  
& Global Head POSH



**Jennifer Walker**  
Global Head M&A  
Integration



**Eddie E. Woods**  
Global Head of  
Strategic Pursuits



# Inclusion and Diversity at Wipro

## Key Workforce Highlights

Our global workforce represents **144** nationalities working in **65** countries.



### Total Employees\*

FY23	<b>257,311</b>
FY22	<b>247,073</b>
FY21	<b>201,665</b>

\*Total employees comprises of acquisitions for FY22 and FY23

### Gender Representation

	Female	Male
FY23	<b>36.4%</b>	<b>63.6%</b>
FY22	<b>36.1%</b>	<b>63.9%</b>
FY21	<b>35.7%</b>	<b>64.3%</b>

### Employees with Disabilities

(Based on voluntary self-declaration)

FY23	<b>769</b>
FY22	<b>705</b>
FY21	<b>667</b>

### LGBTQ+ Employees

(Based on voluntary self-declaration)

FY23	<b>1,699</b>
FY22	<b>1,136</b>
FY21	<b>998</b>

# A Place Where Ambitions are Realized and Everyone is Included

We believe that everyone brings their unique talent and are the building blocks that make a stronger **#OneWipro**. We encourage our 250,000+ strong Wiproites to achieve their ambitions by bringing their authentic selves to work to help create an inclusive and equitable culture where everyone is empowered to speak, grow, and learn.

The **Wipro Inclusion and Diversity Council**, with the CEO as the executive sponsor, provides us with the required strategic focus, while the **Unit I&D Councils** and our **Inclusion Champions** help us drive organizational change.

Our deeply embedded governance and accountability measures -- such as companywide I&D reviews and monthly and quarterly scorecards -- help us measure, monitor, and track the effectiveness of our strategies and actions. Our representation, performance reviews, promotion, succession planning, retention, compensation, and other vital metrics are regularly reviewed to identify gaps, shape our strategy and goals, and evaluate progress.

As we continue to cultivate an inclusive culture, we launched a refreshed version of our **Unconscious Bias e-learning module** with enhanced content and new workplace scenarios, empowering our employees to recognize and manage biases that may exist in the workplace. We also believe having conversations around themes such as allyship, inclusive leadership, hiring, language and communication, accessibility, and more helps in increasing awareness. By embracing



these practices, our employees act as ambassadors of inclusion and contribute to fostering an inclusive workplace culture.

Mélange, an I&D Summit organized by one of our larger business units, drew leaders from across Wipro who collaborated with clients and external stakeholders to share their perspectives on unconscious bias, inclusive behaviour, inclusive technology, moving beyond binary thinking, and more.

Employee listening forums have helped create safe spaces for our colleagues to share their stories and experiences.

Building an equitable world for all is an ongoing journey that requires the collaboration and active participation of multiple stakeholders. In fact, our commitment to diversity and inclusion is something we underscore whenever successfully integrating new colleagues from acquisitions.

# Building a Truly Inclusive World

## Gender Inclusion

With our larger vision to have a more gender-balanced workplace, we have been on a continuous journey to reflect and work towards making Wipro a place where women can dream and thrive. Two years ago, having set the goal of increasing representation of women at senior leadership levels to 20%, we have witnessed a three-fold increase to reach 17% this financial year.

We have taken proactive steps toward improving gender representation across levels through increased leadership involvement, accountability, mentorship, sponsorship, networking programs, and a meritocracy-based structure to hire more women leaders globally.

Women comprise **36.4%** of our workforce

Women comprise **33.3%** of our Board of directors

Women comprise **22.2%** of our Executive committee



### Increased Representation of Women

#### Women Representation

Senior Leadership		Mid-Level		Junior Level	
FY23	17.0%	FY23	22.8%	FY23	41.7%
FY22	12.4%	FY22	20.1%	FY22	42.0%
FY21	7.3%	FY21	17.5%	FY21	42.2%

## Women of Wipro (WOW)

The Women of Wipro (WOW) program, launched in 2008, includes initiatives that support our women colleagues at every stage of their careers to ensure that they can grow professionally.

network of WoW Moms brings our returning mothers together to collaborate, network and support the community, and share their stories of success.

**Leadership Dialogues:** Our **W-Connect Forum** enables candid conversations through monthly and quarterly discussions where women leaders share their views with our CEO and the Wipro Executive Board. We also hold conversations on industry insights and best practices for our Women in Tech.

**Sponsorship Program: Enrich**, our program for high-potential women leaders, aims to strengthen talent pipelines and engage senior leaders as sponsors who are mapped to high-potential women leaders as their protégés. The first cohort graduated this year, and the program was a success following which our next cohort has seen a two-fold increase in participation.

**Second Career Program: Begin again** is our program focused on hiring women who have taken a break from their careers. The program was featured in the **NASSCOM-IIM Ahmedabad Report** on Returnship Programs.

**Returning Mothers:** Through our **WoW Mom** program we aim to support, enable, and engage with women employees beginning or returning from maternity leave. In FY23, we launched a holistic policy for such employees in India to enable them to transition smoothly into projects when returning to work. From Leadership Connects and sessions for Returning Mothers on a multitude of topics, to an exclusive mailbox to answer questions, we strive to show support on multiple levels. Our diverse



Return to work rate & Retention rate (FY23)	Women
Return to work rate	99%
Retention rate	99%



**#HerCode:** During this year's International Day of Women and Girls in Science, we launched the second edition of #HerCode, a program specially crafted to create a more inclusive and diverse future for women in technology.

**Capability Building:** Flagship programs such as **Your Career Your Choice and Women in Leadership** help women tackle workplace challenges and stay ahead of the game. The mentorship programs in our different business units -- like Inner Circle and #Limitless-Fly High -- help fuel ambitions and advance gender equality in leadership roles. In the Americas, we have had WoW Leader Circle mentoring events for mid-level women leaders as well as sessions that brought together women sales leaders to build a strong network through engaging topics. In Europe, we also curated programs on Women in Leadership that garnered excellent feedback.

Through our **focused interventions**, we have reduced the number of women leaving the workforce as they progressed in their career from non-management to junior management roles. We've achieved a 10.2% drop to 7.8% in FY23 versus 18% in FY21.

**International Women's Day 2023:** This year Wipro brought together global leaders at the historic **New York Stock Exchange** to mark International Women's Day. In line with the theme "Towards an Equal Future", discussions explored how companies can enable a culture of inclusivity and support women's advancement at work. Throughout the month events were hosted globally -- bringing people together, enhancing understanding of equity, and articulating actions we can take to #EmbraceEquity.



## Disability Inclusion

We strive for an inclusive and accessible workplace that provides opportunities for persons with disabilities, encouraging them to bring their authentic selves to work.

Our systems ensure that employees have the support, privacy, and choice to self-declare their disability and raise a request for reasonable accommodations.

We have an internal accessibility team that works on our digital accessibility charter and maintains the accessibility of our digital platforms, including apps and training courses for employees with disabilities.

**Accessible helplines and platforms** address queries from employees with disabilities.

The **Disability Alliance Network (DAN)**, an employee resource group in the United States, accelerates our inclusion efforts and helps to build safer spaces for employees to express, advocate, and request support.

Our medical assistance program includes disability aids, and we have enabled professional tax exemptions for eligible India-based employees with disabilities.

Leveraging the International Day of Persons with Disabilities (IDPD), Global Accessibility Awareness Day (GAAD), and sign-language campaigns, employees have been given



resources to learn about disability and accessibility. We certify Wiproites on the basics of Indian Sign Language and train engineers on Web Content Accessibility Guidelines (WCAG). In the UK, we are working hard towards being a Disability Confident Employer by offering internship opportunities specifically for persons with disabilities.

Our colleagues are collaborating to develop **inclusive technology solutions**, leveraging the potential for creative and beneficial use of artificial intelligence that enables persons with disabilities to contribute equitably at the workplace.

We regularly educate talent acquisition professionals, procurement specialists, and

HR stakeholders on unbiased recruitment, inclusive procurement, and more. We have devised inclusive hiring programs such as Train and Hire to onboard potential job seekers with disabilities and hone their skills to go beyond industry standards. We have also focused on improving our neurodiversity hiring and inclusion.



## LGBTQ+ Inclusion

We are committed to nurturing an equitable and inclusive world for our LGBTQ+ colleagues, clients, and business partners. This means creating an environment where LGBTQ+ colleagues feel safe, respected, and accepted.

We recognize the importance of a supportive workplace for all employees, irrespective of their gender identity and sexual orientation. As such, we have expanded visibility and awareness by organizing community events beyond Pride Month, events like International Pronouns Day, Coming Out Day, Transgender Awareness Week, and LGBTQ+ History Month.

Our Wipro **Pride employee resource group** has been growing and bringing LGBTQ+ colleagues and allies together to increase engagement and visibility across community initiatives. It's been heartwarming to see

more and more Wiproites sharing information about best practices and engaging in conversations.

Wiproites can voluntarily declare their gender, sexual orientation, and pronouns through a confidential form.

Self-declarations have increased by 50 percent over last year, reflecting our success in creating safer spaces for employees.

We strive to break stereotypes and spread awareness about inclusive language, pronouns, and terminologies through sessions that enable Wiproites to become active allies for the LGBTQ+ community. Our employees are encouraged to learn more about the community using our internal resources, such as an exclusive **LGBTQ+ inclusion handbook** as well as through conversations on our internal social media platform.



## Black Alliance

**The Black Alliance employee resource group** works to advance a diverse and inclusive work environment focused on Black and African-American employees. The Alliance supports a dedicated group of employees across Wipro, undertaking various internal and external activities including sessions to spread awareness.

We observe an additional holiday in the United States on **Martin Luther King (MLK) Day** and have also started efforts to strategically recruit from Historically Black Colleges and Universities (HBCUs) by partnering with local fraternities. Last year Wipro's first **Juneteenth** event was held, focusing on increasing knowledge about Juneteenth and all that it represents. Fireside chats and other events were held throughout February to commemorate Black History Month.

## Supplier Diversity

We are committed to developing an inclusive supply chain that mirrors our communities, employees, and clients. Through our supplier diversity program, we aim to create equal opportunity for diverse businesses and equip them with tools and knowledge that enable their success.

Wipro has a robust global supplier diversity program to promote equal entrepreneurial opportunities for historically disadvantaged small local businesses, includes those owned by women, members of the LGBTQ+ community, persons with disability, and other underrepresented groups.

Wipro has instituted two flagship programs for new as well as existing suppliers to help us formalize diversity-certified norms:

**“Wipro Inclusion & Diversity Opportunity for Vendors (WINDOV)”** is a series of virtual conclaves that enable direct access for small suppliers to present their capabilities to the global procurement team.

**“Wipro Inclusive Supplier Development and Mentorship (WISDOM)”** is a program that strengthens these businesses by providing managerial and technical support to participating diverse suppliers.

For instance, WINDOV Conclaves helped us source goods from remotely located Indian tribal women and American businesses located in zones for Historically Underutilized Businesses (HUB). WISDOM interactions helped us identify addressable barriers so that we may increase our spend with existing diverse suppliers at Wipro.

On account of our supplier diversity initiatives, we were able to register **13.6% of our global spend with certified diverse suppliers and 3.8% of our global spend with MSME suppliers** during FY23.





# Employee Resource Groups (ERGs) and Affinity Groups

We believe that collective representation matters and can contribute to driving change. Our Employee Resource Groups (ERGs) and Affinity Groups have emerged as powerful forces driving positive change and fostering an inclusive and diverse workplace. Below are the global ERGs and Affinity Groups at Wipro.

**Women of Wipro:** Women of Wipro groups exist across units and geographies and aim to create a network of extended support. These groups serve as a platform where women leaders and peers connect, share their experiences and stories, and become more involved in initiatives.

**Disability Alliance Network:** Disability Alliance Network (DAN) is an ERG in the United States. Through DAN, we aim to bring out diverse voices to the forefront, create a safe space, and strengthen the overall ecosystem to foster inclusion.

**Wipro Pride:** The Wipro Pride ERG aims to reinforce the importance of diversity and inclusion across the organization by creating a space where employees can share relevant

information and best practices, meet other LGBTQ+ and ally employees, discuss workplace concerns, and more

**Black Alliance:** The Black Alliance ERG aims to foster a diverse and inclusive work environment, particularly focusing on Black and African-American employees.

**Parenting Hub:** The Parenting Hub is a community where parents come together and benefit from parenting conversations. It is a space where new parents can learn from the experience of others, discuss challenges, and gain insights into balancing parenthood with professional careers.

**WoW Mom:** WoW Mom is a community of women returning to work post-maternity. It enables them to learn from the shared experience and stories of other members.

Apart from these groups, there are also regional and country specific chapters along with affinity groups for women, Hispanic & Latin/o/a/x employees and allies, Asian & Pacific Islander employees and allies, caretakers & caregivers, veterans, etc.



# Client Collaborations and Partnerships

As a global organization, our approach to building an inclusive ecosystem is founded on the principles of shared responsibility, transparency, and accountability, which drives our passion for partnering with clients and partners to create a more equitable world for all. Here are a few initiatives where we have collaborated with our clients to make this a reality.

## Collaborated with a Major Cosmetics Firm to Support Breast Cancer Awareness

Every year we raise our voices to educate, advocate, and raise funds for breast cancer research. Together with the client, we rally around the Tech Day of Pink movement to mobilize the global technology community to increase awareness about breast cancer, and support all women, men, and families affected by breast cancer.

On Tech Day of Pink, we encouraged everyone to create social momentum by posting their stories and participating in events and campaigns. Every social post helped generate funds for the Breast Cancer Research Foundation® (BCRF), which is dedicated to advancing the world's most promising research to eradicate breast cancer.

## Extended Support to our BFSI Customer's Pride ERG

We supported our customer's Pride ERG at the session with their key suppliers to build a supplier diversity community. Discussion

topics included building LGBTQ+ inclusion as a business objective, developing community engagement, and creating a call to action to accelerate momentum.

## Participated with a Technology Partner in a Joint Panel to Discuss Transgender Awareness Week

As part of our Transgender Awareness Week, a joint panel discussion was organized highlighting different perspectives around this important issue. Topics included how inclusive language and having an inclusive mindset are critical and offered personal insights on understanding and parenting a transgender child. It also highlighted the important role played by extended family and local allies within a community.





# Community Engagements

Wipro Foundation, through its various programs and initiatives, drives engagement with social issues to create lasting change. For more than two decades, Wipro Foundation has focused on addressing various issues related to education, ecology, healthcare, and disaster response.

Below are a few community engagement programs. For more details, please visit <https://wiprofoundation.org/>

## Santoor Scholarship Program: Empowering Women Through Higher Education

Santoor Scholarship Program is a joint initiative of Wipro Enterprises Limited and Wipro Cares, an employee-led community initiative of the Wipro Foundation. The Santoor Scholarship program provides financial assistance to young women from disadvantaged backgrounds who wish to pursue higher education after completion of the twelfth grade. To date, the scholarship program has supported 4,500 students in the three Indian states. In 2022-23, the program was extended to an additional 1,800 students across four Indian states.

## Education and Rehabilitation for Visually Impaired Girls from Rural India

Jagriti School for Blind Girls is supported under Wipro Cares' Children with Disabilities program and reaches out to students every year from KG to PG. It provides educational and rehabilitation services to visually



impaired girls from rural areas of Maharashtra in India and its neighbouring states providing training in computers, sports, home science, conversational English, and white cane mobility.

## Bridging STEM Education Gap with Gender-Centric Approach

Our "Universe Simplified," supported by the Wipro Education Fellowship program, focuses on providing science, technology, engineering, and math (STEM) education to students in the sixth to ninth grades in

villages near Mumbai, India.

About 50 percent of Universe Simplified's students are girls and 20 percent come from tribal communities. By providing equal access to STEM education, the organization prepares students for critical thinking and problem-solving as they grow.

In the United States, we supported 10 projects aimed at providing underprivileged youth with digital skills, and promoting STEM education and environmental initiatives to enable their growth.

In the United Kingdom, we partnered with an organization that assists girls and women in STEM education and that donates laptops to a local school.

## Volunteering Programs

- ▶ During Pride month, Wipro in collaboration with Wipro Cares enabled **volunteering and donation opportunities for employees to support the LGBTQ+ community in India and the USA.**
- ▶ **Volunteers worked collaboratively with a social impact organization to prepare and**

**conduct a career guidance workshop for students from the LGBTQ+ community.**

They were also involved in a four-month-long tech-mentoring program, where they taught students about programming and database management. Our volunteers also took one-off sessions on accounting, time management, and the basics of Microsoft Office.

- ▶ Wipro Cares ran a **volunteering program with a foundation**, where volunteers helped design and develop a coffee table book describing the major interventions of the organization. The volunteers interacted with LGBTQ+ community members and the members of the foundation's team to conduct interviews for the book's content. They transcribed and compiled this information and presented it to the partner.
- ▶ Additionally, various volunteering programs are also run with our partners focused on **education for children with disabilities.** The programs focus on celebrating special days with children, including festivals and other holidays.



# Recognitions

Recognitions serve as a testament to our commitment to creating an inclusive culture. They also motivate us to work hard towards creating a more equitable world year after year. Below are some of the recognitions we earned:

- **Selected as Dow Jones Sustainability World Index (DJSI) Member for the 13th consecutive year** – We have shown consistent year-on-year improvement in people practices scores.
- Recognized by **Top Employers Institute as a Top Employer in 11 countries in 2023** across the Americas, Europe, and Asia Pacific, ranking among the top three employers in five countries.
- **Bloomberg Gender-Equality Index (GEI):** Included for four consecutive years since 2020.
- **Human Rights Campaign Foundation's 2022 Corporate Equality Index (CEI):** Recognized as one of the **"Best Places to Work for LGBTQ+ Equality."** While this is the third time Wipro has been included in the index, it is the first time we scored 100.
- **Great Place to Work:** Certified as a Great Place to Work in India for 2022 and 2023, ranked among **Top 50 India's Best Companies** to work for 2022, ranked as one of India's Best **Workplaces for Women** and named as one of India's **Best employers Among Nation-Builders 2022** by the Great Place to Work institute.



- **Best Companies for Women in India (BCWI):** Recognized as among the **100 Best Companies for Women in India** for four years in a row by Avtar & Seramount Best Companies for Women in India (BCWI) list.
- **Most Inclusive Companies Index (MICI):** Recognized as among the **Champions of Inclusion** in the 2022 Most Inclusive Companies Index and; included in **Exemplar of Inclusion** for three years in a row by Avtar & Seramount Most Inclusive Companies Index.
- **India Workplace Equality Index (IWEI):** Gold Employer for LGBTQ+ inclusion in 2022 and 2021; Silver Employer in 2020.

- **Community Business Award:** Recognized as the winner of the **2022 Community Business Award for Building Disability Confidence in India.**

- **Wipro recognized as Investors in Diversity in Ireland** – The prestigious Irish Centre for Diversity awarded Wipro based on our inclusion and diversity policies, effective employee communication of those policies, and meticulous inclusion and diversity training for all leaders.

# Employees Speak



The Enrich program is extremely powerful. One gains a sponsor for their career and not just for the year. It was well structured and enabled a platform where the protégés could exchange notes and share learnings from our respective sponsors. This meant every individual practically benefitted from all the sponsors of the program! As beneficiaries of this program, we are always happy to pay it forward to our next team of leaders.

**Bhargavi Tirumala**  
Europe Strategic Initiatives, FullStride Cloud Protégé, Enrich Program







I joined Wipro as a Software Engineer and it's been a great journey. I am proud to be a part of an organization where there is a focus on women on career breaks that equipst them with the knowledge and skills they need. The team helped hone our technical and behavioural skills and ensured we could move forward confidently. I am happy to be a part of this organization, where I am getting opportunities to learn and grow as a professional.

**Anitha Bade**  
Software Engineer  
Begin Again Joiner



Earlier, I was unable to complete my time sheet as the app was not accessible. It was troublesome to require assistance on this frequently to get this task done. But now, with the new My Time app, this problem is resolved as I can fill the timesheet using a screen reader and keyboard given my vision. Wipro is open to accepting challenges faced by its employees with disabiities and is always ready to provide an accessible experience to all its users.

**Monika Singhal**  
Principal Consultant,  
BITS-Accessibility



It's critical that we not just mentor each other, but also advocate for our next generation of leaders. It was truly my privilege to be part of the Enrich sponsor group.

**Stephanie Trautman**  
Chief Growth Officer  
Sponsor, Enrich Program



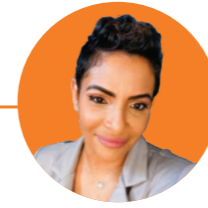
After I returned from maternity leave, the organization really helped me transition smoothly from being a new mother to a full-time working mother. I will always be thankful to Wipro and my managers who guided me to overcome the challenges I faced along this journey.

**Neha Sinha**  
Returning Mother



It is encouraging to see more LGBTQ+ colleagues and allies actively engaging around the globe, as we work on increasing community visibility beyond Pride Month, both internally and externally. #PrideAtWipro means we become even prouder Wiproites with every step!  
#PrideTodayandEveryday

**Julien Brain**  
Director, Global AWS Programs &  
Global LGBTQ+ Charter Lead



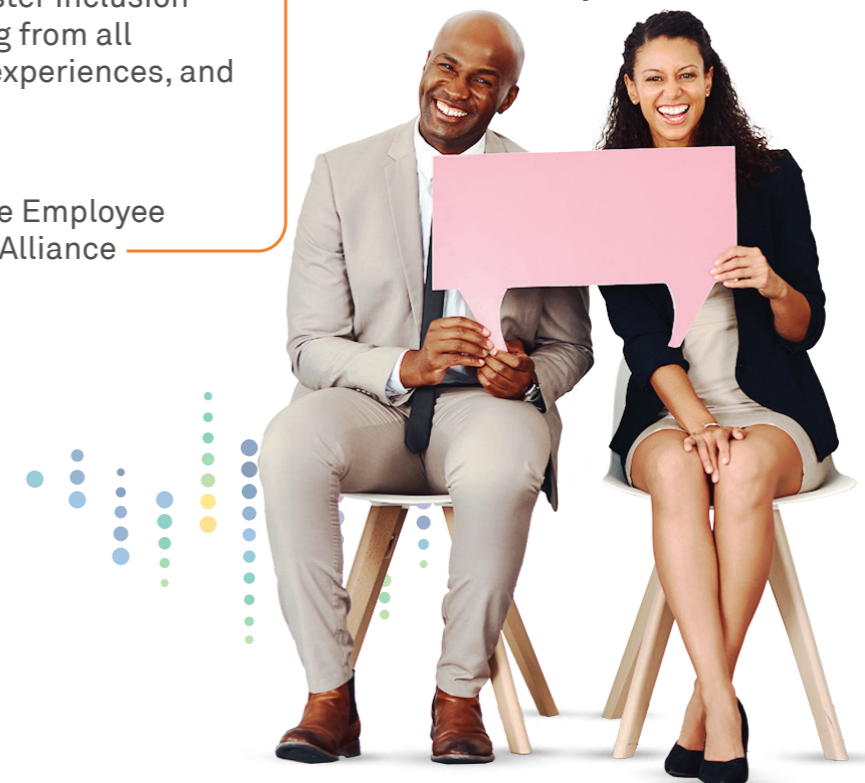
The Black Alliance employee resource group provides a forum for Wipro's Black employees to foster inclusion and respect by learning from all diverse perspectives, experiences, and education.

**Yolanda Hunte**  
Co-Lead, Black Alliance Employee  
Resource Group Black Alliance



Since joining Wipro, I've been thrilled to discover the genuine focus on creating a diverse team that spans geographies, cultures, and beliefs. We recognize that our strength lies within our diversity, and it is through inclusivity that we unlock the full potential of that strength. Throughout my tenure I've seen a company taking actions on diversity across all its dimensions, not just talking about it. Wipro encourages and embraces our team regardless of gender, age, ethnicity, or orientation. I am super proud to play my part as an LBGTQ+ ally as well as supporting all our amazing Wiproites here in our region.

**Christopher Smith**  
Managing Director,  
Australia and New Zealand  
Inclusion Ally



# Towards a Better Tomorrow...



In the year ahead, we look forward to building an even more inclusive mindset across the organization through various initiatives that reinforce our long-term commitment to inclusion and diversity.

While we have made significant progress, we acknowledge that this journey is ongoing and

continuously evolving. By working together, we can build a world where every individual is empowered to realize their ambitions, and inclusion and diversity are celebrated as a strength and key contributor to business success.



Ambitions Realized.

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and build future-ready, sustainable businesses. With over 240,000 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.

For more information, please write to us at [info@wipro.com](mailto:info@wipro.com)