Sustainability at Wipro
### Top 10 risks in terms of Likelihood

- Large-scale Involuntary migration
- Extreme weather events
- Terrorist attack
- Interstate conflict
- Natural disasters
- Failure of national governance
- Man-made environmental disasters
- Data fraud or theft
- Cyber attacks
- Illicit trade

### Top 10 risks in terms of Impact

- Failure of climate-change mitigation and adaption
- Weapons of mass destruction
- Water crisis
- Large-scale Involuntary migration
- Natural disasters
- Extreme weather events
- Food crisis
- Terrorist attacks
- Interstate conflict
- Unemployment and Underemployment

### Categories

- **Environmental**
- **Economic**
- **Geopolitical**
- **Societal**
- **Technological**
The interconnected nexus

Source: Global Risks Perception Survey 2015
The unsustainable footprint of humanity

Source: Hoekstra and Wiedmann (2014) Humanity's unsustainable environmental footprint, Science
Major challenges ahead

- **Climate Change**: A warming world that doesn’t seem to be slowing
- **Water stress**: 41% rise in water demand projected between 2010 and 2030
- **Food security**: “In the next 40 years we need to produce as much food as we produced in the past 8,000” WWF
- **An urban world**: 60% of the world will live in cities by 2030 and around 75% by 2050
- **Poverty and Inequality**: Rising inequality in most parts of the world and its implications for social and economic stability
Does it have be like this?
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, in its journey towards being a Responsible Global Corporation.
Our eight sustainability pillars

- Ecological Footprint
- People at the workplace
- Product & Customer Stewardship
- Supplier Responsibility
- Systemic Social Issues
- Community Engagement
- Disclosures
- Advocacy

The Foundation

- Values
  - Spirit of Wipro
- Governance
  - Board
  - Codes of Conduct
  - Risk Management
- Transparency
  - Ombuds
  - Public Reporting
- Stakeholder Inclusiveness
  - License to Operate
Thirty Dimensions........(i)
Thirty dimensions......(ii)
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, Human Rights

Transparency
- Public Disclosures
- External Audits
- Ombuds Process

Stakeholders
- Employees, Investors
- Customers, Suppliers
- Education ecosystem, Communities
- Future Generations
Eight governing principles

- Rigor in goal setting
- Expanded time horizons and scenario planning
- Within and outside our boundary
- Transparency as catalyst for self transformation
- Sustainability is every one’s job
- The power of partnering
- No “cheque book philanthropy”
- Focus on Institutional Capacity
Our philosophical approach

Depth, not breadth:
Ecology, Education, Communities

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

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

Prioritize the long term

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

- **Energy and GHG**
  - To reduce our GHG emissions to 94 Kg per sq. mt of CO2 eq. by 2020 from a baseline metric of Kg in 2014-15, translating into a net reduction of 35,000 MT

- **Water**
  - To achieve a year on year reduction of 5% in ‘fresh water consumption per employee’. To reduce absolute water consumption in existing campuses by 20% between FY16 and FY21

- **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 recyclables.

- **Biodiversity**
  - To convert five of our existing campuses into biodiversity spots by 2017; A parallel goal is that all our new campuses will be designed on the principle of biodiversity
Reducing our ecological footprint

- **26%** of our India offices electricity is from renewable sources
- **19 Green Buildings. 93 Million units of energy saved over five years**
- **800 Mn liters of water savings over five years. 38% of our water is recycled**
- **GHG emissions reduction of 11,000 tons of CO2 eq over previous year**
- **Campus biodiversity retrofit programs at Bangalore and Pune**
- **More than 93% of solid waste is reused/recycled**
A sustainable workplace

**Gender** - 33% Women employees
- Women of Wipro (WoW) Mentoring Program
- Women in Technology Forum
- Women of Wipro (WoW) speaker series
- Day care centres
- Thought Leadership and Advocacy: Participation in forums by bodies like SHRM (Society for Human Resource Management), NASSCOM, Catalyst, NHRDN (National HRD Network)

**Nationality** - Workforce comprising 100+ nationalities in 55 countries

**People with Disability** - 334 employees with disabilities as on March 31, 2017

**Accolades**
- Wipro won “Excellence in Diversity & Inclusion” award at SHRM India HR Awards 2016
- Women of Wipro (WoW) Mentoring Program is now an industry recognised program and a leading best practice
A sustainable workplace

Wipro’s employee assistance
And counselling program
Completes 12 years

Employee engagement scores went up by 12.5 percentage points and employee participation scores went up by 3 percentage points in 2016

Sustained use of Yammer as the enterprise social networking platform over 109,000+ users with 9,400+ groups.

Partner Employee Engagement – Employee connect, Capacity building, Audits

Engagement & Empowerment

Mitr
EPS’16
Yammer
PEET
A sustainable workplace

- Delivery Transformation to enable leaders to do delivery-led sales and next-generation delivery
- Sales Transformation to train sales/customer facing people with more consultative selling of digital solutions
- Digital training - reached over 60,000 technical employees trained on Digital skills.
- Competency framework to encourage employees to build depth and width of knowledge in technical skills
- In 2016-17, over 21,000 employees acquired additional skills in up to 4 technology areas

Won the prestigious ATD (Association for Talent Development) BEST* Award for 2016 for the 10th time
Product and customer stewardship

ICT solutions for more resource intensive sectors

**Energy**
- Solutions with focus on Health Safety Security & Environment
- The services portfolio includes the following
  - Sustainability Strategy
  - Energy Efficiency
  - EHS Risk Management
  - Carbon Management

**Utilities**
- Smart Metering and Smart Grid Technologies
- Energy Trading & Risk Management
- Environment, Health and Safety

**Ecometer for Automotive Sector**

**Key benefits:**
- Improvement in fuel efficiency
- Reduction in Co2e emissions
- Reinforce green driving and meet regulatory requirements
Supplier sustainability

Ethical
Wipro expects its suppliers to adhere to similar standards of ethics and integrity as itself.

Ecological
We expect suppliers to supply products and services that exceed environmental standards and to establish a program of ecological sustainability in their own operations.

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

Local
- We encourage sourcing from the local economy.
- 50% of construction materials are sourced locally.
Illustrative examples
Case in point (i): water across boundaries

**Participatory Ground Water Mapping Program (PGWM):** Attempted to explore the issues of ground water in a 35 sq. km area around our corporate head-quarters in Bengaluru – an area that is completely dependent on ground water for its needs and which is largely unregulated.

**Objective** - To evolve a decentralized model of ground water management.

**Highlights** - The program has established the feasibility of shallow aquifer as a source of water as well as recharge and its linkages with how we treat surface water systems like rivers, lakes, wetlands and wells as part of a connected hydrogeological system. In the next phase of the program, we intend to expand to other areas of the city and also continue the work on communication and advocacy.
Case in point (ii): Value and capital does not have to be always economic

**Campus Biodiversity:** Convert selected campuses to biodiversity scapes: native species, non-linear, nature-aligned. The EC4 project is the first pilot with a butterfly park and an aquatic wetland (in progress), Pune and Chennai are next in order.
Case in point (iii): transparent accounting of natural capital impacts

True Cost Accounting:

- We are one of the few companies in the world to complete a comprehensive valuation of our extended environmental footprint – Energy, Water, Waste, Air Quality. The plan is to integrate this with our mainstream financial reporting.
Our consolidated EP&L for 2015-16

<table>
<thead>
<tr>
<th>Environmental Indicator</th>
<th>Valuation (INR million)</th>
<th>% Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHGs</td>
<td>5,761</td>
<td>50%</td>
</tr>
<tr>
<td>Air pollution</td>
<td>2,205</td>
<td>19%</td>
</tr>
<tr>
<td>Water consumption</td>
<td>2,245</td>
<td>20%</td>
</tr>
<tr>
<td>Water pollution</td>
<td>822</td>
<td>8%</td>
</tr>
<tr>
<td>Land use change</td>
<td>240</td>
<td>2%</td>
</tr>
<tr>
<td>Waste</td>
<td>203</td>
<td>2%</td>
</tr>
<tr>
<td>Total</td>
<td>10,075</td>
<td>100%</td>
</tr>
</tbody>
</table>
Wipro’s environmental externality on a normalized basis
Transparency in disclosures leads to a virtuous cycle of self-transformation
Disclosures as catalysts

Passionate about Transparency in Disclosures

8 editions of sustainability reports have been published.

Sustainability Report FY 15-16 is aligned to GRI G4 guidelines

Published Annual Reports aligned with Integrated Reporting <IR> framework for FY 15-16 and FY 16-17

Link: wiprosustainabilityreport.com
Our social programs
### Our CSR domains and geographies

#### Education
- School Education
- Sustainability in Education
- Skills centric technology education
- Engineering Education

#### Community Care
- Primary Health Care
- Disaster Rehabilitation
- Education for the underprivileged
- Children with Disability

#### Sustainability
- Energy & Carbon
- Water
- Waste Management
- Biodiversity

#### Geographies
- India
- U.S.A
- S. Africa
- LatAm, Europe, Asia-Pac
# Our work in education

<table>
<thead>
<tr>
<th><strong>School Education - India</strong></th>
<th><strong>School Education – U.S.A</strong></th>
<th><strong>College Education - India</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Systemic Reforms (WATIS):</strong> Cumulative reach of 1 million children and 13250 educators in 2300+ schools</td>
<td><strong>Teacher capacity building in Science and Math:</strong> Addresses disadvantaged communities in inner city districts of Chicago, Boston, New York and New Jersey</td>
<td><strong>Support for post-graduate program in technology for science graduates (WASE &amp; WiSTA):</strong> Since 1995, more than 28,000 students have received support for completing an MS program in Computer Science</td>
</tr>
<tr>
<td><strong>School Operations (Wipro Cares):</strong> Direct impact on more than 50000 children from disadvantage sections</td>
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<td></td>
</tr>
<tr>
<td><strong>Sustainability in Education (Wipro-earthian):</strong> Cumulative outreach to 20,000 students and 4000 educators in 5000 schools and colleges</td>
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<td></td>
</tr>
<tr>
<td><strong>Disability and Inclusive Education (Wipro Cares):</strong> Support for education of nearly 2000 children with disability across five cities</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Wipro applying thought in schools

Objective - To develop capacities in civil society organizations to work towards education reform in a systemic manner.

- Providing financial and other support to organizations to build capacity for long-term sustained work in education
- Catalyzing and facilitating a network of educational organizations

Our current focus is to achieve a significant expansion of the partner network in the next few years.

- Three-pronged strategy to achieve the expansion goals:
  - Strand 1 - Seed new organizations through a structured Fellowship Program
  - Strand 2 - Support larger number of young and mid level organizations for short and medium term
  - Strand 3 - Support credible organizations working in other domains and help them bring their experience and expertise into education
Our partner network for school reforms

- Our partners have impacted education at State/National levels, enhanced their capabilities in their areas of work and developed new capabilities over the years.

- Our Annual Partners' Forum is a unique annual gathering of educational community, where practitioners get together to engage in reflective discussions and exchanges.

- 16 years
- 70 organizations
- 132 educational projects
- Over 19,000 schools
- Seeding Fellowships
  - 26 fellows
  - 14 organizations

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Wipro earthian

Sustainability Education Initiative which seeks to support and drive sustainability thinking and action through the learning process in school and colleges across India.

This initiative covers two programs

1. **Wipro earthian Awards** – To provide school and college students exposure to multiple perspectives on biodiversity and water
2. **Continuous Engagement Program (CEP) program** - To promote integrated sustainability education in schools and colleges and to co-create educational practices within institutions

**Highlights of the year**

1. Field experiential workshops for students and teachers from 7 schools
2. 11 Wipro earthian ‘Sustainability Learning corners’ in 11 schools across India with a diverse collection of Audio, video and print medium on the theme of sustainability
3. 4 Wipro earthian sustainability quizzes with a total participation from 360 teams and 720 students
4. Opportunities to students from different colleges to work with our partner organizations
5. The first Western region sustainability symposium for educators in Ahmedabad in October, 2016 with participation from 35 faculty hosted in collaboration with IIM Ahmedabad, CEPT University, CTARA (IIT Mumbai) and NID Ahmedabad
6. Wipro Sustainability Fellowship at Indian Institute of Management Bangalore
Wipro cares at work with our communities

- Education for Underprivileged Children
- Education for Children with Disabilities
- Primary Health Care
- Community Ecology
- Disaster Rehabilitation

Employee Engagement
Highlights: community care

Education - 20 projects - 8 states - nearly 70,000 children

Children with Disability - 12 projects - 6 states – 2400 underprivileged children with disabilities

Primary Health care - 3 projects - 2 states - over 70,000 people

Community ecology - 1 project - nearly 2700 workers

Disaster Rehabilitation - 2 projects - 2 states - About 60,000 people
Programs outside of India
Wipro and first book partnership

Since 2015, Wipro Cares and First Book have been working together to donate 200,000 books to children in North America.

First Book is a 501(c)(3) non-profit organization that provides free books to children in need.
CEO gifting program with first book

In 2016, Wipro and First Book joined together to honor Wipro’s most influential Global C-Suite clients while simultaneously elevating educational opportunities for children in need across the globe.

Together, we made a difference to 54,014 children in 808 schools and across 11 countries by providing them with the critical resources they need to develop a lifelong love of learning and success.

Abidali Neemuchwala, CEO, Wipro Ltd.

Parents have been so touched by the generosity that Wipro shows to our school and families. They are so excited to have books in their homes, a luxury many are unable to afford because their focus needs to be on more immediate needs for their family.

First Book US recipient

In USA and Canada, First Book distributed 13855 books to 3075 children from 123 schools and programs.
In 2016, Wipro signed onto the Million Women Mentors (MWM) initiative.

MWM seeks to address the gender diversity issue in the tech workforce by pairing tech professionals – like Wipro employees – with young women and girls in their communities who are interested in STEM.

Through their participation in MWM mentoring opportunities, Wipro employees are helping the initiative reach its goals of increasing the percentage of high school and undergraduate young women pursuing STEM fields, as well as the number of women staying in and advancing in STEM careers.

To date, there are over 100 Wiproites registered to participate in the MWM program.
Improving Science, Technology, Engineering and Math (STEM) in public schools is a key priority in the US. Through partnerships with the University of Massachusetts Boston, Montclair State University in New Jersey, Mercy College in New York, and University of North Texas at Dallas, we have established a multi-year fellowship program, fully underwritten by Wipro through grants to these universities.

The objective of the program is to improve Science and Math education by developing stronger leadership and instructional skills in teachers serving disadvantaged communities in urban areas. The program works in close collaboration with over 20 school districts to choose over 250-350 teachers to go through a 2-3 year fellowship with intense support to develop their capacities to be better teachers and change leaders supporting local school district initiatives.
Wipro Siyapha in South Africa

In 2012, Wipro South Africa launched various social initiatives under the Wipro Siyapha brand - Siyapha is an African language which means to share or give

- It is driven by the idea of Good Citizenship
- Its values of good citizenship are aligned to the BBBEE Act which aims to create an equitable and just society through 5 elements – ownership; management control; skills development; enterprise and supplier development; and socio-economic development

Key focus areas and objectives

- Socio-Economic Development: Our long-term objective is to build a school education program in SA similar to our work in education in India. In the initial years, we plan to develop a couple of educational partnerships and implement small and specific interventions, preferably in language and mathematics at the primary school level.

- Skills Development: Here, we focus on specific skill development initiatives for students and existing work force. Current initiatives are 1. WIPRO Employability Enhancement for South Africa (WEESA) through its graduate internship programme. 2. Creating strategic partnerships with South African corporates to build ICT infrastructure and literacy amongst educators, learners and students in schools.

- Enterprise and Supplier Development: We take up initiatives to support creation of jobs through growth of SMME sector. So far, we have supported setting up of library and computer centers in schools as livelihood opportunities for youth. We also helped one of our service staff setup a small enterprise in cleaning business.

- Employee engagement: This is aimed at encouraging employee volunteering (time) and non-cash donations for social causes.
Recognized as member of Dow Jones Sustainability Index (DJSI), World for the seventh time in a row. Wipro is also a member of the DJSI Emerging Markets Index.

Wipro selected as a member of the 2017 Vigeo Eiris Emerging Market Sustainability Index (the 70 most advanced companies in the Emerging Market Region).


Wipro named as a 2017 World’s Most Ethical Companies by the Ethisphere Institute for the 6th successive year.
Thank You for your time