

Our business model is set around our overarching ESG goals



Environmental

- **Contribute effectively to addressing the Climate Change Challenge:** Achieve Net Zero GHG emissions by 2040 with an intermediate target of 55% reduction by 2030 for all the three Scopes 1,2 and 3
- **Responsible management of scarce water resources:** (i) Reduce absolute and area based intensity consumption of externally procured freshwater for our operations by 50% by the year 2030 (ii) Contribute to deeper understanding of systemic challenges of urban water in the major cities in India we operate from
- **Minimize waste generation from operations and its impact on communities:** Ensure 100% of organic waste is recycled. To ensure by 2025, less than 2% goes to landfill *excluding construction and demolition waste
- **Enhance the biodiversity quotient of Wipro owned campuses:** Incorporate biodiversity as a key element in the design and maintenance of all Wipro-owned campuses

People

- **Maintain and enhance Wipro's workplace diversity and foster a culture of inclusion that protects human dignity and empowers employees:** (i) Increase diversity of gender, ethnicity and persons with disability. Increase gender representation in senior leadership levels to 20% by 2025 (ii) Foster a company-wide culture of inclusion
- **Empower employees through a culture of continuous learning, open communication and ethical conduct:** (i) Provide ample opportunities at every stage of the career cycle for employees to engage in continuous learning that encourages innovative thinking and execution (ii) Catalyze and encourage employees to internalize Wipro's values and culture as embodied in Spirit of Wipro, the Brand Promise and the Five Habits
- **Prioritize health, well-being and safety at all times:** Adopt a holistic lifecycle approach that emphasizes health and mental well-being of employees; Cascade safe work practices across the value chain

Customers and Partners

- **Strengthen and consolidate our deep engagement across the 'Digital' value chain:** (i) Integrated value delivery for customers on Digital, AI, Data Analytics and Sustainability (ii) Build capacity in the academic ecosystem through faculty and student learning programs
- **Collaboratively develop and enhance a sustainable and responsible supply chain:** Proactively expand diversity of supplier base with active focus on women, minority owned enterprises and MSME's. Ensure responsible supplier conduct with respect to environment and human rights in the supply chain. Ensure transparent supplier governance process that guarantees fair practices and zero tolerance for corruption

Communities

- **Contribute to societal progress and community wellbeing:** Work in a focused manner on the dimensions of Education, Ecology and Primary Health Care; Support proximate communities in times of extreme crises (e.g. natural disasters and pandemics)

Governance

- **Build and maintain the highest standards of ESG governance at the board and executive levels:** (i) Effective sustainability risk oversight (ii) Strong data privacy protection for stakeholders (iii) Rigorous and fair Ombuds process (iv) Transparent and balanced disclosures