

WIPRO'S ANTI SLAVERY AND ANTI HUMAN TRAFFICKING POLICY STATEMENT 2018

Wipro Limited ("Wipro") is committed to protecting human rights and prohibits all acts of human trafficking, slavery, servitude and forced or compulsory labour throughout the organization, its business and supply chain. In pursuance with the Modern Slavery Act 2015, Wipro elucidates its initiatives to mitigate/eradicate modern slavery and human trafficking from its business and supply chain. This Statement sets out the steps that Wipro as an organization has taken to ensure that no form of slavery and human trafficking exists in its business or supply chain.

ORGANISATION STRUCTURE

Wipro is a leading global Information Technology (IT) consulting and business process services provider delivering solutions to support its clients in improving efficiency. It has a dedicated workforce of over 163,827, serving clients across 6 continents. Wipro delivers winning business outcomes through its deep industry experience and a 360-degree view of 'business through technology', helping clients create successful and adaptive businesses. Wipro is an organization recognized globally for its comprehensive portfolio of services, strong commitment to sustainability and good corporate citizenship.

WIPRO BUSINESS

Wipro is listed in National Stock Exchange and Bombay Stock Exchange in India and New York Stock Exchange in the US. Wipro provides an array of IT services, which includes consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services, business process services, research and development and hardware and software design to clients worldwide.

SUPPLY CHAIN OVERVIEW

Wipro's supply chain is innately linked to its successful growth and works end-to-end to incorporate specific industry experience as well as a cross-industry perspective to help seed continuous innovation. Wipro's Central Procurement Organization has automated its supply chain management through a strategic web-based portal that covers all stages of procurement and provides end-to-end supplier on-boarding across all businesses. This portal requires all prospective suppliers to register with Wipro, update their business details and to ensure their adherence to Wipro's Supplier Code of Conduct (SCOC), which is in line with its Code of Business Conduct and Ethics.

WIPRO POLICIES

Wipro is committed to ensure that the organization and its supply chain are free from modern slavery or human trafficking in any form. Wipro's internal policies (Code of Business Conduct & Ethics and Supplier Code of Conduct, Ombuds Policy, Human Rights Policy) and practices focus on anti-slavery and anti-human trafficking and are part of a larger effort to ensure transparency, accountability and safeguarding of human rights extended to its supply chain. These internal

policies specify Wipro's commitment to uphold human rights, prohibiting slavery, servitude, forced labour, child labour and human trafficking and are available on Wipro intranet www.wipro.com.

In the past year, Wipro conducted group wide risk assessment of various functions, implemented programs for responsible labour sourcing process by clarifying requirements to suppliers and put in place advanced screening processes and audits. Wipro has taken and continues to take multiple actions to identify and eradicate forced labour, slavery and human trafficking in its business and supply chain.

Wipro expects all those who work with and for it including without limitation, its personnel, supply chain and contractors, to read and comply with this Statement.

DUE DILIGENCE PROCESSES AGAINST MODERN SLAVERY AND HUMAN TRAFFICKING

As part of its initiative to identify and eliminate any modern slavery Wipro –

- operates in licensed premises strategically limited in geographical scope to ensure optimum control and supervision of the work environment;
- strives to build long standing relationships with local suppliers and customers to effectively communicate its business standards;
- employs whistleblowing and grievance redressal systems to encourage reporting of concerns and/or violations;
- conducts independent assessments through third party tools and review the reports internally prior to the on-boarding of any vendor/partner.

Wipro's supplier engagement program integrates continuous evaluation, capacity building and risk management with a focus on human rights, labour practices and regulatory compliance through ongoing periodic assessments conducted by both external consultants and internal audit team.

EFFECTIVENESS AND REPORTING

Wipro encourages and has in place a whistleblowing process and a formal grievance redressal framework that enables everyone, including partners, contractors and employees, to raise their concerns at a single platform with complete confidentiality and has strict 'non-retaliation' policy to safeguard the interests of whistle-blowers.

ADHERENCE TO WIPRO'S VALUES

Wipro is committed and continues to exhibit zero tolerance towards modern slavery and human trafficking in its business and supply chain. Wipro expects its employees, supply chain personnel, contractors and all of those associated with it to adhere and comply with Wipro's values. The legal and compliance, human resources and central procurement organization are responsible for ensuring compliance across the organization.

TRAINING AND AWARENESS

Wipro offers multiple mandatory trainings through various forums and workshops to its suppliers and employees responsible for supply chain management on anti-slavery and anti-human trafficking, specifically to identify such issues in the supply chain and respond in accordance with the applicable laws. Wipro's suppliers are also required to assess their businesses and supply chain to ensure compliance with the provisions of the Modern Slavery Act, anti-human trafficking and other human rights requirements as incorporated under this Statement.

WIPRO'S EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Wipro uses the following Key Performance Indicators (KPIs) to measure and monitor organization's effectiveness in ensuring adherence to the Modern Slavery Act, anti-human trafficking and human rights, safeguarding requirements in its business or supply chain:

- Periodic in-house audits;
- Automated monitoring of employees/vendors and payroll management through e-portals;
- Build personal connect with suppliers to effectively communicate and monitor adherence to requirements as per this Statement.

This statement is in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Wipro's modern slavery and human trafficking statement for the financial year 2018-19, as approved by the Board on 24th October 2018.

Signed on the Board's behalf by:
Deepak Acharya
(General Counsel)