



# ENVIRONMENTAL POLICY

**BE PASSIONATE  
ABOUT CLIENT'S  
SUCCESS**

**TREAT EACH  
PERSON WITH  
RESPECT**

**BE GLOBAL AND  
RESPONSIBLE**

**UNYIELDING  
INTEGRITY IN  
EVERYTHING  
WE DO**



# TABLE OF CONTENTS

<b>1. Preamble</b>	<b>3</b>
<b>2. Scope of the Policy</b>	<b>3</b>
2.1 Primary Stakeholders	3
2.2 Geographies	3
<b>3. Statement of Wipro’s vision and key goals</b>	<b>4</b>
<b>4. Approach</b>	<b>4</b>
4.1 Regulatory compliance in letter and spirit	5
4.2 Reducing Wipro's operational footprint	5
4.3 Integration with business strategy	7
4.4 Stakeholder Inclusiveness	7
4.5 Transparency	8
<b>5. Outcomes and Impacts</b>	<b>8</b>
<b>6. Governance</b>	<b>9</b>
6.1 Policy Owner	9
6.2 Cadence	9
6.3 Catalyst	9
<b>7. References Policies</b>	<b>9</b>
<b>8. Approving Authority</b>	<b>10</b>



## 1. Preamble

Wipro recognizes that social and environmental challenges facing humanity today are as integral to business as economic drivers. The triple bottom-line of Economic, Environmental and Social good are an essential part of our approach to responsible Corporate Citizenship.

Our business operations and value chain result in direct and indirect impacts on the environment on account of use of energy, materials, water and land as input-factors and generation of solid waste as byproducts. Wipro therefore recognizes its fiduciary responsibility to minimize the environmental impact of its business activities and to protect the environment commons upon which all life depends.

As a global leader in sustainability, we will constantly benchmark with leading practices from across the world and meet and exceed those standards. As part of this, we will actively engage with globally accepted frameworks and calibrate our environmental policies and programs accordingly. For example, on climate change, our approach is captured in the below visual:



A fundamental principle of our approach is that our environmental policy must address not only immediate imperatives of operational efficiency but must also incorporate a longer-term view of environmental and social stewardship towards future generations.

Wipro's environmental policy has been articulated with the vision that a good policy must serve as a lighthouse showing the right direction and as a catalyst for activating positive change. Environmental stewardship and Corporate Citizenship are an integral part of the "Spirit of Wipro", our core values.

## 2. Scope of the Policy

### 2.1 Primary Stakeholders

This policy is applicable to all divisions and units of the IT business and is applicable to all our operations and value-chain.

### 2.2 Geographies

All Global facilities where Wipro has operational control.

### 3. Statement of Wipro's vision and key goals

Wipro's leadership commits itself to the principles and requirements of being an environmentally sustainable organization by provisioning adequately for the investment of necessary resources, by setting up effective governance processes of planning and review and by stewarding the entire organization to align with our stated vision and goals.

We will drive the implementation of our policy through widespread awareness and concrete actions, while being open to continuous improvement. We believe that the policy serves as a strong foundation for seamless integration of our marketplace, workplace, operations, environment, and community concerns in order to support the larger goals of sustainable development. We aim environmental stewardship across the values chain. Our environment goals include:

- **Contribute Effectively to actions across the value chain on the climate change challenge.**
- **Responsible management of scarce water resources**
- **Effective management of generated waste**
- **Enhance biodiversity in Wipro campuses**

### 4. Approach

At Wipro, our approach to environmental policy is rooted in our core values of sustainability, innovation, and responsibility. We recognize the interconnectedness between our business operations and the environment, and we are committed to minimizing our environmental footprint while maximizing positive impact. Our approach encompasses the following key principles:



## 4.1 Regulatory compliance in letter and spirit

Wipro believes that environmental regulations have a critical role to play in sustainable development. Wipro will comply in letter and spirit with all environmental laws, regulations, codes of practice and directives, as applicable to us in every geography we operate in. We will also strive to go beyond compliance through an integrated vision of thought and action that are environment positive.

## 4.2 Reducing Wipro's operational footprint

Wipro will strive to reduce and minimize the environmental footprint of its operations. Our focus will primarily be on four dimensions:

- Reduction in our Energy and GHG (Greenhouse Gas) footprint,
- Increase in the efficiency of use and recycling of water,
- Sustainable Waste management minimizing waste-to-landfill and
- Enhancing Biodiversity in our campuses





We will do all this through a three-pronged approach of

- Setting rigorously defined goals that are based on globally accepted scientific principles
- Establishing good governance and robust execution processes and
- Implementing best practice solutions and technologies.

Our focus on each of these dimensions is as below:

#### **A. Reduction of our Energy and GHG footprint.**

We are committed to implementing effective GHG emissions management practices across our operations to reduce our carbon footprint and transition towards a low-carbon economy.

Wipro monitors performance against its goals in terms of absolute emissions and emissions intensity of Scope 1 & 2 emissions which are under our operational control. We also have a five-year GHG mitigation plan consists of three key elements – Energy Efficiency (Reduce), Renewable Energy (RE) Purchase (Replace), and addressing Scope 3 emissions from categories such as Business Travel and Purchased Goods & Services. In addition, we also monitor air and noise pollution within our campuses

At Wipro, we recognize the crucial role of energy management in achieving sustainability goals and reducing environmental impact. Therefore, we are committed to implementing comprehensive energy management practices across our operations to optimize energy efficiency, reduce consumption, and minimize our carbon footprint. Wipro tracks energy management within the organization by assessing energy consumption, energy intensity, efficiency, and emissions from office operations.

#### **B. Increase in the efficiency of use and recycling of water**

At Wipro, we view water through an interrelated lens of efficiency of use and conservation coupled with our approach of engaging with urban water as a boundaryless issue. Our articulated goals are therefore derived from water efficiency, water responsibility, freshwater recycling and efficiency, sourcing of water, use of recycled water and collaborative advocacy on water. We constantly monitor water pollution and ensure wastewater treatment. For further details refer Wipro's Water Policy.

#### **C. Sustainable Waste management minimizing waste-to-landfill**

Pollution of air and water poses one of the most serious threats to community health and societal welfare. Managing these commons in an urban context requires business organizations to look beyond their boundaries and adopt an integrated approach. Our key focus areas include waste segregation, waste collection and disposal, compliance monitoring, tracking, and reporting, waste reduction and recycling and third-party vendor evaluation.

Our waste management strategy includes:

- Reducing impact on the environment through recycling and reuse

- Ensure segregation and monitoring of waste disposal.
- Arranging for safe disposal of waste that goes outside our organizational boundaries.

#### D. Enhancing Biodiversity in our campuses

Our biodiversity projects integrate multiple benefits of water conservation, ambient temperature reduction, air pollution mitigation and employee engagement. We are committed to enhancing biodiversity within and outside our campuses.

### 4.3 Collaborative Advocacy on Sustainability

Wipro believes in collaborative advocacy to facilitate knowledge sharing, networking and collaborations to work towards a collective purpose. Our underlying principle is to enhance learning and collaborations with other organizations as we strive towards a cleaner planet. We will participate in several environmental advocacy forums in the areas of climate change, clean air, and responsible energy, to name a few.

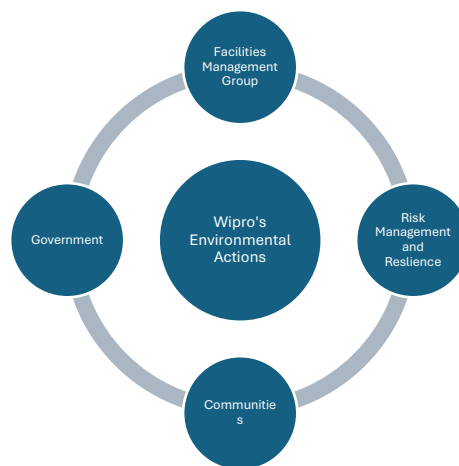
In one of its efforts to foster collaborations, Wipro supports the Bengaluru Sustainability Forum (BSF) - an inter-institutional initiative to foster conversations, build bridges and encourage interdisciplinary collaborations working towards Bengaluru’s sustainable future.

### 4.4 Integration with business strategy

We will integrate critical environmental issues into our core business strategy. The key elements of this are the incorporating of environmental risks into our Enterprise Risk Management (ERM) strategy, improving resource and cost efficiencies of our operations sustainable procurement policies and customer stewardship. For example, our ‘customer stewardship’ approach will be based on offering a comprehensive portfolio of solutions that will help our customers reduce their environmental footprint.

### 4.5 Stakeholder Inclusiveness

Progressing on the path of sustainability requires collective efforts from multiple stakeholders. In addition to customers, we will address the most material issues for our investors, employees, suppliers and communities. For each of our stakeholders, we will follow a process of jointly identifying the key issues that are relevant in terms of environmental impacts on and due to them. Given the fact that environmental concerns affect everyone, it is important collaborate in multiple ways. Towards this, we will actively engage in strategic advocacy





with industry and civil society networks at regional, national and global levels.

At Wipro, we are committed to environmental stewardship and recognize the critical importance of raising awareness among our internal and external stakeholders regarding our environmental management policies and the impacts of our activities on the environment. To ensure effective dissemination of this awareness, we conduct regular training sessions to enhance their understanding of the environmental impacts associated with their work activities. By empowering our employees with this knowledge, we aim to foster a culture of environmental responsibility and accountability throughout the organization. We utilize various communication channels, including email newsletters, intranet portals, and company-wide meetings, to disseminate information about our environmental management policies and initiatives. Additionally, we encourage open dialogue and feedback from employees, allowing them to actively engage in discussions regarding environmental sustainability within the organization.

## 4.6 Transparency

Wipro commits to being transparent about its goals and progress on sustainability with all its stakeholders. We believe this is central to our culture of continuous improvement. We will engage with multiple platforms of disclosure in the public domain as well as in response to specific one-on-one requests. We will proactively track and respond to the emerging needs of ESG investors and ensure our disclosures are comprehensive and balanced. We regularly publish Sustainability reports and updates on our environmental performance, including key metrics, goals, and initiatives, to provide transparency to both internal and external stakeholders. By sharing this information openly, we demonstrate our dedication to environmental responsibility and accountability while also encouraging others to adopt similar practices.

## 4.7 Natural Capital Valuation

Wipro believes it is important to quantify the environmental impact of our operations on nature in monetary terms. This is driven by the need to articulate environmental impacts in terms of a common metric that is also material to business. We believe it plays a pivotal role as a driver for value creation in the business. It signals to our stakeholders that we are serious about mainstreaming environmental and social initiatives into its core business. We will conduct Natural Capital Valuation studies to assess and quantify both positive and negative impacts on nature or natural capital on account of a company's operations and value chain. Natural Capital Impacts will be calculated across six key performance indicators (KPIs) that are part of Environmental factors. The methodology uses a value for the social cost of carbon that varies as per country and geography.

# 5. Outcomes and Impacts

Our environmental practices enable us to drive positive environmental impact, promote sustainability, and contribute to the transition towards a low-carbon economy.

**Reduction in greenhouse gas emissions:** Wipro's implementation of energy-saving measures results in a measurable decrease in greenhouse gas emissions, contributing to climate change





mitigation and reducing the company's carbon footprint. Wipro has SBTi – approved targets to achieve NetZero on Scope 1, 2 and 3 by 2040.

**Improved resource efficiency:** Wipro's initiatives in water conservation and waste reduction lead to enhanced resource efficiency, including reduced water usage, decreased waste sent to landfills, and overall cost savings. This will be published every year in our ESG dashboard/Sustainability Report.

**Advocacy on Sustainability:** Wipro demonstrates commitment to sustainability and responsible business practices by participating in various environmental forums with the aim to develop policies, share best practices, and drive collective action towards addressing climate change and environmental challenges.

**Enhanced stakeholder engagement:** By actively involving customers, investors, employees, suppliers, and communities in environmental initiatives, Wipro fosters stronger relationships and builds trust with stakeholders. This promotes collaboration and collective action toward sustainability goals, enriching the company's social capital and reputation.

## 6. Governance

### 6.1 Policy Owner

CEO and Managing Director

### 6.2 Cadence

Wipro is dedicated to conducting annual reviews of its environment policy to ensure its relevance, effectiveness, and adherence within the organization and to international standards and best practices. The outcomes of these reviews will be documented, and any essential amendments or enhancements to the policy will be promptly implemented.

### 6.3 Catalyst

Chief Sustainability Officer, Group Executive Council and the Board of Directors. These individuals are responsible for creating awareness, understanding, and compliance with the policy throughout the organization.

## 7. References Policies

WIPRO's Policies		External/ Internal	Link
1	Water Policy	External	<a href="https://www.wipro.com/investors/corporate-governance/policies-and-guidelines/">https://www.wipro.com/investors/corporate-governance/policies-and-guidelines/</a>
2	Energy Policy		
3	Supplier Code of Conduct		



## 8. Approving Authority

Approved by (Name, Designation & Signature)	 <b>Srinivas Pallia</b> CEO and Managing Director
Effective Date:	15 July 2024

