



People Practices.

SHAPING THE WORKPLACE OF TOMORROW

With 75 years of experience in serving clients, Wipro has remained steadfast in fostering a workplace where people can connect, belong, and grow.

Our culture is people-oriented, designed to make a difference in the lives of our employees, customers, partners, and other stakeholders. Despite widespread macro-environmental changes, we continue to integrate new ways of working and believe it is more important than ever to foster a culture of connectedness.

To facilitate belonging and collaboration, we have re-evaluated our strategy, policies, and processes to transition to hybrid ways of working. We engaged with our teams virtually and supported our colleagues with a host of initiatives that enabled them to stay connected at multiple levels. Consequently, we have seen many employees returning to office and collaborating to deliver excellence for our clients.

By providing employees with a plethora of opportunities to develop skills that will serve them well now and into the future, we have been able to establish an inclusive and diverse work environment that maximizes employee satisfaction and experience.

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At our Company, sustainability is not just a buzzword; it is a part of our DNA. We've infused this value across all aspects of our operations, including our talent ecosystem.

To build a successful, sustainable workplace, we are continuously strengthening our processes while considering our stakeholders' needs.

Our commitment to our core values, including the Spirit of Wipro and the Five Habits, guides our transformation as a company. Additionally, we are committed to upholding global standards for responsible business practices, human rights, and corporate governance. This sets the foundation of how we operate and serve our customers.

PEOPLE STRATEGY

Our people strategy focuses on delivering an unparalleled employee experience through diverse learning opportunities, rewarding and engaging careers, and a strong brand. We believe in creating an inclusive environment that exudes a sense of belonging and where everyone feels welcome.

OUR CULTURE: GLOBAL AND INCLUSIVE

Culture and values

With over 75+ years of supporting our clients in their journey, Wipro has had a long-standing commitment to fostering a workplace where people can connect, belong, and grow. Accountability towards our people, our stakeholders, and our communities have always been at the core of our business strategy. Wipro has always been guided by the belief that purpose drives business, and business drives purpose. Our Company's founder, Azim Premji, has been instrumental in laying this foundation, ensuring that our values serve as the moral compass that guides us to do the right thing. This strengthens our commitment and encourages us to create a more inclusive workplace for our employees, vendors, and clients, as well as help develop an equitable, humane, and sustainable society.

Inclusion and Diversity (I&D)

Inclusion is a way of life at Wipro. We are collaborating with multiple stakeholders to build an equitable world for all where everyone feels welcomed and safe to bring their whole, authentic selves to work. Our ongoing journey across dimensions including gender, disabilities, LGBTQ, and racial and ethnic inclusion is a testament to the progress we have made to embrace diversity and create an environment where everyone can thrive. The Wipro I&D Council, with the CEO as the Executive Sponsor, provides us with the required strategic focus, while the Unit I&D Councils along with our Inclusion Champions help us drive organizational initiatives. As we continue to cultivate an inclusive culture, we have upgraded our Unconscious Bias e-learning module with enhanced content and new workplace scenarios, empowering our workforce to recognize and manage biases that may exist in the workplace. We remain committed in our journey to foster inclusivity and equal rights for all.

Gender inclusion

Our approach towards gender inclusion is based on a unique life-stage philosophy inherent in our Women of Wipro (WoW) framework. Our WoW programs avoid a 'one-size-fits-all' approach and are customized to cater to the needs of our women employees at every stage of their life and work. Our holistic approach—including focused hiring efforts and building a strong pipeline of leaders—helps us increase gender diversity.

Our structured governance, continued commitment, and drive from our leaders have resulted in women's representation at the senior leadership level increasing from 6.7% in FY20 to 17.0% in FY23.

We have embarked on a focused strategy to have more gender-diverse voices at decision-making levels. Currently, 22.2% of the Wipro Executive Committee, and 33.3% of our Board of Directors are women.

With programs like Enrich (a sponsorship program for high-potential senior women leaders), Begin Again (a second career program for women), WoW Mom (for employees proceeding for or returning from maternity leave), and Refresh (for returning mothers), we continue to foster a gender-inclusive work environment at Wipro.

Women's representation at the senior leadership level

6.7%
FY20

17.0%
FY23

Disability inclusion

At Wipro, we are committed to establishing a welcoming and inclusive workplace for all—including colleagues with disabilities. To enhance accessibility, we have re-strategized our digital accessibility charter, included disability as a category in our Request for Proposal form, and continued to work towards developing and maintaining the accessibility of our digital platforms, including apps and training courses for employees with disabilities. We have also established global helplines for employees with disabilities and provided access to Microsoft Teams' live transcription feature for the hearing impaired. In accordance with the 2016 Harmonized Guidelines for the Rights of Persons with Disabilities Act passed by the Government of India, we've made progress in implementing some of these recommendations and continue to look at ways to make further progress.

LGBTQ+ inclusion

By raising awareness, developing a strong network of allies, and implementing policy reforms, we strive to provide our LGBTQ+ employees with a safe working environment. To be all-inclusive, we constantly examine, amend, and add new features to our policies and processes.

Wipro Pride is an employee resource group (ERG) that helps employees share relevant information and best practices, network with other LGBTQ+ colleagues and allies, start conversations, and more. We have a Global Prevention of LGBTQ+ Discrimination Policy to protect our employees from any bias or discrimination based on their gender identity or sexual orientation. In many countries, Wipro's medical insurance covers gender-affirming or transition surgery and related medical procedures. In addition, we also have gender-neutral restrooms at most offices in India and around the world.

Race and ethnicity

The Black Alliance ERG strives to promote a diverse and inclusive work environment, with a focus on Black and African American employees. To showcase our support, we observe an additional holiday in the United States on Martin Luther King Day. We also have been proactive in raising awareness about Wipro with students attending historically Black colleges and universities (HBCUs) by partnering with a local fraternity. We held our first Juneteenth event last year with the objective of sensitizing employees. We also commemorated Black History Month throughout February through various events.



PEOPLE PROCESSES: KEY HIGHLIGHTS

Hiring

People are our greatest asset and we go to great lengths to bring extraordinary people to Wipro. Propelled by this recruitment philosophy, we hire diverse talent across the organization through our global early-talent programs and lateral hires to identify the best leaders for experienced senior roles. We are focused on offering improved candidate experiences, marketing the right jobs to the right candidates, and ensuring a proper fit while keeping in mind our inclusion and diversity commitments. Technology and automation are employed to make quicker, data-driven hiring decisions. Our multi-channel hiring approach includes a careers website, social media, employee referral programs, advertisements, job boards, placement consultants, and walk-ins. We periodically revisit our re-hiring guidelines with a clear objective of making attractive and fair propositions to re-hire top talent, as well as maintaining a structured approach towards compensation and band populations.

Performance and talent management

Aligned with our strategic priorities, our talent management processes drive high performance across the organization. Leaders play a key role in setting ambitious business plans and leading their teams to meet those goals, while demonstrating and encouraging accountability.

Our talent differentiation is sharp and outcome-based, and performance differentiation is enabled by clear rating definitions, which require high performance. Rewards are closely linked to performance outcomes, while career growth is linked to sustained high performance.

At Wipro, values and performance go hand in hand. We consider the Five Habits as our values in action. We have a bi-annual appraisal process and encourage informal feedback throughout the year to make job growth and learning an ongoing process. The annual review process enables fairness and objectivity by considering holistic feedback received throughout the year.

Career building is an important pillar of our employee value proposition. Our promotion and rotation policies have been strengthened to ensure more employees can take on new roles and build the career they seek.

To ensure talented and capable employees have adequate growth opportunities, we have doubled the frequency of promotions at junior and mid-career levels.

There is an annual 360-degree feedback survey where employees in mid-level and senior-level roles receive inputs from their teams, peers, internal customers, managers, and external customers. At Wipro, succession planning is a bi-annual exercise. Talent is grouped according to performance and potential. Successors are identified for critical roles, development actions are framed, and executive coaching is provided to senior leaders to facilitate their holistic development. The process helps identify top talent across the organization, with a clear focus on diverse talent that we can engage and train to assume leadership roles in the future, creating a robust and agile leadership pipeline focused on delivering business results.

Learning and development

Through cutting-edge learning resources, tools, and systems, the learning and development function creates a culture of continuous improvement by driving employee ambitions to be the best in class. The function enables Wipro's vision of a bold and resilient learning organization by influencing behaviors and building capabilities across career stages that drive business outcomes. Our goal is to earn the trust of our clients by building technology skills and domain expertise aligned with our organizational vision.

Some of our key initiatives in this area include:

On-Demand personalized learning

The new format of hybrid working has driven a shift in learning, from learning in classrooms to learning anytime, anywhere. Our learning platform 'wiLearn' is a one-stop solution for the learning needs of all Wiproites. It contains 25,000+ eLearning courses, videos, curated links, and

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an integrated learning portal that keeps our employees updated on the latest trends and technologies. Our extensive range of learning includes emerging technology, management, domain, soft skills, and more; about 90% of our employees have completed one or more courses or learning paths. An average of between 35,000 and 40,000 employees login to wiLearn on any given day. About 98% of employees have completed various compliance modules.

This platform also enables employees to localize the learning platform in their preferred language from a variety of language options. wiLearn is integrated with external learning partner platforms Harvard Spark, Udemy for Business, and NASSCOM Future-Skill. Harvard Spark hosts more than 25,000 learning assets, including Harvard Business Review (HBR) articles and cases, a library of videos, podcasts, learning paths, other articles, and actionable tips. More than 43,530 unique users have consumed these more than 680,000 times, allowing employees to curate and customize their learning experiences. The Udemy for Business platform provides access to more than 9,500 online learning assets from global experts, enabled by our purchase of 60,000 licenses. The NASSCOM Future-Skill platform provides learning guidance on identified digital and emerging technologies through which our learners can access world-class learning content and critical skills to help them grow.



Digital Learning

Velocity program

This is one of the key initiatives we launched in 2022 for our new employees. The core objective of this program is to build an effective engineering talent pool to address the need for billability right from the start. We partnered with five EdTech organizations for training in four community skills tracks—Full Stack (Java, .Net, MERN, MEAN and SDET), Cloud, Salesforce, and Cognitive (artificial intelligence/machine learning). This program covers up to 18 weeks of learning with evaluation milestones in the form of assessments and capstone projects.

Management academies

Due to changing delivery models, technologies, and customer expectations, there is an ongoing need for delivery leadership to be reskilled. Certification programs were redesigned in consideration of changing business scenarios and include programs for project managers, delivery managers, and program managers.

Myskill-Z

This is a new competency framework that helps employees acquire skills in high demand, enabling them to improve their project skills and, as a result, their career opportunities. As part of this framework, employees get the opportunity to acquire additional skills in their areas of interest.

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Wipro employees get to work on their aspirational skills as well as in multiple areas of interest, get a hands-on experience in various live projects, upskill and cross-skill themselves, and join and contribute to various technology communities.

Programs and Initiatives for Leadership Development

A critical charter of leadership development are three flagship programs that have been curated to drive personal growth, enabling leaders to pause, reorient their strategic focus and shape mindsets. Together, these programs help leaders better support their teams and be true culture and value champions for a bold Wipro. These in-person leadership programs have been relaunched and re-initiated post-pandemic and delivered to 297 senior managers, general managers, and vice presidents across our Company. They have been very well received, with over 90 percent positive feedback across the three formats.

Our senior leaders in essential roles have been assigned executive coaches and have enrolled in executive leadership programs at premier business schools around the world. A role-focused online development program, Voyage, learning sessions with Harvard Business School, and executive development coaching were offered to 35 global account executives and cluster heads during the year.

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Strengthening capability across critical roles in delivery and consulting to drive a high-performance culture

Over 2,834 role holders in domain consulting were trained on client consulting skills through a combination of virtual instructor-led trainings (VILT) and self-paced learning. A dedicated forum of more than 412 account delivery heads and cluster delivery heads were covered through cohort-based and facilitator-led virtual training around business-critical themes.

Through virtual online sessions on five high-priority themes, we reached more than 2,303 delivery managers and program managers across geographies and covered 216 project managers in role-specific competencies.

Program feedback/participant survey results gave us insights into improving business parameters (delivery-led growth) through faster ramp-ups, improved hiring, and on-boarding, conducting proof of concepts, and more.

This helped boost customer confidence. Additionally, participants who engaged in these programs had higher performance ratings and were promoted to higher roles than those who did not.

Building capabilities in people managers

Wipro People Manager–Level 1 (WPM-L1) and Wipro People Manager–Level 2 (WPM-L2) are blended learning journeys that focus on developing people-management competencies at all levels within the organization. WPM-L1 endeavors to enable all first-time managers to make a successful transition from serving as an individual contributor to being a manager of people.

About 811 managers have been certified through this initiative. WPM-L2 enables all seasoned people managers to adapt their managerial styles to build thriving teams and deliver on organizational imperatives.

Successfully launched this year, this initiative has led to 606 seasoned managers being certified. Both programs have been well received, with positive feedback of more than 90% and a net promoter score (NPS) of 68 and 85, respectively.

Building future leaders

More than 115,000 employees globally were culturally assimilated and trained on business communication, presentation skills, etiquette, the art of listening, and customer orientation through a combination of self-paced VILTs, simulated offerings and learning in the flow of work.

Significant efforts were made to raise awareness about diversity-related issues and drive an inclusive culture, with 2,726 covered through sessions on Unconscious Bias that included topics like microaggressions, microaffirmations, issues related to generational diversity and inclusive hiring. As part of our key campus initiatives, our Global 100 (G100) program recruits management graduates from top global business schools and transforms them into future digital leaders over a 15-month journey.

Similarly, our MBA talent development program provides pragmatic learning to management graduates from premier business schools in India.



115,000+

EMPLOYEES GLOBALLY WERE TRAINED ON BUSINESS COMMUNICATION, PRESENTATION SKILLS, ETIQUETTE, THE ART OF LISTENING, AND CUSTOMER ORIENTATION THROUGH SELF-PACED VILTS, SIMULATED OFFERINGS AND LEARNING IN THE FLOW OF WORK

EMPLOYEE WELL-BEING

At Wipro, the health, safety, and well-being of our employees is of paramount importance. For us, well-being is a holistic process—one that connects mind, body, and community to keep us happy, healthy, and focused on living our life's purpose. Our programs encompass three areas of employee well-being: Physical, emotional, and financial.

Physical well-being

Sitting for long periods of time can lead to discomfort, fatigue, and even injury. Poor posture, repetitive movements, and awkward positions can cause musculoskeletal disorders such as back pain, neck pain, and carpal tunnel syndrome. To address these issues, it is important to provide employees with an ergonomic workspace and encourage them to take regular breaks to stretch and move around throughout the day.

As we assessed risks in the post-pandemic hybrid world, and understood the importance of incorporating these practices, we introduced an ergonomic tool called Stretch and Pause under the Wipro Well-being initiative. Stretch and Pause is a desktop tool that appears in the form of a pop-up on an employee's laptop/desktop at regular intervals and reminds Wiproites to take a break from work.

These gentle non-intrusive reminders demonstrate easy exercises for eyes, neck, wrists, hands, legs, and back that help our employees relax and return to work with renewed energy.

COVID-19 safety

We took several measures to preserve business continuity during the pandemic, putting employee safety first. We established protocols for emphasizing prevention, reporting, and tracking infections, quarantine procedures, premise sanitization, and return-to-work protocols following an employee's recovery.

Health and safety risk assessment

We are committed to making our workplace safe for our colleagues. Wipro was certified as COV-Safe for our well-defined hygiene management system.

A COV-Safe audit was conducted in two stages—remote and then onsite—and we were evaluated on the six key aspects of hygiene management—leadership, risk management, compliance management, personal hygiene, facility hygiene, and monitoring measurement and analysis.



Wipro engaged Bureau Veritas, a world leader in testing, inspection, and certification services. With a Platinum Grade rating of over 96%, our hygiene management system was identified as COV-Safe by the agency, making us the first in the IT industry in India with this distinction.

All Wipro campuses adhere to Indian and international standards for hygiene, lighting, ventilation, and effective controls of noise and dust. Our occupational health centers have medical staff to monitor occupational health and provide immediate relief when needed.

We also provide non-occupational medical and healthcare services to our employees. During FY23, our colleagues participated in different health drives and awareness programs. We also conducted off-the-job safety and road-safety sessions.

To eliminate threats and safeguard a globally mobile workforce, Wipro maintains a dedicated 24x7 Global Security Command Center managed by our Global Security Group. The Foresight & Analysis (F&A) Division monitors worldwide changes to help develop risk briefs and projections for business teams. We ensure 100% training of security personnel with training requirements applicable to third-party organizations providing them. The topic of trainings covers aspects like PSH, Ethics, Human Rights, etc. We have engaged with competent partners to provide expertise and direction towards maintenance of health and safety.

Additionally, we have processes in place that allow employees to report any work-related hazards they may notice. The following steps are taken to assess risks and hazards:

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

A network of certified and experienced medical practitioners take care of medical needs inside the premises. We have also derived confidentiality agreement with our partners in line with data privacy requirements. All our facilities have safety committees that meet quarterly and participate in risk assessments, safety inspections, incident investigations, and hygiene audits.

Employees across India participated in committees on safety, food, and transport last year. More than 100,000 employees were covered in 21 locations in India and eight locations outside India under ISO 14000 and ISO 45001 certifications.

Emotional well-being

COVID-19 transformed health and wellness needs, creating a behavioural shift and a need for different approaches towards healthcare. Under Wipro Well-being, a data-driven approach to healthcare was adopted, ensuring it was sustainable, scalable, and unique.

A holistic well-being platform that brings personalized offerings for health and wellness together was built under the wellness brand Nurturing Our Wellness (NOW). It has evolved into a three-point plan addressing employee well-being, connecting mind, body, and community.

The Three-Point Plan

Well-being is essential, and it is a sum of how we feel in mind, body, and our communities. When we find meaning in our work, it energizes our personal lives. When our relationships are fulfilling, we are in harmony with our communities.

When our communities are supported and sustainable, so is our planet. And it all begins with feeling well. Wipro Well-being is designed to help us find the habits, activities, and approaches we need to succeed and thrive.

The three-point plan is a set of programs and tools—from healthcare to fitness challenges, webinars to support groups, self-help guides to volunteering opportunities—designed to help employees build individualized plans for themselves and their families. These include:

Mind

From time to time everybody needs some space, a break, professional help or a 'digital detox'. Wipro Well-being offers a structured program that includes off days, self-help tools, and confidential counselling.

Body

Physical health is an important aspect of how we feel. Wipro Well-being offers not only medical coverage, but also fitness trainings, a range of sessions and expert panels designed to help employees sleep and eat better, get fit, build healthy habits, and more.

Community

Being involved in a community and nurturing a sense of belonging is essential to overall well-being. Wipro Well-being extends volunteering opportunities, support groups, and other ways to reach out to employees in meaningful ways to drive their participation.



We provide several benefits to ensure employees achieve a positive work-life balance:

- Our flexible working policy and work-from-home options enable employees to adjust their hours based on personal commitments. More than 95% of our employees were working from home during the pandemic.
- Globally, Wipro commits to provide 12 weeks of paid maternity leave to female employees; five days of paid leave to male employees/secondary caregivers to be used within the first 90 days after childbirth, and four weeks of paid leave for adoption/surrogacy. Parents also have the option of the extended parental leave (90 days on an unpaid basis) to care for and bond with a newborn child.
- Previously, extended leave after childbirth was only available to women. In FY23, we included new fathers under this policy to enable them to take extended parental leave for 90 days anytime within the first year after childbirth. In the event that local laws or regulations are more beneficial, those would apply.
- Additionally, we also have day care and breast-feeding/lactation facilities for all our full-time and contract employees in India. At present, we have 10 on-campus day care centers and affiliations with more than 100 centers across India.

All employees in India are covered under medical and accident insurance policies.

Financial well-being

Our compensation packages are based on an employee's skills, experience, and local laws and regulations. Salaries are determined based on the markets we serve and the cost of living in each of our locations. Through our integrated benefits program, we provide a range of options for better financial and social security, including efficient tax-management options, life and accident insurance, and medical coverage.

Additionally, periodic webinars are conducted to raise awareness on financial planning, investments, and more. Employees in senior leadership positions receive long-term incentives through restricted stock units and performance stock units, which are designed to motivate and retain them.

We continue to drive a high-performance and growth-oriented culture through our variable pay programs. Our management compensation is closely aligned with organizational objectives and priorities and rewards consistent high performance. We also conduct monthly audits of all labor standards for all full-time and part-time employees.

To ensure all our value chain partners are remitting statutory dues to employees and the authorities regularly, we conduct regular audits of all third-party vendors using internal and external resources.

MOTIVATING, EXCITING, AND ENGAGING EMPLOYEES THROUGH COMMUNICATION

Employee communication

In FY23, the Employee Communications team at Wipro has implemented strategic initiatives to enhance employee experience. With the pandemic accelerating the adoption of technology and creating a clear divide between the consumer world and enterprise technology, we focused on implementing innovative solutions that address these challenges.

One of the key technology solutions implemented by the team has been to create a centralized employee experience and communications platform, giving employees easy access to information. This platform, The Dot, takes a human-centric approach, making it easier for employees to navigate and use. By incorporating personalization into the platform, we have ensured that employees receive information that is relevant to their needs and preferences.

The initial feedback from employees on the platform has been very positive, and we also have robust plans in place to ensure wide usage of the platform and further development of individual communities.

Our internal conversational AI-powered virtual agent, WiNow, is another strategic initiative implemented for employees. More than a simple chatbot or deflection tool, WiNow provides a platform for colleagues to perform their transactions over chat. The tool's success is driven by the continuous integration of new use cases and improved intelligence. Over time, AI-based tools like this will enable better decision-making for leaders by taking administrative tasks out of the workflow and enabling employees to make more strategic contributions to the organization.

In addition, the focus of employee communications at Wipro today has been on being more inclusive, global, and engaging to appeal to a global workforce that comprises over 245,000+ employees across 65+ countries. We inspire colleagues to live our purpose and uphold our values, while creating differentiated experiences for them.

We ensure our employees, contractors, and temporary staff receive all the latest updates relevant to their jobs through appropriate internal communication channels. The team has also considered feedback from employees, creating a more cohesive and integrated communication program that considers the needs of the global organization.

In FY23, we also made a concentrated effort to redesign our new-hire Day 1 on-boarding session as a way of instilling pride in Wipro's culture, achievements, and impressive client work. The session was redesigned to be high-touch and more personalized in a virtual setting.

We also undertook a programmatic approach to rewrite auto-trigger emails sent from various internal systems, making them more conversational, engaging, and clear. So far, over 1,800 messages have been reworked.

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Employee insights through Pulse-o-Meter surveys

Pulse-o-Meter is an account-specific pulse-check, designed to elevate the employee experience through structured bi-annual check-ins in identified accounts. Account-level cohorts are created globally, and action plans are designed and tracked with active communications for all employees.

The first cycle of the survey was launched in September 2021 for 58 accounts across IT, for all four Strategic Market Units (SMUs). At the end of FY23, we covered 113 accounts, implemented focused action plans, and closed 94% of our identified actions.

Key highlights from the survey

- More than 115,000 employees participated in Pulse-o-Meter surveys
- The average experience score for Pulse-o-Meter 2.0 was 5.7 on a scale of 7, roughly equivalent to a score of 5.8 in the previous survey.
 - The two top-rated parameters were client environment and workplace
 - Parameters requiring further focus were pay and benefits, and growth opportunities
- Engagement scores of women, at 5.73, were slightly higher than those of men, which scored at 5.67

Survey feedback was tracked, and account-specific actions were implemented.

Digitalization and talent analytics

As part of our efforts to enable HR business partners and leaders to make data-driven decisions, we launched interactive and intuitive dashboards. Going forward, these will give us insights using real-time data and advanced analytics into ways we can drive quick and proactive solutions.

HUMAN RIGHTS AND VALUES AT WIPRO

Commitment to human rights

Wipro is committed to protecting and respecting human rights and remedying rights violations as they occur, including in such areas as human trafficking, forced labor, child labor, 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 additional ways in which we ensure human rights are upheld. As an equal-opportunity employer, we do not discriminate on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability. Our Code of Business Conduct (CoBC), Supplier Code of Conduct and Human Rights Policy are aligned to globally accepted standards and frameworks like the United Nations Global Compact, United Nations Universal Declaration of Human Rights, and International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration). The policies cover all employees, suppliers, clients, and communities across our business locations. Wipro is also one of the founding members of CII's Business for Human Rights Initiative in India.

As an equal-opportunity employer, we do not discriminate on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability.

Freedom of association

We respect the right of employees to freely associate without fear of reprisal, discrimination, intimidation, or harassment. Our employees are represented by formal employee representative groups in certain geographies including Continental Europe and Latin America, which constitute 2.9 % of our workforce, with an additional 1.3% under collective bargaining agreements. Our HR representatives ensure legislative awareness and compliance and meet with these groups regularly to inform and consult on any changes that might impact their terms and conditions of employment and/or their work environment.

Risk identification process

We have established committees and processes like the Ombuds, Prevention of Sexual Harassment Committee, Employee Experience Survey, Audit/Risk & Compliance committees, EHS, an Inclusion & Diversity Council and Culture Council to review progress and formulate strategies to address issues pertaining to compliance, safety, and a harassment-free workplace. These processes are periodically reviewed by top management, and we keep our employees updated through trainings, mailers, and internal social media platforms. We have identified the need for a continuing human rights due-diligence program, which we plan to implement this year. The human rights requirements form is part of our business agreements and contracts. Also, detailed due diligence is done before each merger or acquisition, outlining compliance and governance risks.

Identified risks

Through various projects, audits, and feedback, we have identified the following as potential risks to human rights. These are areas on which we need to focus:

- A level-playing field across key pillars of diversity, specifically for employees with disabilities and for members of the LGBTQ+ community
- Contract-employee engagement
- Unconscious bias in the workplace

Mitigation policies and processes

To address these risks, we have developed specific interventions:

A level-playing field across key pillars of diversity specifically for employees with disabilities and for members of the LGBTQ+ community.

Inclusion champions and allies in the business have been trained to conduct awareness sessions for employees across units. These sessions cover themes like understanding gender and sexual orientation, inclusive language, and behavior at the workplace, becoming an ally, and others.

Wiproites can declare a same-sex partner under family details and under our medical insurance policy and cover their registered partners. We have an LGBTQ+ handbook that acts as an important reference and aids in understanding the LGBTQ+ community.



To foster more inclusion of colleagues with disabilities, we have developed in-house awareness modules and workshops that cover topics like inclusive procurement, digital accessibility plus Web Content Accessibility Guidelines 2.1 standards, inclusive recruitment, and more. Customized workshops are also conducted periodically to raise awareness and help employees learn more about non-discrimination, accessible workplaces, communicating in sign language, awareness on reasonable accommodation, and workplace solutions to strengthen inclusivity.

Contract employee engagement

We engage contract employees to support our short-term projects in our India business. The duration of such engagements varies depending on the project and the role. We ensure the parent organizations provide medical insurance coverage along with Group Life Insurance for employees. We drive internal mandatory trainings on such important topics as Code of Business Conduct, Information Security Awareness Course & Code of Operations Conduct. Our HRSS team also conducts background verification checks on these employees. We have started conducting open houses, along with rest and relaxation sessions for employees deployed in Indian business units. We have designed an off-line tool to declare client assets and are arranging trainings to sharpen technical and soft skills to help employees advance in their career paths.

Awareness of unconscious bias

At Wipro, we encourage everyone to break the bias. For many years now, we have had an e-learning module on Unconscious Bias for all employees that helps them deepen their understanding of the subject. In FY23, we launched a new and revamped version of the Unconscious Bias e-Learning module.

Over 72% of our colleagues have completed the Unconscious Bias e-Learning module. Additionally, we run global communication campaigns to raise awareness and change behaviors. Helping our employees thrive, achieve their full potential, and bring value to our clients begins with our managers and leaders. Therefore, our people managers go through inclusive leadership programs to ensure that the impact of potential bias is mitigated and they can build diverse and inclusive teams.



Over 72%

HAVE COMPLETED THE UNCONSCIOUS BIAS E-LEARNING MODULE. ADDITIONALLY, WE RUN GLOBAL COMMUNICATION CAMPAIGNS TO RAISE AWARENESS AND CHANGE BEHAVIORS.

PEOPLE RESULTS

We have a culture of transparent and voluntary reporting across geographies that includes the Business Responsibility and Sustainability Report, the Sustainability Report, and the Dow Jones Sustainability Index, to name a few. These have strengthened our employer brand and internal business processes, creating differentiated people outcomes. Leaders who significantly influence Wipro's human capital strategies are measured on the performance of key indicators in this area. These indicators provide insights into the effectiveness of human capital strategies, and are reviewed regularly at organizational and individual business unit levels.