



HEALTH AND SAFETY POLICY

**BE PASSIONATE
ABOUT CLIENT'S
SUCCESS**

**TREAT EACH
PERSON WITH
RESPECT**

**BE GLOBAL AND
RESPONSIBLE**

**UNYIELDING
INTEGRITY IN
EVERYTHING
WE DO**



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1. Preamble

At Wipro, the well-being and safety of our employees is of utmost importance. Well-being refers to a state characterized by physical and mental wellness. We recognize that maintaining a safe and healthy work environment is essential for the well-being and productivity of our workforce. We have developed this Health and Safety Policy to outline our principles, objectives, and commitments in upholding the highest standards of health and safety across all our operations. In alignment with this commitment, we adhere to the ISO 45001 standard, ensuring a systematic approach to occupational health and safety management.

Wipro's health and safety policy has been articulated with the vision that a good policy must serve as a lighthouse showing the right direction and as a catalyst for activating positive change safeguarding of employee health and safety at the workplace.

2. Scope of the Policy

2.1 Primary Stakeholders

This policy applies to all employees, contractors, customers and visitors at our premises. We also extend our commitment to health and safety across our value chain through our partners and suppliers.

2.2 Geographies

All Global centers where we have operational control





3. Statement of Wipro's vision and key goals

Wipro is committed to ensuring the health and safety of all individuals within our premises, including employees, contractors, customers, and visitors. One of Wipro's key goals is to prioritize employee health, well-being and safety at all times by adopting a holistic lifecycle approach that emphasizes employee safety, physical health and mental well-being.

4. Approach

In our commitment to health and safety, we adopt a comprehensive approach that considers the entirety of our operations. We view health and safety not as isolated concerns but as integral components of our organizational ethos. This holistic perspective encompasses both preventive measures to proactively address potential risks and mitigation strategies to effectively manage any incidents that may arise. By integrating health and safety considerations into every aspect of our operations, we aim to create a culture where the well-being of our employees, contractors, customers, and visitors are always prioritized. Through this approach, we strive to foster a safe and healthy work environment that empowers individuals to thrive and contribute to the success of our organization.

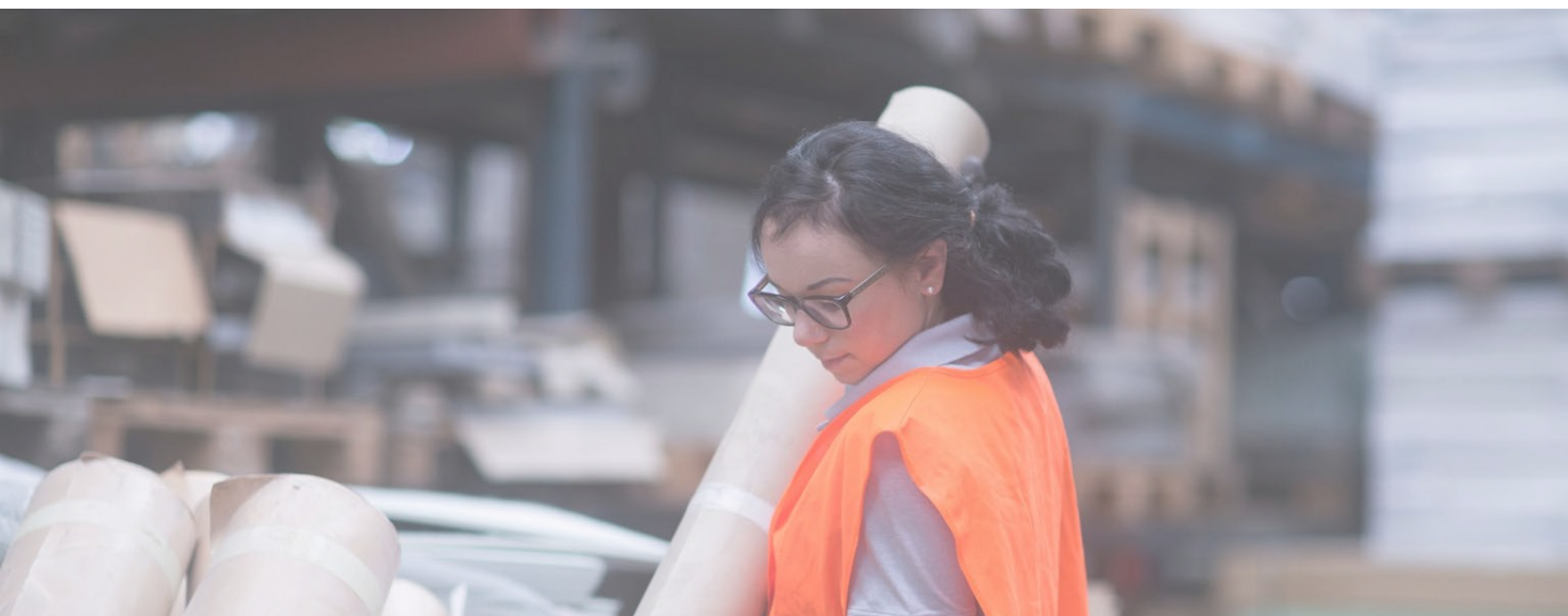
4.1 Material aspects for our business

Our approach is to look at health and safety from a holistic and integrated perspective, covering preventive and mitigation measures as mentioned below:

- At Wipro operated and customer operated locations, occupational health impacts arising from the nature of work environment are key material aspects. Primary among these are ergonomic health impacts, communicable diseases, food safety and commute/business travel safety.
- With respect to our supply chain, identification and control of risks arising out of unsafe occupational environments and work practices are material aspects. These include issues like health & safety impacts arising out of improper/non-usage of protective personal equipment, unsafe handling methods of waste, among others.
- Our holistic approach encourages behaviours through both organization-facilitated forums/programs and individual compensation-benefit structures.
- We maintain ISO 45001-aligned H&S management systems at Wipro-owned premises and collaborate with customers and property owners/managers to ensure alignment at leased or customer-operated locations. Our preventive measures encompass compliance with regulations, awareness initiatives, and forums for consultation and feedback, such as Location H&S councils and employee assistance programs and mitigation measures include post incident response handling and recovery measures.
- We manage health and safety risks to prevent workplace injuries and maintain a safe, healthy environment. We set targets for continuous improvement, encourage

employee feedback, provide specific training, and regularly review our systems and publish verified data on air and water quality, noise pollution, and incidents.

- Wipro's wellbeing strategy focuses on mental wellness, physical health, and community engagement. We support employees with mental health resources, fitness programs, medical coverage, and community involvement. Through confidential counselling, fitness training, and volunteering, we promote holistic well-being in the workplace.
- A significant aspect of our well-being policy is freedom from fear of discrimination and sexual harassment at the workplace. Aligned with this, we have a robust Ombuds policy that provides a platform for all employees, extended workforce, suppliers, customers and partners to raise any concerns with a resolution commitment within 90 days
- Wipro's global leadership assumes responsibility for effective, efficient, and safe operations at Wipro premises worldwide, legal compliance, including health and safety. The global leadership is supported by the location and geography heads who drive health and safety programs, and legal & compliance teams at their respective locations/geographies.
- All employees in their respective capacities as individuals, managers, and functional owners (human resources) are responsible for maintaining and promoting a safe, healthy, and hygienic workplace. Health and Safety aspects are integrated into the corporate governance structure, and the Audit, Risk and Compliance committee oversees this.





5. Outcomes and Impacts

The outcome of our holistic approach to health and safety is evident in several key areas. Workplace safety initiatives result in reduced incidents and injuries, fostering a healthier and more productive workforce. By prioritizing legal compliance on health and safety, we mitigate legal risks and liabilities, safeguarding our reputation and financial stability. Continuous improvement efforts lead to enhanced health and safety standards, ensuring the well-being of our employees and stakeholders. Our goals include at least 12 expert-led sessions covering physical and mental health addressing all our employees. Employee engagement fosters a safety-oriented culture, empowering individuals to take ownership of their health and safety. Transparency and reporting mechanisms build trust and accountability, promoting a culture of openness and responsibility. Our commitment to health and safety extends beyond our organization, positively impacting communities and contributing to sustainable development goals.

6. Governance

6.1 Policy Owner

CEO and Managing Director

6.2 Cadence

Wipro is dedicated to conducting annual reviews of its Health and safety policy to ensure its relevance, effectiveness, and adherence to international standards and best practices. The outcomes of these reviews will be documented, and any essential amendments or enhancements to the policy will be promptly implemented.

6.3 Catalyst

Group Executive Council, Business Leadership and the Board of Directors. These individuals are responsible for creating awareness, understanding, and compliance with the policy throughout the organization, driving cultural change and fostering a commitment to human rights principles at all levels.

7. References Policies

WIPRO's Policies	External/ Internal	Link
1 Code of Business Conduct and Ethics	External	https://www.wipro.com/investors/corporate-governance/policies-and-guidelines/
2 Suppliers Code of Conduct		



8. Approving Authority

Approved by (Name, Designation & Signature)	Srinivas Pallia CEO and Managing Director 
Effective Date:	15 July 2024

