

Stakeholder management and materiality determination

At Wipro, we identify our stakeholders through the multiple lens of Impact, Influence, Interest, Legitimacy, Urgency & Diversity of Perspective. We converge these attributes with the context of our organization’s core business and value chain as well as in relation to emerging societal issues. Based on these first principles, we have eight identified stakeholder groups. The four extended stakeholders are also collectively depicted as Community or Society where we are embedded.

- Direct
- Extended



Materiality

Our approach to identifying the most material ESG issues for us stems from recognizing the importance of creating value for all our stakeholders. Incorporating the range of our stakeholder interests and expectations help provide a unbiased view of the most important emerging issues.

Materiality determination for Wipro is based on a comprehensive process that includes an internal process combined with external benchmarking with peers and global sustainability standards. This helps us understand issues relevant to our stakeholders over short-, medium-, and long-terms. A key element at play here is the assessment and identification of emergent ESG risks. We combine our internal perspective through our enterprise risk management process, internal audits using disclosure frameworks etc. along with an extensive review of external analyses and studies e.g. the WEF Global Risk report.

The process we have described above is embedded in overarching global standards and principles like GRI Standards, the AA 1000 principles of ‘Stakeholder Inclusiveness’, ‘Materiality’ and ‘Sustainability Context’ and Sustainability Accounting Standard Board (SASB , now part of IFRS Foundation).

We recognize that the determination of material issues for Wipro and our stakeholders is not static and evolves dynamically over time. We take care therefore to integrate multiple determinants that reflect this dynamic - Direct economic impact on our business model, organizational values, pee norms, stakeholder concerns and emerging societal challenges.

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”. The same is presented for environmental aspects in the ESG Dashboard FY22 available at <https://www.wipro.com/investors/annual-reports/>

Materiality map

Environmental	Social	Governance	
Climate change	Human Rights – Freedom of Association, Non-Discrimination, Forced Labor, Child Labor, etc.	Data Privacy	Regulatory compliance
Energy		Innovation	Open Source
Water	Employee Health Safety and Well-being	Intellectual Capital	Tax strategy
Urban Resilience	Diversity, Equity and Inclusion (Gender, Nationality, Persons with Disabilities, LGBTQ+ and others)	Customer Engagement & Satisfaction	Stakeholder Transparency & Disclosure
Natural and man-made catastrophes		Board Governance	Aligning business and purpose
Waste	Talent Attraction, Engagement, and retention	Anti-Corruption & AntiBribery	
Campus Biodiversity	Corporate Citizenship	IT System security & Operational resilience	
	Employee Capability Building and Career development	Accounting for externalities (Natural Capital Valuation)	
	Fair Labour Practices	Economic performance	
	Responsible Supply Chain		

Drawn from internal assessments and global sustainability frameworks like GRI, DJSI, SASB, WEF Stakeholder Capitalism

■ Text with side bar: Priority material issues to our business (rest all is the universe of issues)

Governance framework

Our Corporate Governance philosophy is put into practice at Wipro through four functional layers

