Sustainability at Wipro
### World Economic Forum global risks 2018

#### Top 10 risks in terms of **Likelihood**
1. Extreme weather events
2. Natural disasters
3. Cyberattacks
4. Data fraud or theft
5. Failure of climate-change mitigation and adaptation
6. Large-scale involuntary migration
7. Man-made environmental disasters
8. Terrorist attacks
9. Illicit trade
10. Asset bubbles in a major economy

#### Top 10 risks in terms of **Impact**
1. Weapons of mass destruction
2. Extreme weather events
3. Natural disasters
4. Failure of climate-change mitigation and adaptation
5. Water crises
6. Cyberattacks
7. Food crises
8. Biodiversity loss and ecosystem collapse
9. Large-scale involuntary migration
10. Spread of infectious diseases

#### Categories
- **Economic**
- **Environmental**
- **Geopolitical**
- **Societal**
- **Technological**
The interconnected nexus

Source: Global Risks Perception Survey 2015
The unsustainable footprint of humanity

Source: Hoekstra and Wiedmann (2014) Humanity’s unsustainable environmental footprint, Science
Major challenges ahead

**Climate Change**
A warming world that doesn’t seem to be slowing

**Food security**
"In the next 40 years we need to produce as much food as we produced in the past 8,000" WWF

**Poverty and Inequality**
Rising inequality in most parts of the world and its implications for social and economic stability

**Water stress**
41% rise in water demand projected between 2010 and 2030

**An urban world**
60% of the world will live in cities by 2030 and around 75% by 2050
Does it have be like this?
Sustainability and Wipro
Wipro’s view of good citizenship

When we started a decade back, this is what we told ourselves:

As such their objectives have to be congruent with society's goals. Today, they wield significant capacity to influence social issues, i.e. a 'power to do good'.

This 'power to do good' is a responsibility. Wipro believes this must manifest in a thoughtful & deliberate set of initiatives, not in charity. These must reflect the same level of rigor & strategic thinking as in business initiatives.

Wipro believes it can make a lasting impact to create a just, equitable and humane society. This is reason enough to act.

Wipro has chosen to focus on Education, Ecology & Community care, in its journey towards being a Responsible Global Corporation.
Our eight sustainability pillars

- Ecological Footprint
- People at the workplace
- Product & Customer Stewardship
- Supplier Responsibility
- Systemic Social Issues
- Community Engagement
- Disclosures
- Advocacy

The Foundation

- Values
  - Spirit of Wipro
- Governance
  - Board
  - Codes of Conduct
  - Risk Management
- Transparency
  - Grievance Redressal
  - Public Disclosures
- Stakeholder Inclusiveness
  - License to Operate
Thirty Dimensions……..(i)
Thirty dimensions......(ii)

**Systemic Social Issues**
- School Education
- Sustainability Education
- Urban Sustainability

**Communities**
- Primary Healthcare
- Education for Underprivileged & Children with Disability
- Community Ecology
- Disaster Rehabilitation

**Disclosures**
- ESG Analysis
- Public Reporting
- Natural Capital Valuation

**Advocacy**
- Industry Networks
- Academic Partnerships
- Civil Society Networks
- Sustainability Policies
## Fourteen foundational elements

### Values – Spirit of Wipro
- Be passionate about clients’ success
- Treat each person with respect
- Be global and responsible
- Unyielding integrity in everything we do

### Governance
- Board Independence
- Enterprise Risk Management
- Codes of Conduct
- Policies – EHS, CSR, Human Rights

### Transparency
- Public Disclosures
- External Audits
- Grievance Redressal

### Stakeholders
- Employees, Investors
- Customers, Suppliers
- Education Sys, Communities
- Future Generations
Eight governing principles

- Rigor in goal setting
- Expanded time horizons and scenario planning
- Within and outside our boundary
- Transparency as catalyst for self transformation
- Sustainability is every one’s job
- The power of partnering
- No “cheque book philanthropy”
- Focus on Institutional Capacity
Our philosophical approach

- Depth, not breadth: Ecology, Education, Communities
- Not everything that counts can be counted......don’t get fixated on measures
- The spirit matters more than the letter: be led by passion and interest, not by laws and rules
- Prioritize the long term
- Impact ahead of scale

• Corollary: Play according to one’s energies ......by design, business does not have competencies in the public space....therefore, must partner and complement
# The sustainability responsibility matrix

## Ecological Programs

<table>
<thead>
<tr>
<th></th>
<th>Planning &amp; Reviewing</th>
<th>Execution / Implementation</th>
<th>Internal Evangelizing</th>
<th>External advocacy</th>
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<td><strong>Board of Directors</strong></td>
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<td><strong>Group Executive Council</strong></td>
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<td><strong>Infrastructure Creation Group</strong></td>
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<td><strong>Corporate affairs, Brand &amp; Communication</strong></td>
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<td></td>
<td>✓</td>
<td>✓</td>
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<tr>
<td><strong>Risk Office</strong></td>
<td>✓</td>
<td></td>
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Illustrative Examples
Case in point (i): setting rigorous goals

### Energy and GHG
- To reduce our GHG emissions to 98 Kg per sq. mt of CO2 eq. by 2022 from a baseline metric of Kg in 2016-17, translating into a net reduction of 23,700 tons.

### Water
- To improve water efficiency (fresh water use per employee) by 5% year on year.
- Reduce absolute water consumption in existing campuses by 20% between FY 2016 and FY 2021

### Waste Management
- Ensure that not more than 5% of the total waste (by weight) generated by our internal operations reaches landfills. Sub-goals of continuing with 100% in-house handling of organic waste and complete recycling of inorganic waste.

### Biodiversity
- To convert two of our existing campuses into biodiversity spots by 2020; A parallel goal is that all our new campuses will be designed on the principle of biodiversity.
Reducing our ecological impact

- 33% of our India offices electricity is from renewable sources
- 187 million liters of water saved over previous year. 41% of our water is recycled.
- 3 campus biodiversity projects- Butterfly and wetland park in Bengaluru and multispecies garden in Pune campus (250+ native species)
- 18 Green Buildings. 39 million units of Energy over three years.
- 250,000 tons of GHG emissions avoided over last three years
- More than 90% of solid waste is reused/recycled
A sustainable, empowering workplace

Diversity at Wipro

- 35% Women
- Workforce comprising 110+ nationalities
- 442 employees with disabilities as on March 31, 2018
- 100+ online applications and modules accessible to employees with sensory disabilities.
- 1,000+ women covered through focused women enablement programs including mentoring at various levels.
- Inclusion & Diversity Speaker Series: 40+ External Speakers.
- 300+ employees sensitized on disability-related issues such, including the Rights of Persons with Disabilities Act (RPWDA) and hire and include PWD at workplace.

The Voice of the Employee

Wipro’s employee assistance and counselling program completes 14 years

73.6% overall engagement score and 72.6% employee participation in EPS 2017

Employees, Contractors and service providers attended trainings on Health & Safety. 90% of employees in India covered under OHSAS

Sustain use of Yammer as the enterprise social networking platform over 103,500 users with 10,000 groups.

© Wipro confidential
Product and Customer Stewardship

Customer Stewardship

Green IT Infrastructure
- Cloud Service Offerings (Infrastructure as a service, Business as-a-service, Platform-as-a-service, Cloud Migration, Cloud Advisory & Testing, Cloud Security)
- Desktop Virtualization (Assessment and discovery, Profiling services, support services, migration services)

IT for green solutions
- Smart grid solutions implemented for more than 15 large utility companies
- Advisory and implementation services for health and safety management and carbon management
- EcoMeter offerings to Automotive sector to improve fuel efficiencies and reduce emissions.
- Aircraft fleet and Cargo Management solutions offered in Transportation sector

Connected mobility solution
- Smart City: In collaboration with Electronic City Industrial & Township Association (ELCITA) we developed smart city solution blueprint. We deployed smart city data integration and management software platform and build data exchange architecture between Smart City platform and all Smart systems and external devices integration.

Digital inclusion
- Wipro Assure Health™
  - Platform for addressing growing healthcare needs in cardiac and fetal monitoring through remote health monitoring and diagnosis
Supplier sustainability

- Wipro expects its suppliers to adhere to Wipro Code of Business Conduct and Sprit of Wipro.
- We conduct Social Compliance Program with manpower services providers.

- We have set our guidelines for IT hardware procurement in accordance with the EPEAT standard from Green Electronic Council.
- We use Managed Print Services for higher operational efficiency and reduction in resource consumption.

- Wipro expects its suppliers to adhere to principles of human rights, employee welfare, health and safety, minimum wages and maximum working hours.

- Wipro is an Equal Opportunity employer and strongly advocates the same through its supply chain by encouraging supplier diversity.
- We have 25.6% gender diversity ratio for suppliers staff deployed at our facilities.
Case in point (ii) : water across boundaries

**Responsible Water:** Evolve a framework for assessing and managing ground water risks in Sarjapura, Bangalore – through a combination of hydrological aquifer mapping, citizen-centric data monitoring and collective governance.
Water Efficiency: a good story….. but not the whole story

7.3% improvement in water efficiency (amount of water recycles as percentage of freshwater extracted) from previous year.

187 million liters of water saved over previous year

41% recycling at an aggregate level; 1,045 million liters of water recycled in 27 of our major locations in FY 2017-18
Case in point (iii) : Value and capital does not have to be always economic

**Campus Biodiversity**: 3 campus biodiversity projects - Butterfly and wetland park in Bengaluru and multispecies garden in Pune campus (250+ native species)
Case in point (iv): transparent accounting of natural capital impacts

True Cost Accounting:

- We are one of the few companies in the world to complete a comprehensive valuation of our extended environmental footprint – Energy, Water, Waste, Air Quality. The plan is to integrate this with our mainstream financial reporting.
### Our consolidated EP&L for 2016-17

<table>
<thead>
<tr>
<th>Environmental Indicator</th>
<th>Valuation (INR million)</th>
<th>% Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHGs</td>
<td>5,250</td>
<td>46%</td>
</tr>
<tr>
<td>Air pollution</td>
<td>2,201</td>
<td>19%</td>
</tr>
<tr>
<td>Water consumption</td>
<td>2,824</td>
<td>25%</td>
</tr>
<tr>
<td>Water pollution</td>
<td>697</td>
<td>6%</td>
</tr>
<tr>
<td>Land use change</td>
<td>264</td>
<td>2%</td>
</tr>
<tr>
<td>Waste</td>
<td>240</td>
<td>2%</td>
</tr>
<tr>
<td>Total</td>
<td>11,476</td>
<td>100%</td>
</tr>
</tbody>
</table>
Wipro’s environmental externality on a normalized basis

- 2016-17 revenue: 2%
- 2016-17 profit: 7%
Transparency in disclosures leads to a virtuous cycle of self-transformation
Disclosures as catalysts

Passionate about Transparency in Disclosures

- 10 editions of sustainability report have been published based on GRI Standard and is independently assured by third party.
- We have released our third Integrated Report based on Integrated Reporting framework by IIRC and aligned with Task Force on Climate Related Financial Disclosure.
- For past 9 years we have been successfully disclosing in Dow Jones Sustainability Index (DJSI) and Carbon Disclosure Project (CDP).
- We participate in various other investor led disclosures like FTSE Russel ESG, MSCI ESG, Euronext Vigeo Emerging Market Sustainability, Ecovadis, .
Our social programs
Our CSR domains and geographies

**Education**
- School Education
- Sustainability Education
- Technology education
- Science Education Fellowship

**Community Care**
- Primary Health Care
- Disaster Rehabilitation
- Education for underprivileged & Children with Disability
- Community Ecology

**Ecology**
- Energy & Carbon
- Water
- Pollution & Waste Management
- Urban Biodiversity

**Geographies**
- India
- U.S.A
- S. Africa
- LatAm, Europe, Asia-Pac
At work with our communities

Education projects for underprivileged: 22
Disability projects: 14
Healthcare projects: 4
Environment projects: 2
Disaster Rehabilitation projects: 3
Healthcare outreach to nearly 40,000 people through 4 projects.

Education program that reaches out to more than 68,000 disadvantaged children across eight states.

Educational and rehabilitative needs of 2,200 underprivileged children with disabilities supported through 14 projects in six states.
Access to education for those at the urban fringe

PARIVARTAN : EDUCATION AT THE DOORSTEP

A recent UNICEF report estimates that India has an annual migrant child population of around almost 16 million. Along with parents, in search of a livelihood, these children are forced to discontinue their schooling.

There was urgent need to take care of the schooling of these children. Door Steps School thought it imperative to reach education to the doorstep of children of migrant construction workers.

Your contribution too can change lives. Log on to myWipro > Wipro Cares to make a difference.
Empowering children with disability

Ashray Akruti is a non-profit integrated school in Hyderabad, that provides a safe learning environment for children from underprivileged sections of society, having hearing disabilities. The NGO’s objective is to help more hearing impaired children to improve their speech and language, so more children join mainstream schools. This comprehensive teaching program involves hours of patient teaching and one on one speech therapy by the special educators. It has resulted in marked improvement in listening, speech, communication and language skills in these children.

Ashray Akruti focuses on residual hearing power of the students, thus encouraging them to speak, rather than use sign language. The model focuses on active participation of mothers in the development of their children. The school is an integrated school and maintains a low teacher – student ratio. This enables students to get the individual attention they deserve. The strategy encourages students join mainstream schools faster and facilitates regular attendance.

The program focuses on the rehabilitation of students and also provides residential facilities for children coming from far off places.

Wipro Cares supports 154 children through Ashray Akruti.

Follow earthian on facebook, twitter, email to participate

Wipro Cares
# A snapshot of our work in education

## School Education - India

**Systemic Reforms (WATIS):** Over the last 17 years, our work has spanned 163 projects with a collective reach of close to 20,000 schools across 29 states.

**School Operations (Wipro Cares):** Direct impact on more than 68,000 children from disadvantage sections.

**Sustainability Education (Wipro-earthian):** Cumulative outreach to 25,000 students and 6500 educators in 8000+ schools and colleges.

**Disability and Inclusive Education (Wipro Cares):** Support for education of nearly 2,200 children with disability across six states.

## School Education – U.S.A

Teacher capacity building in Science and Math | Addresses disadvantaged communities in inner city districts of Chicago, Boston, New York and New Jersey | More than 250 teachers are undergoing the three year program.

## College Education - India

**Improvements in Engineering Education (Mission10X):** Over a 8 year period, cumulative reach-out to 30,000 faculty members across 1300 engineering colleges in 27 states.

**Support for post-graduate program in technology for science graduates (WASE):** Since 1995, more than 28,000 students have received support for completing an MS program in Computer Science.
Wipro earthian is India’s largest sustainability education program for schools and colleges. It is designed to act as a catalyst for fostering excellence in sustainability thinking and action amongst youth.

Impact Created

Sustained Focus

- Deep engagement with the civil society at large and the government
- Creation of spaces for sustainability learning in schools and colleges
- Recognition of WIPRO as the first movers in sustainability education
- Pan-nation program visibility
- Curation of platforms that build a larger community of sustainability educators

Societal Impact

Brand Impact

Meeting The Larger Goal
Our partner network for school reforms

- Over the past 17 years, we have worked to contribute to systemic reform in school education in India, through Wipro Applying Thought in Schools (WATIS).
- We have partnered with over 101 organizations in different areas of systemic reform.
- Our work has spanned 163 projects with a collective reach of close to 20,000 schools across 29 states.
- In FY 2017-18, 29 Fellows were added from 17 organization and taking the total number of fellows to 60.
- We have supported 56 new organizations in thematic areas like social science, science and maths, co-curricular, school transformation and primary education.
Recognized as member of Dow Jones Sustainability Index (DJSI), World for the ninth time in a row. Wipro is also a member of the DJSI Emerging Markets Index.

Wipro selected as a member of the 2018 Vigeo Eiris Emerging Market Sustainability Index (the 70 most advanced companies in the Emerging Market Region).

We participate in investors led disclosures like FTSE Russel ESG.

Recognized among India’s most innovative companies by CII Industrial Innovation Awards 2017.

Association for Talent Development (ATD) – Best of Best Award for FY 2017.

Received CSR Rating of Gold from Ecovadis.

FTSE4Good

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Thank You
for your time