

Ambitions  
Realized.



# ESG Dashboard

2023-24





## Environment

### Environmental Stewardship Across the Value Chain

#### GOAL 1



#### Contribute effectively to actions across the value chain on the Climate Change Challenge



To achieve Net Zero GHG emissions for Scope 1, 2 and Scope 3 by 2040.



100% RE for all owned facilities by 2030.



Reduce baseline emissions by 59% for Scope 1, 2 by 2030 on 2017 baseline and 55% for Scope 3 by 2030 on 2020 baseline.



Strengthen customer stewardship by 2030 by reducing the delivery footprint of the top 25 accounts by 50% in terms of Scope 1, 2, and 3 GHG emissions with a year-on-year reduction of 5% on a compounded basis.

#### GOAL 2



#### Responsible management of scarce water resources



Improve total water\* efficiency by 60% in all owned facilities from the baseline measure of 200 liters per employee per day in FY23 to 70 liters per employee per day.



Increase share of reused water as proportion of total water consumption to 60% by 2030.

*\*total water includes freshwater and reused water*

## Social

### Building a future-ready workplace and strengthening our community work

#### GOAL 3



#### Build and promote a culture of inclusion by nurturing diversity and shaping behaviors



Increase diversity in terms of gender, ethnicity, nationality, persons with disability and sexual orientation.



Build an equitable workplace that is inclusive and that encourages everyone to be their authentic selves.



Exemplify Spirit of Wipro values through the Five Habits, Leadership Mindset and Code of Business Conduct.

#### GOAL 4



#### Empower employees through continuous learning opportunities



Provide opportunities to employees to reskill themselves for open client demands.



Deliver leadership skills program at every stage of career life cycle.

#### GOAL 6



#### Contribute in a deep, meaningful manner to a more equitable, humane and sustainable society



##### Education

Contribute to the foundational development of 4.92 million children from vulnerable communities by providing access to good-quality primary education by FY25.

Empower 235,000 college students and faculty by facilitating skilling and capacity-building on emerging digital technologies by FY25.



##### Employee Engagement

Leverage the passion of committed employees and leaders to drive

#### GOAL 5



#### Prioritize employee health, well-being and safety at all times



Adopt a holistic lifecycle approach that emphasizes employee safety, physical health and mental well-being.



Conduct frequent well-being sessions and ensure coverage of PSH training.

## Governance

### Aligning Purpose, Transparency and Trust

#### GOAL 7



#### Maintain the highest standards of governance based on the bedrock of Wipro values and ethical business conduct



The Wipro values of unyielding integrity and consistent and ethical business conduct to be the basis for every employee and staff member's actions.



Maintain Code of Business Conduct annual certification at 100%.



Maintain globally accepted standards of cybersecurity and data privacy through effective implementation of information security management system to sustain and continuously improve cybersecurity maturity.



Wipro to lead in ESG governance through:

- A consistent structure of goals, KPIs and reviews by the board and leadership.
- Formal assessment of ESG risks into Wipro's Enterprise Risk Management system.
- Rigorous and transparent ESG disclosures to investors, customers and in the public domain.

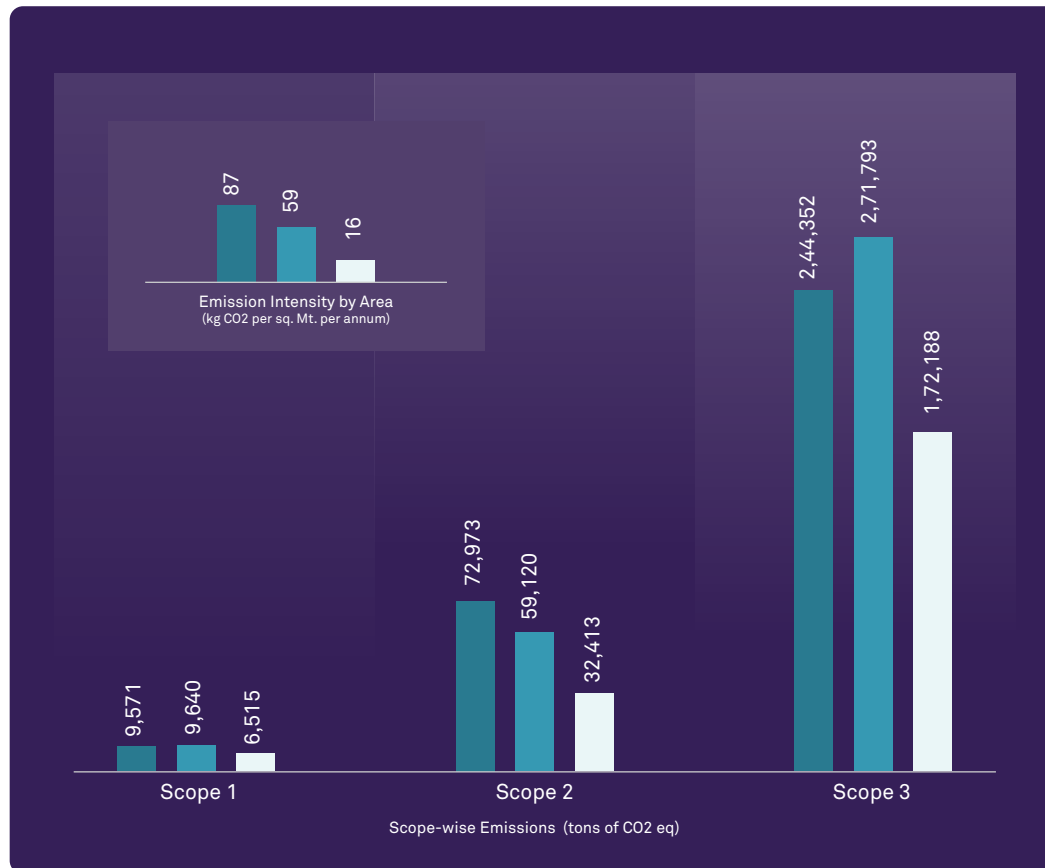




# Environmental Metrics

## Absolute Emissions Profile

(Tons of CO<sub>2</sub> eq)



**Table 1.1.1**

Emissions - Scope 1	FY 2021-22	FY 2022-23	FY 2023-24
Fuel & Refrigerant – India offices	9,571	9,640	6,515
Emissions - Scope 2			
Purchased electricity – India offices	72,973	59,120	32,413
Emissions - Scope 3			
Employee commute	16,969	28,193	26,147
Business travel	20,456	57,934	36,227
Waste	153	101	76
Upstream Fuel + Energy	71,650	67,017	53,843
Purchased goods/services	88,104	87,287	33,968
Upstream leased assets	10,381	7,293	2,462
Downstream leased assets	0	0	1,234
Work from home emissions	36,639	23,968	18,230

**Table 1.1.2**

Emissions	Baseline*	2024	Reduction in %
Scope 1	16,046	6,515	59%
Scope 2	1,79,407	32,413	82%
Scope 3	2,81,213	116,217	66%

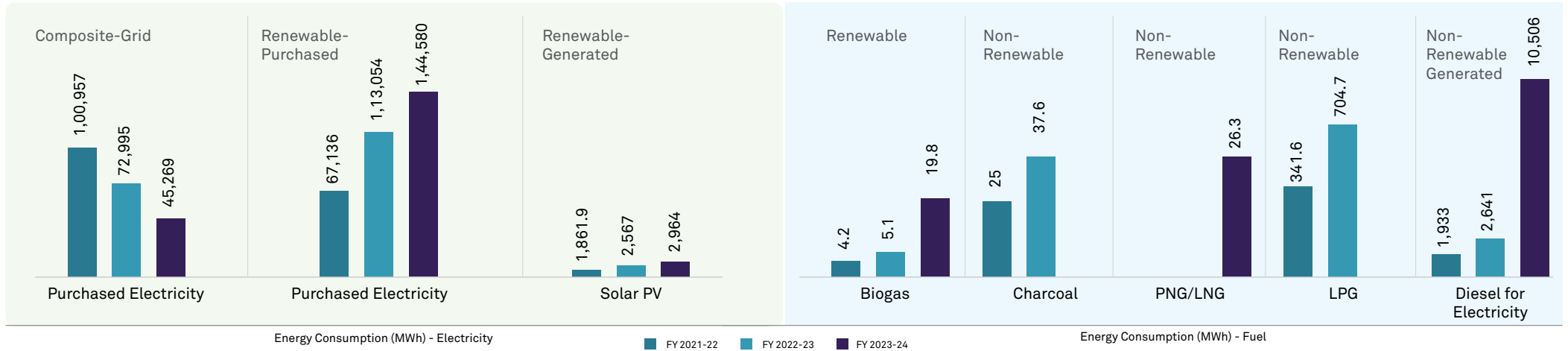
\*Baseline - Scope 1&2: 2017, Scope 3: 2020; Scope 3 numbers only include the SBTi-approved top 3 categories

**Table 1.1.3**

Emission Intensity Scope 1 & 2	FY 2021-22	FY 2022-23	FY 2023-24
India office owned (kg CO <sub>2</sub> per sq. Mt. per annum)	87	59	16

## Environmental Metrics

# Energy


**Table 1.2.1**

Total Energy Consumption (MWh)	Source	FY 2021-22	FY 2022-23	FY 2023-24
Composite-Grid	Purchased electricity	1,00,957	72,995	45,269
Renewable-Purchased	Electricity Purchased electricity	67,136	1,13,054	1,44,580
Renewable-Generated	Solar PV	1,861.9	2,567	2,964
Renewable	Biogas	4.2	5.1	19.8
Non-Renewable	Charcoal	25	37.6	0
Non-Renewable	Fuel PNG/LNG	0	0	26.3
Non-Renewable	LPG	341.6	704.7	0
Non-Renewable-Generated	Diesel for electricity	1,933	2,641	10,509

**Table 1.2.2**

Renewable energy	FY 2021-22	FY 2022-23	FY 2023-24
Mn Units	67.2 80.2 (Including leased)	113	145
As % of Energy used in facilities in India	43.6% (47% Including leased)	60%	76%

\*Goal to reach 100% by 2030.

**Table 1.2.3**

Energy Intensity Office Space	FY 2021-22*	FY 2022-23*	FY 2023-24
Area Intensity (kWh units per sq. Mt. per annum)	177.3	181.1	83.95
Revenue intensity (MWh per USD Mn)	15.78	16.91	18.82

\*Due to low occupancy in the campus

**Table 1.2.4**

Data Center Efficiency	FY 2021-22	FY 2022-23	FY 2023-24
Absolute energy consumption of DCs (kWh)	20,814,589	15,723,221	7,30,197
Number of DCs	5	4	2
PUE	1.6	1.64	1.62

Environmental Metrics

# Water

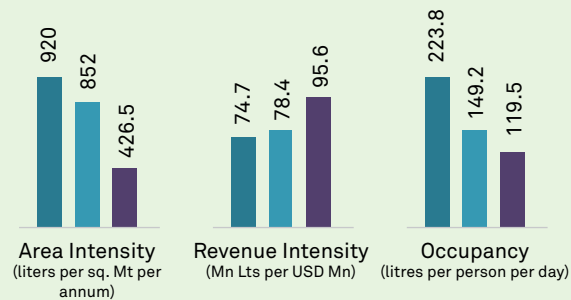
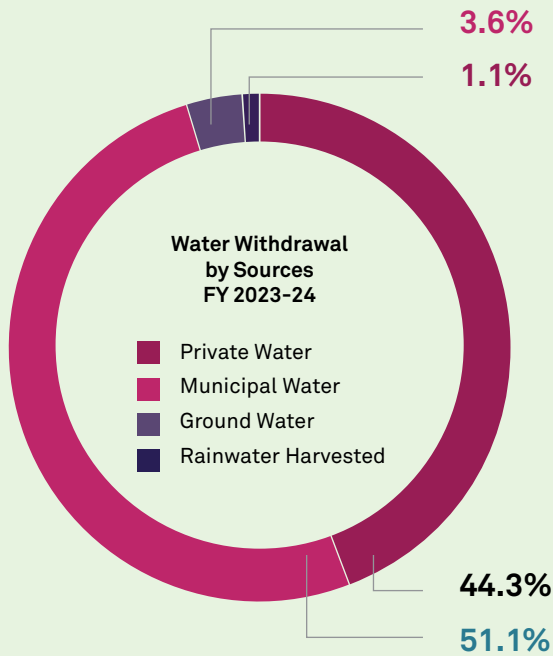


Table 1.3.1

Water Withdrawal by Sources	FY 2021-22	FY 2022-23	FY 2023-24
Private water	38%	38%	44.3%
Municipal water	55%	47%	51.1%
Ground water	5.6%	5%	3.6%
Rainwater harvested	1.4%	1.4%	1.1%

Table 1.3.2

Freshwater Consumption	FY 2021-22	FY 2022-23	FY 2023-24
Freshwater consumption (million liters)	774	878	1,044
Swipe count of employees	11,530	19,617	24,016

Table 1.3.3

Reused Ratio	FY 2021-22	FY 2022-23	FY 2023-24
Water reused (as % of total freshwater consumption)	33%	37%	35%

Increase share of reused water as proportion of total water consumption to 50% by 2030.

Table 1.3.4

Water Withdrawal and Consumption by Sources from Water Stressed Areas (Million Liters)	FY 2021-22	FY 2022-23	FY 2023-24
Ground water	41.3	45.7	37.8
Private water	294.3	334.2	440.6
Municipal water	337.4	374.7	533.6
Industrial water	54.9	24.5	21.1
3rd party purchase	7.8	52.0	0.8
Rainwater harvested	9.3	11.9	11.1
<b>Total Volume</b>	<b>744</b>	<b>843</b>	<b>1,044.9</b>

Table 1.3.6

Consumption Intensity	FY 2021-22	FY 2022-23	FY 2023-24
Area intensity (liters per sq. Mt per annum)	920*	852*	426.5
Revenue intensity (KL per USD Mn)	74.7	78.4	95.6
Occupancy (litres per person per day)	223.8*	149.2	119.5

\*Due to low occupancy in the campus

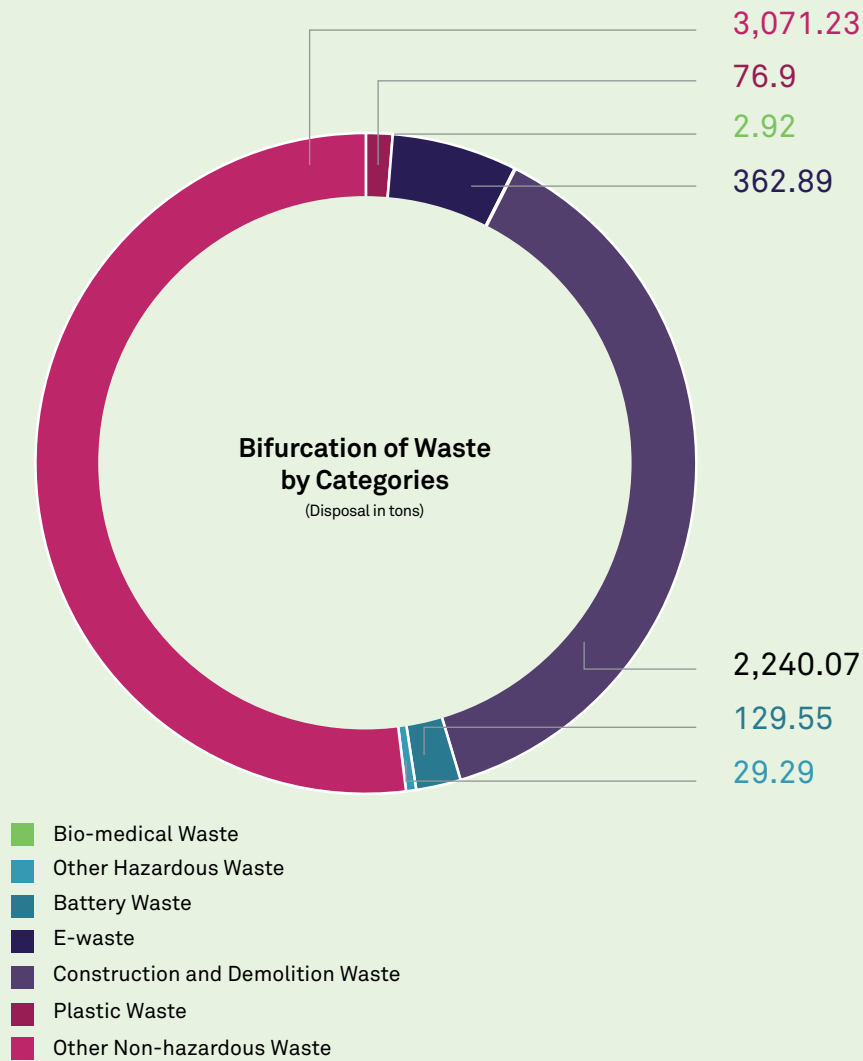
Table 1.3.7

Water Discharged	FY 2021-22	FY 2022-23	FY 2023-24
Total discharge (Million Liters)	16.3	4.2	0.6

In most of our campuses with major operations, we recycle water within the organization boundary using Sewage Treatment Plant (STP) and ultrafiltration technologies.

Environmental Metrics

# Waste



**Table 1.4.1**

Waste Disposed	FY 2021-22	FY 2022-23	FY 2023-24
Total waste disposed (In Tons)	2,700	5,056	5,559

**Table 1.4.2**

Waste Disposal Method (%)	FY 2021-22	FY 2022-23	FY 2023-24
Recycled	83.3	85	94.2
Landfill (without C&D)	3	5	1.9
Incineration	1.2	2	3.7
Other methods- Reused	12.5	10	0.1

### Bifurcation of waste by categories

The sanitary, bio-medical, hazardous, and inorganic tissue paper are incinerated. Rest all waste are recycled and treated appropriately.

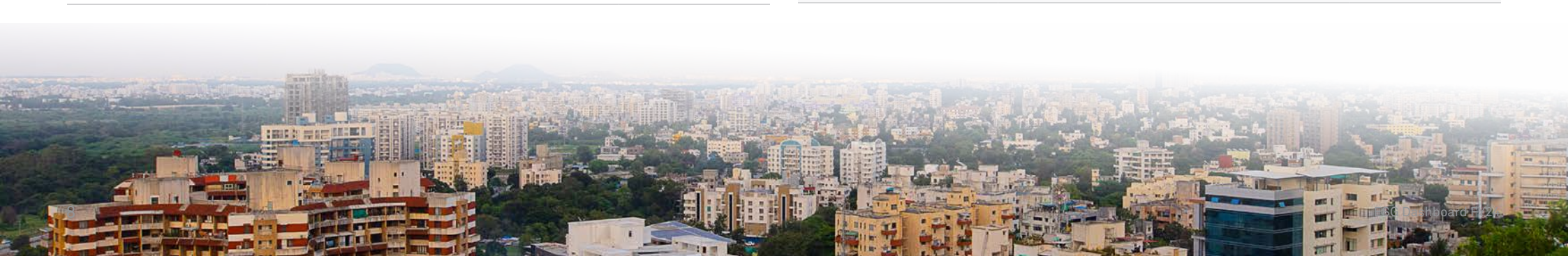
**Table 1.4.3**

Category	Subcategory	Disposal in tons
Plastic Waste	Chemical Containers	2.65
	Milk Covers	7.23
	Others Specific	19.80
	Partition Plastic Waste	8.16
	Plastic Covers	28.52
	Spoons and Forks	0.00
	Stationary Waste	0.07
	Waste Bin Covers	6.31
	Water and PET Bottles	4.16

## Environmental Metrics

Category	Subcategory	Disposal in tons
E-waste	CFL bulbs	0.83
	Computer Parts	53.27
	Defective computer parts and other Accessories	192.36
	Electrical Chokes	0.63
	Electronic Items	112.00
	Tube lights	3.80
Bio-medical Waste	Biomedical Waste	0.29
	Expired Medicines	0.07
	Sanitary Waste	2.56
Construction and Demolition Waste	Construction Debris	2,240.07
Battery Waste	Batteries	129.55
Other Hazardous Waste	DG Filters	1.97
	Oil-soaked Cotton Waste	0.56
	Printing Ink or Paint Cans or Ink Cartridges	0.18
	Scrap Oil	2.37
	Used Oil	24.21

Category	Subcategory	Disposal in tons
Other Non-hazardous Waste	Magazines	0.00
	Mixed Paper	65.42
	News Paper	0.60
	Shredded Paper	28.11
	Tissue Paper	84.09
	Branches	614.83
	Cafeteria Used Oil	1.05
	Food Scraps	486.87
	Grass, Yard Trimmings and Leaves	797.27
	STP Sludge	108.78
	Mixed Metals	315.54
	Solid waste	90.61
	Wet and Dry Garbage	38.06
	Mixed Scrap	93.31
	Others	122.78
	Cardboard	96.82
	Dimensional Wood or Lumber	86.51
Packaging Wood	32.58	
Styrofoam	1.54	
Thermacol	6.46	





## Environmental Metrics

## Air Quality

Parameter	Unit	FY 2022-23	FY 2023-24
NOx	MT	6.7	26.9
SOx	MT	8.6	6.0
Particulate Matter (PM)	MT	1.3	1.5

## Management System Certification

(\*List of Offices' on pg. 21)

Management System	ISO	Coverage (%)
Environmental Management System	ISO 14001:2015	90.5
Occupational Health and Safety Management System	ISO 45001:2018	90.5
Energy Management System	ISO 50001:2018	14.3

Coverage is calculated based on the total sites covered under Wipro's operational control.

## NCX Valuation (Impact in USD millions)

Key Performance Indicator	FY 2021-22	FY 2022-23	FY 2023-24
GHG Emissions	79	62	51
Air Pollution	160	190	180
Water Consumption	4.5	4.8	19
Water & Land Pollution	1.9	2.5	2.3
Waste Generation	1.8	2	1
Land Use Change	33	21	15
<b>Total</b>	<b>320</b>	<b>280</b>	<b>270</b>



Environmental Metrics

# Double Materiality Depiction for Environmental Aspects

ESG	Impacts on Wipro	Impacts due to Wipro	Mitigating actions (1)	Mitigating actions (2)
<b>Environment</b>				
Contribute effectively to addressing the Climate Change Challenge	Potential risk to business continuity due to damage to office infrastructure because of extreme rainfall events and cyclones	Contribution to climate change due to the GHG footprint of its operations and supply chain (quantified numbers articulated against global footprint)	Regular climate risk assessment backed by adequate BCP plans and insurance coverage for infra-assets	Reduce and minimize our carbon footprint and NZ targets
	Impact on employee productivity due to the possibility of increased absenteeism due to climate induced vector diseases	Contribution due to embedded carbon footprint of our customers	Regular climate risk assessment backed by adequate BCP plans. Build broad climate awareness among employees and proactive health behaviours	Collaborative engagement with customers and suppliers to reduce lifecycle carbon footprint
	Opportunities for customer solutions and revenues		Develop comprehensive portfolio of customer solutions	Active engagement in advocacy on climate change issues
Contribute to responsible management of water in our locations of interest	Location-specific water scarcity in cities like Chennai, Bengaluru, Hyderabad could result in potential disruptions of water supply with resultant impacts on business continuity	Wipro's water footprint could potentially lead to local water scarcity, especially if sourced from proximate sources	(i) Reduce our water footprint through improved use efficiency and recycling of wastewater (ii) Augment capacity through carefully designed RWH initiatives (iii) Regularly monitor water scarcity risks and incorporate in BCP with a backup plan	
	Frequent flooding due to inadequate urban planning could result in disruption to employee mobility and productivity	Inability to treat wastewater could result in pollution of water commons e.g., groundwater, lakes, etc.	(i) Adequate WFH coverage of all employees (ii) For mission critical functions with mandatory onsite presence, work with local municipal authorities and NGOs for alternative transport options, e.g., mechanized boats, rafts, etc.	

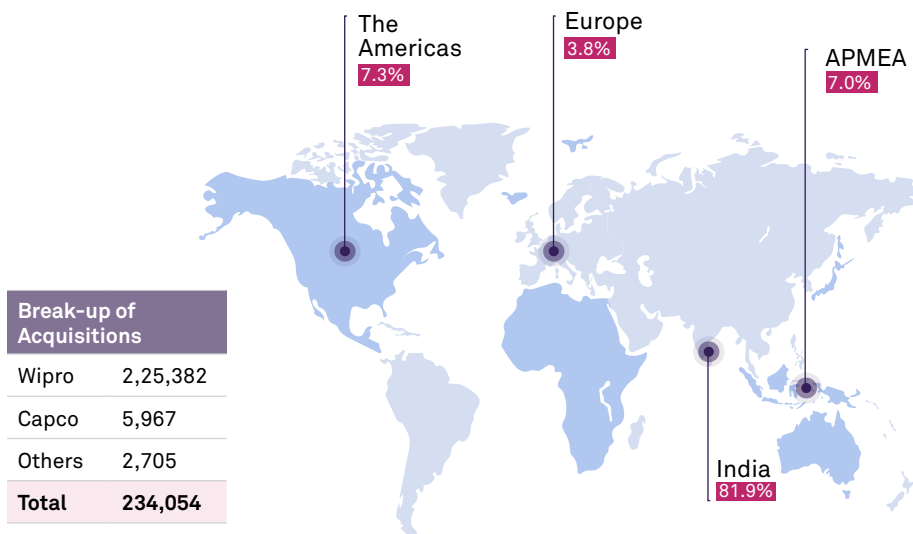


Environmental Metrics

ESG	Impacts on Wipro	Impacts due to Wipro	Mitigating actions (1)	Mitigating actions (2)
Minimize solid waste generation from operations and its impact on communities	Wipro's own solid waste, if not managed in a timely and effective manner, can result in unhygienic workspaces within our facilities with potential impacts on employee health	Wipro's ability to recycle and reuse its waste directly contributes to the quality and hygiene of urban public spaces	Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories	Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories
	Regulatory requirements - e.g., e-waste - require Wipro as a bulk consumer to have robust processes to dispose of certain categories of hazardous waste as per norms		To proactively ensure full compliance with all regulatory requirements on plastic, e-waste, and hazardous waste	
	As a bulk consumer, packaging footprint and recycling practices of Wipro's suppliers can have cascading impacts - positive or negative - on Wipro's waste footprint			Collaborate with suppliers to continuously reduce the packaging footprint of the products we purchase
Enhance the biodiversity quotient of Wipro owned campuses	At a global and national level, biodiversity loss could result in accelerated climate change impacts and air pollution. The effects on account of climate change on Wipro's infrastructure and business continuity have already been articulated elsewhere.	Though Wipro occupies fairly large real estate spaces in cities in India, these are pre-existing urban land parcels and there was no significant loss of biodiversity due to Wipro's operations. In any case, Wipro ensures adequate tree cover that helps enhance favourable micro-climates in the immediate proximity of Wipro's operations	Wipro to be an active part of national and global advocacy on biodiversity and nature-positive solutions	
	Well-designed biodiversity zones within Wipro campuses can help reduce local temperatures and associated cooling costs. These can also help in providing an enriching setting for employees and enhance their 'connect' with the workplace. In other words, it can be an interesting differentiator to attract and retain talent.			Wipro to ensure all its new campuses incorporate essential biodiversity design principles

# Social Metrics

## Employee Count (Permanent)



Wipro	2,25,382
Capco	5,967
Others	2,705
<b>Total</b>	<b>234,054</b>

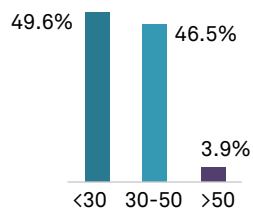
**Table 2.1.1**

	FY 2021-22	%	FY 2022-23	%	FY 2023-24	%
The Americas	19,783	8.2	17,782	7.1	16,459	7.3
Europe	9,676	4.0	9,820	3.9	8,665	3.8
India	1,94,219	81.1	2,04,798	82.2	1,84,554	81.9
APMEA	16,146	6.7	16,695	6.8	15,704	7.0
<b>Total</b>	<b>2,39,824</b>	<b>100</b>	<b>2,49,095</b>	<b>100</b>	<b>2,25,382</b>	<b>100</b>

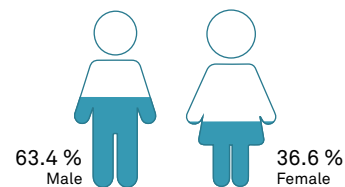
**Table 2.1.2**

Age-wise	FY 2021-22	%	FY 2022-23	%	FY 2023-24	%
<30	1,24,856	52.1	1,32,720	53.3	1,11,756	49.6
30-50	1,05,535	44.0	1,07,617	43.2	1,04,833	46.5
>50	9,433	3.9	8,758	3.5	8,793	3.9
<b>Total</b>	<b>2,39,824</b>	<b>100</b>	<b>2,49,095</b>	<b>100</b>	<b>2,25,382</b>	<b>100</b>

**Age-wise Distribution**



**Gender-wise Distribution**



**Table 2.1.3**

Gender-wise	FY 2021-22	%	FY 2022-23	%	FY 2023-24	%
Female	86,593	36.1	90,721	36.4	82,595	36.6
Male	1,53,219	63.9	1,58,356	63.6	1,42,767	63.4
<b>Total</b>	<b>2,39,824</b>	<b>100</b>	<b>2,49,095</b>	<b>100</b>	<b>2,25,382</b>	<b>100</b>

\*Total includes transgenders



## Social Metrics

## New Hires

The percentage of open positions filled by internal candidates for the last fiscal year : 87%

Table 2.2.1

Region-wise	FY 2021-22	%	FY 2022-23	%	FY 2023-24	%
The Americas	11,765	9.7	6,980	7.2	3,786	9.4
Europe	3,211	2.6	2,223	2.3	907	2.3
India	99,413	81.9	81,099	83.2	31,129	77.5
APMEA	6929	5.7	7,115	7.3	4,360	10.8
<b>Total</b>	<b>1,21,318</b>	<b>100</b>	<b>97,417</b>	<b>100</b>	<b>40,182</b>	<b>100</b>

Table 2.2.2

Age-wise	FY 2021-22	%	FY 2022-23	%	FY 2023-24	%
<30	77,028	63.5	66,395	68.2	27,711	69%
30-50	41,000	33.8	29,126	29.9	11,540	28.7%
>50	3,290	2.7	1,896	1.9	931	2.3%
<b>Total</b>	<b>1,21,318</b>	<b>100</b>	<b>97,417</b>	<b>100</b>	<b>40,182</b>	<b>100</b>

Table 2.2.3

Gender-wise	FY 2021-22	%	FY 2022-23	%	FY 2023-24	%
Female	43,402	35.8	35,502	36.4	16,201	40.3
Male	77,908	64.2	61,901	63.5	23,970	59.7
<b>Total</b>	<b>1,21,318</b>	<b>100</b>	<b>97,417</b>	<b>100</b>	<b>40,182*</b>	<b>100</b>

\*Total includes transgender

## Voluntary Attrition

With focused engagement plans and continued governance, we aim to control attrition and improve employee retention.

Table 2.4.1

Region-wise (%)	FY 2021-22	FY 2022-23	FY 2023-24
The Americas	24.8	20.1	12.7
APMEA	13.7	20.7	16.7
Europe	19.9	18.2	12.7
India	23.7	20.5	14

Table 2.4.12

Age-wise (%)	FY 2021-22	FY 2022-23	FY 2023-24
<30	23.8	20.3	14.4
30-50	22.8	21.1	14
>50	14.4	13.5	9.8

Table 2.4.3

Gender-wise (%)	FY 2021-22	FY 2022-23	FY 2023-24
Female	21.5	20.2	12.8
Male	23.9	20.5	14.5

## Social Metrics

# Diversity

By FY 2025, we aspire to increase women’s representation at Senior Leadership to 21% and 38% across the organization.

Gender (%)	FY 2021-22	FY 2022-23	FY 2023-24
Women in management (in junior, middle and senior management) positions (as % of total management positions)	20.0	22.7	23.9
Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	21.8	24.6	25.8
Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)	12.4	17	18.7
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	19.1	21.7	23
Share of women in STEM related positions (as % of total STEM positions)	36.0	36.0	36.2
Count of Employees with Disability	705 (0.3%)	781(0.3%)	1,664 (0.7%)
Count of LGBTQ+ Employees	1,136 (0.5%)	1,699 (0.7%)	1,652 (0.7%)

# Gender Pay Parity

We review gender pay as required and are compliant with gender pay reporting requirements in the UK which is available in public domain (link below)

Gender Pay Parity	FY 2021-22	FY 2022-23	FY 2023-24
Gender Pay Parity (Average Female Salary / Average Male Salary) for our employees (most in number) in India	0.93	0.93	0.94

[↓ UK Gender Pay Gap Report 2024](#)





Social Metrics

# Training and Development

**Table 2.7.1**

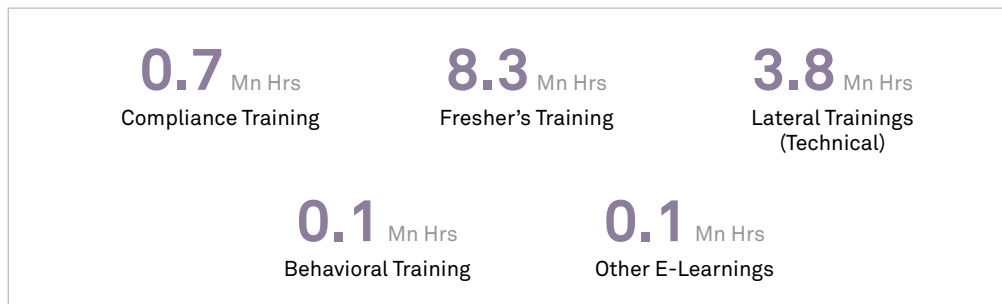
	FY 2021-22	FY 2022-23	FY 2023-24
Coverage (%)	100	100	100
Employee spent (million hours)	16.2	16.0	12.9
Amount spent per FTE (\$)	151.9	114.7	131.9

**Break-up**

**Table 2.7.2**

Management level (e.g., Junior/low level, Middle, Senior/top level management)	No. of hours (FY 2021-22) (in million hours)	%	No. of hours (FY 2022-23) (in million hours)	%	No. of hours (FY 2023-24) (in million hours)	%
Lower Level	12.5	~ 77%	11.6	~73%	9.8	76%
Middle Level	3.2	~20%	4	~25%	2.6	20%
Top Level	0.5	~ 3%	0.25	~2%	0.5	4%
<b>Total hours</b>	<b>16.2</b>	<b>~ 100%</b>	<b>15.85</b>	<b>~100%</b>	<b>12.9</b>	<b>100%</b>

**Type of Training**



**HR Trainings**

**Table 2.7.3**

**1. PSH Assessment**

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
PSH Assessment (%)	79	81	90	86

*\*Over 100,000 employees have been covered in e-learning and virtual PSH sessions*

**2. COBC Training**

91.2% employees (including permanent/contract employees)

**3. Unconscious Bias e-learning module adoption**

81% in FY24 74% (FY 2022-23) 75% (FY2021-22)

Social Metrics

# Percentage Share of Nationalities



# Return to Work and Retention Rate of Employees that took Parental Leave



Table 2.8

	HC	%	Share in management position
Indian	1,95,276	86.6	87.5
American	6,278	2.8	4.4
Filipino	8,949	4.0	0.4
Brazilian	1,815	0.8	1.1
Romanian	1,700	0.8	0.4
Mexican	1,524	0.7	0.6

Table 2.9.1

Return to work and retention post parental leave (FY 2023-24)	Women	Men
Total number of employees took parental leave	6,762	4,818
Total number of employees that returned after parental leave ended*	6,760	4,818
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	3,395	4,685
Total number of employees that returned to work after parental leave ended that were still employed till the end of financial year	4,326	4,685

\*Employees returning from Maternity Leave but leaving before the completion of 3 months are considered as not having returned from ML and are counted as attrition cases

Table 2.9.2

Return to work and retention post parental leave (FY 2023-24)	Women	Men
Return to work rate	100%	100%
Retention rate	78%	100%

## Freedom of Association

Table 2.10

Category	FY 2021-22			FY 2022-23			FY 2023-24		
	Total employees in respective category	No. of employees in respective category, who are part of association(s) or unions	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or unions	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or unions	%
Employees who are subject of any kind of employee representation or covered by a formal collective bargaining agreement with external unions									
Male	1,29,711	3,458	2.7	1,58,356	4,672	3	1,42,766	4329	3
Female	71,954	1,845	2.6	90,721	2,529	2.8	82,595	2432	2.9
<b>Total</b>	<b>2,01,665</b>	<b>5,303</b>	<b>2.6</b>	<b>2,49,095</b>	<b>7,202</b>	<b>2.9</b>	<b>2,25,381</b>	<b>6761</b>	<b>3</b>

\*Employees could be part of either External Union or Collective Bargaining Agreements or both

## Retirement Benefits

(For India)

Table 2.11

Benefits	FY 2021-22		FY 2022-23		FY 2023-24	
	Deducted and deposited with the authority	Deducted and deposited with the authority	Deducted and deposited with the authority	No. of employees covered as % of total employees	No. of employees covered as % of total employees	No. of employees covered as % of total employees
PF	100	Yes	100	Yes	100	Yes
Gratuity	100	NA	100	NA	100	NA
ESI	20.8	NA	22.1	NA	18.2	NA



## Social Metrics

# Health and Safety

Table 2.12.1

Employees + Contractors*	FY 2021-22	FY 2022-23	FY 2023-24
II (excl. personal transport)	21	36	30
II (incl. personal transport)	66	59	36
Occupational diseases - Ergonomic	970	1,411	3,617
II Lost days (excl. personal transport)	177	142	627
II Lost days (incl. personal transport)	547	1,176	2,819
IIR (excl. personal transport)	0.038	0.072	0.081
IIR (incl. personal transport)	0.119	0.112	0.179
Lost day rate	0.990	1.121	1.528
Occupational Disease rate	1.756	2.689	1.960
Absentee Rate (India) (%)	-	6.5	4.3

**II:** Industrial Injury, **IIR:** Industrial Injury Rate, **IIR (excl. personal transport), IIR (incl. personal transport)** is equivalent of per one million-person hours worked.

\* Covers non-core employees in tech projects



# Governance Metrics



## Board Structure

(as of 31<sup>st</sup> March 2024)



**Executive Directors**



**Independent Directors**



**Other Non-executive Directors**

**Number of female directors in the board (as of 31<sup>st</sup> March 2024): 2**

Board Diversity:



Board members\* with relevant IT sector experience (According to GICS Level 1 sector classification): **8**

*\*Excluding executive members*

**Board Average Tenure: 9.12 years**

## Grievance Redressal

### Source of Complaints

Table 3.2.1

Category	Number of complaints filed during FY 2021-22	No. of resolutions pending FY 2021-22	Number of complaints filed during FY 2022-23	No. of resolutions pending FY 2022-23	Number of complaints filed during FY 2023-24	No. of resolutions pending FY 2023-24
Employees & workers	564	50	827	50	808	55
Customers	1	0	1	0	2	1
Anonymous	131	15	93	9	214	13
Value Chain Partners	8	0	14	0	2	0
Ex-employees	81	3	96	4	72	3
Contract Emp/ Retainers	8	1	8	0	8	0
<b>Total</b>	<b>793</b>	<b>69</b>	<b>1,039</b>	<b>63</b>	<b>1,104</b>	<b>72</b>

## Governance Metrics

### Number of Complaints

For the FY23-24 the organization has chosen to consolidate/ reclassify allegations under which complaints were disposed.

**Table 3.2.2**

Allegations Class	FY 2021-22	FY 2022-23	FY 2023-24
Behavior Related	177	280	254
Confidentiality of Information	15	26	25
Conflict of Interest	27	25	42
Discrimination	12	12	9
Financial/Other Impropriety	65	92	90
Hiring Related Non-conformities	42	119	129
Referred to Other Forums	88	120	128
Policy Related	326	435	400
Retaliation / Retribution	3	6	12
Vendor Related	11	10	6
Workplace Harassment	120	72	134
<b>Grand Total</b>	<b>886</b>	<b>1,197</b>	<b>1,230</b>

- Percentage of targeted suppliers that have signed the SCOC (Supplier Code of Conduct) – 100%
- Percentage of targeted suppliers that have gone through a CSR assessment (e.g., questionnaire) – 100%

**Table 3.2.3**

Sexual Harassment Complaints Raised	FY 2022-23 (Global, All gender)	FY 2022-23 (India, female Only)	FY 2023-24 (Global, All gender)	FY 2023-24 (India, female Only)
Total complaints reported under Sexual Harassment of Women at Workplace. (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	141	58	182	93





# Annexure I

## Sites with Operational Control\*

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
Kodathi	Kodathi SEZ, Survey No.91/1, 98 & 99, Kodathi Village, Varthur Hobli, Sarjapur Road, Bengaluru, Karnataka 560 029	Bengaluru	India	Owned	3,795,453
PDC-2	Plot No. 31, Phase-II, MIDC Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057	Pune	India	Owned	3,458,572
CDC-5	ELCOT SEZ Survey #602/03. Shollinganallur, Chennai, Tamil Nadu 600119	Chennai	India	Owned	2,819,207
EC4	Electronics City Phase 1, Electronic City Bengaluru, Karnataka 560100	Bengaluru	India	Owned	1,868,800
SJP-2	Sarjapur Development Center (SJP2) SEZ Doddakannelli, Sarjapur Road, Bengaluru, Karnataka 560035	Bengaluru	India	Owned	1,658,658
Gopanpally	Survey No.124, & Part of 132/P SEZ Gopanapally, Hyderabad, Telangana 501301	Hyderabad	India	Owned	1,491,268
EC-123	Electronics City Phase 1, Electronic City Bengaluru, Karnataka 560100	Bengaluru	India	Owned	1,423,598
EC-5	Electronics City Phase 1, Electronic City Bengaluru, Karnataka 560100	Bengaluru	India	Owned	1,195,539
KODC	Info Park Special Economic Zone Kusumagiri – PO, Kakkanad, Kochi, Kerala 682030	Cochin	India	Owned	977,299
Manikonda Phase 3	203/1, Manikonda Village, Gatchibowli SEZ, Hyderabad, Telangana 500032	Hyderabad	India	Owned	950,146
Manikonda Phase 1	203/1, Manikonda Village, Gatchibowli SEZ, Hyderabad, Telangana 500032	Hyderabad	India	Owned	915,838
CMDC	S.F.No.426/1,426/2& 427/1, Elcot SEZ, Vilankurichi Village, Coimbatore North Taluk, Coimbatore, Tamil Nadu 641004	Coimbatore	India	Owned	624,448

## Annexure

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
Manikonda - SEZ	203/1, Manikonda Village, Gatchibowli SEZ, Hyderabad, Telangana 500032	Hyderabad	India	Owned	613,532
CDC-2	# 475 A, Old Mahabalipuram Road Shollinganallur, Chennai, Tamil Nadu 600119	Chennai	India	Owned	589,033
GNDC	Plot No 2,3,4 Knowledge Park-4 Gautam Budh Nagar, Greater Noida, Uttar Pradesh 201308	Noida	India	Owned	579,022
Airoli	Plot No. 3, Airoli, Opp Airoli Station, Kalwa, Navi Mumbai, Maharashtra 400708	Mumbai	India	Leased	345,376
CDC-7	P2P5+WV, Mahindra World City, Thirutheri R.F., Tamil Nadu 603209	Chennai	India	Owned	260,009
SJP1	Corporate Office (SJP1) Doddakannelli, Sarjapur Road, Bengaluru, Karnataka 560035	Bengaluru	India	Owned	231,480
Bhubaneswar	IDCO IT SEZ Plot no: E/8 Infocity, Bhubaneswar, Odisha 751024	Bhubaneswar	India	Owned	204,715
VDC	Survey #39, Resapuvanipalem village, Old T B Hospital Premises, Rama Talkies Road, Vishakhapatnam, Andhra Pradesh 530013	Vizag	India	Owned	201,654
CDC-3 - Sterling - Guindy	54, CP Ramaswamy Iyer Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	Chennai	India	Owned	180,075
GDC	Plot No 480-481, Udyog Vihar, Phase III, Gurugram, Haryana 122016	Gurugram	India	Owned	180,000
Mysuru MBDC	#146/147, Metagalli industrial area, Metagalli, Mysuru, Karnataka 570016	Mysore	India	Owned	135,300
Kensington	Unit. No. 701, 7th Floor, A-Wing Kensington SEZ Park, Hiranandani Business Park, Powai, Mumbai, Maharashtra 400076	Mumbai	India	Leased	67,275

\* We define Operation Control according to the GHG Protocol: A company has operational control over an operation if it or one of its subsidiaries has full authority to introduce and implement its operating policies at the operation.

## Annexure

## Sites Without Operational Control

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
CDC2 - Casagrand Biz Pvt Ltd	No. 475-A, Wipro Street, Rajiv Gandhi Road (Old Mahabalipuram), Sholinganallur, Tamil Nadu 600119	Chennai	India	Leased	2,46,572
Madhapur	Madhapur Campus, Ranga Reddy, Telangana 500037	Hyderabad	India	Owned	2,04,847
Gurugram Omnics	Tower A, DLF Building No. 10, DLF, Cyber City, Gurugram, Haryana 122010	Gurugram	India	Leased	1,85,674
Belapur	CIDCO Building, 4th Floor, Railway Station Complex, Navi Mumbai, Maharashtra 400614	Mumbai	India	Leased	1,56,923
Madhapur	Sundew Properties Ltd, Mindspace-Cyberabad Project Survey No: 64 (part), Madhapur Village, Hyderabad, Telangana 500081	Hyderabad	India	Leased	91,067
Tecci Park	Door No. 173 (Old No. 285), Rajiv Gandhi Salai, Sholinganallur, Tamil Nadu 600119	Chennai	India	Leased	70,902
Lennox Wood	Southwater, Lennox Wood Computer Centre, Horsham, United Kingdom	Horsham	United Kingdom	Leased	68,730
Niederaussem	Niederaußem Data Center, Am Kreuzweg 1, Bergheim, Niederaussem, Germany 50129	Niederaussem	Germany	Owned	61,673
Candor Gurgaon	Ground to 7th, 11th to 14th floor, Building 2, Candor Tech Space, Tikri, Sector - 48, Gurugram, Haryana 122018	Gurugram	India	Leased	53,717
Austin	Suite 200 and Suite 350, 13929 Center Lake Drive, Austin, Texas, USA 78753	Austin	USA	Leased	50,005
Atlanta	Davidson Building, 2858 Woodcock Blvd, Atlanta, Georgia, USA 30341	Atlanta	USA	Leased	47,101
Plano	5445 Legacy Drive, Suite 300, Plano, Texas, USA 75024	Dallas	USA	Leased	45,390
Neurath	Neurath, Am Doranbusch 36, 41517	Neurath	Germany	Owned	40,680
Mountain View	425 National Avenue, Suite 200, Mountain View, California, USA 94043	Mountain View	USA	Leased	35,117
East Brunswick	2 Tower Center Boulevard, Suite 2200, East Brunswick, New Jersey, USA 08816	East Brunswick	USA	Leased	33,428



## Annexure

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
Taipei 2	1, 2, 3, 4, 5, 6, 7, 8, 5/F and 5/F, No. 170 Jingmao, 1st Road, Nangang District, Taipei, Taiwan	Taipei	Taiwan	Leased	30,103
Candor Gurgaon Tower 2 (14th Floor)	Ground to 7th, 11th to 14th floor, Building 2, Candor Tech Space, Tikri, Sector-48, Gurugram, Haryana 122018	Gurugram	India	Leased	26,023
Reading	3rd Floor, 2nd Floor, Lower Ground Floor, Ground Floor, Kings Court, First Floor, 185 Kings Road, Reading, England	Reading	England	Owned	25,706
Kalwara	No. 572 and 573, Tower B1, Evolve Building, SEZ, Village Kalwara, Tehsil Sanganer, Jaipur District, Rajasthan 302037	Jaipur	India	Leased	20,704
London Holborn	3/4 & 6th Floor, Victoria House, Bloomsbury Square, London, England WC1B 4DA	London	England	Leased	20,200
Dublin, Alexandra House 3 & 4 Floor	3rd & 4th Floor, Alexandra House, Ballsbridge, Dublin, Ireland	Dublin	Ireland	Leased	18,988
Redmond 2 - Bellevue	Bellevue Technology Center, Building B, 2277 158th Court NE, Bellevue, Washington, USA 98008	Redmond	USA	Leased	18,215
Kuala Lumpur Mid Valley	Level 25, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, Kuala Lumpur, Malaysia	Kuala Lumpur	Malaysia	Leased	16,428
Dubai WTC	The Office 5, No. 29, Dubai Municipality Building, Dubai, UAE	Dubai	UAE	Leased	15,608
Andheri	Plot No. 38, Central Road, Premier IT Park, Premier House, Andheri, Mumbai, Maharashtra	Mumbai	India	Leased	15,000
St. Louis	2342 Technology Drive, Suite 201, O'Fallon, Missouri, USA 63368	St. Louis	USA	Leased	14,581
OPUS 12 Tower (CEO Office)	77, Esplanade du Général de Gaulle, 4 Place des Pyramides, La Défense, Puteaux, Paris, France 92800	Paris	France	Leased	13,240
Stockholm	Gustavslundsvägen 143, Stockholm, Sweden	Stockholm	Sweden	Leased	13,240
Calgary - Altius Centre	Altius Centre, 500 - 4th Avenue SW, Suite 700, Calgary, Alberta, Canada AB T2P 2V6	Calgary	Canada	Leased	10,966
Manjakudi	Swami Dayananda Educational Trust, Kilapalayur Road, Manjakkudi, Tamil Nadu 612610	Kumbhakonam	India	Leased	9,500

## Annexure

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
Frankfurt	WestendGate, Hamburger Allee 2-4, Frankfurt, Germany	Frankfurt	Germany	Leased	8,593
Vashi	Unit No. 2, Serene Properties, Building No. 7, Mindspace (SEZ), Plot No. 3, TTC Industrial Area, Opp. Airoli Railway Station, Thane-Belapur Road, Navi Mumbai, Maharashtra 400708	Navi Mumbai	India	Leased	8,000
Sydney	201 Millers St, North Sydney, Australia	Sydney	Australia	Leased	7,033
Amsterdam	UN Studio, Parnassusweg 811, 1082, LZ Amsterdam, Netherlands	Amsterdam	Netherlands	Leased	7,006
Embassy Manyata Business Park	Nagavara, Bengaluru, Karnataka 560045	Bengaluru	India	Leased	6,873
Troy	888 W. Big Beaver Road, Suite 1200, Troy, Michigan, USA 48084	Troy	USA	Leased	6,811
One George Street CBD Project	Unit 15-06, 1 George Street, Level 15, Singapore 049145	Singapore	Singapore	Leased	5,881
Stockholm	Beridarebanan 11, Sveavägen 9, 13th Floor, 111 57, Stockholm, Sweden	Stockholm	Sweden	Leased	5,877
Manhattan (CEO Office)	1114 Avenue of the Americas, Suite 3030, New York, USA 10110	New York	USA	Leased	5,497
Aberdeen	Campus 1, Bridge of Don, Balgownie Road, Aberdeen, Scotland, AB22 8GT	Aberdeen	Scotland	Leased	5,389
Zurich	Leonardo, Thurgauerstrasse 80, 8050, Zürich, Switzerland	Zurich	Switzerland	Leased	4,994
Mississauga - Aerocenter	5600 Explorer Drive, Suite 202, Mississauga, Ontario, Canada	Mississauga	Canada	Leased	4,359
Oakville	Suite 102, 2275 Upper Middle Road East, Oakville, Ontario, Canada	Oakville	Canada	Leased	3,948
Perth	Tenancy - A, Level 4, 263 Adelaide Terrace, Perth, Australia	Perth	Australia	Leased	3,682
Espoo	Keilaranta 10 E, Espoo, Finland 02150	Espoo	Finland	Leased	3,035

## Annexure

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
Sharjah	Wipro Limited, Office # 06-11, 16-19, Warehouse P6-75, Sharjah Airport International Freezone, Sharjah, UAE PO Box 120462	Sharjah	UAE	Leased	2,691
East Kilbride	5 Redwood Place, Peel Park Business Centre, Ground Floor West Wing, East Kilbride, Scotland G74 5PB	East Kilbride	Scotland	Leased	2,391
Premier IT Park	Plot No. 38, Central Road, Premier IT Park - 8 <sup>th</sup> Floor, Mumbai, Maharashtra 400047	Mumbai	India	Leased	2,350
Lausanne New Office	Av. de Gratta-Paille 2, C Wing, 3rd Floor, 1018 Lausanne, Switzerland	Lausanne	Switzerland	Leased	2,067
Brno	Brno-Plynarenska Street No. 1, Innogy Business Services CZ, S.r.o., Plynárenská 499/1, 657 02, Brno, Czech Republic	Brno	Czech Republic	Leased	705
Walldorf	Partner Port, Alttrottstrasse 3, D-69190, Walldorf, Germany	Walldorf	Germany	Leased	604
Budapest (Client Office)	1134, Váci út 17, Budapest, Hungary	Budapest	Hungary	Leased	513
Qureshi Estate	Khewat No. 138 and Khata No. 281, Karan Nagar, Near National High School (Estate Tashwan), Srinagar, Jammu and Kashmir	Srinagar	India	Leased	250
Pecs	Malomvolgyi u.2, Pecs, Hungary	Pecs	Hungary	Leased	108
Istanbul Plaza Cubes	Ferko Signature, Plaza Cubes Esentepe Mahallesi, Büyükdere Cd. No: 175/7, Sisli, Istanbul, Turkey 34394	Istanbul	Turkey	Leased	75
Godrej Genesis, Salt Lake City	IB Block, Sector 3, Unit No. 1104, Block - EP & GP, Sec-V, Godrej Genesis, Salt Lake City, Kolkata, West Bengal 700064	Kolkata	India	Leased	--
WeWork Pune	Eleven West, Pan Card Club Rd, Baner, Pune, Maharashtra 411045	Pune	India	Leased	--
91 Springboard	90B, Delhi - Jaipur Expy, Udyog Vihar, Sector 18, Gurugram, Haryana 122008	Gurugram	India	Leased	--
Gurgaon - Park Plus	Plot No 480-481, Udyog Vihar, Phase – III, Gurgaon, Haryana 122016	Gurugram	India	Leased	--
Melbourne	Level 17-20, 15 William Street, Melbourne VIC, Australia	Melbourne	Australia	Leased	--

## Annexure

Location	Address	City	Country	Type	Built up area (Sq.ft) Mar'23
Ottawa	343 Preston Street, 11th Floor, Ottawa, Ontario, ON K1S 1N4, Canada	Ottawa	Canada	Leased	--
Kilmentska 46	Regus Prague City Centre, Kllimentska 1216/46, Prague, Czech Republic 11000	Prague	Czech Republic	Leased	--
Kiel Svc Office	Hopfenster, 1d, 24114, Kiel, Germany	Kiel	Germany	Leased	--
Budapest VO	H-1143 Budapest, Stefania út 101-103, Hungary	Budapest	Hungary	Leased	--
Baghdad	Al Khandra'a Dist- 635, St 29, House -1/5, Baghdad, Iraq	Baghdad	Iraq	Leased	--
Nairobi	The Oval, Corner of Jalaram Road/Ring Road Westlands, 5th Floor, Office Number One(1) and Two (2), Nairobi, Kenya	Nairobi	Kenya	Leased	--
Riga	Krisjana Valdemara Iela 21, Riga, Latvia LV-1010	Riga	Latvia	Leased	--
Luxembourg	Regus, 26, Boulevard Royal 2449, Luxembourg	Luxembourg	Luxembourg	Leased	--
Yangon	Unit #10-01, No. 221, Sule Square Tower, Sule Pagoda Road, Kyauktada Township, Yangon, Myanmar	Yangon	Myanmar	Leased	--
Gateway Tower	Gateway Tower, 5th Floor, Gen. Roxas Avenue Cor. Gen. Aguinaldo Avenue, Araneta Center, Cubao, Quezon, The Philippines	Quezon City	Philippines	Leased	--
Manila VO	Regus GT Tower, 41st Floor, GT Tower International 6813, Ayala Avenue Cor, H.V. Dela Costa Street, Makati City, The Philippines	Manila	Philippines	Leased	--
QFC Branch Office	Zone 26, Airport Road, Doha, Qatar	Doha	Qatar	Leased	--
Stellantis Project Office	Stellantis Project Office, Seoul, South Korea	Seoul	South Korea	Leased	--
Seoul	Level 22, Two IFC, 10 Gukjegeumyung-ro, Yeoungdeungpogu, Seoul, South Korea 07326	Seoul	South Korea	Leased	--
Basel 3 Seater	Rosentalstrasse 33, 4058 Basel, Switzerland	Basel	Switzerland	Leased	--
Regus - Abu Dhabi	Airport Road, Rashid Al Maktoum Street, Office Tower, 10 <sup>th</sup> , 11 <sup>th</sup> & 12 <sup>th</sup> Floor, Abu Dhabi, UAE	Abu Dhabi	UAE	Leased	--





Ambitions Realized.

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