



# Global Policy on Inclusion & Diversity



## Objective of the Policy

The primary objective of this policy is to promote equitable and unbiased practices across the organization. We aim to eliminate unlawful or unethical discrimination and treat everyone with respect and dignity. Through this approach, we strive towards fostering healthy relationships amongst everyone regardless of their background or identity, or diverse abilities, thereby making Wipro a safe workplace.

## Scope and Applicability

This policy binds Wiproites together and fosters a healthy workplace which ensures respect and dignity for everyone. It covers everyone globally (including contract workers, interns, trainees and others with any other kind of work engagement with the organization) regardless of their backgrounds, experiences, or hierarchies.

## Policy Statement

Wipro is committed to fostering a culture of inclusion, diversity and equity. Inclusion is in our very 'DNA' which defines us, guided by our strong values — the "Spirit of Wipro". These values are the cornerstone of our Inclusion and Diversity (I&D) practices. We are determined to build an ecosystem where inclusive behaviors are lived and practiced by all, and remain part of the organization's ethos.

We define Inclusion and Diversity as recognizing individual differences to honestly engage, understand, and draw on a variety of unique perspectives. We celebrate and learn from diverse ideas, backgrounds, perspectives and experiences. We seek to create an equitable workplace for all, where each individual is treated with fairness and respect. We believe such an inclusive environment welcomes everyone and nurtures an overall sense of belonging. The essence of co-creating, guided by our values, defines inclusion and diversity at Wipro.

## Our Vision

Inclusion is a 'way of life' at Wipro, and this is achieved by integrating diversity effortlessly into every day working and encouraging all Wiproites to be their authentic selves at all times. We are committed to creating and nurturing a sense of belonging through equitable practices and by embracing all forms of differences. We aspire to help our clients maximize value of their businesses and make Wipro an employer of choice that attracts, develops and retains diverse talent.

## Focus and Commitment

The strategic agenda of the Inclusion and Diversity charter is "treating everyone equally and ensuring inclusivity for all". We recognize and respect diverse people in our workforce such as people of different age groups, color, family or marital status, language, national origin, political affiliation, religion, socio-economic status, veteran status and other characteristics that make people unique.

We are committed to make deep inroads in the area of gender inclusion, disabilities inclusion, nationalities, suppliers' diversity, LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual) inclusion and racial & ethnic inclusion. In addition, we remain focused on creating a culture of belonging through elimination of unconscious bias and moving towards conscious inclusion.

## Inclusion in Action

We are committed to leveraging unique experiences and perspectives from our employees across a diverse spectrum to serve our customers across the globe. Inclusion and Diversity is the bedrock for us to stay competitive in the market. Our initiatives and programmes help employees become more aware of their biases so they can demonstrate inclusive behaviors. Inclusive strategies are followed throughout the employee lifecycle (hiring, training, career development, rewards & recognition, compensation & benefits, etc.) and drive enhanced employee experiences.

While there is leadership engagement to make inclusion a reality at Wipro, an internal network of passionate enthusiasts and allies from Business, Functional Team and HR Teams drive efforts to build inclusion as a 'way of life'.

### Substantial references of Wipro's inclusive practices:

- **Policies & Procedures** – Our key people policies and processes are inclusive in nature, underscoring fairness and equity and creating a balanced approach across a diverse spectrum of employees. Some of our policies offer certain benefits, and explicitly call out the support system for those from historically underrepresented backgrounds in order to consciously ensure non-discrimination. In addition, the policies are devised in line with statutory requirements wherever necessary.

- **Communication & Awareness** – We focus on ensuring sustained communication about I&D to all employees. Regular leadership communication through townhalls, team meets, awareness mailers and blogs, reinforce our inclusion philosophy. We ensure that our communication is inclusive and accessible to all.
- **Equal Employment Opportunity** – Wipro is an equal opportunity employer. We focus on meritocracy and do not engage in or support discrimination in hiring, compensation, access to training, promotion, or retirement based on ethnic and national origin, race, caste, religion, disability, age, gender, creed, marital status, gender identity, gender expression, sexual orientation, political orientation, protected veteran status, or any other characteristic protected by law. We hire and promote based on qualifications, performance and abilities.
- **Accessibility** – We recognize that accessibility is a lever for creating a barrier-free environment where everyone can excel. We strive towards providing accessible digital and physical infrastructure by adhering to universal design principles. We follow WCAG (Web Content Accessibility Guidelines) standards for digital accessibility and applicable guidelines as per statutory norms for infrastructural accessibility. In line with our philosophy, reasonable accommodation/adjustments are made wherever necessary.
- **Advancing Equality and Inclusion** – As a responsible organization, we raise awareness and educate employees on key areas of diversity and inclusion. We commemorate globally recognized days such as International Women's Day (IWD), International Day of Persons with Disabilities (IDPD), Black History month, Pride month and others as per United Nations guidelines. Through these frequent events, we aim to minimize stereotypical behaviors and foster inclusion in true spirit.

## Grievance Redressal

Our internal grievance redressal system — The Ombuds Process — enables employees, vendors and service providers, contract employees, clients, retainers, consultants, trainees and interns to raise any grievance or complaint across various categories like sexual harassment, discrimination, health & safety, unfair employment practices, among others. Similarly, our global policy on Prevention of Sexual Harassment (PSH) at the workplace provides a strong framework of confidentiality, assurance and protection to all.

We are committed to maintaining a safe workplace free from discrimination or harassment of any kind. All the cases are evaluated objectively and fairly.

Employees may report concerns to their L1 or L2 manager, HR manager or to the Ombuds person ([at\\_ombuds.person@wipro.com](mailto:at_ombuds.person@wipro.com) or through the hotline at [www.wiproombuds.com](http://www.wiproombuds.com)). For complaints regarding sexual harassment, employees can also write to [safe.workplace@wipro.com](mailto:safe.workplace@wipro.com).

## Inclusion and Diversity Council

The CEO is the key sponsor of the council which was formed in 2018. It is chaired by the Global I&D head and includes the CHRO, as well as the business and geography heads across the board.

The primary objective of the council is to drive inclusion in a sustainable manner across the organization as it is a key agenda for our board reviews.

The council meets quarterly to review key metrics, overall progress and discuss priorities for the upcoming quarter. Each council leader is accountable for driving a key actionable by cross-leveraging and collaborating with teams across.

## Governance Mechanism

The Org Capability team is responsible for the governance of the Inclusion & Diversity (I&D) charter. Quarterly and monthly scorecards are published to the I&D Council for review of key metrics like gender pay parity, attrition, hiring among other. Employee perception of I&D is gauged through annual employee engagement surveys. Key organizational metrics on I&D are voluntarily disclosed publicly in the Annual and Sustainability reports. We regularly track completion of the Unconscious bias e-module with a key focus on leadership.

## Approving Authority

The Global I&D head is the final approving authority for rolling out any initiatives under the charter, and is also the approval authority for budgets. The I&D function as a CoE resides under corporate Human Resources - Organization Capability function.



---

**Wipro Limited**  
Doddakannelli  
Sarjapur Road  
Bengaluru – 560 035  
India

Tel: +91 (80) 2844 0011  
Fax: +91 (80) 2844 0256  
**wipro.com**

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading global information technology, consulting and business process services company. We harness the power of cognitive computing, hyper-automation, robotics, cloud, analytics and emerging technologies to help our clients adapt to the digital world and make them successful. A company recognized globally for its comprehensive portfolio of services,

strong commitment to sustainability and good corporate citizenship, we have over 220,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

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