

# Policy on Health and Safety



Employee well-being forms the core component of Wipro's success. Well-being refers to a state characterised by good health, happiness and prosperity.

We, at Wipro, are committed to providing a safe and healthy work environment to all our employees and associates through a suitable management system. To accomplish the same, we perform the following on a regular basis :

- Assess and manage the health & safety impacts & eliminate unreasonable risks of our existing as well as new activity or project, design and production.
- Take appropriate measures to prevent workplace injuries and ill health, and to provide employees with a safe and healthy working environment by continuously evolving industry practices and societal standards of care.
- Identify and comply with all the H & S legislations and other requirements to which we subscribe. Set objectives and targets that result in continual improvement of our Health & Safety management & performance.
- Provide the leadership and resources that will enable our workforce to meet improvement objectives and targets.
- Encourage employee involvement and provide an impetus through training to augment their ability to work productively in a safe environment.
- Communicate to all persons working under the control of organization and the stakeholders alike.
- Periodic reviews of our conformance to health and safety management systems and performance.

A handwritten signature in black ink, appearing to read "Saurabh Govil", is positioned above the printed name.

**Saurabh Govil**

Senior Vice President - Human Resources

14th March 2012

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This policy will operate across the Wipro Ltd. However each Wipro business may customize this policy, depending on the nature of its business.