

Business Responsibility and Sustainability Report 2021-22

Section A: General Disclosures

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L32102KA1945PLC020800
2.	Name of the Listed Entity	Wipro Limited
3.	Year of incorporation	1945
4.	Registered office address	Doddakannelli, Sarjapur Road, Bengaluru-560035, Karnataka, India
5.	Corporate address	Doddakannelli, Sarjapur Road, Bengaluru-560035, Karnataka, India
6.	E-mail	eco.eyes@wipro.com
7.	Telephone	+91-80-28440011
8.	Website	https://www.wipro.com
9.	Financial year for which reporting is being done	April 1, 2021 to March 31, 2022 (FY 2021-22)
10.	Name of the Stock Exchange(s) where shares are listed	India- National Stock Exchange of India Limited (NSE) and BSE Limited (BSE) USA- New York Stock Exchange (NYSE)
11.	Paid-up Capital	The paid-up equity share capital of the Company as of March 31, 2022, stood at ₹ 10,964 million consisting of 5,482,070,115 equity shares of ₹ 2/- each
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report ("BRSR") report	Narayan PS Global Head - Sustainability and Social Initiatives narayan.pan@wipro.com Telephone: +91-80-46827999
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a consolidated basis, excluding Capco and its subsidiaries that were acquired during the year.

II. Products/Services

14. Details of business activities (accounting for 90% of the turnover):

Refer to page no. 48 of the Annual Report.

15. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

The Company's IT and IT-enabled services including, technology consulting, IT consulting, business process services, among others, are the predominant services which accounts for more than 90% of the entity's turnover. The NIC Code is 62013 and 62020.

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of Offices + Data Centre	Total
National	NA	Offices – 36 Data Centre - 3	39
International	NA	Offices – 211 Data Centers – 5 Warehouses – 2 Storage – 2	220

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	66

b. What is the contribution of exports as a percentage of the total turnover of the entity?

97% contribution of exports.

c. A brief on types of customers.

Our customers are from a range of diversified industry sectors from across the globe; we also work with the government sector in select markets.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Refer to details provided in section 2.1 and 2.2 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

b. Differently abled Employees and workers:

Refer to details provided in section 2.2 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

19. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel*#	4	0	0

* Includes Executive Chairman, Chief Executive Officer and Managing Director, Chief Financial Officer and Company Secretary.

Our overall gender diversity stands at 36.1% and we have nearly 20% women in our 200 senior-most leadership ranks.

20. Turnover rate for permanent employees and workers:

Refer to details provided in section 2.4 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures:

Refer to Form AOC-1 provided at page nos. 293 to 298 of this Annual Report for information on holding/subsidiary/ associate companies/ joint ventures.

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 : **Yes**

(ii) Turnover (₹ In Mn) : ₹ **595,744**

(iii) Net worth (₹ In Mn) : ₹ **543,506**

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC):

i) **Employees may register their concerns through the dedicated e-mail address available (ombuds.person@wipro.com) or through the Company's intranet portal. The Company encourages its employees to register their concerns/grievances through the Ombuds process and ensures that there is no discrimination, retaliation or harassment of any kind against any employee who reports under the vigil mechanism or participates in the investigation.**

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- ii) Investors and shareholders may register their complaints/grievances through the grievance redressal mechanism implemented by the Company in coordination with KFin Technologies Limited, the Company's Registrar and Transfer Agent. Details on Investor complaints received and resolved during the year are provided at page no. 125 of the Annual Report.
- iii) Suppliers may provide their feedback either through the Ombuds process, Helpline/Helpdesk or other forums like the Annual Supplier Meet.
- iv) Customers may raise grievances through the respective account managers/client engagement managers, Customer Advocacy Group or through independently administered satisfaction surveys. We obtain ongoing, project based and annual feedbacks from our customers.

We monitor and track the complaints/grievances received from different stakeholder groups on an ongoing basis. Refer to details provided in section 3.2 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

24. Overview of the entity's material responsible business conduct issues.

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.

We have a detailed materiality determination process basis which we regularly review the most significant issues to our business. What is material to business is a function of which stakeholders we serve, what is the shared value proposition for each of the stakeholders, what risks and opportunities does this present for Wipro and the time-horizon (short, medium and long term). We also apply the concept of double materiality in arriving at the priority issues i.e. "The impacts on us" and the "The impacts due to us". Further details of our materiality determination, risk and opportunity management can be found in the following sections

Materiality Determination (Refer to page no. 40 of the Annual Report)

Human Capital (Refer to page no. 59 of the Annual Report)

Social & Relationship Capital- Customers & Suppliers (Refer to page no. 65 for customers and page no. 69 for suppliers of the Annual Report)

Natural Capital (Refer to page no. 79 of the Annual Report)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Policy & Management Processes

1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.

Yes

- b. Has the policy been approved by the Board?

Yes

- c. Web Link of the Policies:

P1 to P9: Code of Business Conduct, Ombuds Policy, Supplier Code of Conduct.

P2: Policy on ecological sustainability

P3 & P5: Human Rights Policy, Global Policy for Equal Employment Opportunity for Persons with Disabilities, Anti-slavery & Human Trafficking

P4 & P8: CSR Policy

P6: Health & Safety Policy

2. Whether the entity has translated the policy into procedures.

Yes

3. Do the enlisted policies extend to your value chain partners?

Yes

4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

P2: ISO 9001:2015, ISO 20000:2018, ISO 27001:2013, ISO 22301:2019*, ISO 45001:2018

P5: International Labour Organization (“ILO”) Declaration, Universal Declaration of Human Rights (“UNDHR”), UN Guiding Principles on Business & Human Rights, United Nations Global Compact (“UNGC”)

P6: ISO 14001:2015, ISO 14064, Leadership in Energy & Environmental Design (“LEED”)

***Partial compliance (Few locations in India and 1 Centre in Germany)**

5. Specific commitments, goals and targets set by the entity with defined timelines, if any & 6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.

As part of the ESG strategy, we have articulated 15 ESG goals. The performance against each goal and targets have been provided in the ESG Dashboard available on the Company’s website at <https://www.wipro.com/investors/annual-reports/>.

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Refer to page no. 19 and 23 of the Annual Report.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) and specified Committee of the Board/ Director responsible for decision making on sustainability related issues?

• Mr. Narayan PS, Global Head - Sustainability and Social Initiatives

• Board Governance, Nomination and Compensation Committee (which also acts as Corporate Social Responsibility Committee)

9. Details of Review of NGRBCs by the Company:

- a. Performance against the above policies and follow up action.

The respective Committee of the Board reviews the performance, as needed from time to time. This is supplemented by leadership reviews e.g. Human capital and people related issues are reviewed regularly by our Chief Executive Officer (“CEO”), the Global Executive Council and the Human Resource (“HR”) leadership. Ecological sustainability related matters are reviewed by the Board Governance, Nomination and Compensation Committee (“BGNC”), the CEO, the Heads of Sustainability, Finance, HR and Operations.

- b. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.

The Board has approved a Global Statutory Compliance Policy providing guidance on broad categories of applicable laws and process for monitoring compliance. In furtherance to this, the Company has instituted an online compliance management system within the organization to monitor compliances and provide updates to the senior management and Board on a periodic basis. The Audit, Risk and Compliance Committee and the Board periodically monitor the status of compliances with applicable laws.

- c. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

Yes, we carry out assessments against P2 & P6, and our sustainability audit (by DNV GL) covering all the principles.

10. If the answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated.

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

At Wipro, we hold a strong commitment towards integrity outlined through our values of the “Spirit of Wipro”. Through effective sustainability risk monitoring, strong data privacy protection for stakeholders, a rigorous and fair Ombuds procedure and transparent disclosures, Wipro intends to establish and maintain the highest standards of ESG governance at the Board and Executive levels. The Corporate Governance at Wipro is implemented through four functional levels, namely- Governance by Shareholders, Governance by Board of Directors, Governance by Committees of Board of Directors and Governance by Management Process. Apart from this, Wipro also has an enterprise-wide Code of Business Conduct (applicable to our customers, suppliers, partners, competitors, employees, and other stakeholders) that outlines all ethical considerations that need to be adhered to for responsible and professional conduct. It also includes general principles aimed at guiding employees in making ethical decisions. Apart from this, Corporate Governance is articulated in the Corporate Governance Guidelines, Charters of various Committees

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and the Disclosure policy. Wipro has a compliance framework, with the goal of establishing suitable procedures and processes to ensure global compliance with all applicable laws and regulations, as well as identifying and mitigating compliance risks. One of our tenets of transparency is the great emphasis we place on comprehensive ESG disclosures in the public domain i.e., apart from our Annual Report based on the principles of integrated reporting and BRSR, we also publish a detailed Sustainability Report. Further, our Chairman introduced the Five Habits essential to drive a Growth Mindset in early 2020, which are our values in action.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

The Company conducts various programs for all employees (100%) covering various BRSR aspects which are as follows:

- a. Code of Business Conduct (COBC): E-learning module for all employees along with an annual assessment.
- b. Prevention of Sexual Harassment (PSH): E-learning module for all employees along with annual assessment to maintain a workplace free from discrimination or harassment of any kind and to create awareness among employees.
- c. Prohibition of Insider Trading (“PIT”) Program: E-learning module with a combination of quarterly sessions are conducted to create awareness among employees.
- d. Anti-Bribery & Anti-Corruption Training Program: E-learning module for employees to create awareness about Wipro’s policy and values on Anti-Bribery and Anti-Corruption.
- e. Five Habits Session: Sessions are conducted by the leadership team of the Company, focusing on core values of the organization as specified in the Corporate Governance Report.
- f. Health and Safety Program: Awareness sessions on healthy lifestyle and employee assistance or counselling programs are conducted by the Company 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.

Training programs listed in Sl. No a and b are mandatory training programs and remaining training programs are conducted for employees based upon applicability.

All Directors and Senior Management Personnel of the Company have affirmed compliance with Wipro’s Code of Business Conduct for the financial year ended March 31, 2022.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Not Applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company has a Code of Business Conduct (“COBC”) which covers anti-corruption and anti-bribery. The COBC provides the ethical guidelines and expectations for conducting business on behalf of Wipro Limited, its subsidiaries and affiliate companies.

It applies to all employees and members of the Board of Directors of the Company. It also applies to individuals who serve the Company on contract, subcontract, retainer, consultant or any other such basis.

This Code has been displayed on the Company’s website at [Code of Business Conduct and Ethics](#).

5. Number of Directors/KMPs/employees/workers against whom disciplinary action wastaken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022	FY 2021
Directors		
KMPs	Nil	
Employees		

6. Details of complaints with regard to conflict of interest:

NIL

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

Not Applicable

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
106*	Environment Health and Safety (EHS), Pandemic, Health related sessions, Ergonomic lifestyle, Supplier diversity, Anti-Bribery & Corruption and Modern Slavery	More than 80% of the value chain partners, who are manpower services related, are covered under the awareness programmes.

*Includes EHS and related-78, Supplier Diversity-21 & Anti-Bribery & Corruption and Modern Slavery-7

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes. The Company receives from the members of the Board, a list of entities in which they are interested, at the beginning of every financial year and as and when there is any change in such interest.

Additionally, a self-declaration portal is designed for employees to identify and disclose any situation which may be perceived to be an actual or potential conflict with the interests of the Company.

PRINCIPLE 2: Businesses should provide goods & services in a manner that is sustainable and safe

With more than 30 sustainability-aligned services and offerings, our capabilities are comprehensive and customizable to our clients across several industries. These offerings draw from Wipro’s expertise in Cloud, Sustainable IT, Sustainable Design, Innovation and Experience (Designit), Sustainable Finance (CAPCO), Engineering, Cyber Security, and other lines of business to offer the type of unified transformation that clients need to achieve their sustainability and Net Zero goals.

Since 2017, Wipro’s IT hardware purchase standards have been in line with the Electronic Product Environmental Assessment Tool (“EPEAT”) standard from the Green Electronic Council. As a result, we are the only IT services and consulting firm in the world to obtain the EPEAT purchaser award across four product categories. Engineering/design services, materials, and equipment procurement that comply with stringent environmental criteria, forms the basis for Wipro’s Green Building Program. During commissioning, 24 of our current buildings across campuses were certified to the International LEED standard (Silver, Gold, and Platinum), making us one of the early adopters of green building design. Environmental Management System (“EMS”) (ISO 14001:2015 standard) has been in place for two decades and forms the core of the implemented EMS.

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2022	FY 2021	Details of improvements on environmental and social impacts
R&D			We at present do not separately track R&D spend on ESG. However, our IP and new solution offerings encompass a range of sustainability offerings across sectors.
Capex (In INR Million)	2,713	9,977	Investments in green buildings across locations.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes

b. If yes, what percentage of inputs were sourced sustainably?

We have green procurement guidelines across core areas of procurement, like the Facilities Management Group (FMG) where we ensure use of safe cleaning supplies and gardening materials, Civil & Infrastructure where we adhere to procurement of green building materials & IT Products where procurement of equipment is as per stringent environmental criteria validated by EPEAT.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Given that Wipro does not manufacture any products, this question is not applicable. However, Wipro has waste management strategies in place for its own operations, as mentioned in detail in page no. 84 of the Annual Report.

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4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Yes, we perform natural capital valuation for Wipro's direct operations and upstream indirect impacts through an external agency. Natural Capital impact is 2.66% as a share of revenue of Wipro operations and 14.93% as a share of Earnings before Interest & Tax ("EBIT") in FY 2021-22. We report the results in the Natural Capital section of the Annual Report. For more details, refer to section 1.6 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

LCA is not applicable to Wipro since we are not in the product manufacturing segment. However, we conduct a Natural Capital Valuation Program, which is a rigorous framework that assesses and quantifies positive and negative impacts on nature or natural capital on account of a company's operations and value chain. Natural Capital Impacts are calculated across six key performance indicators (KPIs) namely, GHG emissions, air pollution, water consumption, water and land pollution, waste generation and land use change. Please refer to Natural capital section of the Annual Report at page no. 86 for more details.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Not Applicable.

4. The products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

The sanitary, bio-medical, hazardous, and inorganic tissue paper are incinerated. Other categories of waste are recycled and/or managed appropriately. Please refer to details provided in section 1.4 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Not Applicable.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Wipro is an inclusive organization in spirit and in practice. Our people strategies are focused on providing an exceptional employee experience through a variety of learning opportunities, rewarding careers, and a safe and healthy workplace. These include workplace health and safety programs, occupational medical and healthcare services programs on lifestyle diseases and mental well-being, in addition to comprehensive medical benefits programs. Wipro endeavours to follow the principles of diversity and fairness with all our value chain partners, in terms of human rights, employee welfare, health and safety, standards of minimum wages and maximum working hours. We also provide volunteering opportunities to employees in community work.

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

With the ongoing pandemic, employee well-being has become an area of strategic focus for Wipro. Our employee wellness programs encompass the three areas of employee well-being, namely- physical, emotional, and financial. Please refer to the Human Capital section at page no. 57, for more details.

- b. Details of measures for the well-being of workers:

Refer the response to 1.a. above.

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Refer to details provided in section 2.11 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Wipro complies with the Rights of Persons with Disabilities Act, 2016, and the premises are largely accessible as per the requirements. In 2021, we have conducted a detailed assessment of each of the premises and have developed a plan with the recommendations. We are in the process of implementing the identified gaps. This is incorporated within the Facilities Management for continued focus.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, we have a Global policy for Equal Employment Opportunity as per the Rights of Persons with Disabilities Act, 2016.

5. Return to work and retention rates of permanent employees and workers that took parental leave.

Refer to details provided in section 2.9 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Yes, we have an Ombuds Policy to redress the grievances. Refer to details provided in section 3.2 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Refer to details provided in section 2.10 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

8. Details of training given to employees and workers:

Refer to details provided in section 2.8 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

9. Details of performance and career development reviews of employees and workers:

100% coverage for employees.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes, all our campuses conform to ISO 45001:2018 (Occupational Health & Safety management system) with 100% coverage and are certified by accredited third party agencies. Besides internal and third-party audits, EHS experts periodically assess every unit (at least once in six months), to ensure compliance to statutory norms and requirements.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We conduct a Hazard Analysis and Risk Assessment annually or anytime there is a change in process, new equipment, or service, and build risk mitigation plans.

The following steps are taken to assess risks and hazards:

- Break down the job into successive steps or tasks
- Identify the hazards associated with each step and task
- Identify controls in place for each hazard
- Identify applicable legal obligations relating to risk assessment and implementation of necessary controls
- Estimate the potential severity of an incident associated with each hazard from both safety and health aspects
- Estimate the probability of an incident occurring for each hazard (given existing controls)
- Calculate the risk
- Identify possible additional controls needed to eliminate these hazards

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c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

11. Details of safety related incidents, in the following format:

Refer to details provided in section 2.12 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Refer to page no. 57 of the Annual Report.

13. Number of complaints about the following made by employees and workers:

On working conditions and Health & Safety we reported 427 and 496 cases respectively.

14. Assessments for the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100% coverage – For India As per 45001,
Working Conditions	For larger operations overseas, we follow similar guidelines.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

An online tool is available on the employee intranet where employees can log an EHS incident. These recorded incidents are tracked up to closure. Employees can log work-related injuries or ill health and other EHS incidents, post which the functional lead performs an on-site incident investigation for all reported incidents. If required, the following people are a part of the on-site investigation: Incident Reporter, Witness and EHS Manager. The incident investigation team establishes the facts of circumstances leading up to the incident to determine EHS deficiencies and other factors that might be causing or contributing to the occurrence of incidents. Key personnel from the operations team are empowered to ensure that the resolution of these incidents is achieved at the earliest and recurrence is avoided. Review meetings are then conducted to gather key learning and establish processes to prevent occurrence of such nature in the future. All individual locations have a dedicated safety committee. The committee meets every quarter to discuss and review any EHS concerns existing, accident/ incident trends, status reports of previous meeting minutes, inspections, training, suggestions and recommendation from members.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

Yes, our benefits program follows an integrated approach and provides a range of options for better financial and social security, including efficient tax-management options, life and accident insurance, and medical packages. In India, we ensured insurance coverage for contract employees supporting short-term assignments during the COVID-19 pandemic.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Currently, our program covers 402 (manpower service providers) value chain partners in India, out of which 302 have been audited. The scope of audits also cover Labor Compliance asks such as:

Prohibition of Employment of Child Labor Statutory Compliance– Provident Fund (“PF”), Employee State Insurance Corporation (“ESIC”), Professional Tax (“PT”), Labor Welfare Fund (“LWF”)

Availability of Labor License with vendor under Contract Labor (Regulation & Abolition) Act, 1970

Payment of minimum wages

Salary disbursement

Vendor to hold WC (“Workmen compensation”) policy/ GPA (“Group personal accident”) policy for employees not covered under ESIC Scheme.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

We do have a program that supports such needs. As an example in the year, the spouses of 12 employees who lost their lives due to COVID-19 (across both core and non-core) were provided suitable employment in Wipro.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
Yes, for more details refer to page no. 56 of the Annual Report

5. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100% coverage
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Vendors who are associated with Wipro are internally trained for health & safety practices by in house EHS (Environmental, Health & Safety) team with 100% coverage. Wipro provides a workplace that is physically and emotionally safe for contractual staff, where they can focus on their job responsibilities and obtain fulfillment. Wipro provides a safe workplace, compensating workers fairly, and treating them with a sense of dignity and equality while respecting their privacy. Vendors partners undergo training on sexual harassment with 100% coverage.

Internal risk review mechanism is in place with all relevant functions to understand the requirements through fortnightly and monthly reviews with all the functions. Location Facility Management Group (“FMG”) leads are designated as single point of contacts to conduct and coordinate cross-functional efforts and third-party verification is being carried out on all the documents submitted by the vendor partner.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Stakeholder involvement is essential for Wipro to promote responsible and sustainable business practises that benefit both the Company and its stakeholders. Engaging with stakeholders serves the larger goal of better understanding the risks and possibilities connected with the social, environmental, and economic framework within which the company operates. These characteristics aid in identifying stakeholders across the value chain who are important to the business, society and necessitate meaningful engagement. We have identified eight stakeholder groups based on these attributes: Employees, Customers, Investors, Suppliers, Education System, Communities & Civil Societies, Government and Policy Networks, and The Young Citizen and Future Generation.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

Identification of stakeholders is based on characteristics such as Impact, Influence, Interest, Legitimacy, Urgency, and Diversity Perspective. Please refer section on Stakeholder Identification provided in page no. 42 of the Sustainability Report FY 2020-21.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Wipro has identified 8 key stakeholders based on certain parameters, and the engagements with each of them are provided in the Summary of Stakeholder Engagement in page no. 40 of the Annual Report. Wipro has quarterly engagements with its investors, and annual engagements with its employees and customers.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.

The consultation with the Board on key stakeholder concerns is largely mediated by different organizational functions which are responsible for the respective stakeholders. The setting for this are the periodic Board reviews held at least once a quarter, during which the Board holds extensive discussions with the CEO and other senior leaders representing these functions. For example, feedback on customer trends and issues is provided by the Heads of Businesses and Market Units, that on investors by the Chief Financial Officer (“CFO”) and his team, on employees by the Chief Human Resources Officer (“CHRO”) and his team, on sustainability issues by the Chief Sustainability Officer, etc. Please refer the table below for further information in this regard.

Business Responsibility and Sustainability Report (BRSR)

Stakeholder	Responsible Function and Person
Employees	Human Resources, Chief Human Resources Officer
Investors	Finance, Chief Financial Officer
Customers	4 Strategic Market Units - CEOs 2 Global Business Lines - Managing Partners
Suppliers	Central Procurement Organization, Chief Procurement Officer
Communities and Civil Society The Education System The Young citizen and Future Generation	Sustainability and Community Programs, Chief Sustainability Officer
Government and Policy Networks	Government Affairs, General Counsel Sustainability and Community Programs, Chief Sustainability Officer

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder engagement covers key material issues driven by strategic objectives through various modes of engagements. There is a primary internal custodian for each stakeholder group. For example, feedback from employees involves certain informed steps which are taken leading to enhanced communications and collaboration forums. Similarly, for suppliers, this has informed the ease of doing business across the order to payment cycle and ability to address environmental and social aspects. For additional details, please refer the Summary of Stakeholder Engagement in page no. 47 of the Sustainability Report FY 2020-21.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Wipro engages with communities and civil society networks to work on systemic issues that can act as force multipliers for social transformation and sustainable development. Within this ambit, we deliberately focus on disadvantaged groups in a significant majority of our social initiatives e.g. Children with Disability, the Urban Poor, Women from disadvantaged communities, Suppliers from under-represented groups (e.g. Women owned enterprises) , Employees with disability or from LGBTQ+ groups. For additional details, please refer page no. 70 of this Annual Report and page no. 47 of the Sustainability Report FY 2020-21.

PRINCIPLE 5: Businesses should respect and promote human rights.

Wipro is committed to protecting and respecting human rights and remedying rights violations, in the instances they are identified, such as issues related to human trafficking, forced labour, child labour, freedom of association, the right to collective bargaining, equal remuneration and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness in all what we do, creating a harassment-free, safe environment and respecting one's fundamental rights are some of the ways in which we ensure the same. To monitor progress and formulate strategies to address human rights related issues, we have established committees and processes such as the Ombuds, Prevention of Sexual Harassment Committee, Employee Experience Survey, EHS, an Inclusion & Diversity Council and Culture Council, which are reviewed by the top management on a regular basis. Wipro has also put forth its commitment statement for human rights, which is available in the public domain.

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Refer to details provided in section 2.8 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

2. Details of minimum wages paid to employees and workers, in the following format:

The compensation and benefits offered for both full-time and part-time employees is well above the statutory minimum wage. The minimum wage criteria are met for workers as well. Please refer to section on Human capital (Financial Well-being) for more details.

3. Details of remuneration/salary/wages, in the following format:

Please refer to page no. 98 to 99 of this Annual Report.

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes. Mr. Saurabh Govil, Chief Human Resource Officer, is responsible for addressing human rights issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
Wipro's Ombuds Policy has been established to allow workers and other individuals associated with the Company to voice their concerns pertaining to malpractice, impropriety, abuse, and deviant behaviour at an early stage through an appropriate channel, freely without fear of retaliation, victimization, or eventual discrimination or disadvantage at workplace. Please refer the section on Human Capital for more details on this.

6. Number of Complaints on the following made by employees and workers:

We have an Ombuds process for receiving complaints from different stakeholders and the number of complaints categorized based on allegation types are provided in section 3.2 of the ESG Dashboard, which is available at <https://www.wipro.com/investors/annual-reports/>.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Ombuds Policy assures all complainants protection and safeguards against perceived or actual victimization or retaliation for reporting a complaint. Moreover, if any complainant still feels or raises such concern of retaliation, they may approach the Chief Ombudsperson for a suitable remedy.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. Human Rights aspects are covered as part of the Wipro Supplier Code of Conduct, which is required for all contracts.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	
Forced/involuntary Labor	
Sexual Harassment	
Discrimination at Workplace	100
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 9 above.

We conduct monthly audits to address risks and escalate in case of any issues. We ensure all statutory compliances regarding minimum wages and strictly prohibit employment of child labor.

LEADERSHIP INDICATORS

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

Please refer page no. 59 & 60 of this Annual Report.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Please refer page no. 59 of this Annual Report.

3. Is the premise/office of the entity accessible to differently abled visitors, as per therequirements of the Rights of Persons with Disabilities Act, 2016?

Wipro complies with the Rights of Persons with Disabilities Act, 2016, and the premises are largely accessible as per the requirements. In 2021, we have conducted a detailed assessment of each of the premises and have developed a plan with the recommendations. We are in the process of implementing the identified gaps. This is incorporated within the Facilities Management for continued focus.

Business Responsibility and Sustainability Report (BRSR)

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	
Discrimination at Workplace	
Child Labour	100
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

*All the vendors operating from Wipro campuses have been assessed on above risks & concerns

5. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 4 above.

Monthly audits are conducted to address risks and escalate in case of any issues. All statutory compliance regarding minimum wages and other benefits are ensured. Employment of child labor is strictly prohibited.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Wipro has been working on these areas for over 15 years. The latest Global Risk Report by the World Economic Forum calls out several environmental risks such as climate action, biodiversity loss, and natural resource crises. Wipro is focused on managing these risks efficiently by identifying energy efficiency and Greenhouse Gas (“GHG”) mitigation, water efficiency and responsible water management, pollution and waste management and campus biodiversity as the most material issues. Wipro has developed a portfolio of multiple initiatives to address these issues. These include our commitments to Net Zero GHG emissions by 2040, halving our water footprint by 2030, near 100% waste reuse & recycling and supporting larger community initiatives in these areas.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Refer to details provided in section 1.2 of the ESG Dashboard available on the Company’s website at <https://www.wipro.com/investors/annual-reports/>.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No.

3. Provide details of the following disclosures related to water:

Refer to details provided in section 1.3 of the ESG Dashboard available on the Company’s website at <https://www.wipro.com/investors/annual-reports/>.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Wipro follows Zero Liquid Discharge across all locations except one location which was converted to a hospital during COVID-19. The latter exception was on instructions from the local municipal authority. For more details, please refer use of recycled water provided in the section on Natural Capital on page no. 83 in this Annual Report.

5. Please provide details of air emissions (other than GHG emissions) by the entity:

We monitor SO_x, NO_x and Particulate matter data which can be referred to in section 1.5 of the ESG Dashboard available on the Company’s website at <https://www.wipro.com/investors/annual-reports/>. However, since we are a service industry, we do not monitor Hazardous Air Pollutants (HAP), Volatile Organic compounds (VOC) and Persistent Organic Pollutants (POP) data.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity:

Refer to details provided in section 1.1 of the ESG Dashboard available on the Company’s website at <https://www.wipro.com/investors/annual-reports/>.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, we have a detailed roadmap to become Net Zero on our value-chain GHG emissions by 2040 with firm interim goals till 2030. Our plans envisage a multi pronged approach around energy efficiency, renewable energy, green buildings, and Scope 3 emission reduction. For more details, please refer the details provided under the section on Natural capital in this Annual Report.

8. Provide details related to waste management by the entity:

Refer to details provided in section 1.4 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Waste management is one of the material topics to Wipro and we have a comprehensive program covering all streams of waste. For a more detailed strategy, please refer the section on Natural capital provided on page no. 84 of this Annual Report.

Since we are a service industry, Hazardous Air Pollutants ("HAP"), Volatile Organic compounds ("VOC") and Persistent Organic Pollutants ("POP") data are not material for our sector. However, we monitor SO_x, NO_x and Particulate matter data from diesel generators used for backup power, which can be referred to in the ESG Dashboard. In addition, we also measure VOC's in office spaces as part of our Indoor Air Quality Program.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not Applicable.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Yes.

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Refer to details provided in section 1.2 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

2. Provide the following details related to water discharge: -

Refer to details provided in section 1.3 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

3. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

Refer to details provided in section 1.3 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

4. Please provide details of total Scope 3 emissions & its intensity:

Refer to details provided in section 1.1 of the ESG Dashboard available on the Company's website at <https://www.wipro.com/investors/annual-reports/>.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

Business Responsibility and Sustainability Report (BRSR)

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Global Energy command center	Aggregates Building Management System (BMS) inputs on a common platform	Optimize operational control and improve energy efficiency
2.	Indoor Air Quality	Continuous Air Quality monitoring system (PM 2.5, PM 10, TVOC, Co2, Temperature, RH) using certified sensors. Old campuses will also have improved air filtration and IAQ (Improved Air Quality) monitoring in place (phase wise execution plan based on RTW). Air quality audit & Implemented 2nd stage filter with > 99% Viral load reduction efficiency	Improved air quality monitoring and management for occupants
3.	UPS Capacitor replacement	Conversion of VRLA (Valve Regulated Lead Acid) batteries to Lithium Batteries (LIB) with monitoring system.	LIB's have a longer life of more than 2 to 3 times of VRLA (Valve Regulated Lead Acid) batteries. It helps in the reduction of UPS capacity requirement & backup related capacity optimization.
4.	Ultrafiltration and nano-filtration	6 of the Wipro owned locations have installed ultra-filtration where water from these locations is being treated completely. Membrane Bio reactor (MBR) is used in 2 of the campuses. And further installation in 2 more locations is being carried out. Nano filtration is used in 4 locations for treatment of fresh water	Improved water recycling efficiency

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Wipro is aligned to ISO 22301 Business Continuity Management System (BCMS) framework which is applicable across global locations, accounts, and service functions. Wipro's VirtuaDesk™ Business Continuity Solution is designed to introduce desktop and application virtualization to the workplace in a quick and cost-effective manner. We also have a well developed Business Continuity Management Plan which helped us recover from COVID-19 pandemic. The details regarding Company's Business Continuity Management Plan is available on the website.

Our business continuity policy is used to plan for climate related disruptions which could impact business objectives. For more details, please refer the section on Natural capital provided on page no. 78 of this Annual Report.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Please refer to GHG mitigation projects in section on Natural Capital in page no. 79 of this Annual Report.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The natural capital valuation program assesses the environmental impact of our value chain activities, including purchased goods and services. This is based on our spend data for each supplier and categories they belong to. Details of the same are provided in in ESG Dashboard.

Based on the above, this year, we are engaging with 57 suppliers, who contribute to 80% of carbon emissions impact through Carbon Disclosure Project ("CDP") Supply chain program.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

We are members of the industry and business forums in countries where we have significant presence. These associations are aimed at improving local competitiveness and worker rights advocacy in those countries. Additionally, our engagements with Indian forums like CII focus on a wide range of ecological sustainability issues and ESG. We chair the CII Greenco Bangalore chapter that seeks to catalyze companies across sectors to reduce their environmental footprint and develop sustainable products and services.

Business Responsibility and Sustainability Report (BRSR)

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/associations.

We are members of Industry and Business Forums in countries where we have significant operations. National Association of Software and Service Companies (“NASSCOM”), U.S. Chambers of Commerce (“USCC”) and BITKOM are the top three by financial contribution. The total contribution made to NASSCOM, USCC and BITKOM is \$170,000 during FY 2021-22.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

SL. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	U.S. Chamber of Commerce	International
2.	CII	International
3.	FICCI	National
4.	digitalSwitzerland	International
5.	NASSCOM	International
6.	BITKOM	International
7.	techUK	International
8.	IFCCI	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

None.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

The following public policies are available in public domain and are reviewed by the Board. The public policy positions advocated by the entity ranges from talent availability, human capital mobility, ESG, to future of work. Wipro’s top 8 trade & industry associations include U.S. Chamber of Commerce, FICCI, CII, NASSCOM, techUK, BITKOM, and digitalSwitzerland. Their public position on ESG broadly addresses the need for market-based solutions, capacity building and training, proactive participation by businesses, and digital technology to support aspects of sustainability and emission reduction. They have emphasized on the importance of hybrid work model as their position on future of work, and equipping people and businesses with the skills needed to take advantage of the modern working space of emerging technologies such as AI (Artificial Intelligence), and robotics. In terms of their policy position on human capital mobility, the associations have included advocacy for responsive immigration policy, partnerships with various organizations to build strong coalitions, and the need for skilled labour in the tech sector.

PRINCIPLE 8: Business should promote inclusive growth and equitable development.

Wipro’s corporate citizenship and CSR efforts are implemented through various modes such as:

- (i) Wipro Foundation, a public charitable trust
- (ii) Wipro Cares, a charitable trust that matches employee contributions and
- (iii) Directly through Wipro Limited’s functions.

Wipro’s key impact areas include education, children with disability, primary healthcare disaster response, and community ecology. We strive for inclusive growth and equitable development through initiatives such as the Digital skills program for students, and STEM education in the US. Additionally, Wipro also provides opportunities to its employees to engage in volunteering activities and community work.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (“SIA”) of projects undertaken by the entity based on applicable laws, in the current financial year.

As per provisions governing CSR activities, none of our projects were SIA candidates in financial year 2021-22. However, we will conduct SIA’s during financial year 2022-23, wherever applicable.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement(R&R) is being undertaken by your entity, in the following format

Not Applicable.

Business Responsibility and Sustainability Report (BRSR)

3. Describe the mechanisms to receive and redress grievances of the community.
In addition to Grievance Redressal, the community stakeholders also have the option of sharing their concerns with us via e-mail mentioned on our website. We have registers at all our locations which can be used by any stakeholder group to express their concerns.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022	FY 2021
Directly sourced from MSMEs/ small producers	5%	3%
Sourced directly from within the district and neighboring districts	At present, we do not track this. Also this metric is not material for our sector	

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies and provide details of beneficiaries of CSR Projects.

Please find below the details of the CSR projects undertaken by the Company in designated aspirational districts:

Sl. No.	CSR Project	State	Aspirational District	No. of persons benefitted From CSR Projects	% Of beneficiaries From vulnerable and marginalized groups	Amount Spent (In INR)
1	Education	Chhattisgarh	Sukma	5300	100 %	1,080,000
2	Education	Bihar	Jamui	415		360,000
3	Education	Bihar	Gaya	30		720,000
4	Education	Chhattisgarh	Korba	340		1,607,500
5	Education	Himachal Pradesh	Chamba	300		360,000
6	Education	Bihar	Gaya	2600		360,000
7	Education	Odisha	Rayagada	244		663,500
8	Education	Maharashtra	Jalgaon	330		1,080,000
9	Education	Jharkhand	Khunti	650		750,000
10	Community Healthcare- Project started in Jan 2022	Andhra Pradesh	Vizag	1480		Around 40%

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes

- (b) From which marginalized /vulnerable groups do you procure?

Please refer page no. 69 of this Annual Report.

- (c) What percentage of total procurement (by value) does it constitute?

Please refer page no. 69 of this Annual Report.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not Applicable.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Wipro has a wide variety of clients ranging from multiple sectors including manufacturing and heavy Industry, banking financial services & insurance, electricity oil & gas, transportation & logistics, health care and life sciences, and consumer goods. ESG being one of the core areas looked at by customers, Wipro has focused on emerging issues which is a mix of sustainability, data privacy, open source, and gig workforce, while also exploring metaverse tools and frameworks. Wipro’s partnerships with many of the world’s largest enterprise software providers, cloud computing businesses, and technology organizations enable us to offer unique and holistic solutions for our clients.

ESSENTIAL INDICATORS

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Customers have multiple channels for raising grievances– account managers, client engagement managers, the customer advocacy group and through independently administered satisfaction surveys. There is ongoing, project-based, and annual feedback from our customers.
- Turnover of products and/ services as a percentage of turnover from all products/servicethat carry information about:
Since we are not in B2C or product business, this is not applicable.
- Number of consumer complaints in respect of the following:

	FY 2022		Remarks	FY 2021		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	NA	NA		NA	NA	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		3	1	The 1 pending resolution has been closed in FY 2021-22
Restrictive Trade Practices	Nil					
Unfair TradePractices						

- Details of instances of product recalls on account of safety issues:
Not Applicable.
- Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
Yes. Wipro is committed towards protecting the data of customers and all its employees. The principles regarding data privacy are available on our website at <https://www.wipro.com/privacy-statement/>. We also have a business contingency plan for mitigation in case of cyber security issues or data breaches. For more details refer to the section covering Risk in this Annual Report.
- Provide details of any corrective actions taken or underway on issues relating toadvertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.
In case of Ransomware attack, we support the customers with our robust Ransomware recovery processes. Wipro also highlights potential vulnerabilities to customers and supports them with measures to protect themselves including mitigation advisory and strategies.

LEADERSHIP INDICATORS

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
<https://www.wipro.com/>
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Not Applicable.

Business Responsibility and Sustainability Report (BRSR)

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We have a dedicated team who work on major incidents or disruption of services. We have ISO 22301:2019 aligned Business Continuity Management System (BCMS) framework implemented across all global delivery locations covering customer accounts and service functions.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey regarding consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact

None

- b. Percentage of data breaches involving personally identifiable information of customers

None

DNV GL, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance, has carried out an independent assessment of all the above indicators. The assurance statement from DNV GL is available on the Company's website.