

Wipro's CSR charter and policy

Version 3.0

(As amended in April 2018)

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A. Wipro's Charter on Corporate Social Responsibility

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. This is also reflective of the fact that such an approach serves both, enlightened business interest and social good. We run our social programs on a strong foundation of ethical principles, good governance and sound management. This includes, among other things, holding ourselves up to public scrutiny through a framework of transparent, rigorous reporting.

B. Wipro's CSR Policy

Wipro's engagement with social and ecological issues goes back a long time. The central tenets of our approach have been the emphasis on strong, meaningful work on systemic social issues. Our CSR policy articulated below therefore reflects these principles and strategies that have informed our long history of corporate citizenship and social responsibility over the years. *(The Annexure to this policy provides more details on our CSR initiatives)*

1. At Wipro, we think that the first and foremost responsibility of an organization is to run its business ethically and in compliance with the law in letter and spirit. Our framework of ethical business starts with a set of foundational values as embodied in Spirit of Wipro and comprises, at the least, the following three principles
 - a. Unyielding integrity in every aspect of business
 - b. Treating people everywhere fairly and with respect – at the workplace as well as in communities outside and
 - c. Demonstrating ecological sensitivity in thought and action.
2. Our approach to social responsibility and sustainability rests on three important pillars
 - a. **The Strategic:** We choose domains and issues to engage with that are force multipliers for social change and sustainable development. Social responsibility is as much about being a sustainable organization as it is about external initiatives. Therefore, some of our areas of engagement lie at the convergence of business goals and social purpose.
 - b. **The Systemic:** Within the chosen domains, we choose to engage on systemic issues that require deep, meaningful and challenging work. Given the nature of social change, this implies commitment over the long term, typically for several decades because real, genuine change does that long to happen
 - c. **The Deliberative:** Our emphasis on depth and on long term commitment implies a deliberative approach that precludes spreading ourselves thin or engaging in 'cheque book philanthropy'. By implication, this also means that we are wary of expanding and growing our social programs as ends in themselves. We will continue to adhere to this approach going forward

3. **Governance and Management:** The Board Governance, Nomination and Compensation Committee will be the apex body that will oversee our CSR policy and programs. The committee comprises of following independent directors:
- a. **Dr Ashok S Ganguly – Chairman**
 - b. **Mr N Vaghul - Member**
 - c. **Mr William Arthur Owens - Member**

An officer of the company at the senior most level will report to the Board CSR committee.

The goals and objectives along with the budgets of the CSR group will be discussed and signed off at the beginning of every year with the Board CSR committee and the Chairman. This will happen as part of the annual strategic and operating plan processes of the organization. The CSR leadership team will allocate the budgets in line with the defined priorities and goals. It will follow a system of quarterly reporting to the Chairman and the Board CSR committee.

Comprehensive, transparent reporting on sustainability and CSR is a cornerstone of good governance. Wipro has had a strong track record on this count with our annual sustainability report based on the global GRI framework having been rated at the highest level continuously. We will continue to publish our disclosures on the GRI framework as it is a widely accepted international standard. Since FY 2016, we have been publishing an Integrated Report on multiple capitals as part of the Annual Report. In addition, we will report on our CSR programs to the Ministry of Corporate Affairs as required under Section 135 of the Companies Act 2013. Our disclosures as well as other details of our CSR programs are available in the websites www.wipro.com and www.wipro.org

4. **Implementation:** The implementation of the CSR programs will happen through multiple channels – Wipro Foundation, a separate trust set up in April 2017, , Wipro Cares, the existing trust for employee contribution and in some cases, directly through functions and groups within Wipro Ltd e.g. Biodiversity projects for our campuses is executed directly by the Operations group of Wipro Ltd. Decisions in this regard will be based on what is most appropriate and will be taken by the CSR leadership of the company.

Our implementation approach is to primarily work through partners with established track records in the respective domains. A small team of dedicated sustainability and CSR resources oversee and monitor the execution of the projects. The majority of our projects are long-term multi-year programs.

(An annexure to the CSR policy provides other salient details of our CSR program)

Annexure to the CSR policy

1. **Domains of engagement:** Wipro's social and sustainability initiatives center on **Education, Ecology, and Community Care**. The driving principles of these programs are summarized below
 - a) **Education:** Engaging in deep and meaningful systemic work in the area of school and college education. In parallel, our focus is on access to education for social disadvantaged sections with distinct attention on children with disability
 - b) **Community and Urban Ecology:** Engaging with the community on issues of Ecological Sustainability. Given the predominantly urban nature of Wipro's operations, significant focus is on issues of urban ecology
 - c) **Primary Health Care** for disadvantaged communities who are proximate to our areas of business operations
 - d) **Business Sustainability:** Reducing and minimizing the environmental footprint of our operations and enhancing the biodiversity quotient of our facilities
 - e) **Diversity:** Encouraging and enhancing diversity at the workplace and outside on gender, nationality and persons with disability
 - f) **Art and Culture and the urban public space:** The role of the arts and culture in creating and fostering important human values of social integrity, inclusion, democracy and empathy is well established. One important way of doing this is by creating and preserving public spaces in our cities. The concept of 'public space' here refers to not just physical spaces like public parks or lakes but intellectual and social spaces that are inclusive in spirit. Engaging with urban public spaces will therefore be an additional area of focus for us that we are adding as part of our CSR charter from the year 2018 onwards
2. Over the years, these programs have evolved in scale, scope and maturity as captured in the highlights below
3. 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.
 - a. **School Education in India:** We work on systemic issues in school education in India through a network of partner organizations. Over the past 14 years, we have associated with 60 organizations at different levels and have worked closely with 35 organizations working in improvement of school education. This has been through organization-level and project-level support for 67 projects till now. These organizations have in turn contributed to systemic improvements at multiple levels including state and central government level educational reforms in addition to reaching out directly to schools and teachers.
 - b. **Education for children with disability:** There has been inadequate focus on education for children with disability, especially those from disadvantaged backgrounds, started in 2014, we will expand and strengthen our focus in this space.

- c. **Sustainability Education:** Started in 2011, our program earthian brings together two of our key concerns: school education and sustainability. This is national level program through which we have reached out to more than 3000 schools, 3500 educators and 15000 students since inception.
- d. **School Education outside of India:** Contribute to improve Science and Math education in schools primarily serving disadvantaged communities in US cities. The program is currently active in Chicago, in New Jersey, New York and in Boston
- e. **Engineering Education:** Developing workplace relevant engineering and technology skills that is also up-to-date and relevant is critical for a country like India where the IT Services industry contributes to nearly 8% of the GDP. Our efforts in this direction go back several years and address two important dimensions: (a) Skills development for students that is based on a comprehensive framework of post-graduate level education (WASE/WISTA) and (b) Capacity building among the faculty of engineering colleges (Mission10X)

The Wipro Academy of Software Excellence (WASE) program that helps Science graduates to study for a Master's degree in Software Engineering (M.Tech). Run in partnership with the Birla Institute of Technology & Science (BITS), Pilani, India, this unique program blends rigorous academic exposure with practical professional learning at the workplace, We run a similar program called WISTA in collaboration with Vellore Institute of Technology (VIT) for science graduates without a mathematics background.

- f. **Mission10X,** our countrywide program seeks to Improve engineering education in India through faculty capacity development and curricular improvement. Since 2007, this program, called Mission10X, has reached out to nearly 27500 faculty across 1300+ colleges in 27 states
 - g. **Primary Health Care:** Our work in primary health care touches the lives of 50000 people in 45 village communities in the areas of Waluj, Amalner, Mysore, Tumkur and Hindupur in India. Apart from this, we have engaged in a number of significant post-disaster rehabilitation projects, most notable of which have been the Gujarat earthquake, the Tamil Nadu tsunami and the Karnataka floods.
 - h. **Business Sustainability:** Our work on Wipro's business sustainability, based on the Triple Bottom-line framework, focuses on a range of ecological and workplace initiatives, the principal ones of which center around Energy and Carbon, Water, Waste, Biodiversity, Product Stewardship, Supply Chain Responsibility, People Diversity on the aspects of Gender, Disability and Nationality, Employee health, wellness and safety, Employee empowerment through continuous learning and advocacy forums and a framework of comprehensive public reporting
4. Our CSR charter going forward will be to further strengthen the domains that we are already engaged as enumerated above. We may also choose to add to and modify our domains of engagement in future as appropriate. Our network of partners has been instrumental in the effectiveness of our programs and we will continue to leverage and develop the partnership model to the extent that is required.

- 5. Working with communities everywhere:** Wipro has a presence in more than 57 countries around the world; of our workforce of more than 145,000 employees, 11% comprise nationalities other than Indian. We think that it is crucial to engage with proximate communities wherever we have significant presence. In line with this, we will continue to expand and strengthen our community programs in all the geographies where we have significant presence. This is a reaffirmation of our belief that at its core, CSR and sustainability must transcend boundaries whether organizational or national.

It is important to point out here, especially in the context of rural communities, that seeing the larger integrated picture is important when executing programs in individual domains. Issues of healthcare, education, access to energy, water and sanitation and livelihoods are often closely inter-linked. If executed well, the outcomes in individual domains can impact the larger canvas of community development. For example, the work that we do for long term rehabilitation after natural disasters helps strengthen the resilience of the affected communities in different ways e.g. intervention in livelihoods, access to education.

Urban communities on the other hand are diverse and represent a wide range of interest-groups. Given that we are primarily an urban-centric organization, it is important that we involve and contribute to the urban space we inhabit. Aligned with our core values of respect for the individual and being global and responsible, our emphasis is on helping our cities to be cultural spaces that nurture a vibrant intellectual, democratic and inclusive spirit

In conclusion: Over the past several years, we have established a strong foundational framework for social and environmental initiatives both, within the organization as well as outside. Our endeavor will be to continuously and dynamically build on this and steer it in the right directions. The coming together of business, government and civil society to address society's biggest challenges holds great promise – it is an idea whose time has come. To this, we will bring our distinctive vision, commitment and energy to the fullest

Note: In the next page, we provide a visual summary of our domains of engagement while the table maps our domains of engagement with the areas specified in Schedule VII to Section 135 of the Companies Act 2013

Figure 1: Visual schematic of our current domains of engagement

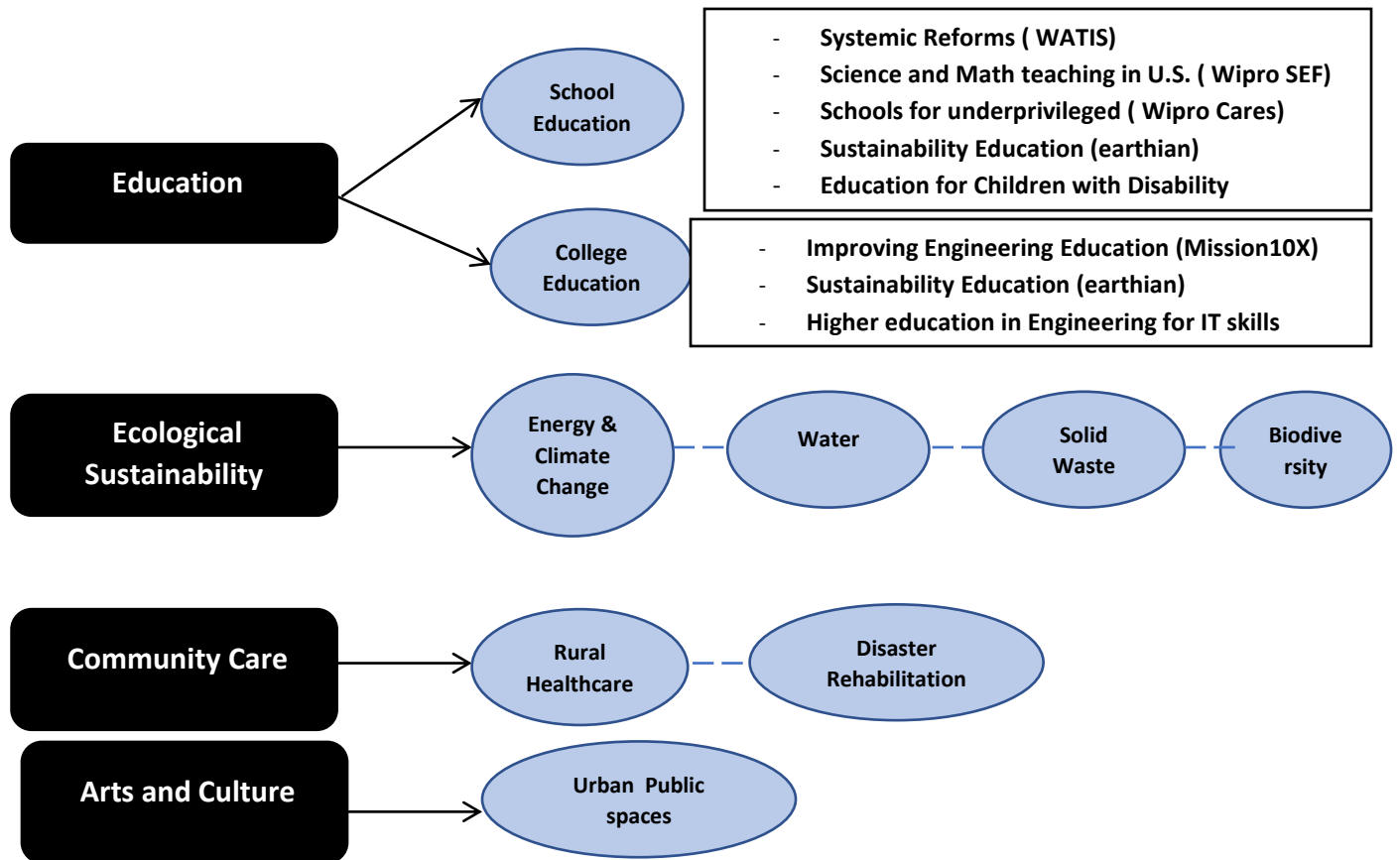


Table: Mapping Wipro’s domains of engagement with Schedule VII

Wipro’s domains of engagement	Schedule VII listed domain
School Education (WATIS, Wipro Cares)	Item (ii) : Promoting Education including special education and employment enhancing vocation skills, especially among children, women, elderly and the differently abled and livelihood enhancement projects
Engineering Education (Mission10X)	Item (ii) : -do-
Sustainability Education (earthian)	Item (ii) : -do-
Higher Education in Engineering for IT skills building (WASE, WISTA)	Item (ii) : -do-
Education for children with disability	Item (ii) : -do-
Ecological sustainability: Energy, Water, Waste, Biodiversity	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water
Community health care	Item (x) : Rural development projects
Long term rehabilitation after natural disasters	Item (x) : Rural development projects
Urban Public Spaces	Item (v) on ‘Protection of national heritage, art and culture...’