Stakeholder Engagement.

At Wipro, stakeholders play a significant role in our decision-making process and operations, and in helping us understand the social, environmental, and economic context we operate in. Building a symbiotic relationship with our stakeholders leads us to better outcomes.

Our stakeholders include employees, investors, customers, and suppliers, and are identified based on factors such as impact, influence, legitimacy, urgency, and diversity of perspectives. In turn, stakeholder needs and expectations are considered while determining the organization's materiality to ensure fair representation of key material topics.

Stakeholder Group	Engagement Mode and Frequency	Topics of Engagement	Outcomes
EMPLOYEES The core of the organization	• Blogs–Daily • 360-degree feedback–Annually	• Continuous learning • Work-life balance • Compensation and benefits • Health and safety • Diversity	Feedback and employee perception enhance and improve people processes.
INVESTORS Gain diverse perspectives on business strategy and performance	• Annual General Meeting • Annual Report	• Corporate governance • Financial performance • Labor and human rights • Attrition • Compliance	Communicate our strategy and performance
CUSTOMERS Helps in understanding their business needs and emerging trends	• Strategic and operational reviews • Customer meets • Formal customer feedback and surveys	• Quality and timeliness of delivery • Impact on customer's business goals	Partnerships with customers helped in meeting their present and emerging business information technology requirements
SUPPLIERS Help in reducing risks from quality and disruption of services	• Regular operational reviews • Supplier meets • Vendor surveys	• Ease of doing business with Wipro across the order-to-payment life cycle • Ethical business conduct, and social practices	Partnerships with suppliers helped in meeting diverse business operations requirements
GOVERNMENT AND POLICY NETWORK THROUGH INDUSTRY ASSOCIATIONS Bring about systemic societal changes through legislation, policies, and directives	• Planned meetings • Taskforces and steering committees of industry network bodies • Workshops	• Legislation policies on workplace inclusion • Labor and human rights • India's policies on climate change, energy efficiency, water, waste, and biodiversity, including SDGs • The role of corporate social responsibility and taxation legislation in the countries we operate in	Meaningful participation and influencing policy directions for the larger social good
CSR IMPLEMENTATION AGENCY AND CIVIL SOCIETY NETWORK Imperative for businesses to engage deeply with communities and society	• Periodic meetings with partners • Open meets with the community • Partner newsletters	• Primary healthcare for rural communities • Environment issues that affect disadvantaged communities • Education for disadvantaged children • Long-term rehabilitation for disaster-affected areas	Engagement on systemic issues that are force multipliers for social change and sustainable development