Wipro’s CSR charter and policy

Version 5.0
October 2019

Table of Contents

A. Wipro’s charter on Corporate Social Responsibility (CSR)

B. Wipro’s CSR Policy
   B.1. Foundational Principles
   B.2. Strategic approach
   B.3. Governance and Management
   B.4. Implementation approach

C. Annexure containing details about the domains of our engagement
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 genuine change does take that long to occur.
   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 is the apex body that oversees our CSR policy and programs. The committee comprises of following independent directors:

   a. Mr William Arthur Owens – Chairman  
   b. Mr M K Sharma - Member  
   c. Mrs Ireena Vittal - Member

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

The goals and objectives along with the budgets of the CSR group is discussed and signed off at the beginning of every year with the board CSR committee and the Chairman. This happens as part of the annual strategic and operating plan processes of the organization. The CSR leadership team allocates the budgets in line with the defined priorities and goals. It follows 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](http://www.wipro.com) and [www.wiprofoundation.org](http://www.wiprofoundation.org)

4. **Implementation:** The implementation of the CSR programs happens through multiple channels – Wipro Foundation, a separate trust set up in April 2017, Wipro Cares, the 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 are based on what is most appropriate and are 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

- **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.

  - **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 socially disadvantaged sections, with distinct attention on children with disability
  - **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
  - **Primary Health Care**: Providing primary health care services for disadvantaged communities who are proximate to our areas of business operations
  - **Business Sustainability**: Reducing and minimizing the environmental footprint of our operations and enhancing the biodiversity quotient of our facilities
  - **Diversity**: Encouraging and enhancing diversity at the workplace and outside on gender, nationality and persons with disability
  - **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 is therefore an additional area of focus for us, that we have added as part of our CSR charter from the year 2018 onwards

- Over the years, these programs have evolved in scale, scope and maturity as captured in the highlights below

  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.

  - **School Education in India**: We work on systemic issues in school education in India through a network of partner organizations. Over the past 18 years, we have supported 116 organizations through 181 projects and initiatives, in improvement of school education. In addition to reaching out directly to schools and teachers, these organizations have contributed to systemic improvements at multiple levels, including state and central government level educational reforms.

    Additional to working on systemic issues in school education, we also work on access to educational opportunities for underprivileged children. e.g. children of migrant laborers working in construction sites in a city. Nearly 40000 children benefit from our 24 education projects in eight states.

  - **Education for children with disability**: There has been inadequate focus on education for children with disability, especially those from disadvantaged
backgrounds. Started in 2014, this initiative has supported 17 organizations and helped enable educational access to close to 2200 children with special needs.

- **Sustainability Education**: Started in 2011, our program, Wipro earthian, brings together two of our key concerns: education and sustainability. This national level program has directly engaged more than 12500 schools and colleges, 6500 educators and 30000 students since inception. Through this program we also host a national sustainability quiz program for colleges, a unique internship program and academic partnerships with IIM-Bengaluru, IIM-Ahmedabad, Xavier University - Bhubaneswar, CEPT-Ahmedabad, IIT-Mumbai and ICT-Mumbai on developing and integrating sustainability curricula.

- **School Education outside of India**: Wipro-Science Education Fellowship program contributes to improvement of Science and Math education in schools primarily serving disadvantaged communities in the US and the UK. The program is currently active in California, Florida, Boston, Missouri, New Jersey, New York and Texas, in the US; and in Sheffield and London, in the UK.

- **Engineering Education**: Developing up-to-date and workplace relevant engineering and technology skills is critical for a country like India where the IT Services industry contributes 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 Masters 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.

**Mission10X**, our countrywide program seeks to improve engineering education in India through faculty capacity development and curricular improvement.

- **Primary Health Care**: We work on delivery of good quality health care services to underprivileged communities around our locations and in remote underserved areas. Our work in primary health care from 6 projects across four states touches the lives of more than seventy thousand people. Apart from providing regular health services, the emphasis is also to build the capacity of the communities in terms of higher awareness and developing a higher degree of self-reliance to handle their own primary health care needs.

- **Disaster Rehabilitation**: We focus on long term rehabilitation of the affected communities after a natural disaster. The nature of engagement varies depending on the individual context of the geography, culture and larger socio-economic realities of the region. In the past, we have helped rebuild the lives of people affected by Karnataka Floods, Bihar Floods, Odisha Floods, the Japan Tsunami, Hurricane Sandy
and Philippines Cyclone. Currently through four projects we are helping rebuild the lives of people affected by floods in Uttarakhand, Tamil Nadu and Kerala.

- **Business Sustainability**: Our work on Wipro’s business sustainability, based on the Triple Bottomline framework, focuses on a range of ecological and workplace initiatives, the principal ones of which center around Energy and Carbon, Water, Waste, Biodiversity, Supply Chain Responsibility, People Diversity on the aspects of Gender, Disability and Nationality, Employee health, wellness and safety, Employee empowerment through continuous learning, advocacy forums and a framework of comprehensive public reporting.

- Our CSR charter going forward will be to further strengthen the domains that we are already engaged in 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.

- **Working with communities everywhere**: Wipro has a presence in more than 57 countries around the world; of our workforce of more than 170,000 employees, 12% comprise nationalities other than Indian. We think that it is crucial to engage with proximate communities wherever we have significant presence, e.g. the US, UK, Philippines. 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

<table>
<thead>
<tr>
<th>Wipro’s domains of engagement</th>
<th>Schedule VII listed domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Education (WATIS, Wipro Cares)</td>
<td>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</td>
</tr>
<tr>
<td>Engineering Education (Mission10X)</td>
<td>Item (ii) : -do-</td>
</tr>
<tr>
<td>Sustainability Education (earthian)</td>
<td>Item (ii) : -do-</td>
</tr>
<tr>
<td>Higher Education in Engineering for IT skills building (WASE, WISTA)</td>
<td>Item (ii) : -do-</td>
</tr>
<tr>
<td>Education for children with disability</td>
<td>Item (ii) : -do-</td>
</tr>
<tr>
<td>Ecological sustainability : Energy, Water, Waste, Biodiversity</td>
<td>Item (iv) : Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of</td>
</tr>
<tr>
<td>Category</td>
<td>Description</td>
</tr>
<tr>
<td>----------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Community health care</td>
<td>Item (i) : Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care</td>
</tr>
<tr>
<td>Long term rehabilitation after natural disasters</td>
<td>Item (x) : Rural development projects</td>
</tr>
<tr>
<td>Urban Public Spaces</td>
<td>Item (v) on ‘Protection of national heritage, art and culture…”</td>
</tr>
</tbody>
</table>