Wipro Limited
ESG DASHBOARD FY 2020-21

Wipro ESG Dashboard

Our Key Environmental Metrics

Energy & Emissions	Absolute Emissions (Scope 1, Scope 2 & Scope 3)	Scope 1 & Scope 2 Split – Offices & Data Center	Total Energy Consumption	Data Center Efficiency
	Emission Intensity	Energy Intensity	Renewable Energy	Natural Capital Valuation
Water & Waste	Water withdrawal by sources	Freshwater Consumption	Consumption Intensity	Recycling Ratio
	Water withdrawal from water stress areas	Water Discharged	Total Waste Disposed	Waste Disposal Method

Our Key Social Metrics

Workforce	New Hire	Employee Count	Attrition	Workforce
	Return to work & retention rate post parental work	Inclusion	Training & Development	Health & Safety
	Gender	Nationality & Other minority		

Our Key Governance Metrics

Grievance Redressal	Board Structure	Board Average Tenure	Board members with relevant IT sector experience

Scope of reporting FY21 Data

Natural Capital

India: 36 locations (includes 3 data centers) representing 80% of our workforce. 30 of these locations are owned (including the 3 data centers) and the balance are leased.

Overseas: 139 office locations and 2 data centers. All locations are leased and majority are used by customer engagement teams

Aspect	Aspect Boundary
Energy	India (offices and DC's) –100 % coverage – Actuals
Water	Overseas offices – 100% coverage - Estimated
& Waste	India – 100 % coverage - Actuals
	Overseas -Estimated for Natural Capital accounting study

Other Capitals

Financial

Human

Social & Relationship

Intellectual

Entire organization i.e. Wipro Limited.

Environmental Metrics

Absolute Emission Profile (tons of CO2 eq)

Scope 1

	FY 2018-19	FY 2019-20	FY 2020-21
Fuel & Refrigerant – India Offices	13,424	13,366	10,885

Scope 2

	FY 2018-19	FY 2019-20	FY 2020-21
Purchased Electricity – India Offices and DCs	1,03,866	1,24,564	86463

Scope 3

	FY 2018-19	FY 2019-20	FY 2020-21
Employee Commute	79,160	84,536	18,055
Business Travel	1,17,819	1,23,789	13,538
Waste	760	274	140
Upstream Fuel+Energy emissions	76,659	72,888	53,937
Purchased goods / services	82,246	1,00,460	2,15,830*
Upstream Leased Assets	24,302	39,580	12,606
Work From Home Emissions			36,230

*Purchased goods and services based on material group and category spend for Tier 1 suppliers.

Scope 1 & Scope 2 Split

	FY 2018-19	FY 2019-20	FY 2020-21
Offices	1,13,082	1,35,537	84,140
Data centers	4,208	2,458	13,207

Data Center Efficiency

	FY 2018-19	FY 2019-20	FY 2020-21
Absolute Energy Consumption of DC's (MwH)	51,31,539	57,32,383*	2,29,00,207
Number of DC's	3	3	5**
PUE	2.23	2.11	1.61

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

Total Energy Consumption (MwH)

Source Type	Fuel	FY 2018-19	FY 2019-20	FY 2020-21
Renewable	Biogas	88.632	72	0
Non-Renewable	Charcoal	488.93	437	3.4
Non-Renewable	LPG	6807.46	6059	920.5
Non-Renewable - Generated	Diesel for Electricity	5388	5776	2290
Composite - Grid	Purchased Electricity	133049	150076	107080
Renewable - Purchased	Purchased Electricity	91810	73659	64855
Renewable - Generated	Solar Heater	1332	1332	892.5
Renewable - Generated	Solar PV	194	247	278

Emission Intensity

Scope 1 and 2	FY 2018-19	FY 2019-20	FY 2020-21
India Office Owned (Kg CO2 per sq. Mt. Per annum)*	71.3	87.20	108

Energy Intensity

Scope 1 and 2	FY 2018-19	FY 2019-20	FY 2020-21
Imdia offices owned (KwH units per sq. Mt. Per annum)*	142	144	194.7

*due to low occupancy in the campus

Water

Water withdrawal by sources

	FY 2018-19	FY 2019-20	FY 2020-21
Private Water	46%	52%	41.7%
Municipal Water	43%	40%	54%
Ground Water	10%	7%	4.3%
Rainwater harvested	1%	1%	1%

Recycling Ratio

	FY 2018-19	FY 2019-20	FY 2020-21
Water Recycled (as % of total freshwater consumption)	42%	41%	32%

Freshwater Consumption

	FY 2018-19	FY 2019-20	FY 2020-21
Freshwater consumption (million liters)	1518	1621	850

Freshwater consumption from water stressed areas

	FY 2018-19	FY 2019-20	FY 2020-21
Freshwater consumption from water stressed areas (million liters)	1420.3	1538	821.39

Water withdrawal by sources from water stress areas

	FY 2018-19	FY 2019-20	FY 2020-21
Ground Water	145.48	112.47	36
Private Water	655.57	838.9	354.29
Municipal Water	557.745	536.8	362.48
Industrial Water	-	32.22	49.62
3rd Party Purchase	-	4.56	5.61
Rainwater Harvested	7.40	12.89	13.33

Consumption Intensity

	FY 2018-19	FY 2019-20	FY 2020-21
People intensity (liters per month)	951	930	6854*
Area intensity (liters per month)	957	1044	1094*

*due to low occupancy in the campus

Water Discharged

	FY 2018-19	FY 2019-20	FY 2020-21
Total Discharge	11.85	2.95	15.05

In most of our campuses with major operations, we recycle water within the organization boundary using Sewage Treatment Plant (STP) and ultrafiltration technologies. For offices where we don't have STP and Ultrafiltration technologies for recycling, we measure and monitor the amount of water discharge by total volume going outside the organizational boundary into municipal treatment plant.

Waste

Waste Disposed

	FY 2018-19	FY 2019-20	FY 2020-21
Total waste disposed (tons)	6205	5057	2087

Waste Disposal method

	FY 2018-19	FY 2019-20	FY 2020-21
Recycled	81%	81%	85%
Landfill	3%	3%	3.9%
Incineration	6%	6%	3%
Other methods	10%	10%	8%

Waste sent to Landfill

	FY 2018-19	FY 2019-20	FY 2020-21
Waste sent to landfill	3%	3%	3.9%

NCX Valuation (Impact in USD million)

Key Performance Indicator	FY 2018-19	FY 2019-20	FY 2020-21
GHG Emissions	62	77	60
Air Pollution	210	120	114
Water Consumption	7.7	7.1	4.2
Water & Land Pollution	3	1.9	2.2
Waste Generation	1.9	1.7	1.2
Land Use Change	27	26	18
Total	**310**	**230**	**200**

Natural capital impact is 2.45% as share of revenue of Wipro operations and 12.05% as share of EBIT in FY21.

Social Metrics

Employee count

Region wise

	FY 2018-19	FY 2019-20	FY 2020-21
Americas	17,111	16,997	18,292
APAC	12,083	11,784	11,710
Europe	9,024	9,354	8,931
India	134,703	147,209	160,572
Others	2,769	2,926	2,160

FY 2020-21 (%)

4.4 1.1
5.8
9.1
79.6
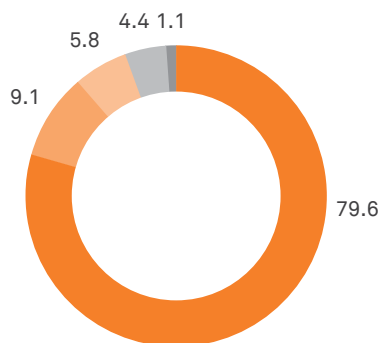
● INDIA ● AMERICAS ● APAC ● EUROPE ● OTHERS

Age Wise

	FY 2018-19	FY 2019-20	FY 2020-21
< 30	96,063	100,663	102,964
30 – 50	74,167	81,107	90,522
> 50	5,460	6,500	8,179

FY 2020-21 (%)

4
45
51
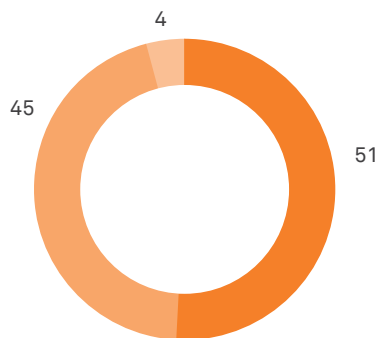
● < 30 ● 30-50 ● > 50

Gender Wise

	FY 2018-19	FY 2019-20	FY 2020-21
Female	61,818	65936	71954
Male	113872	122334	129711

FY 2020-21 (%)

64.3
35.7
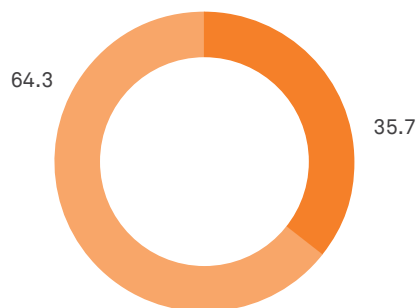
● FEMALE ● MALE

Employee count

Total Employees

FY	Count
FY 2018-19	175690
FY 2019-20	188270
FY 2020-21	201665

■ Total Employees
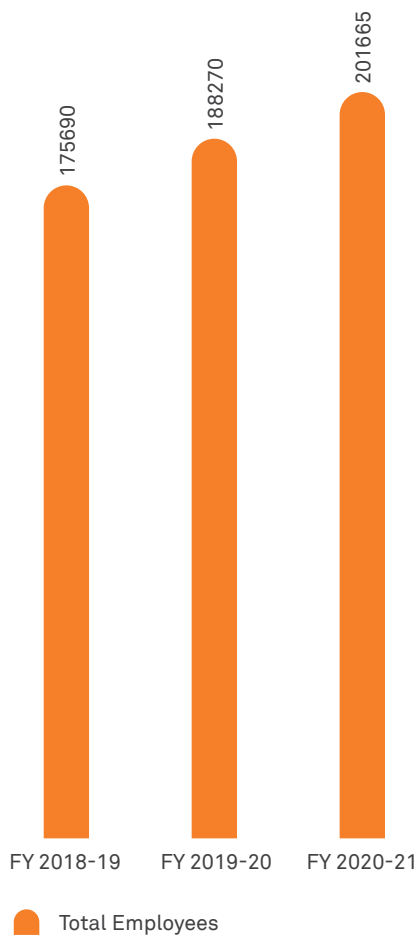
Employee Count - Retainers

	FY 2019-20	FY 2020-21
Europe	1	0
India	318	152

Gender wise

■ FY 2020-21
■ FY 2019-20

Gender	FY 2019-20	FY 2020-21
FEMALE	41	22
MALE	278	130
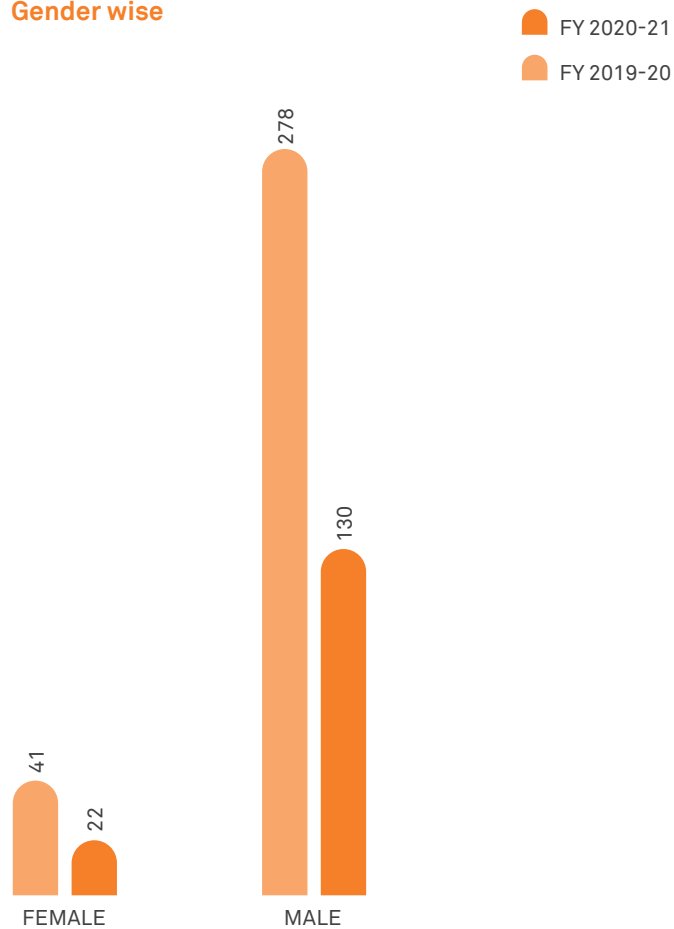
New Hire

Region wise

	FY 2018-19	FY 2019-20	FY 2020-21
Americas	7,620	7,865	7,874
APAC	5,872	3,558	2,784
Europe	1,735	1,956	1,982
India	49,616	54,302	40,868
Others	480	466	405

FY 2020-21 (%)

- INDIA
- AMERICAS
- APAC
- EUROPE
- OTHERS
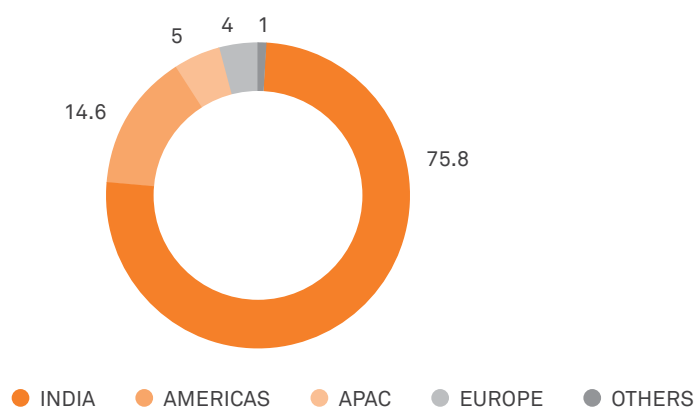
Age Wise

	FY 2018-19	FY 2019-20	FY 2020-21
< 30	43,478	46,518	34,343
30 − 50	19,906	19,070	16,436
> 50	1,903	2,559	3,134

FY 2020-21 (%)

- < 30
- 30-50
- > 50
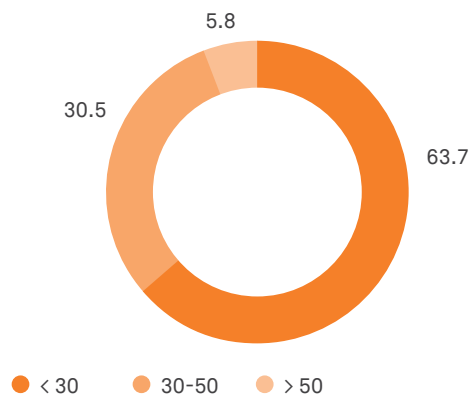
Gender Wise

	FY 2018-19	FY 2019-20	FY 2020-21
Female	23,697	24,102	20,180
Male	41,626	44,045	33,733
Total	65,323	68,147	53,913

FY 2020-21 (%)
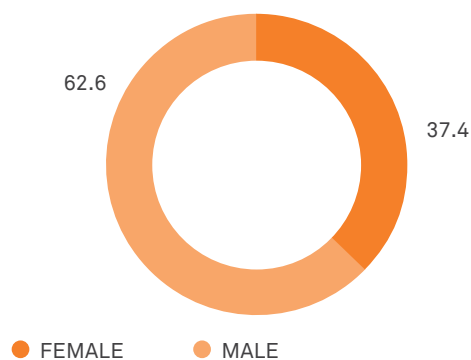
- FEMALE
- MALE

Inclusion

Consolidated results (%)

|	FY 2018-19	FY 2019-20	FY 2020-21
Women in management (in junior, middle and senior management) positions	16.9%	17%	17.3%

Gender Pay Parity (Average Female Salary / Average Male Salary) in India is 0.92 in FY2020-21.

Gender

Share of women in junior management positions (as % of total junior management positions)

FY 2018-19	FY 2019-20	FY 2020-21
18.8	19	19.1
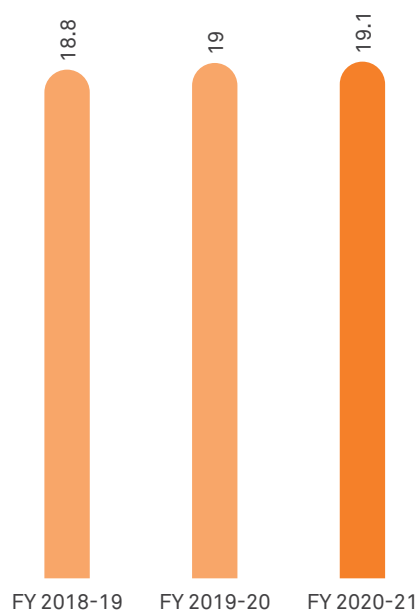
Share of women in top management positions (as % of total top management positions)

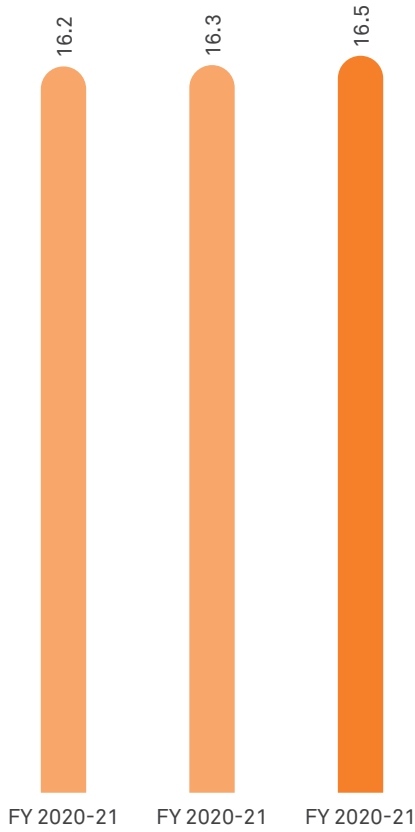| FY 2018-19	FY 2019-20	FY 2020-21
6.8	6.7	7.3
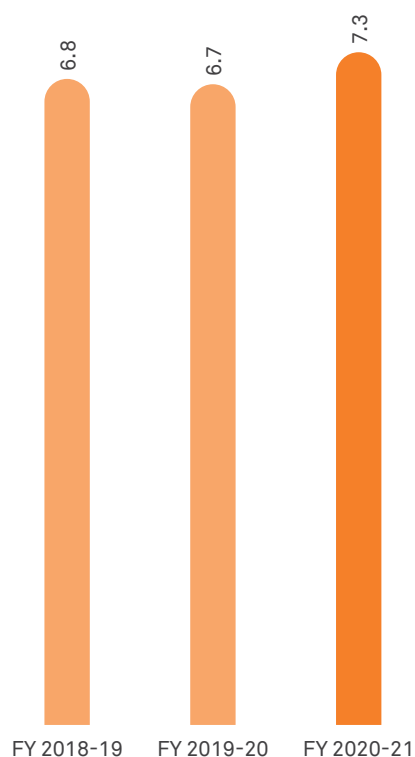
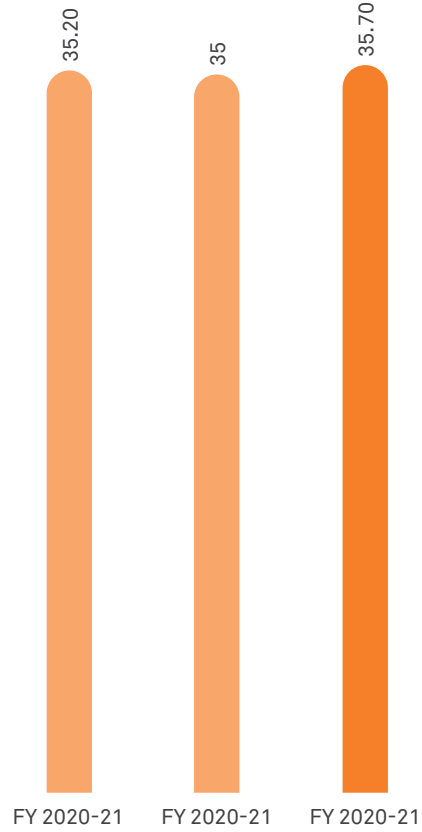**Target:** We aim at increasing percentage of women in top management position to 10% by FY 2021-22.

Inclusion

Gender

Share of women in management positions in revenue-generating functions^ as % of all such managers -

16.2	16.3	16.5
FY 2020-21	FY 2020-21	FY 2020-21

% of Women employees in workforce

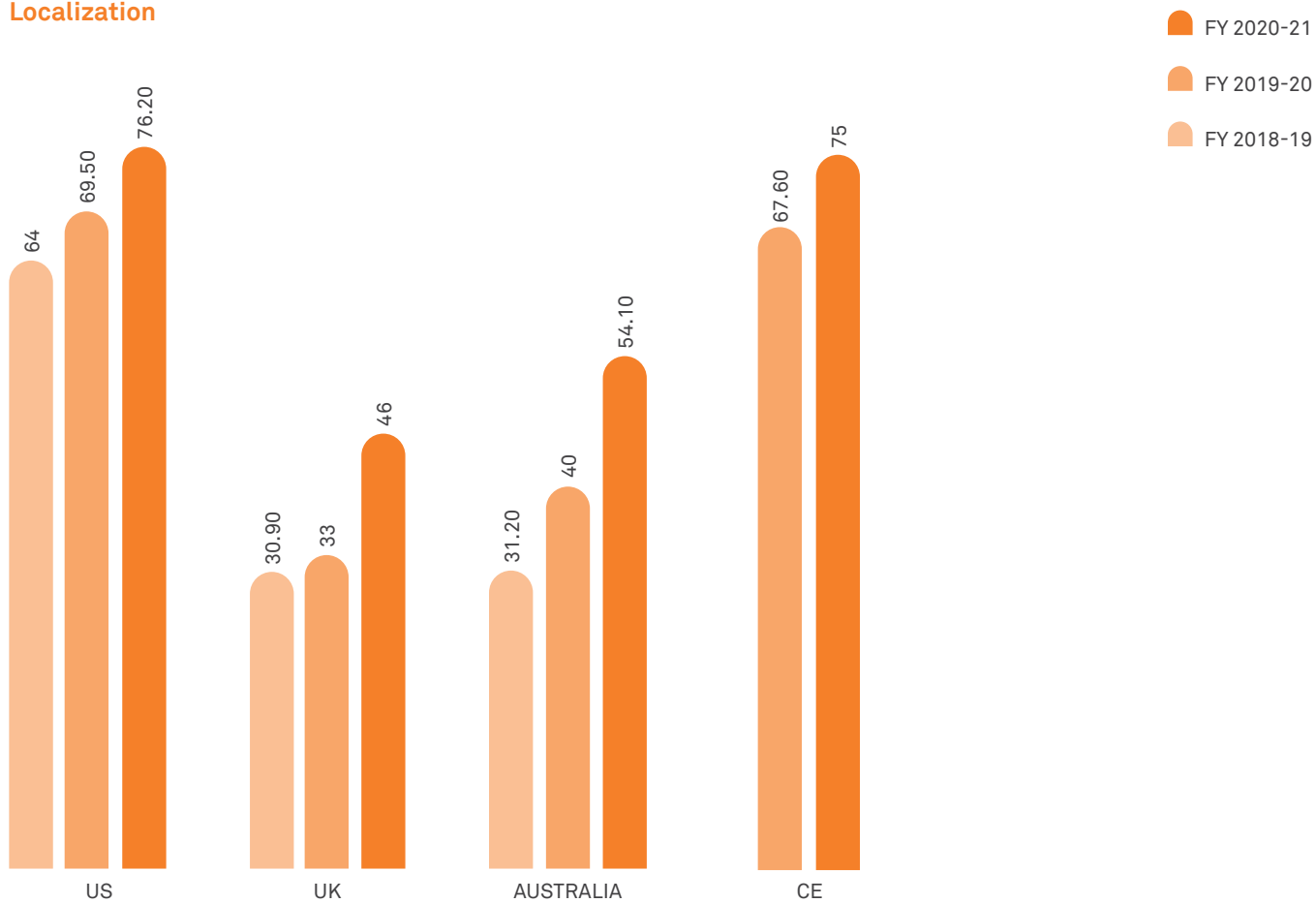|		
35.20	35	35.70
FY 2020-21	FY 2020-21	FY 2020-21

Share of women in STEMrelated positions in FY21 (as % of total STEM positions)

37.6%

*% of Women Employees in all STEM Positions

Localization

Legend:
- FY 2020-21
- FY 2019-20
- FY 2018-19

US
- FY 2018-19: 64
- FY 2019-20: 69.50
- FY 2020-21: 76.20

UK
- FY 2018-19: 30.90
- FY 2019-20: 33
- FY 2020-21: 46

AUSTRALIA
- FY 2018-19: 31.20
- FY 2019-20: 40
- FY 2020-21: 54.10

CE
- FY 2019-20: 67.60
- FY 2020-21: 75

Inclusion

NATIONALITIES

FY 2018-19	FY 2019-20	FY 2020-21
125	132	130

Nationality Breakdown (%)

- Indian, 172152
- American, 7679
- Phillipine, 7251
- Brazillian, 3166
- British, 1596
- Mexican, 1324

85.4 · 1.6 · 3.8 · 3.6 · 0.8 · 0.7

FY 2020-21
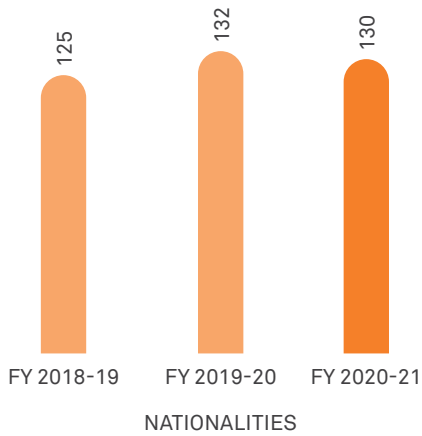
Share of Nationalities in Management Positions*

(%)

Nationalities	Share in Management Position
Indian	88.6
American	6.1
Philippine	0.4
Brazilian	1.9
British	2.3
Mexican	0.8

Persons with Disabilities

PWD

FY 2018-19	FY 2019-20	FY 2020-21
545	578	667
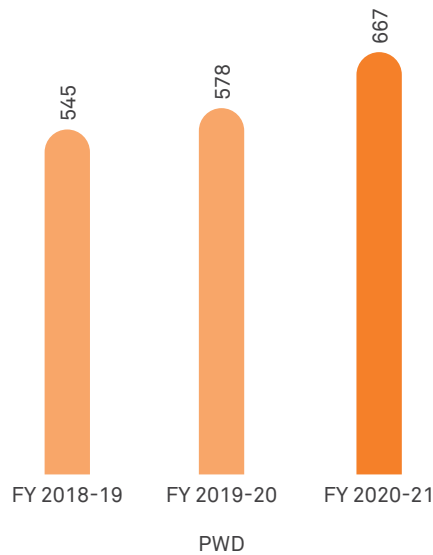
Count of LGBTQ+ employees

FY2020-21: 798

Return to work and employee retention post parental leave

Legend:
- FY 2020-21
- FY 2019-20
- FY 2018-19

TOTAL NUMBER OF EMPLOYEES THAT TOOK PARENTAL LEAVE
- 1783
- 1819
- 1753

TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE ENDED
- 1634
- 1861
- 2156

TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE ENDED THAT WERE STILL EMPLOYED 12 MONTHS AFTER THEIR RETURN TO WORK
- 832
- 1097
- 1406

TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE ENDED THAT WERE STILL EMPLOYED TILL THE END FY
- 1341
- 1599
- 2018

* 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
- 98
- 99
- 100

RETENTION RATE
- 65
- 67
- 76
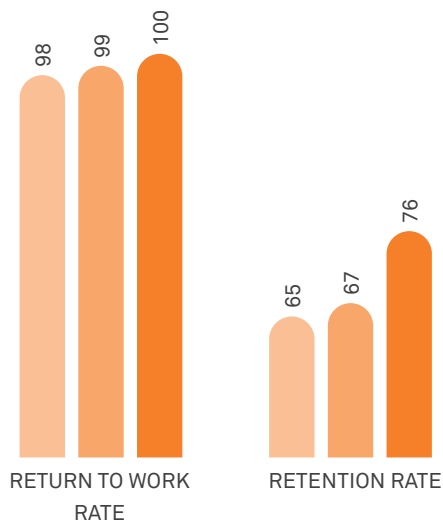
Training & Development

Coverage of Global FTEs 100%

Employees have spent **14.2 million hours** of training and development in FY'21. Break up of learning hours in two categories
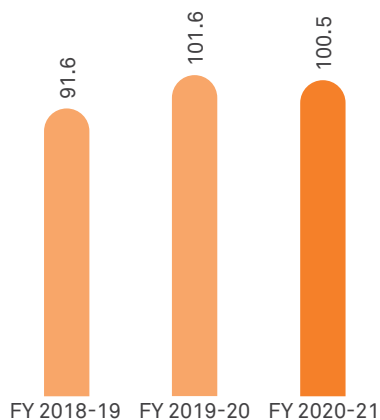
1. Management level (e.g. junior/low level, middle, senior/top level management)

	Number of Hours	Percentage
Lower Level	10.9 Mn	~ 77%
Middle Level	2.4 Mn	~ 17%
Top Level	0.8 Mn	~ 6%

2. Type of training

	Number of Hours (in million)
Compliance Training	0.096 Mn
Fresher's Training	1.8 Mn
Lateral Trainings (Technical)	1.92 Mn
Behavioral	0.6 Mn
Other E- Learnings	9.0 Mn

Average Amount spent per FTE on T&D (in $)

FY 2018-19	FY 2019-20	FY 2020-21
98.6	114.5	118.7
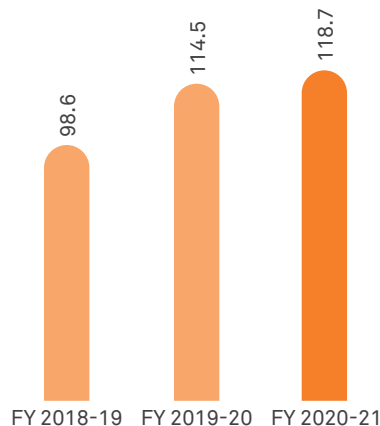
Position filled by Internal Candidates

The percentage of open positions filled by internal candidates for the last fiscal year

Average Hours per FTE on T&D

FY 2018-19	FY 2019-20	FY 2020-21
91.6	101.6	100.5

FY 2018-19	FY 2019-20	FY 2020-21
75.5	75.6	81.2
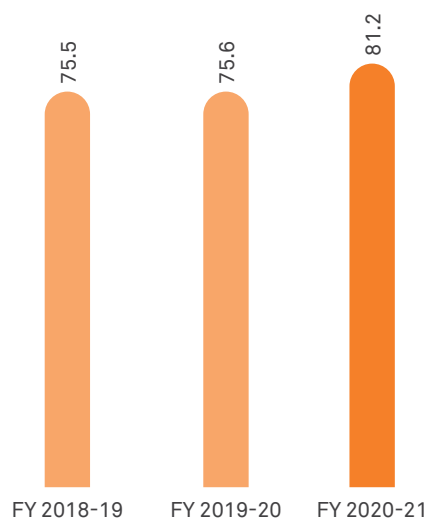
Voluntary Attrition

Target: Our goal is to maintain attrition at low to mid double digits with focus on retaining top talent.

Region wise

Legend:
- FY 2020-21
- FY 2019-20
- FY 2018-19

INDIA: 17.1, 12.6, 12
AMERICAS: 17.4, 15.3, 15.2
APAC: 12.2, 11.4, 12.7
EUROPE: 14.1, 10.4, 8.8
OTHERS: 10.1, 8.8, 9.5
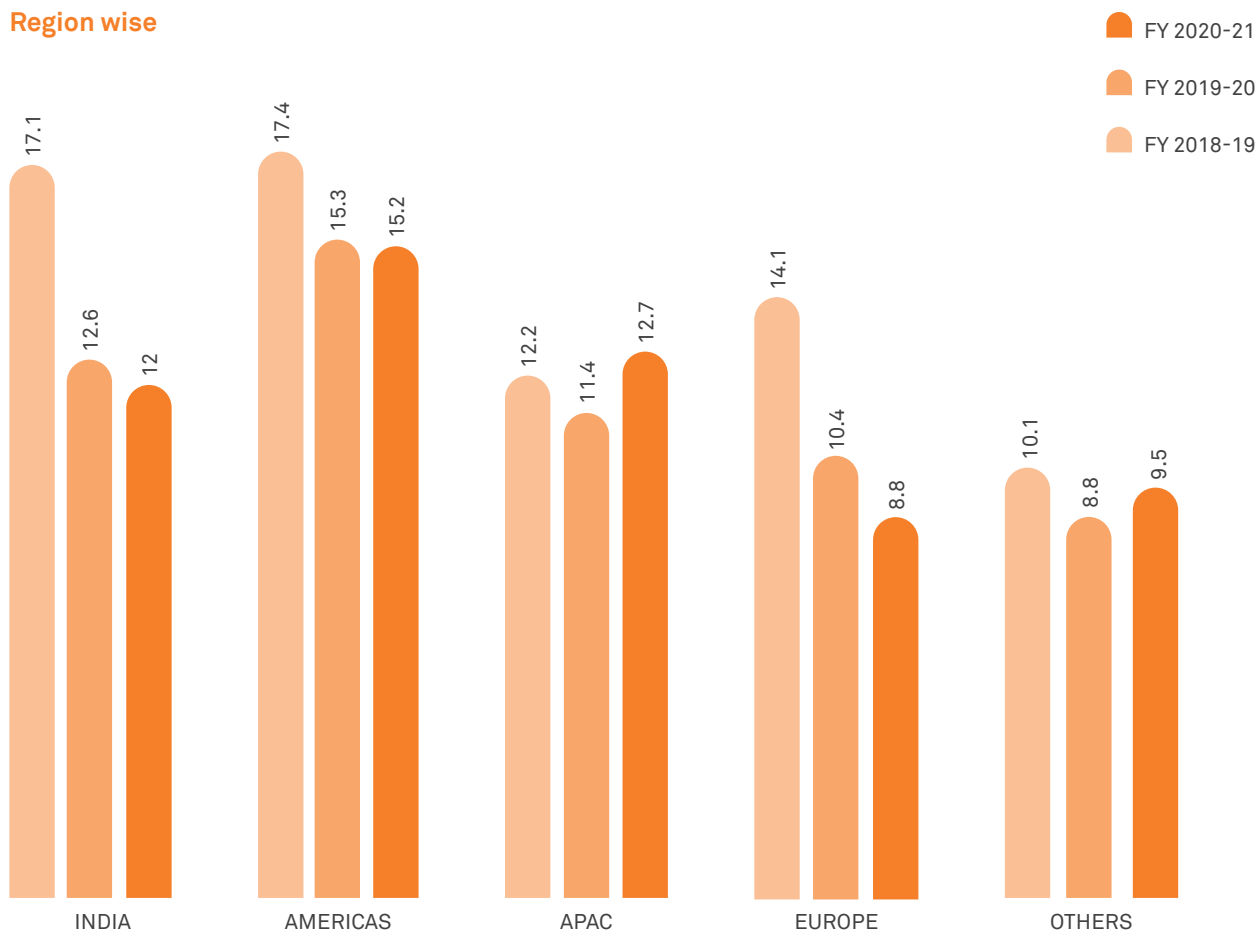
Voluntary Attrition

Age Wise (%)

Legend:
- ■ FY 2020-21
- ■ FY 2019-20
- ■ FY 2018-19

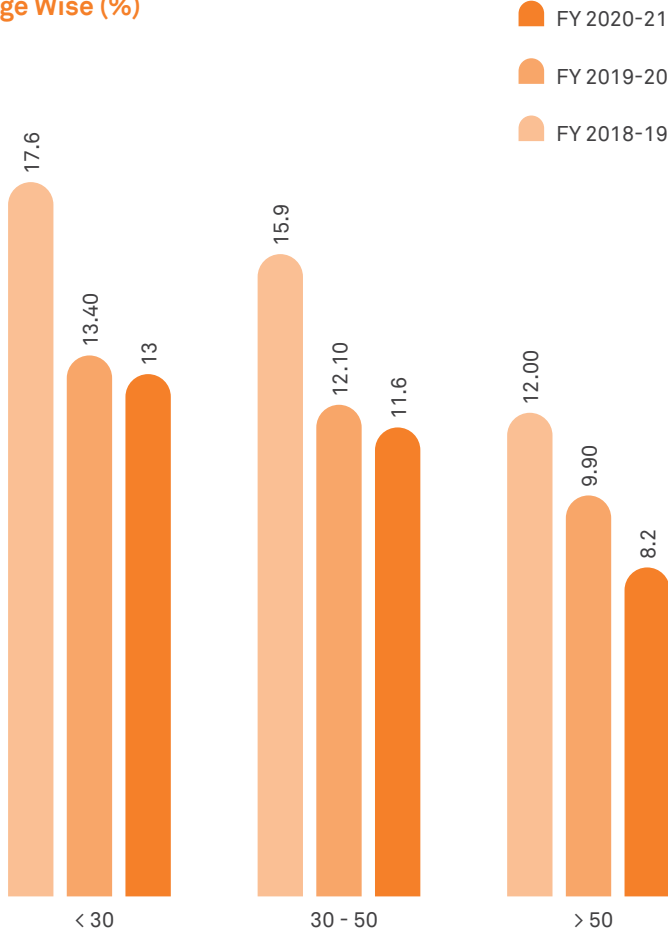| Age Group	FY 2018-19	FY 2019-20	FY 2020-21
< 30	17.6	13.40	13
30 - 50	15.9	12.10	11.6
> 50	12.00	9.90	8.2

Gender Wise (%)

Legend:
- ■ FY 2020-21
- ■ FY 2019-20
- ■ FY 2018-19

Gender	FY 2018-19	FY 2019-20	FY 2020-21
FEMALE	15.2	11.90	11.2
MALE	17.3	13.00	12.5
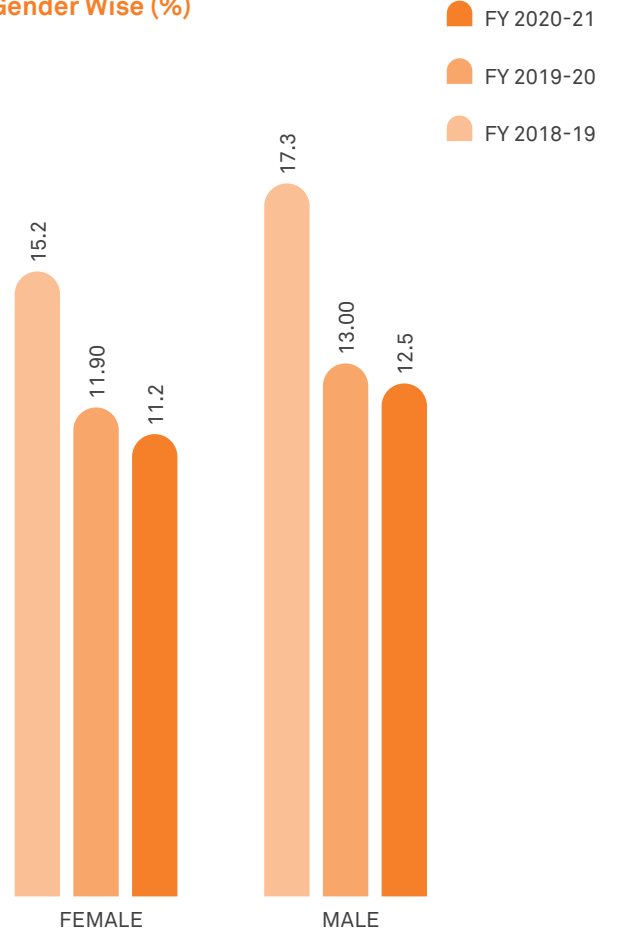
Health & Safety

Column1	FY 2018-19	FY 2019-20	FY 2020-21
II (excl personal transport)	297	212	38
II (incl personal transport)	564	1,062	219
Occupational Diseases - Ergonomic	1,910	2,221	440
II Lost Days (excl personal transport)	528	505	36
II Lost Days (incl personal transport)	9,280	6,552	2,186

Column1	FY 2018-19	FY 2019-20	FY 2020-21
IIR (excl personal transport)	0.144	0.103	0.018
IIR (incl personal transport)	0.274	0.516	0.106
Lost day rate	0.256	0.245	0.017
Occupational Disease Rate	0.928	1.079	0.214

II: Industrial Injury, **IIR:** Industrial Injury Rate, The IIR the rate is equivalent of 100 employees working for 40 hours per week, 50 weeks per year.

Workforce

→ Wipro OnAir –We profiled unique stories on our global podcast series to celebrate the resilience of the human spirit. Since its launch in 2017, it has received over 766,000 hits on 99 podcasts.

→ Our internal social networking platform, Yammer has 160,000+ users who have shared more than 2.8 million messages and formed thousands of groups which are strong communities within Wipro.

→ 1,56,600+ employees trained in foundational, intermediate and advanced digital skills as of FY 2021.

→ MS Teams is used widely to set up meetings, chats, share data and collaborate across geographies and time zones. The platform has over 128,600 users with about 49 million conversations per month.

→ 100,000+ employees covered in 19 locations in India and 8 locations outside India under ISO 14000 and ISO 45001 certifications

→ Key policy updates included changes in medical assistance, insurance and leaves.

Governance Metrics

Board Structure
(as of 31st March 2021)

- Executive Directors - 2

- Independent Directors - 6

- Other non-executive directors - 1

- Number of female directors in board
  (as of 31st March 2021): 1

- Board members* with relevant IT sector experience
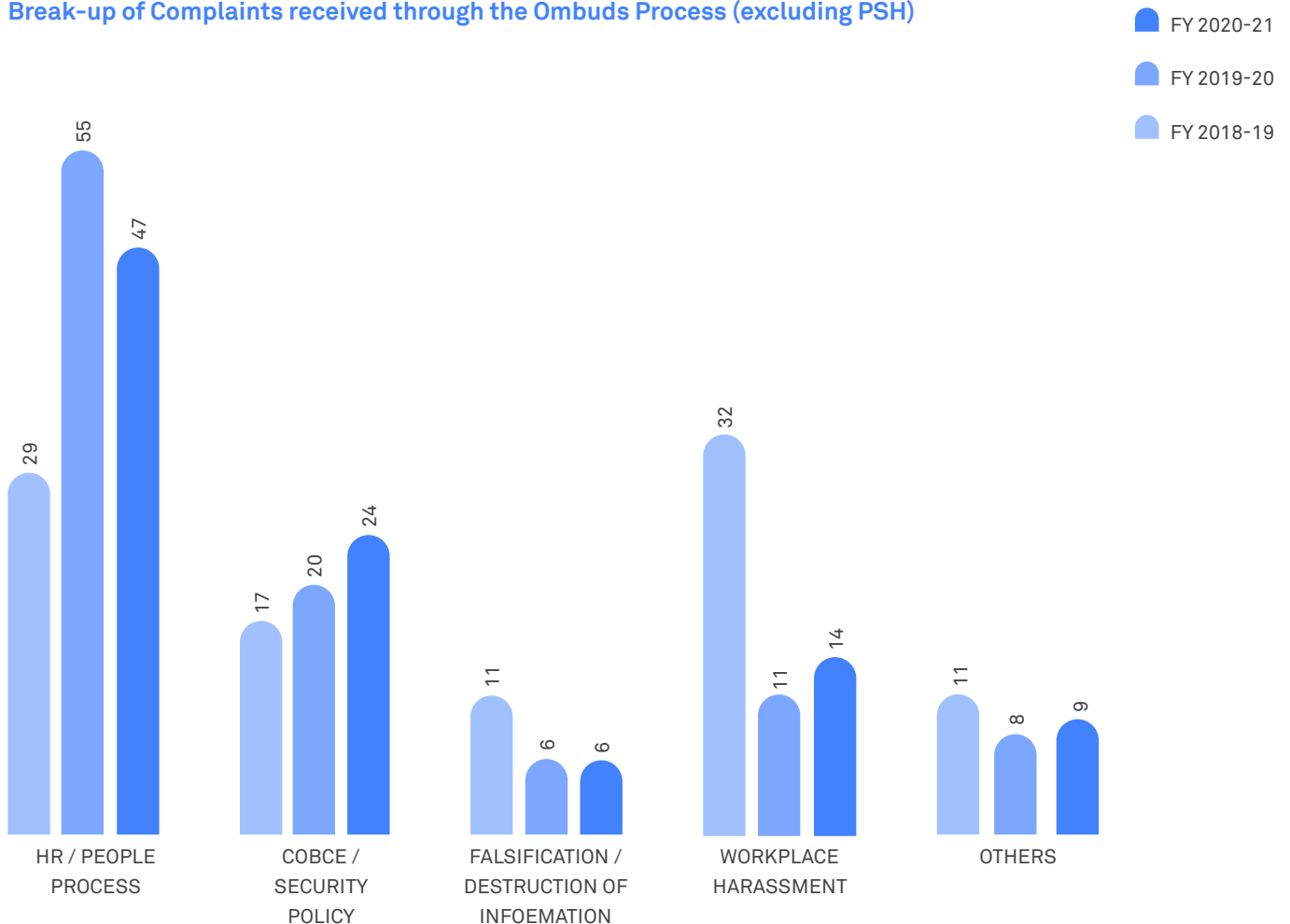 (according to GICS Level 1 sector classification): 6

Board Average Tenure: **11.33 years**

Board members* with relevant IT sector experience (according to GICS Level 1 sector classification): **6**

*excluding executive members

Grievance Redressal

Break-up of Complaints received through the Ombuds Process (excluding PSH)

- FY 2020-21
- FY 2019-20
- FY 2018-19

	HR / PEOPLE PROCESS	COBCE / SECURITY POLICY	FALSIFICATION / DESTRUCTION OF INFOEMATION	WORKPLACE HARASSMENT	OTHERS
FY 2018-19	29	17	11	32	11
FY 2019-20	55	20	6	11	8
FY 2020-21	47	24	6	14	9

Grievance Redressal

Source of Complaints

	FY 2018-19	FY 2019-20	FY 2020-21
Employee	962	936	565
Anonymous	344	251	167
Other	122	57	63
Vendor	25	7	6
Contract Emp/ Retainer	6	14	4
Client	1	2	1
Ex-employees	0	80	0

Grievance Redressal

Type of Action Taken (Excluding PSH)

Legend:
FY 2020-21
FY 2019-20
FY 2018-19

Bar chart values:

Category	FY 2018-19	FY 2019-20	FY 2020-21
SPERATION	9	4	9
WARNING LETTER	13	12	21
COUNSELLING ADVISORY	30	34	22
PROCESS / POLICY CHANGE	5	5	5
BENEFITS GRANTED	12	12	9
OTHERS	73	48	34