



**Wipro global  
statement on  
health and  
safety**



## Our commitment

At Wipro, the well-being and safety of our employees is of utmost importance. Well-being refers to a state characterised by good health and happiness.

## Scope/applicability

We are committed to providing a safe and healthy work environment for all our employees, contractors, customers and visitors at our premises. We also extend our commitment across our value chain through our partners and suppliers.

## Material aspects for our business

**At Wipro operated and customer operated locations**, occupational health impacts arising from the nature of work environment are key material aspects. Primary among these are ergonomic health impacts, communicable diseases, food safety and commute/business travel safety.

**With respect to our supply chain**, identification and control of risks arising out of unsafe occupational environments and work practices are material aspects. These include issues like health & safety impacts arising out of improper/non-usage of protective personal equipment, unsafe handling methods of waste, among others.



## Governance

The Global Operations Head, reporting to the CEO, assumes primary responsibility for effective, efficient and safe operations at Wipro premises worldwide, legal compliance, including health and safety. He is supported by the location and geography heads who drive health and safety programs, and legal & compliance teams at their respective locations/geographies.

Additionally, all employees in their respective capacities as individuals, managers and functional owners (human resources) are responsible for maintaining and promoting a safe and healthy workplace. Health and Safety aspects are integrated into the corporate governance structure, and the Audit, Risk and Compliance committee oversees this.

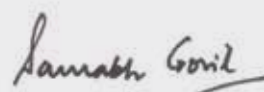
## Approach

Our approach is to look at health and safety from a holistic and integrated perspective, covering preventive and mitigation measures.

- **Holistic** programs are those that meet requirements across life stages and address aspects of both mental and physical well-being of an individual.
- An **integrated** approach seeks to incentivize behaviours through both organization-facilitated forums/programs and individual compensation-benefit structures.
- **Preventive** measures include compliance with management systems and regulations, awareness building, communication and forums for consultation and feedback, including reviews and audits. Some examples of these are Location H&S councils / Joint health & safety committees, awareness sessions on healthy lifestyle and employee assistance or counselling programs.
- **Mitigation** measures include post incident response handling and recovery measures.

## Objectives

- Maintain location-level H&S management system aligned to the OHSAS 18001 (ISO 45001) standard at Wipro owned-premises. For leased and customer operated locations, we will endeavor to work with customers and property owners/managers to align to the same standard.
- Actively identify, assess and manage the health & safety related risks across operations and supply chain.
- Take appropriate measures to prevent workplace injuries and ill health, and provide employees with a safe and healthy working environment by continuously evolving industry practices and societal standards of care.
- Identify and comply with applicable H & S legislations and other requirements to which we subscribe.
- Set objectives and targets that result in continual improvement of our health & safety management & performance.
- Encourage employee involvement through feedback and consultation. Provide training, both generic and role-risk specific, to help improve health and safety performance.
- Conduct periodic internal and independent reviews of conformance to health and safety management systems and performance.
- Publish independently verified H&S data and certifications, including but not restricted to ambient and indoor air quality, water quality, noise pollution, and incident/injury data.



**Saurabh Govil**  
President & CHRO

● **Wipro Limited**

Doddakannelli, Sarjapur Road,  
Bangalore-560 035,  
India

Tel: +91 (80) 2844 0011

Fax: +91 (80) 2844 0256

**wipro.com**

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For more information,  
please write to us at  
**info@wipro.com**

