



# Inclusion with Purpose, Equitable by Design

Annual Diversity, Equity &  
Inclusion Report FY 2023-24

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# Executive Summary

In today's world, a commitment to values is critical to success. Wipro – and all 230,000 Wiproites – live our values in action every day of the year. Specifically, we are guided by the **Spirit of Wipro** and our **Five Habits**, which make us who we are.

## Spirit of Wipro

- Be passionate about clients' success.
- Treat each person with respect.
- Be global and responsible.
- Unyielding integrity in everything we do.

## Five Habits

- Be respectful.
- Be responsive.
- Always communicating.
- Demonstrating stewardship.
- Building trust.

Together, these values drive the work we do when serving customers across 65 countries. They are key to our ongoing transformation as a company with a legacy of nearly 80 years.

What continues to guide our success is a commitment to nurturing inclusivity as an intrinsic part of our culture. We have a passion for collaborating with partners, and each other, to help our customers solve some of their most complex challenges. That passion is further strengthened through our support – through volunteering time and making contributions – to the local communities.

We are proud to be doing our part to contribute to the creation of a more equitable, humane, and sustainable society where each individual can be their authentic self. We enthusiastically support diverse communities, embrace local cultures, and celebrate the rich heritage Wiproites bring to their work, helping us create a place where everyone feels they belong. This latest edition of our annual report on diversity, equity, and inclusion – titled, "Inclusion with Purpose, Equitable by Design" – shares the progress we have made in creating spaces and opportunities for everyone and a culture in which we all take pride.



## A Message From

**Srini Pallia** (He/Him)

Chief Executive Officer &  
Managing Director



Wipro's "Inclusion-with-Purpose" approach ensures that our DEI initiatives are always aligned with our strategic goals. We view it as a force for meaningful growth and integrate it into every aspect of our workplace culture and business processes.

I have been a proud Wiproite for over three decades. Today, I am honored to lead this great company. I am personally committed to nurturing and advancing Wipro's DEI

journey and building upon our success.

Over the years, our approach to DEI has unlocked greater innovation and creativity, better decision-making, and improved outcomes. Our DEI impact would not be possible without the shared commitment of our colleagues around the world. Together, we are shaping an equitable future rich in diversity and inclusive of all.





A Message From

**Saurabh Govil (He/Him)**

Chief Human Resources Officer



At Wipro, we believe DEI is crucial to our successful future. We focus on outcome-based initiatives that deliver real impact on the daily lives and work environment of every Wiproite, regardless of age, gender, identity, or ability.

Over the past year, our approach has undergone a significant transformation. It has become more collaborative and transparent to better reflect our priorities. As Wipro's workforce increases in

diversity and representation, we will continue to evaluate and improve our processes.

Wipro is known for its legacy of building a better world, and we remain committed to expanding our focus on DEI. We consider ourselves accountable to employees, partners, customers, and stakeholders. In that spirit, I am proud of our progress outlined in this report, knowing we will continuously improve.





A Message From

**Sunita Cherian** (She/Her)

Chief Culture Officer



The strength of our incredibly diverse, inclusive, and engaged workforce lies in the unique perspectives and experiences they bring to serving our customers. We remain focused on strengthening our culture of inclusion, creating opportunities for learning, and sharing connections to drive even greater collaboration across the business.

Our culture of respect for all drives us. It is our goal – and my personal priority – to ensure that our workplace is diverse, inclusive, and

equitable, by design. Throughout the last year we have focused our efforts on nurturing, sustaining, and improving our DEI initiatives with the lens of intersectionality.

Our DEI vision underpins everything we do across our organization. It drives how we work every day. We have ambitious goals, and are confident that we can achieve them together. I encourage you to share your feedback and suggestions as we build an organization that truly represents the Spirit of Wipro.





# Our DEI Commitments

In support of

## WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

### United Nations Women Empowerment Principles

Since 2012, Wipro has been a signatory to this program, fostering gender equality and empowerment of women in the workplace.



### UN Global Compact's Gender Equality Action

As a member of the United Nations Global Compact (UNGC), and an early mover of the Forward Faster initiative of UNGC, Wipro has committed to 'equal pay for work of equal value by 2030'.



### Valuable 500

Wipro is a signatory to this B2B initiative, which is a catalyst for disability inclusion.



### United Nations Human Rights Office – Standards of Conduct

Wipro supports the United Nations Standards of Conduct for Business Tackling Discrimination against LGBTI people.



### Partnering for Racial Justice in Business

Wipro is a member of 'Partnering for Racial Justice in Business', a World Economic Forum initiative.



### CEO Action for Diversity & Inclusion

Our CEO is a signatory to CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.



### Action to Catalyze Tech (ACT) Report

Wipro is a founding signatory of the ACT report, an initiative to align the technology industry around collective action for diversity, equity, and inclusion



### Business Coalition for the US Equality Act

Wipro is part of the Business Coalition for the US Equality Act by Human Rights Campaign

# Global Diversity, Equity & Inclusion Council Members



**Srinu Pallia**  
Chief Executive Officer &  
Managing Director



**Ivana Bartoletti**  
Global Chief Privacy and  
AI Governance Officer



**Sunita Rebecca Cherian**  
Chief Culture Officer



**Saurabh Govil**  
Chief Human  
Resources Officer



**Aparna Iyer**  
Chief Financial Officer



**Sanjeev Jain**  
Chief Operating Officer



**Nanda Kishore**  
Chief Operating Officer  
- Americas 1



**Laura Langdon**  
Chief Marketing Officer



**Jennifer Walker**  
Global Head M&A Integration



**Kim Watson**  
President & Managing Director,  
Wipro Solutions Canada Limited



**Warren Zambelli**  
Managing Director – Africa



# Diversity, Equity and Inclusion at Wipro Year at a Glance

Our global workforce  
represents

**146**

nationalities working across  
65 countries



**40%**

of our hires were  
women

Multi-generational  
workforce

**37%**

Generation Z



**Diversity in  
tenure**



**17,000+**

colleagues with  
more than a decade of  
experience at Wipro

**Employee  
Engagement  
Survey (EES)**

Employee Engagement Scores

Overall **83%**

Women: **88%**, LGBTQ+: **87%**,  
Employees with  
Disabilities: **85%**



Inclusion Score

**83%**



**182,500**

employees have completed  
the Learning Module on  
Unconscious Bias



**2.5x**

increase in the number of women  
leaders in last 3 years



## Total Employees

FY24	234,054
FY23	257,311
FY22	247,073

## Age Representation

Age	FY24	FY23	FY22
<30	49.6%	53.3%	52.1%
30-50	46.5%	43.2%	44.0%
>50	3.9%	3.5%	3.9%

## Regional Headcount %

Region	FY24	FY23	FY22
America	7.3%	7.1%	8.2%
Europe	3.8%	3.9%	4.0%
India	81.9%	82.2%	81.1%
APMEA	7%	6.8%	6.7%

## Gender Representation

Gender	FY24	FY23	FY22
Female	36.6%	36.4%	36.1%
Male	63.4%	63.6%	63.9%

## Employees with Disabilities

(Based on voluntary self-declaration)

FY24	FY23	FY22
1,664	769	705

## LGBTQ+

(Based on voluntary self-declaration)

FY24	FY23	FY22
1,652	1,699	1,136



# Creating a Culture of Conscious Inclusion

DEI is a part of our core to create a sustainable culture and is driven by our overarching [Global DEI Policy](#). We remain committed to creating and nurturing a sense of belonging through equitable practices and by embracing all forms of differences.

DEI at Wipro aligns with our commitment to creating a diverse and inclusive workforce with a culture of belonging and engagement. We promote an inclusive and respectful culture, engaging all our employees where every Wiproite can make a positive impact while bringing their authentic selves to work. We work closely with clients, partners, and communities to foster an inclusive environment.

Our [Global DEI Council](#) members represent a wide range of experiences and viewpoints and are instrumental in guiding our initiatives to advance DEI throughout all pillars and regions. Our Global Council is supported by senior business unit/regional leaders and amplified through our Employee Resource Groups and Inclusion Champions.

We hold our leadership accountable, ensuring leaders are actively engaged and supporting our DEI initiatives. Our analytics enabled dashboards drive progress and results. We provide regular training and education on Unconscious Bias and other pillars, making it practical with scenarios, and takeaways to ensure real change that lasts.



Over **182,500** employees have completed our e-learning module on Unconscious Bias



We continue to stand firm on our commitments, driving work that champions belonging, in all its forms, across the organisation. We have expanded our engagement with communities through efforts that champion equity and drove intentional allyship year-round. We are proud of the progress we have made—it reflects our purpose and values.

# Inclusion in Action

## Women Inclusion

The Women of Wipro (WoW) program is a strategic enabler that promotes equal opportunity and gender equality within Wipro. Over the years, WoW initiatives have helped nurture a culture to support the career ambitions of women executives, and facilitate greater business participation by women leaders at different levels within the organization. Our WoW program includes initiatives that support our women employees at every stage of their careers to ensure that they can build successful and thriving careers.

Over the years we have scaled up our program by implementing policies, processes, initiatives, career building conversations, comprehensive leadership programs, mentorship and sponsorship programs which provide women employees with the resources and guidance they need to thrive in their roles. Last year we signed up for **UN Global Compact's Gender Equality Action – equal pay for work of equal value by 2030**.

Women comprise **36.6%** of workforce

Women comprise **22.2%** of Board of Directors

Women comprise **22.6%** of Executive Committee



Women Representation	FY24	FY23	FY22
Senior Leadership	18.7	17.0%	12.4%
Mid-level	24%	22.8%	20.1%
Junior Level	42%	41.7%	42.0%



Under the umbrella of the WoW program are women's leadership development programs which are designed to provide emerging and established women leaders with the tools, resources, and support necessary to grow, develop, and thrive. Mentoring, sponsorship and returnship programs are critical drivers for the development, engagement and retention of our women talent and complement our leadership development programs.

We host monthly and quarterly discussions where women leaders share their perspectives with our CEO and Executive Board, fostering open conversations. Our year-long structured executive sponsorship program for high-potential women leaders in senior levels **Enrich** is in its third year now. And our program for hiring women who have taken a break from their careers **Begin Again** has been operational for the past three years.

The **WoW Mom** program supports, enables, and engages with women employees proceeding for or, returning from maternity leave. Last year, we launched e-learning modules on managing maternity at the workplace – one for women employees and another for managers, these modules provide step-by-step guidance from the time the news is shared, the maternity leave period, the transition back to work, and beyond. 99 percent of our new mothers are returning to work.

**HerCode** a **Lab45** and DEI initiative, in its third edition now, empowers women in technology, providing networking, education, and tools to advance their careers. Our flagship programs on Women Leadership such as **Your Career Your Choice, Your Path Your Progress and She Leads** help women stay competitive and tackle workplace challenges.

Inspirational journeys covering the professional and personal experiences of the women of Wipro across roles have been showcased through our **HerStory** series. Besides this, the **SHE CAN** series run in one of our business units aims at celebrating the diverse experiences and accomplishments of our women employees.



Besides the organizational level programs various programs are run across our business units like the **UpThrive** which is a sponsorship program for high potential and emerging women leaders in the mid-management level. There are also mentoring programs across our different business units (**Inner Circle, Limitless and Circle Talks**) which cater to different levels of women in the organization and enable enhancement of leadership competencies through various interventions as a part of the journey.

Conversation-based series for **Women in Tech** spotlight senior women leaders in technology, including clients and holds conversations around role that women play in technology and how to break the bias, alleviating like-minded employees to carve their path out to senior positions in technology. Additionally, we host conversations focusing on industry insights and best practices for our women.

The month-long focused efforts for **International Women's Day 2024** was on the theme 'Invest in Women: Accelerate Progress' and included the Women in AI and Women in Tech campaigns, where we showcased our commitment towards building responsible and inclusive AI frameworks and a strong women leadership team. There were multiple conversations on #InvestInWomen through panel discussion, podcast series, etc. There were also educational, social and informational events held to celebrate Women's History Month.

## Accelerating Progress on Pay Equity

Our vision for gender equity is more than representation of women in leadership roles. Our effort is to create a robust environment of support for women employees at different life stages including fair and equal remuneration, regardless of gender.

We have built a multi-pronged approach across processes, policies, and environment to ensure fulfilling careers and growth opportunities for women across Wipro. Regular evaluations help us study how we reward employees of all genders, and ensure that we integrate our findings into compensation, rewards and recognition, and career progression.

To demonstrate our commitment to fair pay, we are publishing our data transparently. We have defined distinct peer groups consisting of employees doing the same type of work, in the same country, at the same level, skill family and experience level. We compare salaries between men and women in each peer group, where there are at least 20 employees in the country. Our global adjusted gender pay\* shows senior management ratio at 0.99, middle management ratio at 0.92 and junior management ratio at 0.96.

Improving our pay gap requires a cohesive, multi-factor and global strategy. This involves critical focus on performance management, compensation, hiring practices and benefits. Below steps elaborate on few areas of practice:

- Mapping our annual salary increases against the latest compensation trends to analyze how our pay matches up for different groups of employees.
- Incorporating new acquisitions into our pay review cycles based on the harmonization process.
- Reviewing quarterly promotion nominations for adequate representation of diverse talent.

- Ensuring fairness in promotion linked compensation structures based on factors like job responsibilities, experience, and performance.
- Ensuring that employees being promoted are, at the minimum, brought within a predetermined percentile range for the band for all geographies.
- Training managers and decision makers to recognize and address unconscious bias that may affect promotion, compensation and hiring decisions.

Our efforts to accelerate gender equity also include flexible working arrangements, training, capability building programs, reasonable accommodations and policies that support in building an equitable talent environment. Pay equity is an ongoing commitment for us, we continue to monitor our progress and are confident that with our measures, we will be able to fix and deliver fair, inclusive competitive pay for our people.

\*Adjusted Gender Pay Gap accounts for pay differences between men and women, considering factors like job role, experience, location and skills. Using regression analysis, we predict compensation based on these factors and calculate the gender pay gap by comparing it to actual compensation i.e. base and variable compensation. Our analysis relies on the Pay Analytics platform developed by our technology partner, Beqom. Adjusted pay gap is considered to be a more accurate representation of gender-based pay disparities.



## Disability Inclusion

At Wipro, we are committed to creating an inclusive and accessible workplace for all colleagues, including those with disabilities, chronic medical conditions, and primary caregivers to dependants with disabilities. We align our efforts with the CREATE framework (Career, Recruit, Engage, Accessibility, Train, and Enable) to implement initiatives such as hiring, redeployment, engagement through accessibility improvements.

Digital accessibility is an integrated focus across applications, platforms, helplines, training courses and all our processes including vendor onboarding. Over 130 training courses are made accessibility compliant last year.

Disability awareness sessions are conducted to help everyone understand the challenges faced by individuals with disabilities and how to create a more inclusive workplace. Our Disability Inclusion Handbook provides details on inclusive practices to empower our employees. Leadership Connects and conversations with senior leaders are held for the community members



The **Disability Alliance Network (DAN)** brings together Wiproites with disabilities across intersectionalities, caregivers and allies. Cultivating a safe space for conversations, sharing and resources related to disability, neurodiversity and accessibility to contribute to holistic inclusion.

We have systems/tools in place for self-declaration and raising requests for reasonable accommodation/adjustments. Our efforts have led to increased self-identification among colleagues with disabilities, participation in observances and campaigns throughout the year. We have enabled over 1200 reasonable accommodation requests and enhanced policies and benefits to ensure inclusion of our colleagues.

Throughout the year, we commemorated significant observances such as World Braille Day, Autism Awareness Month, Global Accessibility Awareness Day, International Day of Sign Languages, and International Day of Persons with Disabilities among others.



## LGBTQ+ Inclusion

Wipro's commitment to LGBTQ+ inclusion is more than just policies and programs—it's about creating a space where everyone can be their authentic selves, contributing to a world that thrives on diversity. We have made significant strides this year in promoting inclusivity and respect within the workplace. This commitment is evident through the incorporation of pronouns in various communication channels, such as email signatures, Microsoft 365, and the internal engagement platform. This initiative ensures that every individual is addressed with the utmost respect, acknowledging and embracing their unique identity.

Furthermore, the expansion of Employee Resource Groups (ERGs) across different regions, including the launch of new ERGs in India and Europe, has fostered a supportive network that encourages DEI. These ERGs have been instrumental in creating a sense of community and solidarity among employees.

Over the last twelve months, we have implemented educational initiatives to nurture an inclusive mindset among employees including an e-learning module 'Championing LGBTQ+ Inclusion in the Workplace' to empower individuals to become advocates for change.



Additionally, we have enhanced our existing [policy on the prevention of LGBTQ+ discrimination](#), to uphold the rights and dignity of all employees. Public commitments, such as the Wipro DEI Council's [joint statement](#) on International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) 2023 and the organisation's [support for the Business Coalition for the US Equality Act](#), underscore our unwavering advocacy for legal protections and equality for the LGBTQ+ community.

Moreover, the creation of safe spaces, where employees and allies can share their experiences and engage in meaningful dialogue, has further strengthened the sense of community and belonging within the organization. These initiatives have not only garnered positive feedback but have also encouraged greater participation and engagement within the ERGs, fostering a culture of openness and support.



## Embracing Multi-Generational Inclusivity

We embrace a multi-generational approach and ensure that our policies and practices cater to all generations in the workplace. Our tools and programmes enable employees across generations to balance their work lives and personal commitments, while giving them development opportunities at each life stage. We encourage cross-generational collaboration and knowledge sharing through an engagement framework that includes mentoring, reverse mentoring and peer learning programs and 360-degree feedback. We are constantly working towards shaping a workplace culture that engages and values every generation and provides employees an opportunity to exchange skills, insights, and perspectives.

Some initiatives are highlighted below:

- Fireside chats and panel discussions are held to explore the significance of generational diversity and dispel myths.
- Wipro People Manager Program supports in enabling leadership transition for first-time as well as seasoned managers.
- Global 100 program recruits management graduates from top global business schools to ready them into future leaders, over a 15-month program.
- MBA talent development program provides pragmatic learning opportunities to management graduates from premier business schools in India.
- Wipro's Work Integrated Learning Program (WILP) offers BCA and BSc students a chance to start working at Wipro while pursuing an M.Tech degree from a premier university, their degree is sponsored by Wipro.
- Employees in different life stages have an opportunity to contribute to and benefit from our extensive mentoring programmes, covering traditional mentoring, peer mentoring as well as reverse mentoring.
- To enable continuous learning on demand, Wiproites have access to Spark an enterprise digital learning platform offered by Harvard Business Publishing.
- Our engagement initiatives like skip-level meetings and New Manager Assimilations ensures that diverse perspectives are incorporated for effective collaboration within teams.







## Black Alliance

The Black Alliance ERG strives to promote a diverse and inclusive work environment for African-American employees. We observe an additional holiday in the US on **Martin Luther King (MLK) Day**. To observe MLK Day, employees explored volunteering opportunities at various charities and non-profits that contribute directly to Black communities. Engaging events were organized to recognize **Juneteenth** and emphasize on the historical context and significance of the day.

Every February, we celebrate the achievements and history of African-Americans as part of the **Black History Month**. This year's theme 'African Americans and the Arts' offered Wiproites an opportunity to recognize their triumphs, struggles and contribution throughout history.

We partnered with a local fraternity to raise awareness about Wipro with students in historically Black colleges and universities (HBCUs), and are an active supporter and partner to the Phi Beta Sigma Fraternity, a historically African-American fraternity. We coordinate volunteer days at school and help teens and college students to learn about careers in technology.

## Supplier Diversity

Aligned with the certified norms of diversity, Wipro has two flagship programs for new as well as existing suppliers, the 'Wipro Inclusion & Diversity Opportunity for Vendors (WINDOV)' series of virtual conclaves that enable direct access for small suppliers to present their capabilities to the global procurement team and the 'Wipro Inclusive Supplier Development and Mentorship (WISDOM)' program to strengthen these businesses by providing management and technical support to the participating suppliers.

These programs have enabled us to increase our sourcing from businesses owned and controlled by the members of historically disadvantaged communities such as minorities, women across the globe, Indian small businesses, and enterprises located in Historically Underutilized Businesses (HUB) zones.

WISDOM interactions have helped us identify the addressable barriers to increase our spend with existing Wipro diverse suppliers. We have seen three-fold increase in the last batch of WISDOM.

**Close to 15% of our suppliers are certified diverse suppliers. In FY24, our supplier diversity initiatives enabled us to register 14.06% of our global spend with certified diverse suppliers and 5.67% of our global spend with MSME suppliers.**

# Employee Resource Groups & Affinity Groups

We firmly believe that collective representation is a powerful force for driving positive change and fostering a more inclusive and equitable society. Our ERGs and Affinity Groups provide support for employees to feel more connected, supported, and included.

Throughout the year our ERGs and Affinity Groups hosted activities and events to encourage allyship and support employees in their journey towards becoming strong allies in the workplace, at home, and in their communities.

Our community members and allies came together to share their experiences, stories, opinions and challenges. Multiple teams and participants came together to build a strong base of resources and material to provide essential support and education.



We have also seen increased awareness, understanding, and empathy. Our initiatives to support our employees have led to a significant increase in membership within our ERGs.

The ERGs and Affinity Groups at Wipro are:

- Women of Wipro (WoW)
- Disability Alliance Network
- Wipro Pride
- Black Alliance
- Parenting Hub
- WoW Mom

There are also regional and country specific chapters along with affinity groups for Women of Wipro, Pride, Hispanic & Latin/o/a/x employees and allies, Asian & Pacific Islander employees and allies, Caretakers & Caregivers, Veterans & Military, etc.





# Empowering Ambitions, Driving Purpose

## Partnering with The Famous Project

Wipro has partnered with The Famous Project to support an all-women sailing crew as they compete for the Jules Verne Trophy. As the crew chases the title for fastest circumnavigation of the planet by sailing, they will be taking on one of the toughest ocean challenges in the world.

To know more, view the [LinkedIn Post](#) and the [YouTube Video](#)



## Inspiring journey of Fortunate Mathebula

Fortunate's journey at Wipro began as a cleaner in our Sandton office in 2015. Through her own initiative, she established Fortunate for Women, to empower others by supporting entrepreneurial ventures in landscaping, cleaning, and beauty. She also joined forces with her husband to set up Fortunate FC, a football club to positively influence youth.

Know more about Fortunate's story of perseverance [here](#).





## Coming Out 2023 – Allyship Stories

For Coming Out Day, our allies shared inspiring stories which reveal the power of compassion, empathy, and understanding.

View the stories [here](#).



## Extended Support to Establish Employee Resource Groups for our Transport Client

Collaborating with clients plays a crucial role in

advancing DEI and cultivating inclusive work environments. The Wipro team engaged with our client to explore ways to enhance their DEI initiatives with a specific focus on establishing Employee Resource Groups (ERGs). Sharing best practices and regular check-ins helped us to drive progress.

## Championing Inclusion, Creating a Ripple Effect

We have seen increased conversations and engagement around inclusion across the organization through various avenues including DEI newsletters, infographic series covering a range of DEI topics, stories celebrating resilience and determination, inspiring series on diverse experiences and perspectives, etc. These have provided regular opportunities for open dialogue and learning.

All our DEI learning programs are in the format of 'learning conversations' to create safe spaces for ongoing dialogues. These conversations address specific topics, and encourage participants to disrupt stereotypes and challenge biases, while actively guiding them towards more inclusive thoughts, behaviours, and actions.



# Community Engagements



Wipro Foundation, through its various programs and initiatives drives engagement with social issues to create lasting change. For more than two decades, Wipro Foundation has focused on addressing various issues related to Education, Primary Healthcare, Ecology, Disaster Response, and Cities & Public Spaces.

Below are a few community engagement programs. For more details, please visit <https://wiprofoundation.org/>



## Transforming Engineering Education through Digital Skilling

Launched in 2016, TalentNext is an India-wide program designed to improve the quality of engineering education by preparing faculty and academic leaders to train students. It addresses the gap between demand and supply of skilled professionals. In collaboration with NASSCOM, the 'FutureSkills' platform was launched to empower engineering students with the competencies needed to thrive in the tech landscape, including 2,380+ professors, cumulatively.

## Sustainable Future through Wipro earthian

Wipro earthian, now in its 13th year, is one of India's largest sustainability education programs for schools and colleges. It seeks to make sustainability axiomatic to education in India. This year, Wipro earthian extended its







support to Ideas to Impact (i2I), a nation-wide competition, spearheaded by IIT Madras. The contest is designed to transform innovative engineering ideas into viable prototypes, which actively contribute to a sustainable future. It has received more than 1,000 team entries and offers comprehensive training, mentorship support and a prototype development fund for the top 20 teams.

## Championing inclusive education for children with disabilities

We have made a conscious effort to introduce early interventions and champion inclusive education for children with disabilities (CwD), thereby empowering parents and raising awareness among various stakeholders. We have prioritized teacher training, driving positive attitudinal changes, developing flexible curricula, creating inclusive learning spaces, and promoting active community engagement. In addition to education, we also focus on the children's overall health and wellbeing by identifying CwDs through community outreach, capacity building of government staff and health workers, rehabilitative services for children with intellectual disabilities, developing social skills, networking for availing and facilitating government schemes, and providing therapy and nutritional support.

## Santoor Scholarship Program: Empowering Women Through Higher Education

Santoor Scholarship Program is a joint initiative of Wipro Enterprises Limited and Wipro Cares, an employee-led community initiative of the Wipro Foundation. The Santoor Scholarship program provides financial assistance to young women from disadvantaged backgrounds who wish to pursue higher education after grade 12. To date, the scholarship program, an annual recurring one has supported 8,000+ students in four Indian states.

## Wipro STEM Program

**United States:** Introduced in 2012, Wipro Science Education Fellowship Program USA (Wipro SEF USA) is a two-year program designed to improve individual teacher practice, foster teacher leadership opportunities, and create a district corps of teacher leaders supporting sustainable positive changes in science education. Wipro SEF USA runs in partnership with 7 universities. It works with 600 teachers across 35 school districts in 7 states.

**United Kingdom:** Wipro SEF UK was launched in FY19, in partnership with King's College,



London (KCL), and Sheffield Hallam University (SHU). The KCL program is the UK's first Masters in STEM Education Program. It offers up to 15 bursaries per year to in-service and early-career STEM teachers. Wipro Teacher Fellowship and Wipro Teacher Mentor Program are the focus of our partnership with SHU. The goal of the partnership is to provide continuous professional development to STEM teachers. Through these programs, we have supported 45+ fellows, mentors, and senior mentors this year.

Over the past decade, the program has directly benefited 1,500 STEM teachers and District Science Coordinators, and hundreds of additional teachers indirectly, positively impacting 800,000+ underserved students.

## Community Initiatives

**In the Americas**, we have been advancing digital skills and empowering youth. In the US, we partnered with schools and groups like Technovation to prepare children for their future careers. In Canada, we worked with Making Changes to help women re-enter the ICT sector. In Brazil, we mentored youth from underprivileged areas, collaborating with the Amigos do Bem non-profit organization to combat poverty.

**In Europe**, we developed activities in every region Wipro has a presence in. In the UK, we partnered with Generation to empower individuals through masterclasses and mock interviews, enabling access to employment opportunities. Additionally, we supported Gaydio Academy to equip LGBTQIA+ youth with essential skills.

**In Switzerland**, with Powercoders, we helped train migrants and refugees in IT. **In Sweden**, we worked with Fryshuset for youth inclusion. **In the Netherlands**, we mentored Codam's IT students.

**In Romania**, we have supported Teach for Romania for over seven years to enhance education in disadvantaged areas. Additionally, we empowered women with IT skills through Education for Open Society, boosting their reemployment.

**In the APMEA region**, we focused on youth inclusion projects. **In the Philippines**, we supported young adults in Alternative Learning Systems and young inmates in prison to enhance their employable skills. **In South Africa**, the Wipro Graduate Academy provided intense digital and soft skills training for underprivileged youth, bridging the gap between training and employment.



# Recognitions

Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA

Listed on the Dow Jones Sustainability Indices (DJSI) for the 14th consecutive year



Recognized by **Top Employers Institute** as a **Top Employer in 13 countries in 2024** across Asia Pacific, America, and Europe, and among the top three employers in nine countries— compared to five countries in last year's ranking.



**Bloomberg Gender-Equality Index (GEI)**: Included since 2020.



**Human Rights Campaign Foundation's Corporate Equality Index 2023-24**: Included in the index for the fourth time.



Won 1 Gold and 1 Silver in **HCM Excellence Brandon Hall Awards 2023** under DEI category



Won Silver award in **2023 Stevie Awards for great employers in Diversity & Inclusion category**



Won the **Duty of Care 2023 Award** under the Inclusion & Diversity category



First runner up in '**Excellence in Diversity & Inclusion**' in **SHRM HR Excellence Awards 2023**

Recognized as '**Exemplar of Inclusion**' in **2023, 2021, 2020 and 2019** and among the Champions of Inclusion in the 2022 Avtar & Seramount **Most Inclusive Companies Index (MICI)**

Recognized as among '**100 Best Companies for Women in India**' for five years in a row and have been featured in '**100 Best – Hall of Fame**' by Avtar & Seramount in **Best Companies for Women in India (BCWI)**



Winner of **Nasscom AON DEI Champions 2023 Award for PWD Inclusion – Tech**



**India Workplace Equality Index (IWEI)**: Gold Employer for LGBT+ inclusion in 2023, 2022 and 2021; Silver Employer in 2020



Recognized by **ET NOW Best Organisations for Women Award 2024**

# Wiproites Voices



“The Enrich program has been a fantastic experience for me, I learned a lot as well. The conversations were transparent, and I have seen my protégé’s evolution through the program.”



**Graziella Neuveglise** (She/Her)  
Country Head – Southern Europe  
Sponsor, Enrich Program



“Enrich is an amazing program. My sponsor encouraged me to take on something new and even gave me an opportunity to be a part of executive event outside my role. Interacting with Wipro’s leaders, participating learning sessions (internal and external), and networking with the cohort was such an enriching experience.”



**Deepali Padalia** (She/Her)  
General Manager and Head of Market  
Development, UK & Ireland  
Protégé, Enrich Program



“I have seen how diverse teams bring out the best in each other, leading to more creative solutions and building camaraderie. Inclusion at Wipro is not just a policy it is a core value that guides our actions and decisions every day.”



**Diana Rosado** (She/Her)  
Senior Executive – International  
Operations



“We have been seeing an increase in conversations on LGBTQ+ inclusion across the organisation. Wipro provides a welcoming environment for all to show up as their authentic selves. Furthermore, the resources available in our internal platform help support authenticity every day. #PrideatWipro, encompasses the visibility, inclusion, and authenticity of the community.”



**Kai Wisser** (He/Him)  
Consultant – Energy Domain



“As a parent of a child with severe autism, balancing my professional responsibilities with my role as a caregiver has always been a challenge. However, Wipro’s “Reasonable Accommodation” process has been a game-changer for me. The organization’s understanding and support has significantly reduced the stress of juggling between work and caring for my son. The continuous support from my manager and HR have enabled me to maintain productivity while being present for my child’s needs. I am deeply grateful for Wipro’s inclusive policies and the positive impact they have had on my family’s life.”



**Rajesham Kokkula** (He/Him)  
Senior Architect & Primary Caregiver





“At Wipro, inclusion shapes our culture, ensuring every employee feels valued and can share their talents. Wipro’s inclusive culture goes beyond policies; it nurtures a thriving, dynamic organization. This includes supporting Employee Resource Groups for under represented groups, promoting inclusive language, providing training on unconscious bias and inclusive leadership, and celebrating diverse holidays and cultural events. Leaders are encouraged to model inclusive behaviours and are held accountable for fostering an inclusive environment. This inclusive environment boosts innovation, collaboration, and success, while fostering a sense of belonging that enhances satisfaction, retention, and productivity.”



**Tajuana Watson** (She/Her)  
Talent Transformation and Learning  
Development Facilitator & Member  
of Black Alliance ERG



“I had to take a break from my career for about 6 years due to a personal commitment. Restarting my career was not easy at all, but my heartfelt thanks to Wipro for not only hiring professionals but also helping them achieve their goals. The Begin Again program helped me get a job, and also to increase my confidence personally and professionally.”



**Nikhila Sharma** (She/Her)  
Software Developer  
Begin Again Joiner



“Since I joined Wipro, I have been very surprised by all the care given to people with disabilities inside and outside the organization. Seeing the accessibility and equal treatment of all sparked my interest in something bigger. And being part of the DEI committee is very rewarding, because working on actions and improvements for the inclusion of all is something fascinating. I am very proud to work at an organization that thinks about equity and inclusion.”



**Jonny Paiva** (He/Him)  
RPA Analyst  
Member of DAN & Pride ERG



“The conversations and insights from various leaders during the month-long observance of International Day of Persons with Disabilities provided a space for open dialogue and sharing, it also provided me with a platform to directly share my challenges, which was an empowering and validating experience. The inclusive environment played a pivotal role in helping me gain the confidence to openly disclose my challenges and feel a sense of comfort and acceptance. I am truly grateful for the invaluable support and understanding that was extended to me throughout this experience. It has been a significant catalyst in my personal growth and empowerment.”



**Sushmita Pramod Bangera** (She/Her)  
Product Manager, Lab45 AI Platform





## Creating a More Equitable World

While we are proud of how far we have come, we are creating a bold vision that's both aspirational and achievable in our ongoing DEI journey. We will use our unique voice, along with our capabilities, to lead by example, ensure fairness, and drive equitable access and outcomes. We are committed to being a force for good in advancing equity in our business and across our communities.

As we work to shape a better future, we will continue to put people at the centre of all we do and create a more equitable world for all.





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