



Wipro selected as a member of Dow Jones Sustainability Index (World) 2020



Wipro has been selected as a member of the global Dow Jones Sustainability World Index (DJSI) – 2020, making this the 11th consecutive year the company has received this distinction. Additionally, Wipro is the only company from India with an unbroken track record reaching back to 2010.

Wipro is one of 10 IT Services companies — and 323 companies across all sectors — that was chosen to be part of the DJSI (World) constituents for the 2020-21 year. Additionally, it is one of only two IT Services companies to be included in the DJSI (Emerging Markets).

According to S&P Global, the nature of corporate value creation is changing at an incredibly fast pace, as social responsibility continues to gain attention as a critical factor for longer-term business success. Companies participating in the Corporate Sustainability Assessment (CSA) have long understood this trend as well as the importance of considering the Environment, Social, and Governance (ESG) criteria in their business strategies.

By reporting key sustainability metrics and benchmarking their performance on a range of industry-specific issues, companies participating in the CSA have demonstrated dedication to the highest standards of ESG reporting and action planning.

The DJSI combines S&P DJI's transparent rules-based index methodology with robust data from SAM's Corporate Sustainability Assessment (CSA), an annual evaluation of companies' sustainability practices. Each year, SAM evaluates more than 7,300 companies around the world. Furthermore, 2020 saw a record 19% increase in the number of companies actively completing the CSA, which consists of a rigorous questionnaire assessing both public and non-public data submitted by participants. In all, 3,429 of the largest companies globally were invited to participate based on DJSI eligibility criteria this year, and CSA participants represented 33% of the global market cap (1,386 companies). For the index, DJSI assessed 80% of the global market cap (all invited companies).



Sustainability involves much more than programs at Wipro – it encompasses a core responsibility to which we have committed ourselves because of the values we hold, and it is infused throughout our company culture in how we make decisions and run our businesses.



The following note explains what sustainability means to us as well as some of the important practices that we follow across the organization that demonstrate our commitment to sustainability.

Sustainability at Wipro — Responsibility Driven by Values

At Wipro, we believe that it's critical to engage with the social and ecological challenges that face humanity. It's our conviction that our engagement with social issues must be deep, meaningful, and formed on the bedrock of long-term commitment. This mindset is reinforced by the fact that such an approach serves both enlightened business interests and the social good. We run our sustainability programs on a strong foundation of ethical principles, good governance, and sound management. These principles are embedded in our values, policies, and processes across our value chain.

Over the years, we have provided a wide range of voluntary disclosures, including the S&P Global Corporate Sustainability Assessment — more popularly known as the Dow Jones Sustainability Index (DJSI) — as well as the Carbon Disclosure Project (CDP), the Vigeo Eiris Emerging 100 Index, and the FTSE4Good Index, among others. Our sustainability approach is based on the "Spirit of Wipro" — our foundational values that emphasize being passionate about clients' success, treating each person with respect, being global and responsible, and having unyielding integrity in every aspect of the work that we do. More than organizational value creation, sustainability is a responsibility to which we have committed ourselves because of the values we hold. The concept of business responsibility has evolved rapidly over the last two decades, encompassing foundational ideas like the Triple Bottom Line; Principles of Responsible Investment (PRI); and Environment, Social and Governance (ESG)-based investment approaches. Wipro was an early adopter of sustainability and ESG principles. We started a formal program in 2007, and our first sustainability report was published for 2007-08.

Here's an overview of our approach and key milestones in Environmental Sustainability, Sustainability at the Workplace, Governance, and ESG Disclosures:

Environmental Sustainability

- **Climate Change:** We have set clear and ambitious goals regarding our Carbon Footprint reduction in alignment with the global Science Based Targets (SBTs); the SBTs are based on the scientific consensus to keep our world's average temperature rise within 1.5 deg C. Our climate goals extend to 2050 with a commitment of net zero emissions by that year.
- We are one of the nine global companies that have recently come together to form the "Transform to Net Zero" alliance. Convened by Microsoft, the alliance will collaborate on its overarching commitment to achieving net-zero carbon emissions by 2050.
- We have 18 buildings across our campuses that are aligned with LEED standards in combination with other initiatives that include green ICT infrastructure, retrofits of our existing cooling systems, and a global energy command center, helping us save 87 million units of electricity over the past 5 years.
- Nearly 40% of our electricity consumption in India is from renewable energy sources (RE). Our EE+RE programs have collectively helped prevent close to half a million tons of carbon emissions over the past five years.
- We are one of the few companies to perform a detailed micro-assessment of climate risks for 10 cities in India and 7 countries where we have a significant operational presence. We are in the process of developing this initiative into a formal enterprise risk management framework.



- We are one of the early signatories for the EV-100 program with a commitment to a 100% electric transport fleet by 2030. Last year, we clocked 3.4 million KM over 63,000 trips with an effective saving of 850 tons of carbon emissions.
 - Our 'Responsible Water' program has a two-pronged approach of (i) continuously improving the efficiency of freshwater use in our operations and (ii) addressing water scarcity at a larger systemic level in areas near our facilities. Over the last 5 years, our water efficiency programs have resulted in savings of nearly 650 million liters. 41% of our water needs are met through recycled water, helping avoid the consumption of 1,100 million liters annually.
- Sustainability at the Workplace**
- Inclusion is a central operating principle for us covering gender, persons with disability, nationalities, the LGBTQ+ community, underprivileged communities, and our contract workforce.
 - Our workforce consists of 35% women and people from 132 nationalities. Our gender program adopts a lifecycle approach that focuses on supporting women at critical life stages (e.g. maternity cycle) so that they can effectively balance their career alongside roles at home.
 - We have a holistically designed program on "Persons with Disability" (PwDs) encompassing accessible infrastructure and systems, appropriately designed policies, and focused mentoring. We have close to 580 PwDs in our workforce today.
- A culture of continuous learning and empowerment: One of our flagship programs helps science graduates combine formal learning with work internships. Started in 1994, the WASE program, along with WISTA and WIMS, is run in collaboration with leading technology institutes like BITS Pilani and VIT, Vellore. Since its inception, more than 34,000 recent graduates have completed our internship program, of which around 25,000 also graduated with a Masters Degree in Computer Science.
 - A very significant element of our learning program involves capacity building for emerging digital skills. More than 150,000 employees are trained on leading-edge digital technologies. 61,000 of our employees are members of our acquired entity Topcoder, one of the world's largest social learning and crowdsourcing platforms.
 - Health, safety, and wellness have always been top priorities for us. We have a lifecycle approach that emphasizes the preventive and curative aspects of both physical and mental health. All employees have access to comprehensive health insurance, backed by a wide network of hospitals. Furthermore, to help employees navigate the current COVID-19 situation, we have established a 24/7 helpdesk that provides assistance and counseling on COVID-19 testing, quarantine, and hospitalization.
 - We were an early mover on formally incorporating Human Rights in the workplace and supply chain into our policies and processes, aligned with the UN Universal Declaration of Human Rights.



Governance

- Strong board governance, robust controllership, and compliance with the law in letter and spirit are key elements of our governance approach.
- Other critical elements include a framework of Enterprise Risk Management that focuses on business continuity, cybersecurity, and data privacy.
- We were an early adopter of a transparent ombuds process that provides employees, customers, and suppliers with the assurance of an entirely fair process in grievance handling on a wide range of matters that includes PoSH, anti-corruption, and bribery.

Our ESG Disclosures

- We have a strong legacy of robust and transparent disclosures. Our annual reports are based on the Integrated Reporting framework of multiple capitals that articulate our value to multiple stakeholders (i.e., our customers, investors, employees, suppliers, and communities).

- In addition, we publish a detailed annual sustainability report based on the Global Reporting Initiative (GRI) principles.
- We are one of the few companies in the world to perform a rigorous valuation of our environmental impact in monetary terms. Also called the Environmental Profit & Loss (EP&L), we have been publishing our EP&L in the annual reports for the past 4 years.

Our approach to ESG Disclosures acknowledges that they are not ends in themselves or exercises in reporting. Instead, they act as catalysts for continuous self-assessment and improvement. They serve as mirrors for external and internal reflection that can significantly accelerate the adoption of good sustainability practices. A recent example of this is the detailed city-level climate risk analysis we completed — an outcome of the analysis of one of our disclosures 3 years ago.



Wipro Limited
Doddakannelli,
Sarjapur Road,
Bangalore-560 035,

Tel: +91 (80) 2844 0011
Fax: +91 (80) 2844 0256
wipro.com

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading global information technology, consulting and business process services company. We harness the power of cognitive computing, hyper-automation, robotics, cloud, analytics and emerging technologies to help our clients adapt to the digital world and make them successful. A company recognized globally for its comprehensive portfolio of services,

strong commitment to sustainability and good corporate citizenship, we have over 180,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

For more information,
please write to us at info@wipro.com