

Annual Report FY2020

Additional Supporting Metrics

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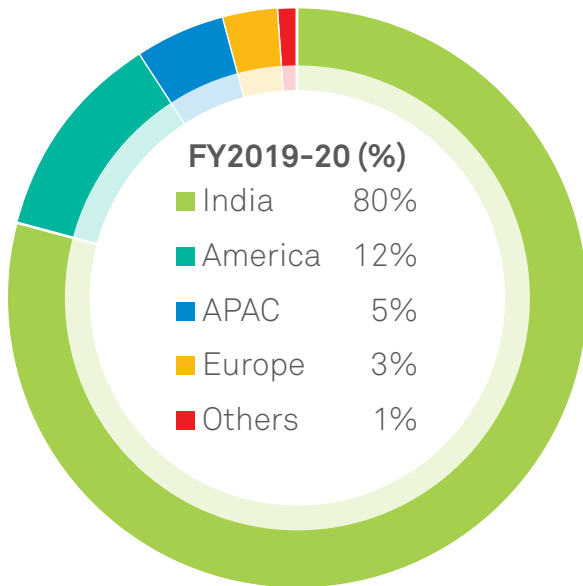
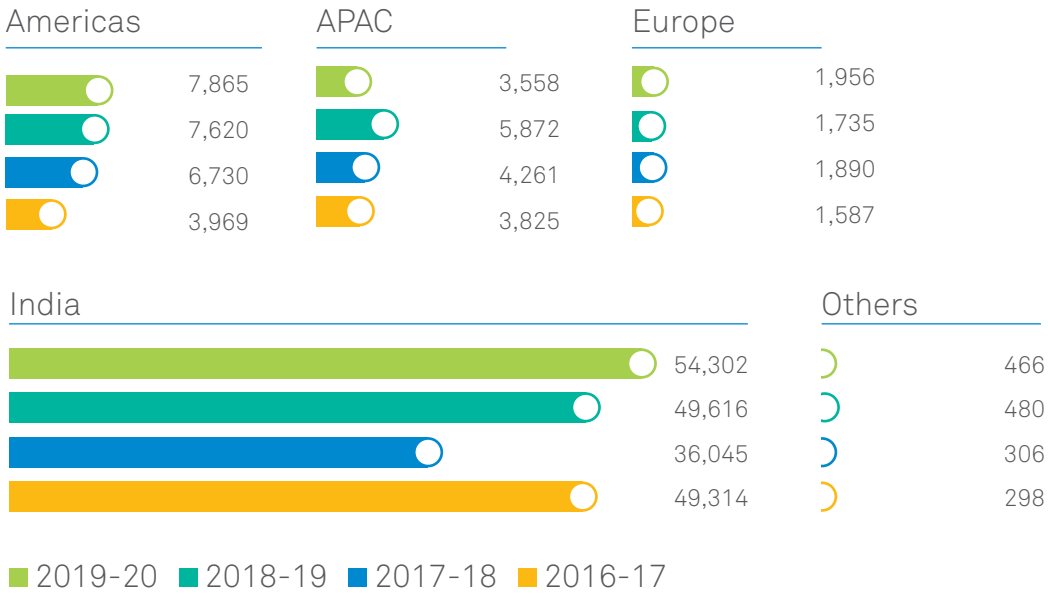
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New Hire

Region wise



Age wise

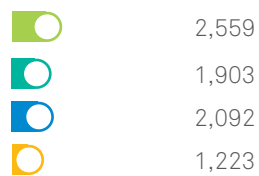
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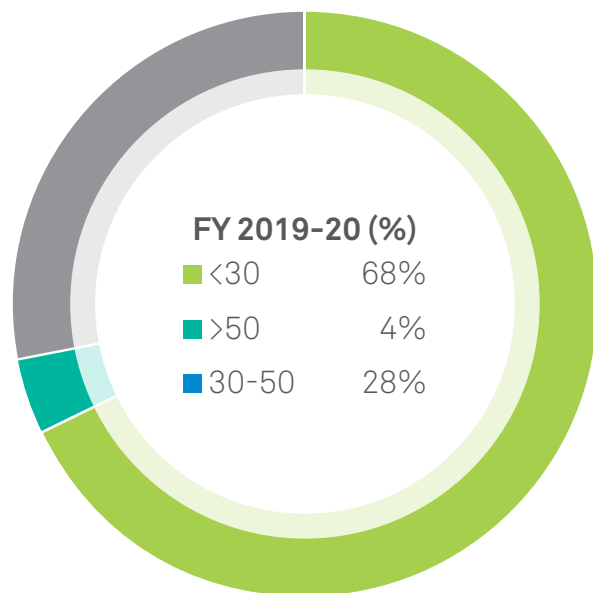
30-50



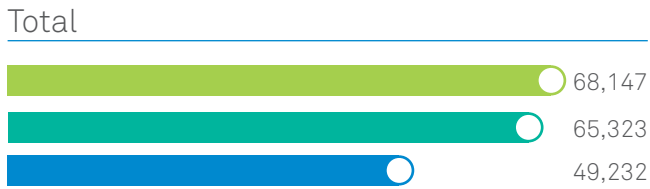
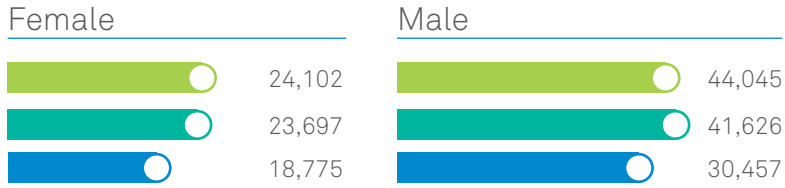
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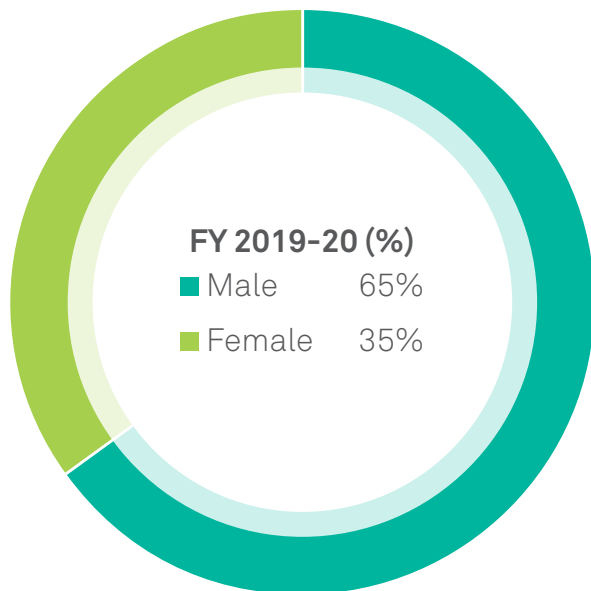
■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17



Gender Wise



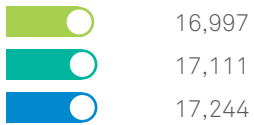
■ 2019-20 ■ 2018-19 ■ 2017-18



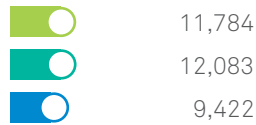
Employee Count

Region Wise

Americas



APAC



Europe



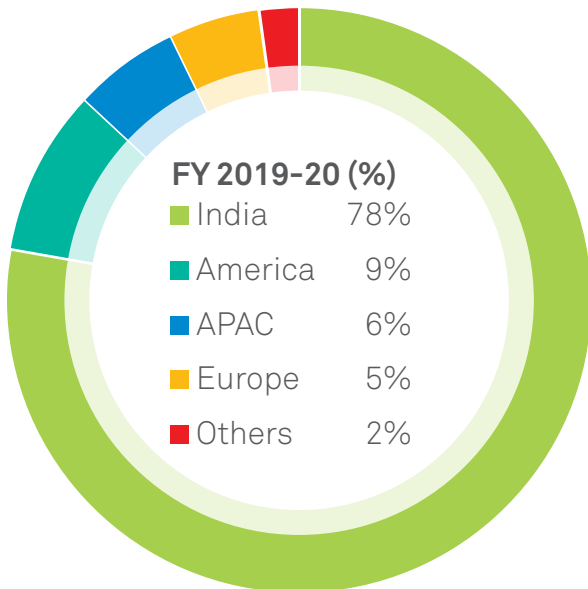
India



Others



■ 2019-20 ■ 2018-19 ■ 2017-18



Age Wise

< 30



30-50



> 50



■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17

Gender Wise

Female



Male



Total



■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17

Attrition

Region Wise

VOLUNTARY ATTRITION

India



Americas



APAC



Europe



Others



■ 2019-20 ■ 2018-19 ■ 2017-18

Age Wise

VOLUNTARY ATTRITION

< 30



30-50



> 50



■ 2019-20 ■ 2018-19 ■ 2017-18

Gender Wise

VOLUNTARY ATTRITION

Female



Male



■ 2019-20 ■ 2018-19 ■ 2017-18

Employee Count - Retainers

FY 2019-20

Europe  1

India  318

■ 2019-20

Temporary Employees

Female  41

Male  278

■ 2019-20

Return to work and employee retention post parental leave

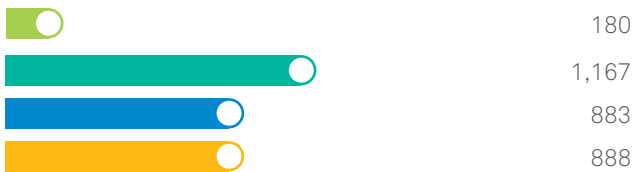
Total Number of Employees that took parental Leave



Total Number of Employees that Returned to Work after Parental Leave ended



Total Number of Employees that returned to work after Parental Leave ended that were still Employed 12 months after their return to work



Total number of employees that returned to work after Parental Leave ended that were still employed till the end FY



■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17

* Employees returning from ML but attiring before completion of 3 months considered as not returned from ML and counted as attrition cases

Return to work rate and Retention rate

Return to work rate



Retention rate



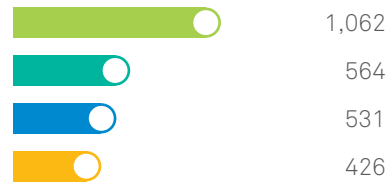
■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17

Health and Safety

II (excl personal transport)



II (incl personal transport)



Occupational Diseases - Ergonomic



II Lost Days (Excl. Personal Transport)



II Lost Days (Incl, Personal Transport)



■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17

Additional Supporting Metrics

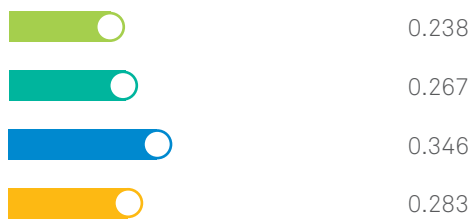
IIR (excl personal transport)



IIR (incl personal transport)



Lost day Rate



Occupational Disease Rate



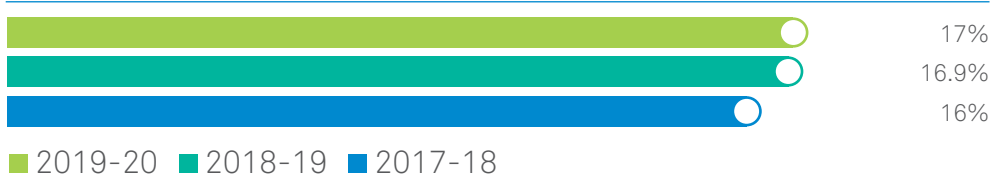
■ 2019-20 ■ 2018-19 ■ 2017-18 ■ 2016-17

Learning and Development

We have a comprehensive Learning and Development program which caters to the behavioural, technical and leadership needs of our employees. Our curriculum includes classroom courses, on-the-job-training, virtual learning, social learning, mentoring and gamified modules to suit the diverse needs of the participants.

Inclusion

Women in management (in junior, middle and senior management) positions



Gender Pay Parity (Average Female Salary / Average Male Salary) for our frontline employees (most in number) in India is 0.92 in FY2019-20.

Absolute Emission Profile (tons of CO₂ eq.)

Scope 1

Fuel & Refrigerant – India Offices



Scope 2

Purchased Electricity – India Offices and DCs



Scope 3

Employee Commute



Business Travel



Waste



Upstream Fuel+Energy emissions



Purchased goods / services



Upstream Leased Assets



■ 2019-20 ■ 2018-19 ■ 2017-18

Data Center Efficiency

Absolute Energy Consumption of DC's (MwH)



Number of DC's



PUE



*Contributes to 2.5% of our operational energy consumption. 48.3% of this is from Renewable Energy Sources.

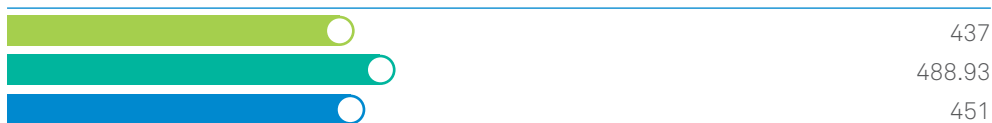
■ 2019-20 ■ 2018-19 ■ 2017-18

Total Energy Consumption (MwH)

Biogas - Renewable



Charcoal - Non-renewable



LPG - Non-renewable



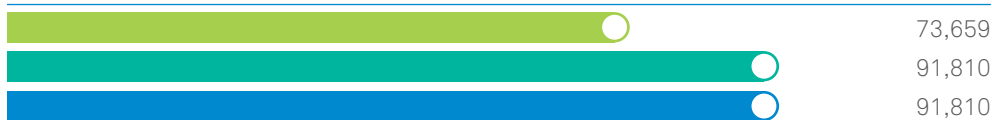
Diesel for Electricity - Non-Renewable - Generated



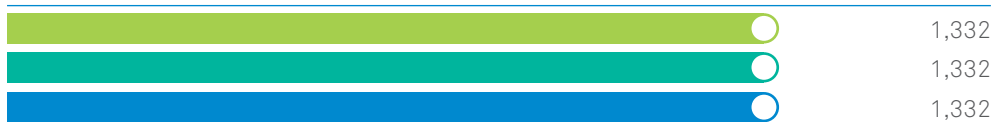
Purchased Electricity - Composite - Grid



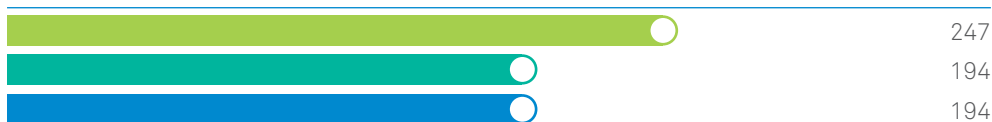
Purchased Electricity - Renewable - Purchased



Solar Heater - Renewable - Generated



Solar PV - Renewable - Generated



■ 2019-20 ■ 2018-19 ■ 2017-18



GRI Index

General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
GRI 102: GENERAL DISCLOSURES 2016					
Organization Profile					
102-1 - Name of the Organization	About Wipro-Page 2				
102-2 - Activities, brands, products, and services	IT Services Offerings & Industry verticals-Page 31				
102-3 - Location of headquarters	Company Overview- Page 154				
102-4 - Location of operations	Financial Capital- Page 47				
102-5 - Ownership and legal form	Shareholding Pattern- Page 104				
102-6 - Markets Served	Business Overview- Page 26, 47				
102-7 - Scale of the Organization	Financial Highlights and Key Performance Highlights- Page 8				
102-8 - Information on employees and other workers	Human Capital- Page 53 Additional Supporting https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				
102-9 - Supply Chain	Social & Relationship Capital- Page 59				
102-10 - Significant changes to the organization and its supply chain	Board's Report- Page 69				
102-11 - Precautionary Principle or approach	Commitment to Sustainability, BRR				
102-12 - External Initiatives	Social & Relationship capital and Natural Capital- Page 58, 63				
102-13 - Membership of Associations	Human Capital, Natural Capital & Social & Relationship Capital- Page 53, 58, 63. Business Responsibility Report - 336				
General Disclosures- Strategy					
102-14- Statement from senior decision-maker	Chairman's Letter- Page 16				
102-15- Key impacts, risks, and opportunities	Risk Management- Page 36				
Ethics and integrity					
102-16- Values, principles, standards, and norms of behavior	Good Governanve and Management Practices & Corporate Governance Report- Page 36, 115				

Additional Supporting Metrics

General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
102-17- Mechanisms for advice and concerns about ethics	Good Governance and Management Practices & Corporate Governance Report- Page 36, 115				
Governance					
102-18 -Governance structure	Corporate Governance Report-Page 115				
102-19 Delegating authority	Corporate Governance Report- Page 115 & Natural Capital- Page 63				
102-20 Executive-level responsibility for economic, environmental, and social topics	Natural Capital- Page 63				
102-21 Consulting stakeholders on economic, environmental, and social topics	Stakeholder engagement- Page 39				
102-22 Composition of the highest governance body and its committees	Corporate Governance Report-Page 115				
102-23 Chair of the highest governance body	Corporate Governance Report-Page 115				
102-24 Nominating and selecting the highest governance body	Corporate Governance Report-Page 115				
102-25 Conflicts of interest	Corporate Governance Report-Page 115				
102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Report-Page 115				
102-27 Collective knowledge of highest governance body	Corporate Governance Report-Page 115				
102-28 Evaluating the highest governance body's performance	Corporate Governance Report-Page 115				
102-29 Identifying and managing economic, environmental, and social impacts	Natural Capital & Social and Relationship Capital- Page 58, 63				
102-30 Effectiveness of risk management processes	Risk Management- Page 36 , Natural Capital Page 63				
102-31 Review of economic, environmental, and social topics	Natural Capital- Page 63				
102-32 Highest governance body's role in sustainability reporting	Natural Capital- Page 63				
102-33 Communicating critical concerns	Vigil Mechanism- Page 75				

Additional Supporting Metrics

General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
102-34 Nature and total number of critical concerns	Vigil Mechanism- Page 75				
102-35 Remuneration policies	Corporate Governance Report-Page 115				
102-36 Process for determining remuneration	Corporate Governance Report-Page 115				
102-37 Stakeholders' involvement in remuneration	Corporate Governance Report-Page 115				
102-38 Annual total compensation ratio	Board's Report- Page 69				
102-39 Percentage increase in annual total compensation ratio	Board's Report- Page 69				
Stakeholder engagement					
102-40 List of stakeholder groups	Stakeholder engagement- Page 39				
102-41 Collective bargaining agreements	Human Capital- Page 53				
102-42 Identifying and selecting stakeholders	Stakeholder engagement- Page 39				
102-43 Approach to stakeholder engagement	Stakeholder engagement- Page 39				
102-44 Key topics and concerns raised	Stakeholder engagement and Materiality - Page 39				
Reporting practice					
102-45 Entities included in the consolidated financial statements	Board's Report- Page 69				
102-46 Defining report content and topic Boundaries	Capital & Value Creation- Page 39				
102-47 List of material topics	Materiality Determination- Page 39				
102-48 Restatements of information	Materiality Determination- Page 39				
102-49 Changes in reporting	Materiality Determination- Page 39				
102-50 Reporting period	Independent Assurance Statement				
102-51 Date of most recent report	Independent Assurance Statement				
102-52 Reporting cycle	Independent Assurance Statement				
102-53 Contact point for questions regarding the report	Independent Assurance Statement				
102-54 Claims of reporting in accordance with the GRI Standards	Independent Assurance Statement				

Additional Supporting Metrics

General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
102-55 GRI content index	GRI Index - Page 1				
102-56 External assurance	Independent Assurance Statement				
GRI 103: Management Approach 2016					
103-1 Explanation of the material topic and its Boundary	Materiality Determination- Page 39				
103-2 The management approach and its components	Materiality Determination- Page 39				
103-3 Evaluation of the management approach	Materiality Determination- Page 39				
GRI 201: Economic Performance 2016					
201-1 Direct economic value generated and distributed	Financial Capital- Page 43				
201-2 Financial implications and other risks and opportunities due to climate change	Financial Capital & Natural Capital- Page 43, 63				
201-3 Defined benefit plan obligations and other retirement plans	Human Capital- Page 53				
201-4 Financial assistance received from government	Financial Capital- Page 43				
GRI 204: Procurement Practices 2016					
204-1 Proportion of spending on local suppliers	Social & Relationship Capital- Page 58				
GRI 205: Anti Corruption 2016					
205-1 Operations assessed for risks related to corruption	Corporate Governanve Report- Page 115				
205-2 Communication and training about anti-corruption policies and procedures	Corporate Governanve Report- Page 115				
205-3 Confirmed incidents of corruption and actions taken	Corporate Governanve Report- Page 115				
GRI 206: Anti- Competitive Behavior 2016					
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Responsibility Report - Page 342				
GRI 302: Energy 2016					
302-1 Energy consumption within the organization	Natural Capital- Page 63				

Additional Supporting Metrics

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302-2 Energy consumption outside of the organization	Natural Capital- Page 63				
302-3 Energy intensity	Natural Capital- Page 63				
Disclosure 302-4 Reduction of energy consumption	Natural Capital- Page 63				
GRI 303: Water 2016					
303-1 Water withdrawal by source	Natural Capital- Page 63				
303-2 Water sources significantly affected by withdrawal of water	Natural Capital- Page 63				
303-3 Water recycled and reused	Natural Capital- Page 63				
GRI 304: Biodiversity 2016					
304-2 Significant impacts of activities, products, and services on biodiversity	Natural Capital- Page 63				
GRI 305: Emissions 2016					
305-1 Direct (Scope 1) GHG emissions	Natural Capital- Page 63 & Additional Supporting Metric Document https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				
305-2 Energy indirect (Scope 2) GHG emissions	Natural Capital- Page 63 & Additional Supporting Metric Document https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				
305-3 Other indirect (Scope 3) GHG emissions	Natural Capital- Page 63 & Additional Supporting Metric Document https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				
305-4 GHG emissions intensity	Natural Capital- Page 63				
305-5 Reduction of GHG emissions	Natural Capital- Page 63				
305-6 Emissions of ozone-depleting substances (ODS)	Natural Capital- Page 63				
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Natural Capital- Page 63				

Additional Supporting Metrics

General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
GRI 306: Effluents and Waste 2016					
306-1 Water discharge by quality and destination	Natural Capital- Page 63				
306-2 Waste by type and disposal method	Natural Capital- Page 63				
306-3 Significant spills	Natural Capital- Page 63 - No incident occurred in FY20				
306-4 Transport of hazardous waste		information on hazardous waste is not disclosed	Not applicable to our business and industry		
306-5 Water bodies affected by water discharges and/or runoff		information on hazardous waste is not disclosed	Not applicable to our business and industry		
GRI 307: Environmental Compliance 2016					
307-1 Non-compliance with environmental laws and regulations	Natural Capital- Page 63				
GRI 308: Supplier Environmental Assessment 2016					
308-1 New suppliers that were screened using environmental criteria	Social & Relationship Capital- Page 58				
308-2 Negative environmental impacts in the supply chain and actions taken	Social & Relationship Capital- Page 58				
GRI 401: Employment 2016					
401-1 New employee hires and employee turnover	Additional Supporting Metrics https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital- Page 53				
401-3 Parental leave	Additional Supporting Metrics https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				
GRI 403: Occupational Health and Safety 2016					
403-1 Workers representation in formal joint management- worker health and safety committees	Human Capital- Page 53				
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Additional Supporting Metrics https://www.wipro.com/content/dam/nexus/en/investor/annual-reports/2019-2020/annual-report-fy2020-additional-supporting-metrics.pdf				

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403-3 Workers with high incidence or high risk of diseases related to their occupation	Human Capital- Page 53				
403-4 Health and safety topics covered in formal agreements with trade unions	Human Capital- Page 53				
GRI 404: Training and Education 2016					
404-1 Average hours of training per year per employee		Information on training hours not disclosed	This metric is not significantly relevant to a knowledge based organization such as wipro.		
404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital- Page 53				
404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital- Page 53				
GRI 405: Diversity and Equal Opportunity 2016					
405-1 Diversity of governance bodies and employees	Human Capital- Page 38				
GRI 406: Non- Discrimination 2016					
406-1 Incidents of discrimination and corrective actions taken	Vigil Mechanism- Page 75				
GRI 407: Freedom of Association and Collective Bargaining 2016					
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Capital- Page 53				
GRI 408: Child Labor 2016					
408-1 Operations and suppliers at significant risk for incidents of child labor		Information is not disclosed	Not applicable to our business and industry. Wipro has a Zero tolerance policy towards Child Labour		
GRI 409: Forced or Compulsory Labor 2016					
"409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor"		Information is not disclosed	Not applicable to our business and industry. Wipro has a Zero tolerance policy towards Forced or Compulsory Labour		

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GRI 412: Human Rights Assessment 2016					
412-1 Operations that have been subject to human rights reviews or impact assessments	Human Capital- Page 53				
412-2 Employee training on human rights policies or procedures	Human Capital- Page 53				
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human Capital- Page 53				
GRI 413: Local Communities 2016					
413-1 Operations with local community engagement, impact assessments, and development programs	Social & Relationship Capital- Page 58				
413-2 Operations with significant actual and potential negative impacts on local communities	Social & Relationship Capital- Page 58				
GRI 414: Supplier Social Assessment 2016					
414-1 New suppliers that were screened using social criteria	Social & Relationship Capital- Page 58				
GRI 418: Customer Privacy 2016					
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Social & Relationship Capital- Page 58				
GRI 419: Socioeconomic Compliance 2016					
419-1 Non-compliance with laws and regulations in the social and economic area	Good Governance and Management practices- Page 38				