



pro: inclusion

Building an inclusive world

Annual Inclusion & Diversity Report 2021-22



Ambitions Realized.

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Executive Summary

As a global organization, our focus is always on creating and sustaining a culture that encourages everyone to bring their authentic selves and uniqueness to the table. Premised on the belief that the skillsets, experiences, and insights of a diverse workforce are the most critical ingredients for success, we are actively working towards nurturing and continuously improving a culture of inclusivity and diversity into our DNA.

At Wipro, a strong sense of togetherness forms the crux of our success, and we take great pride in our diverse and inclusive workforce.

Our inaugural Inclusion and Diversity (I&D) report covers a broad discussion of some of the most critical key insights on our diversity and inclusion practices and our continuous efforts to make Wipro a truly inclusive place to work. Throughout this report, we provide a window into a better understanding of our inclusion and diversity practices, our I&D vision, and our roadmap into the future.





A Message from our CEO and MD

Thierry Delaporte

Chief Executive Officer and Managing Director

Over our 75+ years of serving clients, Wipro has had a long-standing commitment to fostering a workplace where people can connect, belong, and grow. Because we are, above everything else, a people business.

As we release our first Inclusion and Diversity Report, I am reflecting on the progress we have made in the past few years, and the work that lies ahead.

Accountability towards our people, our stakeholders, and our communities have always been at the core of our business strategy. It also forms the centerpiece of our Inclusion and Diversity strategy. I am proud that leaders across Wipro are deeply engaged in reinforcing this commitment. Over the years, we have deepened our understanding of evolving societal issues so that our colleagues can bring their unique perspectives, backgrounds, and life experiences to work.

Today, Wipro is a global brand that touches the lives of millions of people. So, we want to continuously improve our company, and create equal opportunities and equal access for all.

There is, without a doubt, a long road ahead. Yet I am confident we are moving rapidly in the right direction. We will continue to live up to our core values, drive sustainable growth, and address inequalities with renewed focus and ambition. This, is my commitment.



A Message from our CHRO

Saurabh Govil

Chief Human Resources Officer

As we continue to emerge from the pandemic, we found ourselves working through challenges that were never encountered before, including unbalanced work and personal lives and, for some, addressing mental wellness challenges stemming from a “new normal.” Interestingly, we saw that people across different demographics and geographies encountered a remarkably similar set of challenges, a missing sense of connectivity and belonging with their colleagues, and concerns about job opportunities around the world. In the midst of this crisis, we realized inclusion and diversity mattered more than ever before.

But that was not all.

When I pause and reflect on this past year at Wipro, I see nothing but personal and team resilience, sheer transformation, and a renewed courage in our people. That gives me confidence that our ongoing mission – to create a better world for everyone, providing an intimate sense of belonging to our people and creating equal opportunities for all – is still our primary goal as an organization. Through our targeted support across diverse groups, we continued to grow in our embrace of diversity and inclusion as a critical component of our ongoing success.

Today I am proud to present our first annual Inclusion and Diversity report, covering our continuing efforts to make Wipro a place where we all are respected and feel we are safe, seen, heard, and understood irrespective of our race, demography, gender, sexual orientation, disability, or any other factor. We have accomplished significant milestones but know that we have a long way to go. We are confident that our efforts will take us where we need to be.

Onward and upward!



A message from our Chief Culture Officer and SVP – HR

Sunita Rebecca Cherian

Chief Culture Officer and Senior Vice President – HR

This annual report, our first of many to come, reflects our commitment to transparency and accountability in the areas of Inclusion and Diversity. It outlines the ways in which we continue to drive a culture of equality, belonging, and thriving.

Throughout this report, we have provided insights into initiatives we have implemented to become a more diverse and inclusive organization. Inclusive learning and leadership development programs continue to be key focus areas for us. We are creating more listening forums and spaces for Wiproites to share their stories and increase understanding of personal and shared experiences.

My conversations with Wipro leaders around the business have made it very clear that we are making good progress, building on a terrific foundation. To further our commitment as a diverse and inclusive employer, we launched an exclusive space for our I&D efforts on wipro.com on International Women's Day 2022.

We are strong because of our diverse backgrounds and shared belief in creating a sustainable workplace that helps each of us to contribute to business success in uniquely effective ways. Our inclusion journey is an ongoing process, and we fully recognize the need to maintain and strengthen our commitment to driving diversity and embracing individuality. We are focused on ensuring that inclusion is a fundamental part our workplace and in our interactions with our clients and our communities.

Reflecting on our journey, we are proud of our progress and remain committed to continuous improvement and making Wipro a place where everyone can thrive.



A place where all are respected and valued

Inclusion is a way of life at Wipro. We are committed to integrating diversity and inclusion into all aspects of our work and encouraging all Wiproites to be their authentic selves. We celebrate individuality by building an environment that recognizes and respects all the aspects that make us who we are. We recognize the immense talent and potential in people from all walks of life and create and nurture a sense of belonging through our inclusion and diversity practices. Our I&D journey is an ongoing effort and is all about working constantly and rigorously on the varied pillars of inclusivity and diversity.

While the Wipro I&D Council, with the CEO as the Executive Sponsor provides the required strategic focus, specific business unit and geography specific I&D Councils drive organizational initiatives and unit charters. A network of Inclusion Champions supports the councils.

We rely on deeply embedded governance and accountability measures to guide our strategy and advance our efforts. Organization-wide I&D reviews, as well as monthly and quarterly scorecards, help us evaluate and track our efforts, commitments, and actions. We regularly review and monitor our representation, hiring, promotion, attrition, compensation, and other key data, and leverage that data to identify gaps, shape our strategy and goals, and evaluate progress against our goals.

We have built our policies on the philosophy of Inclusion and Diversity, aiming to encourage everyone to feel welcomed, accepted, and appreciated. We continuously review our policies and processes, and revise and add new aspects to reinforce diversity and inclusion for all.

Wipro Inclusion & Diversity Council Members



Thierry Delaporte
CEO and Managing Director



Anis Chenchah
CEO – APMEA



Sunita Rebecca Cherian
Chief Culture Officer and
Senior Vice President – HR



Bianca Ghose
Chief Storyteller and
Head of CEO Communications



Saurabh Govil
Chief Human
Resources Officer



Laura Langdon
Chief Marketing Officer



Graziella Neuveglise
Regional Head and Managing
Director – Southern Europe



Srini Pallia
CEO – Americas 1



Sharmila Paranjpe
Chief Ombudsperson and Global Head
Prevention of Sexual Harassment



Jennifer Walker
Global Head
M&A Integration



Eddie E. Woods
Global Head
of Strategic Pursuits

Our commitments toward driving meaningful change

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.

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.

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

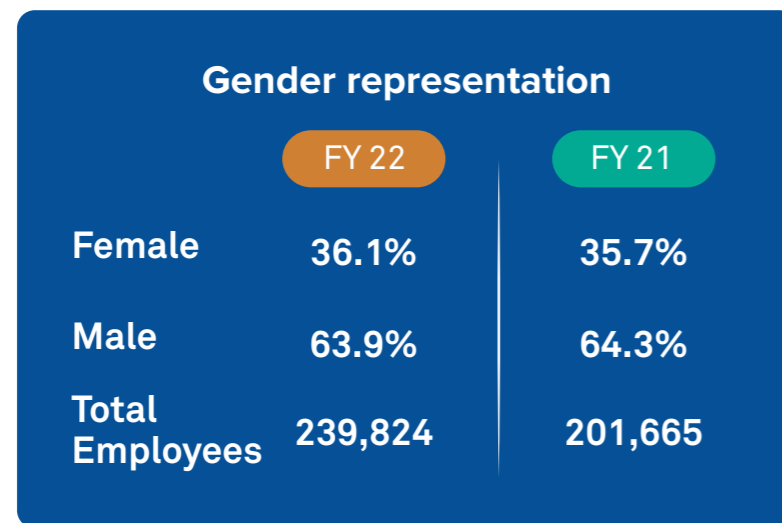
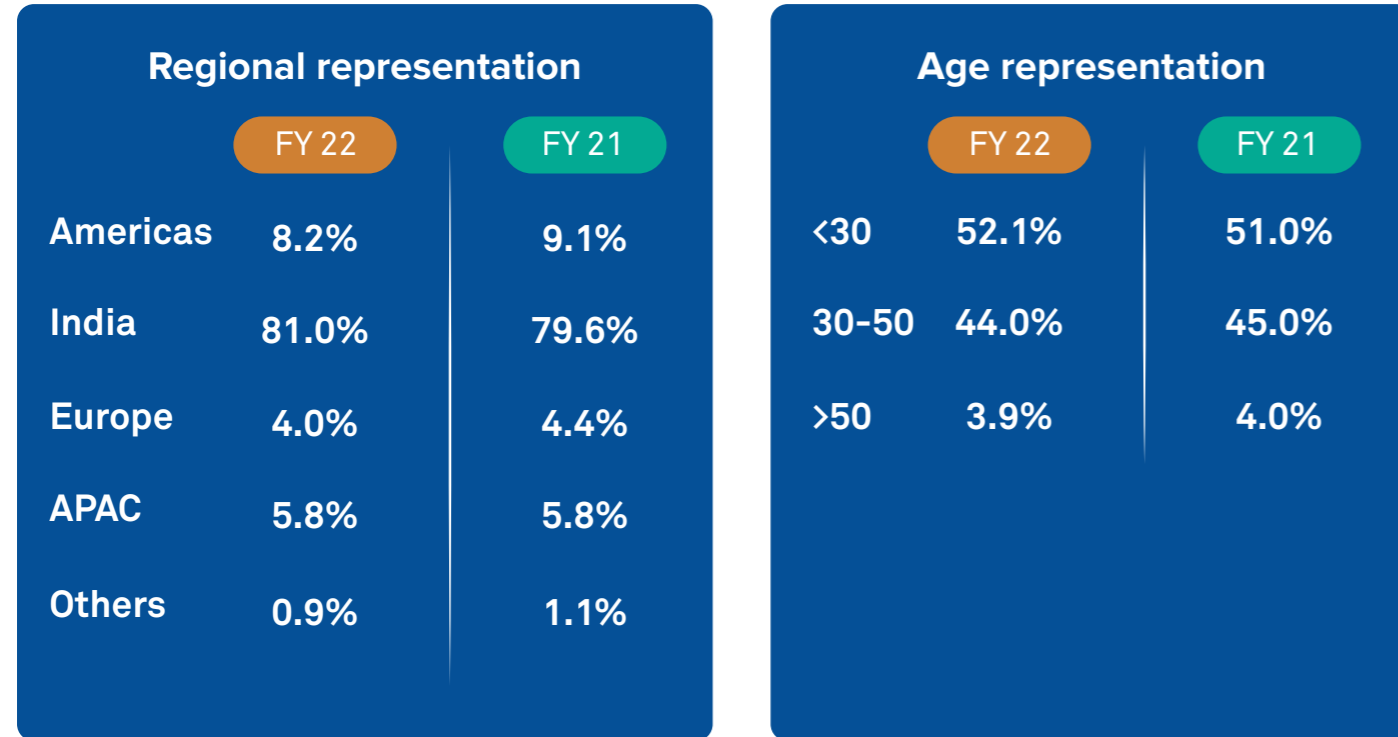
Our CEO is a signatory to CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.



Inclusion and diversity at Wipro

Key workforce highlights

Present in 66 countries representing 137 nationalities



Strides toward an inclusive workplace

Having a diverse and inclusive culture has been a key priority for us. Our leaders and employees are expected to live our culture and exhibit our values through their actions and behaviors. We engage with employees in conversations and learnings about diversity and inclusion on an ongoing basis.

We also emphasize increasing awareness about unconscious bias at the workplace aligned with our goal of fostering equity and inclusion. At Wipro, we encourage each one of us to #BreakTheBias. We have institutionalized an e-learning module on unconscious bias for all employees that helps them deepen their understanding of the subject. We also run global communication campaigns to raise awareness and drive behavioral changes.

Helping our employees thrive, achieve their full potential, and bring value to our clients begins with our managers and leaders. Our people managers go through inclusive leadership programs to help ensure we are actively mitigating the impact of potential bias and helping them build more diverse and inclusive teams.

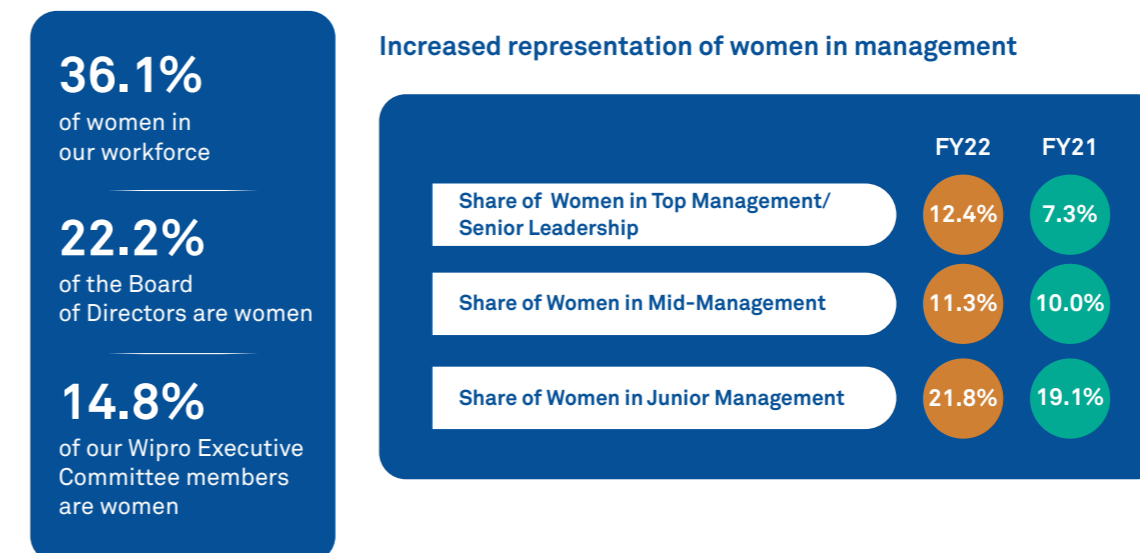


#BreakThe Bias
Over 75% of employees have completed the unconscious bias e-module

Gender Inclusion

We are committed to continuing and improving our efforts to make Wipro a place where women can safely grow, develop, and thrive. We have a significant focus on improving retention and engagement and increasing representation of women at all levels in the organization.

We have set a goal of increasing representation of women at senior leadership levels to 20% by 2025. While this goal gives us direction, we believe that it is equally important to foster a culture of inclusion through various programs and initiatives. We have taken proactive steps toward improving gender representation across levels through increased leadership involvement, accountability, mentorship, sponsorship, networking programmes, and a structured effort based on meritocracy to hire more women leaders across the globe.



Building talent pipeline

- Enrich
- Begin Again
- Refresh
- W-Connect Forum

Our flagship capability programs, such as *Your Career Your Choice (YCYC)* and *Women in Leadership (WIL)*, help women stay competitive and tackle workplace challenges. The voices of women leaders are heard through quarterly discussions with our CEO and the Wipro Executive Board through the *W-Connect Forum*. These candid conversations help improve our charter and provide for effective two-way communications.

Last year we launched *Enrich* – our sponsorship program for high-potential women leaders – to strengthen the talent pipeline and create an ecosystem of enablement. We also launched *Begin Again* in India, our program for hiring women who have taken a break from their careers. The program has proven quite popular, and we plan to extend it to other geographies.

Some 96 percent of our new mothers are returning to work and 99 percent remain with Wipro for more than a year after returning back to work. To support women employees returning from maternity leave with a smooth transition back to work, we launched *Refresh* in India last year. This program supports women through reskilling and building capabilities in both technical and behavioral areas of the business, as well as facilitating their deployment in important and worthwhile projects.

We sponsored women technologists in India for the NASSCOM W2RT (Women Wizards Rule Tech) program in FY2022. The 12-month program is designed to introduce and train 10,000 women in the Indian industry on new and emerging technologies.

Through these and various other programs, we aim to create a workplace where women can learn and grow.

Disability Inclusion

We believe disability is part of human diversity. We also strongly feel that coming together of people with different strengths and experiences brings enormous potential. So, providing a level playing field to our employees with disabilities and encouraging them to bring their authentic selves to work has been one of our constant goals.

In the last one year, we have re-strategized our digital accessibility charter to amplify inclusivity levels and incorporated accessibility as a requirement in the vendor selection process.



705 employees with disabilities (voluntary disclosures)

Besides this, 70 apps and 50 training courses are made accessibility compliant. We established global helplines to address technical and non-technical queries from employees with disabilities. We also have enabled the live-transcription functionality option in Microsoft Teams to better include individuals with hearing disabilities across the enterprise.

We launched the Disability Alliance Network (DAN), an employee resource group in the United States, to accelerate our work in this area. We include disability aids in our medical assistance program as well. We have enabled professional tax exemptions for more than 300 India-based eligible employees with disabilities and launched a *Leadership Connect* series to improve engagement and foster continuous empowerment.

#AcingAccessibility

- Accessibility incorporated in vendor selection process
- Apps and training courses accessibility complaint
- Global helplines

Accelerating the charter

- Disability Alliance Network
- Train and Hire Program

More than 2,000 employees have been informally educated on disability and accessibility through International Day of Persons with Disabilities, Global Accessibility Awareness Day, and sign-language campaigns. Wiproites were certified on Indian sign language basics and engineers were trained on Web Content Accessibility Guidelines (WCAG). Similarly, talent acquisition professionals, procurement specialists, and HR stakeholders are regularly educated on unbiased recruitment, inclusive procurement, and more.

In addition, we have devised inclusive hiring programs such as *Train and Hire* to onboard potential job seekers with disabilities and hone their skills aligned with industry standards.

LGBTQ+ Inclusion

We foster a safe workplace for LGBTQ+ employees by raising awareness, building a strong network of allies, and undertaking policy-level changes. We continuously review our policies and processes, and revise and add new aspects to be inclusive toward all our employees. Our Wipro Pride Employee Resource Group helps create a space where employees can share relevant information and best practices, meet other LGBTQ+ employees and their allies, engage in conversations, and more. Last year we introduced the Global Policy on Prevention of LGBTQ+ Discrimination that aims to protect our employees from any bias and discrimination based on their gender identity or sexual orientation. Wiproites can choose to voluntarily declare gender, sexual orientation, and preferred pronouns through a Voluntary Self-Declaration form. Through regular awareness sessions, we work hard to break stereotypes, spread awareness about inclusive language and terminologies, and enable Wiproites to become active allies for the LGBTQ+ community.

Creating an inclusive environment

- Pride Employee Resource Group
- Global Policy on Prevention of LGBTQ+ Discrimination



1136 employees belong to LGBTQ+ community (voluntary disclosures)

Black Alliance

The Black Alliance Employee Resource Group works to advance a diverse and inclusive work environment focused on Black and African-American employees. Last year, Wipro undertook steps to enact meaningful change by recognizing an additional holiday in the United States – Martin Luther King (MLK) day. We have also begun efforts to strategically recruit from Historically Black Colleges and Universities (HBCUs), establish internship opportunities, and support Wipro's supplier diversity efforts.

Supplier Diversity

We are committed to developing an inclusive supply chain that mirrors communities and clients we serve. Through our supplier diversity program, we aim to create equal opportunity for diverse businesses and equip them with tools and knowledge that enable their success.

Diversity beyond workforce

- Inclusion and Diversity Opportunity for Vendors
- Inclusive Supplier Development and Mentorship program

The diversity spend for the year is 12%. We launched two flagship initiatives to bridge systemic gaps:

- We organized the Wipro Inclusion and Diversity Opportunity for Vendors (WINDOV) conclave to organically increase the participation of diverse suppliers in our global supply chain, which resulted in a five-fold increase in the pool of certified diverse suppliers globally. Additionally, we evaluated several diverse businesses certified by the National Minority Supplier Development Council plus businesses from the Disabled Veterans forum in the United States and recommended they be empaneled.
- We introduced the Wipro Inclusive Supplier Development and Mentorship program to provide management and technical support to diverse suppliers, helping them strengthen their businesses and obtain scalability and sustainability in their operations.



Insights from our Employee Experience Survey

As we improve our efforts to create a culture of inclusion, it becomes increasingly important to understand where we are in this journey, hear from employees about our strengths and the actions we can take to create a strong sense of belonging. Our Employee Experience Survey (EES) is an active listening mechanism that helps us measure employee sentiments across defined pillars of inclusion and get insights into how employees from diverse backgrounds feel at work.

Capturing employee sentiments
 • Over 75% feel valued/respected

Our most recent EES indicates that the engagement/experience of women employees is higher than that of men. Our data tells us that more than 75 percent of employees feel that they are valued/respected for the work they are doing. There has been a significant increase in engagement/experience scores of employees with disabilities over the last cycle and the scores are also at a higher level from our employees in the

LGBTQ+ community. Understanding the employee experience from people with diverse backgrounds forms the foundation of our framework. We are committed to using these insights to continue creating an equitable workplace for all.

Below are some of the verbatim comments shared by employees who responded to the survey.

“Wipro has always been supportive and helpful toward the growth of its employees without any discrimination. Even with the vast diversity in culture and background, members have never been left out.”

“Being a global organization, Wipro has ensured to cover each part of our communities, including LGBTQ+. While this community has struggled over the years for their rights, I am glad to see the policies in place to support LGBTQ+ groups and family members.”

“I am Mexican and English is not my first language. So, I appreciate the patience and kindness from everyone when I ask questions or comment about something.”

“All are treated with equal respect and are provided with ample opportunities, whether a person is a ‘fresher’ or an experienced professional. Wipro treats everyone inclusively!”

“(I feel a) sense of belonging and support from other team members and managers. Wipro, as a whole, makes us feel more comfortable at the workplace.”

This year’s EES had an engagement score of 80.1%, an increase of 5.1% compared to the last survey. The engagement scores of women (at 82.9%) are higher than those of men (at 79.1%). The engagement score of employees with disabilities is 79.2%, and those of employees who self-identify as members of the LGBTQ+ community is 91.7%.

The overall experience score has increased by 7.9% from the prior year to 75.2%, indicating an increased sense of belonging at the workplace. Employees expressed positive sentiments when it came to factors like zero tolerance for discrimination, increased leadership commitment and accountability towards inclusion, appreciation for different segments of diversity, increased opportunity to work with people from diverse backgrounds, and witnessing an increased level of inclusivity.

Celebrating Diversity

Through organization-wide global campaigns, we observe and celebrate International Women’s Day, Black History Month, International Day of Persons with Disabilities, and Pride month, among others. Supporting campaigns include virtual events, panel discussions, sessions for employees, messages from leaders, employee stories, social engagement internally, and external social media. Other campaigns have addressed sign language, accessibility, neurodiversity, diversity of thought, cultural diversity, mental health, and parenthood.

Recognitions

Bloomberg Gender-Equality Index (GEI): Included for three consecutive years since 2020

Human Rights Campaign Foundation’s 2022 Corporate Equality Index (CEI): Recognized as one of the “Best Places to Work for LGBTQ+ Equality”. While this is the third time Wipro has been included in the index, it is the first where we scored 100.

India Workplace Equality Index (IWEI): Gold Employer for LGBT+ inclusion in 2021, Silver Employer in 2020

Most Inclusive Companies Index (MICI): “Exemplar of Inclusion” for three years in a row by Working Mother & Avtar Most Inclusive Companies Index

Best Companies for Women in India (BCWI): “100 Best Companies for Women in India” for three years in a row by Working Mother & Avtar Best Companies for Women in India (BCWI) list

Recognized as ‘**Disability Confident Committed Employer**’ in the UK – a government certification in the UK for making sustained efforts to strengthen disability inclusion.

Employees Speak



The Enrich Program focuses on the growth of high-potential women leaders and increasing the gender balance in senior leadership roles. I had the pleasure of interacting with one such leader, Pallavi Umrani, through this program. I embraced Pallavi's goal of considering an elevated delivery role. We focussed on increasing awareness of her accomplishments, advocating for her within the organization, and providing honest feedback. The efforts are ongoing, and I am positive that this will provide a major career boost for Pallavi as she takes her career forward within the organization. My interactions with Pallavi have also helped me consider additional ways to grow my talent pipeline.

Angan Guha
CEO – Americas 2 and Member of Executive Board
Sponsor, Enrich Program



The Enrich program really opened the door for me and gave me a platform to have a very open and honest conversation about my career aspirations and career path with business leaders like Angan Guha. Angan helped me have full clarity of thought about my personal and career priorities and, most important, how I should go about balancing them. With sponsorship from Angan, I am already in discussions to take an elevated role through an internal rotation that will increase and expand my exposure to a different business unit and regions, and help me build a wider, stronger network within Wipro.

Pallavi Umrani
Sector Delivery Head
Protégé, Enrich Program



Wipro has given me another chance in life. After a 10-year gap in my career, I had no hope of getting back into the workforce. The Begin Again program is a blessing to me. The past few months have been a great opportunity to learn. My team and manager understand my career break and support me and my growth. I have found a happy and safe place to begin again.

Sumithra Devi
Test Engineer
Begin Again Batch



It was a struggling experience to upskill myself through an in-house training platform. However, through many personal one-on-one interactions and group discussions, Wipro listened and came up with a much-needed feature: Subtitle and live transcription service for all learning courses. Since then, my learning curve has been exponential, and I have become a valuable team member. When it comes to ensuring accessibility in the workplace at all levels, Wipro has shown humility to seek feedback and constantly improve.

Hiren Madan
Practice Manager, Europe
Disability Inclusion



I had a fulfilling experience at work when I got a chance to share my journey as part of the LGBTQ+ community during our virtual Pride celebration. And if an organization can recognize and respect the diversity that exists among its thousands of employees, then I will forever be grateful for the decision I made when I signed my offer at Wipro 13 years ago.

John Vincent Piccio
Service Delivery Lead
LGBTQ+ Inclusion



The Black Alliance group gives Wipro's Black employees a voice and opportunity to help ensure diversity of thought and race and a culture that welcomes and recognizes diversity of all employees.

Sharon McNealy
Head, Black Alliance Employee Resource Group



Diversity and inclusion are the foundation for building a global business in today's economy. Unfortunately, diversity and inclusion are at risk of becoming buzzwords when they should be about empowering people by respecting and appreciating what makes each of us unique. What I have seen at Wipro, from my first interview to working alongside amazing people, is everyone here embraces our differences in age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin. We indeed are #OneWipro."

Robert Bowman
Program Director
Recently joined Wipro





Ambitions Realized.

Together we move forward

We are deeply committed to sustaining our efforts in embedding inclusion and diversity into all that we do. In the year ahead, we will continue our journey to focus on transparency, accountability, and engagement.

We look forward to delivering on our unwavering commitment to build a diverse leadership pipeline; expanding and deepening our collaboration across the business, and engaging colleagues in continuing to discuss the importance of inclusion and diversity for our people, our clients, and our communities around the world.

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and build future-ready, sustainable businesses. With over 240,000 employees and business partners across 66 countries, we deliver on the promise of helping our customers, colleagues, and communities thrive in an ever-changing world.

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