Sustainability at Wipro

July 2020

World Economic Forum Global Risks 2020

Top 10 risks in terms of **Likelihood**

1. Extreme weather
2. Climate action failure
3. Natural disaster
4. Biodiversity Loss
5. Human-made environmental disaster
6. Data fraud or theft
7. Cyberattacks
8. Water crisis
9. Global governance failure
10. Asset bubble

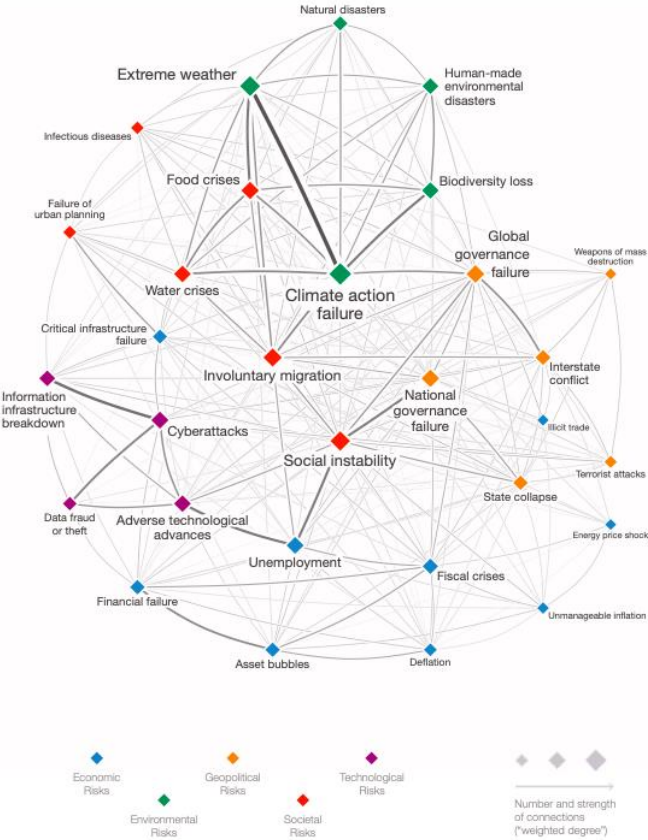## Top 10 risks in terms of **Impact**

1. Climate action failure
2. Weapons of mass destruction
3. Biodiversity Loss
4. Extreme weather
5. Water crisis
6. Information infrastructure breakdown
7. Natural disaster
8. Cyberattacks
9. Human-made environmental disaster
10. Infectious diseases

Categories

- Economic
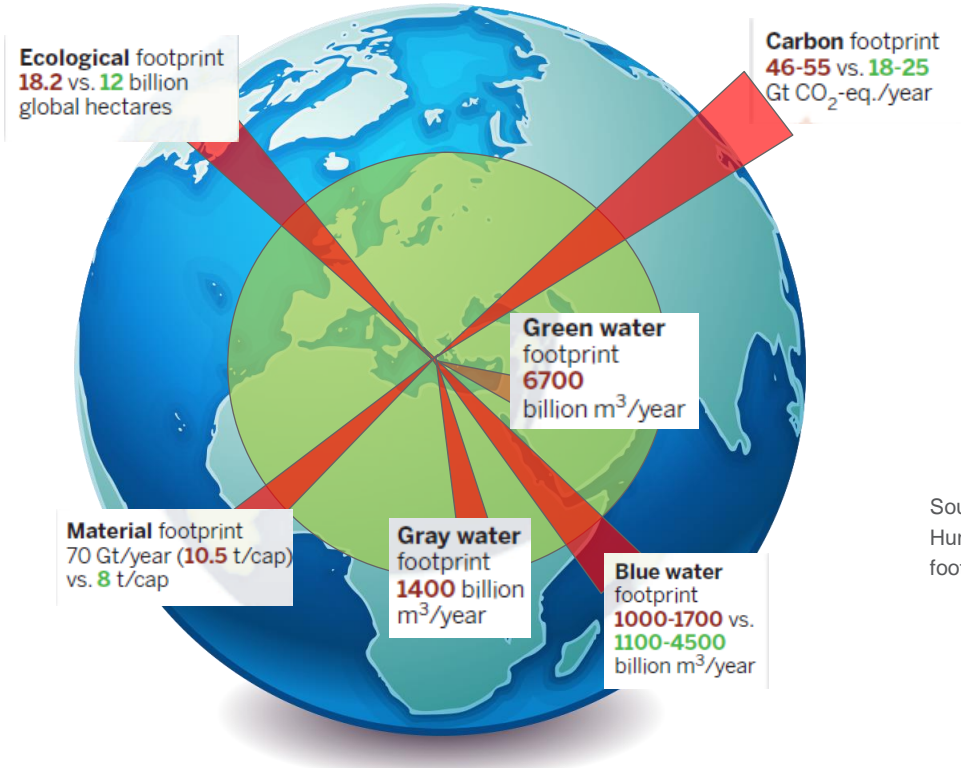- Environmental
- Geopolitical
- Society
- Technological

The interconnected nexus

The unsustainable footprint of humanity

Ecological footprint
18.2 vs. **12** billion
global hectares

Carbon footprint
46-55 vs. **18-25**
Gt CO_2-eq./year

Green water
footprint
6700
billion m^3/year

Material footprint
70 Gt/year (**10.5** t/cap)
vs. **8** t/cap

Gray water
footprint
1400 billion
m^3/year

Blue water
footprint
1000-1700 vs.
1100-4500
billion m^3/year
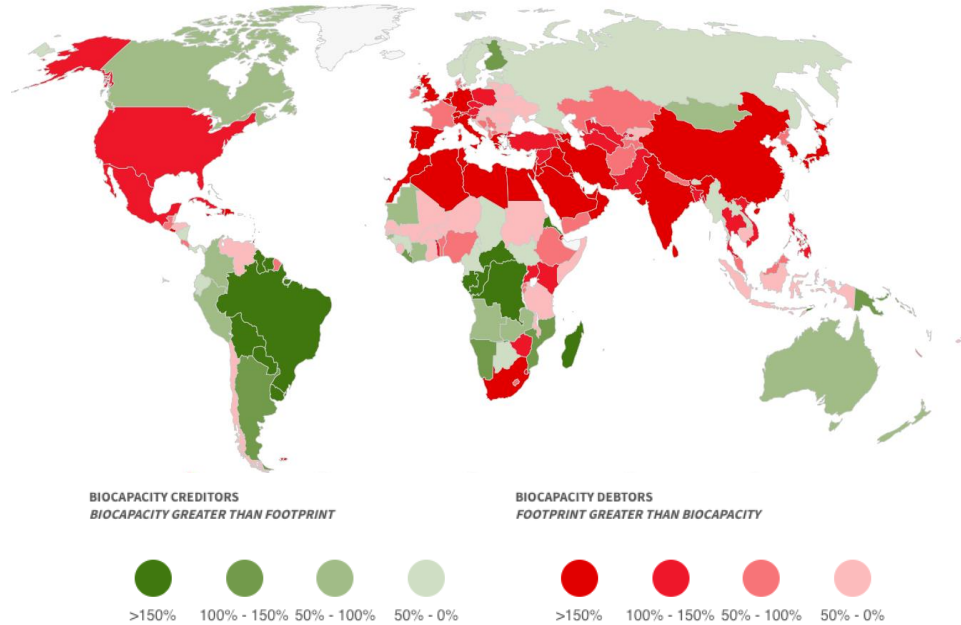
Source: Hoekstra and Wiedmann (2014)
Humanity's unsustainable environmental
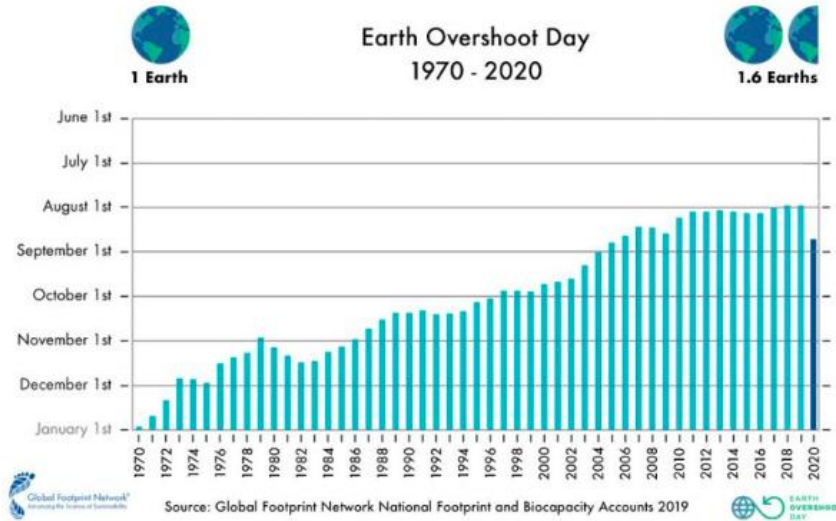footprint, Science

Relationship between Nature and Humans

An ecological deficit occurs when the Ecological Footprint of a population exceeds the biocapacity of the area available to that population.

BIOCAPACITY CREDITORS
BIOCAPACITY GREATER THAN FOOTPRINT

>150%   100% - 150%   50% - 100%   50% - 0%

BIOCAPACITY DEBTORS
FOOTPRINT GREATER THAN BIOCAPACITY

>150%   100% - 150%   50% - 100%   50% - 0%

Source: Global Footprint Network

Relationship between Nature and Humans

Earth Overshoot Day
1970 - 2020

1 Earth

1.6 Earths

Source: Global Footprint Network National Footprint and Biocapacity Accounts 2019

Source: Global Footprint Network

Earth Overshoot Day marks the date when humanity has used all the biological resources that Earth can renew during the entire year. Humanity currently uses 60% more than what can be renewed – or as much as if we lived on 1.6 planet.
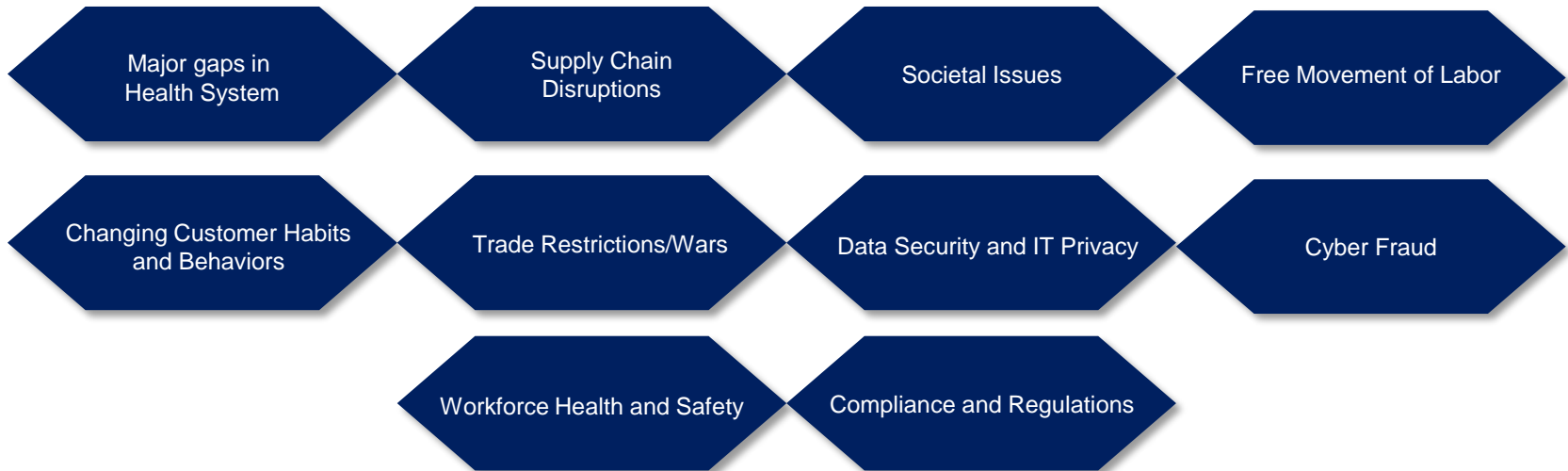
Relationship between Nature and Humans
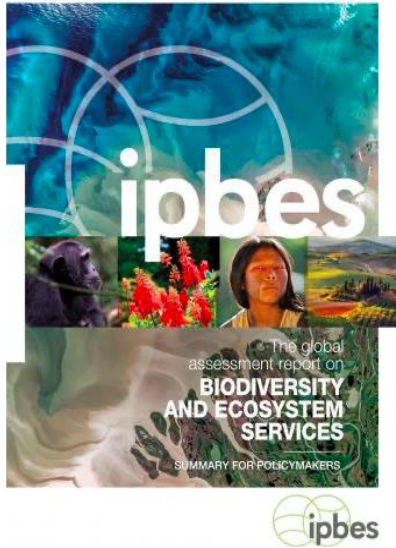
Recent assessment carried by IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services) finds that human activities have severely damaged nature and its ability to provide the food, water, energy and material resources required for human life.

The Assessment calls for immediate action to transform the relationships between humans and nature to prevent severe consequences and safeguard our ability to achieve the SDGs.

Source: Global Assessment Report on Biodiversity and Ecosystem Services

Public Health Crisis – COVID-19 Pandemic

- In January 2020, the World Health Organization (the "WHO") declared COVID-19 a Public Health Emergency of International Concern. On February 28, 2020, the WHO raised its assessment of the COVID-19 threat from high to very high at a global level due to the continued increase in the number of cases and affected countries, and on March 11, 2020, the WHO characterized COVID-19 as a pandemic.

- COVID-19 adversely impacted several industries and resulted into issuance of regulatory notifications from 100+ countries to deal with ongoing socio-economic and health crisis. The following are the risks exacerbated because of Covid19 pandemic.

Major gaps in Health System	Supply Chain Disruptions	Societal Issues	Free Movement of Labor
Changing Customer Habits and Behaviors	Trade Restrictions/Wars	Data Security and IT Privacy	Cyber Fraud
	Workforce Health and Safety	Compliance and Regulations	

Major challenges ahead

Climate Change

A warming world that doesn't seem to be slowing

Food security

"In the next 40 years we need to produce as much food as we produced in the past 8,000 years" WWF

Poverty and Inequality

Rising inequality in most parts of the world and its implications for social and economic stability

Global Public Health Crisis

Increase in outbreak of disease in future and increase stress on health systems leading to public health emergency

Water stress

41% rise in water demand projected between 2010 and 2030

An urban world

Cities experiencing rapid urbanization and economic growth struggle to keep up with the housing needs, safely managed sanitation services, energy demand, effects of climate change like urban flooding.

Does it have be like this ?

Sustainability and Wipro

Wipro's view of good citizenship

When we started a decade back, this is what we told ourselves:

Corporations are socio-economic citizens.

As such their objectives have to be congruent with society's goals.
Today, they wield significant capacity to influence social issues, i.e. a 'power to do good'

This 'power to do good' is a responsibility. Wipro believes this must manifest in a thoughtful & deliberate set of initiatives, not in charity.
These must reflect the same level of rigor & strategic thinking as in business initiatives.

Wipro believes it can make a lasting impact to create a just, equitable and humane society. This is reason enough to act.

Wipro has chosen to focus on Education, Ecology & Community Care, in its journey towards being a Responsible Global Corporation.

Wipro's sustainability pillars

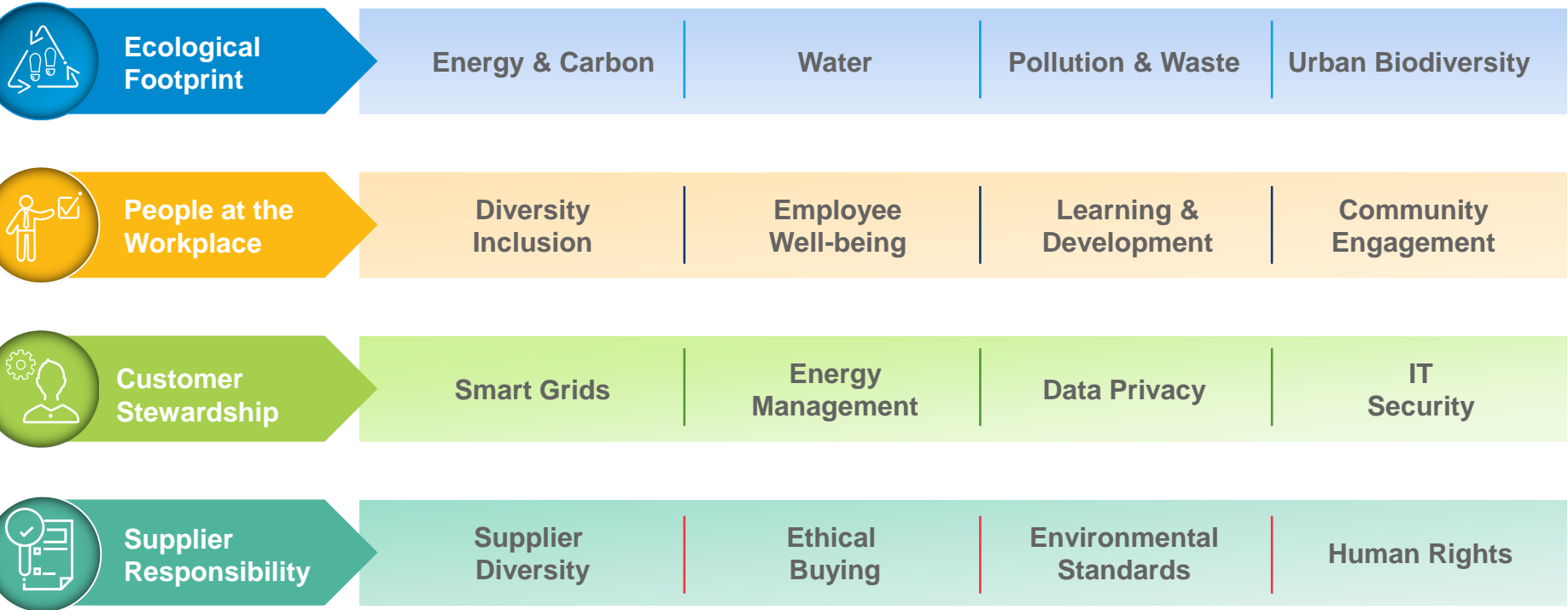|			
Ecological Footprint of Operations	**People at the workplace**	**Product & Customer Stewardship**	**Supplier Responsibility**
Systemic Social Issues (Ecology & Education)	**Community Engagement**	**Disclosures as a transformative catalyst**	**Advocacy**

The Foundation

Values
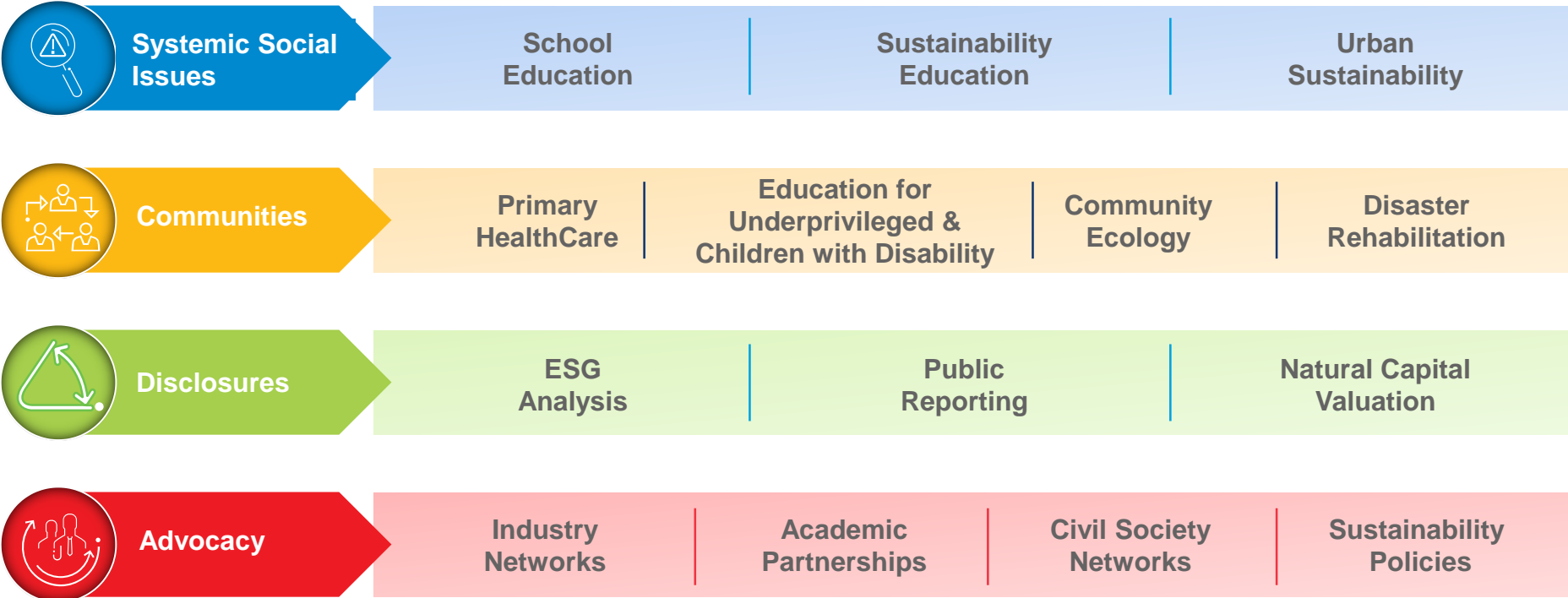Spirit of Wipro

Governance
Board
Codes of Conduct
Risk Management

Transparency
Public Disclosures
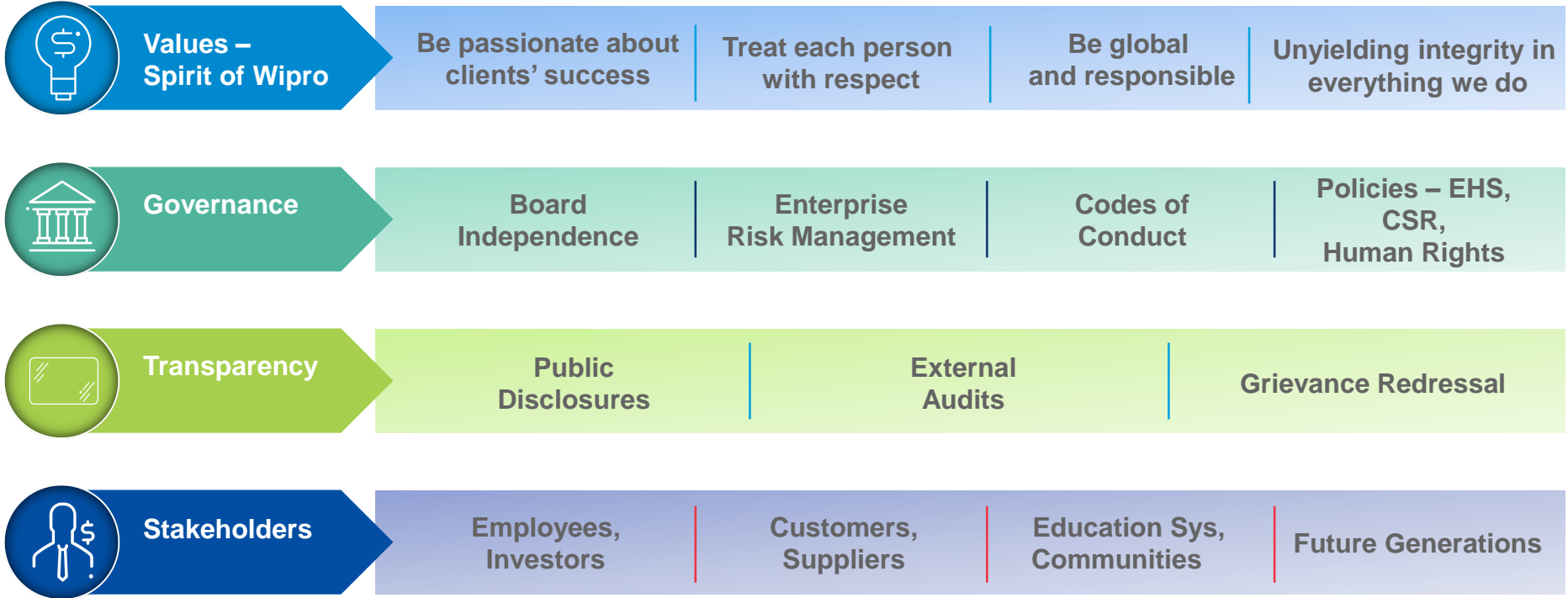Redressal and
Feedback forums

Stakeholder Inclusiveness

Thirty Dimensions……..(ii)

Ecological Footprint	Energy & Carbon	Water	Pollution & Waste	Urban Biodiversity
People at the Workplace	Diversity Inclusion	Employee Well-being	Learning & Development	Community Engagement
Customer Stewardship	Smart Grids	Energy Management	Data Privacy	IT Security
Supplier Responsibility	Supplier Diversity	Ethical Buying	Environmental Standards	Human Rights

Thirty Dimensions……..(ii)

Systemic Social Issues	School Education	Sustainability Education	Urban Sustainability	
Communities	Primary HealthCare	Education for Underprivileged & Children with Disability	Community Ecology	Disaster Rehabilitation
Disclosures	ESG Analysis	Public Reporting	Natural Capital Valuation	
Advocacy	Industry Networks	Academic Partnerships	Civil Society Networks	Sustainability Policies

Fourteen foundational elements

Values – Spirit of Wipro	Be passionate about clients' success	Treat each person with respect	Be global and responsible	Unyielding integrity in everything we do
Governance	Board Independence	Enterprise Risk Management	Codes of Conduct	Policies – EHS, CSR, Human Rights
Transparency	Public Disclosures	External Audits		Grievance Redressal
Stakeholders	Employees, Investors	Customers, Suppliers	Education Sys, Communities	Future Generations

Eight governing principles

Sustainability is every one's job

Rigor in goal setting

The power of partnering

Expanded time horizons and scenario planning

Within and outside our boundary

No "cheque book philanthropy"

Transparency as catalyst for self transformation

Focus on Institutional Capacity

Our philosophical approach

Impact ahead of scale

- Corollary: Play according to one's energies …..by design, business does not have competencies in the public space….therefore, must partner and complement

Depth, not breadth : Ecology, Education, Communities

Not everything that counts can be counted……don't get fixated on measures

Prioritize the long term

The spirit matters more than the letter: be led by passion and interest, not by laws and rules

The sustainability responsibility matrix

	Planning & Reviewing	Execution / Implementation	Internal Evangelizing	External advocacy
Board of Directors	☑			
Group Executive Council	☑		☑	☑
Business Leadership	☑		☑	☑
Facilities Management Group	☑	☑		
Infrastructure Creation Group	☑	☑		
Ecoeye-Sustainability office	☑		☑	☑
Employee Chapters			☒	
Human Resources	☑		☑	☑
Finance	☑			
Corporate affairs, Brand & Communication			☑	☑
Risk Office	☒		☒	

Illustrative Examples

Case in point (i): Setting rigorous goals

Energy and GHG

- To reduce our GHG emissions to 98 Kg per sq. mt of CO2 eq. by 2022 from a baseline metric of 117 Kg per sq. mt of CO2 eq. in 2016-17
- Emissions reduction of 14% in absolute Scope 1 and 2 GHG emissions.

Water

- To improve water efficiency (fresh water use per employee) by 5% year on year.
- Reduce absolute water consumption in existing campuses by 20% between FY 2016 and FY 2021

Waste Management

- Ensure that not more than 5% of the total waste (by weight) generated by our internal operations reaches landfills. Sub-goals of continuing with 100% in-house handling of organic waste and complete recycling of inorganic waste.

Biodiversity

- To convert five of our existing campuses to biodiversity zones
- All new campuses to incorporate biodiversity principles into their design

Reducing our ecological impact

35% of our India offices electricity is from renewable sources

18 Green Buildings. 206 million units of Energy savings over last 10 years.
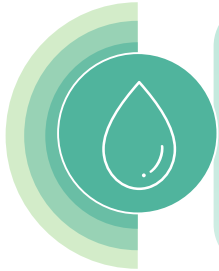
41% of our water is recycled avoiding 9,775 Mn liters over last 10 years.

574,110 tons of GHG emissions avoided over last 10 years

3 campus biodiversity projects completed- Butterfly and wetland park in Bengaluru with 106 species of plants and multispecies garden in Pune campus with 300+ native species

Only 3% of our solid waste is sent to landfill (excluding C&D)

A sustainable, empowering workplace

Inclusion and Diversity

- 35% Women
- Workforce comprising 132 nationalities
- 578 employees with disabilities as on March 31, 2020
- Our WoW (Women of Wipro) Mom program aims to support employees returning from maternity break as they transition back to work
- We have 10 in-house Day Care Centers and tie-ups with vendors across locations in India, giving employees the choice to opt for a day care near their homes.
- Our strategic framework CREATE (Career, Recruit, Engage, Accessibility, Train and Enable) encompasses the key aspects of disability inclusion. Over 36 applications and in-house courses are accessibility compliant.

The Voice of the Employee

Wipro's employee assistance and counselling program in India completes 17 years — **Mitr**

Introduced Employee Insights, a platform to seek real-time, continuous and targeted feedback from employees. — **Employee Insights**

Employees, Contractors and service providers attended trainings on Health & Safety. 100,000+ of employees in India covered under OHSAS — **100,000+ Employees**

Sustain use of Yammer as the enterprise social networking platform over 130,000 users with 10,000 groups. — **Yammer**

Product and Customer Stewardship

Customer Stewardship

Green IT Infrastructure

- Cloud Service Offerings (BoundaryLess Enterprise Solutions, Data Discovery Platform, Cloud Studio, HOLMES)
- Desktop Virtualization (Assessment and discovery, Profiling services, support services, migration services

Healthcare Solutions

- SMARTANCE offers end-to-end ICSR Case Processing including quality review, medical review and regulatory submissions
- Collaborative Care Platform provides patients with better control over their treatment and improves healthcare outcomes
- Scientific Hub - Molecule 360 Predictive Analytics platform provide real-time analysis of molecule and genome data

IT for green solutions

- **Utilities -** Solutions Electricity and Gas Utilities are Energy Trading & Risk Management, Environment Health & Safety, Renewables, Smart Metering & Smart Grid .Solutions for Water Utilities are Energy Optimization & Recovery, Safewater CRM & billing
- **EcoMeter** offerings to Automotive sector to improve fuel efficiencies and reduce emissions.
- **Aircraft fleet and Cargo Management solutions** offered in Transportation sector

Enabling/Managing Remote Workforce

- Topcoder offerings – Enterprise crowdsourcing, Talent as a service, Workforce Transformation
- Digital Workplace (LiVE Workspace™)
- VirtuaDesk™ VDI Solution

Supplier sustainability

Supplier sustainability

Ethical

- Wipro expects its suppliers to adhere to Wipro Code of Business Conduct and Sprit of Wipro

- We conduct Social Compliance Program for manpower services providers

Ecological

- Our IT hardware procurement guidelines are in accordance with the EPEAT standard from Green Electronic Council

- We use Managed Print Services for higher operational efficiency and reduction in resource consumption

Responsible

- Wipro expects its suppliers to adhere to principles of human rights, employee welfare, health and safety, minimum wages and maximum working hours.

Diversity

- Wipro is an Equal Opportunity employer and advocates the same through its supply chain by encouraging supplier diversity

- We have 25.6% gender diversity ratio for suppliers staff deployed at our facilities

Water Efficiency: A good story, but not the whole story

Liters Per Employee Per Month

Year	Value
2014-15	1360
2015-16	1232
2016-17	1119
2017-18	991
2018-19	951
2019-20	930
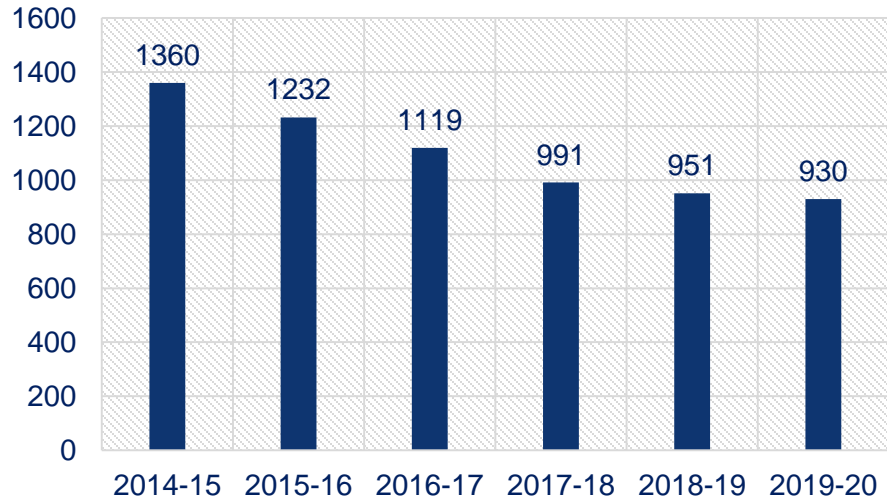
2.2% improvement in water efficiency (amount of water recycles as percentage of freshwater extracted) from previous year.

41% recycling at an aggregate level; 1,118 million litres of water recycled in 27 of our major locations in FY 2019-20

Our water recycling initiatives have cumulatively saved 5,189 million liters of water over a 5 year period.

Case in point (ii): Water across boundaries

Responsible Water: Evolve a framework for assessing and managing ground water risks in Sarjapura, Bangalore – through a combination of hydrological aquifer mapping, citizen centric data monitoring and collective governance
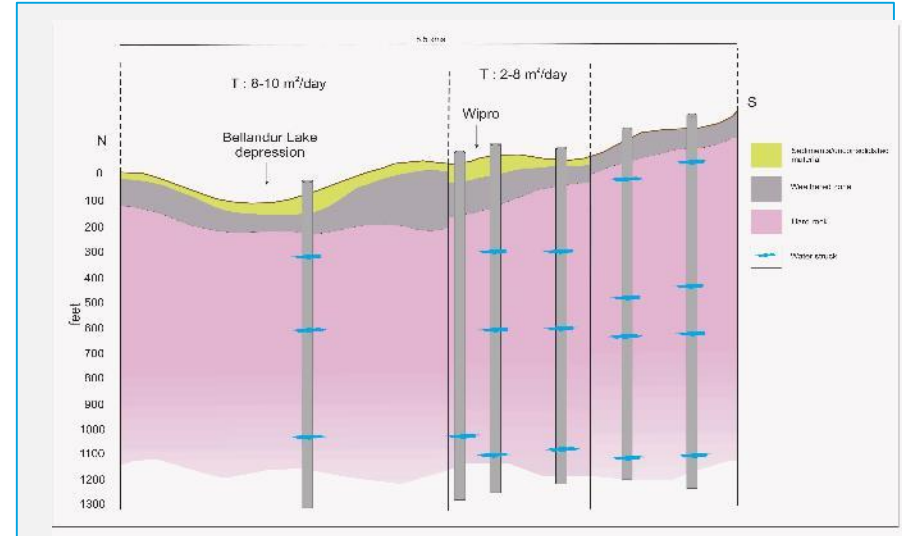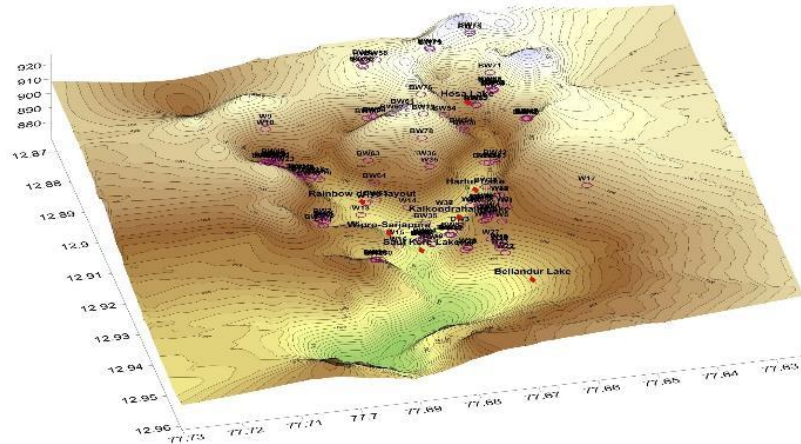
Case in point (iii): Value and capital does not have to be always economic

Campus Biodiversity: 3 campus biodiversity projects completed - Butterfly and wetland park in Bengaluru with 106 plant species across nine thematic areas and multispecies garden in Pune campus with 300+ native species

Wetland Zone at Wipro campus- Bengaluru

Case in point (iv): Transparent accounting of natural capital impacts

Natural Capital Accounting:

- We are one of the few companies in the world to complete a comprehensive valuation of our extended environmental footprint – GHG Emissions, Water Consumption, Water & Land Pollution, Waste Generation, Air Pollution and Land Use Change . The plan is to integrate this with our mainstream financial reporting

Our consolidated EP&L for 2018-19

Environmental Indicator	Valuation (USD million)	% Contribution
GHG Emissions	62	20%
Air Pollution	210	67%
Water Consumption	7.7	2%
Water & Land Pollution	3	1%
Land use Change	27	9%
Waste Generation	1.9	1%
Total	**310**	**100%**

Wipro's environmental externality on a normalized basis

Bar chart:
- Profit: 23.90%
- Revenue: 3.60%

Legend: Profit, Revenue
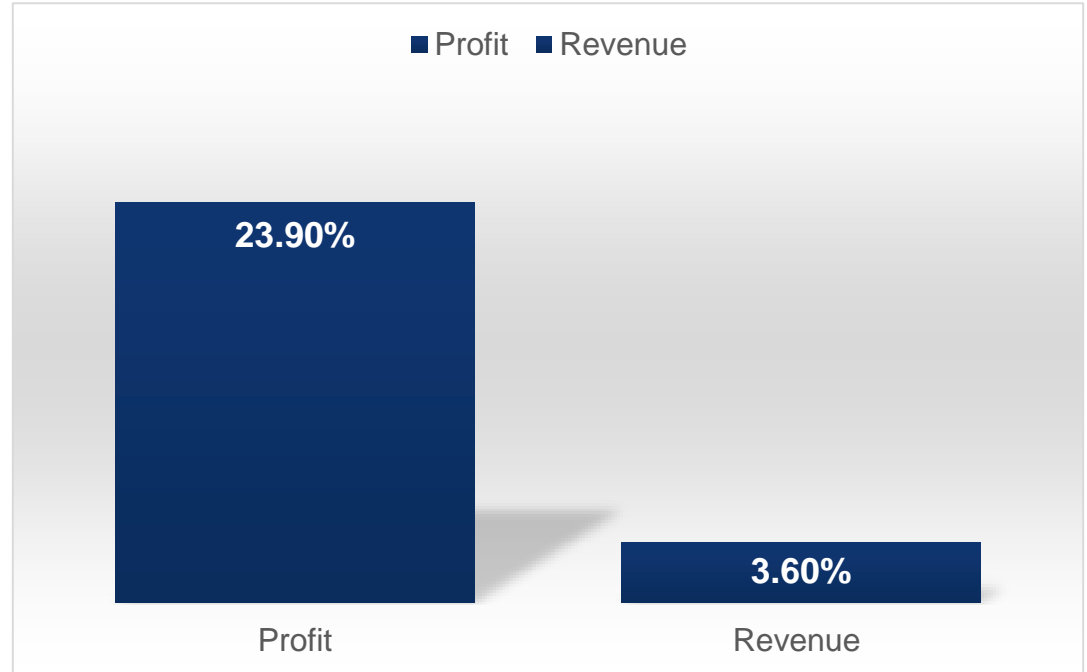
Transparency in disclosures leads to a virtuous cycle of self-transformation

Disclosures as catalysts

Passionate about Transparency in Disclosures

- 13 editions of sustainability report have been published based on GRI Standard and is independently assured by third party.
- We have released our fifth Integrated Report based on Integrated Reporting framework by IIRC and aligned with Task Force on Climate Related Financial Disclosure, Sustainability Accounting Standard Board, UNGC.
- For past 10 years we have been participating in leading investor led programs: Dow Jones Sustainability Index (DJSI) and Carbon Disclosure Project (CDP).
- We participate in various other investor led disclosures like FTSE Russel ESG, MSCI ESG and Euronext Vigeo Emerging Market Sustainability Index, supplier engagement platform Ecovadis, .
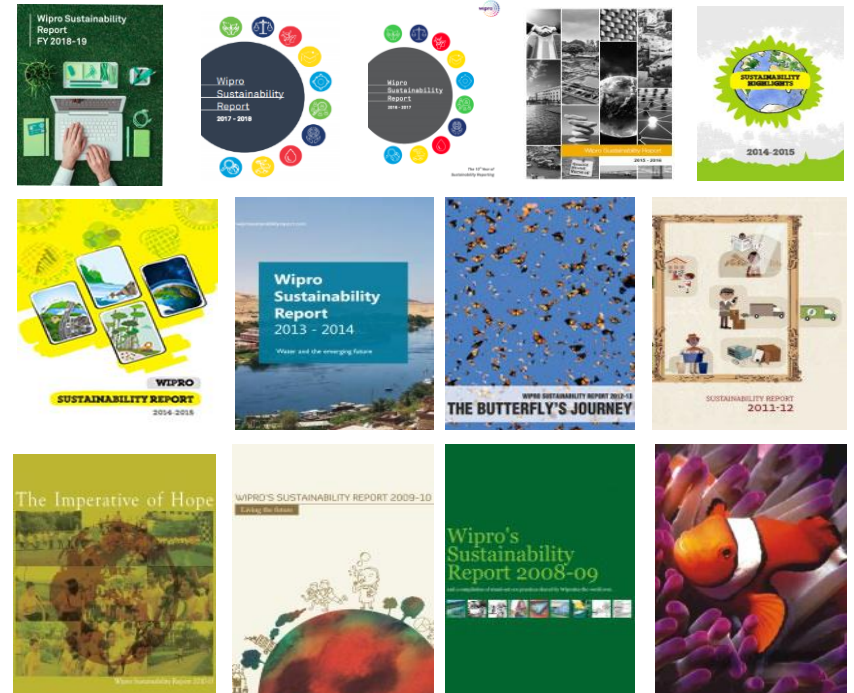
Our social programs

COVID-19 Response

On April 1, 2020,
Azim Premji Foundation and **Wipro** committed a sum of **Rs 1,125 crore** to contribute towards a nation-wide response to the challenges posed by COVID-19.

7.8 million
No. of people who received food, dry rations and personal hygiene kits

270 million
Total no. of meals distributed

200000
Total no. of PPE kits and N95 masks distributed

3.4 million
No. of people being helped *for livelihood regeneration*

500
Total no. of partners involved in delivering humanitarian and healthcare aid

29 States, 1 UT, 479 Districts
Total no. of states/districts reached through our humanitarian and health care efforts

COVID-19 integrated response data as of June 2020

Our Response to Covid-19 Pandemic

Facilitating cooked meals using Wipro Kitchens

Wipro's IT campus in Pune converted into a COVID-19 hospital

https://issuu.com/wiprofoundation/
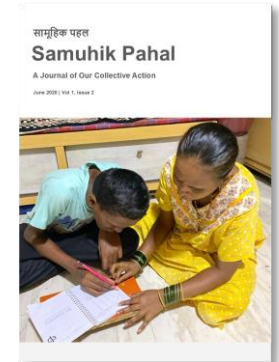
Our CSR domains and geographies

Education
- School Education
- Education for Children with Disabilities
- Education for the underprivileged
- Science Education Fellowship
- Sustainability Education
- TalentNext
- Technology education

Community Care
- Primary Health Care
- Disaster Rehabilitation
- Community Ecology

Ecology
- Energy & Carbon
- Water
- Pollution & Waste Management
- Biodiversity
- Urban Resilience

India

USA

S. Africa

LatAm, Europe, Asia-Pac

At work with our communities

Healthcare projects

9

Community Ecology projects

2

Disaster Rehabilitation projects

6

Highlights: Community Care

Healthcare outreach to nearly 122,000 people through 9 projects across five states.

Restored livelihoods of more than 8,000 people affected by natural disasters (cyclones & floods) through 6 rehabilitation programs across four states

Urban solid waste management project in Bengaluru and Mysuru provides social, nutritional and health security to more than 12,000 workers in the informal sector. Agro-forestry project in rural Tamil Nadu helped 100 farmers in integrated farming by planting 40,000 trees and benefited 400 farmers through seed distribution and training programs

A snapshot of our work in education

School Education - India	
Systemic Reforms in School Education Over the last 19 years, our work has spanned 198 projects across 29 states	**Education for underprivileged children** Direct impact on more than 42,000 children from disadvantage sections
Sustainability Education Cumulative outreach to 55,000 students and 8800 educators in 12000+ schools and colleges	**Education for Children with Disabilities** Support for education of nearly 7,200 children with disability across six states

A snapshot of our work in education

School Education – USA & UK
Teacher capacity building in Science and Math Wipro Science Education Fellowship Program running in partnership with 7 universities is working with 500 teachers across 35 school districts in 7 states across the USA Developed UK's first Master's program in STEM education in partnership with King's College, London. The first batch which includes 15 in-service teachers on Wipro Fellowship, as well as 2 international students are progressing as per plan 'Wipro Teacher Fellowship' and 'Wipro Teacher Mentor' programs is running in partnership with Sheffield Hallam University (SHU UK) to provide rigorous continuous professional development to STEM teachers. SHU had recruited 35 new STEM teachers and teacher mentors in Q2

A snapshot of our work in education

College Education - India

Improvements in Engineering Education (TalentNext):

Trained 25,000 students and 49 faculty in digital technologies through our program TalentNext till date.

Support for post-graduate program in technology for science graduates (WASE, WISTA, WIMS):

Supported 33,000 students to pursue higher education in engineering cumulatively.

Access to education
for those at the urban fringe

Empowering Children with Disabilities

Our partner network for school reforms
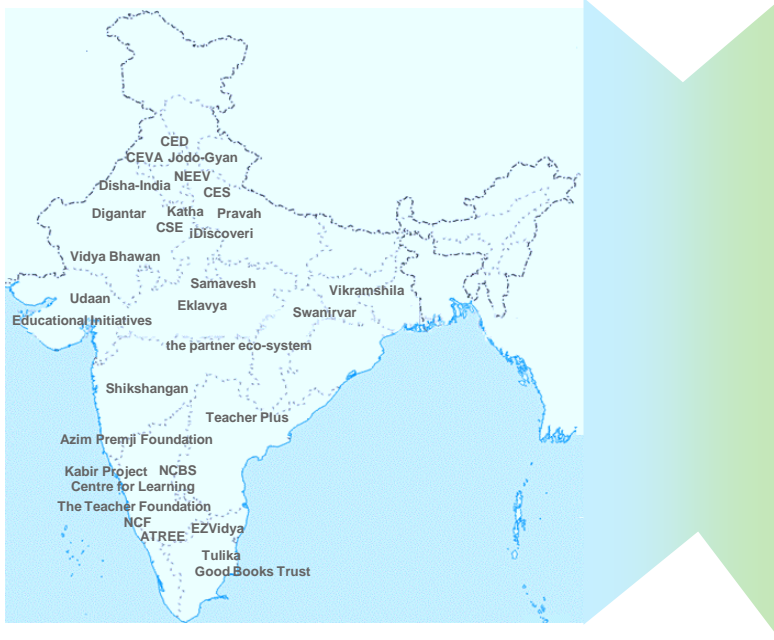
- Over the past 19 years, we have worked to contribute to systemic reform in school education in India, through Wipro Applying Thought in Schools (WATIS).
- Our work has spanned 198 educational projects spanned through 132 organizations across 29 states.
- In FY 2019-20, 24 Fellows from 13 organizations were added during the year taking the total number of 'Fellows' to about 97.
- We have supported 88 new organizations in thematic areas like social science, science and maths, co-curricular, school transformation and primary education.

Wipro earthian

> " Wipro earthian is India's largest sustainability education program for schools and colleges. It is designed to act as a catalyst for fostering excellence in sustainability thinking and action amongst youth. "

Impact Created

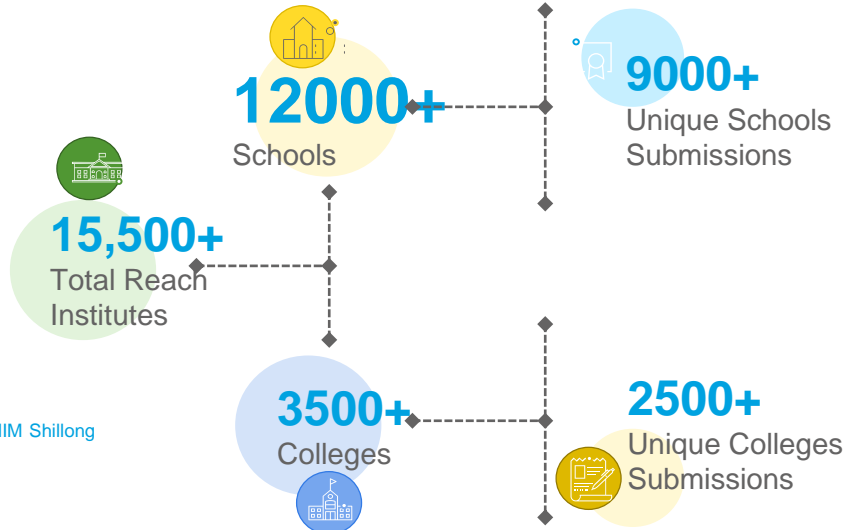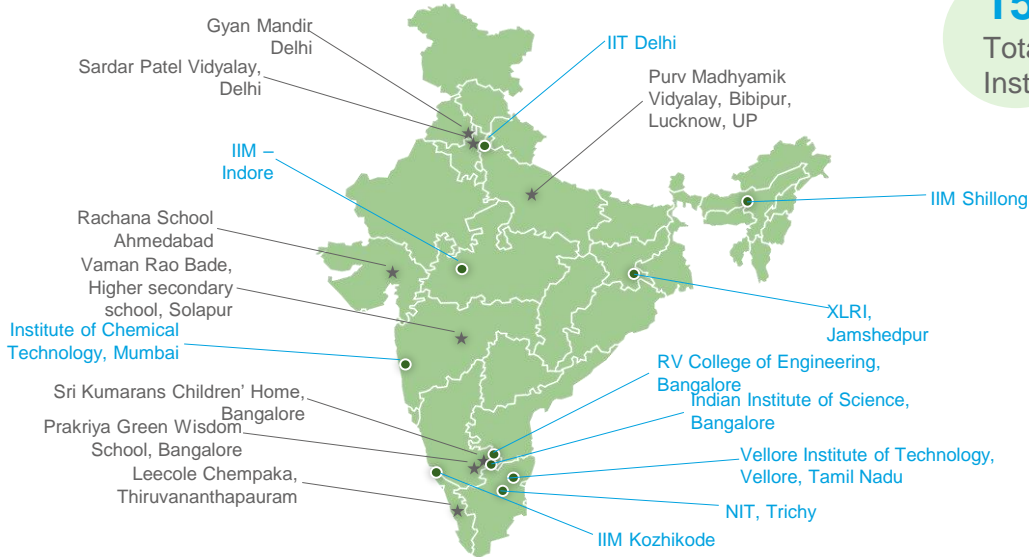| Sustained Focus	Societal Impact	Brand Impact	Meeting The Larger Goal

- Deep engagement with the civil society at large and the government
- Creation of spaces for sustainability learning in schools and colleges
- Recognition of WIPRO as the first movers in sustainability education
- Pan-nation program visibility
- Curation of platforms that build a larger community of sustainability educators

Wipro earthian

★ SCHOOLS
● COLLEGES

Past Winners

Gyan Mandir Delhi
Sardar Patel Vidyalay, Delhi
IIT Delhi
Purv Madhyamik Vidyalay, Bibipur, Lucknow, UP
IIM – Indore
IIM Shillong
Rachana School Ahmedabad
Vaman Rao Bade, Higher secondary school, Solapur
Institute of Chemical Technology, Mumbai
XLRI, Jamshedpur
RV College of Engineering, Bangalore
Indian Institute of Science, Bangalore
Sri Kumarans Children' Home, Bangalore
Prakriya Green Wisdom School, Bangalore
Leecole Chempaka, Thiruvananthapauram
Vellore Institute of Technology, Vellore, Tamil Nadu
NIT, Trichy
IIM Kozhikode

12000+
Schools

15,500+
Total Reach Institutes

9000+
Unique Schools Submissions

3500+
Colleges

2500+
Unique Colleges Submissions

Outreach

9 years in Sustainability Education

Wipro earthian Awards 2019

Recognized as member of Dow Jones Sustainability Index (DJSI), World for the tenth time in a row. Wipro is also a member of the DJSI Emerging Markets Index

MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

TCFD TASK FORCE ON CLIMATE–RELATED FINANCIAL DISCLOSURES

IR INTEGRATED REPORTING

epeat

Wipro EC campus is first in IT service sector to receive Greenco Silver Rating award by CII-GBC(Green Business Center)

Greenco

Wipro selected as a member Vigeo Eiris Emerging Market Sustainability Index (the 70 most advanced companies in the Emerging Market Region)

vigeo eiris
RANKING **EMERGING 70**

RECENT RECOGNITIONS IN OUR SUSTAINABITY JOURNEY

2020
= Bloomberg Gender-Equality Index

Featured in the Bloomberg Gender Equality Index 2020

Received Best of Best Award for FY19 from 'Association for Talent Development' (ATD)

atd Association for Talent Development

Wipro is part of FTSE4 Good Index Series and also a global sector leader

FTSE4Good

GOLD
2020
ecovadis
Sustainability Rating

Received CSR Rating of Gold from Ecovadis – Sustainability assessor used by 50+ of Wipro customers.

Great Place To Work®

Certified Great Place to Work, India

Thank You