



Wipro in the United Kingdom

Gender Pay Gap Report

April 2023

Inclusivity means a great deal to Wipro. We respect a plurality of ideas, celebrate diversity, and work to ensure each person feels comfortable being their authentic self, free from any conscious or unconscious bias.

As a values-driven organization, and a global leader in our industry, we believe we have a responsibility to lead by example and model these values in every aspect of our business — to ensure all Wipro employees feel supported to realize their full potential, both as individuals and as employees.

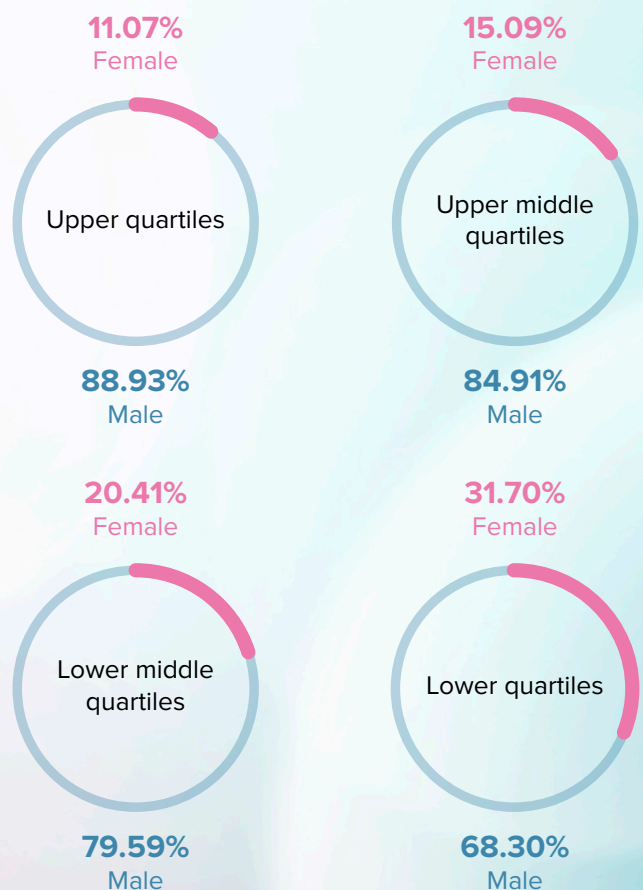
Across industries, women have been historically underrepresented in leadership roles, contributing to systemic inequalities such as the gender pay gap. Wipro is committed to closing this gap. And while we recognize that addressing such systemic issues can take time, we are confident that our focus on foundational improvements such as leadership training and mentorship programs for women are paving the way for lasting changes in the near and long term.

Another way we are working to address gender inequality is through compliance with UK legislation on gender pay gap reporting, which requires UK businesses with over 250 employees to provide details about the average earnings of men and women in the organization. These figures are important for us to understand what disparities exist throughout our UK branches and how to tailor our efforts to address them most effectively.

In accordance with the parameters outlined in the UK legislation, Wipro’s mean gender pay gap is 21.2% and its median gender pay gap is 17.4% for our employees in UK 87.27% of whom are in the junior and mid career levels.

The median gender pay gap for FY22 reflects Wipro’s focus on diverse hiring. Wipro employed many more women in early- to mid-career streams at the time of this reporting, a point we are proud of, but which also skews the overall median pay gap across the organization. At the same time, the pay gap in these early to mid-career levels is lower than in overall company figures for UK, reflecting Wipro’s commitment to hiring, training, and deploying individuals based on their and experience.

Pay quartiles



However, this approach captures the pay gap of the entire organization as a whole, that essentially means all the females in the organization are taken as one group and the median is calculated likewise the process is repeated for Males and then the median is compared. This methodology may not give the right representation and could be influenced by the gender ratios at different levels and skill sets, more importantly it does not provide an equal substitution between men and women against comparable job.

Therefore, we further analyzed the dataset based on comparable jobs. Comparable jobs in Wipro are based on job evaluation and levels. For each of these levels median pay of females is compared to the median of males. Table 1 below explains the levels of comparable jobs used in Wipro.

Gender pay gap in a comparable job/ role (+ve % denotes median for men is greater than that for women and -ve % denotes median for women is greater than that of men.)

Table - 1

Job Level	Wipro Level	Gender pay gap
1	Individual contributor with even no experience, a beginner in respective domain. Performs a range of mainly straightforward assignments.	0.28%
2	Individual contributor with intermediate expertise in respective domain with min 2 years of experience. Performs a variety of routine tasks or assignments.	0.00%
3	Individual contributor with advanced expertise in respective domain. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives.	0.00%
4	IFirst level management role specializing in Technology with expertise in respective domain. Has accountability for the performance and results of a team within own discipline or function.	-2.41%
5	Seasoned Management level role with advance Technology specialist in respective domain. Has accountability for the performance and results of multiple related units.	-3.64%
6	1st Level Manager of managers handling a large portfolio by providing direction to L1 and L2 managers. Has accountability for the performance and results of a large, strategically important discipline in a single/ multiple market/ units.	8.04%

Table 2 below shows the gender ratios split in males and females, and it depicts the positioning of median as a result of the different headcount ratios as per the approach outlined in UK legislation. The gap would be visible since the median for females will be one level below than that of males, because of the headcount split.

Female median: between level 2 & 3

Male median: between level 3 & 4

Table - 2

Level	Female HC as a % of total females	Male HC as a % of total males
1	3%	2%
2	33%	14%
3	31%	28%
4	18%	26%
5	11%	17%
6	4%	13%

Headcount distribution key pointers:

- Almost 2/3rd (67%) of total Female population falls into level 3 and below group.
- 1/3rd of total Female falls into level 4 and above group.
- Whereas for Males, less than half (44%) of the total Male population fall into level 3 and below and 56% fall into level 4 and above group.
- Insight: As a result of the above distribution, the median value for Females currently lies in level 3 whereas for Males it lies in level 4, hence we see the median gap in this overall gap approach since median value for level 3 would be lower than that of level 4.

Wipro strives to maintain fair compensation for any role throughout the organization, irrespective of the gender, and our compensation ranges for men and women in each role are aligned. We ensure periodic salary revisions, increases and promotions based on merit to maintain competitive pay for both men and women.

We are committed to making Wipro a place where women can safely grow, develop, and thrive. We are focused on improving retention, growth, and engagement to increase representation of women at all levels in the organization and continue to encourage and support women interested in more high-impact leadership roles.

We recognize that there is still a lot to be done to create a more equitable workplace for all and we are committed to taking the necessary steps. For instance, Wipro's mean bonus pay gap in UK is 46.88% and its median bonus pay gap is 38.07%. These bonuses include variable pay, incentives and commission.

Percentage of employees who received bonus payouts in the 12 months to April 5, 2022.



To close these pay gaps, we need to increase the representation of women in senior management roles, and we have set a goal of increasing representation of women at senior leadership levels to 20% by 2025.

The multiple programs we run under the aegis of “Women of Wipro” aim to promote gender equality by mentoring high-potential women employees and preparing them for leadership roles. These initiatives utilize a life-stage approach to support women at

various stages of their lives and career development. Our flagship capability programs, such as Your Career Your Choice (YCYC) and Women in Leadership (WIL), help women stay competitive and tackle workplace challenges. Other initiatives include Enrich, our sponsorship program for high-potential women leaders, and Begin Again, which is focused on hiring women who have taken a break from their careers.

Our commitment to making inclusion a way of life at Wipro is reinforced by our leadership, including Wipro CEO and Managing Director Thierry Delaporte, who is the Executive Sponsor of Wipro's Inclusion and Diversity (I&D) Council. Together we are putting in the work to make lasting changes that will benefit our colleagues, our customers, and our communities.

Aspirations for the future

- We aim to improve the overall gender pay gap by equalizing the distribution of bonuses among the men and women of Wipro's workforce.
- Although the percentage of women in lower management roles at Wipro has increased, we aim to further improve the percentage of women in mid and senior levels.
- Our aim is to have 20% diverse representation at the leadership level. To achieve this, we must focus on improving our diversity mix at the leadership level. We remain committed to investing in the development of our diverse workforce.



Ambitions Realized.

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