

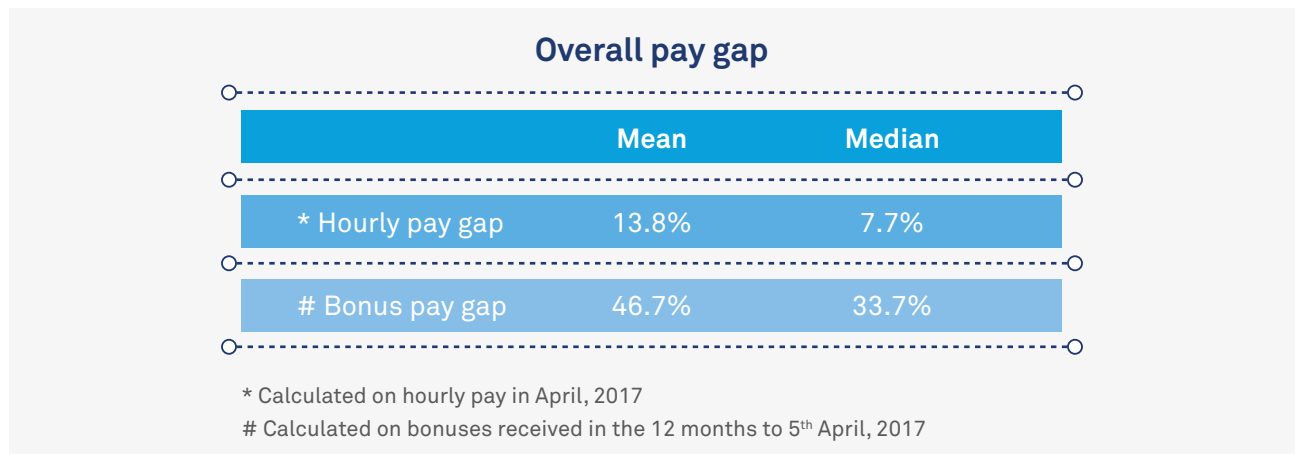


Wipro announces gender pay gap details in Great Britain

Under UK legislation, introduced in 2017, employers in Great Britain (GB) with 250 employees or more must publish their gender pay gap by 4 April 2018 and thereafter every successive 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 we welcome this move by the UK government to ensure more transparency at the workplace. In line with the

parameters outlined under the legislation, Wipro's mean gender pay gap is 13.8% and the median gender pay gap is 7.7% for our employees in GB. 87% 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.



However, though 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 at 46.7% and the median bonus pay gap is at 33.7%. The bonuses here include variable pay, incentives as well

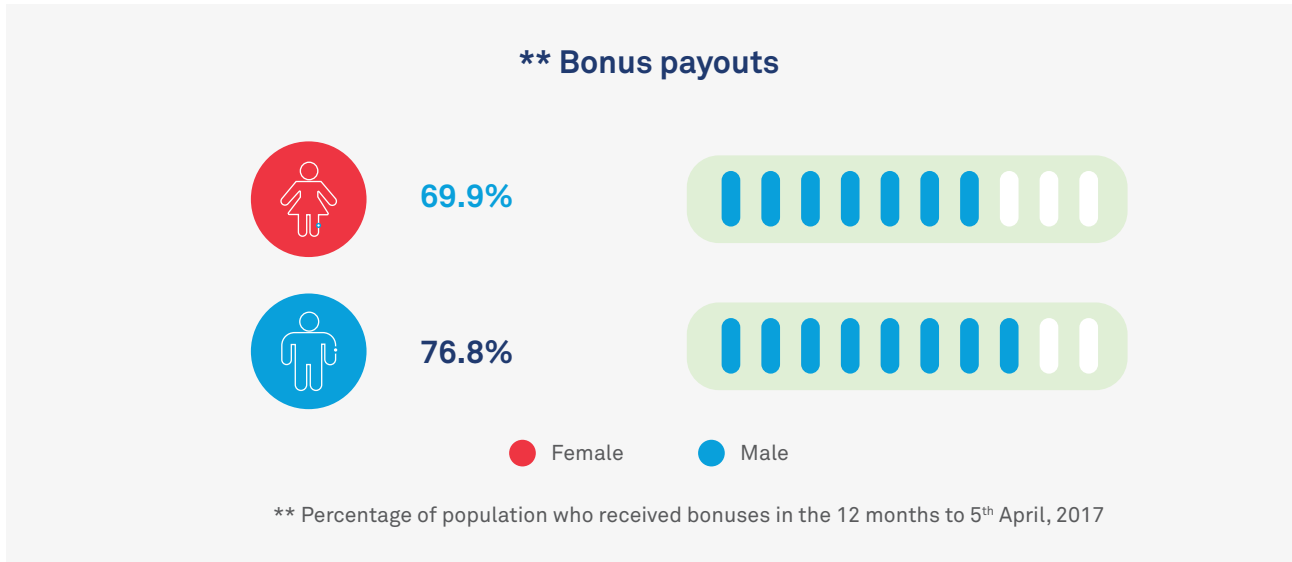
as commission. We need more representation of women in senior management roles to mitigate this pay gap. We continuously endeavour to encourage and support more women to take up high-impact leadership roles.



Nurturing inclusivity is a key priority of Wipro's talent agenda. For us, inclusion is about respecting plurality of ideas, celebrating diversity and encouraging each person to be their authentic selves, free from any conscious or unconscious bias.

Improving the gender balance at the workplace is a significant step towards achieving this objective. We have introduced several programs under the aegis of "Women of Wipro" to mentor high potential female

employees for leadership roles. These initiatives are based on a life-stage approach because we realize that at various stages, the needs of female employees differ. 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 Executive Director, Abidali 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 working on multiple initiatives aligned with the UN's themes of 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 the 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.



Deepak Parija
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 Strategic Business Unit,
 HR Director - UK & Ireland