ESG DASHBOARD

2021-22

wipro | Ambitions Realized.

ESG DASHBOARD

ENVIRONMENT

Contribute effectively to addressing the Climate Change Challenge

- Reduce baseline emissions by 59% for Scope 1, 2 by 2030 on 2017 baseline
- 100% RE and 100% EV for employee fleet by 2030
- Achieve Net Zero across Scope 1, 2 and 3 by 2040

(Refer to table 1.1)

Responsible management of scarce water resources

- Reduce absolute and specific per-capita consumption of externally procured freshwater for our operations by 30% by 2030 on 2017 baseline
- Increase share of recycled water as proportion of total water consumption to 50% by 2025

(Refer to table 1.3)

Minimize waste generation from operations and its impact on communities

- Maintain 100% recycling of organic waste
- Less than 2% of inorganic waste goes to landfills by 2025
- Maintain zero discharge of untreated wastewater

(Refer to table 1.4)

Enhance the biodiversity quotient of Wipro owned campuses

SOCIAL

Maintain and enhance Wipro's workplace diversity and foster a culture of inclusion that protects human dignity and empowers employees

- Increase diversity of gender, ethnicity, nationality, persons with disability and sexual orientation
- Foster a company-wide culture of inclusion
- Ensure adequate forums that encourage employees to participate and provide feedback on workplace policies, processes and practices
- Increase diversity representation in management levels to 20% by 2025
- Maintain retention of employees post parental leave above 80% every year

(Refer to table 2.5)

Prioritize employee health, well-being, and safety always

- 100% coverage of employees for physical, emotional and financial well-being programs

(Refer to table 2.12)

Empower employees through a culture of continuous learning, open communication, and ethical conduct

- 80% coverage of employees undergoing refresher skills on digital and new technologies training by 2025
- Code of Business Conduct annual certification – maintain near 100% completion

(Refer to table 2.8)

Build a framework of Customer Stewardship that delivers integrated value across the lifecycle

- Improve Net Promoter Score by 200 basis points annually
- Integrated value delivery for customers on digital and data backed by deep domain, consulting and sustainability expertise
- Build capacity in the academic ecosystem through faculty and student learning programs
- Maintain globally accepted standards of cybersecurity and data privacy for customer systems and data backed up by transparent governance

Collaboratively develop a sustainable and responsible supply chain

- Reach global supplier diversity spend of 15% by 2024
- Enhance social compliance coverage of 80% by 2024
- Beginning 2022, engage with top 50+ suppliers (who contribute to 80% of carbon emissions)
- Ensure a transparent supplier governance process that guarantees fair practices and zero tolerance for corruption

Contribute to societal progress on the dimensions of education, ecology and primary health care

- Contribute to meaningful progress on school education by engaging deeply through a wide network of partners on systemic issues of access, equity and quality
- Drive wide adoption of sustainability education in schools and colleges across India
- Strengthen access to effective primary health care for disadvantaged communities and work on ecological commons in the cities we operate in

Support communities in times of extreme crisis - natural disasters and pandemics

GOVERNANCE

Strategy and long-term purpose aligned with ESG values

- ESG issues to be integrated with functions like corporate strategy, enterprise risk management, internal audits and ombuds.
- Set up a multi-layered governance model that combines close board oversight and leadership involvement in key ESG decisions with a collaborative execution approach

Transparent, balanced disclosures for investors and other stakeholders

- Quarterly ESG disclosure and maintain leadership in globally accepted frameworks

Enhance accessibility of ombuds process for the extended value chain

(Refer to table 3.2)

ENVIRONMENTAL METRICS

1.1 Absolute emission profile (tons of CO2 eq)

Table 1.1.1 - Scope 1

Scope 1	FY 2019–20	FY 2020–21	FY 2021–22
Fuel & Refrigerant – India offices	13,366	10,885	9,571

Table 1.1.2 - Scope 2

Scope 2	FY 2019–20	FY 2020–21	FY 2021–22
Purchased electricity – India offices and DCs	1,24,564	86,463	75,844

Table 1.1.3 - Scope 3

Scope 3	FY 2019–20	FY 2020–21	FY 2021–22
Employee commute	84,536	18,055	16,969
Business travel	1,23,789	13,538	20,456
Waste	274	140	153
Upstream Fuel + energy	72,888	53,937	71,650
Purchased goods/services	1,00,460	2,15,830	2,53,955
Upstream leased assets	39,580	12,606	10,381
Work from home emissions	Not Material	36,230	36,639

Table 1.1.4 - Scope 1 & scope 2 Split

Scope 1 & scope 2 Split	FY 2019–20	FY 2020–21	FY 2021–22
Offices	1,35,537	84,140	72,884
Data centers	2,458	13,207	9,660

Table 1.1.5 - Emission Intensity Scope 1 & 2

Emission Intensity Scope 1 & 2	FY 2019–20	FY 2020–21	FY 2021–22
India office owned (kg CO2 per sq. Mt. per annum) *	87	108	87

1.2 Energy

Table 1.2.1 - Total Energy Consumption (MWh)

Total Energy Consumption (MWh)		Source	FY 2019-20	FY 2020-21	FY 2021-22
Composite-Grid		Purchased electricity	1,50,076	1,07,080	1,00,957
Renewable-Purchased	Electricity	Purchased electricity	73,659	64,855	67,136
Renewable-Generated		Solar heater	1,332	892	892
Renewable-Generated		Solar PV	247	278	1862
Renewable		Biogas	72	4	4
Non-Renewable		Charcoal	437	3	25
Non-Renewable	Fuel	LPG	6,059	920	342
Non-Renewable-Generated		Diesel for electricity	5,776	2,290	1,933

Table 1.2.2 - Renewable energy

Renewable energy	FY 2019-20	FY 2020-21	FY 2021-22
Mn units	73.6 84.5 (including leased)	60.7 73.7 (including leased)	67.2 80.2 (including leased)
As % of Energy used in facilities in India	32% 35% (including leased)	39% 43% (including leased)	44% (47% including leased)

Table 1.2.3 - Energy Intensity Office Space

Energy Intensity Office Space	FY 2019-20	FY 2020-21	FY 2021-22
Area Intensity (KWh units per sq. Mt. per annum) *	144.0	194.7	177.3
Revenue intensity (MWh per USD Mn)	27.0	18.6	14.4

*Due to low occupancy in the campus

Table 1.2.4 - Data center efficiency

Data center efficiency	FY 2019-20	FY 2020-21	FY 2021-22
Absolute energy consumption of DC's (MWh)	57,32,383	22,900,207	20,814,589*
Number of DC's	3	5**	5
PUE	2.1	1.6	1.6

*Contributes to 12.2% of our owned operations energy consumption. 14% of this is from Renewable Energy Sources.

1.3 Water

Table 1.3.1 - Water withdrawal by sources

Water withdrawal by sources	FY 2019-20	FY 2020-21	FY 2021-22
Private water	52%	42%	38%
Municipal water	40%	54%	55%
Ground water	7%	4%	6%
Rainwater harvested	1%	1%	1%

Table 1.3.2 - Freshwater consumption

Freshwater consumption	FY 2019-20	FY 2020-21	FY 2021-22
Freshwater consumption (million liters)	1621	850	774

Table 1.3.3 - Recycling ratio

Recycling ratio	FY 2019-20	FY 2020-21	FY 2021-22
Water recycled (as % of total freshwater consumption)	41%	32%	33%

Table 1.3.4 - Water withdrawal and consumption by sources from water stressed areas (million Liters)

Water withdrawal and consumption by sources from water stressed areas (million Liters)	FY 2019-20	FY 2020-21	FY 2021-22
Ground water	113	36	41
Private water	839	354	294
Municipal water	537	362	337
Industrial water	32	50	55
3rd party purchase	4	6	8
Rainwater harvested	13	13	9
Total Volume	**1,537**	**824**	**744**

Table 1.3.5 - Consumption Intensity

Consumption Intensity	FY 2019-20	FY 2020-21	FY 2021-22
Area intensity (liters per month)	1,044	1,094*	920*
Revenue Intensity (KL per USD Mn)	196.5	104.5	74.7

*Due to low occupancy in the campus

Table 1.3.6 - Water Discharged

Water Discharged	FY 2019-20	FY 2020-21	FY 2021-22
Total discharge (million Liters)	2.9	15.0	16.2

In most of our campuses with major operations, we recycle water within the organization boundary using Sewage Treatment Plant (STP) and ultrafiltration technologies. For offices where we don't have STP and Ultrafiltration technologies for recycling, we measure and monitor the amount of water discharge by total volume going outside the organizational boundary into municipal treatment plant.

1.4 Waste

Table 1.4.1 - Waste disposed

Waste disposed	FY 2019-20	FY 2020-21	FY 2021-22
Total waste disposed (tons)	5,057	2,087	2,700

Table 1.4.2 - Waste disposal method (%)

Waste disposal method (%)	FY 2019-20	FY 2020-21	FY 2021-22
Recycled	81	85	83
Landfill	3	4	3
Incineration	6	3	1
Other methods	10	8	12

1.4.3 Break-up

The sanitary, bio-medical, hazardous, and inorganic tissue paper are incinerated. Rest all waste are recycled and treated appropriately.

Waste	FY 2020-21	FY 2021-22
E waste	57	90
Sanitary and bio medical waste	6	5
Hazardous waste	3	2
Battery & used Oil waste	63	193
Inorganic waste	33	24
Inorganic Tissue paper	44	27
Organic waste	1,351	1,531
Packaging waste	143	133
Packaging waste (Thermocol & Styrofoam)	6	4
Plastic waste	41	56
Mixed metals	105	176
Mixed solid waste	59	31
Mixed scraps	80	118
Construction Debris	135	256
Others	71	52
Total	**2,196**	**2,700**

1.5 Air quality

Parameter	Unit	FY 2021-22
NOx	mg/Nm3	240.8
SOx	mg/Nm3	24.6
Particulate Matter (PM)	mg/Nm3	50.5

1.6 NCX Valuation (Impact in USD million)

Key Performance Indicator	FY 2019-20	FY 2020-21	FY 2021-22
GHG Emissions	77	60	79
Air pollution	120	114	160
Water consumption	7.1	4	5
Water & Land Pollution	1.9	2	2
Waste generation	1.7	1	2
Land use change	26	18	29
Total	**230**	**200**	**276**

Natural capital impact is 2.7% as share of revenue of Wipro operations and 14.9% as share of EBIT in FY2022.

1.7 Double Materiality Depiction for Environmental aspects

	(1) Impacts on Wipro	(1) Mitigating actions *	(2) Impacts due to Wipro	(2) Mitigating actions **
Contribute effectively to addressing the Climate Change Challenge	• Potential risk to business continuity due to damage to office infrastructure because of extreme rainfall events and cyclones	• Regular climate risk assessment backed by adequate BCP plans and insurance coverage for infra-assets	• Contribution to climate change due to the GHG footprint of its operations and supply chain (Quantified numbers articulated against global footprint)	• Reduce and minimize our carbon footprint. NZ targets, annual and cumulative reductions
	• Impact on employee productivity due to the possibility of increased absenteeism due to climate induced vector disease	• Regular climate risk assessment backed by adequate BCP plans. Build broad climate awareness among employees and proactive health behaviours	• Contribution due to embedded carbon footprint of our customers	• Collaborative engagement with customers and suppliers to reduce lifecycle carbon footprint
	• Opportunities for customer solutions & revenues	• Develop comprehensive portfolio of customer solutions		• Active engagement in advocacy on climate change issues
Contribute to responsible management of water in our locations of interest	• Location-specific water scarcity in cities like Chennai, Bangalore, Hyderabad could result in potential disruption of water supply with resultant impacts on business continuity	• (i) Reduce our water footprint through improved use efficiency and recycling of wastewater (ii) Augment capacity through carefully designed RWH initiatives (iii) Regular monitoring of water scarcity risks and incorporate in BCP with a backup plan	• Wipro's water footprint could potentially lead to local water scarcity, especially if sourced from proximate sources	
	• Frequent flooding due to inadequate urban planning could result in disruption to employee mobility and productivity	• (i) Adequate WFH coverage of all employees (ii) For mission critical functions with mandatory onsite presence, work with local municipal authorities and NGOs for alternative transport options e.g., mechanized boats, rafts etc	• Inability to treat wastewater could result in pollution of water commons e.g., groundwater, lakes etc	
Minimize solid waste generation from operations and its impact on communities	• Wipro's own solid waste, if not managed in a timely and effective manner, can result in unhygienic workspaces within our facilities with potential impacts on employee health's	• Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories	• Wipro's ability to recycle and reuse its waste directly contributes to the quality and hygiene of urban public spaces in our cities	• Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories
	• Regulatory requirements - e.g., e-waste - require Wipro as a bulk consumer to have robust processes to dispose of certain categories of hazardous waste as per norms	• To proactively ensure full compliance with all regulatory requirements on plastic, e-waste, and hazardous waste		
	• As a bulk consumer, packaging footprint and recycling practices of Wipro's suppliers can have cascading impacts - positive or negative - on Wipro's waste footprint	• Collaborate with suppliers to continuously reduce the packaging footprint of the products we purchase		
Enhance the biodiversity quotient of Wipro owned campuses	• At a global and national level, biodiversity loss could result in accelerated climate change impacts and air pollution. The effects on account of climate change on Wipro's infrastructure and business continuity have already been articulated elsewhere.	• Wipro to be active part of national and global advocacy on biodiversity and nature-positive solutions	• Wipro to be active part of national and global advocacy on biodiversity and nature-positive solutions	
	• Well-designed biodiversity zones within Wipro campuses can help reduce local temperatures and associated cooling costs. It can also help in providing an enriching setting for employees and enhance their 'connect' with the workplace. In other words, it can be an interesting differentiator to attract and retain talent.	• Wipro to ensure all its new campuses incorporate essential biodiversity design principles	• Wipro to ensure all its new campuses incorporate essential biodiversity design principles	

SOCIAL METRICS

Social Metrics excludes Ampion and Edgile employees as their demographic data is not integrated in the system (as on 31st March 2022)
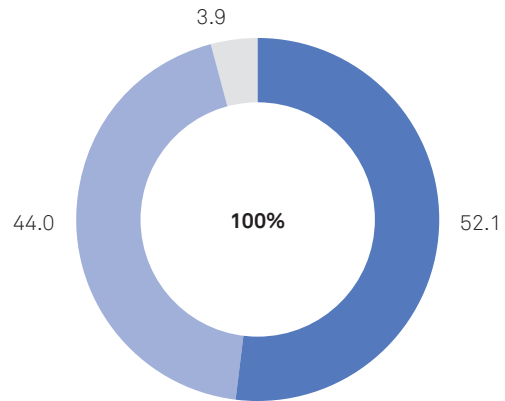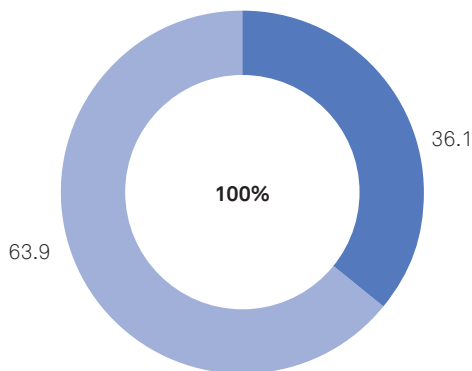
2.1 Employee Count

Table 2.1.1 - Region wise
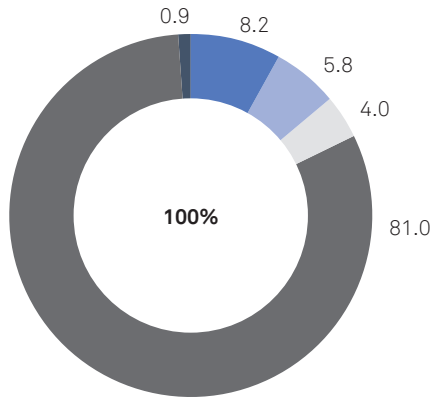
Region wise	FY 2019-20	FY 2020-21	FY 2021-22
● Americas	16,997	18,292	19,783
● APAC	11,784	11,710	13,958
● Europe	9,354	8,931	9,676
● India	1,47,209	1,60,572	1,94,219
● Others	2,926	2,160	2,188
Total	**1,88,270**	**2,01,665**	**2,39,824**

Table 2.1.2 - Age Wise

Age Wise	FY 2019-20	FY 2020-21	FY 2021-22
● <30	1,00,663	1,02,964	1,24,856
● 30-50	81,107	90,522	1,05,535
● >50	6,500	8,179	9,433
Total	**1,88,270**	**2,01,665**	**2,39,824**

Table 2.1.3 - Gender wise

Gender wise	FY 2019-20	FY 2020-21	FY 2021-22
● Female	65,936	71,954	86,593
● Male	1,22,334	1,29,711	1,53,219
Total	**1,88,270**	**2,01,665**	**2,39,824**

2.2 Employee count (Contractual)

Table 2.2.1 - Region wise
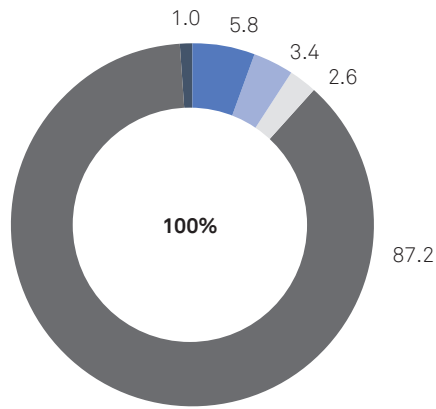
Region wise	FY 2019-20	FY 2020-21	FY 2021-22
● Americas	2,399	2,239	2,111
● APAC	710	764	1,219
● Europe	848	850	955
● India	13,210	12,413	31,727
● Others	413	235	357
Total	**17,580**	**16,501**	**36,369**

Table 2.2.2 - Age Wise
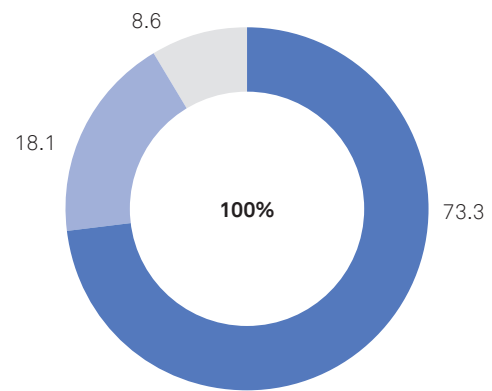
Age Wise	FY 2019-20	FY 2020-21	FY 2021-22
● <30	10,125	8,519	26,656
● 30-50	4,046	4,563	6,587
● >50	3,409	3,419	3,126
Total	**17,580**	**16,501**	**36,369**

Table 2.2.3 - Gender wise
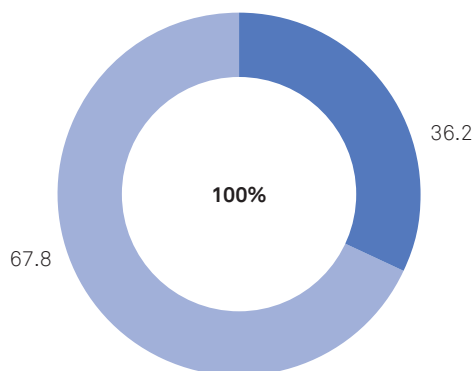
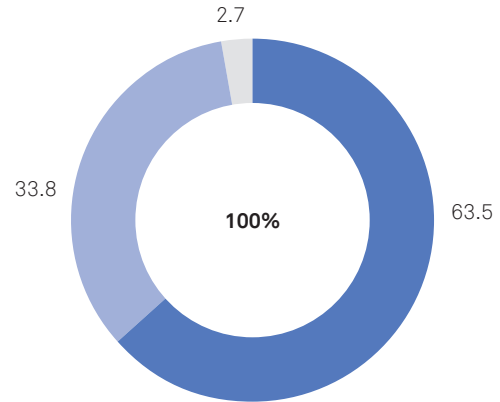| Gender wise	FY 2019-20	FY 2020-21	FY 2021-22
● Female	4,011	4,129	11,714
● Male	13,569	12,372	24,654
Total	**17,580**	**16,501**	**36,369**

2.3 New Hires

The percentage of open positions filled by internal candidates for the last fiscal year is 58.1%
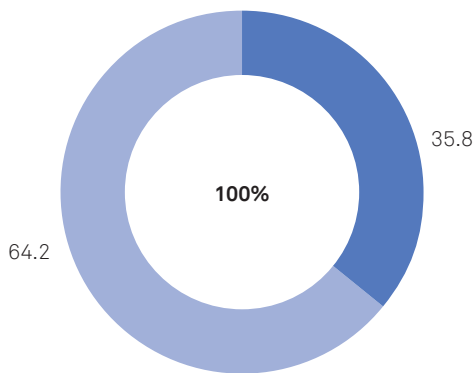
Table 2.3.1 - Region wise
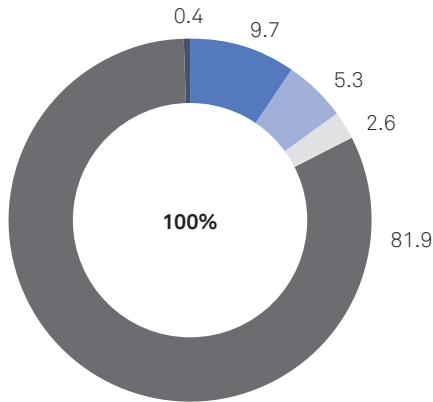
Region wise	FY 2019-20	FY 2020-21	FY 2021-22
● Americas	7,865	7,874	11,765
● APAC	3,558	2,784	6,437
● Europe	1,956	1,982	3,211
● India	54,302	40,868	99,413
● Others	466	405	492
Total	**68,147**	**53,913**	**1,21,318**

Table 2.3.2 - Age Wise

Age Wise	FY 2019-20	FY 2020-21	FY 2021-22
● <30	46,518	34,343	77,028
● 30-50	19,070	16,436	41,000
● >50	2,559	3,134	3,290
Total	**68,147**	**53,913**	**1,21,318**

Table 2.3.3 - Gender wise

Gender wise	FY 2019-20	FY 2020-21	FY 2021-22
● Female	24,102	20,180	43,402
● Male	44,045	33,733	77,908
Total	**68,147**	**53,913**	**1,21,318**

2.4 Voluntary Attrition
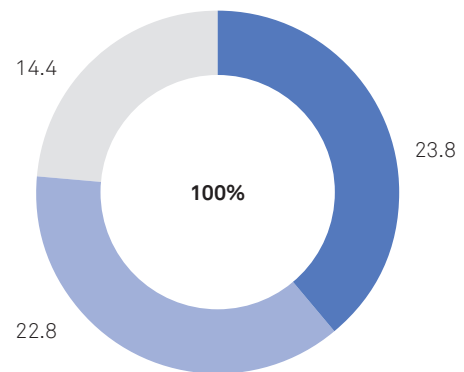
With focused engagement plans and continued governance, we aim to control attrition and improve employee retention
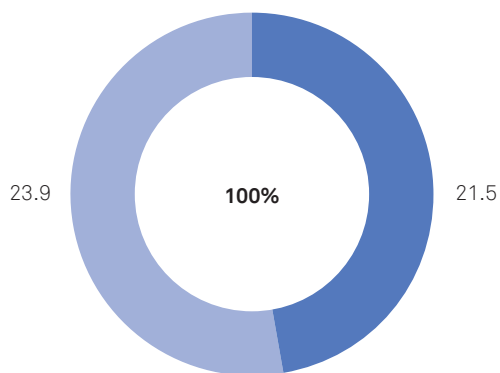
Table 2.4.1 – Region wise
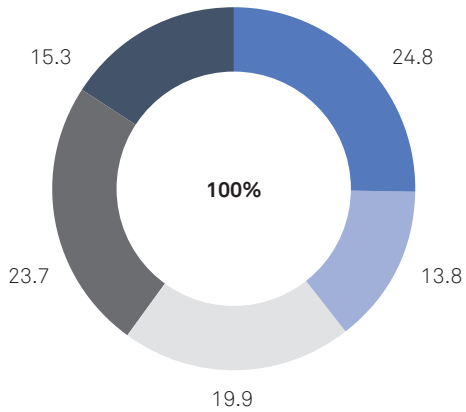
Region wise (%)	FY 2019-20	FY 2020-21	FY 2021-22
● Americas	15.3	15.2	24.8
● APAC	11.4	12.7	13.8
● Europe	10.4	8.8	19.9
● India	12.6	12.0	23.7
● Others	8.8	9.5	15.3

Table 2.4.2 – Age Wise

Age Wise	FY 2019-20	FY 2020-21	FY 2021-22
● <30	13.40	13.0	23.8
● 30-50	12.10	11.6	22.8
● >50	9.90	8.2	14.4

Table 2.4.3 – Gender wise

Gender wise (%)	FY 2019-20	FY 2020-21	FY 2021-22
● Female	11.90	11.2	21.5
● Male	13.00	12.5	23.9

2.5 Inclusion

Table 2.5.1 – Gender

**We have a target to increase gender representation at Senior Leadership levels to 16% by FY 2023**

	FY 2019-20	FY 2020-21	FY 2021-22
Women in management (in junior, middle and senior management) positions (as % of total management positions)	17.0	17.3	20.0
Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	19.0	19.1	21.8
Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)	6.7	7.3	12.4
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	16.3	16.5	19.1
Share of women in STEM related positions (as % of total STEM positions)	-	37.6	36.0

Table 2.5.2 – LGBTQ+

	FY 2019-20	FY 2020-21	FY 2021-22
Count (%)	456 (0.2%)	998 (0.5%)	**1,136 (0.5%)**

Table 2.5.3 – Employees with Disability

25.2

74.8

100%
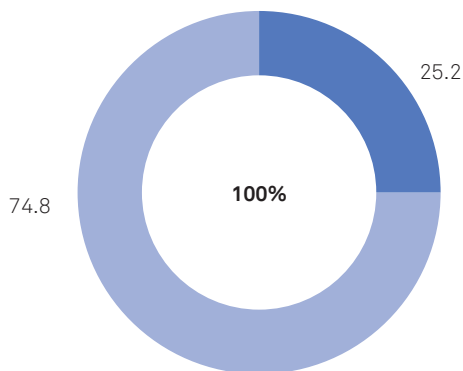
Employees with Disability	FY 2020-21	FY 2021-22
● Female	Employees – 159 Contractors - 2	Employees – 176 Contractors - 2
● Male	Employees – 505 Contractors - 1	Employees – 521 Contractors - 6
Total	**667**	**705**

EEO policy link -
https://www.wipro.com/content/dam/nexus/en/sustainability/pdf/equal-employment-opportunity-policy-for-persons-with-disabilities.pdf

2.6 Gender Pay Parity

Table 2.6.1

Gender Pay Parity (Average Female Salary / Average Male Salary) for our frontline employees (most in number) in India

FY 2019-20	0.92
FY 2020-21	0.92
FY 2021-22	0.93

We review gender pay as required and are compliant with gender pay reporting requirements in the UK which is available in public domain (link below)

https://www.wipro.com/content/dam/nexus/en/investor/corporate-governance/policies-and-guidelines/ethical-guidelines/wipro-uk-gender-pay-reporting.pdf

2.7 Share of Nationalities

Table 2.7.1

Share of Nationalities	%	Count
Indian	85.1	204,032
American	3.9	9,310
Filipino	4.0	9,660
Brazilian	1.3	3,101
Rumanian	0.7	1,787
Mexican	0.7	1,751

2.7 Share of Nationalities

Table 2.7.2

%age share in management position	Share in management position
🔵 Indian	84.4
🔵 American	5.9
⚪ Filipino	0.4
⚫ Brazilian	1.7
⚫ Rumanian	0.3
🔵 Mexican	0.7

2.8 Training & Development

Table 2.8.1

FY 2020-21: 100 / 14.2 / 118.7
FY 2021-22: 100 / 16.2 / 151.9

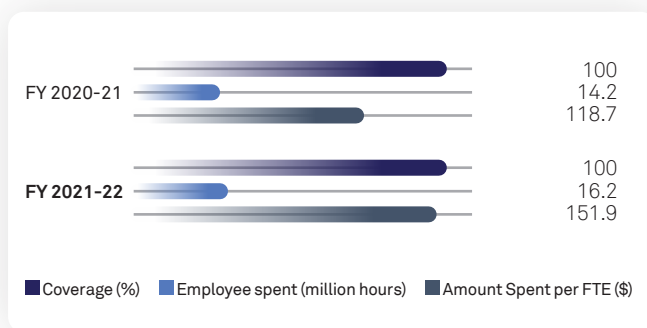🟣 Coverage (%) 🔵 Employee spent (million hours) ⚫ Amount Spent per FTE ($)

Table 2.8.2 Break-up

Management level (e.g., junior/ low level, middle, senior/top level management)	No. of hours (FY 2021-22)	%
Lower Level	12.5 million hours	~ 77%
Middle Level	3.2 million hours	~20%
Top Level	0.5 million hours	~ 3%
Total hours	**16.2 million hours**	**~ 100%**

2.8.3 Type of training (Mn Hrs.)

Compliance Training **2.1**	Fresher's Training **2.4**
Lateral Trainings (Technical) **1.8**	Behavioral **0.16**
Other E-Learnings **9.74**	

2.8.4 HR Trainings

PSH Assessment

FY 2020-21: 81 / 35 / 75
FY 2021-22: 79 / 83 / 79

🟣 Permanent employees (%) 🔵 Contract employees (%) ⚫ Overall (%)

*Over 1 Lakh employees have been covered in e learning and virtual PSH sessions

Code of Business Conduct Training

95% employees

OMBUDS

11% (FY 2021-22) (15% in FY 2020-21)
(including permanent / Contract employees)

Unconcious Bias Training

75% (FY2021-22) (81% in FY 2020-21)
Permanent employees

2.8.4 Details of training given to employees

Category	FY 2021-22					On Skill upgradation FY 2020-2021	
	Total (A)	On health & safety measures		On Skill upgradation			
		No. (B)	%(B/A)	No. (C)	% (C/A)	No.	%
Male	1,53,219	-	-	1,43,877	94	72,158	56
Female	86,593	-	-	81,857	94	36,248	50
Total	**2,39,824**	**38,615**	**16**	**2,25,744**	**94**	**1,08,406**	**51**

2.9 Return to Work & Retention Rate of Employees that took Parental Leave

Table 2.9.1

Return to work & Retention post parental leave (FY 2022)	Women	Men
Total no of employees took parental leave	3,334	3,643
Total no of employees that returned after parental leave ended*	2,989	3,789
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	2,124	3,004
Total number of employees that returned to work after parental leave ended that were still employed till the end of financial year	2,566	3,227

* Employees returning from ML but attiring before completion of 3 months considered as not returned from ML and counted as attrition cases

Table 2.9.2

Return to work rate & Retention rate (FY 2022)	Women	Men
Return to work rate	96%	100%
Retention rate	99%	100%

2.10 Freedom of Association

Category	FY 2021-22			FY 2020-21		
	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%
Employees who are subject of any kind of employee representation or covered by a formal collective bargaining agreement with external Union						
Male	1,53,219	3,122	2.0	129,711	3,458	2.7
Female	86,593	1,095	1.3	71,954	1,845	2.6
Total	**2,39,824**	**4,217**	**1.8**	**2,01,665**	**5,303**	**2.6**
Employees who are covered by Collective Bargaining Agreements						
Male	1,53,219	3,957	2.6	1,29,711	4,667	3.6
Female	86,593	1,867	2.2	71,954	2,164	3.0
Total	**2,39,824**	**5,824**	**2.4**	**2,01,665**	**6,831**	**3.4**

*Employees could be part of either External Union or Collective Bargaining Agreements or both

2.11 Retirement benefits (For India)

Benefits	FY 2021-22		FY 2020-21	
	No. of employees covered as % of total employees	Deducted and deposited with the authority	No. of employees covered as % of total employees	Deducted and deposited with the authority
PF	100	Y	100	Y
Gratuity	100	Y	100	Y
ESI	22.1%	Y	20.8%	Y

2.12 Health & Safety

Table 2.12.1

Employees + Contractors*	FY 2019-20	FY 2020-21	FY 2021-22
II (excl personal transport)	212	38 Employee - 24 Contract - 14	21 Employee - 10 Contract - 11
II (incl personal transport)	1,062	219 Employee - 219 Contract - 0	66 Employee - 66 Contract - 0
Occupational diseases - Ergonomic	2,221	440 Employee - 330 Contract - 110	970 Employee - 764 Contract - 206
II Lost days (excl personal transport)	505	36 Employee - 10 Contract - 26	177 Employee - 27 Contract - 150
II Lost days (incl personal transport)	6,552	2186 Employee – 2,186 Contract - 0	547 Employee - 547 Contract - 0
IIR (excl personal transport)	0.091	0.015	0.008
IIR (incl personal transport)	0.455	0.088	0.024
Lost day rate	0.216	0.014	0.064
Occupational Disease rate	0.952	0.177	0.353

II: Industrial Injury, IIR: Industrial Injury Rate, The IIR the rate is equivalent of 100 employees working for 40 hours per week, 50 weeks per year.

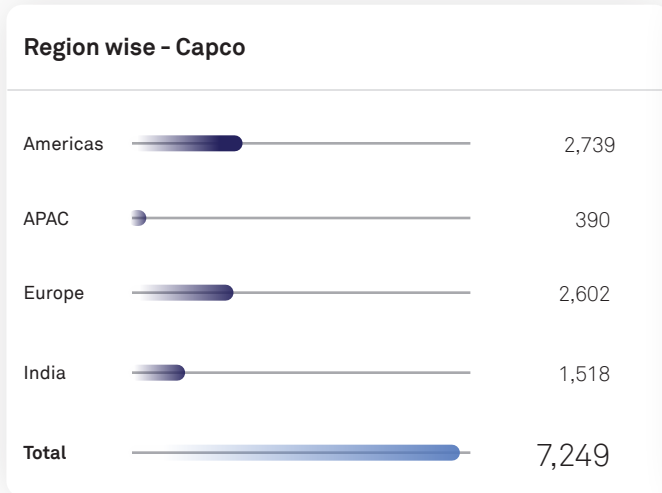* Covers Non-Core employees in tech projects

Table 2.12.2 Pandemic Related Cases

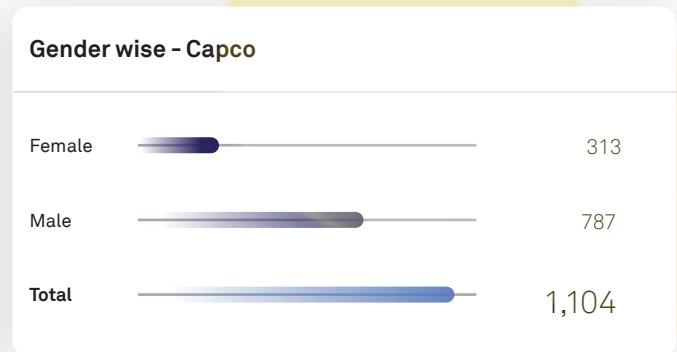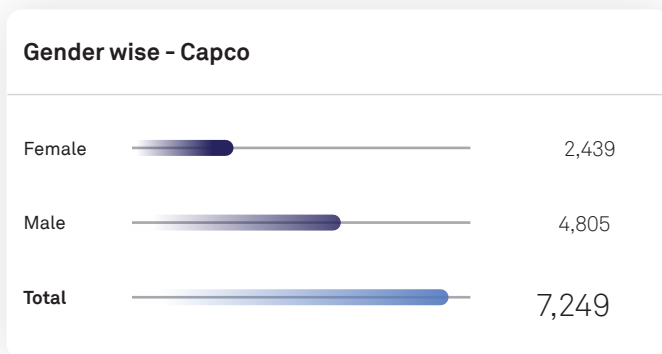| Year	Number of COVID cases reported	Covid Leaves Availed (cumulative)	No of Reported Deaths
FY2020-21	3,277	90,931	16
FY2021-22	3,342	37,650	140

Data for CAPCO

(Acquisition completed in April 2021)

Employee Count

Region wise – Capco

Americas	2,739
APAC	390
Europe	2,602
India	1,518
Total	**7,249**

Age Wise – Capco*

<30	1,810
30-50	3,782
>50	553
Total	**6,145**
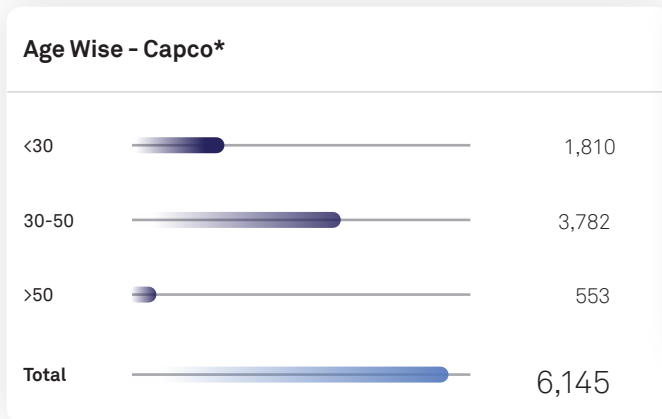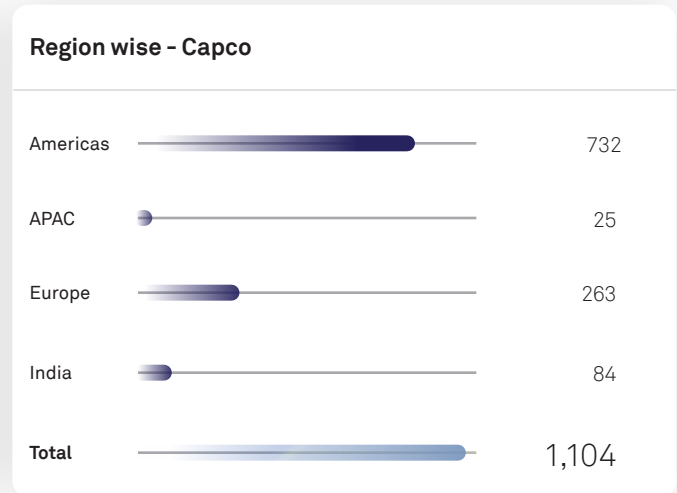
*Age of few employees are not captured in the system

Gender wise – Capco

Female	2,439
Male	4,805
Total	**7,249**

Employee Count (Contractual)

Region wise – Capco

Americas	732
APAC	25
Europe	263
India	84
Total	**1,104**

Gender wise – Capco

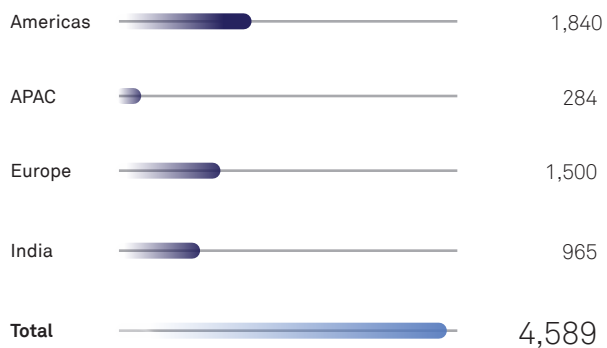|	
Female	313
Male	787
Total	**1,104**

Data for CAPCO

(Acquisition completed in April 2021)

New Hires

Region wise - Capco

Americas	1,840
APAC	284
Europe	1,500
India	965
Total	**4,589**

Age Wise - Capco

<30	1,517
30-50	2,798
>50	274
Total	**4,589**

Gender wise - Capco

Female	1,546
Male	3,037
Total	**4,589**

Voluntary Attrition

Region wise (%) - Capco
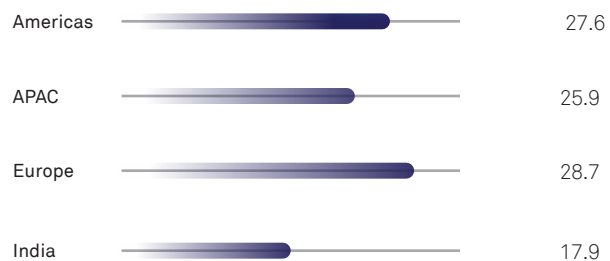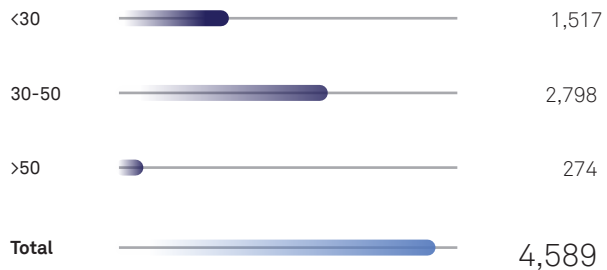
Americas	27.6
APAC	25.9
Europe	28.7
India	17.9

Age Wise (%) - Capco

<30	50.2
30-50	27.0
>50	13.9

Gender wise (%) - Capco

Female	24.0
Male	26.8
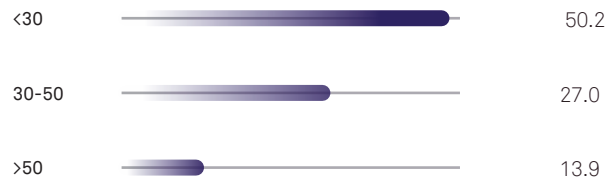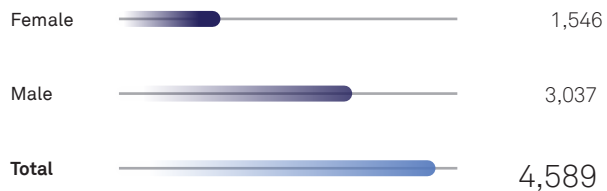
Data for CAPCO

(Acquisition completed in April 2021)

Inclusion

Target

By 2025, women will represent at least 30% of leaders, 40% of all staff, and 50% of Associates

Racial/Ethnic Diversity: By 2025, racial and ethnic minorities will represent at least 30% of UK staff, and Black employees will represent at least 10% of US staff and 7% of UK staff. We will also double the number of Black employees in leadership.

Gender (%)	Capco (FY 22)
Women in management (in junior, middle and senior management) positions (as % of total management positions)	28.7
Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	29.4
Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)	24.8
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	20.1
Share of women in STEM related positions (as % of total STEM positions)	**20.6**

Gender Pay Parity	FY 2021-22
Gender Pay Parity (Average Female Salary / Average Male Salary) for our frontline employees (most in number) in India	**0.84**

We review gender pay as required and are compliant with gender pay reporting requirements in the UK which is available in public domain (link below)
https://www.capco.com/-/media/CapcoMedia/Capco-2/PDFs/UK_Gender_Pay_Gap_Report_2021.ashx

Return to work & Retention post parental leave (FY 2022) – Capco	Women
Total no of employees took parental leave	173
Total no of employees that returned after parental leave ended	157
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	105
Total number of employees that returned to work after parental leave ended that were still employed till the end of financial year	115

Return to work rate & Retention rate (FY 2022) - Capco	Women	Men
Return to work rate	95.4%	100%
Retention rate	99%	100%

Training & Development FY 2021-22

Employees have spent 298.15K hours of training and development FY2021-22

Break up of learning hours in two categories

Seniority level (junior/low level, middle, senior/top level management)

Lower Level
178.89K
hours (47.1%)

Middle Level
105.28K
hours (46.3%)

Top Level
13.99K
hours (6.6%)

Type of training

Behavioral Training
23.14K Hours

Compliance Training
66.27K Hours

New Hire / Freshers Training
138K Hours

Other Training
6.72K Hours

Technical Training
64.03K Hours

GOVERNANCE METRICS

3.1 Board Structure (as of 31st March 2022)

Executive Directors
2

Independent Directors
6

Other non-executive directors
1

Number of female directors in board (as of 31st March 2022
2

Board members* with relevant IT sector experience (According to GICS Level 1 sector classification)
6

*Excluding executive members

Board Average Tenure: 11.17 years

3.2 Grievance Redressal

Table 3.2.1 Source of complaints

Category	Number of complaints filed during FY 2020-21	No. of resolutions pending FY 2020-21	Number of complaints filed during FY 2021-22	No. of resolutions pending FY 2021-22
Employees	572	24	564	50
Customers	1	0	1	0
Anonymous	125	14	131	15
Others	97	4	145	13
Value Chain Partners	5	0	8	0
Client	0	0	1	0
Ex-employees	64	2	81	3
Contract Emp/Retainers	5	0	8	1
Total	**869**	**44**	**939**	**82**
Sexual Harassment	**55**	**14**	**41**	**13**

3.2.2 Breakup

Allegation Type	Cases During the year	
	FY 2020-21	FY 2021-22
Conflict of Interest	22	29
Misuse of Assets / Data	81	52
Inappropriate Behaviour	258	330
Guidance Request	84	70
Hiring Grievance	15	45
Financial Misappropriation	24	40
Other	6	25
HRSS Grievance	90	124
Statutory/Regulatory Non-Compliance	2	2
HR Grievance	282	211
Vendor Related	5	11
Sexual Harassment	55	41
Total	**924**	**980**