

# Spirit of Wipro



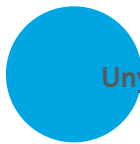
Be passionate about clients' successes



Treat each person with respect



Be global and responsible



Unyielding integrity in everything we do

# Policy on Corporate Social Responsibility

Version 1.0

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# Policy on Corporate Social Responsibility

## A. Wipro's Charter on Corporate Social Responsibility

At Wipro, we think that it is critical to engage with the social and ecological challenges that face humanity. It is our conviction that the engagement with social issues must be deep, meaningful and formed on the bedrock of long term commitment; for that is the only way by which real change can happen on the ground. This is also reflective of the fact that such an approach serves both, enlightened business interest and social good. We run our social programs on a strong foundation of ethical principles, good governance and sound management. This includes, among other things, holding ourselves up to public scrutiny through a framework of transparent, rigorous reporting.

## B. Wipro's CSR Policy

Wipro's engagement with social and ecological issues goes back a long time. The central tenets of our approach have been the emphasis on strong, meaningful work on systemic social issues. Our CSR policy articulated below therefore reflects these principles and strategies that have informed our long history of corporate citizenship and social responsibility over the years. (The Annexure to this policy provides more details on our CSR initiatives)

1. At Wipro, we think that the first and foremost responsibility of an organization is to run its business ethically and in compliance with the law in letter and spirit. Our framework of ethical business starts with a set of foundational values as embodied in Spirit of Wipro and comprises, at the least, the following three principles
  - a. Unyielding integrity in every aspect of business
  - b. Treating people everywhere fairly and with respect – at the workplace as well as in communities outside and
  - c. Demonstrating ecological sensitivity in thought and action.
  
2. Our approach to social responsibility and sustainability rests on three important pillars
  - a. **The Strategic:** We choose domains and issues to engage with that are force multipliers for social change and sustainable development. Social responsibility is as much about being a sustainable organization as it is about external initiatives. Therefore, some of our areas of engagement lie at the convergence of business goals and social purpose.
  
  - b. **The Systemic:** Within the chosen domains, we choose to engage on systemic issues that require deep, meaningful and challenging work. Given the nature of social change, this implies commitment over the long term, typically for several decades because real, genuine change does that long to happen

- c. **The Deliberative:** Our emphasis on depth and on long term commitment implies a deliberative approach that precludes spreading ourselves thin or engaging in ‘cheque book philanthropy’. By implication, this also means that we are wary of expanding and growing our social programs as ends in themselves. We will continue to adhere to this approach going forward
3. **Governance and Management:** The Board Governance, Nomination and Compensation Committee will be the apex body that will oversee our CSR policy and programs. The committee comprises of following independent directors:
- a. Dr. Ashok S Ganguly – Chairman
  - b. Mr. N Vaghul – Member
  - c. Mr. William Arthur Owens – Member

An officer of the company at the senior most level will report to the Board CSR committee.

The goals and objectives along with the budgets of the CSR group will be discussed and signed off at the beginning of every year with the board CSR committee and the Chairman. This will happen as part of the annual strategic and operating plan processes of the organization. The CSR leadership team will allocate the budgets in line with the defined priorities and goals. It will follow a system of quarterly reporting to the Chairman and the board CSR committee.

Comprehensive, transparent reporting on sustainability and CSR is a cornerstone of good governance. Wipro has had a strong track record on this count with our annual sustainability report based on the global GRI framework having been rated A+ continuously. We will continue to publish our disclosures on the GRI framework as it is a widely accepted international standard. In addition, we will report on our CSR programs to the Ministry of Corporate Affairs as required under Section 135 of the Companies Act 2013. Our disclosures as well as other details of our CSR programs are available in the websites [www.wipro.com](http://www.wipro.com) and [www.wipro.org](http://www.wipro.org)

4. **Implementation:** The implementation of the CSR programs will happen through multiple channels – a separate trust (e.g. Wipro Cares) or directly through functions and groups within the company that have been set up for this purpose. Decisions in this regard will be based on what is most appropriate and will be taken by the CSR leadership of the company.

Our implementation approach is to primarily work through partners with established track records in the respective domains. A small team of dedicated sustainability and CSR staff oversee and monitor the execution of the projects. The majority of our projects are long-term multi-year programs.

(The annexure to the CSR policy provides other salient details of our CSR program)

## Annexure to the CSR policy

- Domains of engagement: Wipro's social and sustainability initiatives center on Education, Ecology, and Community Care. The driving principles of these programs are summarized below
  - Education: Engaging in deep and meaningful systemic work in the area of school and college education
  - Community Ecology and Health Care: Engaging with the community on issues of Health Care, Ecology and Education for the underprivileged
  - Business Sustainability: Reducing and minimizing the environmental footprint of our operations and enhancing the biodiversity quotient of our facilities
  - Diversity: Encouraging and enhancing diversity at the workplace and outside on gender, nationality and persons with disability
- Over the years, these programs have evolved in scale, scope and maturity as captured in the highlights below

Our work in education is driven by the belief that education is a key enabler of social change and a better society. We believe in a social vision of democracy where each citizen is not only capable in an individual sense but also sees the ethic of equity, the essentiality of diversity, the ethos of justice, and is thus driven by social sensitivity.

- **School Education in India:** We work on systemic issues in school education in India through a network of partner organizations. Over the past 14 years, we have associated with 60 organizations at different levels and have worked closely with 35 organizations working in improvement of school education. This has been through organization-level and project-level support for 67 projects till now. These organizations have in turn contributed to systemic improvements at multiple levels including state and central government level educational reforms in addition to reaching out directly to schools and teachers.
  - **Education for children with disability:** There has been inadequate focus on education for children with disability, especially those from disadvantaged backgrounds, started in 2014, we will expand and strengthen our focus in this space.
  - **Sustainability Education:** Started in 2011, our program earthian brings together two of our key concerns: school education and sustainability. This is national level program through which we have reached out to more than 3000 schools, 3500 educators and 15000 students since inception.
- **School Education outside of India:** Contribute to improve Science and Math education in schools primarily serving disadvantaged communities in US cities. The program is currently active in Chicago, in New Jersey, New York and in Boston

- **Engineering Education:** Developing workplace relevant engineering and technology skills that is also up-to-date and relevant is critical for a country like India where the IT Services industry contributes to nearly 8% of the GDP. Our efforts in this direction go back several years and address two important dimensions : (a) Skills development for students that is based on a comprehensive framework of post-graduate level education (WASE/WISTA) and (b) Capacity building among the faculty of engineering colleges (Mission10X)
  - **The Wipro Academy of Software Excellence (WASE)** program that helps Science graduates to study for a Master’s degree in Software Engineering (M.Tech). Run in partnership with the Birla Institute of Technology & Science (BITS), Pilani, India, this unique program blends rigorous academic exposure with practical professional learning at the workplace, we run a similar program called WISTA in collaboration with Vellore Institute of Technology (VIT) for science graduates without a mathematics background.
  - **Mission10X**, our countrywide program seeks to improve engineering education in India through faculty capacity development and curricular improvement. Since 2007, this program, called Mission10X, has reached out to nearly 27500 faculty across 1300+ colleges in 27 states
- **Primary Health Care:** Our work in primary health care touches the lives of 50000 people in 45 village communities in the areas of Waluj, Amalner, Mysore, Tumkur and Hindupur in India. Apart from this, we have engaged in a number of significant post-disaster rehabilitation projects, most notable of which have been the Gujarat earthquake, the Tamil Nadu tsunami and the Karnataka floods.
- **Business Sustainability:** Our work on Wipro’s business sustainability, based on the Triple Bottomline framework, focuses on a range of ecological and workplace initiatives, the principal ones of which center around Energy and Carbon, Water, Waste, Biodiversity, Product Stewardship, Supply Chain Responsibility, People Diversity on the aspects of Gender, Disability and Nationality, Employee health, wellness and safety, Employee empowerment through continuous learning and advocacy forums and a framework of comprehensive public reporting

Our CSR charter going forward will be to further strengthen the domains that we are already engaged as enumerated above. We may also choose to add to and modify our domains of engagement in future as appropriate. Our network of partners has been instrumental in the effectiveness of our programs and we will continue to leverage and develop the partnership model to the extent that is required.

Working with communities everywhere: Wipro has a presence in more than 57 countries around the world; of our workforce of more than 145,000 employees, 11% comprise nationalities other than Indian. We think that it is crucial to engage with proximate

communities wherever we have significant presence. In line with this, we will continue to expand and strengthen our community programs in all the geographies where we have significant presence. This is a reaffirmation of our belief that at its core, CSR and sustainability must transcend boundaries whether organizational or national.

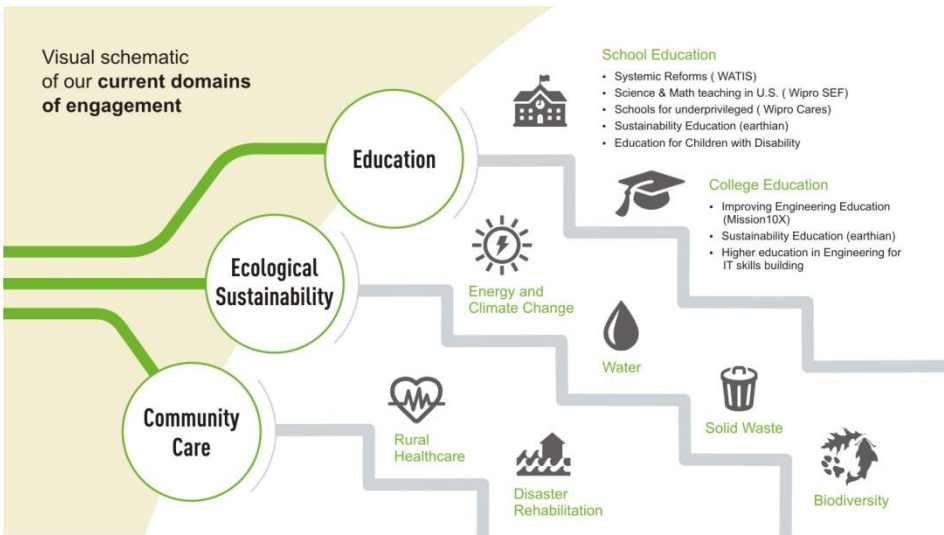
It is important to point out here, especially in the context of rural communities, that seeing the larger integrated picture is important when executing programs in individual domains. Issues of healthcare, education, access to energy, water and sanitation and livelihoods are often closely inter-linked. If executed well, the outcomes in individual domains can impact the larger canvas of community development. For example, the work that we do for long term rehabilitation after natural disasters helps strengthen the resilience of the affected communities in different ways e.g. intervention in livelihoods, access to education

**In conclusion**

Over the past several years, we have established a strong foundational framework for social and environmental initiatives both, within the organization as well as outside. Our endeavor will be to continuously and dynamically build on this and steer it in the right directions. The coming together of business, government and civil society to address society’s biggest challenges holds great promise – it is an idea whose time has come. To this, we will bring our distinctive vision, commitment and energy to the fullest

Note: A visual summary of our domains of engagement and a table that maps our domains of engagement with the areas specified in Schedule VII to Section 135 of the Companies Act 2013 has been provided.

**Figure 1: Visual schematic of our current domains of engagement**



**Table: Mapping Wipro’s domains of engagement with Schedule VII**

| Wipro’s domains of engagement  | Schedule VII listed domain  |
|--|---|
| School Education (WATIS, Wipro Cares)                                | Item (ii) : Promoting Education including special education and employment enhancing vocation skills, especially among children, women, elderly and the differently-abled and livelihood enhancement projects |
| Engineering Education (Mission10X)                                   | Item (ii) : -do-  |
| Sustainability Education (earthian)                                  | Item (ii) : -do-  |
| Higher Education in Engineering for IT skills building (WASE, WISTA) | Item (ii) : -do-  |
| Education for children with disability                               | Item (ii) : -do-  |
| Ecological sustainability : Energy, Water, Waste, Biodiversity       | Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water      |
| Community healthcare   | Item (x) : Rural development projects   |
| Long term rehabilitation after natural disasters                     | Item (x) : Rural development projects   |



**Wipro Limited**

Doddakannelli, Sarjapur Road,  
Bangalore-560 035,  
India

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

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A company recognized globally for its comprehensive portfolio of services, strong commitment to sustainability and good corporate citizenship, we have a dedicated workforce of over 170,000, 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](mailto:info@wipro.com)

