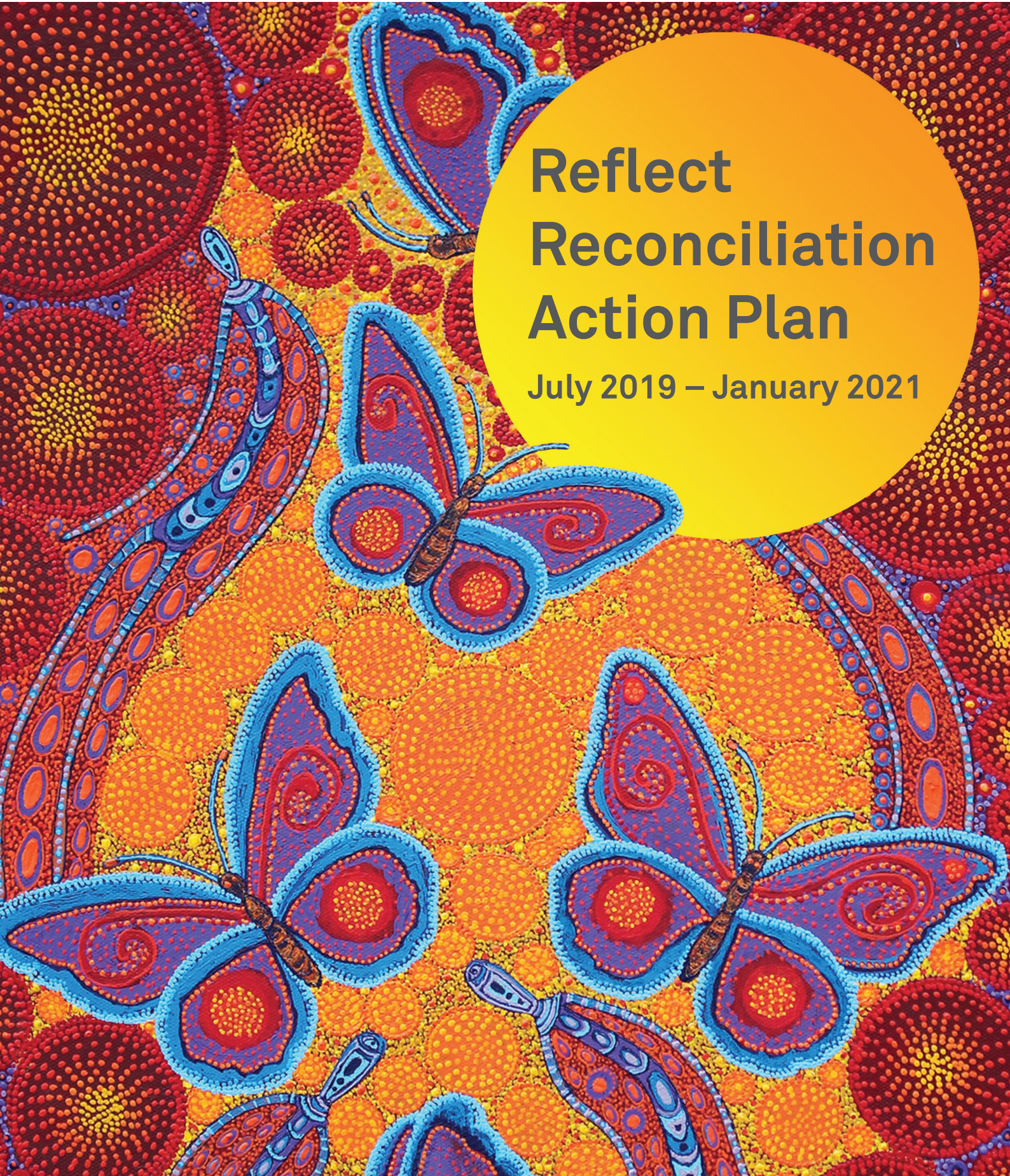




Reflect Reconciliation Action Plan

July 2019 – January 2021



Cover Image: Butterfly Dreaming by Zita Pengarte Wallace (2016)

About the artist

Zita Wallace is a part of the Stolen Generation and was taken from her family outside of Alice Springs, more than sixty years ago, and sent to Melville Island. She is an active advocate for Indigenous people, and chairs a support group for Stolen Generation members and their families in Central Australia. She was also one of the people who helped Kevin Rudd write the Apology to Australia's Indigenous peoples speech in 2008.

Artist Rationale

“The butterfly is wondrous, it begins as an egg, hatches into a caterpillar, becomes a pupal, and emerges as a beautiful butterfly. Our people learned dances from their beautiful graceful movements. Dreamtime stories emerged, how, on the end of their lives, the butterfly rises, as spirit beings, mixing in the Dreamtime and the spirit world, merging into our dream world.”

Zita Wallace

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Message from Reconciliation Australia




Reconciliation Australia is delighted to welcome Wipro Limited to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, Wipro Limited joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community — governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities — have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Wipro Limited a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Wipro Limited will lay the foundations for future RAPs and reconciliation initiatives.

We wish Wipro Limited well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:



“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Wipro Limited on its first RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from the Business Head – APJ



An advocate of diversity and inclusion, it is my great pleasure to present to you the Wipro Limited Reflect Reconciliation Action Plan (RAP) 2019—2020.

At Wipro, inclusion is about integrating diversity effortlessly into everyday working, encouraging all to participate and be their authentic selves. An inclusive workplace respects uniqueness among individuals and nurtures an overall sense of belonging. We celebrate and learn from diverse ideas, backgrounds, perspectives and experiences. This provides us with an opportunity to realize our true potential at work and beyond.

Appreciation and understanding of the cultures and histories of Aboriginal and Torres Strait Islander peoples is the foundation of a reconciled Australia. This RAP fosters Wipro's mission to contribute to Aboriginal and Torres Strait Islander communities. This is only the beginning of Wipro's commitment to building strong engagement with Aboriginal and Torres Strait Islander peoples. I hope to inspire our employees, partners and customers to bring value in implementing the actions in RAP.

A handwritten signature in black ink, appearing to read 'Manoj Nagpaul'.

Manoj Nagpaul
*Senior Vice President,
Business Head
Asia Pacific & Japan*

Our business

Wipro Limited is a leading global information technology, consulting and business process services company. We harness the power of cognitive computing, hyper-automation, robotics, cloud, analytics and emerging technologies to help our clients adapt to the digital world and make them successful. A company recognised globally for its comprehensive portfolio of services, strong commitment to sustainability and good corporate citizenship, we have over 160,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

Wipro started its journey in Australia over 15 years ago and has been a pioneer of new age, disruptive and transformative innovations. Our presence in Australia has been strengthened with several transformational programs that have been successfully delivered over the years in both private and public sectors.

We have been recognised as one of the world's most ethical companies in 2019 by the Ethisphere Institute for the eighth successive year. We were awarded the Silver Class Sustainability Award 2017 in RobecoSAM's annual Corporate Sustainability Assessment (CSA). We also received an ISG Special Award in 2018 in recognition of our significant contribution to the sourcing industry.

With over 2,000 employees in Australia, we serve over 60 clients in Australia across diverse industry segments, with at least a third listed in the top 100 ASX. These include:

- Top Australian retailer
- Major departments in federal and state government
- Top 3 telecom companies
- Top 3 insurance firms
- Largest operator of oil & gas production
- 2 of the top 3 gas & electricity retailers in Australia
- 2 of the Top 3 universities
- Top water utilities companies
- Top 2 transmission & distribution companies.

Our presence

5 sales offices across Sydney, Melbourne, Canberra, Brisbane, Perth

6 development centers across Melbourne, Parramatta, Taylors Beach, Perth, Macquarie Park

Digital labs in Sydney and Melbourne

Appirio office in Sydney

Our vision

To earn our clients' trust and maximise value of their businesses by providing solutions that integrate deep industry insights, leading technologies and best in class execution.

Our values

Be passionate about clients' success.

Treat each person with respect.

Be global and responsible.

Unyielding integrity in everything we do.

Our RAP

Wipro believes that the fundamental key in reconciliation starts with understanding. In this journey, we aim to create deep awareness of Aboriginal and Torres Strait Islander cultures and histories amongst our employees and strengthen it as we progress. To work collaboratively with our partners and customers on providing employment opportunities and business to Aboriginal and Torres Strait Islander communities.

Wipro's RAP is championed by a 5-member working group that is tasked to ensure the development and execution of Wipro's commitments.



Vernese Rivera
RAP Executive,
Human Resources



Trushna Veni
Talent Acquisition Manager



Rahul Rego
Human Resources Manager



Garima Sinha
Director of Marketing
Solutions & Digital
Transformation - APJ, India,
ME & SA



Ekaterina Taipova
Facilities & Operations
Manager

At the executive level, tracking and implementation is advocated by:



Manoj Nagpaul
Senior Vice President,
Business Head
- Asia Pacific & Japan



Satish Wadhwa
Vice President, Business
Head - Wipro Digital, APJ



Rajpal Gohar
Vice President,
Energy & Natural Resources

This RAP is Wipro's offer to Australia's mission of reconciliation in the areas of relationship, respect and opportunities. This embodies Wipro's first step on the journey of supporting and working with Aboriginal and Torres Strait Islander communities.

Relationships

Action 1. Maintain a Reconciliation Action Plan Working Group (RWG) to actively monitor the implementation, progress and milestones of RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> RWG oversees the development, endorsement and launch of the RAP 	July 2019	RAP Executive
<ul style="list-style-type: none"> RWG to meet every three months to discuss traction and progress 	October 2019 February 2020 April 2020 July 2020	RAP Executive
<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG 	October 2019	Human Resources Manager

Action 2. Raise internal and external awareness of our RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Publish the RAP on Wipro.com and Wipro intranet, Yammer (social networking site within the organisation) with supporting information about the RAP activities 	July 2019	Marketing Manager
<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments 	July 2019 October 2019 January 2020	Human Resources Manager
<ul style="list-style-type: none"> Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP 	July 2019	RAP Executive
<ul style="list-style-type: none"> Review HR Induction materials and include Wipro's commitment on RAP 	August 2019	Human Resources Manager



Relationships

Action 3. Build internal and external relationships

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey 	September 2019	Human Resources Manager
<ul style="list-style-type: none"> Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey 	October 2019	Human Resources Manager

Action 4. Raise internal and external awareness of our RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff 	May 2020	Human Resources Manager
<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW 	May 2020	RAP Executive
<ul style="list-style-type: none"> Encourage our staff to attend a NRW event 	May 2020	RAP Executive

Respect

Action 5. Investigate Aboriginal and Torres Strait Islander cultural learning and development

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. 	February 2020	Human Resources Manager
<ul style="list-style-type: none"> Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. 	February 2020	Human Resources Manager
<ul style="list-style-type: none"> Conduct a review of cultural awareness training needs within our organisation. 	October 2019	Human Resources Manager

Action 6. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	October 2019	Human Resources Manager
<ul style="list-style-type: none"> Develop a cultural protocol document for Welcome to Country and Acknowledgement of Country 	October 2019	Human Resources Manager
<ul style="list-style-type: none"> Signify respect by providing an Acknowledgement of Country at major internal and external events 	October 2019	Human Resources Manager



Respect

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local area of influence 	September 2019	Facilities Manager
<ul style="list-style-type: none"> Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of business 	October 2019	Facilities Manager

Action 7. Participate in and celebrate NAIDOC Week

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities 	July 2019, 2020	Human Resources Manager
<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting community events in our local area 	July 2019, 2020	Human Resources Manager
<ul style="list-style-type: none"> Ensure our RWG participates in an external NAIDOC Week event 	July 2019, 2020	RAP Executive

Explore opportunities to showcase Aboriginal and Torres Strait Islander cultures and histories within our workplace

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Showcase the art of Australia's First Peoples in all communal areas in our offices 	July 2019 January 2020	Facilities Manager

Opportunities

Action 8. Investigate Aboriginal and Torres Strait Islander employment

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Ensure conscious effort to monitor recruitment of Aboriginal and Torres Strait Islander employees and partners 	November 2019	Talent Acquisition Manager
<ul style="list-style-type: none"> Develop a plan of introducing an Aboriginal and Torres Strait Islander internship at Wipro 	August 2019	Talent Acquisition Manager
<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation 	November 2019	Talent Acquisition Manager
<ul style="list-style-type: none"> Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities 	November 2019	Human Resources Manager
<ul style="list-style-type: none"> Update candidate information processes to include an optional question about whether staff wish to identify as Aboriginal and Torres Strait Islander peoples 	July 2019	Human Resources Manager

Action 9. Explore opportunities to support Aboriginal and Torres Strait Islander organisations

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Investigate possible volunteering opportunities for staff within Aboriginal and Torres Strait Islander service organisations 	September 2019 February 2020 May 2020	Human Resources Manager



Action 10. Investigate Aboriginal and Torres Strait Islander supplier diversity

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Review procurement policies and processes to identify roadblocks to Aboriginal and Torres Strait Islander businesses to supply the organisation with goods and services	August 2019	Human Resources Manager
<ul style="list-style-type: none">Investigate possibility to work with Supply Nation to identify appropriate suppliers to include in Wipro's list of accredited vendors	September 2019	Facilities Manager
<ul style="list-style-type: none">Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses	September 2019	Facilities Manager
<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	November 2019	Facilities Manager



Governance and tracking progress

Action 11. Build support for the RAP

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Define resource needs for RAP development and implementation 	April 2020	RAP Executive
<ul style="list-style-type: none"> Present annual progress at significant Wipro events in Australia 	April 2020	Human Resources Manager
<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	September 2020	RAP Executive
<ul style="list-style-type: none"> Defines system and capability needs to track, measure and report on RAP activities 	April 2020	RAP Executive
<ul style="list-style-type: none"> Publish report on progress of RAP actions as part of quarterly business review 	November 2019 January 2020 April 2020 July 2020	RAP Executive



Tracking

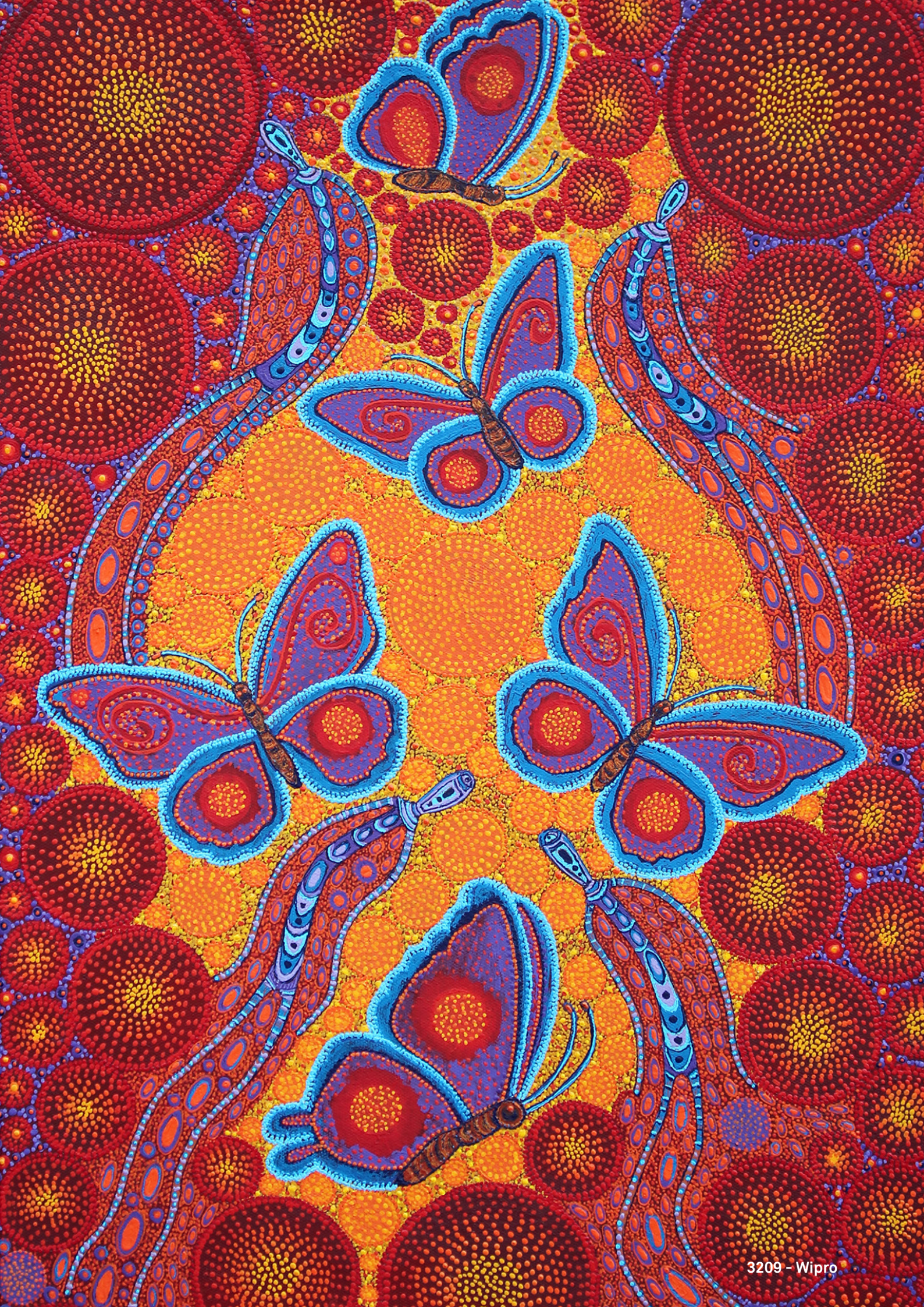
Action 12. Review and Refresh RAP

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	March 2020	RAP Executive
<ul style="list-style-type: none">Submit draft RAP to Reconciliation Australia for review	April 2020	RAP Executive
<ul style="list-style-type: none">Submit draft RAP to Reconciliation Australia for formal endorsement	July 2020	RAP Executive



Contact details

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Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading global information technology, consulting and business process services company. We harness the power of cognitive computing, hyper-automation, robotics, cloud, analytics and emerging technologies to help our clients adapt to the digital world and make them successful. A company recognized globally for its comprehensive portfolio of services, strong commitment to sustainability and good corporate citizenship, we have over 175,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

For more information,
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