

Business Responsibility and Sustainability Report 2022-23

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.eye@wipro.com
7. Telephone	+91-80-28440011
8. Website	https://www.wipro.com
9. Financial year for which reporting is being done	April 1, 2022 to March 31, 2023 (FY 2022-23)
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, 2023, stood at ₹ 10,976 Million consisting of 5,487,917,741 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 Telephone: +91-80-46827999 Email: narayan.pan@wipro.com
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).	Consolidated basis

II. Products/Services

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Wipro Limited is a leading information technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs. Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses.	Our IT Services segment provides a range of IT and IT enabled services which include digital strategy advisory, customer-centric design, consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services, analytics services, business process services, research and development and hardware and software design to leading enterprises worldwide	98.7%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	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.	62013, 62020	98.7%

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 Centres	Total
National	NA	Offices - 51	54
		Data Centres - 3	
International	NA	Offices - 184	194
		Data Centres - 4	
		Warehouse - 2	
		Storage - 4	

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	14
International (No. of Countries)	55

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

97.2% contribution from exports (2.8% contribution from India)

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 (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (F)	% (F/A)
Employees								
1.	Permanent (D)	249,095	158,356	63.5	90,721	36.42	18	0.00
2.	Other than Permanent (E)	13,230	10,012	75.68	3,218	24.32	0	0.00
3.	Total employees (D + E)	262,325	168,368	64.19	93,939	35.81	18	0.00

b. Differently abled Employees:

Sl. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (F)	% (F/A)
Differently Abled Employees								
1.	Permanent (D)	769	557	72.43	212	27.57	0	0.00
2.	Other than Permanent (E)	12	9	75.00	3	25.00	0	0.00
3.	Total differently abled employees (D + E)	781	566	72.47	215	27.53	0	0.00

Note: Being an information technology services and consulting company, we do not have any workforce categorized as "Workers". Accordingly, disclosures relating to the same are not applicable and have not been provided in this Report.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33.33
Key Management Personnel*	4	0	0.00

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

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)				FY 2021-22 (Turnover rate in previous FY)				FY 2020-21 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	20.5	20.2	22.2	20.4	23.9	21.5	-	22.9	12.5	11.2	-	12

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. 330 to 336 of this Annual Report for information on holding/subsidiary/ associate companies/ joint ventures. All subsidiary/ associate companies/ joint ventures participate in the Business Responsibility initiatives of the Company.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii) Turnover (₹ In Millions)	677,534
(iii) Net worth (₹ In Millions)	627,623

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:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	if Yes, then provide web-link for grievance redress policy	FY 2022-23		FY 2021-22	
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes	Ombuds Policy	0	0	0	0
Investors (other than shareholders)	Yes	Charter of Investor Grievance Committee	0	0	0	0
Shareholders	Yes	Charter of Investor Grievance Committee	1341	13	1618	0
Employees and workers	Yes	Ombuds Policy	817	50	564	50
Customers	Yes	Ombuds Policy	1	0	1	0
Value Chain Partners	Yes	Ombuds Policy	14	0	8	0
Others (Ex-Employees)	Yes	Ombuds Policy	96	4	81	3

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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, as per the following format :

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Ethical governance and Transparency	R	Emerging requirements from investors, raters and regulators on this ambitious ESG requirements and transparency thereof. The risk is reputational in case of instances of non-compliance with regulations or sectoral norms. In addition, Wipro has always had a strong bedrock of ethical values and governance.	Part of the formal ESG governance process that incorporates this risk as part of Wipro's Enterprise Risk Management system and is integrated at the leadership and board level	Negative
2.	Future Ready Workforce	R	Highly motivated and skilled resources are a backbone of the organization. Effective and efficient people management helps business gain a competitive advantage. A risk that could arise is if organizations fail to hire and manage resources appropriately.	We've built a wide portfolio of offerings through Virtual Instructor-Led Trainings ("VILTs"), self-paced modules, virtual learning journeys, social learning, gamified interventions and e-summits to cater to various learning needs.	Negative
3.	Data Privacy and Cybersecurity	R and O	According to a report released by CheckPoint Research, global cyberattacks increased by 38% in 2022 compared to the earlier year with an average of 1000+ weekly attacks per organization. Providing a secure, resilient and reliable technology landscape within the organization for protecting the confidentiality, Integrity, availability of systems/data and risks arising on account of proliferation of devices due to wider adoption of digital technologies and increase in remote working. Wipro's Consulting practice helps organizations build their digital risk and cyber security strategy and a cyber-defense assurance function.	1. Controls put in place to identify and disable inactive devices. 2. Effective security controls implemented to detect, prevent and remediate threats. 3. Program to continuously monitor the effectiveness of the controls and sustain the security controls. 4. Focus on continuous improvement of the efficacy of the security controls with the adoption of new processes and latest technology solutions. 5. Wipro abides by various international laws that protect data privacy rights such as General Data Protection Regulation (EU), Personal Information Protection and Electronic Documents Act (Canada) and others.	Negative and Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>6. Privacy Impact Assessments (“PIAs”) completed on 850+ applications used in Wipro as part of GDPR Compliance program and Wipro’s commitment to 100% PIA efficacy.</p> <p>7. Workforce of specialists in cybersecurity and data privacy with expertise in industry leading solutions.</p>	
4.	Environmental Stewardship and Climate Action	R and O	<p>Environmental strategy and actions of an organization are under careful scrutiny of conscious investors as well as an area of interest for clients for forging strategic partnerships. A low sustainability quotient can potentially impact the realization of new and augmented revenue lines resulting in negative financial and reputational impacts.</p> <p>Industry leading solutions in Net Zero solutions and environmental impact tracking are emerging opportunity areas of high potential</p>	<p>1. Wipro is committed to achieving Net-Zero GHG emissions by 2040 and is part of leading industry networks working on the subject like Transform to Net Zero, WEF and Open Footprint.</p> <p>2. Wipro has put in place a rigorous carbon accounting and management program over the past two decades.</p> <p>3. Wipro supports the evolution of its clients and partners towards Green IT operations by modernizing operations in energy transition.</p> <p>4. Wipro engages with clients across their value-chains to enable sustainable operations and product-service capabilities through business value chain transformation.</p>	Negative and Positive
5.	Consumer Centricity	R and O	<p>Our strategy supports value creation for our clients and accelerates growth by focusing on strategic markets and sectors through a wide range of digital transformation solutions. five strategic priorities: accelerate growth, strengthen clients and partnerships, lead with business solutions, building talent at scale and operational excellence.</p> <p>The risk of not executing our strategy will impact our key financial metrics of growth, market share and profitability.</p>	<p>We have a significant focus on building strategic long-term relationships with customers, solving for complex business problems, driving mergers and acquisitions, and orchestrating business value to our clients by leveraging human and intellectual capital by investing in our people and through an ecosystem of partners. Our customer engagement scores (NPS) in FY23 have increased by 527 bps over the previous year.</p>	Negative and Positive

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Innovation and Emerging Tech	R and O	Our capability to invent new technology solutions while keeping pace with rapidly changing technology and service offering needs of clients. Failure to do so will result to loss of client and revenue.	<ol style="list-style-type: none"> To remain competitive in new areas, we are making strategic investment to build unmatched capabilities in new technologies, through reskilling, strategic hiring, research work and IP creation by leveraging deep understanding of client needs across specific domains. Wipro has been investing in research and development to leverage technologies such as AI/ML, AR/VR, Blockchain, IoT, Robotics, 5G and cloud, to bring out cutting-edge innovations for clients. 	Negative and Positive
7.	Community Impact	O	Community engagement in the areas of education, primary health, disaster response has been an integral part of our approach for over two decades.	Through a range of programs (grants and programmatic interventions) we work with over 230+ partners across India. on school education, water and health and run the largest environmental education program of its kind in the country. Our collective positive impacts touch over 2 Million people.	Negative
8.	Responsible Supply Chain	R	Our inability to identify and collaborate strategically with suppliers / partners who provide key products and services can lead to contractual, legal and business-continuity risks in case of a breach.	<ol style="list-style-type: none"> Electronic Product Environmental Assessment Tool (“EPEAT”) - aligned responsible sourcing of IT hardware. Wipro’s green building program for resource procurement that meets stringent environmental criteria – both at the construction and at the operational stages. Renewable energy sourcing from RE generators. As part of supplier onboarding process, details are scrutinized, and third-party screening tool is used to assess social risks before registering the vendor with Wipro. 	Negative

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. These briefly are as follows:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Has the policy been approved by the Board? (Yes/No)	Web Link of the Policies, if available
Policy and management processes			
P1	Yes	Yes	1. Code of Business Conduct and Ethics Policy 2. Ombuds Policy
P2	Yes	Yes	Ecological Sustainability Policy
P3	Yes	Yes	1. Code of Business Conduct and Ethics Policy 2. Health & Safety Policy 3. Remuneration Policy 4. Global Policy on Inclusion & Diversity 5. Global Policy for Equal Employment Opportunity
P4	Yes	Yes	1. Supplier Code of Conduct 2. Modern Slavery Statement 3. Global Policy for Equal Employment Opportunity 4. Global Policy on Inclusion & Diversity 5. Global Policy on Prevention of LGBTQ+ Discrimination
P5	Yes	Yes	1. Supplier Code of Conduct 2. Modern Slavery Statement 3. Global Policy on Prevention of Sexual Harassment 4. Global Policy for Equal Employment Opportunity
P6	Yes	Yes	Ecological Sustainability Policy
P7	Yes	Yes	Code of Business Conduct and Ethics Policy
P8	Yes	Yes	Wipro's CSR Policy
P9	Yes	Yes	Code of Business Conduct and Ethics Policy

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Disclosure Question	Whether the entity has translated the policy into procedures. (Yes / No)	Do the enlisted policies extend to your value chain partners? (Yes/No)	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.
Policy and management processes			
P1	Yes	Yes	Global Reporting Initiative and Integrated Reporting
P2	Yes	Yes	ISO 9001:2015, ISO 20000:2018, ISO 27001:2013, ISO 22301:2019*, ISO 45001:2018, Global Reporting Initiative and Integrated Reporting
P3	Yes	Yes	Global Reporting Initiative and Integrated Reporting
P4	Yes	Yes	Global Reporting Initiative, Integrated Reporting and Sustainability Accounting Standards Board
P5	Yes	Yes	International Labour Organization (“ILO”) Declaration, Universal Declaration of Human Rights (“UNDHR”), UN Guiding Principles on Business & Human Rights, United Nations Global Compact (“UNGC”), Global Reporting Initiative and Integrated Reporting
P6	Yes	Yes	ISO 14001:2015, ISO 14064, Leadership in Energy & Environmental Design (“LEED”), Global Reporting Initiative and Integrated Reporting
P7	Yes	Yes	Global Reporting Initiative and Integrated Reporting
P8	Yes	Yes	Global Reporting Initiative and Integrated Reporting
P9	Yes	Yes	Global Reporting Initiative and Integrated Reporting

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

Disclosure Question	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Policy and management processes		
P1	<ol style="list-style-type: none"> 1. Wipro to lead in ESG governance through: <ol style="list-style-type: none"> i. a consistent structure of goals, KPIs and reviews by the board and leadership. ii. formal assessment of ESG risks into Wipro’s Enterprise Risk Management system. iii. Rigorous and transparent ESG disclosures to investors, customers and in the public domain. 2. 100% of employees to complete training on Wipro’s Code of Business Conduct every year. 3. 100% of all suppliers adhere to Wipro’s code of supplier conduct. 	<ol style="list-style-type: none"> 1. We continue to maintain leadership in ESG ratings from investors and raters like CDP, Ecovadis and Dow Jones Sustainability Index (S&P Global CSA). 2. 93% employees have completed the annual training and certification on Code of Business Conduct. 3. All suppliers are covered under the supplier code of conduct requirements.
P2	Reduce overall environmental footprint and improve social impact of our customer	delivery operations (linked to goals P3, P4, P5, P6)
P3	<ol style="list-style-type: none"> 1. Adopt a holistic lifecycle approach that emphasizes employee safety, physical health and mental well-being. 2. Attract and retain talent by building “a great place to belong” ecosystem. 3. Increase gender representation at an overall and leadership level. 4. Achieve 38% gender diversity at an overall level in FY’24. 5. Achieve 21% gender diversity and leadership level in FY’24. 	<ol style="list-style-type: none"> 1. <ol style="list-style-type: none"> i. Availability of monthly programs for employees, around physical and emotional well being ii. Availability of Employee Assistance Program (EAP) services for around 80% of all countries 2. Gender Diversity: 36.4% 3. Gender Diversity at leadership level (D2-E): 17% 4. Proportion of female directors in board (as of 31st March 2023): 33%

Disclosure Question	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Policy and management processes		
P4	Stakeholder engagement to be reviewed regularly	Conducted independent stakeholder engagement and materiality refresh in FY23. Revised and reprioritized list of material topics.
P5	Fair and unrestricted access to Wipro's Ombuds process for all employees, contract staff, customers and suppliers; 100% of all logged grievances to be responded to and closed within 6 months.	Close to 95% of logged cases are closed within 60 days of reporting.
P6	<ol style="list-style-type: none"> 1. To achieve Net Zero GHG emissions for Scope 1 and 2 by 2030 and for Scope 3 by 2040. 2. 100% RE for all owned facilities by 2030. 3. Reduce baseline emissions by 75 % for Scope 1, 2 by 2030 on 2017 baseline and 60% for Scope 3 on 2020 baseline. 4. Improve freshwater use efficiency by 65% in all owned facilities from the baseline measure of 200 liters per employee per day in FY'23 to 70 liters per employee per day by 2030. 5. Improve year-on-year water efficiency per employee by 10% on a compounded basis. Increase share of recycled water as proportion of total water consumption to 50% by 2030. 	<ol style="list-style-type: none"> 1. Scope 1+2 reduction: 81% of the 2030 target achieved. 2. RE share is 60% 3. Scope 3 reduction: 77% of the 2030 target achieved across 3 categories. 4. Water efficiency: 30% reduction year on year, 5. Recycled Water: 37%
P7	No specific goals. Please see engagements and positions in this area.	
P8	<ol style="list-style-type: none"> 1. <ol style="list-style-type: none"> a. Contribute to improved quality of school education backed by better infrastructure, teaching-learning practices materials, and school leadership; particular focus on Gender, Children with disability, Environment and STEM. b. Facilitate training and capacity-building on emerging digital technologies for college students and faculty. 2. Contribute to the delivery of affordable, comprehensive primary health care services for a target population of 5 million people from vulnerable communities in the major cities we operate from. This includes 1 million young and expecting mothers, 1.5 million infants and young children and 7000 children with disability (For FY'30). 	<ol style="list-style-type: none"> 1. <ol style="list-style-type: none"> i. Number of children positively impacted (by education): 0.3 million ii. Number of Children with Disability ("CwD") positively impacted: 11000+ iii. Number of students covered by digital skilling: 50,000+ iv. Number of college faculty covered for digital capacity building: 850 2. <ol style="list-style-type: none"> i. Number of people positively impacted (healthcare): 1.3 million ii. Number of young and expecting mothers positively impacted: 150,000 iii. Number of infants and children positively impacted: 250,000 iv. Number of primary health care projects supported: 26
P9	Maintain globally accepted standards of cybersecurity & data privacy through effective implementation of information security management system to sustain and continuously improve cybersecurity & Privacy maturity.	We continue to rigorously track our processes and impacts in these areas.

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Governance, leadership and oversight

Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Refer to page nos. 17 and 19 of this Annual Report.
Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Narayan PS, Global Head - Sustainability and Social Initiatives
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes
If yes, provide details.	Nomination and Remuneration Committee (which also acts as Corporate Social Responsibility Committee)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									Committee of the Board
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									Committee of the Board
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency	Annually	Annually	Annually	Annually	Annually	Quarterly	Annually	Annually	Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Annually	Annually	Annually	Annually	Annually	Quarterly	Annually	Annually	Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	There are multiple independent reviews of our policy through certifications, disclosure standards and identified areas. These include ISO certifications like Health and Safety, Environmental Management including Energy, Information security , disclosure standards on GHG emissions reporting and in specific areas like accessibility.								

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.****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Refer to Familiarization Programmes imparted to Independent Directors available on our website		
Key Managerial Personnel Employees other than BoD and KMPs	Coverage of the Code of Business Conduct (“COBC”) Training overall (across all employee categories including contract) is 93%. The overall coverage of “Unconscious Bias” training is 74% and specific training on Ombuds is 17%. The COBC training though covers Ombuds.		

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 on the basis of 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?

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 was taken by any law enforcement agency for the charges of bribery/ corruption:

NIL.

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

Not Applicable.

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:

Sl. No.	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
1.	124	Environment Health and Safety (“EHS”) and related	The basic EHS induction training program is carried out for all the vendor partners visiting the campus (100%). All the other relevant training is carried out for skilled staff based on the requirements.
2.	09	Supplier diversity under Wipro Inclusive Supplier Development and Mentorship (“WISDOM”)	5.48% of the total global spend
3	02	Anti Bribery & Corruption Training	250+ suppliers attended

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.

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PRINCIPLE 2: Businesses should provide goods & services in a manner that is sustainable and safe.**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 2022-23 (₹ In Millions)	FY 2021-22 (₹ In Millions)	Details of improvements in environmental and social impacts
R&D	2,926	2,608	Our IP and new solution offerings encompass a range of sustainability offerings across sectors.
Capex	1,595	2,581	Investments in green buildings in Kodathi, Goppanapali

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes.

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

We have green procurement guidelines across core areas of procurement, like Renewable Energy for our operations or facilities management through the 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

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 above.

(a) Plastics (including packaging)- All our plastic waste is recycled.

(b) E-waste - All our E-waste is currently recycled by approved vendors.

(c) Hazardous waste- Biomedical and hazardous waste is incinerated as per approved methods.

(d) other waste- 80% of organic waste is recycled in house and the balance is sent as animal feed outside the campus. 100% of inorganic waste is recycled through approved partners.

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.

No. EPR 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, Greenhouse gases ("GHG") emissions, air pollution, water consumption, water and land pollution, waste generation and land use change.

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?**

No.

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.

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. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not Applicable.

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.

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	158,356	158,356	100	158,356	100	0	0.00	158,356	100	131,112	83
Female	90,721	9,0721	100	90,721	100	90,721	100	0	0.00	73,680	81
Total*	249,077	24,9077	100	249,077	100	90,721	100	158,356	100	204,792	82
Other than Permanent employees											
Male	10,012	10,012	100	10,012	100	0	0.00	10,012	100	6,443	64
Female	3,218	3,218	100	3,218	100	3,218	100	0	0.00	2,110	66
Total*	13,230	13,230	100	13,230	100	3,218	100	10,012	100	8,553	65

* Our benefits are extended to all employees, irrespective of gender.

At Wipro, the health, safety, and wellbeing of our employees is of paramount importance. Please refer to “Employee Wellbeing” in the “People Practices” Section of Wipro Annual Report for FY2022-23.

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

Not Applicable.

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

Benefits	FY 2022-23		FY 2021-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	Yes	100	Yes
Gratuity	100	Yes	100	Yes
ESI	20	Yes	22.1	Yes

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?

Yes

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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. Please find the policy on the following link: [Global Policy for Equal Employment Opportunity](#).

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100	100
Female	99	99
Total	99	99

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

Yes

	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Employees	Yes	Employees and Other than Permanent 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.
Other than Permanent Employees		

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	249,095	7,202	2.89	239,812	4,217	1.76
- Male	158,356	4,672	2.95	153,219	3,122	2.04
- Female	90,721	2,529	2.79	86,593	1,095	1.26
- Others	18	1	5.56	0	0	0.00

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	158,356	Only total numbers are tracked	0.00	139,579	88.14	153,219	Only total numbers are tracked	0.00	143,877	93.90
Female	90,721		0.00	80,003	88.19	86,593		0.00	81,857	94.53
Others	18		0.00	18	100	0		0.00	0	0.00
Total	249,095	23,595	9.5%	219,600	88.16	239,812	38,615	16%	225,734	94.13

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	158,356	158,356	100.00	153,219	153,219	100.00
Female	90,721	90,721	100.00	86,593	86,593	100.00
Others	18	18	100	0	0	0.00
Total	249,095	249,095	100.00	239,812	239,812	100.00

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).**

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

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

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:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.11	0.12
Total recordable work-related injuries	Employees	59	66
No. of fatalities	Employees	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0

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

We conduct periodic and annual assessments of our campuses/offices, employees, stakeholders and service providers as a part of this process. -A Food Safety Standards Authority of India ("FSSAI") license is mandatory for vendors operating within Wipro owned locations in India. -Environment, Occupational Health & Safety ("EHS") management systems in our campuses conform to international standards such as 14001& 45001 and are certified by accredited third party agencies. - As an ISO 45001:2018 certified organization, 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 as an ISO 45001:2018-certified firm.

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

	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Working Conditions	602	0	427	0
Health & Safety	352	0	496	0

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*
Working Conditions	

*Covering all India locations.

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.

The key categories of incidents reported are transport (travel from home to office by company cab) and minor office incidents like cuts or burns injuries. These are closed with Root cause analysis and corrective actions.

Larger locations have "Occupational Health Center" and Ambulance service where non-work-related illness during hours is supported by the medical experts. The illnesses include Upper respiratory infection, Headache and Stomach pain. Physiotherapists visit the OHC at set timing, address any Ergonomic issues.

We had a few flood like situations at our locations where the company put in place business continuity measures and extended support to nearby communities. We have taken longer term measures after the incident which included working with government agencies for cleaning and reconstruction of storm water drains.

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.

Wipro conducts monthly audit of all labour standards for all Core and contract employees. All third-party vendors are audited by the HRSS internal auditors and external labour consultants, hence making sure that all our Value chain partners are remitting the statutory dues to the employee and the authority regularly.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

None

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

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
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. Vendor 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 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.**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Engaging with our stakeholders is essential to understand the social, environmental and economic context Wipro operates in. Stakeholder engagement is important for Wipro in order to build a symbiotic relationship with our stakeholders and achieve better outcomes. Factors such as impact, influence, legitimacy, urgency, and diversity of perspectives are the basis of identifying stakeholders crucial to the organization. The stakeholders identified are employees, investors, customers and suppliers. Stakeholder needs and expectations are taken into consideration while determining the organization’s materiality to ensure fair representation of key material topics.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail, meetings, Surveys complemented with FGDs	Quarterly	1. Continuous Learning 2. Work life balance 3. Compensation & Benefits. 4. Health & Safety 5. Diversity
Investors	No	Meetings	Quarterly	1. Corporate governance. 2. Financial performance. 3. Labor & Human rights. 4. Attrition 5. Compliance
Customers	No	Surveys	Monthly	1. Quality and timeliness of delivery. 2. Impact on customer’s business goals.

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Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	Surveys	Variable depending on supplier scope (half yearly or less)	<ol style="list-style-type: none"> 1. Ease of doing business with Wipro across the Order to Payment life cycle. 2. Ethical business conduct, and social practices.
Government and Policy Network	No	Events and Meetings	Annually	<ol style="list-style-type: none"> 1. India's policies on climate change, energy efficiency, water, waste, and biodiversity, including SDG's. 2. The role of corporate social responsibility and Taxation legislation in the countries we operate in. 3. Labor and human rights.
Industry Association and Academia	No	Meetings	Annually	<ol style="list-style-type: none"> 1. The role of digital technology in supporting net zero transition. 2. Inclusive working models. 3. Future ready talent in terms of new age skills.
CSR Implementation agency and Civil Society Network	Yes	Interactions and Meetings	Annually	<ol style="list-style-type: none"> 1. Primary healthcare for rural communities. 2. Environment issues that affect Disadvantaged communities. 3. Education for disadvantaged children. 4. Long-term rehabilitation for disaster-affected areas.

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 is feedback from such consultations 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. Periodic Board reviews are held at least once a quarter, during which the Board holds extensive discussions with the Chief Executive Officer (“**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 to “Engagement Mode and Frequency” and “Topics of Engagement” in the “Stakeholder Engagement” Section of Wipro Annual Report for FY 2022-23.

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 inputs 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 involve certain informed steps which are taken leading to enhanced communications and collaboration forums. For suppliers, this has improved the ease of doing business and ability to address environmental and social aspects. For communities, under the community ecology initiative, we focus on striking an ecological balance in our proximate communities by taking up projects that have direct and tangible benefits and strengthening our urban primary healthcare system is a focus area for us. This is because vulnerable communities still lack adequate personnel and amenities for their healthcare needs. Similarly, for employees, at Wipro, the health, safety, and wellbeing of our employees is of paramount importance. We look at wellbeing holistically, connecting mind, body, and community to help us focus on being healthy, feeling happy, and living our life's purpose. Our employee wellness programs encompass three areas of employee wellbeing: Physical, emotional, and financial.

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. Boosting and strengthening our urban primary healthcare system is a focus area for us. This is because vulnerable communities still lack adequate personnel and amenities for their healthcare needs.

PRINCIPLE 5: Businesses should respect and promote human rights.

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:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	249,095	222,693	89.40	239,824	189,460	79.00
Other than permanent*	13,230	3307*	25.00	36,369	30,186	83.00
Total Employees	262,325	226,000	86.00	276,193	219,646	79.53

*Due to transition to new employee engagement interface (MyWipro to DOT) last year as an org wide initiative, access to training modules for contractors were temporarily withdrawn for which impact in coverage and tracking mechanisms was observed. Process of restoration of accessibility is in progress.

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	158,356	0	0.00	158,356	100	153,219	0	0.00	153,219	100
Female	90,721	0	0.00	90,721	100	86,593	0	0.00	86,593	100
Others	18	0	0.00	18	100	0	0	0.00	0	0.00
Other than permanent										

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Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Male	10,012	0	0.00	10,012	100	24,654	0	0.00	24,654	100
Female	3,218	0	0.00	3,218	100	11,714	0	0.00	11,714	100

The compensation and benefits offered for both full-time and part-time employees is well above the statutory minimum wage, irrespective of gender.

3. Details of remuneration/salary/wages:

Please refer to page nos. 108 to 109 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/No)

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.

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

	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	70	19	41	13
Discrimination at workplace	11	0	12	1
Child Labour	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0
Wages	0	0	0	0
Other human rights related issues	0	0	0	0

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 labour	
Forced/involuntary labour	
Sexual harassment	100
Discrimination at workplace	
Wages	
Others - please specify	None

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 to “Human Rights & Values at Wipro” in the “People Practices” Section of the Annual Report.

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

Please refer to “Human Rights & Values at Wipro” in the “People Practices” Section of the Annual Report.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements 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.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	100
Discrimination at workplace	
Wages	
Others - please specify	None

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.

Essential Indicators

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	megajoules	671656751.04	606833935.02
Total fuel consumption (B)	megajoules	36984702.96	29146425.40
Energy consumption through other sources (C)	megajoules	12488981.26	9943682.31
Total energy consumption (A+B+C)	megajoules	721130435	645924042.73
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	MHW per Million in INR	0.21	0.21
Energy intensity (optional) - the relevant metric may be selected by the entity	KWH per square meter per annum	181.1	177.30

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes. Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

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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, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	385758.13	342861.56
(ii) Groundwater	kilolitres	50129.41	43315.97
(iii) Third party water	kilolitres	412819.63	358776.95
(iv) Seawater / desalinated water	kilolitres	0.00	0.00
(v) Others	kilolitres	41535.40	36865.11
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	890242.57	781820.11
Total volume of water consumption (in kilolitres)	kilolitres	878303.07	774000.11
Water intensity per rupee of turnover (Water consumed / turnover)	Kiloliter per Million INR	0.97	0.97
Water intensity (optional) - the relevant metric may be selected by the entity	Liter per square meter	852	920.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes. Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes, Wipro follows Zero Liquid Discharge across all locations where all water is treated to secondary or tertiary quality and used for various non-contact purposes – flushing, HVAC and gardening. At some smaller eased locations, as per arrangement with local authorities the treated water would be discharged to drain networks.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	mg/Nm3	258.60	240.80
SOx	Kg/day	20.70	24.60
Particulate matter (PM)	Mg/Nm3	49.60	50.50

The values have been derived using weighted average method using sample data for all Diesel Generator sets across sites with operational control.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes, Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	9,640	9571
Total Scope 2 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	59120	72973
Total Scope 1 and Scope 2 emissions per rupee of turnover	TCO2 e/ INR Mn	0.08	0.10
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tonne CO2eq per sq. Mt	65.24	95.52

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes. Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

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.

8. Provide details related to waste management by the entity, in the following format:

Parameter	Parameter	FY 2022-23*	FY 2021-22
Total Waste generated (in metric tonnes)			
Plastic waste (A)	metric tonnes	74	56
E-waste (B)	metric tonnes	265	90
Bio-medical waste (C)	metric tonnes	3	5
Construction and demolition waste (D)	metric tonnes	1539	256
Battery waste (E)	metric tonnes	123	44
Radioactive waste (F)	metric tonnes	0	0
Other Hazardous waste. Please specify, if any. (G)	metric tonnes	23	2
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	2451	2246
Total (A+B + C + D + E + F + G + H)	metric tonnes	4478	2700
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	metric tonnes	1220	2035
(ii) Re-used	metric tonnes	1737	306
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	2957	2341
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	metric tonnes	60	29
(ii) Landfilling	metric tonnes	1544	330
((iii) Other disposal operations	metric tonnes	0	0
Total	metric tonnes	1604	359

* 90% of the sites covered under operational control

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes. Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

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.

Wipro promotes waste reduction and recycling through various measures such as minimizing the use of single-use plastics, promoting paperless operations, and adopting energy-efficient technologies. Wipro collaborates with authorized recycling partners to manage electronic waste (e-waste) responsibly. Waste collection and disposal is done systematically, adhering to predefined schedules and routes to optimize efficiency. Waste segregation is followed at its facilities, and Wipro maintains comprehensive records and documentation related to waste generation, segregation, collection, and disposal. Tracking and Reporting is maintained to assess the effectiveness of waste reduction initiatives and identify areas for further improvement. Third-Party Vendor Evaluation is employed to ensure that third-party vendors abide by local waste management laws.

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:

The Company does not have operations in Ecologically sensitive areas.

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

Not Applicable as per Environmental Impact Assessment (“EIA”) notification 2006.

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).

Yes.

Leadership Indicators**1. Provide break-up of the total energy consumed from renewable and non-renewable sources, in the following format:**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	Megajoules	408138289.65	242368231.05
Total fuel consumption (B)	Megajoules	18752.80	13896.00
Energy consumption through other sources (C) other sources	Megajoules	12488981.26	9943682.31
Total energy consumed from renewable sources (A+B+C)	Megajoules	420646023.75	252325809.40
From non-renewable sources			
Total electricity consumption (D)	Megajoules	263518461.38	364465703.97
Total fuel consumption (E)	Megajoules	36965950.16	29132529.40
Energy consumption through other sources (F) other sources	Megajoules	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Megajoules	300484411.54	393598233.40

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

2. Provide the following details related to water discharged:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	kilolitres	0.00	0.00
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(ii) To Groundwater	kilolitres	0.00	0.00
- No treatment)	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(iii) To Seawater	kilolitres	0.00	0.00
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(iv) Sent to third-parties	kilolitres	4760.60	19701.80
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	4760.60	19701.80
(v) Others	kilolitres	0.00	0.00
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
Total water discharged (in kilolitres)	kilolitres	4760.60	19701.80

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

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

Water withdrawal, consumption and discharge in areas of water stress			
(i) Name of the area		Across all sites with operational control except Pune, Kochi and Mysore	
(ii) Nature of operations		IT Services	
(iii) Water withdrawal, consumption and discharge in the following format:			
Parameter	Please specify unit	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
Surface water	kilolitres	385758.13	314682.38
Groundwater	kilolitres	50129.41	41524.97
Sent to third-parties	kilolitres	412819.63	358776.95
Seawater / desalinated water	kilolitres	0.00	0.00
Others	kilolitres	41535.40	33734.09
Total volume of water withdrawal (in kilolitres)	kilolitres	890242.57	748718.39
Total volume of water consumption (in kilolitres)	kilolitres	878303.07	748718.39
Water intensity per rupee of turnover (Water consumed / turnover)	Kiloliter per Million INR	0.97	0.97
Water intensity (optional) - the relevant metric may be selected by the entity	Kiloliter per square meter	852	920
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water			
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(ii) Into Groundwater			
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(iii) Into Seawater			
- No treatment	kilolitres	0.00	0.00
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(iv) Sent to third-parties			
- No treatment	kilolitres	4760.60	19701.80
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
(v) Others			
- No treatment	kilolitres	4760.60	19701.80
- With treatment - please specify level of treatment	kilolitres	0.00	0.00
Total water discharged (in kilolitres)	kilolitres	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes, Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

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4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO 2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tonne CO2eq.	271792.85	2,44,352.22
Total Scope 3 emissions per rupee of turnover	tonne CO2eq. per INR Million	0.30	0.31
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tonnes CO2eq. per square meter	257.9	282.80

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.

Yes, Independent assurance has been provided by DNV GL for FY2021-22 and Ernst & Young Associates LLP (EYA LL) for FY 2022-23.

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.

The Company does not have operations in Ecologically sensitive areas.

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:

Sl. 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?

Yes. 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. Our business continuity policy is used to plan for climate related disruptions which could impact business objectives.

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.

Around 80% of the environmental impact, for example GHG emissions, is from our extended value chain. The main contributing categories are purchased goods and services, upstream fuel and energy emissions, business travel and employee commute. We have mitigation plans for each of these – at a high level it is based on engagement and disclosures with our suppliers; travel reduction and avoidance for business travel; EV, public transport and pooling for employee commute and RE procurement for reducing upstream energy emissions.

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

We estimate that close to more than 50% of suppliers by value of business would be assessed for environmental impact – across key categories of IT hardware, facility management services and Civil. 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 Page No. 95 of Annual Report under Wipro's Natural Capital Valuation Program.

We engaged with 57 suppliers, who contributed to 80% of carbon emissions impacts through Carbon Disclosure Project (“CDP”) Supply Chain Program. This year we plan to engage with 250+ suppliers through the 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.

Essential Indicators

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

We are members of eight 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 \$155,133 during FY 2022-23.

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.	digital Switzerland	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 public policy positions advocated by Wipro range 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 digital Switzerland. 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

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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.

Essential Indicators

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

Name and brief details of project	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Community Healthcare: - Delivery of accessible, affordable, and comprehensive primary health care services for vulnerable populations. - Complementing the public health system and to systemically strengthen under-served issues that need the most attention.	Yes	Yes	Impact Assessment of CSR Projects for FY 2022-23
Education for Underprivileged: - Improving access to education for children from under-served communities. - Providing support to schools in improving teaching-learning practices through opportunities for experiential learning.	Yes	Yes	Impact Assessment of CSR Projects for FY 2022-23
Education for Children with Disabilities: - Improve access to quality education and other critical support for children with disabilities. - Empower persons with autism and developmental disabilities and their families so that they become and are recognized as productive members of the community.	Yes	Yes	Impact Assessment of CSR Projects for FY 2022-23
Higher Education for Skills Building and Engineering Education: - Bridging the gap between the demand and supply of skilled professionals. - Providing students access and exposure to theoretical and practical knowledge.	Yes	Yes	Impact Assessment of CSR Projects for FY 2022-23
Renewable Energy: - Evaluating the extent to which renewable energy has helped to create a positive impact on the environment	Yes	Yes	Impact Assessment of CSR Projects for FY 2022-23

As per provisions governing CSR activities, the requirement of impact assessment for FY 2022-23 was applicable on six of our CSR projects.

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.

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 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	3.80	5.00
Sourced directly from within the district and neighboring districts*	-	-

*At present, we do not track this as 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:

Sl. No.	State	Aspirational District	Amount spent (₹ In Millions)
1.	Assam	Darrang	9.80
2.	Bihar	Gaya	0.94
3.	Bihar	Jamui	0.60
4.	Chhattisgarh	Sukma	0.41
5.	Himachal Pradesh	Chamba	0.43
6.	Jharkhand	Khunti	1.12
7.	Kerala	Wayanad	0.56
8.	Odisha	Rayagada	1.09

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

No

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

Not Applicable.

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

Not Applicable.

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.

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects
1.	Improving Educational Access	12000+
2.	Improving Educational Quality (India)	45000+
3.	Improving Educational Quality (Overseas)	301500+
4.	Education for Children with Disabilities (CwD)	11000+
5.	Sustainability Education	17000+

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Sl. No.	CSR Project	No. of persons benefitted from CSR Projects
6.	Digital Skills Education (Talent Next)	50000+
7.	Urban Ecology	The outreach is for a watershed or a geographic scale (area or a city) and not attributed to beneficiaries
8.	Community Ecology	25000+
9.	Primary Health Care	13 lakh
10.	Disaster Response	3.25 lakh

All our programs have a strong focus on impacts and benefits to marginalized and vulnerable communities – especially with our work in education, primary health care, community ecology and disaster response. In the case of urban ecology where we work on ground water and broader environmental sustainability issues, the attribution to vulnerability is more indirect. Overall, between 80-85% of our community programs are targeted at vulnerable communities.

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

Essential Indicators

1. 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.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Since we are not in B2C or product business, this is not applicable.

3. Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	-	-	-	-
Advertising	NA	NA	NA	NA
Cyber-security	-	-	-	-
Delivery of essential services	-	-	-	-
Restrictive Trade Practices	Nil	-	Nil	-
Unfair Trade Practices	-	-	-	-
Other	-	-	-	-

4. Details of instances of product recalls on account of safety issues:

Not Applicable.

5. 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.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, 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

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

<https://www.wipro.com/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not Applicable.

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 with regard to 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)

No

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

Glossary

Sl. No	Abbreviation	Expansion
1	AAS	As A Service
2	ABAC	Anti- Corruption program
3	ACV	Annual contract value
4	ADR	American Depository Receipt
5	ADS	American Depository Share
6	AGM	Annual General Meeting
7	AHU	Air Handling Units
8	AI	Artificial Intelligence
9	AI/ML	Artificial Intelligence/Machine Learning
10	ANZ	Australia and New Zealand
11	APAC	Asia Pacific
12	APMEA	Asia Pacific, Middle East and Africa
13	AR	Augmented Reality
14	ATP	Advanced Technology Program
15	B2B	Business to Business
16	BCMS	Business Continuity Management System
17	BCP	Business Continuity Plan
18	BCWI	Best Companies for Women in India
19	BFSI	Banking, Financial Services & Insurance
20	BI	Business Intelligence
21	BPS	Basis point
22	BRSR	Business Responsibility and Sustainability Report
23	BSE	BSE Limited
24	BSF	Bengaluru Sustainability Forum
25	BU	Business Unit
26	BVM	Business Value Meter
27	C&D	Construction and demolition
28	CAD	Computer Aided Design
29	CAGR	Compounded Annual Growth Rate
30	CAS	Convergence Acceleration Solutions, LLC
31	CBCMT	Corporate Business Continuity Team
32	CBU	Consumer Business Unit
33	CC	Constant Currency
34	CDP	Carbon disclosure Project
35	CDSB	Climate disclosures Standards Board
36	CEO	Chief Executive Officer
37	CFO	Chief Financial Officer

Sl. No	Abbreviation	Expansion
38	CGU	Cash Generated Units
39	CII	Confederation of Indian Industry
40	CHRO	Chief Human Resources Officer
41	CIN	Corporate Identification Number
42	CIO	Chief Information Officer
43	CIS	Cloud and Infrastructure Services
44	COBC	Code of Business Conduct
45	COMM	Communications
46	COO	Chief Operation Officer
47	CRS	Cybersecurity and Risk Services
48	CSAT	Customer Satisfaction
49	CSR	Corporate Social Responsibility
50	CTAP	Climate Transition Action Plans
51	CwD	Children with Disability
52	CTO	Chief Technology Officer
53	CX	Customer Experience
54	CXO	Chief Experience Officer
55	D&I	Diversity & Inclusion
56	DDT	Dividend Distribution Tax
57	DIN	Director Identification Number
58	DJSI	Dow Jones Sustainability Index
59	DOP	Digital Operations and Platforms
60	DSO	Day Sales Outstanding
61	DSR	Data Subject Rights
63	DX	Digital Experience
63	EBITDA	Earnings before Interest, Tax, Depreciations and Amortization
64	EIA	Environmental Impact Assessment
65	EES	Employee Experience Survey
66	EHS	Environment Health and Safety
67	EMS	Environmental Management System
68	ENU	Energy, Natural Resources and Utilities
69	EPEAT	Electronic Product Environmental Assessment Tool
70	EPI	Energy Performance Index
71	EPS	Earnings Per Share
72	ER&D	Engineering, Research and Development
73	ERG	Employee Resource Group

Sl. No	Abbreviation	Expansion
74	ERM	Enterprise Risk Management
75	ESG	Environmental, Social and Governance
76	ESOP	Employee Stock Option
77	ESS	Employee Satisfaction Survey
78	EV	Electric Vehicles
79	FSSAI	Food Safety Standards Authority of India
80	FTSE Russell ESG	Financial Times Stock Exchange Russell Environmental Social and Governance
81	GAAP	Generally Accepted Accounting Principles
82	GAE	Global Account Executive
83	GBL	Global Business Units
84	GDP	Gross Domestic Product
85	GDPR	General Data Protection Regulation
86	GDS	Global Depository Share
87	GEI	Gender-Equality Index
88	GHG	Green House Gases
89	GoI	Government of India
90	GPTW	Great place to Work
91	GRI	Global Reporting Initiative
92	GSSB	Global Sustainability Standard Board
93	H2	Second Half
94	HBCUs	Historically Black colleges and Universities
95	HUF	Hindu Undivided Family
96	I&D	Inclusion and Diversity
97	IAAS	Infrastructure as a Service
98	IAS	International Accounting Standard
99	IASB	International Accounting Standards Board
100	iCORE	Cloud Infrastructure, Digital Operations, Risk and Enterprise Cyber Security Services
101	iDEAS	Integrated Digital, Engineering and Application Services
102	IFRIC	IFRS Interpretations Committee
103	IFRS	International Financial Reporting Standards
104	IIRC	International Integrated Reporting Council
105	IISc	Indian Institute of Science
106	IIT	Indian Institute of Technology
107	ILO	International Labour Organization
108	Ind AS	Indian Accounting Standards

Sl. No	Abbreviation	Expansion
109	IoT	Internet of Things
110	IP	Intellectual Property
111	ISG	Information Services Group
112	ISIN	International Securities Identification Number
113	ISO	International Standards Organisation
114	ISRE	India State Run Enterprises
115	IT	Information Technology
116	ITI	International TechneGroup Incorporated
117	IWEI	India Workplace Equality Index
118	KMP	Key Managerial Personnel
119	KPI	Key Performance Indicator
120	LAN	Local Area Network
121	LATAM	Latin America
122	LEED	Leadership in Energy and Environmental Designs
123	LIBOR	London Inter Bank Offered Rate
124	FMG	Location Facility Management Group
125	LODR	Listing Obligations and Disclosure Requirements
126	M&A	Mergers and Acquisitions
127	MAT	Minimum Alternate Tax
128	MBR	Membrane Bio reactor
129	MCA	Ministry of Corporate Affairs
130	MD	Managing Director
131	MD&A	Management Discussion and Analysis
132	ML	Machine Learning
133	MOU	Memorandum of Understanding
134	MRE	Median Remuneration of Employees
135	MSCI ESG	Morgan Stanley Capital International Environmental Social and Governance
136	MSME	Micro, Small and Medium Enterprises
137	NASSCOM	National Association of Software and Services Companies
138	NGO	Non-government organization
139	NPS	Net Promoter Score
140	NSE	National Stock Exchange of India Limited
141	NYSE	New York Stock Exchange
142	OEM	Original Equipment Manufacturer

Glossary

Sl. No	Abbreviation	Expansion
143	OHSAS	Occupational Health and Safety Assessment Series
144	OM	Operating Margin
145	P2P	Peer to Peer
146	PbD	Data privacy by design and default
147	PIA	Privacy Impact Assessments
148	PII	Personally Identifiable Information
149	PMI	Post Merger Integration
150	PPA	Power Purchase agreements
151	PPE	Personal Protection Equipment
152	PSH/POSH	Prevention of Sexual Harassment
153	PSUs	Performance-based stock units
154	R&D	Research and Development
155	REC	Renewable Energy Certificate
156	RPT	Related Party Transactions
157	RSPM	Respirable Suspended Particulate Matter
158	RSU	Restricted Stock Unit
159	RTA	Registrar and Transfer Agent
160	SaaS	Software as a Service
161	SASB	Sustainability Accounting Standard Board
162	SBTI	Science based Targets Initiative
163	SCOC	Supplier Code of Conduct
164	SDG	Sustainable Development Goals
165	SEBI	Securities and Exchange Board of India
166	SEC	Securities and Exchange Commission, USA
167	SEF	Science Education Fellowship
168	SEZ	Special Economic Zones
169	SHU	Sheffield Hallam University
170	SI	System Integrator
171	SIR	Security Incident Reporting
172	SMU	Strategic Marketing Units

Sl. No	Abbreviation	Expansion
173	SoW	Spirit of Wipro
174	SOX	Sarbanes' Oxley
175	STEM	Science, Technology, Engineering and Mathematics
176	STP	Sewage Treatment Plants
177	SWM	Solid Waste Management
178	T&M	Time and Material
179	TCFD	Task Force on Climate related Financial disclosures
180	TCV	Total contract value
181	TECH	Technology
182	UK	United Kingdom
183	UNDHR	Universal Declaration of Human Rights
184	UNGC	United Nations Global Compact
185	USSC	U.S. Chambers of Commerce
186	VILT	Virtual Instructor Led Trainings
187	VIU	Value-in-Use
188	VLSI	Very-large-scale integration
189	VoC	Voice of Customer
190	VR	Virtual Reality
191	VRLA	Valve Regulated Lead Acid
192	WCF	Wipro Certified Faculty
193	WEF	World Economic Forum
194	WERT	Wipro Equity Reward Trust
195	WFH	Work from Home
196	WHO	World Health Organization
197	WINDOV	Wipro Inclusion % Diversity Opportunity for Vendors
198	WISDOM	Wipro Inclusive Supplier Development and Mentorship
199	WoW	Women of Wipro
200	YoY	Year-on-Year