

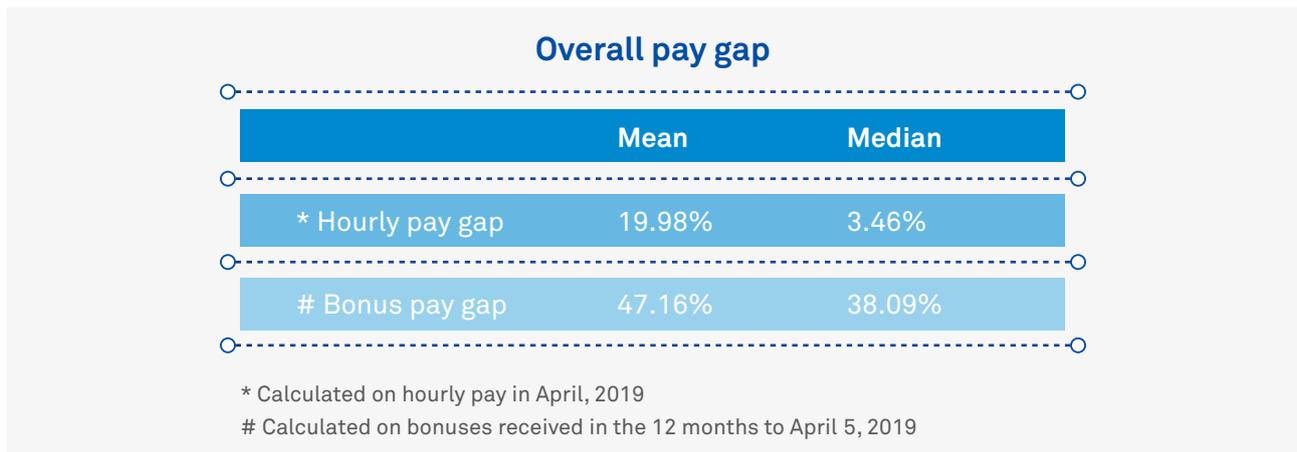


# Wipro announces gender pay gap details in Great Britain

Under UK legislation, introduced in 2017, employers in Great Britain (GB) with 250 employees or more must publish their gender pay gap each year. The objective of the gender pay gap reporting is to establish the difference between the mean and median earnings (hourly pay) of men and women, as well as the bonus payout by gender, and the ratio of male and female employees across the business.

Wipro is an equal opportunities employer and the company believes that this move by the UK government will ensure more transparency at the

workplace. In line with the parameters outlined under the legislation, Wipro's mean gender pay gap is 19.98% and the median gender pay gap is 3.46% for our employees in GB. 89.6% of our employees in GB are in the junior and mid-level career bands. The pay gap in these bands is lower as compared to the overall company figures in GB. In fact, in our core middle management level, female employees on an average are paid more than their male counterparts. This reaffirms our commitment to focus on hiring, training and deploying talent, based on skills, experience and meritocracy.



While our gender pay gap figures are encouraging, we recognize that there is still a lot to be done to create a more equitable workplace for all. For instance, our mean bonus pay gap in GB is 47.16% and the median bonus pay gap is 38.09%. The bonuses here include variable pay, incentives as well as commission. We need greater representation of women in senior management roles to mitigate this pay gap and

continuously endeavour to encourage and support more women to take up high-impact leadership roles.

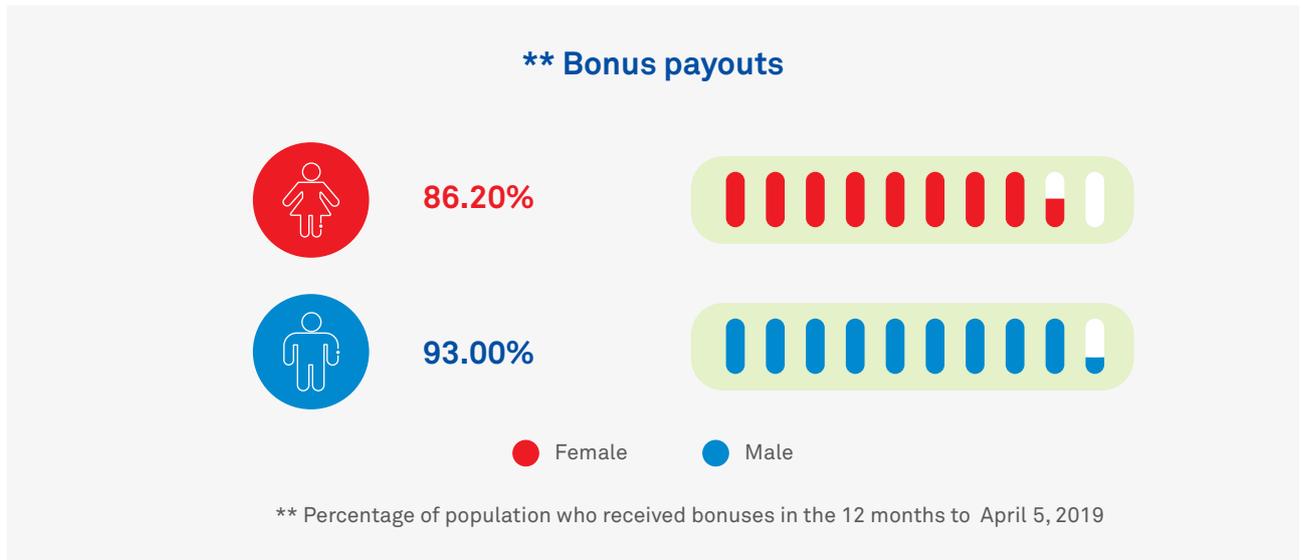
Nurturing inclusivity is a key priority of Wipro's talent agenda. We respect the plurality of ideas, celebrate diversity and encourage each person to be their authentic self, free from any conscious or unconscious bias. We underscore the need to foster an inclusive



culture through various communication channels including leadership messages, training programs, online modules on eliminating unconscious bias, as well as through our policies and processes.

Improving the gender balance at the workplace is a key objective at Wipro. We run multiple programs under the aegis of “Women of Wipro”, to mentor high-potential women employees for leadership roles. These initiatives are based on a life-stage approach to

cater to the differing needs of women employees as they progress through various phases of life. We have rolled out a focussed campaign internally enlisting diversity champions across our locations to work together and promote initiatives that challenge the status quo around mindsets and stereotypes. We firmly believe that we are responsible for bringing about this change. To further strengthen our recruitment process and ensure gender equality, our recruiters are trained in gender-inclusive interviewing



skills. Our commitment to making inclusion a ‘way of life’ at Wipro is reinforced by our leadership, including our CEO and Managing Director, Abidali Z. Neemuchwala, who is the Executive Sponsor of Wipro’s Inclusion & Diversity (I & D) Council.

Wipro is also a signatory to the United Nations Global Compact and supports the United Nations Guiding Principles on Business and Human Rights (The UN

Guiding Principles). We have been actively working on multiple initiatives aligned with the UN’s Sustainable Development Goals. We have also been recognized in various industry forums for our inclusive policies and practices. While we are proud of our achievements, we recognize that this journey is an ever-evolving one and will continue to strive towards creating an inclusive workplace where every employee is empowered to deliver their best.

**Declaration:**

We confirm that the information is accurate and the data provided has been calculated according to the mandatory requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the information in this report is accurate.



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