

Wipro
Sustainability
Report
2016 - 2017

*The 10th Year of
Sustainability Reporting*

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Azim H Premji
Chairman, Wipro Limited

Dear Fellow Stakeholders,

Welcome to our tenth sustainability report, marking an important milestone in our sustainability journey.

When we published our first report in 2008, the world had been plunged into turmoil triggered by the sub-prime crisis in the U.S. home loan market. Economists suggest that we are still to emerge completely from that 'great recession' as it is now called.

In fact the past decade has been marked by several disruptive shifts in our society's political, economic and social order, accompanied by a gradual and definite deterioration in our planet's ecological stability. What implications this has for governments, business and for common citizens remains a matter of vigorous debate. But what is clear is that business must be more proactive and resilient in shaping movement towards a better society and a safer planet.

One positive trend that has emerged is the increased spotlight on the role of the corporation as an agent of responsible behavior. Catalyzed by several convergent forces – a decisive shift in business leadership thinking on these issues, clear evidence of linkages with business outcomes, peer pressure, legislation and brand leverage – the world is seeing significant traction in the adoption of sustainable practices by companies. I am glad this is happening and hope that the momentum continues to increase.

Let me now present the key highlights for the reporting year while simultaneously placing it in the context of the progress we have made in the last decade

Ecological Sustainability: When we started a formal sustainability program in 2007-08, we had set for ourselves clear and ambitious goals on Energy, Water, Waste and Biodiversity. I am happy to say that we have progressed well on all the four dimensions even as we continue to set more challenging goals for the future. Starting from zero, our renewable energy footprint has steadily expanded to 100 million units today comprising more than 25% of our overall energy consumption. Our investments in green buildings have yielded savings of more than 100 million units of electricity over the past five years alone. We have also invested significantly in water conservation and efficiency within our organization. 40% of our water is recycled today. Our work in transforming three of our campuses to biodiversity

Chairman's Letter

zones has been appreciated widely. I see this as an example of value creation in its fullest sense as it encompasses the idea of social and ecological value, not just economic wealth.

People and the Workplace: Sustainability at the workplace must manifest in diversity and inclusiveness, fostering employee health, wellbeing and safety, and empowerment of employees by providing them with continuous learning opportunities.

Over the last decade, we have strengthened these practices very significantly by making them more cohesive and by aligning them with our core business objectives. The resultant outcomes speak for themselves. The percentage of women in our workforce has grown steadily to 33%. During this period, we started a flagship program for hiring and developing persons with disability, resulting in 300 people working with us in various departments and functions.

We are a global organization and that is directly reflected by the more than 100 nationalities (in addition to India) in our workforce, representing 21% of all employees. While our business is about technology, it is our people who bring a differentiated edge and unique energy to it.

We are confident that we are well placed to navigate the disruptive but exciting new landscape that is emerging around new technologies like Artificial and Machine Intelligence, Analytics, Internet of Things and Mobility. In 2016-17 alone, 39000 of our employees were trained on these new digital technologies and we filed more than 600 patents in these areas.

Creating Social Value: While our systematic sustainability program is a decade old, our social initiatives go back even earlier to 2001.

Over these years, we have built strong programs in Education, Healthcare and Community Ecology. Each of these has its distinct purpose, though the common approach underlying all our social initiatives is that they must be deep and meaningful, creating enduring impact for our communities.

Our work in school education has grown over the years in both, scope and scale and covers systemic reforms, sustainability education,

children with disability and children from disadvantaged socioeconomic backgrounds. Through our network of more than 100 partners, our programs in school education have impacted over a million children directly in more than 20,000 schools. Many million more have been impacted by the capacity developed in our partner organizations. Our work in education has similar goals in the U.S.A. We have a long running initiative that focuses on improvements in science and math teaching, especially in schools that serve disadvantaged communities.

While I am happy with our progress in the last decade, I think we can do much more in all areas. We are committed to making this happen. In doing so, we will continue to raise the bar for our governance and management practices. Sustainability reports like this play a valuable role in this regard, by serving as catalysts for self-reflection and continued improvement.

Why do all this? For us, the answer to this question has always been straightforward "Because it is the right thing to do". It deeply resonates with our values.

The Global Risk Report 2018 released in Davos at the World Economic Forum highlights the systemic risks humanity faces in a world that seems to be becoming increasingly divisive, unequal and unsustainable. This is not the kind of world that augurs well for business.

Corporations must therefore move beyond the question 'Why do this?' to "What more should we do?" That will be our driving principle for the next 10 years of our sustainability journey.....as will be our values of being passionate about our clients' success, being global and responsible, treating everybody with respect and having unyielding integrity in everything we do .



With Best Wishes
Azim H Premji



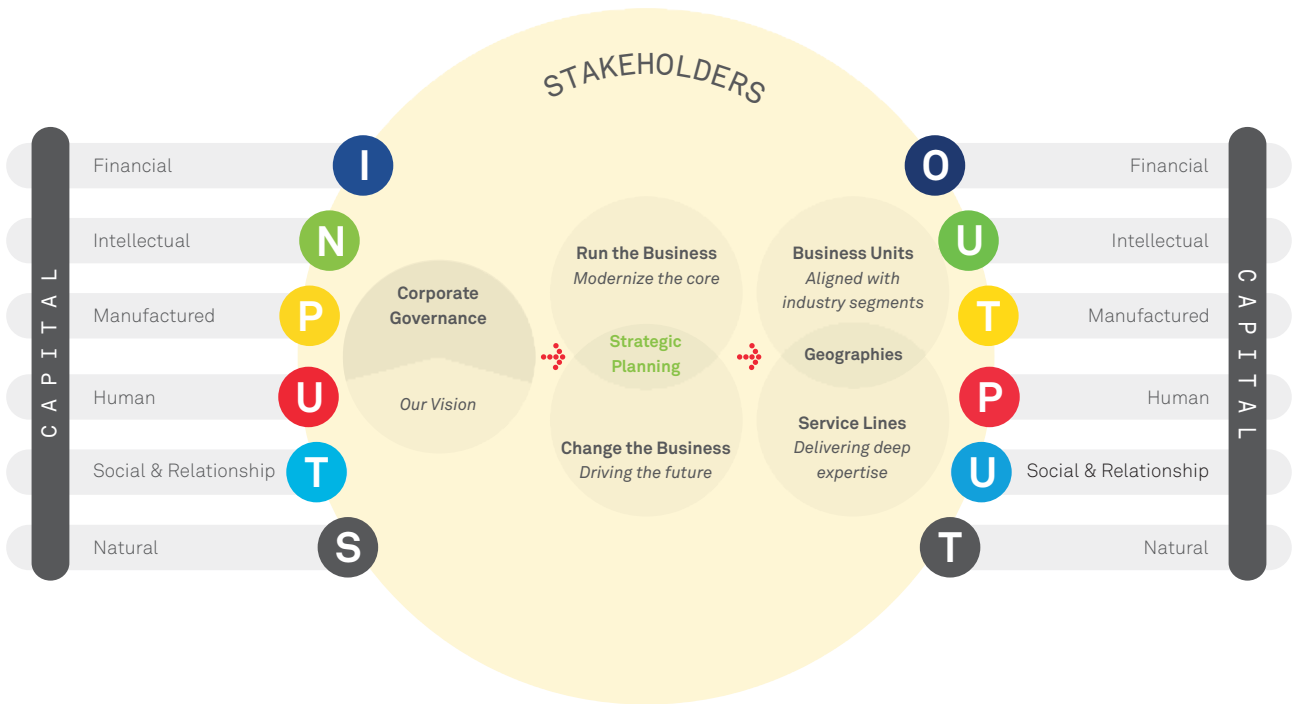
Executive Summary

Wipro's idea of a sustainable and responsible business is broadly pivoted on the idea of the triple bottom-line and multiple capitals. What these essentially mean is that the elements of economic, social and environmental impacts and value creation are inter-connected, and the goal of business is situated within this larger purpose. This manifests primarily in the way we think and run our business globally. This is also reflected in our efforts to engage and partner with key stakeholders within and beyond the direct business value chain. We believe that our effort towards creating mutual, lasting value for all stakeholders is integral to our long-term success.

Our core approach towards sustainability is informed by the understanding that an organization operates in a larger socio-economic context. Every company, must therefore in its strategic intent, seek to create not just economic but social value as well – for e.g., deliver useful products and services, drive ethical sourcing, generate jobs, provide employees an empowering environment, and such. In the operational process of doing so, negative externalities or impacts are

created – for e.g., greenhouse gas emissions, work related stress and injury, increased vehicular traffic due to rapid industrialization and urbanization. As a good corporate citizen, we should assess, reduce, and mitigate these.

Every year, we undertake a rigorous evaluation of key externalities and priorities that are important for our sector, our organization, and stakeholders. We do this through a structured process of benchmarking, surveys, peer reviews and other engagement platforms. This process feeds into our sustainability programs and initiatives. For instance, at Wipro, we focus on capability building for our workforce to stay updated and agile in a rapidly changing business environment. Given that our operational centers are primarily in urban areas, we work to address current and emerging issues such as water stress and mobility. This report presents a comprehensive update of our focus areas, goals and performance. In this section, we present a summary of the same.



Our core business: We are a global IT Service organization and our core focus is to help businesses become more operationally efficient and effective through the effective usage of IT infrastructure, applications and services. The latter is what we create, design, develop and run for our customers.

How we create economic value: We operate in over 65 countries with 602 clients across various industry sectors. Our revenues for FY 17 were INR ~ 554,179 Million, while our operating profits were INR 93879 Million. We paid total taxes of INR 25366 Million across the countries we operate in. Our total net-worth as of March 2017 was INR 522,695 Million. Our overall shareholding pattern has remained consistent, with 73.25% of total shares held by the promoters, and the rest by a mix of banks, financial institutions, private companies, members of the public, and others. A key feature of our investor profile is that over 30% of our investors are aligned with the Principles of Responsible Investment (PRI), who incorporate sustainability criteria in their investment decisions. The continued support of such large, institutional investors is encouraging to us in our sustainability journey. Another significant fact is ~40% of the company’s shares have been irrevocably transferred to a Trust, to fund activities of the Azim Premji Foundation and Azim Premji

Philanthropic Initiatives. Thus, there is a very tangible linkage between the economic value created by Wipro and the enormous social value created by these two organizations in India’s developmental space

We provide the full range of IT and IT enabled services to our clients, including hardware and software design, R&D, digital advisory service, system integration, global infrastructure services, business process services, analytics, and more. Our business is organized into six strategic business units by customer/industry segments, and six service lines by technology offerings and expertise. We invest significantly in intellectual capital through focused efforts in R&D, including academic partnerships. As of March 2017, we had applied and held 1,662 patents, with another 603 patents filed for. We cultivate new and emerging technologies through select in-house investment, as well as investing in cutting edge technology start-ups. Our approach is to build technology capability across the talent eco-system, with a focus on areas such as Big Data, AI, Open Source, Digital and Internet of Things, to name a few.

Our Business strategy and Risk Management: Our business strategy comprises a clear bimodal theme of transformation and efficiency: to help our clients Drive the Future (Change Strategy) of their businesses and to Modernize the Core of our

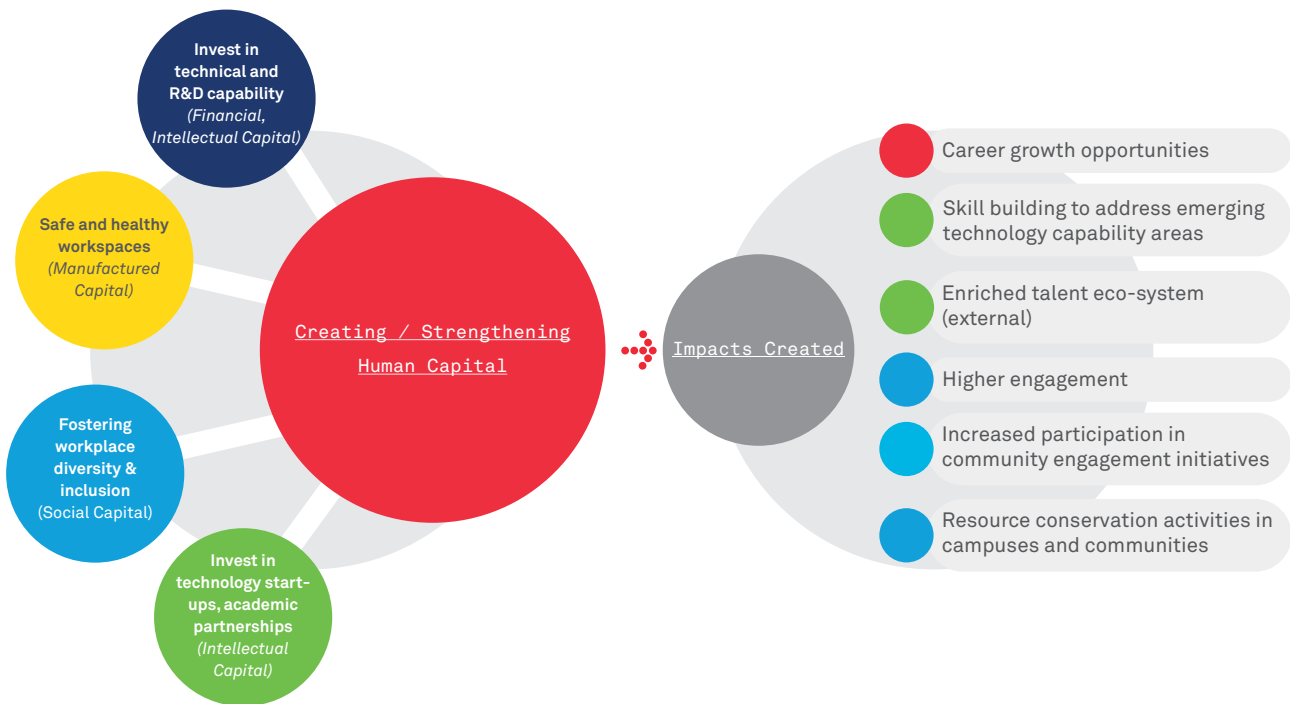
clients' businesses (Run Strategy). This integrated theme also drives a culture of connectedness, creativity, resourcefulness, and a strong outward focus – these are also key features of our newly articulated Brand. Identification and mitigation of major risks is an essential component of how we craft out strategy and translate it into operations. In doing so, we are also informed by global sustainability trends that would impact the emerging business and socio-economic landscape. As per the World Economic Forum's 2017 Global Risk Report, the top three trends in the world "Rising Income and Wealth Disparity", 'Changing Climate' and 'Increased Polarization of Societies' are all interconnected with the net effect of reduced economic and social stability. At Wipro, we have made a careful assessment of risk and opportunities arising from climate change, and the business implications of the same. The significant risks we see are from the possibility of increased disruptions to operational continuity on account of a clearly higher frequency of extreme weather events, especially in our coastal cities in India. Infrastructure damage, employee absence and productivity loss are all likely collateral impacts of such climate change induced events. Our mitigation strategy comprises a business continuity plan that involves shifting people and operations to our other inland centers and well-planned infrastructure insurance cover.

What we do with customers: Our approach to contributing to clients' success extends beyond delivering commercially feasible solutions. In a world where technology is a key driver for success in any business, businesses can empower themselves to connect with customers more widely and closely. Our approach towards

customers is to engage with them continuously to understand their context, needs and risks – this helps us provide solutions that generate maximum value. For instance, we are creating an integrated health ecosystem that is designed to be patient-centric. We look for opportunities to design and provide sustainable solutions to customers – for e.g. our Energy and Utilities vertical has cultivated solutions around the areas of renewables and smart grids. New technology solutions such as Virtualization also reduces dependence on physical servers, and leads to energy savings. While we look to create the most customer-centric solution, we also recognize the related risks arising out of pervasive technology. We have a structured risk identification and mitigation program in place, to address areas such as cyber security, data privacy and business continuity.

Our approach to people and workplace

sustainability: In a knowledge and solution driven business like ours, a high-caliber, agile and engaged workforce is pivotal to success. Value for customers is created primarily by our talented employees, who design, develop and implement solutions for clients. Simply put, at Wipro, it is our human capital that creates intellectual, social and financial capital. Our global and diverse workforce is 160,000+ strong, spread across over 50 countries. Aligned with our organizational values and the promise of our brand, we place strong emphasis on respecting dignity, diversity and being sensitive to human rights and designing our policies and processes to promote self-service, transparency and responsible conduct at the workplace.



The primary themes of our human capital strategy are transformation, career growth and capability. Our workplaces are therefore not meant to be ordinary offices, but rather empowering, safe, spaces that energize performance, foster learning and growth, and promote an inclusive culture. We view employees as key stakeholders, and have numerous engagement platforms and initiatives to drive continuous communication, seek feedback and encourage advocacy. A comprehensive health & safety framework creates an essential foundation for engagement and performance – our wellness and safety programs, insurance policies and year-round advocacy on healthy practices promotes a proactive and preventive mindset towards getting and staying healthy. Our capability and career building programs seek to bolster performance and tap employee potential. Our approach is to create ample opportunities for employees to excel, learn, and be prepared to meet (or create) the next wave of transformation. Our approach towards people development extends beyond business transformation, to social change as well. We have over 9000 employees who are voluntarily engaged as volunteers, on multiple community and environmental initiatives.

Our compensation, benefits, and rewards program are informed and continuously improved by global best practices as well as regional context and regulations. We have adopted an integrated approach, in balancing fixed and performance-based pay, with due emphasis on social and financial security, and flexible compensation packages. Our pay decisions are based on market trends, individual performance and capability, and principles of equity and fairness.

Promoting a culture of diversity and inclusion is an essential driver of business success for us. As our multi-dimensional Diversity & Inclusion program enters its 10th year, we continue to drive initiatives around the themes of gender, nationality, persons with disability, and persons from underprivileged communities. We extend our efforts in promoting diversity to our partner employee community and supplier networks as well.

What we do with our supply chain: Wipro considers its suppliers as vital to its business continuity and performance. In order to build and maintain a sustainable supply chain, we partner with suppliers to promote ethical and responsible sourcing, of green products & services. We also

assess supply chain risks, and work with suppliers to mitigate and eradicate them. We have a robust people supply chain, comprising contract employees engaged in IT Services and Solutions delivery, Security, and essential functional services such as Maintenance and Housekeeping. Our products and services supply chain is centered around green procurement practices such as green certified products for IT hardware, responsible handling of electronic end-of-life, and sustainable construction sourcing e.g. energy efficient air conditioning. We engage with suppliers and contractors to strengthen labour and human rights compliance and fair working conditions.

Our environmental externalities and how we manage them: We view precious environmental resources as natural capital, and recognize the need to use and conserve them responsibly. Our ecological sustainability program comprises multiple themes, identified through a rigorous assessment of the environmental impacts of our business and supply chain. In 2016-17, we also participated in a best-in-class Natural Capital Valuation exercise, to gauge impacts created by our operations and our upstream suppliers on a comprehensive set of factors. The results of the assessment have been incorporated back into our sustainability agenda, goals and actions. The key themes of our ecological sustainability program are Energy, Water, Waste Management, Campus Biodiversity and Urban Resilience.

Our lifecycle approach to energy efficiency starts with green building design and includes rigorous execution, the use of the right energy efficient technologies, Renewable energy sourcing and behavioral change. To this end, we have set clear targets for reduction in carbon intensity and emissions, with line of sight till 2050. Our rigorous focus on improving freshwater water efficiency has resulted in a total savings of around 800 million liters of water over the last five years. In addition, 38% of our total water requirements is met through recycling. Our efforts in water seek to transcend organizational boundaries and in 2014, we initiated the “Participative Community Water

Project” in the Sarjapur area in Bangalore which seeks to involve proximate communities in a unique citizen-led governance model of groundwater. All our campuses in India segregate, track and manage more than 30 + sub categories of waste. 92% of the total waste from our India operations is recycled through both, in-house recycling units and through authorized vendor tie-ups. As we complete 5 years of our Campus Biodiversity program, we continue in our efforts to convert / design our campuses on biodiversity principles. We believe that this makes for a more integrated work setting, and builds a deeper sense of connectedness with our surroundings. The total valuation of our environmental footprint is INR 11,476 million, of which 67 % is from our supply chain. The value of our environmental externalities works out to 2 % of our revenues and 7 % of our profits.

Outside the boundary: Our principles of ‘good citizenship’ and responsibility extend beyond the boundaries of our core business, to communities and societal issues outside. We believe in the power of reciprocity, and that partnering with communities creates mutual value, in terms of stronger relationships, talent building and goodwill. Community and civil society networks are thus a key stakeholder group for our business. Our approach in this regard is two-pronged: to mitigate/minimize any negative impacts of our operations on proximate communities, and to proactively try and make a positive difference to communities. We work closely with communities on education, ecology and specific community issues. The common thread that runs through all our social initiatives is derived from the values of Spirit of Wipro: ‘Treat each person with respect, Be global and responsible, Unyielding Integrity in everything we do’ are universal tenets that underlie our approach to social change and community engagement.

Our initiatives are contextualized to address relevant needs of the local communities. In India, for instance, the challenges and complexities of school education are widely known. The WATIS (Wipro Applying Thought in Schools) program

partners with civil society to bring about sustained, long-term improvement in school education. The Wipro Earthian program also engages with schools and colleges, albeit on a different level – to build sustainability awareness, thinking and action in our youth. The Wipro Cares community care program engages with communities in various parts of India, and supports initiatives on primary healthcare, education for the underprivileged, children with disability, and rehabilitation in disaster-hit areas. Several of these initiatives are in areas that are beyond our operational locations; we support them as they have significant, intrinsic value, and contribute to long-term social well-being.

In the U.S.A., efforts to further STEM (Science, Technology, Engineering, Math) education have been of vital interest. Through the Wipro Science Fellowship Program, we partner with academic institutions across multiple cities to foster excellence in science education and teaching.

In South Africa, our Wipro Siyapha program contributes to the implementation of the country's Broad-Based Black Economic Empowerment Act, through its efforts on education, skill development and employment generation.

Governance and Management: All our programs and actions are based on a strong foundation of ethics and values, manifested in the Spirit of Wipro. Our brand identity reflects the Spirit of Wipro values, and conveys the promise of being passionate about client success, treating every human being with respect, being global in our thinking and actions, and demonstrating unyielding integrity in everything we do. Our values and principles of ethical conduct are embedded in all our policies, processes and procedures, through our overarching Code of Business Conduct and Ethics. A parallel framework for suppliers is also in place. Stakeholders are encouraged to highlight and report any wrongdoing or violation of our values and ethics via the

Ombuds process, without fear of reprisal. The reporting process is open to all, and anyone can report a concern to the ombuds person. We have a relatively large number of cases reported, which is a reflection of stakeholder empowerment, transparency, and trust placed in the Ombuds process. Our approach to corporate governance extends well beyond statutory compliance with a four-tiered governance structure, with clear roles and responsibilities to advocate, implement, review and guide ethical conduct. While our sustainability strategy, action and evangelism is carried out across levels, geographies and functions, the primary oversight of all programs is at the corporate level, with our Chairman, Board of Governors and Group Executive Council.

We consider voluntary disclosures such as this sustainability report as being integral to our standards of good governance. Comprehensive and well-articulated sustainability disclosures reflect the attributes of transparency and accountability that are central tenets of our sustainability philosophy, and demonstrate the external focus our brand stands for. We have been active participants in several disclosures and indices, such as the Dow Jones Sustainability Index, the Carbon Disclosure Index, World's Most Ethical Companies by Ethisphere, and Vigeo Sustainability Rating. Our disclosures aligned with the GRI (Global Reporting Initiative) and NVGs (National Voluntary Guidelines) are available in the public domain. We believe that a culture of disclosure and transparency strengthens and complements regulatory compliance. It also helps us to reach out to all our stakeholders.

Stakeholder inclusiveness is a key principle of our sustainability approach, and stakeholder input and feedback help create a more balanced perspective while shaping goals and planning our actions.



Sustainability

Dashboard

In this section, we are presenting our goals and measures in condensed form, but a complete understanding of these dimensions is possible only in the detailed analysis that follows in subsequent sections.

Workplace Sustainability



Employee Engagement and Empowerment

- Sustained use of Yammer as the enterprise social networking platform; Over 1,09,000 + users with 9,400+ groups
- Employee Perception Survey (EPS) Engagement scores increased by 12.5 % compare to EPS 2015



Employee Well-being and Safety

- 18 locations in India certified for OHSAS 18001
- 1,80,000 employees, contractors and service providers attended trainings on Health & Safety, Safe Transportation, Hospitality, Security, Emergency Response Drills



Diversity and Inclusion

- 33% of workforce constitute women
- Employees from 100+ nationalities in 50+ countries
- 334 employees with disabilities



Capacity Building and Career Development

- Over 60,000 technical employees trained on Digital skills.
- Over 21,000 employees acquired additional skills in upto 4 technology areas

Ecological Sustainability



Energy and Emissions

- GHG emissions reduction of 11,000 tons of CO₂ eq.
- Energy savings due to server virtualization increased by 35%
- Air travel footprint reduction (distance as well as emissions) of over 19%
- Global emissions intensity decreased by more than 10% to 1.58 tons per person per annum
- Absolute GHG emissions reduction of 1.8% from India office operations
- Renewable energy - 96.6 Mn. units. 26% of our total office space energy consumption



Water

- Fresh water savings of 152 Mn. Litres
- 13.5% reduction in per employee water consumption - 1.119 m3 per month as compared to 1.295 in 2015-16
- 38% of water recycled in 2016-17 compared to 32% in 2015-16
- Community Programs-
 - Curated the Karnataka state water network (KSWN) in partnership with CII
 - Three year Participative Ground Water Mapping program completed



Waste

- 93.3% of total waste from IT India operations recycled or reused
- Mixed Solid Waste intensity reduction by half in 2017 from 2013 – from 3.26 Kg to 1.55 Kg per employee per annum
- Landfill intensity by half in 2017 from 2013, from 3.12 to 1.55 Kg per employee per annum



Campus Biodiversity

- Butterfly Park at Electronic city campus completed in 2013.
- Second project in Pune completed which includes five thematic gardens – aesthetic and palm garden, spring garden, Ficus garden, spice and fruit garden.
 - Increased native species by 59 to 240+

Customer Stewardship



Customer Engagement

- Net Promoter Score increased by 740 basis points for 2016-17 as compared to the previous year
- Number of gross new customers - 256
- Revenue from existing customers - 98%
- No substantiated instances of data privacy breaches



Innovation

- Total R&D expenses for the year stood at Rs. 3338 Mn, an increase of 30% YoY
- In FY 2016-17, the company continued to strengthen its IP portfolio with 603 new patent applications filed (from 514 in the previous year)
- Made 4 investments in the FY17 year with a cumulative spend of US\$ 24.5 million in startups working in technologies that are reshaping the future of enterprises



Industry Recognitions

- An overall CSR rating of Gold (highest among possible three levels) by Ecovadis, an EU based sustainability performance assessment platform, used by more than 50 of our customers.
- Best in Class" rating by Verego

Supply Chain Sustainability

Purchased more than 12,000 EPEAT registered electronic products in 2016

Received EPEAT Purchaser Award from Green Electronic Council (US)

Diverse supplier spends contributed to 3% of total central procurement tracked spend for India operations



Social Responsibility

Wipro Education

- Started Wipro Seeding Programme which supports the creation and development of new educational organizations that can contribute meaningfully to Indian school education
- Continued support to 23 organizations through programmatic grants, one-time grants, fellowships and publications
- Supported 19 new organizations in 2016-17
- 16th Partner's Forum on organizational sharing was held in April 2016

Wipro Science Education Fellowship Program

- Launched in Chicago, New York and Boston to improve Science and Math education in schools primarily serving disadvantaged communities in US cities
- Collaboration with UMass, Boston, Michigan State University, Mercy College and University of North Texas
- Works with 250-300 teachers across 20 school districts

Wipro earthian

- Increased reach to 2000 schools, 1500 colleges and 2200 teachers in 45 districts across 21 states
- Wipro-earthian Sustainability quiz was successfully launched at the IIMA Confluence festival and the IIMB Exemius festival where 227 teams and 681 students participated
- Round table discussion on sustainability education attended by 60 regional colleges in Orissa was organized

Wipro Cares

- Nearly 70,000 children of migrant laborers working in construction sites in the city benefitted from our 20 education projects in 8 states
- 'Children with Disability' program supports the educational and rehabilitative needs of 4,200 underprivileged children through 12 projects in 6 states
- Through 3 projects, an aggregate of over 40,000 people get access to primary healthcare
- Project in urban solid waste management in Bangalore provides social, nutritional and health security to nearly 2,700 workers in the informal sector of waste
- About 60,000 people benefitted from livelihoods projects as part of our disaster rehabilitation work in Cuddalore, Tamil Nadu and Utharkashi, Uttarakhand
- Projects on water include setting up or reviving rainwater harvesting systems in schools, maintenance of a lake, and a study of groundwater resources

Recognitions



Wipro 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 features in the B List of CDP's global report as well as the India Climate Change Report 2017



Wipro recognized as one of the 100 most sustainable corporations in Asia in the 2016 Channel NewsAsia Sustainability Ranking



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



Wipro named as a World's Most Ethical Companies by the Ethisphere Institute for the 5th successive year



Confederation of Indian Industry

Wipro Ltd. received 'BB' Rating with a GOLD Sustainability Plus Label from CII

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The 10th Year of Sustainability Reporting

About this Report

1.1 Report Profile

1.2 Materiality Determination

1.3 Organization Overview



Report Profile

Reporting period for this sustainability report	April 1, 2016 to March 31, 2017 <i>(Referred hereafter in short as '16-17)</i>
Date of most recent previous report	Wipro Sustainability report for the fiscal year 2015-16, released in March 2017
Link to the previous report	http://wiprosustainabilityreport.com/15-16/
Reporting cycle	Annual basis
In accordance criteria	GRI Standards: Comprehensive
Contact Point	Mr. P.S. Narayan Vice President and Head, Sustainability Email: narayan.pan@wipro.com

Scope and Boundary

Businesses*	
Wipro Technologies	
Wipro Infotech	
Wipro Business Process Services	
Geographies	
Americas	
Europe	
India	
Japan	
MiddleEast	
Asia Pacific	
Scope of reporting	
Financial performance indicators	All geographies
Environmental performance indicators	India (Energy data reported for overseas locations)
Employee metrics	All geographies
Social performance metrics	Primarily India
Other qualitative reporting	All geographies (unless otherwise specified)

* A list of all entities included in the consolidated financial statements is given in pages 95-98 of Wipro Annual Report for FY 2016-17. However, the scope of this report is restricted to Wipro Technologies, Wipro Infotech and Wipro Business Process Services.

The GRI Content Index in accordance with option 'Comprehensive as prescribed by GRI G4 Guidelines details the coverage of relevant information. The index is available at <http://wiprosustainabilityreport.com/16-17/?q=gri-index>

Approach

Like our previous reports, we continue to adopt the stakeholder format of reporting. Given that stakeholder inclusion and engagement is such a crucial cornerstone of the Aa1000 and the GRI frameworks, we believe that the stakeholder format is more appropriate for focusing attention on key material aspects for each of the stakeholders. Each individual section on this report is structured as our response to concerns of the respective stakeholder identified through the materiality assessment. Additionally, for financial year 2016-17 we have followed the ISO26000 guidelines.

We have opted to conduct an independent assurance of our sustainability report as part of our company policy. DNV GL has been engaged to verify the content of this report.



1.2

Materiality Determination

Sustainability reporting should aim to be a faithful reflection of the organization's values, vision, plans, progress and challenges on the different dimensions of sustainability. Determining 'materiality' helps an organization to understand issues that are relevant to its stakeholders over the short, medium and long term. This understanding, in turn, makes sustainability strategy and action more in tune with stakeholder priorities, and more robust in terms of creating impact and navigating risk. The process has to be centered at the intersection of organizational relevance and stakeholder priorities. In this section, we discuss the rationale, approach and outcomes of our materiality determination exercise.

Materiality Recalibration

Materiality is informed by the socio-economic context in which an organization operates and the needs of its primary and/or influencing stakeholders. It requires us to keep 'ears to the ground' by understanding stakeholders' perceptions and expectations, the business context, local and macro developments and changing thresholds of sustainability risks and opportunities over time.

the complexities of multiple environmental, social and governance dimensions that are relevant to Wipro as a company and to the IT Services sector. It is also important to look at the probability and impact of the issues over a long period of time. The societal and global context could shift and what would have been peripheral in the short term could eventually become central and critical.

The Driving Principles

In addition to the classic framework that maps issues on the basis of 'Relevance to the Organization' and 'Relevance to Stakeholders', our materiality framework incorporates the following driving principles:

1. Incorporation of multiple dimensions: Material dimensions vary from one organization to another as the context of each company and the industry or geography in which it is operating is not necessarily the same. The issues faced by a business can be different even within the same sector and geography. The materiality determination should reflect

2. Individual stakeholder view: The conventional materiality matrix typically places issues based on relevance to the company and relevance to stakeholders; however, given that a company will have multiple stakeholders who are often very different in the roles that they play, it makes little sense to talk about 'stakeholder relevance' as an abstract, macro notion unless it is mapped to the next level of detail to the individual stakeholder.
3. Intrinsic worth: In the conventional materiality matrix of 'Relevance to Wipro' and 'Relevance to Stakeholders', certain critical sustainability issues may not score high on either of the dimensions. And yet, they have an intrinsic worth that compels serious and deep engagement. Therefore, our new framework will look at all these three factors.

Our Approach

The questions 'Who are your stakeholders?' and 'What are their material issues?' are important starting steps and we consider these questions as the building blocks of our sustainability initiatives and reporting. Based on GRI G4 Guidelines and AA 1000 principles of 'Stakeholder Inclusiveness', 'Materiality' and 'Sustainability Context', we have adopted the following approach to determine materiality for our company.



Defining stakeholders



Identifying issues

- Seeking stakeholder feedback
- Benchmarking
- Assessing internally

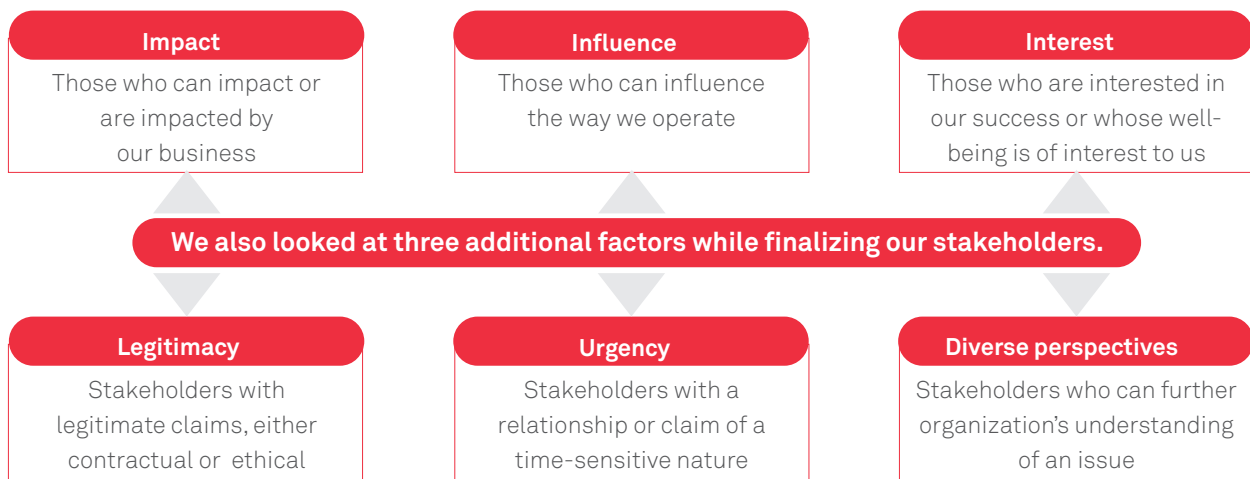


Prioritizing issues

- Seeking stakeholder feedback
- Understanding sustainability context
- Figuring in intrinsic worth

Stakeholder Identification

Defining who an organization’s primary stakeholders are, can be relatively straightforward within the business ecosystem. But when it comes to larger social and environmental contexts, the meaning of stakeholders can assume a form that is unduly large or amorphous. Here it becomes important to understand and identify those attributes of stakeholders that makes them important to business and necessitate meaningful engagement. We began our identification by defining those attributes and then mapping our value chain to determine stakeholders who qualify the attributes.



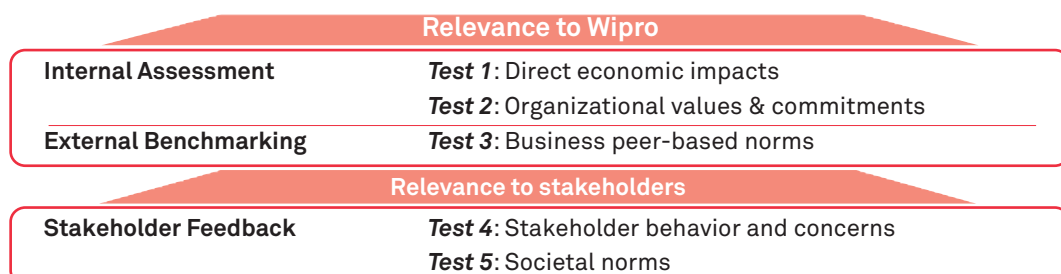
These led us to identify the following eight stakeholder groups. Readers will note that, except for minor semantic differences, these are the same stakeholders that appear in our previous reports. Therefore, the materiality recalibration exercise essentially reaffirmed our earlier decision in this regard.

1. Employees
2. Customers
3. Investors
4. Suppliers
5. The Education ecosystem: Partners and Academic Institutes
6. Communities and Civil Society Networks
7. Government and Policy Networks
8. The Young Citizen and Future Generations

While the first four have direct and operational/ business value chain impacts, the other four are part of the larger community and society that we operate in.

Identification of Issues

Material issues and their relative importance to Wipro and our stakeholders are not static and are likely to change with time. In line with this, we followed a threefold approach based on the Five Part Materiality Test proposed by AccountAbility. We try to present a 360 degree perspective on our business and ecosystem through this process and its outcomes.



Internal assessment

A significant part of materiality determination stems from the organization's overall mission, values, commitments and competitive strategy as well as the impact of or on its economic performance. An internal perspective on risks as identified through organizational processes like risk assessment studies and audits or self-assessments using disclosure frameworks is also considered in the process. Listed below are the sources of information.

- Financial reports (Annual reports & Form 20F)
- Sustainability reports
- Disclosures (Dow Jones Sustainability (DJSI), Carbon Disclosure Project (CEP), Vigeo etc.)
- Other risk assessment studies & audit reports



External benchmarking

We conducted an extensive review of literature to identify issues considered as material and identified as risks by our business peers and also to understand expectations expressed in international standards and agreements. Listed below are the sources of information.

- Annual reports, sustainability reports, Form 20F of peers
- ISO 26000 Guidance on Social Responsibility
- SASB Materiality Map
- FICCI India Risk Report



Stakeholder feedback

Stakeholder inclusiveness is central to the materiality determination process. It is important to consider reasonable expectations and interests of stakeholders so as to provide a balanced view of the issues that emerge. At Wipro, we engage with our stakeholders regularly to understand their concerns and develop plans to address those concerns.

From the above mentioned sources, a universe of all issues or dimensions that could be material for our businesses was identified.

Prioritization of material issues

The sustainability context of each of the issues or dimensions identified was detailed so as to understand their materiality to our business and industry. Following this, a prioritization exercise was undertaken by looking at the intrinsic worth of each issue as well as its relative priority. The stakeholder's feedback was also taken into account by incorporating their ratings for each of these dimension against four criteria of 1) Relevance to Wipro's business operations; 2) Relevance to stakeholders; 3) Impact; and 4) Time horizon of impact.

In 2014-15, we held a formal consultation with senior leadership, employees and external sustainability experts from industry and academia, on stakeholder priorities, concerns and expectations. We also considered inputs from customers and investors. The collective outcome of the consultation process was a revised materiality matrix. Since then, we have revisited the materiality matrix/map each year, and consider any refresh that it requires, based on latest stakeholder feedback and input.



Materiality Reporting for the Year

In line with GRI standard requirement to focus on ‘what matters’ and ‘where it matters’, we undertook an exercise to determine the most material issues to include in this report from multiple dimensions of risk, returns and relevance. We adopted the following steps to identify material aspects for reporting.

- Mapping the identified material issues to GRI ‘Topics’
- Defining the boundary of each ‘Topic’ based on impacts
- Deciding the scope of reporting for other issues/dimensions

From the universe of issues or dimensions that was identified as material, a total of 20 topics have been finalized for reporting. Depending on the relative importance, the other identified issues identified will be detailed in the respective sections as part of disclosure of management approach. The outcomes of the process were shared with all relevant functions for review and the consequent feedback was incorporated.

Materiality Map







Universe of Issues / Dimensions Considered






 Environment and Ecology	<ul style="list-style-type: none"> • Biodiversity • Emissions • Energy • Environmental performance and reporting • Environmental regulations 	<ul style="list-style-type: none"> • compliance • Natural and man-made catastrophes • Urban resilience • Waste • Water
 People – Employees and Communities	<ul style="list-style-type: none"> • Corporate citizenship and philanthropy • Disability • Employee Health, Safety and wellbeing • Fair labour practices • Gender 	<ul style="list-style-type: none"> • Human rights – freedom of association, nondiscrimination, forced labour, child labour etc. • Knowledge and skills development • Talent attraction, development and retention
 Corporate Governance and Ethical Business Conduct	<ul style="list-style-type: none"> • Accounting for externalities • Competition • Corporate governance • Corruption, bribery, corporate frauds • Customer privacy • Customer Satisfaction • Data security • Economic performance • Execution of strategy • Government policy • Intellectual property rights • IT systems security and operational resilience 	<ul style="list-style-type: none"> • Innovation • Management vision and leadership stability • Open source • Operational efficiency and speed • Outsourcing related issues • Regulatory compliance • Service delivery • Stakeholder communication • Supply chain management • Tax strategy • Transparency and disclosures

Given below is the mapping of identified aspects and topics to respective sections and primary stakeholders. The topics highlighted in italics are not part of GRI standard.

Stakeholder	What is material?	Where the impacts occur?	Why the topic is material?	Respective Sections
Employees	Employment 	People supply chain – Global (employees, contract and support staff)	Business continuity and obsolescence are typical concerns for the technology sector, given the pace of change that the industry is known for. Ensuring continued meaningful employment for employees, and creating opportunities for external talent, consistently, are therefore important focus areas.	Workplace Sustainability
	Occupational Health and Safety 		Health and safety performance is a key measure of an organization's duty of care. Low injury and absentee rates are generally linked to positive trends in staff morale and productivity. This aspect is critical for the stability of the work force especially for an organization like Wipro.	
	Diversity and Equal Opportunity 		It is legislatively mandated in India to provide for equal pay for work of equal value. According to WEF Gender Gap Report 2014, India is part of the twenty worst-performing countries on the estimated earned income. Earlier in 2009, the same study showed that the average annual income of a woman in India is US\$ 1,185, compared to US\$ 3,698 for the men employed in the India's corporate sector. Diversity, especially gender equity, is another well-known issue in the STEM sector.	
	Non-discrimination 		A study by CII found that 25% of women faced gender bias on jobs. Another survey conducted in 2013 revealed that 5 out of 10 employees have experienced one or the other kind of discrimination, indicating the strong prevalence of discriminatory practices while recruiting and at work.	

Stakeholder	What is material?	Where the impacts occur?	Why the topic is material?	Respective Sections
Employees	Freedom of Association and Collective Bargaining 		The right of workers (and employers) to organize collectively in organizations of their own choice is a fundamental provision of the UN 'Universal Declaration of Human Rights'	Workplace Sustainability
	Capacity Building and Career Development 		The quality of employees is considered to be an important source of competitive advantage to any organization. Hence maintaining and improving the human capital of the company, particularly through training that expands the knowledge base of employees, is a key differentiator.	
Current & future generations	Energy 	Global Supply Chain (includes Business Travel and commute) contribute to 77% of overall environmental impact.	Studies estimate that the ICT systems now use 1,500 terawatt-hours of power per year which is about 10% of the world's total electricity generated. Jevons paradox proposes that the increase in efficiency which comes along with technological progress tends to increase (rather than decrease) the rate of consumption of that resource.	Ecological Responsibility
	Emissions 	Global Supply Chain (includes Business Travel and commute) contribute to 77% of overall environmental impact.	Emissions are a major contributor to climate change. As demand for ICT is expected to quadruple by 2020, the total carbon footprint of ICT sector is set to grow at 6% per year. Data center footprint is expected to triple by 2020. To limit the negative impacts of climate change, it is critical to limit the temperature increase to 2 degree celsius above pre industrial levels.	
	Water 	Operations in India as they constitute 80% of overall footprint and higher impact	World Economic Forum's Global Risk Report 2015 identifies water crisis as one of the top high impact and high likelihood risks. The UN Water forecasts that 1.8 billion people will be living in countries or regions with absolute water scarcity and two thirds of the world population under water stress conditions by 2025.	

Stakeholder	What is material?	Where the impacts occur?	Why the topic is material?	Respective Sections
Current & future generations	Effluents and Waste 	Operations in India as they constitute 80% of overall footprint and higher impact	Unmanaged disposal of waste and effluents can have significant impact on receiving ecosystem and this in turn can affect the quality of the water supply available to the organization and its relationship with communities & other water users. Reduction of waste and effluents can contribute directly to lower costs for materials, processing and disposal at the same time reduce financial risks from the loss of raw materials, remediation costs, regulatory action as well as reputation.	Ecological Responsibility
	Campus Biodiversity 	Wipro campuses in Bangalore and Pune	The vast sprawling campuses where we operate gives an opportunity to promote ecological balance by improving biodiversity	
	Urban Resilience 	Primarily India	Given the urban centric nature of our operations, ecological issues affecting urban areas cannot be overlooked by the organization. A better, safer and cleaner environment promotes well-being of the citizens.	
Customers	Customer Privacy 	All our customers and businesses	Given the pervasive nature of technology, data privacy has become a concern for businesses. Any lapse from the organizations part in safeguarding the privacy and interests of customers can have financial, legal and reputation impacts to business	Customer Stewardship
	Customer Engagement 	All our customers and businesses	Engagement is critical to understand and meet expectations of customers and customer retention is dependent on the quality of engagements.	
	Innovation 	All our customers and businesses	Opportunities to learn and innovate in emerging areas of work drive the engagement levels of employees. Also innovation helps generate revenue for the business and builds relationships for the long term.	

Stakeholder	What is material?	Where the impacts occur?	Why the topic is material?	Respective Sections
Investors	Economic performance 	Economic performance: Across the value chain, primarily India	Economic performance is key to the sustainability of any business and the success of the business cascades to the stakeholders involved.	Financial Stewardship
	Anti-corruption 	Anti-corruption: Supply chain and business functions, primarily India	Corruption can be a significant risk to business as it can have create legal and regulatory implications. There are instances where instances of corruption by organizations affecting the economy at large. Anti-corruption as a focus area is also naturally aligned with our Spirit of Wipro values.	
Suppliers*	Supplier environmental assessment 	Social aspects of Supply Chain: India based suppliers	The responsibility of the business does not ends within the boundary of the organization. The suppliers play critical role in the sustainability and hence issues faced by the supplier ecosystem should be considered by the organization for effective risk mitigation.	Supply Chain Sustainability
	Supplier social assessment 	Environmental aspects of supply chain: Categories based on life cycle assessment of services and products (see natural capital accounting)		Workplace Sustainability
Community & civil society networks; The education ecosystem 	Community and Education	Communities in India and other counties where we have significant operations. Other countries include South Africa, United States of America etcetera.	It is critical for business to engage with the social and ecological challenges that face humanity in a deep and meaningful manner with long term commitment; for that is the only way by which real change can happen on the ground. It is these engagements which gives the organizations 'license to operate'.	Social Responsibility

* As described in the section 'Our Value Chain', our suppliers are of three categories – Human Resources, Service Providers and Materials & Equipment Providers. We are covering aspects and topics related to our primary supply chain (contractors directly engaged in customer delivery) in the section 'People Sustainability' and product and services supply chain related aspects in the section 'Supply Chain Sustainability'.



Organization Overview

In this section, we present an overview of Wipro's key organizational metrics both, at a strategic and operational level. We also articulate our approach to corporate governance covering the key areas of Board Governance, Strategic Risk Management, Codes of Conduct and Policies, disclosures and ombuds process. All of these together provide the cornerstones of our overarching approach centered on being a responsible organization that combines financial performance with environmental stewardship and a workplace that is fair as well as empowered.

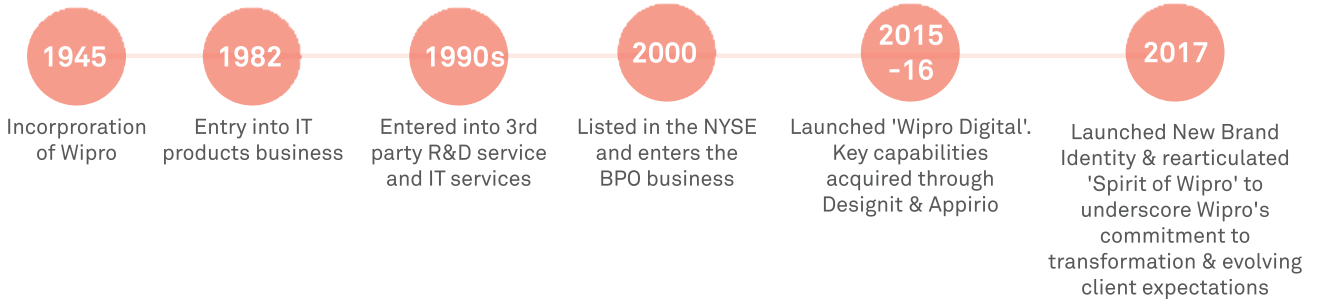
Company Profile

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 160,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

Milestones

Our company is one of the world’s most trusted brands and has a long history. Here's a snapshot of our journey to date:



Strategic Business Units and Service Lines

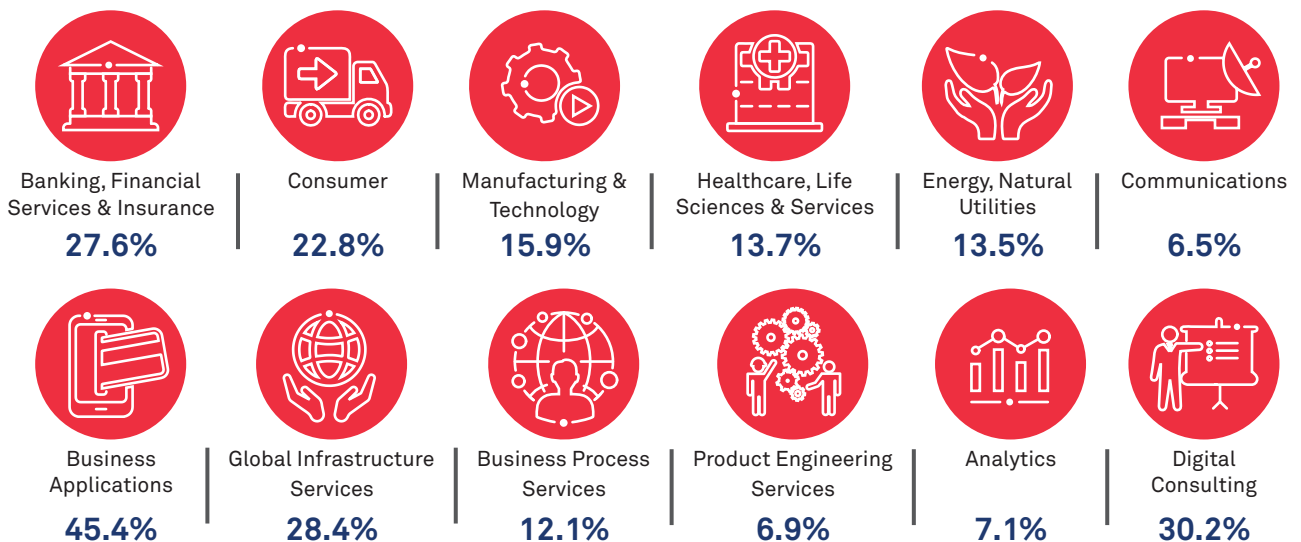
Wipro’s service offerings are aligned with the technology needs of our customers. While our focus is on being a strategic provider of IT Services and the system integrator of choice, we also provide IT Products as a complement to our IT Services offerings. In the India and Middle - East markets, we are a leading provider of system integration services where we provide a full suite of services such as hardware solutions, software licenses and services. To fulfill system integration projects, we provide IT hardware and software licenses.

Our IT Services business provides a range of IT and IT-enabled services which include digital strategy advisory, customer-centric design, technology consulting, IT consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services,

analytics services, business process services, research and development and hardware and software design to leading enterprises worldwide.

Our IT Products segment provides a range of third-party IT products, which allows us to offer comprehensive IT system integration services. These products include computing, platforms and storage, networking solutions, enterprise information security and software products, including databases and operating systems. We continue to focus on being a system integrator of choice where we provide IT products as a complement to our IT services offerings rather than sell standalone IT products.

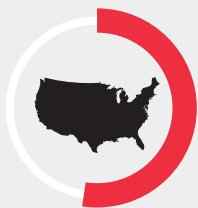
Our IT Services business segment is organized into six strategic business units by customer industry. Details of our Strategic Business Units and Service Lines are given below.



Geographical Presence



Americas



53.6%

Europe



25.1%

India and ME



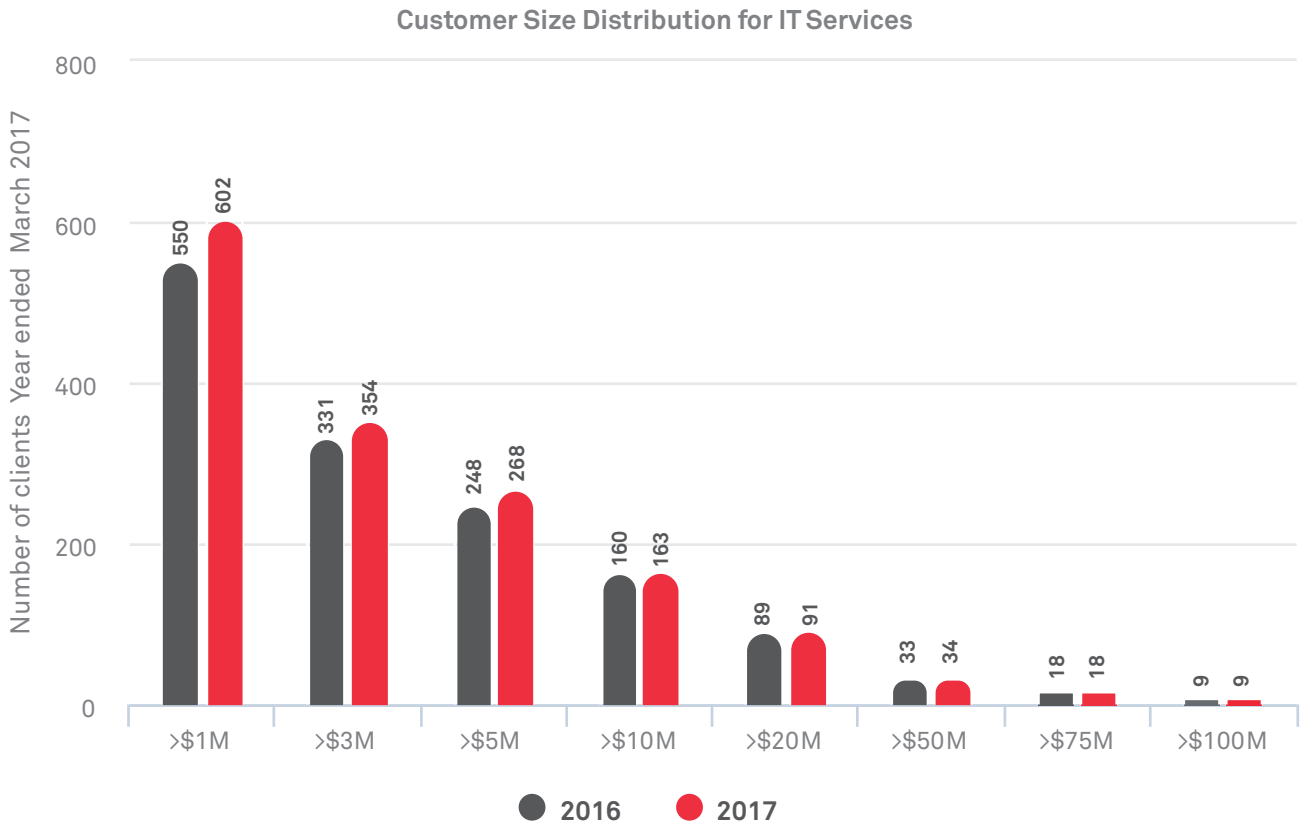
9.9%

Asia Pacific & Other Emerging Markets



11.4%

Number of clients year ended March 2017



Values, Vision, Policies

Earlier this year, we announced our new brand identity and logo. The new logo illustrates Wipro's unique strengths, as seen by clients, of i) being able to connect and integrate multiple perspective across technologies, industries, and geographies and ii) identifying and implementing innovation that is most relevant and impactful, to enable clients run and transform their businesses.

The brand logo conveys simplicity, vibrancy, and clarity; the four radiating rings of dots represent the Spirit of Wipro values, employees, clients and partners, and communities. The logo and brand in its entirety is a fusion of a strong core rooted in the Spirit of Values, and a strong sense of connectedness with our stakeholders, as we partner and shape the future together, with them.



#Multicolored

Demonstrates our connected world and is modernized from our brand heritage

#WordMark

The color of the word mark creates a sense of reliability and authority

#Circles

The 4 circles represent our Values, Employees, Clients & Partners and Communities

#Discs

The individual discs represent ideas, insights, technologies, industries, geographies

#Expanding

Represents a boundless Wipro

#Styling

Gives a sense of fluidity, resourcefulness, optimism and connectivity

TESTIMONIAL

“The new brand identity marks our journey of transformation in the digital world. Our brand refresh signals an even closer engagement with clients, greater innovation, and a deeper impact on their business. It is contemporary, reflecting the diversity and aspirations of our employees.”

Abidali Z. Neemuchwala

The revised brand and logo reflects and is driven by the re-articulated Spirit of Wipro, our core values. The revised brand and Spirit of Wipro values together re-affirm and shape our identity and actions as a responsible, sustainable corporate citizen.

TESTIMONIAL

“Our brand identity is a visual expression of what we do and mean, for our clients. And this is directly energized by our Values. The Values are our core and our beacon, the bedrock of our culture. Our rearticulated values connect and resonate deeply with the new, vibrant, brand identity.”

Azim Premji

The Spirit of Wipro represents the core values of Wipro which act as the guiding principles for our culture and actions. This Spirit is rooted in current reality, but it also represents what Wipro aspires to be hence making it future ready. They bind us together and inspire us to excel in the way we think and act.

Spirit of Wipro

The Spirit of Wipro is the core of Wipro. These are our Values. It is about who we are. It is our character. It is reflected consistently in all our behavior. The Spirit is deeply rooted in the unchanging essence of Wipro. It also embraces what we must aspire to be. It is the indivisible synthesis of the four values. The Spirit is a beacon. It is what gives us direction and a clear sense of purpose. It energizes us and is the touchstone for all that we do. We recently rearticulated the Spirit of Wipro.

Be passionate about client's success

Be passionate about clients' success. We succeed when we make our clients successful. We collaborate to sharpen our insights and amplify this success. We execute with excellence. Always.

Treat each person with respect

We treat every human being with respect. We nurture an open environment where people are encouraged to learn, share and grow. We embrace diversity of thought, of cultures, and of people.

Be global and responsible

We treat every human being with respect. We nurture an open environment where people are encouraged to learn, share and grow. We embrace diversity of thought, of cultures, and of people.

Unyielding integrity in everything we do

Integrity is our core and is the basis of everything. It is about following the law, but it's more. It is about delivering on our commitments. It is about honesty and fairness in action. It is about being ethical beyond any doubt, in the toughest of circumstances.

Wipro's Vision

"To earn our clients' trust & maximize value of their businesses by providing solutions that integrate deep industry insights, leading technologies & best in class execution"

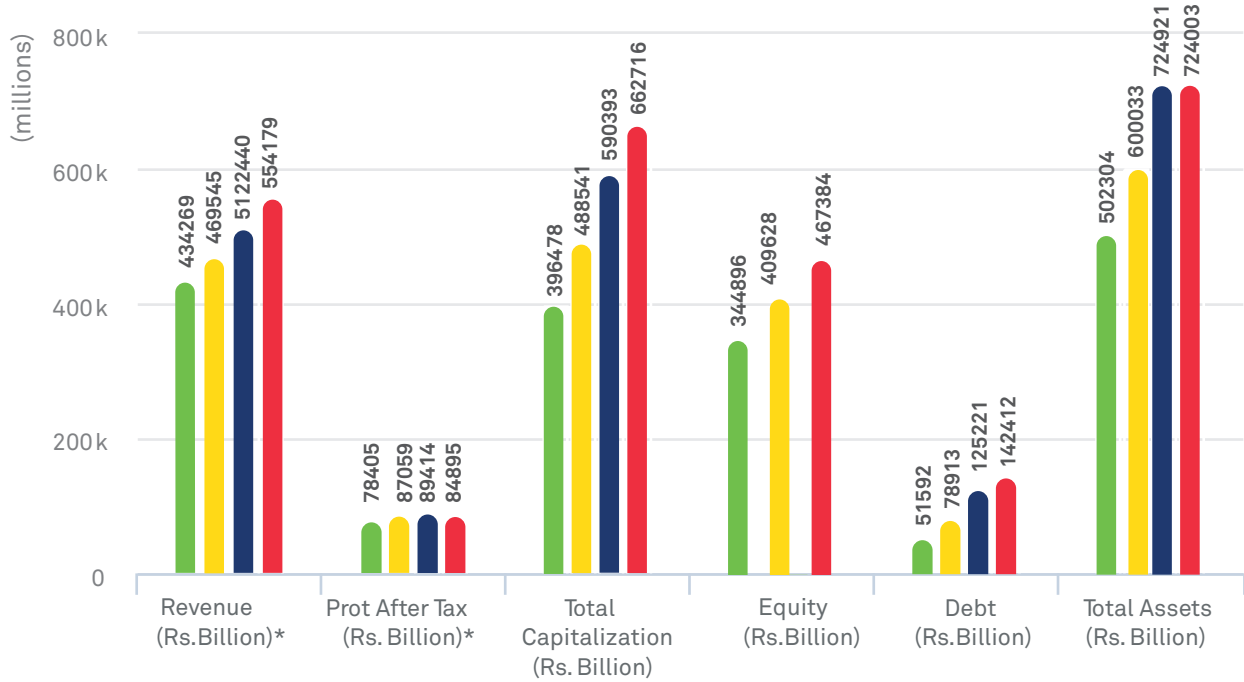
Policies

Values are the foundational cornerstones of an institution and shape its essential core i.e. 'what it stands for'. To translate these into operating frameworks is the job of policies and codes of conduct. Some of our key policies are as below.

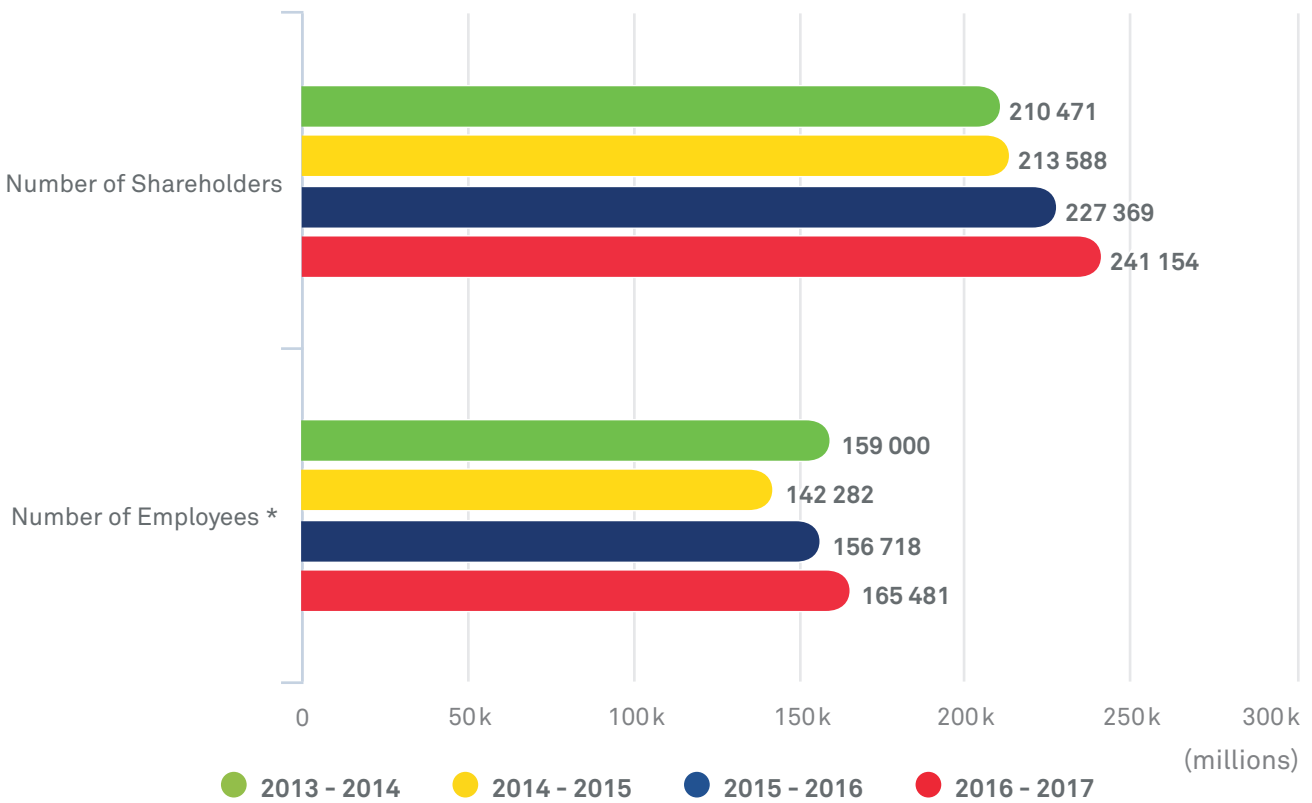
- Code of Business Conduct
- Ecological Sustainability Policy
- Corporate Social Responsibility Policy
- Health and Safety Policy
- Supplier Code of Conduct
- Human Rights Policy
- All the policies and codes of conduct are developed after studying industry best practices and conducting stakeholder consultations. Senior level executives of relevant teams approve and have the oversight. Employees are regularly trained on the expectations of different policies and is available in websites as well as key locations in our campuses.

Key Organizational Metrics

Key Financial Metrics



Other Metrics



* Figures are only for core employees in IT business. Does not include partner employees, retainers and support service workforce.

Good Governance and Management Practices

Corporate Governance

At Wipro, Corporate Governance is more than just adherence to the statutory and regulatory requirements. It is equally about focusing on voluntary practices that underlie the highest levels of transparency and propriety.

Our Corporate Governance philosophy is put into practice at Wipro through the following four functional layers, namely,

Governance by Shareholders	
Governance by Board of Directors	
Governance by Sub-Committee of Board of Directors	Audit/Risk and Compliance Committee
	Board Governance, Nomination and Compensation Committee with the additional responsibility of CSR
	Strategy Committee
	Administrative, Shareholders and Investors Grievance Committee (Stakeholders Relationship Committee)
Governance by Management Process	Codes of Conduct
	Compliance
	The Ombuds Process

Effective corporate governance requires a clear understanding of the respective roles of the Board and of senior management and their relationships with others in the corporate structure. To ensure this, the Board of Directors has adopted 'Corporate Governance Guidelines' which codifies the best corporate governance practices. These guidelines provide a systematic and structured framework for the Board to review and evaluate the Company's performance in an independent manner, while at the same time providing assurance to the Directors in terms of their authority to oversee the Company's management. Our Corporate Governance Guidelines give an overview of the responsibilities of the board, board composition, board meetings, board committees and process of management review.

The guidelines can be viewed at

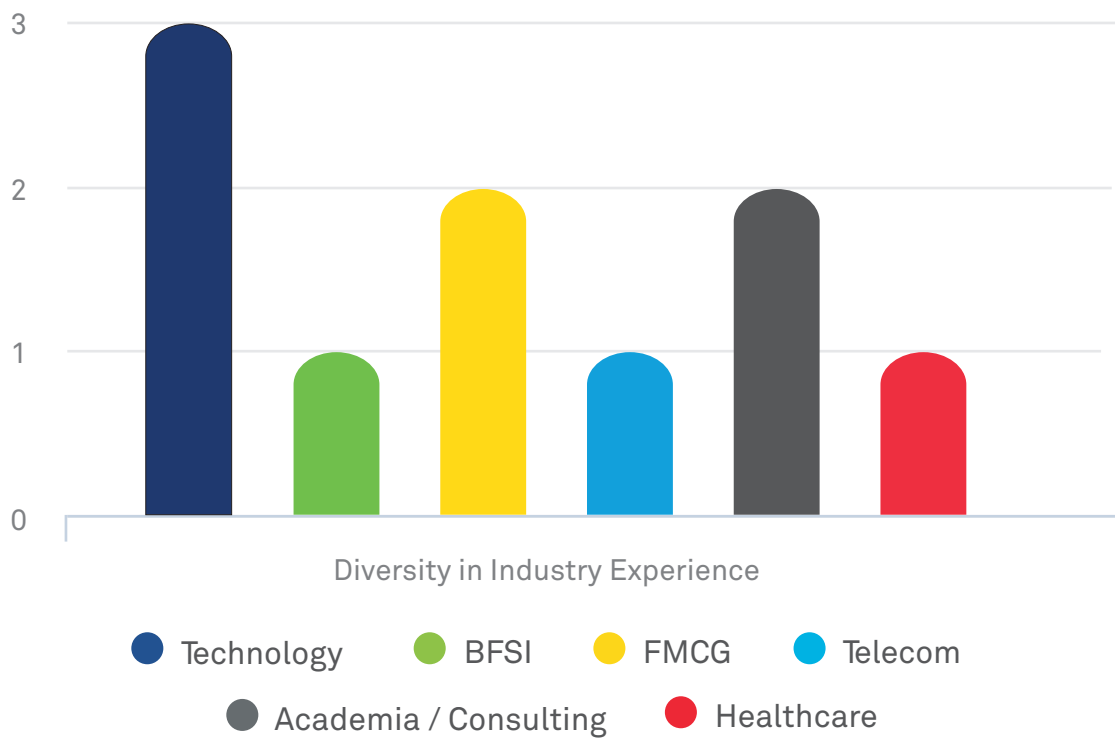
<http://www.wipro.com/documents/investors/pdf-files/Corporate-Governance-Guidelines.pdf>

For more details on our corporate governance, please refer to page number 35 and 112-123 of our Annual Report FY 2016-17.

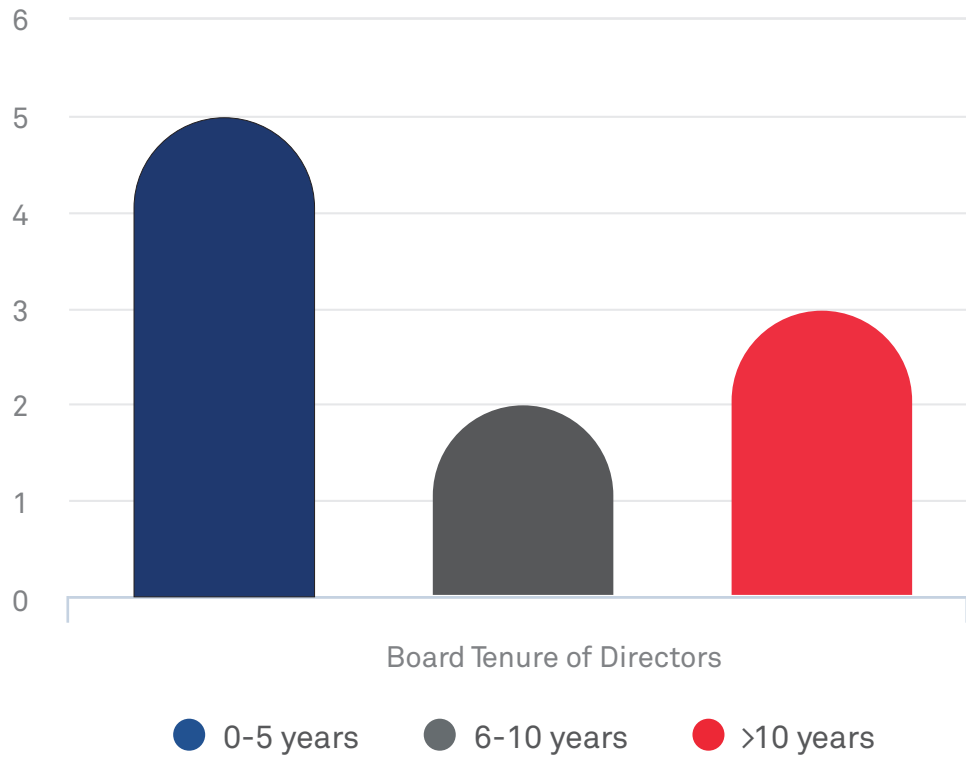
Board of Directors

Composition of Board: As on March 31, 2017, the Board comprised three executive directors and seven non-executive directors of which one executive director is the Chairman of our Board. All of the seven non-executive directors are independent directors and free from any business or other relationship that could materially influence their judgment. All the independent directors satisfy the criteria of independence as defined under the listing agreement with the Indian Stock Exchanges and the New York Stock Exchange Corporate Governance standards. The Board Profile giving an overview of the background and experience of Board of Directors can viewed is provided in pages 16 to 21 of our Annual Report FY 2015-16.

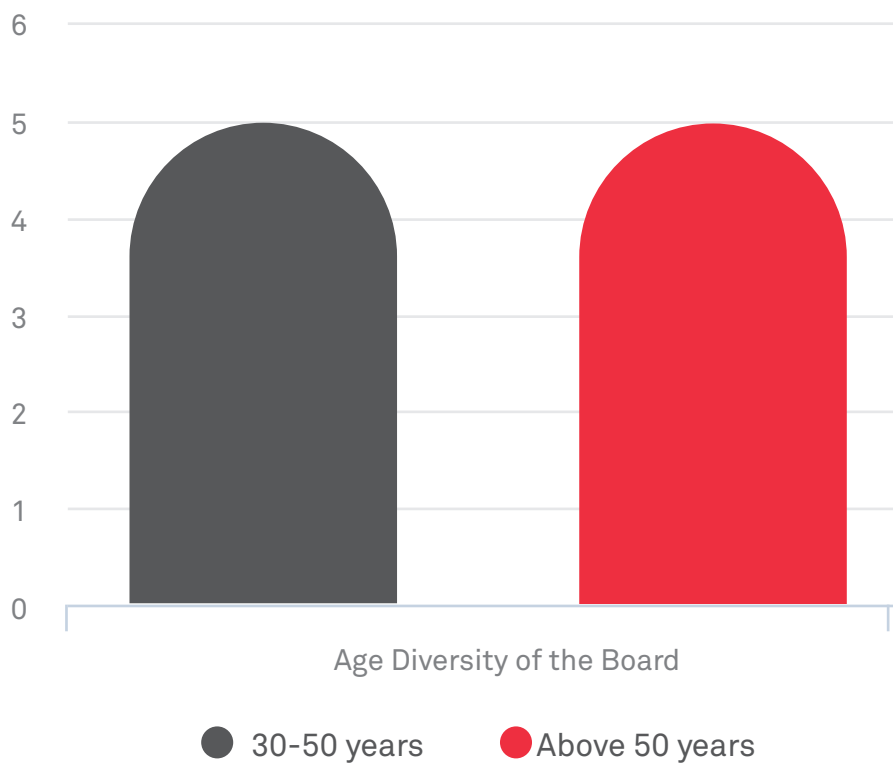
Board Diversity in Industry Experience



Board: Tenure of Directors



Board: Age Diversity of the Board



Board Nomination and Selection: Our Corporate Governance Guidelines specify the board nomination process as well as board membership criteria. We consider different factors of expertise and experience on economic and social aspects in board selection. These factors such as independence, alignment with company's values, diversity and complementarity in terms of age, skills and knowledge, management experience, industry background, perspectives, etc., ensures selection of a Board which can act in the best interests of the company and its stakeholders.

Training of Board: The board undergoes familiarization program and other continuing education programs which are aimed at developing and enhancing the collective knowledge of economic and social topics related to their duties as Directors on an ongoing basis to enable them to perform their duties better and to recognize and deal appropriately with issues that arise.

Roles and Responsibilities:

Board Evaluation: Annual Performance Evaluation is conducted for all Board Members as well as the working of the Board and its Committees and is led by the Chairman of the Board Governance, Nomination and Compensation Committee with specific focus on the performance and effective functioning of the Board. The evaluation process may also include self/peer evaluation of each director and the evaluation framework has been designed in compliance with the regulatory requirements in India. Evaluation of Directors was based on criteria such as participation and contribution in Board and Committee meetings, representation of shareholder interest and enhancing shareholder value, experience and expertise to provide feedback and guidance to top management on business strategy, governance and risk, understanding of the organization's strategy, risk and environment, etc. The Board has received consistent ratings on its overall effectiveness and has been rated comparatively higher this year for composition of Directors and their skills, attributes and experience.

Conflicts of Interest: Board members are not prohibited from serving on Boards and/or Committees of other organizations, except for companies that are in competition with the businesses pursued by the Company. However, members of the Board are required to comply with applicable regulatory requirements with respect to limits on number of directorships in the both the country of incorporation of the country and the country of residence. The Board Profile section in our Annual Report discloses other board memberships held by our Board of Directors. Service on Boards and/or Committees of other organizations shall be consistent with the Company's conflict of interest policy.

Wipro is a promoter group-led company with the promoters having other diverse businesses and interests. Given the fact that the promoter group has occasions to engage in Related Party Transactions (RPTs), disclosures on the same are made in our annual reports in the interest of transparency. Such transactions are guided by 'Policy on Related Party Disclosures', an abridged version of which is made available in our website at

<http://www.wipro.com/documents/investors/pdf-files/abridged-policy-for-related-party-transactions.pdf>. 'Refer to page 167 of our latest Annual Report for 2015 - 16 for details of related party transactions during the financial year. Our Annual Financial reports include disclosures on shareholding pattern of promoters as well as top 10 shareholders.

Risk Management

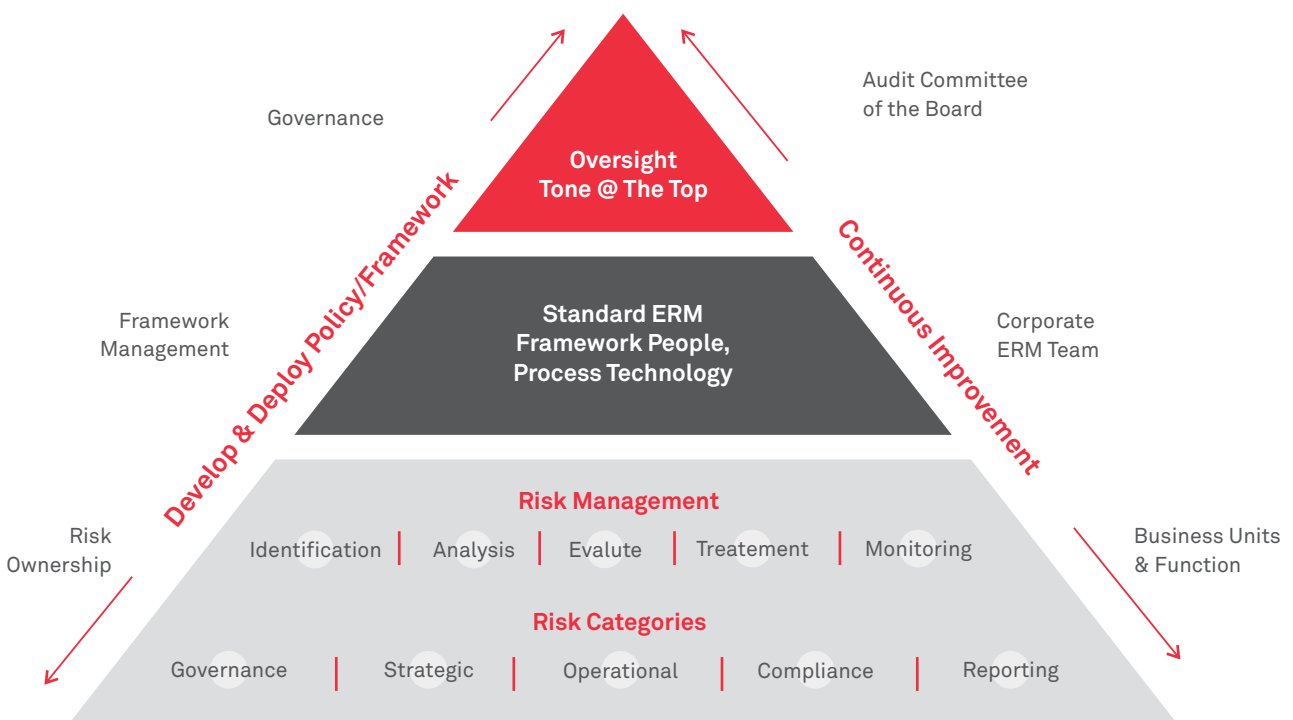
Risk Management at Wipro is an enterprise wide function that aims at assessing threats to business sustainability and mitigating those threats. The function is backed by a qualified team of specialists with deep industry experience who develop frameworks and methodologies for assessing and mitigating risks. Enterprise Risk Management (ERM) works in close co-ordination with Business teams, Legal, Finance, Human Resources, Quality, office of the CIO, Delivery, Internal Audit and other Functional teams.

Enterprise Risk Management (ERM) enables and supports business objectives through risk-intelligent assessment and mitigation mechanisms while providing reassurance to all stake holders including Customers, Shareholders and Employees. This is done by identifying, assessing and mitigating risks within key business and functional processes through a collaborative approach. As part of this, the leveraging of technology and tools for continuous monitoring and reporting of risks is crucial.

ERM Framework

The risk landscape in the current business environment is changing dynamically with the dimensions of Cyber security, Information Security & Business Continuity, Data Privacy and Large Deal Execution figuring prominently in the risk charts of most organizations. To effectively mitigate these risks, we have employed a risk management framework which helps proactively identify, prioritize and mitigate risks. The framework is based on principles laid out in the four globally recognized standards.

- Orange Book by UK Government Treasury
- COSO; Enterprise Risk Management – Integrated. Framework by Treadway Commission
- AS/NS 4360:2004 by AUS/NZ Standards board
- ISO/FDIS 31000:2009 by ISO



Major Risk Management and Risk Mitigation Initiatives

Major risks	Mitigation plan
<p>Information Security & Cyber Security breaches that could result in systemic failures, loss, disclosure of confidential information.</p>	<p>Effective security controls implemented to detect, prevent and remediate threats. Program to continuously monitor the effectiveness of the controls have been implemented. Focus is on sustaining controls and continuous improvement of efficacy of the solutions.</p>
<p>Intellectual Property violating or misusing our clients' intellectual property rights or for breaches of third-party intellectual property rights or confidential information in connection with services to our clients.</p>	<p>Elaborate program has been rolled out in the past years to assess and mitigate the risks on account of intellectual property, both customer and Wipro-owned. The program assists in identification, monitoring and creating awareness across the teams. The program has also been enhanced to address risks arising out of access provided to social media & collaboration platforms.</p>
<p>Data Privacy regulations relating to personal and health information dealt with both by and on behalf of Wipro increases the risk of non-compliance.</p>	<p>The Data Privacy program has been augmented keeping into consideration privacy regulatory requirements, with specific emphasis to revalidate all existing frameworks, policies and processes that can be leveraged by respective support function and delivery teams, covering all applicable geographies and areas of operations.</p>
<p>Regulatory Compliances covering various federal, state, local and foreign laws relating to various aspects of the business operations are complex and non-compliances can result in substantial fines, sanctions etc.</p>	<p>A program on statutory compliance is in place with the objective to track all applicable regulations, obligation arising out of the same and corresponding action items that requires to be adhered to ensure compliance along with necessary workflows enabled. The program is monitored and regularly reviewed to ensure compliances. Additional programs exist to cover specific regulations relating to immigration, anti-bribery etc.</p>
<p>Functional and Operational risks arising out of various operational processes</p>	<p>Appropriate risk and control matrices have been designed for all critical business processes and both design and effectiveness is tested under the SOX and Internal Financial Control Programs and theme based assessments.</p>
<p>Service Delivery risks relating to complex programs providing end-to-end business solutions for our clients.</p>	<p>Risk Management framework has been deployed for large value deals to assess solution fitness, credit risks, financial risks, technology risks among other risk factors. Additionally contract compliance programs are in place with regular reviews, early warning systems as well as customer satisfaction surveys to assess the effectiveness of the service delivery and early detection of any risks arising from the service delivery.</p>

Major risks	Mitigation plan
Work place environment and Safety	Strong Control measures have been put in place to ensure employee health and safety. Awareness is created about various issues and are communicated on regular basis to employees. Wipro maintains Zero Tolerance for violators of code of business conduct. Also employees are provided with an online web portal to log in concerns relating to various subjects including environment and safety in the work place.
Business Continuity management risks arising out of global operations like IT outages, Cyber, natural disasters, pandemic, terror and unrest, power disruptions etc. which will bring down the availability of People, Technology and Facility	Effective implementation of Business Continuity Management System (BCMS) framework aligned to ISO 22301 across accounts, service functions and various locations. The system will have a comprehensive and integrated readiness of the BCMS requirements that will help plan, coordinate and execute the strategies effectively.
Geo political risk arising out of entering into contracts in a new country.	An assessment of doing business in a new country is done in order to analyze the feasibility of doing business based on the country's economic stability, corruption index, investment opportunities, ease of doing business and physical safety.
Risk of protectionism policies impacting the business	Appropriate measures are being taken to provide uninterrupted high quality services to the clients at all geographies.

Risk Governance

The Board Committee on Audit, Risk and Compliance consisting of non-executive independent directors has the responsibility of periodically reviewing the company's policies for risk assessment and risk management and assess the steps taken to control such risks. The committee also reviews and approves the Strategic and Operating Plan of Enterprise Risk Management function of the Company. Concomitantly, the internal Audit function at Wipro also plays a key role in identifying and highlighting potential risks to Board Committee. High risks including concerns related to Ombuds process, sexual harassment prevention and critical security incidents are tracked and reviewed periodically. They are reported to the Audit committee of the board every quarter. Customer related issues and key employee engagement developments are also reviewed by the board.

Code of Conduct

Wipro has a corporation wide Code of Business Conduct (COBC) that provides the broad direction as well as specific guidelines for all business transactions. The COBC is applicable to all business practices and employees, contractor employees and consultants. It covers critical aspects like customer relations, protecting customer information, supplier selection, conflicts of interest, gifts, entertainment & business courtesies, communicating with the public, confidential information, intellectual property, competitive/business intelligence, protecting the privacy of employee and personal information, business records and internal controls, safeguarding company assets, insider trading, anti-trust and fair competition, anti-corruption, political involvement/lobbying, global trade; human rights, diversity and non-discrimination, harassment-free workplace, safe and healthy work environment, and sustainability and corporate citizenship.

The COBC is socialized at multiple points of an employee's lifecycle - it is first covered as part of the induction program of new hires and subsequently, every employee has to take an online test annually to assert their familiarity with the tenets of the COBC. The code can be accessed at

<http://www.wipro.com/documents/investors/pdf-files/code-of-business-conduct-and-ethics.pdf>

The COBC is the central document on which the Company's ethics compliance message is disseminated to all employees. Hence, it is constantly reviewed by the Legal & Compliance team to ensure it stays current with trends and changes in corporate ethics, benchmarking with the best and most ethical companies in the world, and keeping up with the statutory changes.

Wipro will take appropriate disciplinary action including termination against any employee, agent, contractor or consultant, whose actions are found to violate the terms of COBC. We have a zero tolerance policy for non-compliance with the non-negotiable aspects of COBC e.g. child labor, anti-corruption etc. 360 degree feedback process rates

Wipro managers on how well they align with the principle of unyielding integrity.

Compliance Framework

Compliance processes at Wipro have the oversight of the Board of Directors, the Audit Committee, and the Corporate Compliance Committee. We have a dedicated in-house Legal & Compliance team focused on compliance to identify and analyse the legal and regulatory changes resulting in creation and update of policies and processes. The team oversees compliance with local business laws and regulatory compliance in each of the countries we operate. It is important to assure the stakeholders that internal systems are fair and just. Global Immigration Management System (GIMS), Integrated Risk management and Human Resources have been identified as functions with "material" compliance related risks. As a result, the legal and compliance team reviews the process of these functions. Dashboards are maintained across Business Units and Support Functions and reviewed for contractual compliances periodically. Suitable external consulting firms are engaged for Corporate, Taxation and Labour law compliance activities.

GSCCP Program

In 2014, the Global Compliance Management Project was started with the objective of documenting (replace with "adopting") a global statutory compliance certification program (GSCCP) framework and automating the framework. The project covers all functions across 24 countries, including India. Under this project, Compliance Landscaping is being done under the broad categories of Corporate and Commercial laws; Industry specific laws; Employment, Human Resource & Immigration laws; Environment, Health & safety; and IT and Data. An external service provider has been engaged for this project. A compliance tracking tool has also been implemented, to track statutory compliance across global operations and ensure compliance with all relevant legal requirements. Audits for select suppliers are also planned for next year.

Anti-Corruption

Our code of conduct and the supplier code of conduct cover requirements of FCPA (Foreign corrupt practices act) and the UK anti-bribery act. High risk functions assessed are procurement, TA, CMF, HR, FMG, Sales and the geographies selected are based on the relative ranking in Transparency International ranking of countries we operate in.

Training programs on ethical compliance and the Ombuds process are regularly conducted at various leadership levels. At these interactive sessions, key applicable ethical policies are explained, with real organizational case studies and relevant judicial pronouncements on ethical matters. Statistical data on the complaints / concerns received by the Ombuds-persons, and the processes adopted to address these are shared with the participating leaders. Every new hire is required to attend an ethical compliance session titled "Spirit of Wipro Session" where key aspects of the ethics framework are communicated. We have an annual test and certification for all employees on the Code Of Business Conduct. Additionally, specific training through e-learning modules is rolled out on various subjects including anti-corruption, Gifts, entertainment, and Business Courtesies, and is mandated for all employees in a phased manner.

Other modes of maintaining awareness of ethical compliance among employees include focused training sessions organized for various functions- Procurement, Operations and Administration, Human Resources, Finance and Accounts, Internal Audit. At these classroom sessions, key policies relevant to the participants are discussed and feedback is taken for addressing any changes to processes and policies. Mailers on Compliance are periodically circulated by the ombuds process group through emails, posters at key employee access locations. External Trainings are organized regularly for Legal & Compliance, Finance, Accounts, and Internal Audit teams on anti-corruption laws of USA and UK, best practices on implementing anti-corruption processes in organizations. These sessions are conducted by

US external counsel and consulting firms. In accordance with mandatory local law, all manager-level employees located in the states of California and Connecticut within the US are required to undergo training and certification on prevention of sexual harassment. In addition, special training are conducted for Prevention of Sexual Harassment Committee panel members, and SOPs are published for better governance encompassing the requirements under law on sexual harassment.

There have been no significant instances of non-compliance in the last financial year.

The Ombuds Process

Wipro is committed to the highest standards of openness, probity and accountability. An important aspect of accountability and transparency is a robust mechanism that allows partners, customers, suppliers and other members of the public, to voice concerns in a responsible and effective manner. What this means in concrete terms is that whenever a stakeholder discovers information that reveals serious malpractice, impropriety, abuse or wrongdoing within the organization then the stakeholder should be able to report without fear of reprisal. Anyone can report a concern to the ombudsperson online at www.wiproombuds.com. In Wipro, our Chief Ombuds-person works with designated Ombuds-persons in each Business Unit. The process ensures confidential and anonymous submissions. An organization wide multi-lingual Ombuds process is available 24 x 7 (phone and internet enabled) for all our stakeholders.

Complete details of the Ombuds process for employees is available at the following links in our website.

Employees -

http://www.wipro.com/documents/investors/pdf-files/wipro_ombuds_process.pdf

For non-employees -

<http://www.wipro.com/documents/investors/pdf-files/wipro-ombudsman-process-non-employees.pdf>

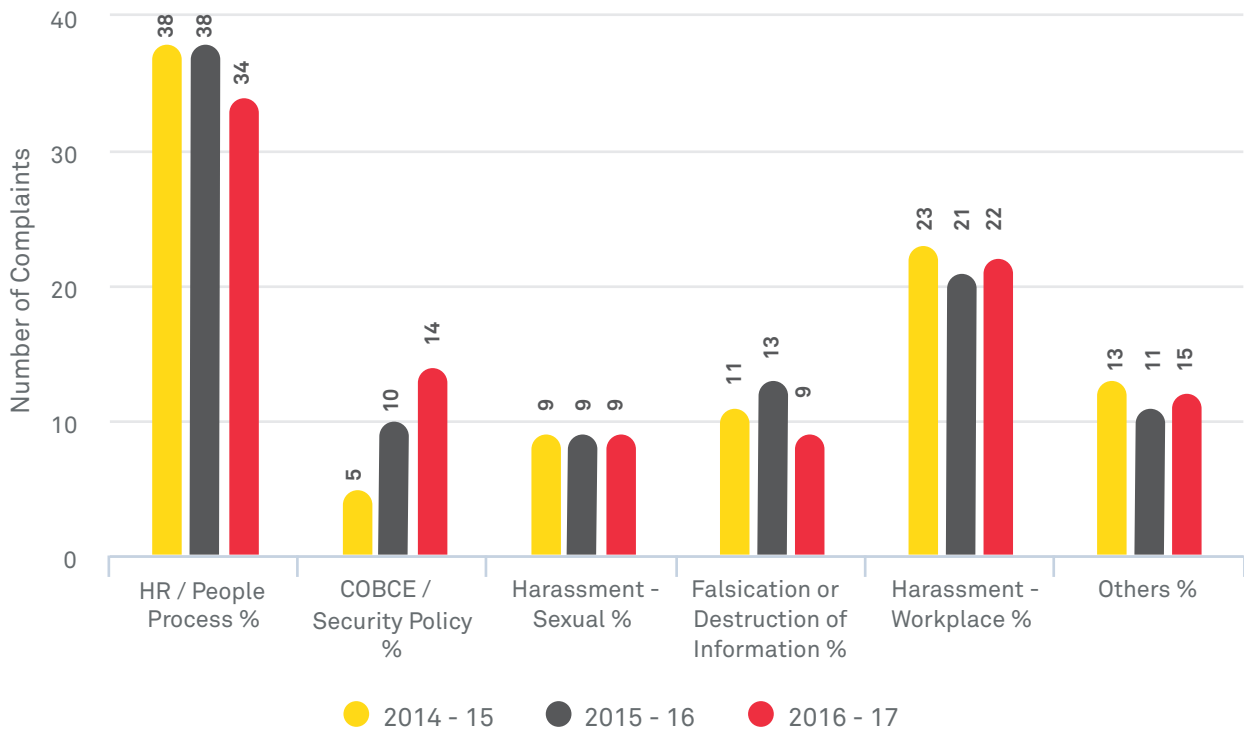
In 2016-17, 1692 complaints were received via the ombuds process and 1709 complaints were closed. All cases were investigated and actions taken as deemed appropriate. Based on self-disclosure data, 25% of these were reported anonymously. The top categories of complaints were people processes (34%) and workplace concerns and harassment (22%).

A total of 116 complaints of sexual harassment were raised in the calendar year 2016, of which 102 cases were disposed and appropriate actions

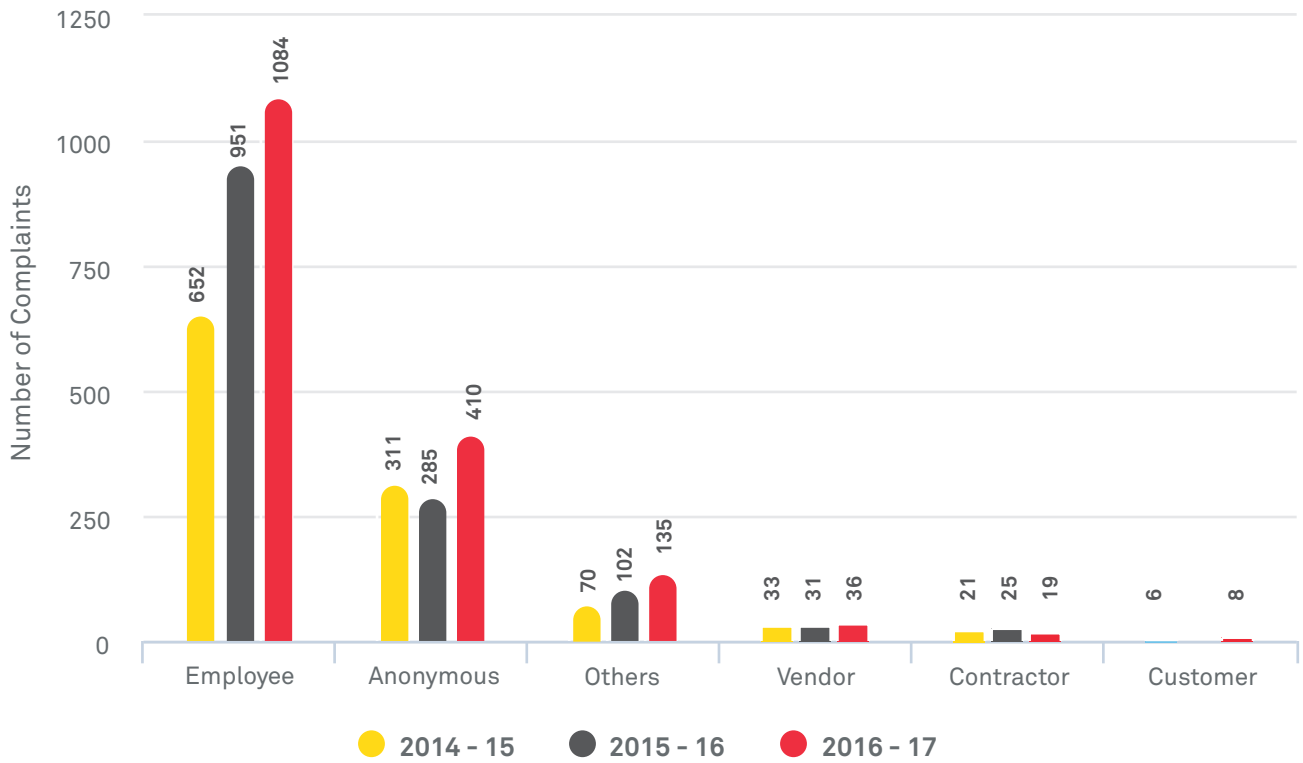
timelines. This includes all cases reported to the system, even if unsubstantiated. In some cases, a clear action has been taken (warning or separation) and the rest have either not progressed due to lack of information or resolved through counselling.

The ombuds process statistics for 16-17 and earlier years are provided below and this information is periodically communicated to the board.

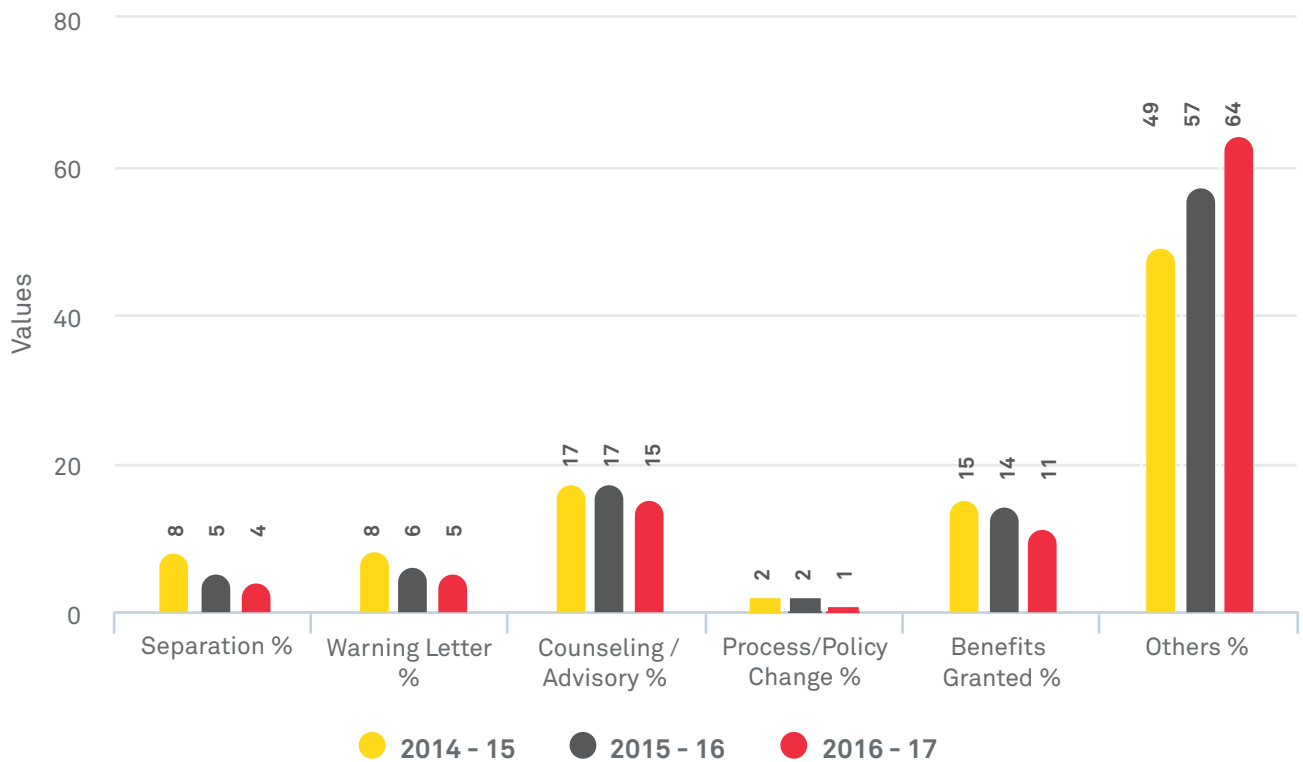
Break-up of Complaints received through the Ombuds Process



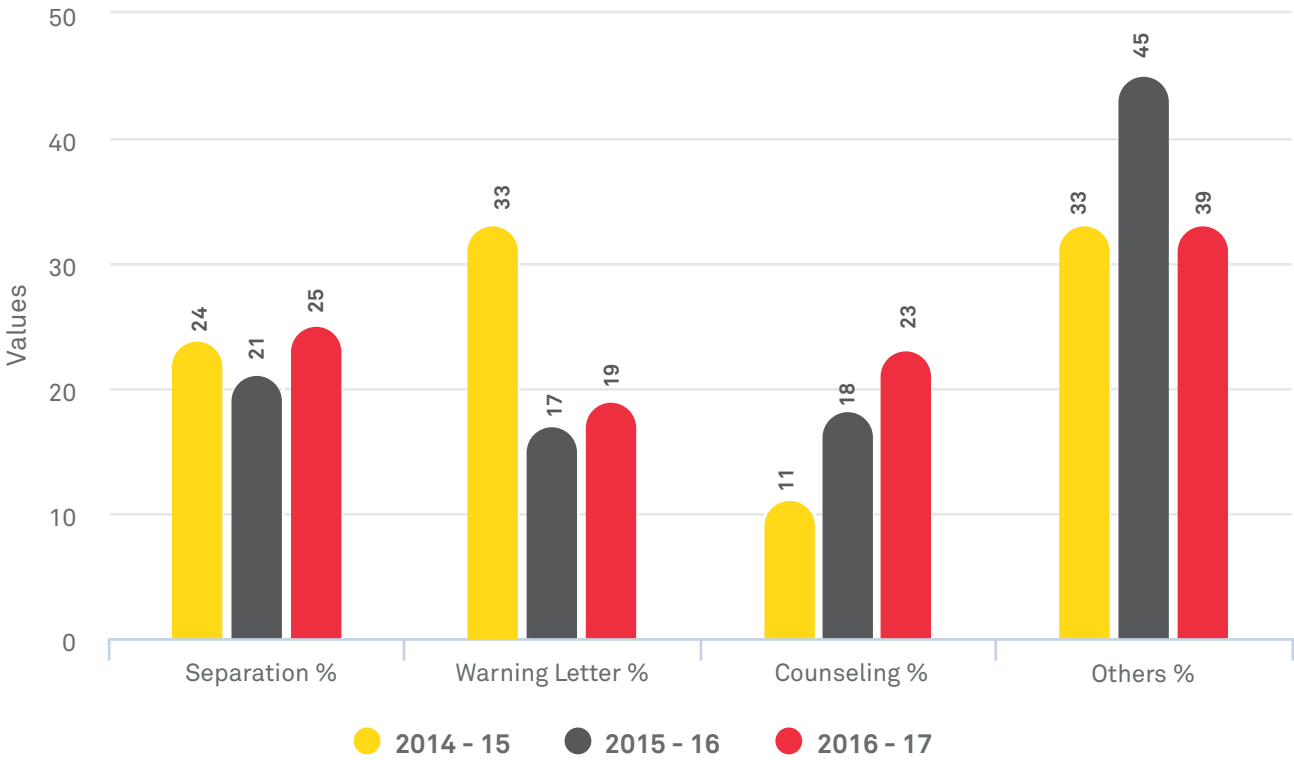
Source of the Complaint



Type of Actions Taken

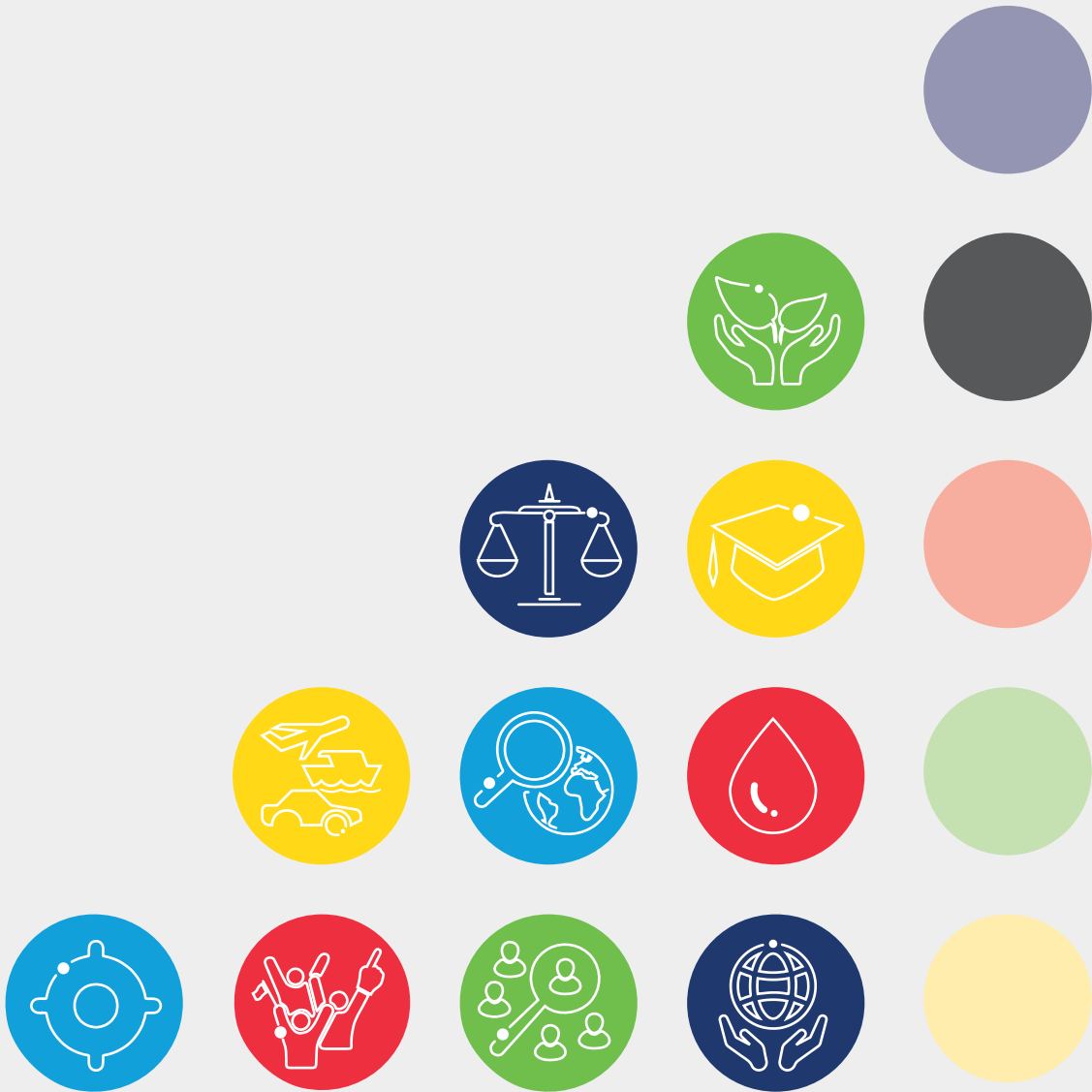


Actions Taken on Sexual Harassment Complaints



Besides the ombuds process, the stakeholders also have the option of sharing their concerns with us via mail mentioned in our website. We have location registers at all our locations which can be used by any stakeholder group to express their concerns. Wipro also invites experts in the field of crime and investigation to conduct master classes on topics relevant to the business.

The concerns about unethical or unlawful behavior, and matters related to organizational integrity which are mandated by law to report are communicated to the relevant agencies as and when such issues happen. In FY 16-17, there was no instance of ethical or unlawful activity which required seeking external advice or reporting to external agency.



The 10th Year of

Sustainability Reporting

Wipro and Sustainability: A Strategic Overview

2.1 Sustainability Megaforces

2.2 Overview of Wipro's Sustainability Journey

2.3 Wipro's Sustainability Framework

2.4 Sustainability Governance

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2.6 Advocacy and Public Policy



2.1

Sustainability Megaforces

In this section we articulate the overarching context of the interlinkages between business, ecology and society. We examine global sustainability trends and try to position our strategic approach in this larger context.

A thriving global society, now and in the future, depends on the stable functioning of all interacting components of the Earth System (ecology and society). Unfortunately, scientific evidence indicates that human influence has altered Earth System processes to a point that we have begun transgressing planetary boundaries that have kept civilization safe for the past 10,000 years. Scientists claim that we have entered a new geological epoch 'the Anthropocene' - characterized by manmade actions interfering and changing the environment.

The changes in the Earth system can be

understood through the framework of nine planetary boundaries proposed by a team led by Johan Rockstrom at the Stockholm Resilience Center, it shows that at least three planetary boundaries have been transgressed (rate of biodiversity loss, human interference with the nitrogen and phosphorus cycle), while some are at risk of being surpassed (land-system change, and ocean acidification).

While the world income (GDP per capita) has increased exponentially over the past century, income inequality did decrease till the 70's-80's and is now showing a rebound to levels seen near

the beginning of the century (IMF). About a billion people are estimated to be living in extreme poverty today. A quarter of all children under the age of five years is estimated to be stunted due to malnutrition. By the close of 2016, 65.6 million people worldwide were forcibly displaced due to violence, conflict, persecution or human rights abuse. The worldwide refugee population is nearly 5 million, with 84% of them hosted by developing regions. . 775 million adults and 250 million children worldwide lack basic literacy skills, and of this, more than 60 per cent of them are women.

2015 was the year when three landmark agreements on human development were signed: the new Sustainable Development Goals (SDGs), a new framework for global sustainable development financing, and a new climate change agreement at the COP 21 in Paris. The objectives of the seventeen SDG's are to end poverty, protect the planet, and ensure prosperity for all as part of a new sustainable development agenda. The COP 21 at Paris concluded with a legally binding and universal agreement on reducing greenhouse gas emissions to limit the global temperature increase to 2 degrees Celsius above pre-industrial levels climate, from all world nations. Even though the outcome of the summit can be considered 'very little and too late', the summit succeeded in reaching at a global consensus for a complex problem. Also it resulted in countries committing on post-2020 climate actions they intended to take under the new international agreement, known as their Intended Nationally Determined Contributions (INDCs). Implementation on the SDGs began in 2016, and the first progress report was published in 2017, accompanied by the launch of the Global SDG Indicators Database, which presents global, regional, and country-level data. Countries have also undertaken separate voluntary national reviews.

The UN's Sustainable Goals Progress Report, 2017, indicates that while progress has been made on the 17 goals, the pace of progress needs to be much faster to achieve the agreed on 2030 milestones. For instance, while the rate of child mortality has sharply declined, the pace of

progress in reducing maternal mortality must double to reach the 2030 target. Progress is also inconsistent across demographic groups and nations. For instance, women spent almost three times the number of hours that men do, on unpaid domestic work and care-giving. Women also continue to be under-represented in parliaments and corporates, especially at senior and middle management levels. Another area of growing concern, worldwide, is youth unemployment. While mobile cellular coverage is almost universal now, internet and fixed broadband services remain out of reach in many parts of the developing world. Not all trends are discouraging, though. Manufacturing emission levels are lower across regions, and investment in R&D continues to rise. For business, these results and trends would mean a need to think widely in terms of defining 'vulnerable' groups and materiality, and step up their efforts to partner with government and civil society to create change.

The involvement of business in SDG action and progress is considered an integral part of governmental plans, and is widely referred by around 60% of countries that carried out a Voluntary National Review. In countries like India, which is considered a land of opportunity for sustainable development, the SDGs are expected to create huge opportunities for sustainable business in the areas of food & agriculture, cities, energy and health. Across the world, businesses across the world must be willing partners in the journey towards progress- by bringing technology, ingenuity, enterprise building capacities and creating markets for development of sustainable alternatives. In this, business has to collaborate with all stakeholders across its value chain and with the community to transition to a future that is equitable to all stakeholders and is cognizant of interdependent issues and planetary boundaries.

What follows is an articulation of eight significant sustainability mega forces or trends and their implications for business.

Global Economic System



Current Scenario: The global economic system is vulnerable to multiple risks which have the potential to undermine financial and social stability of societies. The risks include asset bubbles in major economies, failure of a major financial mechanism or institution, fiscal crises, unmanageable inflation or prolonged ultra-low inflation or deflation in a major economy or region (World Risks Report, 2016). There is also a growing problem of structural unemployment in advanced economies. Even though the world has recovered from the latest financial crisis, the danger of complacency compared to other risks exists.

Business Implications: The volatile nature of economic environment and the multitude of risks that can disrupt the financial order pose serious threat to long time sustainability of businesses. Businesses need to be alert and should proactively address critical areas of concerns to insulate themselves from any potential crises. They should avoid unduly large debt and related financial exposures and exercise prudence in their risk taking strategies

Climate Change



Current Scenario: The fifth assessment report of IPCC asserts with greater certainty that climate change is a reality. The report says that "the atmosphere and ocean have warmed, the amounts of snow and ice have diminished, sea level has risen, and the concentrations of greenhouse gases have increased" and "human influence on the climate system is evident from the increasing greenhouse gas concentrations in the atmosphere, positive radiative forcing, observed warming, and understanding of the climate system".

Climate change can directly or indirectly lead to hunger, water scarcity, health problems, and poverty over varying time frames. It can impact employment and livelihood opportunities thereby limiting opportunities to access education, housing and energy. It can also cause large scale migration and displacement as a result of climate change related emergencies like extreme heat, floods and droughts, tropical storms and changing patterns of infection of diseases. The cost of climate change is both financial and social. The IPCC AR 5 predicts global mean losses to be in the order of 1 to 5% of GDP for 4°C of warming with even higher regional losses. Inaction can create risks of major disruption to economic and social and herein lies the implications for businesses.

Discussions on climate change have moved from ascertaining the probability and estimating risks and costs to developing strategies for mitigation and adaptation. The Fifth Assessment report talks about adaptation and mitigation strategies that need to be implemented. Businesses are expected to play a greater role in implementing those

strategies. WRI, CDP and WWF launched 'Mind the Science, Mind the Gap' initiative to develop sector specific methodologies to help companies set science based emission reduction targets based on IPCC's recommendations i.e. what is required by companies across different sectors to limit global temperatures rise by 2 degree centigrade by 2100 from pre-industrial levels.

Business Implications: Businesses will face a multitude of risks and opportunities related to climate change. The risks include (a) increased energy and other resource costs (b) increased insurance costs related to extreme and adverse climate events and (c) potential future litigation, claims and legal action. On the other hand, opportunities for businesses lie in the field of emissions trading, carbon credits, carbon offsetting or ecofriendly technologies or products like hybrid cars and renewable energy. Process improvements that can save energy and reduce GHG emissions can also enhance brand value and reputation. The opportunities are not without challenges - both scientific and political. For example, renewables face the challenges of energy density, efficiency, scalability and grid integration while offsetting programs like large scale afforestation can adversely impact other resources due to land use change - like water and biodiversity.

Water Crises

Current Scenario: Global water demand (in terms of withdrawals) is projected to increase by 55 percent by 2050. Currently agriculture accounts for 69% of the world's total freshwater withdrawal and a further 19% increase of agricultural water consumption is expected by 2050. But the rise in demand of water is mainly because of growing demands from manufacturing (400 percent), thermal electricity generation (140 percent) and domestic use (130 percent).

Water and food security are inextricably linked. Multiple factors like population, shift in food consumption patterns (non-local and higher protein food) and shift towards mechanization without the application of local and traditional resources, knowledge and skills are increasing the demand for water. If this situation is not resolved, the impending water crisis can threaten food security.

Urbanization supported by the increase in tertiary economic activities (services) and industrialization have also contributed to the misuse of water resources - primarily driven by the shift to water being viewed as yet another resource that an external entity (the state in most cases) is supposed to provide. This situation is likely to be exacerbated further due to Climate change driven changes in precipitation patterns.

The UN Water forecasts that 1.8 billion people will be living in countries or regions with absolute water scarcity and two thirds of the world population will be living in 'water-stressed' areas by 2025 (UN Water, 2007). World



Economic Forum's Global Risk Report 2016 reflects this problem and identifies water crisis as one of the top high impact and high likelihood risks.

Business Implications: Water scarcity can lead to implementation of stringent policies on water allocation and regulation e.g. development of water markets that cap usage and stricter water quality standards. Subsidies may be replaced with full cost pricing which may increase water prices. Agricultural crises can increase food prices and this along with increased water prices can affect disposable income of consumers. This can impact profits of businesses and economic growth.

Water is a commons which has tangible societal and cultural connects. The societal license to operate for a business may be challenged in times of scarcity and there will be pressures to implement water saving measures, new processes technologies and products to reduce the water foot print by businesses. Disruption in water supply can directly impact continuity of business operations at a local level.

Consumers are likely to consider water efficient products or from companies which are seen as water responsible.

Urbanization



Current Scenario: Urban living is often associated with better access to employment, livelihoods, education, healthcare and other social services as well as greater opportunities for social and cultural participation. It is largely led by increased mechanization in farm/rural sectors and opportunities from industries and service sectors in cities. Currently, 54% of world's population lives in urban areas, projected to reach 66% by 2050 (UN, 2014). Nearly 90% of projected increase would come from Asia and Africa. Most emerging urban areas are low on livability indices. They suffer from haphazard planning which is mostly post facto and reactive. Accessibility of basic services is often an issue for disadvantaged sections of the society, leading to urban inequality.

Business Implications: Cities are the ecosystems for organizations and institutions to access rich and diverse social capital. It can be argued that they have been the centers of economic growth since the past few decades and will continue to do so in the future. Poor social infrastructure can dampen this possibility. While the state will continue to play a key role in creation of this infrastructure, they suffer from significant knowledge and governance deficits. Businesses must play an active role here by engaging with local governments and communities to look at solutions for some complex problems. Integrated multi modal transport and management of other urban civic services leveraging technology are some of the emerging possibilities.

Biodiversity Loss



Current Scenario: Biodiversity is critical for the proper functioning of ecosystems and ensures the delivery of various ecosystem services - from provisioning of clean air, water and food to decomposition of wastes and supporting pollination and nutrient cycles. Biodiversity is also an important source of flora and fauna with medicinal characteristics. Around 50000 - 70000 plant species are currently used in or as medicines.

Given the importance of biodiversity for the sustainability and survival of humankind, biodiversity loss is found at the nexus of many risks ranging from food price volatility to infectious diseases. Large tracts of biodiverse ecosystems have been converted to cropland to ensure short term food security. Scientific studies have found that cropland expansion is one of the principal causes of biodiversity loss. There is also a relationship between biodiversity loss and soil degradation which in the long term could affect food production leading to food price volatility. Loss of biodiversity can also amplify environmental issues like coastal flooding and desertification.

The WWF Living Planet Report has been long emphasizing that 1.6 planet Earths are required to support the current lifestyles of humankind. This figure called the ecological foot print of mankind (WWF, 2016). Ecological footprint is the sum of biologically productive land and sea required to produce the resources which human beings consumes and to absorb associated wastes and to provide space for infrastructure.

Business Implications: A study in 2008 by The Economics of Ecosystems and Biodiversity (TEEB) has calculated the total annual economic cost of biodiversity loss and ecosystem degradation to be between 3.3 - 7.5% of global GDP for the year. No business sector can escape the risks associated with biodiversity loss, either direct or indirect. The type and extent of exposure to the risk could be different for different industries. The risk exposure would be greater for primary industries such as agriculture, forestry and fishing and secondary industries dependent primarily on primary produce - fast moving consumer goods (FMCG) for example.

Inequality and Inclusion

Current Scenario: According to the Millennium Development Goals Report 2014, extreme poverty has reduced by half in 2010 compared to 2000 figures - a reduction of 700 million people. The fight against diseases like Malaria, Tuberculosis and HIV in poorer countries has shown good results. However, a study by the World Institute for Development Economics Research at United Nations University reports that the richest 1% of adults alone owned 40% of global assets in the year 2000. The UNDP report titled 'Humanity Divided: Confronting Inequality in Developing Countries' published in 2013 talks about how income inequality has significantly increased in many countries during the last two decades. The report says income inequality increased by 11 percent in developing countries between



1990 and 2010 and more than 75 percent of the population is living today in societies where income is more unequally distributed than it was in the 1990s. The latest Global Multidimensional Poverty Index indicates that nearly 1/3rd of the population across over 100 developing nations are deprived of basic well-being in terms of education, health and standard of living. This global trend of inequality if left unchecked, can undermine social and economic development. Social inequality or discrimination due to gender, nationality/ethnicity and disability further adds to this economic inequality. Diversity as a key engine of innovation Eliminating discrimination and including disadvantaged minorities in mainstream social processes is a crucial driver of more resilient and innovative communities. Empowerment of women, for example, has shown to be closely correlated with variety of social outcomes - family planning, the prevention of human rights abuses like child labor, better management of community resources and educational levels of their children.

Business Implications: Businesses action on inclusion has centered on livelihood generation, micro credit and low cost technologies for bridging the resource and information gaps. While this needs to continue, there is a force multiplier effect when diversity and inclusion programs are integrated across their own operations value chain. The business sector should prioritize commitment to promote diversity and inclusivity at the workplace and in its extended supply chain. Business action on inequality and inclusion should incorporate aspects like diversity criteria in the procurement, local or traditional knowledge and socio economic contexts, for example- how to engage with the informal economy.

Human Rights and Labor Relations



Current Scenario: The World Report 2016 published by Human Rights Watch discusses several instances of human rights violations which happened in the previous year. An earlier report by Human Rights Watch describes companies as the most powerful and sophisticated actors on the world stage, not governments. There are instances where corporate accountability has failed and human rights were violated by companies directly or indirectly and Human Rights Watch has documented such cases of corporate complicity with human rights violations. These are not restricted to extractive industries (mining, refineries) but also include companies with poor human rights and health and safety compliances across other business sectors. . In the last couple of years, international migration levels have steadily risen, which would bring about a change in global workforce demographics and workplace practices. Migrant worker human rights and risks (pay equity, benefits, workplace conflicts and other issues) is an emerging area of focus.

Business Implications: Investors, media, consumers and communities, primarily from the developed economies, have been particularly successful in bringing the spotlight back on human rights compliance for suppliers of

large businesses, many of who are based out of emerging and low-income countries. The OECD Guidelines for Multinational Enterprises ("OECD Guidelines") and the UN Guiding Principles on Business and Human Rights ("UN Guiding Principles") reflect the importance of proactive business interventions on upholding human rights principles. An important challenge which businesses may face is in effecting interventions where the sphere of control and influence is limited. Businesses should take efforts to ensure that business decisions and interactions are guided by the context of issues and informed consent of affected parties. Workplace policies, processes and cultures must re-align with demographic changes, to help the workforce adapt and to prevent human rights violations. Companies must set examples on transparency by reporting publicly on human rights, and the social and environmental impacts of their work.

Pervasive Digitization

Current Scenario: According to International Telecommunications union (ITU), there are more than 7 billion mobile cellular subscriptions worldwide in 2015, corresponding to a penetration rate of 97%. Between the years of 2000 and 2015, global internet penetration grew sevenfold from 6.5% to 43% and 3.2 billion people are using the internet by end of 2015. This is driving creation of new business models which strives to take technology as well as other accessible and affordable.

With ICT becoming ubiquitous in day to day life, several technological risks arise. The World Economic Forum's Global Risk Report 2016 talks about risks related to the growing role of information and communication technologies to individuals, businesses and governments. The major risks identified by the report are adverse consequences of technological advances, critical infrastructure failure/ breakdown, data fraud/theft and cyber-attacks. These technological risks are strongly connected to each other and also to risks such as terrorist attacks and global governance failure.

Business Implications: TICT companies have greater responsibility in strengthening critical infrastructure and for putting in place systems to protect against disruptions or attacks as the risks associated utmost important to national security and business continuity. Companies are increasingly being subject to various government disclosures on data privacy and cyber security issues. As a result, there is onus upon businesses to put in place resilient infrastructure and communication protocols.

Businesses are legally obliged to comply with lawful government demands. At the same they also have the responsibility to uphold universally accepted human rights principles. In this context, there is onus upon businesses to address this issue by balancing legal compliance with compliance with human rights principles.



Financial Implications of Climate Change

At Wipro, the implications of climate change are of deep interest and we have been engaged with the multiple questions on this for the past seven years. We have studied and identified risks and opportunities that have the potential to generate a visible change in our business operations, revenue or expenditure. The risks and opportunities have been identified in the context of regulatory changes like introduction of fuel / energy taxes, physical climate parameters like changes in precipitation extremes and droughts, and other climate related developments like increasing humanitarian demands. We have followed a comprehensive approach for identification of risks and opportunities and estimation of their financial implications. Our analysis outcomes are detailed in our response to Carbon Disclosure Project every year. The quantification of some key impacts is provided below. For more information, visit www.cdp.net and search for the Wipro response.

Risks	Financial Impact	Time Horizon
Fuel/energy taxes and regulations	An aggregate impact of USD 97 Million of increased operational costs over the next five years (2017-18 to 2021-22) is estimated on account of increase in electricity and diesel costs.	Medium
Renewable energy regulations	An incremental annual cost of which will be in the range of USD 0.32 Mn for non-solar or solar Renewable Energy Certificates.	Medium
Due to changes in precipitation extremes and droughts.	An estimated impact of \$ 46.7 Mn over 5 years due to employee absence caused by disruption in city infrastructure and tropical diseases.	Short
Due to changes in temperature extremes	A total financial impact of \$ 8.62 Mn is estimated over 5 years over the next five years due to (a) increased employee absence from work and (b) increased electricity costs resulting from higher cooling demand.	Medium
Tropical cyclones (hurricanes and typhoons)	Potential revenue loss due to increased employee absence from work due to disruption in the city infrastructure - \$13 Mn. Over a five year period	Short
Reputation	An estimated financial impact of around 0.1% of our revenues which translates to \$ 44.7 Mn over a 5 year period.	Long



2.2

Overview of Wipro's Sustainability Journey

Wipro started its formal sustainability journey in 2001 with Wipro Cares, our community care program followed by Wipro Applying Thought in Schools (WATIS) in 2002, an initiative that addresses issues of systemic reforms in school education. This pursuit of good citizenship is a deliberative choice Wipro made in line with its core values of Wipro.

Over the years, our programs have expanded in scope and scale with significant initiatives getting added around ecology, workplace and employee engagement, customer stewardship, and suppliers. Running through these diverse programs is a common thread of thinking that reflects our position on sustainability.

Business wields enormous power and influence in today's world, both, economic and sociopolitical. With this power comes the concomitant responsibility make a difference in the larger social context. For us, this starts with a set of foundational values as embodied in the Spirit of

Wipro: 'Intensity to Win', 'Act with Sensitivity' and 'Unyielding Integrity'. These values emphasize respect for all stakeholders and are the ethical bedrock of conducting business which is non-negotiable under any circumstance.

In engaging with the issues of sustainability, business must do so in a manner that is consistent with its core drivers; a spirit of innovation, financial and operational rigor, a keen focus on outcomes are hallmark attributes of the business sector and these must inform business action in sustainability in equal measure. In the absence of this, the approach to sustainability is

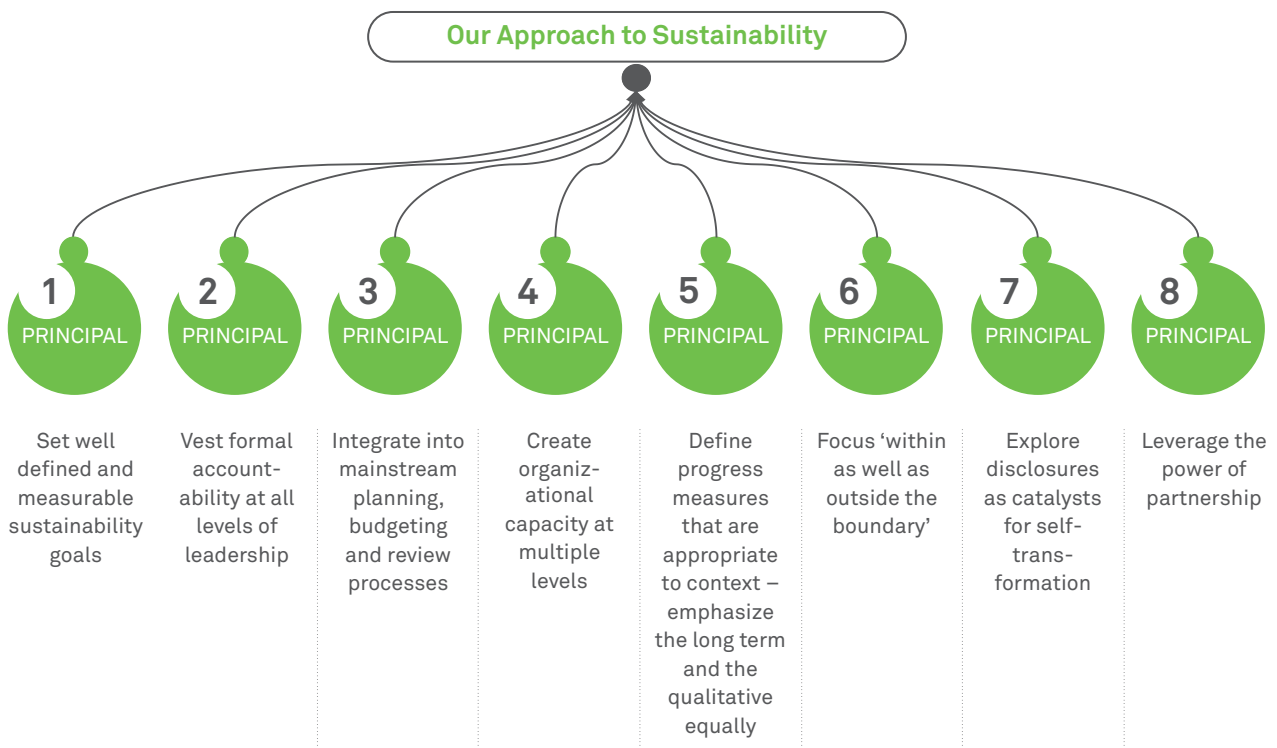
likely to be peripheral and hollow. What this also implies is that there is nothing that business must do that seems to be driven by the need to oblige or comply.

Related to the previous point is our conviction that we should be deeply engaged with our partners rather than treat it as an outsourcing exercise. This involvement must manifest in a carefully and deliberately chosen set of initiatives without spreading oneself thin. For similar reasons, we prefer to avoid using the term Corporate Social Responsibility as the term can be perceived to have a patronizing connotation to it; Sustainability is a more inclusive and appropriate term that suggests a proactive, comprehensive, and collaborative approach

During the course of our sustainability journey, we have tried to establish a formal framework for our sustainability program which address proactively

the concerns of our stakeholders as well as contribute to their well-being. We identified our workforce, customers, suppliers, proximate communities, civil society networks and future generations as our stakeholders with whom we share mutual relationship of interest, influence and impact. Our engagement with our stakeholders and our materiality assessment gave us insights into issues relevant to our business as well as stakeholders and identify possible areas of engagement. For more information on our stakeholder identification and materiality assessment, refer to section on 'Materiality Determination'.

We have formulated eight guiding principles to guide our approach to sustainability. The principles add to the rigor of our sustainability program. The principles are listed below and is discussed in detail in the subsequent sections.





2.3

Wipro's Sustainability Framework

The principle of focusing 'within as well as outside the boundary' informs our strategic choice of looking at sustainability as a boundary-less continuum and this forms the backbone of our sustainability framework. This continuum spreads across two conceptual dimensions - business responsibility and social responsibility.

Business responsibility is about the organization fulfilling its essential duties and obligations, and running its business with integrity and ensuring that the ecological footprint of its operations is minimized. This translates to:



Abiding by the law of the land in spirit and letter, in all its activities.



Practicing high levels of corporate governance, ensuring transparency and diligent discharge of fiduciary responsibilities.



Being fair, and delivering on commitments to all immediate stakeholders - employees, customers, partners, vendors and investors.



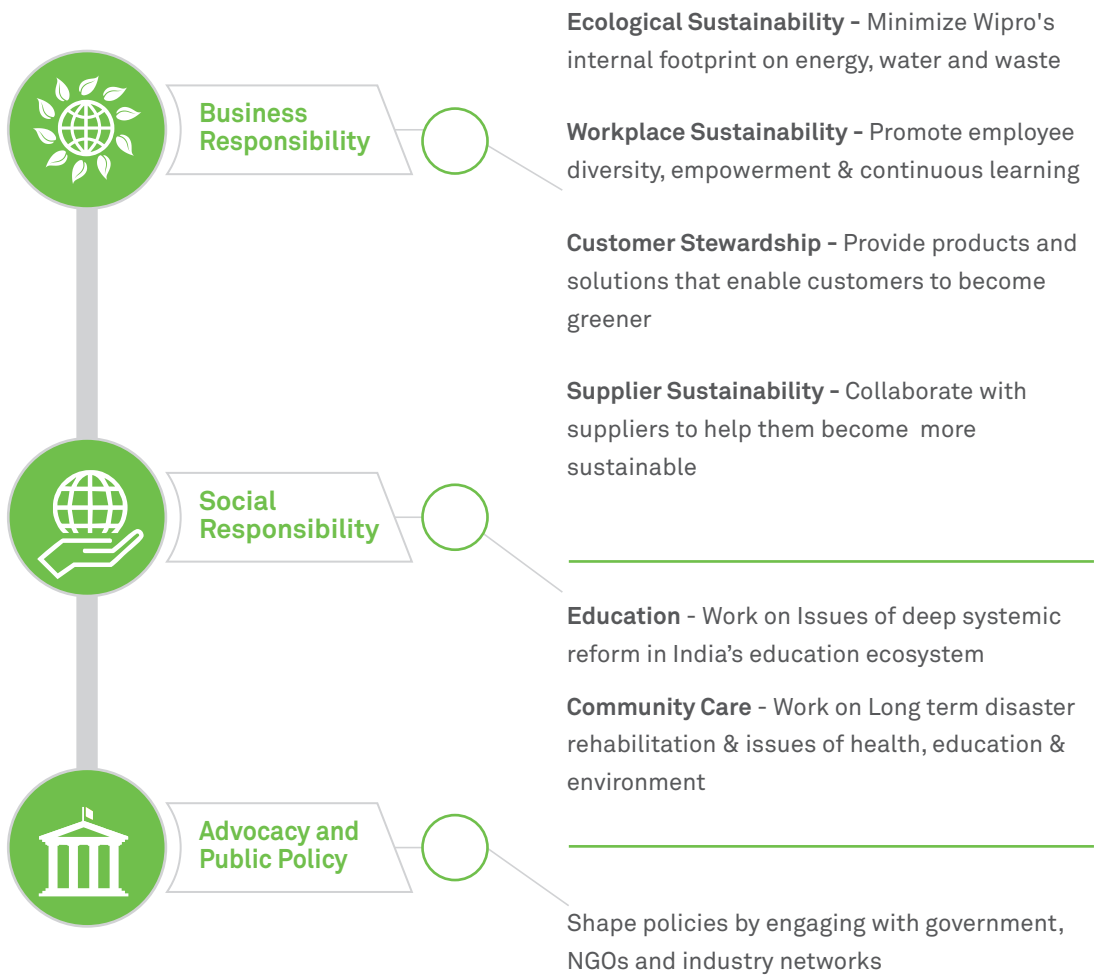
Basing operations on sensitivity for the environment, with a concomitant goal of minimizing its ecological footprint.



Managing social impacts of business and ensuring integrity of human and labor rights within the sphere of influence in the supply chain.

The second dimension of social responsibility is about looking beyond the boundaries of organization and contributing towards development of the larger community. While this categorization is conceptually useful, the right approach is to look at both the dimensions as an integrated continuum which is based on the same fundamental principles.

Bases on the above mentioned dimensions of social responsibility, a graphical representation of our sustainability framework is shown below.





2.4

Sustainability Governance

The sustainability governance mechanism at Wipro derives greatly from the above guiding principles. At Wipro, sustainability is every one's job. The responsibility is spread across hierarchies, functions and businesses with multiple functions seeing themselves as key stakeholders in its success; among these, the Global Operations team, the People Function, the Investor Relations team and the Legal team play a major role in several of the programs. However, the oversight of sustainability programs rest at the corporate level with our Chairman, Board of Governors and Group Executive Council.

Board Oversight

The Board of Directors comprises 3 Executive and 7 Independent Directors. In keeping with the company's Corporate Governance guidelines, the Board is comprised of a majority of Independent Directors. The Board of Directors has designated one Independent Director as Lead Independent Director. The Lead Independent Director is responsible for coordinating the activities of the other independent directors, and to perform various other duties. The general authority and

responsibility of the Lead Independent Director are to be decided by the group of Independent Directors. The nomination and selection process for appointing Directors is led by the Board Governance, Nomination and Compensation Committee. Nomination is governed by Corporate Governance Guidelines and the Board Nomination policy. Nomination criteria includes experience, expertise, and specific diversity factors such as Gender and Nationality, to promote diversity of composition and perspective. Further, importance

is given to personal characteristics such as ‘awareness of the Company’s responsibilities to its customers, employees, suppliers, regulatory bodies, and the communities in which it operates’. Familiarization programs are conducted for newly appointed Directors, through meetings with key officials and senior business leaders. During these meetings, Directors are familiarized with the roles and responsibilities of Directors, as well as other specific aspects such as governance, strategy, and related matters.

The Board Governance, Nomination and Compensation Committee is headed by an independent director, and also acts as the CSR Committee - an apex body that oversees Wipro's sustainability policy and programs. The Committee comprising of entirely independent directors has the additional responsibility of reviewing the Company’s policies on Corporate Social Responsibility, including public issues of significance to the Company and its stakeholders. This committee and the Chairman will discuss and sign off the goals and objectives along with the budgets of CSR programs at the beginning of every year. Subsequently, the sustainability team leadership will allocate the budgets in line with the defined priorities and goals. The sustainability / CSR leadership team also presents a quarterly report to the Chairman and the Board CSR Committee.

The Committee comprises Dr. Ashok Ganguly, Mr. N Vaghul and Mr. William Arthur Owens. During the financial year 2016-17, the Committee met four times and in each of the meetings, update on CSR

initiatives were discussed.

The overarching responsibility for our sustainability charter rest with our Chief Sustainability Officer who reports to the Chairman. The CSO is also part of our Group Executive Council, the senior most executive body in the organization which comprises of a core group of corporate leaders.

All sustainability programs of Wipro follow the regular planning and budgeting cycles of the company and are also reviewed by the group executive council.

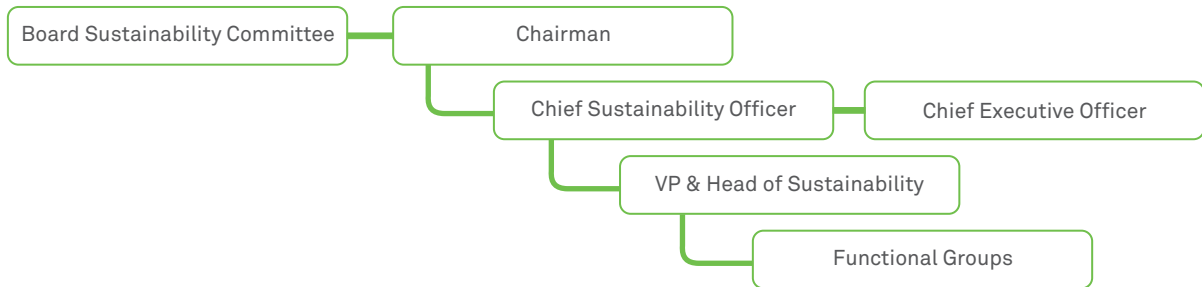
Organization Structure

The operating structure of Wipro's multiple sustainability initiatives is based on the idea of building a Coalition or network of partners – internal and external – with nodal responsibility lying with a distinct group. The initiatives are handled by four functional groups at the corporate level which carry distinct responsibility and accountability but are part of a common sustainability charter under the Chief Sustainability Officer. The operational oversight of sustainability programs as well as reporting rests with Head of Sustainability. This includes the responsibility of formally reviewing and approving sustainability disclosures to ensure comprehensive reporting of material topics as well as seeking external assurance.

The sustainability organization includes four functional groups namely ecoeye, Wipro Cares, Wipro Applying Thought in Schools and Wipro –

<p>wipro eco-eye</p> <p>Carries the primary responsibility for sustainability programs at corporate level. Also has the oversight of sustainability disclosures like GRI Sustainability report and Business Responsibility Report.</p>	<p>wipro cares</p> <p>Works on our community development</p>	<p>watis</p> <p>Wipro Applying Thought in Schools - Responsible to drive our education reform agenda.</p>	<p>wipro earthian</p> <p>Wipro's Sustainability education program for schools and college brings together two of our key concerns: Education and Sustainability.</p>
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Collectively, these four groups pull together the different strands of our sustainability initiative and steers it in the defined direction. The reporting structure is illustrated below.



Responsibility Matrix

All key organizational stakeholders have vested responsibilities related to planning, execution, evangelization, review, as well as advocacy of the sustainability agenda of the company. Given below is the responsibility matrix for our environment programs (energy, water, waste and biodiversity). Other sustainability programs have similar matrix pertinent to their operations.

	Planning & Review	Execution	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	✓		✓	
Legal and Compliance			✓	



2.5

Transparency and Disclosures

As a part of our philosophy of adhering to highest ethical standards, transparency and accountability, disclosures are considered critical in the company. Disclosures help us adhere to regulatory requirements as well as in proactively informing and engaging with our various stakeholders. Due care is taken to disclose timely, consistent and accurate information through annual financial reports, sustainability reports and other public reports to shareholders and the public regarding financial performance, liabilities, control and ownership, and corporate governance issues.

We have been active participants in the major frameworks that assess the Environment, Social and Governance (ESG) performance of companies, e.g., the Dow Jones Sustainability Index, the Carbon Disclosure Index, World's Most Ethical Companies by Ethisphere, Vigeo Sustainability Rating etc. Wipro has been consistently rated among the leaders, both globally and in India. Feedback attributes this to our comprehensive and well-defined framework of goals and inclusive stakeholder reach supported by a solid governance process.



2.6

Advocacy and Public Policy

Given the fundamental axiom that sustainability is about maximizing social and environmental ‘good’, it requires an engagement template that emphasizes informed advocacy of the underlying issues amongst all stakeholders. Each stakeholder – Business, Government, Academia, and Civil Society – brings a dynamic and energy to the table that is unique and complementary. We think that industry’s role must go beyond its own boundaries and should be one that seeks to vigorously promote advocacy of sustainability challenges. In doing so, the conscious emphasis must be on the difficult and the long term in preference to the easy and the short term.

Our areas of focus on policy and advocacy have centered on Water, Energy and Climate Change, e-Waste, Education and Diversity. We work through different industry platforms as well as with research partners who carry expertise in these domains.

Our primary identified stakeholders for public policy and advocacy are

- Relevant government ministries and departments, both at the center and the states

where we operate in; Our interactions have been largely with the Ministry of Environment and Forests, Ministry of New and Renewable Energy, and Ministry of Corporate Affairs

- Industry networks and associations play a crucial role as catalysts for awareness, advocacy and action on the multiple dimensions of sustainability; by providing a common platform for industry representatives to share and exchange ideas and practices, industry association can help foster a virtuous

cycle of feedback led improvement. Industry networks also lend strength and credibility in the dialogue process with government on important matters of policy and directives. The industry networks that we have been an integral part of are:

- The CII-Godrej Green Business Center (GBC)
 - The CII-ITC Center for Sustainable Development
 - CII National Environment Committee
 - The TERI-CBS (Council for Business Sustainability) forum
 - The CII led Indian Business for Biodiversity Initiative (CIIIBBI)
 - The Leaders for Nature (LFN) framework of the India, Chapter of the International
- Research and Advocacy NGOs: Issues like Energy, Climate Change, Water, Biodiversity, Community Education, Health etc. require strong civil society involvement as the third pillar along with government policy and business engagement. NGOs and academic institutions, by combining the right blend of field work and academic rigor can generate valuable insights that can inform the work of practitioners, policy makers and industry professionals. Illustrative examples of such organizations that we work with are : Carbon Disclosure Project in the area of Climate Change, BIOME and ACWADAM in the area of Water, ATREE and IUCN (India chapter) in the areas of Biodiversity , and our network of nearly 30 education partners across the country.

Advocacy Engagements

Water, Energy, Biodiversity and Waste Mangement



Energy: With CSTEP for undertaking research on “Design and Development of smart micro-grid technologies for large scale decentralized solar power applications in indian villages – The zero energy village concept

Water continued to be a major area of collaborative focus for us in 2016-17. The two major advocacy platforms that we have been deeply involved in are summarized below

Advancing the agenda of the Karnataka State Water Network (KSWN) along with the CII Karnataka chapter. The KSWN brings together stakeholders from government, academia, civil society and business to address the most pressing issues in water in Bangalore and surrounding areas. Five area-wise clusters and one horizontal cluster on lakes were formed with specific action plans drawn up for each

The Responsible Water program seeks to address the pressing issue of ground water in the Sarjapur area in Bangalore. It does this through a combination of scientific hydrogeology and the involvement several citizen groups as part of a unique decentralized governance framework.

Biodiversity: Our participation in advocacy on biodiversity issues was through two national levels forums – the CII-India Business for Biodiversity Initiative (IBBI) and the Leaders for Nature program from the India chapter of IUCN.

Waste Management: As part of the CII Steering Committee Meeting on the Voluntary Rating System for E-waste Recyclers, we are bringing in our experiences with the e-waste recycling.

Biodiversity



Our participation in advocacy on biodiversity issues was through two national levels forums – the CII-India Business for Biodiversity Initiative (IBBI) and the Leaders for Nature program from the India chapter of IUCN.

Horizontal areas in Sustainability and CSR



We continued to strengthen our participation in advocacy on the cause of corporate sustainability as a whole

As Co-Chair of the CII-GBC Greenco forum (Bangalore chapter), the goal is to drive the adoption of the 'Greenco' framework by the IT sector. The Greenco framework encourages companies to establish a multi-dimensional framework of ecological sustainability that spans the areas of Energy, Water, Waste, Biodiversity and Product Stewardship.

School Education



- We have supported 19 new organizations, out of which 14 organizations with 26 fellows were supported through seeding fellowships and 5 organizations through grants.
- With our grant support, ATREE plans to set-up a central education team and establish an institution-level environment education programme and coordinate activities across sites.
- Our 16th Partner's Forum on organizational sharing was held in April 2016. The 3-day forum was a well-attended affair with close to 100 participants from various organizations.
- Through our partnership with Punarchith, over 20 administrators have received training and continuous support, including teaching-learning support to a few private schools in the Chamrajanagar district, Karnataka.

Sustainability Education



- Wipro earthian, flagship program in sustainability education for schools and colleges, tries to catalyze advocacy on sustainability learning among young students across the country.
- Through our partnerships with CEE and CPREEC and state govts we have reached 2478 teachers from 2124 schools. 51 workshops were conducted for schools across 27 states. 170+ colleges participated in our program.
- We helped our winning schools set up Sustainability learning corners- with 11 Wipro earthian 'Sustainability Learning corners' set up in 11 schools across India with a diverse collection of Audio, video and print mediums on the theme of sustainability
- Wipro earthian's Sustainability quizzes have gained traction and have become a fixture in various college festivals in institutes like IITB, IIML, IIMB and BITS Goa with a total participation from 360 teams and 720 students.
- We have introduced a Sustainability Fellowship program at Indian Institute of Management Bangalore (IIMB), and 2 students have been awarded funds through this fellowship during 2016-17.

Diversity



During 2016-17, Wipro has participated in various eminent forums by bodies like SHRM (Society for Human Resource Management), NASSCOM, Catalyst, NHRDN (National HRD Network) etc. We continued our engagement with external stakeholders where we hold advisory board / core committee positions.

- Wipro is part of the core CII committee for employment of people with disabilities and also part of the NASSCOM working group on gender inclusion.
- Catalyst is a leading nonprofit organization which works on expanding opportunities for women and business. Wipro's CEO is on the Catalyst Board of Directors and is also the chair of Catalyst India Advisory Board. This year Catalyst and Wipro co-hosted a Round table on 'Strategies to Retain Mid-Career Women'.

Speaking engagements in public forums play an important role in building sustainability awareness and advocacy. We actively participated as speakers in several events all through the year, some examples of which are: the GRI Conference on Disability Reporting, the CII Annual Greenco Summit, Xavier University Bhubaneswar's Annual Sustainability Summit, CII-Karnataka's Annual Conference on Water and Sustainability workshops at IIM Bangalore, IIM Lucknow and MDI Gurgaon.



2.7

Alignment with Sustainable Development Goals

Sustainable Development Goals (SDGs) was adopted with the objective of stimulating action over the next 15 years in areas which are of critical importance for humanity and the planet. These goals focuses on achieving sustainable development in its three dimensions – economic, social and environmental – in a balanced and integrated manner. These goals call for action by all countries, poor, rich and middle-income to promote prosperity while protecting the planet and covers a wide range of issues like poverty eradication, economic growth education, health, social protection, climate change, environmental protection.

Given the ambitious nature of the targets for 2030, magnitude of efforts required to achieve them and the scale of challenge, it is not possible to achieve the goals without meaningful partnership between different stakeholders. Businesses as drivers of economic growth and employment and a source of finance, technology and innovation is a key stakeholder and it has great potential to contribute towards the implementation of the

SDGs. They can use SDGs as a framework to explore new opportunities and pursue responsibilities, thereby assisting in the implementation of the goals at national level.

At Wipro, we are actively working on multiple aspects of development which are aligned with the different themes of SDGs. Our initiatives and their alignment with the SDGS are explained alongside.

SUSTAINABLE DEVELOPMENT GOALS

Our Programs

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages

Well-being and safety is a critical component of doing business at Wipro and it is embedded in our core values of acting with integrity and sensitivity. We work towards enhancing well-being of our employees through workplace safety and security initiatives with special focus physical and emotional health. Well-being and safety is a critical component of doing business at Wipro and it is embedded in our core values of acting with integrity and sensitivity. We work towards enhancing well-being of our employees through workplace safety and security initiatives with special focus physical and emotional health.

For more information, refer to 'Employee Well-being and Safety'

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Education is one of the themes identified by Wipro to help in societal change and development. Currently, there are multiple distinct tracks running on school education, each with its own overarching goals but with shared synergies wherever relevant. Wipro Applying Thought in Schools works towards systemic reform of education in the country. The Wipro Cares program in school education focuses on supporting access to and ensuring continuity of school education for underprivileged children as well as children with disability, especially those from disadvantaged backgrounds. Wipro School Education Fellowship (SEF) was started with the purpose of strengthening Science and Math teaching in schools through teacher capacity building.

For more information, refer to 'Partnering for Social Change'

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls

At Wipro, diversity and inclusion principles are embedded in our organizational values, culture, policies and processes. We have a structured program 'Women of Wipro' to develop and nurture the women talent in the organization.

For more information, refer to 'Diversity and Inclusion'

6 CLEAN WATER AND SANITATION



Ensure availability and sustainable management of water and sanitation for all

Wipro's water stewardship program has water efficiency, responsible sourcing and water security as its stated objectives. Our engagement with water include a broad range of programs, both, within Wipro and outside like recycling waste water, use of water efficient fixtures, rain water harvesting and Participative Ground Water Management.

For more information, refer to 'Water Stewardship'

7 AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all

Wipro contributes to the cause of affordable and sustainable energy by investing in renewable energy resources, adopting energy efficient practices as well clean energy technologies and infrastructure.

For more information, refer to 'Energy Efficiency and GHG Mitigation'

Our Programs

8 DECENT WORK AND ECONOMIC GROWTH



Promote inclusive and sustainable economic growth, full and productive employment and decent work for all

Wipro is a global information technology, consulting and outsourcing company with 170,000+ workforce and revenues of \$7.7 Billion. The company contributes to the economic growth and development for all by creating jobs while upholding highest labor standards across operations and the value chain.

Refer to 'Workplace Sustainability' and 'Financial Stewardship'

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote sustainable industrialization and foster innovation

Inclusive and sustainable industrial development and technological progress furthers the cause of income generation. Wipro continues to work on technological innovations which can drive sustainability by way of digitalization and dematerialization, system integration and optimization and offers a range of sustainability inspired solutions to our customers.

For more information, refer to 'Innovation' and 'Sustainability Inspired Solutions'

11 SUSTAINABLE CITIES AND COMMUNITIES



Make cities inclusive, safe, resilient and sustainable

Wipro through its community programs is working closely with industry, government and communities on different challenges posed to urban living. We have identified mobility, waste and water management as the themes of engagement.

For more information, refer to 'Urban Resilience'

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

Wipro sustainability program aims to reduce its ecological footprint and a number of initiatives have been developed to improve resource and energy efficiency across its value chain. The focus is on energy efficiency, responsible water use, and pollution and waste management.

For more information, refer to 'Ecological Sustainability'

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts

Understanding the implications of climate change to the planet and business in specific, Wipro has set ambitious scientifically valid and traceable goals to reduce our Scope 1 and Scope 2 people emissions intensity figures. In 2015-16, we undertook a target setting exercise to propose targets for the period 2015-16 to 2019-20. We used the science based target setting framework from WRI (World Resource Institute) that tries to align itself with the 2 degree imperative i.e. global emissions by 2050 to be 20% of 1990 levels so as to stay within the threshold of 2 degree rise in average surface temperature. We have adopted targets for 2025 and 2030 also and these will be revisited at the next target review exercise in 2020.

For more information, refer to 'Energy Efficiency and GHG Mitigation'

15 LIFE ON LAND



Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

Wipro currently runs a significant initiative around campus biodiversity in two of our campuses in India. It is our objective to convert five of our existing campuses to biodiversity zones and design all our new campuses based on biodiversity principles.

For more information, refer to 'Campus Biodiversity'



The 10th Year of Sustainability Reporting



Wipro and its Stakeholders

3.1 Workplace Sustainability

3.2 Ecological Sustainability

3.3 Customer Stewardship

3.4 Financial Stewardship and the Investors

3.5 Supply Chain Sustainability

3.6 Partnering for Social Change

Organizations do not exist in silos; it can be even said that every organization is the sum total of interactions with different stakeholders so as to create value for all parties involved either directly or indirectly. In such a system of interdependencies, engagement with stakeholders is central; however over the past few decades, stakeholder engagement has become more than just interactions happening over the normal course of business. Engaging with stakeholders has a greater purpose of understanding risks and opportunities associated with the social, environmental and economic climate that a business is embedded in.

Summary of Stakeholder Engagement

Customers

Employees

<p>Rationale for engagement (Key drivers / Benefits of / Risks of not engaging)</p>	<p>Building relationships with customers is core to understanding their business needs and emerging trends. Close engagement helps Wipro to communicate unique and differentiated value to customers.</p>	<p>People are at the core of a knowledge-based organization like ours. Partnering with employees to understand their expectations and feedback enable us to strengthen our people processes and thereby strengthen our talent pool enabling better retention outcomes.</p>
<p>Strategic objective of engagement</p>	<p>Partnerships with customers to meet their present and emerging business information technology requirements.</p>	<ul style="list-style-type: none"> • To solicit feedback and employee perception to enhance and improve people processes and improve employee satisfaction. • To empower employees and provide them with voice in key people decisions.
<p>Key material issues</p>	<ul style="list-style-type: none"> • Quality and timeliness of delivery • Impact on customer’s business goals • Does Wipro meet the expected norms on environment, labor and human rights and corporate responsibility? 	<p>Empowerment, Continuous Learning , Quality of Work, Work-Life balance, Compensation & Benefits, Workplace facilities, Health & Safety , Counseling and Advice, Diversity in the workplace, Career planning, Appraisal and Feedback, Integrity and transparency at workplace, the company’s larger vision on sustainability and social issues.</p>
<p>Steps taken to address stakeholder concerns</p>	<ul style="list-style-type: none"> • Deeper engagement with customer across levels • Develop better review, communication and feedback processes 	<ul style="list-style-type: none"> • Enhanced communication and collaboration forums to voice feedback • Continuous review and improvements to existing processes • Detailed analysis of employee satisfaction scores and survey feedback to close gaps
<p>Modes of engagement</p>	<p>Strategic and operational reviews, Customer Meets, Formal customer feedback and surveys</p>	<p>Open houses, Performance reviews, 360 degree feedback, All hands meet, Focus groups, Leadership webcasts, Blogs and discussion groups, Perception Surveys</p>
<p>Frequency</p>	<p>Ongoing and continuous; Surveys are annual and project-based</p>	<p>Ranges from daily (blogs) to annual (360 degree feedback)</p>
<p>Primary internal custodian</p>	<p>The Chief Executive Officer, Chief Strategy Officer, Chief Business Operations Officer, the Chief Quality Officer, Sales & Marketing functions & their teams</p>	<p>The Human Resources group, Environment Health and Safety group (joint responsibility for health and safety)</p>

At Wipro, we look at stakeholder engagement as a sine qua non for fostering responsible and sustainable business practices that benefit both, the organization and the stakeholders. What follows is a summary representation of our engagement with the eight stakeholders. This acts as a valuable input to our materiality determination process.

Suppliers

Investors

<p>Rationale for engagement (Key drivers / Benefits of / Risks of not engaging)</p>	<p>Supplier engagement helps reduce risks from quality and disruption of services.</p>	<p>Engaging with our investors helps gain diverse perspectives on business strategy and performance. It also helps us proactively communicate our performance and future plans which in turn can help strengthen our brand</p>
<p>Strategic objective of engagement</p>	<p>Partnerships with suppliers to meet diverse business operations requirements</p>	<p>To communicate our strategy and performance as well as our views on economic environment; To seek feedback on our performance</p>
<p>Key material issues</p>	<ul style="list-style-type: none"> • Ease of doing business with Wipro across the Order to Payment life cycle • Ability to meet corporate responsibility requirements – with regards to ethical business conduct, social practices and 	<ul style="list-style-type: none"> • Corporate governance • Financial performance • Labor & Human rights • Attrition • Compliance
<p>Steps taken to address stakeholder concerns</p>	<ul style="list-style-type: none"> • Communication • Capacity building • Collaboration with suppliers 	<p>Strengthen our governance systems and processes</p>
<p>Modes of engagement</p>	<p>Regular operational reviews, Supplier meets, Vendor survey</p>	<p>Annual General Meeting, Annual Report, Investor meets, Analyst conferences,</p>
<p>Frequency</p>	<p>Will vary from monthly to annual</p>	<p>Ranges from Quarterly to Annual ; Analyst meets and roadshows may be periodic</p>
<p>Primary internal custodian</p>	<p>Central Procurement Office, Wividus Shared Services, Facility Management Group</p>	<p>Chief Strategy Officer</p>

The Education ecosystem: Partners and Academic Institutes

Communities and Civil Society Networks

Rationale for engagement (Key drivers / Benefits of / Risks of not engaging)	Education is one of the strategic long term community engagement programs identified as force multipliers for effecting social change and sustainable development. It is one of Wipro's main planks of societal engagement.	The imperative for business to engage deeply with communities and society stems from the fundamental axiom that for business to flourish, the fabric of society must be strong.
Strategic objective of engagement	Developing a good understanding and capacity building of civil society organizations working in school education is the core objective of our education program.	To engage on systemic issues that are force multipliers for social change and sustainable development.
Key material issues	<ul style="list-style-type: none"> • Quality of education in schools • Teacher capacity development • Understanding of good education • Availability of resource organizations and people in specific areas in school education 	<ul style="list-style-type: none"> • Education for disadvantaged children e.g. children of migrant laborers, children with hearing disability etc. • Primary healthcare for rural communities • Environment issues that affect disadvantaged communities e.g. Water, solid waste • Long term rehabilitation for disaster affected area
Steps taken to address stakeholder concerns	<ul style="list-style-type: none"> • Facilitating mutual learning among partner organizations through annual partners' forum • Cross-leveraging the learning from diverse partner experiences through our engagement with partners • Enabling established partner organizations to play resource organization role to 	Designing programs to address the specific needs of the communities with whom we are associated.
Modes of engagement	Periodic visits, conference calls, email, reviews, reports of workshops or events,	Periodic meetings with partners, open meets with community, Partner newsletters
Frequency	3- 4 times a year for each partner/project	Varies from monthly to quarterly
Primary internal custodian	Wipro's CSR group , WATIS - the school education team	Wipro's CSR group, Wipro Cares, Location leadership

Government and Policy Networks

The Young Citizen and Future Generations

<p>Rationale for engagement (Key drivers / Benefits of / Risks of not engaging)</p>	<p>Corporations must engage with government as part of the larger charter of bringing about systemic changes in society through legislation, policies and directives.</p>	<p>The young citizen has enormous potential as a change agent and in creating lasting positive impact to the environment and society. Trying to safeguard the interests of future generations is a fundamental act of responsibility leading to</p>
<p>Strategic objective of engagement</p>	<p>To participate meaningfully and to influence policy directions for larger social good</p>	<p>To ensure a safe and sustainable planet for future generations.</p>
<p>Key material issues</p>	<ul style="list-style-type: none"> • India's policies on climate change, energy efficiency, water, e-waste, biodiversity and ICT for social change • Legislation policies on workplace inclusion, labor and human rights • The role of corporate social responsibility • Taxation legislation in the countries we operate in 	<ul style="list-style-type: none"> • Ecological sustainability of our planet at a local, national and global level • Issues of inclusiveness and fairness • Meaningful work and livelihoods
<p>Steps taken to address stakeholder concerns</p>	<p>Active involvement in both, policy formulation and in a more general process of debate and dialog on various challenges of development and sustainability</p>	<p>Design and execution of several projects that addresses societal and environmental problems beyond the scope of business</p>
<p>Modes of engagement</p>	<p>Planned meetings, workshops, taskforces and steering committees of industry network bodies</p>	<p>Indirect inference from our school and college interventions as well as with Wipro's employees</p>
<p>Frequency</p>	<p>Varies from monthly to annual</p>	
<p>Primary internal custodian</p>	<p>Corporate Affairs group, Senior Leadership, Wipro Sustainability team</p>	<p>Human Resources Group, Wipro's Sustainability Group, Wipro-earthian team</p>



3.1

Workplace Sustainability

People are at the core of a knowledge-based organization like ours. We firmly believe that we cannot build a great business without nurturing talent from within. We are committed to partnering with employees and strengthening our talent pool by providing them with growth and career enhancement opportunities. Today we have a large and diverse workforce (160,000+ employees in 50+ countries as on 31st March 2017) and we continuously design and implement processes and programs to foster people development, leadership development and skill enhancements among our global team.

Organization Context

The dynamic business landscape shapes our talent management approach and is geared to deliver transformation, change and growth. The strategy is built on the foundation of our values and informed by globally recognized principles of business responsibility.

Some key trends that are shaping our people strategy are:-

- Complex marketplace, characterized by rapid transformation of business models and

technology landscape. The high demand for automation and digitization has reduced technology cycles and skills are becoming commoditized more rapidly than before.

- The IT services marketplace is also a highly competitive one, with an ever-increasing focus on talent and innovation. Meeting rapidly evolving customer requirements requires a high level of competence, expertise and learning agility. Co-innovation, collaborative working and crowd sourcing are capabilities which are fast becoming the norm.

- Difference between talent that is sought and talent that is available.
- Changes in workforce patterns and legal regulations: Our employees are located globally, at Wipro offices and across client locations. A significant portion of our management focus is invested in engaging with our employees; thus creating the need to build managerial and leadership capabilities in the context of an increasingly virtual work environment. In the recent past, changes to immigration laws & regulations and risks to offshore business models have also made an impact on our people strategy, particularly in our approach to attract local talent.

We strongly believe that in order to prepare for this dynamic business environment, we need to continue building a best-in-class organizational culture to attract, build and retain talent across levels, globally.

Understanding the Stakeholder – Global Workforce

A majority (79%) of our employees are based in India while more than 30,000 employees work in other countries. A significant portion of our employees based overseas (outside India) are locals (42.3%). Our overall employee base comprises of 100+ nationalities.

We are driving localization initiatives in our key geographies such as the United States, United Kingdom, Continental Europe, Canada, Latin America, Africa, Asia-Pacific and the Middle East. We believe that commitment to these geographies is important in growing our business. We expect an increase in the percentage of our global workforce comprised of local employees and consultants and diversity is a key strategic priority as part of our globalization efforts.

Our gender ratio has increased to 33% from 32%. As on March 2017, 434 employees had voluntarily declared their disabilities through our online self-declaration form. The average age of our workforce is 30+ years and a significant portion (60%) is under the age of 30.

Organizational People Strategy

Our talent management approach is influenced by the dynamic industry landscape and is geared to deliver transformation and growth in the current and emerging business context. Our people Strategy focusses on building a culture that nurtures talent, drives strong performance & supports customer centricity. The strategy has the following core themes:

People Strategy Core Themes:

Culture transformation: The objective here is to create a culture that drives performance, enables a Digital mind set and enhances overall employee experience. Our efforts here are geared towards both on improving the demographic diversity as well as building an inclusive culture through our various Diversity & Inclusion programs. We continue to transform & simplify processes across all our functions to enhance employee experience and well-being.

Careers: The focus here is to build talent from within and also build a scalable talent supply chain model. Careers within Wipro continue to be nurtured and strengthened with our forward looking performance management process, talent mobility programs, leadership talent reviews and strong onboarding and assimilation programs for new hires to jumpstart their careers right from the beginning.

Building Capability: In the face of rapidly changing client expectations and automation, it has become imperative to invest in programs that equips the organization with futuristic skills and competencies. Anticipating and defining future needs and developing these competencies in the employees is vital to organizational sustainability. We will continue to invest in our fresher skill building programs, architect, domain, delivery transformation, sales cadre and leadership skills. Our programs are aimed at upskilling, cross-skilling, and reskilling along with building Design Thinking capability to drive ideation and innovation.

People Strategy Enablers:

Our people strategy themes are enabled by a set of processes and programs spanning the complete employee lifecycle as follow

Talent Acquisition: Wipro follows a well-established approach to hiring and onboarding. Our talent sourcing strategies include employee referrals, direct applications through the career section of our website, channel partners, job fairs, campus placements, and internal job postings. We also partner with various universities to build teams in accordance with client expectations. We are an equal opportunity employer and drive meritocracy at all stages of the hiring and on-going deployment process, including role-mapping and remuneration. In FY'17 we have seen immense progress in localization in our key markets. We have been significantly investing in US in terms of increased hiring & setting up of delivery centers. We are driving increased localization and expect to have a majority of our US workforce as local employees soon

Wipro was awarded a runners up in “Excellence in Talent Sourcing and Staffing” at SHRM India HR awards 2016.

Employee Well Being & Safety: Through our programs, we believe in influencing all aspects of an employee’s life – including physical, mental and emotional well-being. Protection of employees from injury or occupational disease is a major continuing objective. We continue to enhance safety & security at the workplace by prescribing policies & procedures, creating awareness and imparting trainings. We have institutionalized key policies like Prevention of Sexual Harassment policy and a robust grievance redressal system (Ombuds).

Comprehensive Benefits & Rewards: We continually strive to provide our employees with competitive and innovative compensation packages. Our benefits program takes an

integrated approach and provides a range of options for better financial and social security including efficient tax-management options, insurance & medical packages, assistance in managing financial and personal issues. Our programs are reviewed to ensure relevance to today’s evolving workforce and in line with the latest industry offerings, based on the region’s local regulations / laws and norms.

We continue to drive a high-performance culture through our variable pay programs. Our management compensation is now more closely aligned with organizational objectives and commitments and rewards higher performance disproportionately.

Employee Engagement & Empowerment: We believe that employees become empowered only when they are aware of the policies and processes that impact them and when they can truly participate in the consultation process. With this in view, we have institutionalized various channels that create awareness, foster dialogue, and provide opportunities for employees to give feedback. Over the years, our focus on participative engagement has increased and our programs have been more closely aligned to cater to our diverse and multi-generational workforce.

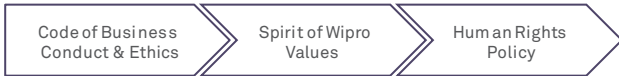
Digitization and Talent Analytics: With all the technological advances happening in our immediate environment, we continue to keep pace in embracing the digital trend and find ways to use digitization and talent analytics to drive business outcomes and bring about employee delight.

The above core Strategy themes and enablers are built on the foundation of our values and driven by globally recognized principles of business responsibility & commitment to Human Rights. Details of the same are explained below in the subsequent section.

People Strategy- Core Themes



People Strategy- Core Themes & Enablers built on a foundation of . . .



People Strategy- Enablers

- Talent Acquisition**
Increased Localization
- Employee Well Being & Safety**
Physical, Mental, Emotional-Well Being
- Benefits & Rewards**
Comprehensive Benefits - Geography Aligned
- Employee Engagement & Empowerment**
Engagement & Feedback Platforms
- Digitization & Talent Analytics**
Increase the effectiveness of HR processes & drive employee delight

Understanding Material Aspects

While our values are at the core of our actions, we believe that it is only through focused and continuous engagement with our stakeholders that we can build a truly inclusive and empowered enterprise. These inputs are gathered as part of our materiality determination effort, as well as from feedback received from social audits and assessments. Aspects that stand out as most critical and vital to the organization as well as stakeholders, are identified as the top areas of materiality, for action and reporting.

Our analysis of employees' perception, expectation and feedback forms a primary input in designing our talent management processes. Our approach to soliciting and acting on this feedback determines our performance in

processes like talent attraction, engagement, and retention. We conducted our annual Employee Perception Survey (EPS) to gather employee feedback in 2016. The feedback from the survey acted as an input to the materiality determination process. Additionally, our customers, investors and peer organizations also influence our people value chain and provide perspectives on material issues & risks. Finally, the geo-political situations, particularly in markets where we have high dependencies also form a vital input to our people strategy.

The key platforms of engagement and issues identified for aspects pertaining to human capital, are summarized in the table alongside:

Influencing Stakeholder	Current and Emerging Areas of Focus and Impact	Material Aspects & Topics Identified
Employees	<ul style="list-style-type: none"> • Simplification of people processes to enhance workplace experience • Skill building to address emerging technology capability areas • Career growth opportunities • Capability building of managers • Comprehensive compensation & benefits • Well-being and safety 	
Customers	<ul style="list-style-type: none"> • Helping customers solve their business problems and create competitive differentiation for them in the market. • Enhanced focus on operational efficiencies in the immediate term • Driving expertise and reskilling towards technologies of the future • Diversity & Inclusion • Need for collaboration, co-creation and learning agility • Employee well-being and safety • Heightened focus on social aspects of supply chain • Increased focus on compliance with Global standards 	<ul style="list-style-type: none"> • Talent engagement • Capability building and Career development • Employee well-being and safety • Diversity and Inclusion
Investors	<ul style="list-style-type: none"> • Alignment with sustainability frameworks like Dow Jones Sustainability Index 	
Peer organizations	<ul style="list-style-type: none"> • Talent attraction & retention strategy • Talent Pool availability 	
Others	<ul style="list-style-type: none"> • Macro-economic and financial systems, government, civil society, regulatory bodies • High dependency on US and European markets • Emergence of multiple low cost English-speaking destinations • Risks to offshore business models • Changes in immigration laws / regulations 	

Key Performance Highlights

Commitment to Human Rights/Non Discrimination

Our Approach & Commitment

We believe that economic value cannot be sustained unless it is created on a foundation of ethics and responsibility. Creating a safe and empowered workplace with a culture that drives equal opportunity, non-discrimination, meritocracy and one in which employees feel 'listened to' are therefore our core priorities. We imbibe these principles in all our processes like hiring, compensation, access to training, promotions, etc. and do not engage in or support discrimination based on ethnicity, nationality, race, caste, religion, age, disability, gender and sexual or political orientation.

Our people practices are shaped by the Spirit of Wipro values, Code of Business Conduct (COBC), as well as principles of the U.N. Global Compact, U.N. Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises and the International Labor Organization's declaration on Fundamental Principles & Rights at Work (1998). While these provide the guidelines and direction for responsible business conduct at a global level, our policies are shaped and customized by local regulations and law of land. Our COBC imbibes our commitment for human rights and zero tolerance for discrimination at all stages of the employee lifecycle (Protect-Respect-Remedy of UN principles).

Policies & Principles:

The Wipro Human Rights policy is published in company website and is intended to express Wipro's active commitment to do business with ethical values and embrace practices that supports environment, human rights, and labor laws globally.

Our commitment to uphold and promote human rights and interests of our global workforce is long-standing and integrated in our Code of Business Conduct & Ethics (COBC) available publicly on our company website. The COBC provides the ethical guidelines and expectations for conducting business on behalf of Wipro Ltd, its

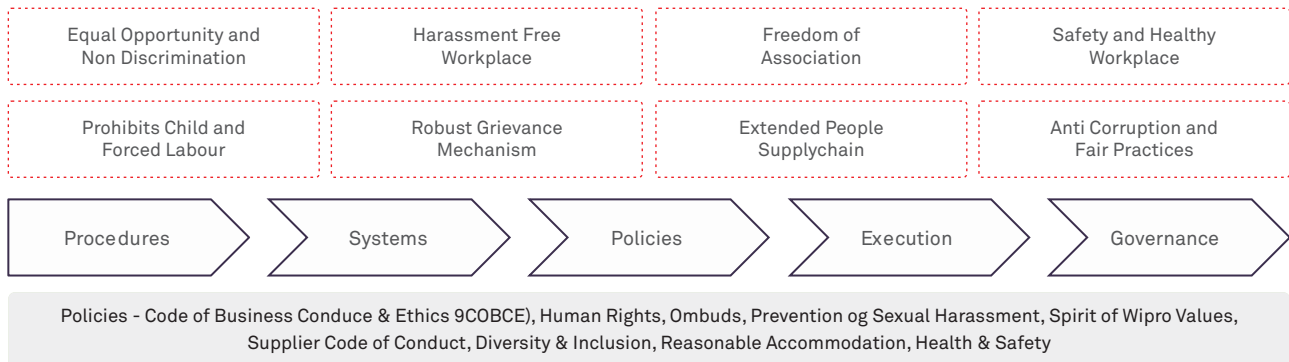
subsidiaries and group companies. It applies to all employees, members of the board of Directors as well as to contractors, sub-contractors, retainers or any other such basis. As suppliers serve as an extension of the Company, and their conduct and behavior while carrying on business for / behalf of Wipro can impact Wipro's reputation, are expected to be in compliance with the COBC. All suppliers are also mandated to sign & confirm their acceptance to our Supplier Code of Conduct available publicly (SCOC)

Our values and code of conduct are socialized at multiple times in the employee life-cycle through touchpoints like induction and onboarding, classroom sessions, all hands meets, awareness mailers/posters and through our mandatory online COBC certification which all employees undertake every year. All employees are entrusted and empowered to highlight concerns and grievances via the Ombuds process and Prevention of Sexual Harassment Committee. The policy also assures all stakeholders that a concern raised in the spirit of the policy will not be under risk of retaliation/retribution, even if unsubstantiated upon investigation.

We respect the right of employees to free association without fear of reprisal, discrimination, intimidation or harassment. A small proportion of our employees (~2%) are represented through local employee representative groups, Works Councils and /or Trade Unions in Australia, Austria, Brazil, Czech Republic, Finland, France, Germany, Ireland, Italy, Netherlands, Poland, Romania and Sweden. In some of these countries, Collective Bargaining agreements are required by law. The HR function meets these groups periodically to inform and consult on any change that can impact work environment. We pro-actively engage with Works Councils and Unions when it comes to client employee transfers under the EU Directive of Transfer. of Undertaking and respective local legislation such as TUPE, Art. 613a German Civil Code, Art 338 Czech Labour Code etc. Engagement starts in early stage and provides first-hand information to client employee representatives on terms and conditions as well as collective employment matters.

Commitment to Human Rights/Non Discrimination

Creating a safe, inclusive and empowered with a culture that drives equal opportunity, non-discrimination, meritocracy and one in which employees feel 'listened to', are our core priorities.



Focus Areas- Human Rights Due Diligence, Assessment & Governance

We have established committees as described below which regularly does a due diligence to identify issues, formulate strategies & implement actions, track progress to address material issues pertaining to compliance/ violation of human rights. These team adopt a systematic approach to identify issues & vulnerable people, develop appropriate mitigation actions and a monitoring process. Besides these committee we have well established people processes and audits which helps us to identify potential human rights issues. Our progress on aspects of human rights is owned by the business and functional leadership team, and is under the review our Group Executive Council, Chief Sustainability Officer, the Audit Committee and the Board of Directors.

Ombuds process - We have a robust ombuds process which allows employee, contractors, vendors, to raise a grievance or complaint without any fear of reprisal. The team does a trend analysis basis the complaints received by them to identify the root causes and accordingly highlight the same to top management. Recommendations are also shared with Audit, Risk & Compliance Board which result in process improvements thereby building a stronger governance mechanism

Sexual Harassment - Our Prevention of Sexual Harassment (PSH) committee ensures that all grievances (globally) are resolved expeditiously and in an unbiased manner through defined procedures. The team also focuses on inducting and increasing

the number of members of the PSHC team to ensure presence across all locations and Geos which in turn would lead to increasing number of education and awareness sessions regarding PSH among employees as well as faster resolution of cases highlighted. The team conducts proactive quarterly internal audits on closed cases that were reported and actions taken.

A deeper assessment of such PSHC cases has brought to the fore that more trainings on unconscious bias & workplace gender sensitivity & inclusion would need to be organized globally across locations.

Health & Safety - Safety committees are formed at major locations and consist of cross functional members from senior management, stakeholder, service providers and employees. These meet quarterly & participate in risk assessments, safety inspections, incident investigations and hygiene audits. Please find more details on this in the Employee Well Being and safety section.

Diversity & Inclusion - Based on a structured review process with D & I council- we continuously strengthen our D& I systems & processes. Our collaboration with research partners and industry platforms like Catalyst, CII, NASSCOM, Diversity and Equal Opportunity Center (DEOC) bring to the fore focus areas for due diligence on D & I linked issues. For e.g in the gender diversity area, we have undertaken a project on Vital Signs which looks at the entire People Supply Chain through the lens of Gender, examining closely how we recruit, train, deploy and promote women. This data when tracked

and published to business units and functions helps us uncover bottlenecks that may have crept into the system.

In 2016-17-Wipro has proactively conducted a Wipro Disability Inclusion Audit to align itself with the RPD Act -2016 passed by Indian Government. In collaboration with Diversity and Equal Opportunity Center (DEOC), detailed due diligence process was conducted on all the existing processes and Systems As part of the same we have conducted audit on various functions like recruitment, procurement, Internal IT systems, Emergency Preparedness etc. Based on our audit findings, we have reviewed our operations/processes/ policies from an inclusion perspective.

Ratio of basic salary and remuneration of women to men:

Our gender inclusion & diversity principles are embedded in our organizational culture & values, Code of Business Conduct (COBC). We imbibe these principles in all our policies and processes like hiring, compensation, access to training, promotions, etc. and do not engage in or support discrimination based on ethnicity, nationality, race, caste, religion, age, disability, gender and sexual or political orientation. Our philosophy focusses on hiring or deployment of talent based on experience/role and our commitment on rewarding meritocracy

Through internal audits and special projects such as the Vital Signs project, we regularly track and monitor key indicators impacting gender diversity representation /unconscious bias at all employee lifecycle stages. We track gender equity signs e.g like hiring, attrition, career levels, engagement level, project deployment time-frame, promotions, compensation/gender pay ratios .We see that for junior levels the gender pay ratio is close to 1 , for middle and senior levels pay gap is around 5-10 %.This reflects the trend of higher proportion of males from junior to senior levels. The differences in our assessment, is also reflective of a larger social trend of women leaving the workforce at different points of their career.

The pay ratios given above are for India based employees, representing 79% of total workforce.

Supply Chain Partner Engagement - Our focus on responsible people practices extends across our people value chain, and covers contract employees and retainers. Many of them are deployed at our

client sites, and a customized Partner Employee Engagement team (PEET) in our Global Infrastructure Service is responsible for building an engaged and motivated contract employee workforce.

The PEET team consists of human resource professionals and undertake responsibilities like induction and orientation, performance management, engagement, retention, rewards and recognition, training and career development etc. for contract employees deployed on IT delivery projects. The PEET team drives various initiatives like client-site visits to meet contractor employees to understand needs and concerns, driving programs to build capacity, facilitating conversion of contract employees into retainers or full time employees etc. Quarterly / Half yearly / annual audits are conducted by PRO (Partner Relation Office) on the empanelled partner to ensure that they comply with the statutory and labour compliance. The PRO (Partner Relation Office) is responsible for vendor selection and management; it ensures compliance of partner agencies to legal and statutory employment norms. Reviews and statutory audit checks were conducted by PRO in 2016-17 to ensure continuity of the process and procedures that are laid down.

In FY 16-17, the PEET team led various initiatives like client-site visits to meet contractor employees to understand needs and concerns, initiated programs to build capability through training programs. Focused initiatives like Meet Matters are structured partner connect sessions at regional level which serve as a common forum for partner employees to have face to face meeting with their employer, discuss & resolve their issues/concerns. Through Meet Matters , we ensure that we protect our rights of our Partner employees through effective communication and Awareness. Audits are conducted by PRO (Partner Relation Office) to ensure that the statutory and labour/ human rights requirement are complied. This covers more than 50% of the total contracting workforce employed by the organization.

A further extended people supply chain, consists of temporary workers who are in soft service functions such as Housekeeping, Security etc. We protect the interest of such workers by ensuring that the contracting agency is in compliance with the Supplier code of conduct and there is no violation of

Human Rights for e.g ensuring salaries of all workers are in compliance with relevant Minimum Wages legislations. We ensure that the temporary contract workers work under the similar working conditions as employees and employee benefits such as recreation and refreshments are also made available to them

EPS (Employee Perception Survey) – Employee perception survey is rolled out annually to capture employee feedback and satisfaction towards the organization and various policies and processes. The findings from the survey are analyzed and shared with each business unit and accordingly action plans are prepared to address and work upon the areas of improvement/if any. This proactive mechanism of due diligence helps capture not only the employee morale but also to ensure potential grievances may be addressed at an early stage.

EPS survey 2016 saw both an increase of participation and engagement from the previous biennial survey in 2015. Our employee engagement scores went up by 12.5 percentage points and employee participation scores went up by 3 percentage points. Our inhouse built EPS analytics tool provides analysis of the results at various levels e.g geography, business unit, gender, career levels, age, nationality, tenure and enables us to formulate action plans. Survey results and identified action areas are communicated throughout the organization through mailers and cascade sessions by business leaders and HR. Each business unit includes action plans specific to their units in addition to the organization-wise action plans.

EPS Pulse 2016 results have been studied - Action areas for the upcoming year have been finalized which includes key initiatives at an organization wide level around Manager Effectiveness, Careers & Capability, Diversity & Inclusion, Process Simplification

Feedback through other Engagement Platforms - Wipro holds employee feedback in very high regard and solicits this through formal surveys, informal forums like one to one meetings, All Hands Meetings, focus group discussions, roundtables and team meetings. We actively scan for any specific issues & risks relating to human rights and labour practices through the following engagement platforms

Our employee engagement programs are driven at

multiple levels – organizational, unit/team and individual. Key organizational changes and announcements are cascaded through emails, online posts, posters, kiosks, on-floor sessions and through business and HR teams. The leadership team engages with employees throughout the year through online chat sessions, Leader blogs, organizational level 'Wipro Meets', business unit level 'All Hands Meets', round table discussions and functional review meets and offsites. Another important enablement to engagement is through business managers and HR teams who meet employees through one-to-one meetings & team discussions. Additionally, customized engagement frameworks are used by business units to address needs specific to employees in that unit or to that business/domain.

Our online enterprise-wide social platform- Yammer has allowed employees across the globe to network and collaborate, thus removing the physical boundaries of a geographically widespread workforce and increasing the feeling of connectedness in a global organization. It has also allowed employees to provide real-time feedback through online polls & directly connect with senior leaders or functional teams. Additionally, employees have been able to network, form special interest groups, seek role opportunities and work on collaborative projects without location or team constraints. Over 109,000+ Wiproite (As on close of FY 16-17) use this platform, with over 9400 public and private groups. The adoption of these forums by employees (as indicated by participation levels/usage) indicates how well ingrained they are into the organizational culture

Our operations in Geographies - Today we have 30,000+ employees overseas - hence our Enterprise Risk Management team continues to closely monitor any human rights impact issues in countries where we are growing. Whenever Wipro is venturing into new geographies, there is a detailed due diligence process that is carried out with respect to any human rights issues in that geography/check overall alignment with Wipro's values/processes. There is a security council which has to give the sign off after assessing the safety conditions of the country.

Employee Well-being and Safety

Our Approach & Commitment

A safe workplace is a fundamental human right and we are committed to providing this to all our employees, partners and visitors to Wipro facilities. Through our programs, we believe in influencing all aspects of an employee’s life – including physical, mental and emotional well-being.

Every year, through the mandatory certification of our Code of Business Conduct, we reinforce our commitment towards a healthy, safe and harassment-free workplace and evangelize individual responsibilities of each employee.

Policies & Principles

We have institutionalized key policies like health and safety policy, prevention of sexual harassment policy and a robust grievance redressal system (Ombuds)

Wipro’s compensation and benefits program takes an integrated approach and provides a range of options for better financial and social security including tax-managing options, insurance & medical packages, assistance in managing financial and personal issues, retireals, etc. Our programs are reviewed intermittently to ensure relevance to today’s changing workforce and mirrors the latest industry offerings, based on the region’s local regulations / laws and norms. Allowances and benefits are further customized for employees who travel outside their home

country for short-term project deputation, to suit immediate financial / settling-in needs.

Standard benefits like leave plans, insurance, retireals (contribution to / provision of retirement plans / superannuation schemes in accordance with local laws & industry practices) and other emoluments are provided to our full-time and fixed-term employees, based on the country of operation and law of land.

Parental Leave: Our return to work rate for male employees availing parental leave has typically been close to 100% , hence we closely track and monitor return to work ratio for women employees which is around 90%. We continue to scale our flexibility initiatives for women employees through various leave options, onsite day care centers and wellness benefits.

The compensation & benefits programs available in each geography are outlined in detailed policy documents and are available to all employees on the company intranet. In order to familiarize the human resources teams on the compensation philosophy and benefits across geographies and empower them to answer employee queries, an in-house Compensation and Benefits (C & B) certification program is held every year in multiple batches. Additionally, organizational / business-unit level sessions are also held to create awareness amongst employees through avenues like HR-facilitated workshops, chat sessions, webinars, teleconferencing and mailers.

Employee Well Being & Safety

Providing a work environment that encourages employees to lead a health lifestyle and proactively work towards improving it.

Physical Well Being (Fit for life, Spirit of Wipro Run)

Emotional Well Being (MiTR- Counseling)

Occupational Well Being - Workplace Safety

Financial Well Being - Comprehensive Benefits and Rewards

Procedures

Systems

Policies

Execution

Governance

Highlights - Benefit Policies, Location Safety Committees, Women Safety, Cafeteria Hygiene, Training on Health & Safety Converging Occupational Health, Transportation, Hospitality, Emergency Response and Security Domains

Focus Areas

Protection of employees from injury or occupational disease is a major continuing objective. There are 27 Occupational Health Center (OHC) and 7 Ergonomic Centers that are functioning across Pan India Wipro locations.

Ergonomic related illnesses and upper respiratory infections are material for our workforce.

We have institutionalized health and safety processes including trainings for service providers, risk assessments, ergonomic session for employees, vaccination campus, health awareness sessions and regular cafeteria food inspections. There is special focus on aspects such as women's safety, assistance to persons with disability, emergency response, and preventive health & safety measures.

Key highlights:

Workplace safety - We consider indoor air quality as a significant risk on employee's health aspect as employees work in air conditioned offices. The risks are assessed with adequate controls and environmental parameters are monitored in cognizance to ASHRA standards. Where ever indicators deviate from permissible levels, root cause analysis is done and corrective measures undertaken to avoid injuries / illnesses. This ensures a safe workplace for the employees and align with the health and safety objective of employee wellbeing.

Hazard Communication - Employee connect programs conducted to bring awareness among employees on reporting of hazards, unsafe conditions and unsafe acts to help in reduction of Injury rate.

Emergency Response - Programs were held across locations in India on emergency response, mock evacuation drills, hazard recognition, driver safety training, first aid training, fire-fighting training etc. Vehicle based Quick Reaction Teams deployed in major locations continues to provide services to ensure safe commute and help during emergencies.

Women's Safety - Security teams are trained on gender sensitization as a part of their on job

training and induction. Cab pickup and drop facility with security escort is available for women employees travelling in night hours. Women of Wipro committees are formed to discuss concerns and suggestions on women's safety. In FY 17, 1900+ women employees have undergone the Security Awareness and Self Defence sessions conducted across locations.

Women's Health: Breast cancer awareness and tests were conducted across locations,; 800+ women employee's participated during the event

Cafeteria Hygiene: Our 24 in-house cafeterias/ kitchens comply with the FSSAI requirements. In comparison with last two years audit reports, on an average 80 % of FSSAI requirements are implemented at our cafeterias & kitchens. Thirteen base kitchens were assessed during last year across PAN India and 25 internal audits are organized across pan India locations to check the effectiveness on the implementation of FSSAI requirements. The results of the food safety/ cafeteria meetings are showcased in management reviews as part of Health and Safety performance

Over 157,000 participants (employees, contractors and service providers) attended trainings on Health & Safety covering Occupational Health, Transportation, Hospitality, Emergency Response and Security domains.

Our Employee counselling and Support forum (Mitr) in India and Employee Assistance Programs in the geographies provide counselling support on issues pertaining to personal or professional life.

Governance:

Taking cognizance that employee well-being and safety is an aspect which impacts at various focal points, the overall responsibility for health & safety is assumed by the HR, EHS, Audit, Risk and Compliance team.

Around 79% of our workforce works in locations across India and majority of them work from Wipro facilities. Taking this into account, we have established a core EHS team with city-wise EHS coordinators who drive compliance to standard procedures defined at a corporate level. The EHS

Team along with stakeholder and service providers organize awareness programs on health and safety, thereby impacting performance on health and safety aspects.

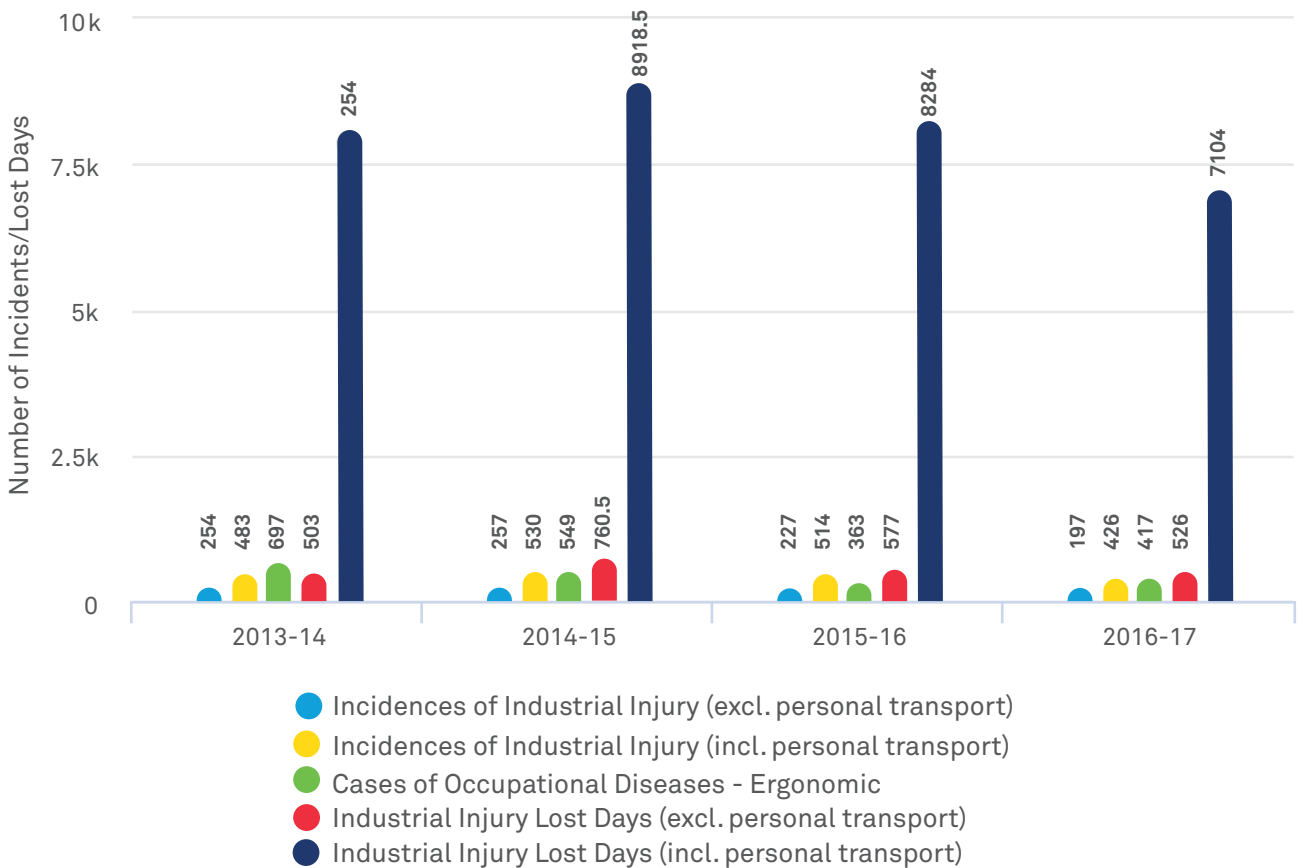
Major locations exceeding 2000 employees have safety committees which meet quarterly and participate in risk assessments, safety inspections, incident investigations and hygiene audits. Remaining locations report work place hazards in the HSE portal and get discussed in city-wise committee meetings. Employees also record their observations on under various categories like Major/ Minor/ First-Aid / Near-misses etc. through our intranet portal. Decisions taken during these meetings are communicated along with corrective actions and target dates in order to minimize risks. These committees bring together stakeholders at various levels to promote positive occupational health & safety culture. The safety committee meetings represent 100% participation from the representative employees.

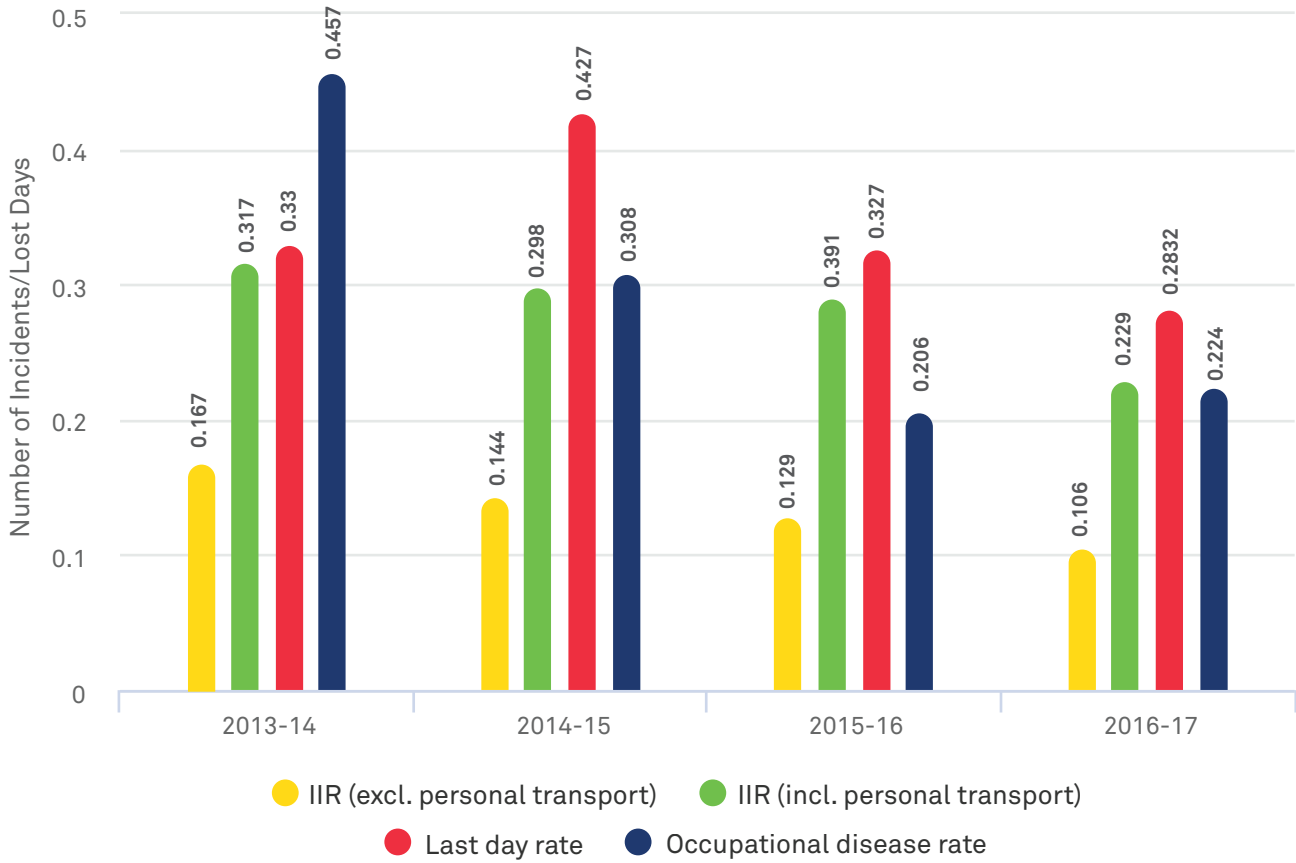
Identification and Risk Assessment. The risk assessment is evaluated every year and also as and when the accidents / incidents / near misses are noticed. Employees, stakeholders and Service providers are part of this risk assessment.

Our internal audit team conducts checks on the effective implementation of ISO 14001 / OHSAS 18001 standard requirements every 6 months by involving cross functional teams. 18 locations in India are certified or ISO 14001 and OHSAS 18001.

Apart from the Internal Audits, the corporate internal audit team also conducted the audit at selected locations to check the effectiveness on the closure of the gaps identified in internal audits and the report is submitted to the senior management as part of the Management Reviews.

In addition to this, we also participate in client audits and provide information and data related to health & safety.





Health & Wellness Awards 2016-17

- Wipro won “Employer with best Employee Health and Wellness Initiative” award at SHRM India HR Awards 2016
- Wipro Ranked No 1 in CGP (Chestnut Global Partners) Health and Wellness Ranking 2016
- Wipro won the “Platinum Arogya World Healthy Workplace” FY2016 award in the Health & Wellness category

Diversity and Inclusion

Our Approach & Commitment

Nurturing inclusivity is an intrinsic part of Wipro’s culture, it has remained a key focus area for the organization and is a strategic enabler to ensure a holistic business growth. At Wipro, our client portfolio is diverse in composition, in terms of locations, culture, industries and technologies they deploy. In order to address the increasing complexities of such a diverse clientele, it is imperative to cultivate a workforce, which can generate a rich mosaic of ideas that enhance innovation resulting in higher revenues & greater customer satisfaction

There is a visible, deep organization-led strategic commitment to experience inclusivity as a ‘way of life’ and nurture a sense of belonging within teams. This is further strengthened, with the CEO as the Executive Sponsor of the Diversity & Inclusion (D & I) Council. This makes D & I a mainstream business driver and a must-have trait, rather than a stand-alone / aspirational initiative. As signatories to UNGC and U.N. Women’s Empowerment Principles, we express our commitment to becoming a responsible business leader and role model.

Policies & Principles

Wipro is committed to being an equal opportunity employer and diversity and inclusion principles are embedded in our organizational values, culture, policies and processes. Our commitment towards non-discrimination and meritocracy is explicit in our COBC and Global Diversity and Inclusion Policy.

Our commitment to D & I is also extended to our Suppliers through the Supplier Code of Conduct and we encourage engagement with qualified suppliers owned by persons of disabilities, women or minority communities.

Wipro is an equal opportunity employer and merit in qualification, performance & capability form the sole criteria for selection, remuneration and promotions for new applicants and existing employees alike. We believe that number-based targets / percentages to increase diverse workforce can impact meritocracy and deviate from our holistic approach of ensuring meaningful employment across different functions and levels. We have therefore consciously refrained from integrating such targets into the goals and objectives of leaders and relevant teams.

Inclusion at the Core

Gender

- Provide exposure, flexibility and empowerment
- Improve gender diversity mix at all-levels

Persons with Disabilities

- Create a conducive work environment that gives a level playing field
- Enhance accessibility of internal applications and infrastructure

Underprivileged

- Equip this talent pool with right skills
- Bridge Employability Gap

Nationality

- Managing cross cultural teams growing
- Attract and nurture local talent organically and inorganically



Focus Areas

Our Diversity & Inclusion Program was formally launched in 2008 to give shape and direction to our commitment.

An overview of key initiatives across our various inclusivity pillars are shared below. For detailed description of initiatives, please refer Sustainability Report 15-16

Inclusivity Pillar	Objective/ Description of Key Initiatives	Key Highlights
Gender	Our efforts here are all inclusive –and focus on providing an enabling work environment. For example: WoW or the Women of Wipro program has various initiatives following the research led insights from a life stage based approach for women (e.g some of the key initiatives here are WoW Career Mentoring, Women in Technology, WoW Speaker Series, Day Care Centers)	<ul style="list-style-type: none"> • 33% - Women workforce • The fourth batch of the Mentoring program recently concluded in FY17 • International Women's Hackathon for women technologist hosted where 800 women technologists participated • Higher engagement levels for women as measured by our Employee Perception Survey (EPS)
Persons with Disabilities	The CREATE (Career, Recruitment, Engagement, Accessibility, Training & Enablement) framework was adopted to promote those with different abilities across areas. Our self-identification form allows employees to request for reasonable accommodation while being assured of Wipro's commitment to non-discrimination	<ul style="list-style-type: none"> • As on March 31, 2017 there were 334 employees who had voluntarily declared their disabilities through our online Self Identification Form. Number may vary since a number of employees with disabilities do not prefer to declare their disability • 39 candidates hired during the year • Digital accessibility is one of the key issues that was taken up on a war footing manner in FY 16-17. Over 130 Internal applications were made accessible based on standards; Procurement policies and procedures were modified to ensure that all procurements are accessible
Nationality/ Culture Sensitivity	Today we have a strong 'local national' footprint in our international geographies- via both organic & inorganic growth. Our initiatives in this area have strengthened our efforts towards nurturing a culture inclusive workforce through various sensitization interventions	<ul style="list-style-type: none"> • 100+ nationalities from 50+ countries, 42%+ of employees outside India are locals
Underprivileged	There has been a committed focus on collaborating with colleges/universities in small cities to drive opportunities for jobs and thereby increase recruitment. This has included collaborating with NGOs/Foundations which impart skills trainings to graduates from underprivileged societies. They work towards improving the competency, professional skills and employability of youth and prepare them for various roles- which makes them job ready for Wipro or other organizations in the industry	<ul style="list-style-type: none"> • Rural BPO center has 170 employees • 30 US School districts impacted USA Wipro Science Fellowship • 100,000+ Books donated through First Book (US) • 120,000+ underprivileged people benefited - education, healthcare and ecology • 2500+ children with disability benefited educational support

Across all our focus areas, one key aspect has been to address biases right from the time of hiring. In 2016-17, our interview certification online module was updated to include the following - addressing various aspects of inclusion/bias

- How to carry out a gender-sensitive interview?
- How to conduct an interview for a disabled/ differently abled candidate?
- What are the acceptable and non-acceptable questions you can ask/cannot ask in an interview

Governance

Diversity & Inclusion is an independent function in the organization led by a Senior Leader. We understand that the success of transformational initiatives depends on how much the larger organization believes in the strategy and the strength of the initiative and its success in trickling down to the lowest levels in the organization. With this in mind, our D & I charter and agenda is supported cross-functional project teams and senior leaders assume leadership of individual diversity pillars. Focus areas/goals are reviewed on a quarterly basis by the D & I Council which is chaired by the CEO. The D & I council is composed of Senior Leaders/Executives with representation from gender, geographies and ethnicity.



D & I Awards 2016-17

- Wipro won Innovative Policies & Practices for Persons with Disabilities Award 2017 by Zero Project, Vienna.
- Wipro won “Excellence in Diversity & Inclusion” award at SHRM India HR Awards 2016
- Wipro was awarded a runners Up in “Diversity & Inclusion” in the Corporate HR Best Practices category at NHRD HR showcase 2016 event

Capability Building and Career Development

Our Approach & Commitment

In the face of changing client expectations and the advent of rapidly changing technologies, it has become imperative to have a platform that equips the organization with futuristic skills and competencies. Anticipating and defining future needs and developing these competencies in the employees is vital to organizational sustainability. Wipro offers multiple learning & development opportunities to employees at various stages of their career. These are aimed at upskilling, cross-skilling, and reskilling through a number of training programs in technical, domain, soft skills, and leadership aspects. While dedicated teams identify learning needs at an organizational level, employees partake in identifying their individual learning needs through appraisals, feedback surveys, and career tools.

Policies & Principles

Capability building and career development initiatives at Wipro encompass building awareness on career paths, identifying developmental areas for current & aspired role through a rigorous performance management process, mentorship, and building capability through training & assessments.

Our infrastructure supports both traditional and 'new-gen' ways of learning. While dedicated facilities like learning centers, training labs are used for instructor led classroom sessions, enterprise solutions like 24 x7 access to e-Learning modules, Webex, Video Based learnings, simulation based learning, etc. are being widely adopted, providing convenient and flexible learning environment.

Focus Areas

Enabling Careers

Our performance management system is designed to achieve holistic employee development through performance differentiation, transparency, and effective evaluation. There is a structured process of formally and objectively

evaluating one's performance against defined goals & objectives. We continue to drive a high-performance culture. In FY17, we institutionalized the practice of quarterly employee appraisal. This enables employees to excel based on regular feedback. Learning modules were launched to enable managers and employees alike to embrace the new process of Performance management. We also piloted the Agile Performance Management system for those in Agile roles.

As part of the performance evaluation process, a 360-degree feedback is provided on leadership competencies for middle and senior management roles. Appropriate development plans and interventions are then charted out based on discussion between manager and employee. The Talent Review and Planning exercise is conducted at the beginning of the FY and is used to identify short-term, medium-term and long-term successors for critical, senior and executive management roles.

One of our other initiatives in this category is Talent Marketplace, which enables internal role fulfilment of senior roles. The objective of the initiative is to connect talent to opportunities within the organization so as to retain the senior skilled talent pool. In FY 17 internal redeployment as a % of total fulfilment was at 66% for senior/strategic roles

Capability Building

The focus in FY 17 has been on growing new businesses with existing customers, becoming strategic partner for our customers, building strong digital skills and core technical competencies

Delivery Transformation: To increase the breadth and depth of engagement with existing customers and take Delivery to next higher level, we trained 2000+ delivery leaders from strategic accounts through two programs called "WinMore - Account Mining for Growth" & ADROIT – for Behavioral Transformation . These programs are designed for delivery leaders to enable them to do delivery-led sales and next-generation delivery

Sales Transformation

In this digital enabled business environment, customers no longer look for technology services but emphasize on business outcomes. Customers are looking for a strategic partner to co-create a vision and execution strategy. Keeping this in mind, a new training program OneVoice was developed for sales transformation which trains our sales /customer facing people with more consultative selling and selling digital solutions. 2,000+ participants have been covered through the One Voice Program. We are also creating a continuum between our delivery and sales teams through a program called PRISM, which grooms delivery people to become effective sales people.

Digital Training: In line with the growing demand for Digital Services, we continue to augment our workforce with digital skills. Against our annual plan of training over 33,000 people in FY'17, we trained over 39,000 employees. Overall, now we have reached over 60,000 technical employees trained on digital skills

Building Core Technical Competencies

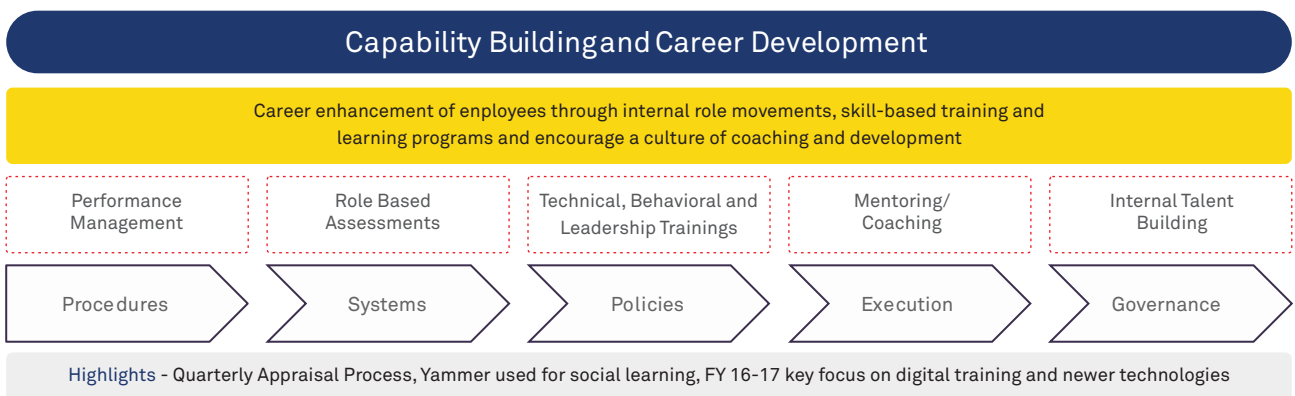
Trend.nxt Competency framework – in which employees are encouraged to build depth and width of knowledge in technical skills – has helped us to build strong skills across employees, in FY'17 over 21,000 employees acquired additional skills in upto 4 technology areas. One of the key new features of Trend.Nxt is “Competency Credit points” which can be earned by employees through a variety of channels. Every employee covered by the Trend.Nxt framework needs to accumulate the minimum threshold of credit points to become eligible for progression to the

next career band

Through our crowd sourcing platform (“TopGear”), we have created 70+ customized cloud based development environments that enable our workforce to develop Proof of Concepts, Use Cases, and Assignments in high-demand technologies. 32,000+ employees have enrolled themselves through this platform. Employees have so far contributed to over 20000 assignments and case studies and over 100 IP Development/Solution projects. Many of our large accounts have started using this platform to introduce new-age skills to their teams to fulfil their upcoming client demands and create a fungible future ready team

Social Learning

For a number of our capability building programs, Yammer has been used extensively for social learning. For example, groups have been created focusing on specific technologies/roles in the organization, where employees can come together to effectively learn from each other. After classroom training, the faculty use this platform to engage with the participants for continued learning. The discussions are analyzed to derive feedback which enables L&D to improve training programs. To generate interest, we launched a competition across the various groups in Yammer on how they could use the social media platform effectively for learning. The groups were measured on the number of discussion threads and responses, as well as the quality of the posts. There was enthusiastic participation and many of the groups demonstrated creative and innovative ways of using social media for learning.



Governance

A structured governance mechanism has been established to review the progress on learning initiatives derived from talent strategy. The variances on plan versus actual learning accomplishments are discussed and appropriate support or direction is provided to make corrections

The L&D teams work with various BUs and SLs to develop an annual learning plan which addresses the competency development needs of its employees. The learning plan is further elaborated for each role in terms of technical, domain, process and behavioral skills, as required.

Key Metrics

Average training days per employee, we recognize that the metric is becoming increasingly less relevant as in a knowledge based organization, a significant part of the learning takes place outside classrooms through on-job trainings, peer

learning, online courses, webinar participation, mentoring and experiential learning and hence not used.

One key metric is Utilization - which can get impacted by how quickly we can reskill/upskill our talent in line with the customer /market dynamics and deploy them on billable projects. In FY 16-17, our gross utilization was at 71.5 %. In order to ensure we have optimum utilization of our talent, there are initiatives such as Train to Bill, wherein employees whose projects are nearing end or are between projects to be deployed to new projects, are imparted just in time training to suit the needs of the new project. The L& D team works with the business teams to identify the gap in the skills of the employee. Just In Time training is provided to address skill gaps so that the employee can then be deployed in new project opportunities. This initiative aligns training to the business demand and helps in rapidly fulfilling customer requirements.



Learning and Development Awards 2016-17

- Wipro won the prestigious ATD (Association for Talent Development) BEST* Award for 2016. This is the 10th time that we are winning this award. The BEST Awards recognizes the learning and development initiatives of our organization.



3.2

Ecological Sustainability

Wipro recognizes the environmental challenges that face humanity today are as critical as are economic imperatives. Hence ecological sustainability is an essential part of our approach to responsible corporate citizenship.

Understanding Life Cycle Impacts

To understand the unsustainable dependency of Wipro on vulnerable natural resources, A Natural Capital Valuation exercise was conducted. This exercise helped us get an overall integrated environmental impact assessment of our operations and upstream suppliers. Details of the Natural Capital Valuation is covered under the sub-section “Lifecycle Impacts”

In addition, we continue to explore additional and specific quantitative and qualitative metrics to evaluate water (see sub-section “Responsible Water Framework”) and waste management in our campuses. We also aim to baseline and set specific goals to reduce our footprint associated with key Scope 3 categories (like emissions from Business Travel and Commute), ozone depleting refrigerants, indoor air quality and noise pollution. The outcomes of these assessments contribute to our program design and stakeholder engagement.

Natural Capital Impacts

Natural capital can be defined as the world's stocks of natural resources which make human life possible. Businesses rely on this natural capital to produce goods and deliver services. The overall objective of the project, (done in association with Trucost) is to quantify and value the natural capital impacts of Wipro's IT Services operations and supply chain for the financial year 2016-17. The valuation looks at our global operational footprint (from energy related emissions, water consumption, air/water pollution, waste generation and management, land use change, etc.) and upstream value chain impacts from business travel, employee commute and the embedded natural capital in all goods and services we procure. Operational data, business data and employee commute valuation is derived from actual data, extrapolated for a few global locations and environmental categories. The natural capital embedded in goods and services is primarily based on valuation methodology that is based on Trucost's econometric input-output model which takes into account spend across different sub-categories of procurement.

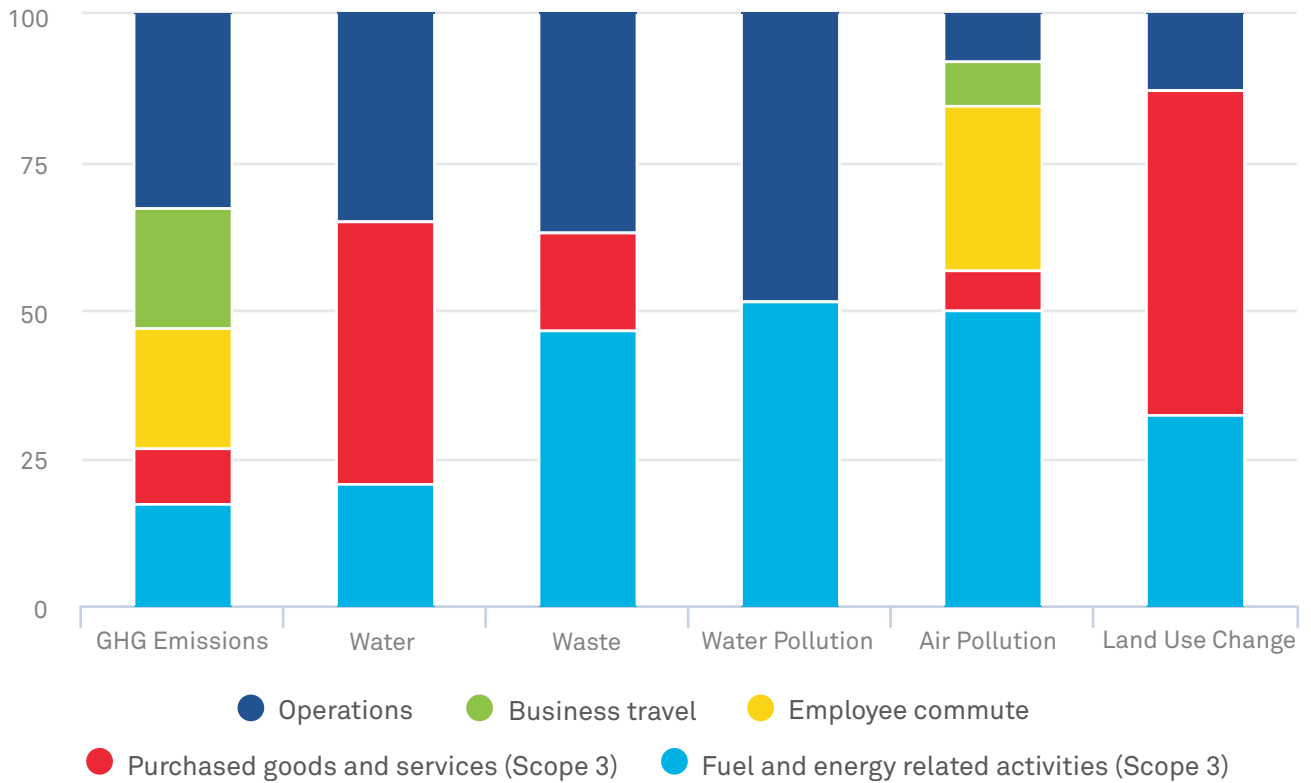
In the 2016-17 financial year, the natural capital valuation of the environmental impacts relating to Wipro's operations and supply chain was equal to INR 11,476 million (2% of Wipro's revenue and 7 % of Wipro's profit in the same period). The largest contributions came from GHG emissions (46%), water consumption (25%) and air pollution (19%).

In terms of GHG emissions, although Scope 3 emissions increased in some areas, this was offset by a marked decrease in Scope 1 & 2 emissions, leading to a decline of nearly 10% year on year. Water consumption meanwhile showed a substantial increase year on year (26%) with most of this attributable to supply chain water consumption. The overall natural capital valuation remained flat from the financial year 2015 -16 and up 14% since 2013-14.

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Summary of Natural Capital valuation

Impact Contribution by Percentage








Impact Contribution by Percentage

Category	GHG Emissions	Water	Waste	Water Pollution	Air Pollution	Land Use Change
Operations	32.8	35.13	36.72	48.35	7.97	12.61
Business travel	20.29				7.58	
Employee commute	20.21				27.61	
Purchased goods and services (Scope 3)	9.31	44.33	16.53		6.88	55.15
Fuel and energy related activities (Scope 3)	17.38	20.53	46.74	51.64	49.93	32.22

Understanding Material Aspects for Stakeholders

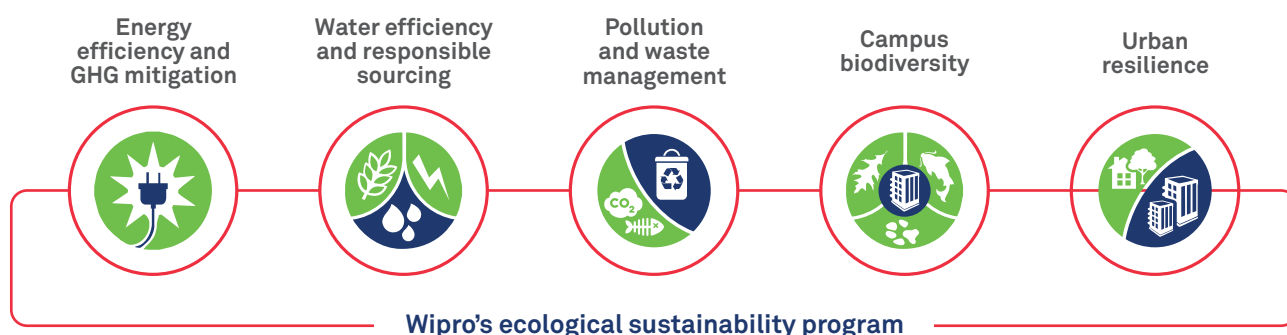
The feedback from our stakeholders help us identify material aspects of the environmental impacts of our business. Given below is an articulation of stakeholder concerns and the corresponding material aspects and sections in the report.

Stakeholders	Emerging Concerns	Material Aspects	Sections
 Employees	Water scarcity in the vicinity of our operations is a major concern for our employees. A large section of our employees stay close to offices	Water	Responsible Water Program
	Demand management is required for water sustainability and this requires user (employee) centric behavioral interventions		
	Reducing footprint at point of generation and segregation at source requires user (employee) centric behavioral interventions	Waste	Pollution and Waste Management
	In-campus biodiversity programs are a platform for employee engagement in conservation and citizen science areas	Biodiversity	Campus Biodiversity
 Investors	Investor led sustainability frameworks like Carbon Disclosure Project and the Dow Jones Sustainability Index (DJSI) cover environmental aspects in comprehensive detail. Investors are looking at strong, proactive environmental programs from companies as part of the latter's risk mitigation strategy	Various environment aspects including Energy, Greenhouse Gas Emissions, Water Abstraction, Water and Air Pollution, Solid Waste Management and Biodiversity	All the sections
 Customers	Customers extend the boundaries of their own responsibility through their supply chain sustainability programs which requires companies to improve their social and environmental footprint	Various environment aspects but predominantly Energy and GHG Emissions	All the sections
 Supply Chain	Trucost study on natural capital valuation points to the fact that externalities account for nearly 50% of the total environmental impact for Wipro. This is across emissions, water abstraction and pollution, air pollution, land use and waste. Supply chain engagement hence is a core element of operational environmental programs	Various environment aspects, but predominantly Energy and GHG Emissions, Water Abstraction, Water and Air Pollution, Solid Waste Management	All the sections
 Civil Society Government Future Generations	Energy Conservation Building Code (ECBC), renewable energy procurement and generation are increasingly being covered in regulations	Energy	Energy Efficiency & GHG Mitigation
	Biodiversity conservation and ecosystem services are primary interest areas with civil society organizations	Biodiversity	Campus Biodiversity

Program Areas

Wipro's ecological sustainability program directly addresses four of the eight mega forces. It is an integral part within many of our key programs, internal and external and across stakeholders.

Our programs focus on the following aspects:



Our journey in ecological sustainability reinforces some foundational principles:

- Both the environmental impacts and outcomes of measures we implement are multiple and inter-related
- The need to assess programs through rigorous goal setting, qualitative measures and quantitative metrics, acknowledge issues, explore alternatives and prioritize responses specific to the context of each issue

We continually assess operational risks to the environment and apply the precautionary principle in our approach to get insights and plan our environmental programs.

What follows is a brief description of our policies, systems and programs we follow as part of our ecological sustainability charter.

Scope of Reporting

The environmental reporting covers all our operations globally.

- **India:** 55 locations (includes 3 operational data centers) representing 79% of our workforce. The majority of operations are based out of 23 owned locations.
- **Overseas:** 163 locations, which includes 7 customer data centers. A majority of the office locations overseas are leased. In most cases, we pay an all-inclusive rent for the usage of facilities (rental, utilities and maintenance are combined). We have managed to get electricity data for a representative set of the locations from the property management. They represent 53% of locations by seat capacity. For other locations where 'metered' data is not available, we have applied an average consumption figure of 112 kWh/seat/month. These locations account for around 2.1% of our overall Scope 2 emissions, hence is not materially significant (see our CDP 2017 report for more details). We report only energy consumption from purchased electricity for overseas offices as the energy consumption under other heads like heating and cooling is negligible.

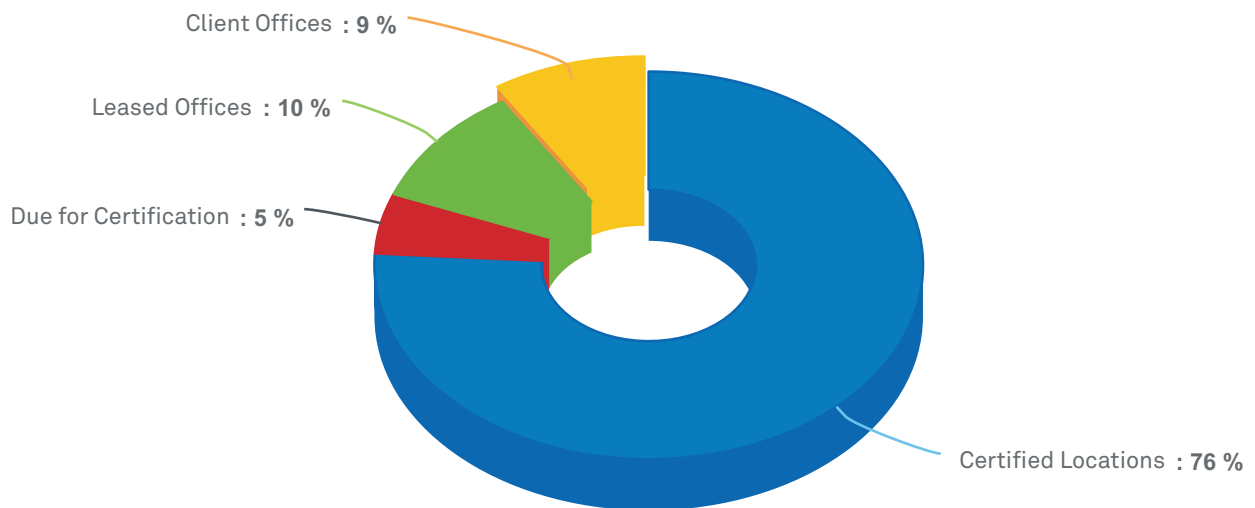
Aspect	India*	Overseas
Energy	Based on actual consumption data	Based on actual consumption for 53% of our overseas locations and remaining estimated based on regional intensity figures
Water	Based on actual consumption data	Estimated based on regional intensity figures
Waste	Based on actual consumption data	Estimated based on regional intensity figures
Commute	Based on actual consumption data	Estimated based on regional intensity figures

*The energy, water and waste reporting for India accounts for 80% of our impact from all operations.

Environmental Management Systems

Our programs and management systems are pivoted and derived from the Ecological Sustainability Commitment, available at http://www.wipro.com/documents/Ecological_Sustainability_Policy.pdf. We have been following the guidelines of the ISO 14001 framework for more than a decade now as one of the cornerstones of our Environmental Management System (EMS). 18 of our campus sites in India and 2 in Australia are certified to ISO 14001:2004 standard.

EMS Certification: by Employee Occupancy



Compliance

Wipro complies with all applicable environmental regulations and in the reporting period, there were no instances of environmental fines imposed or negative consequences due to our operations.

Energy Efficiency and GHG Mitigation

Approach

Our approach to energy efficiency and GHG mitigation is centered on the following approach.



A robust mechanism of measuring and reporting performance metrics is a primary requirement to set scientifically valid, traceable and accountable goals. We have standardized the process for accounting of Scope 1 and 2 emissions and have also completed the valuation of externalities (all Scope 3 heads).

Our current emissions target for Scope 1 and 2 is based on SBTi (Science Based Target initiative) from WRI (World Resources Institute), which runs from 2015-16 to 2019-20; we have suggested targets for 2025 and 2030 also but these will be subject to revision when the next five year target setting exercise is done in 2020. While we have studied and incorporated the WRI framework to the extent that is relevant, our methodology has also been driven by empirical considerations that are more pertinent to the IT industry sector and to India.

Our goals comprise five sub-targets, two on GHG and three on energy:

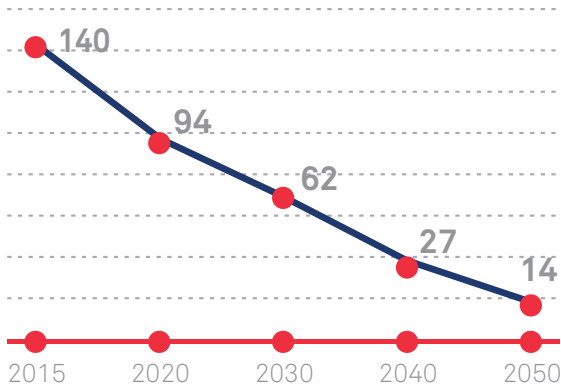
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| <p>1. Absolute Scope 1 and 2 GHG emissions
Absolute emissions reduction of 35,000 tonnes</p> | <p>2. Energy Intensity in terms of EPI (Energy Performance Index) Cumulative reduction of 11% in EPI over 5 years</p> | <p>3. GHG Emission Intensity (Scope 1 and Scope 2) on Floor Area (FAR) basis
Cumulative reduction of 33% in GHG intensity from 140 kg / sq m (kpsm) to 94 kpsm of Co-eq</p> | <p>4. Renewable Energy (RE)
Doubling renewable energy procurement of 65 million units in 2015 to a target of 135 million units in 2019-20</p> |
|---|--|--|--|

For Energy Efficiency, in line with industry standards, we are shifting from 'Per Employee' based metrics to Floor Area (FAR) based metrics. The accepted standard is EPI or Energy Performance Indicator which is equivalent to Energy Per Unit of Floor Area for a defined number of working hours per day.

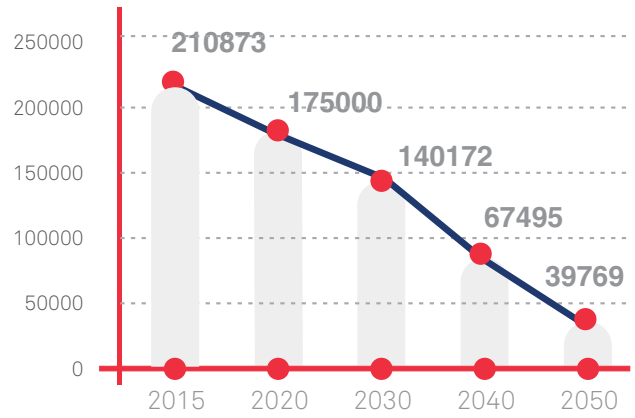
We have deliberately not set a Carbon Neutral goal or an offset program for reducing Scope emissions due to the externalities involved in most alternatives like embedded carbon and water footprint, land use change and broader ecological and social sustainability issues involved in such programs. For example, mass afforestation of a single species over a large area may help achieve a carbon reduction goal but have a high negative impact on water sustainability, biodiversity and livelihoods. Our focus is on pushing the envelope on operational emission reduction programs across our value chain.

The full trajectory of Wipro targets till 2050 is given below.

Carbon intensity (Kg CO₂ per Sqm)



Absolute emissions (Scope 1 and 2, Mt Co₂)

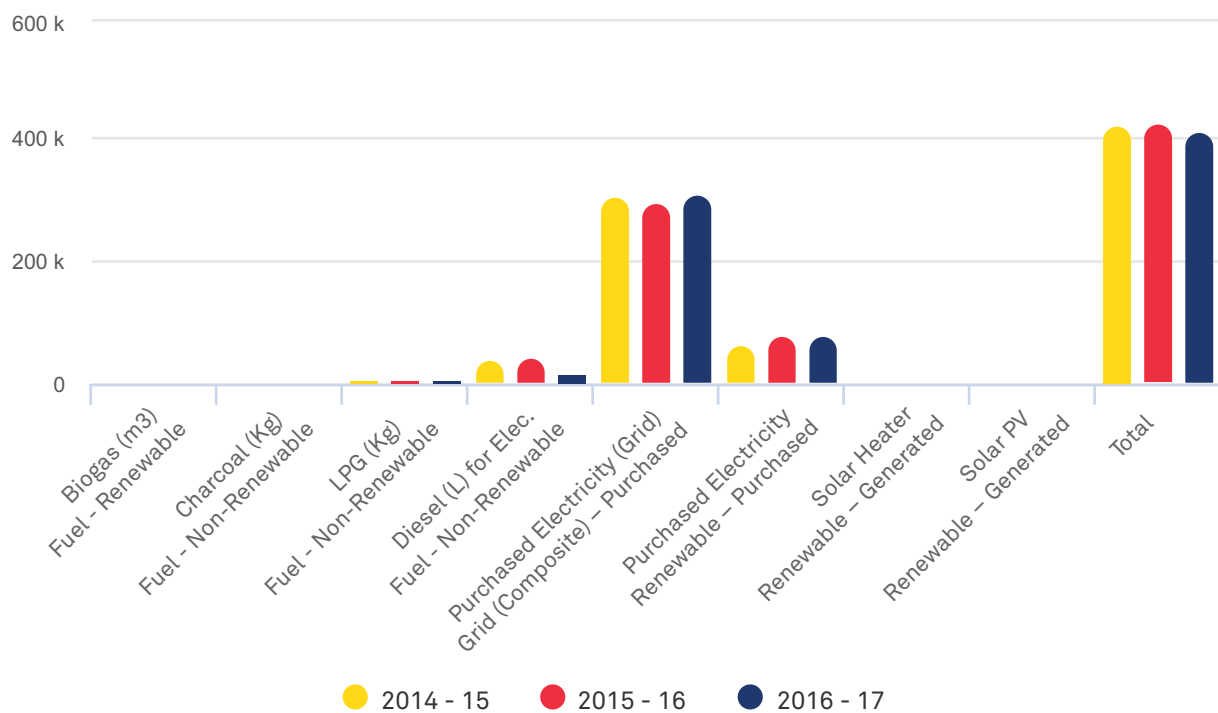


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Highlights of Energy and GHG Emissions Related Performance

Energy Consumption: The total energy consumption, electricity and back-up diesel generated, for office spaces across all global operations in IT is 315 Million Units (India contributes to 289 Million units). Data centers in India and overseas (USA and Germany) contribute to another 85 Million units. 96.6 million units of RE was procured through PPAs (Power Purchase Agreements) with private producers, out of which 76.5% account for zero carbon emissions (green attribute traceable).

Fuel (MwH Equivalent)

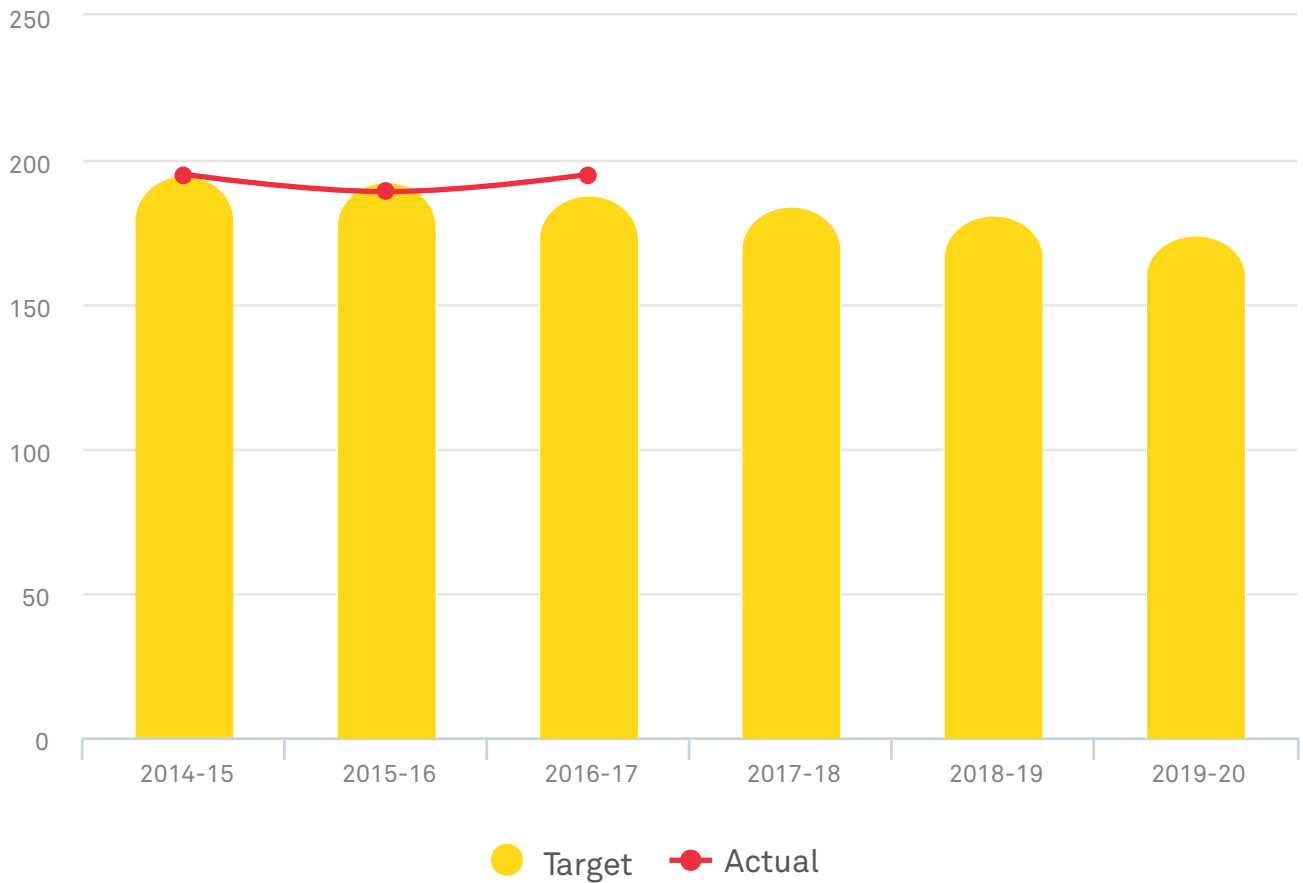


Fuel (MwH Equivalent)	Source type	2014-15	2015-16	2016-17
Biogas (m3)	Fuel - Renewable	45	48	73
Charcoal (Kg)	Fuel - Non-Renewable	235	211	404
LPG (Kg)	Fuel - Non-Renewable	7555	7796	7179
Diesel (L) for Elec.	Fuel - Non-Renewable	40766	43754	16271
Purchased Electricity (Grid)	Grid (Composite) – Purchased	305591	294050	307691
Purchased Electricity	Renewable – Purchased	65681	75980	76466
Solar Heater	Renewable – Generated	1332	1332	1332
Solar PV	Renewable – Generated	281	135	135
Total		421487	423306	409551

The total non-renewable fuel consumption in 2016-17 year is 203.8 Mn Mjoules and from renewable sources (Biogas) is 0.24 Mn Mjoules. We do not have any direct consumption or sales of heating, cooling or steam energy. The total energy consumption within the organization is 1596 Mn Mjoules.

Energy Intensity: EPI for office spaces, measured in terms of energy per unit area, is 195 units per sq. meter per annum, an increase of 3% compared to the previous year. While India offices energy consumption has decreased by 4% due to energy efficiency, operating area shows a sharper reduction of 6.3% as of March 2017 due to consolidation of operations. We expect the EPI metric to show an improvement in 2018 when we look at a full year of energy data for consolidated operations.

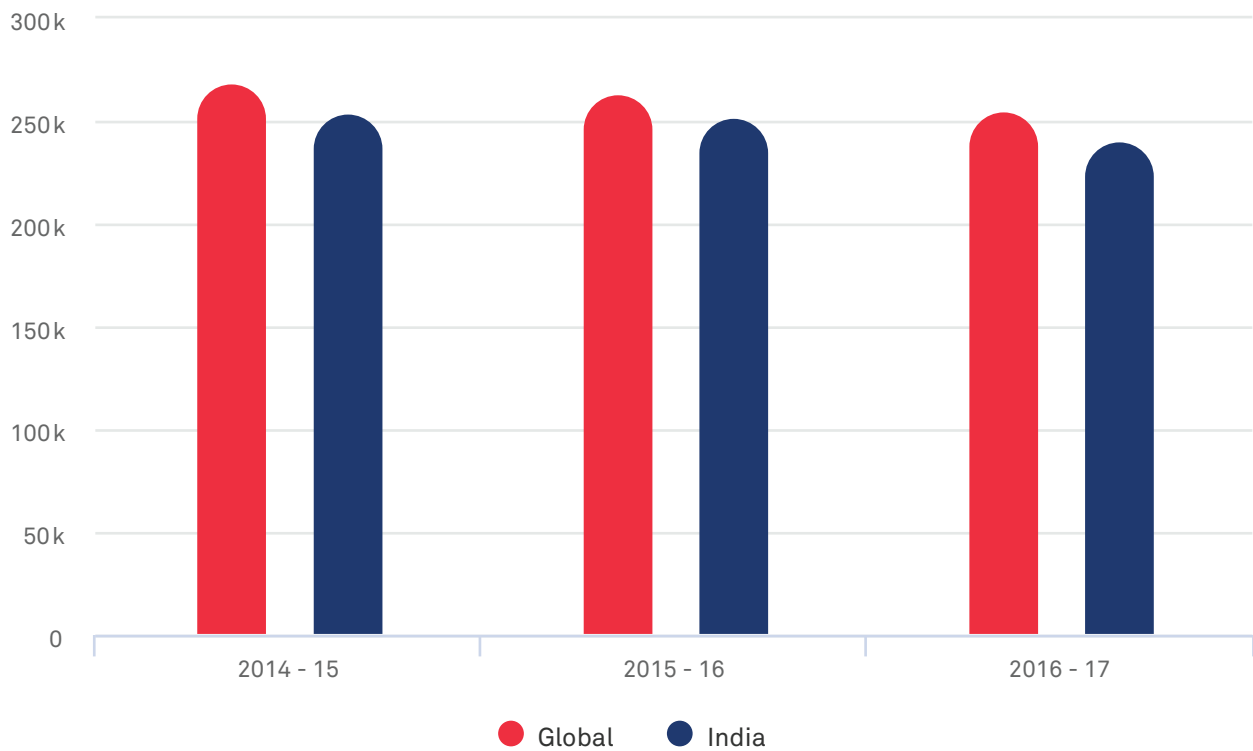
EPI (KwH/Sq. mt. Per annum)



	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Target	195	192	188	184	181	174
Actual	195	189	195			

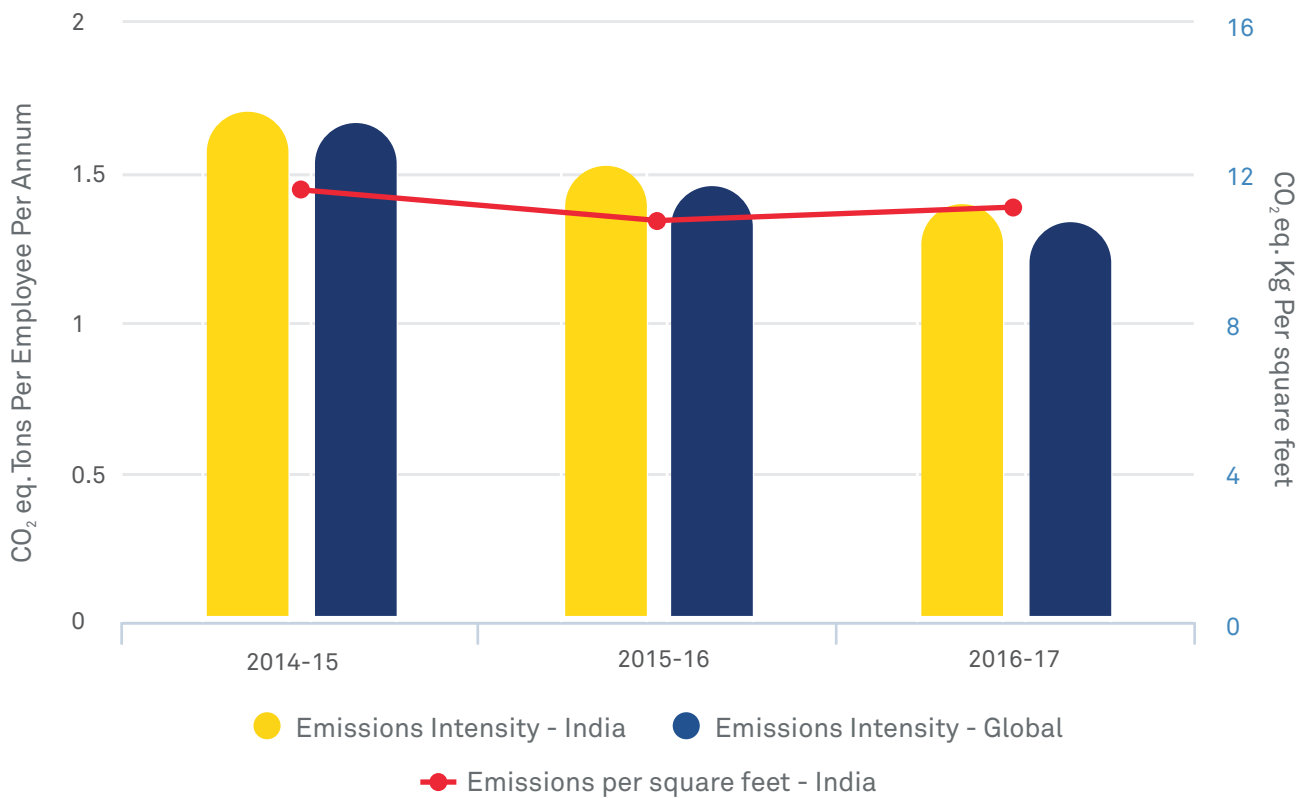
Absolute Emissions: The absolute India’s Scope 1 and 2 emissions for 2016-17 has decreased by 4.4% from 2,52,155 to 2,41,122 tonnes (a reduction of over 11000 tonnes). Global Scope 1 and 2 emissions for 2016-17 has decreased by 3.4%. This is primarily due to a higher share of renewable energy procurement. The dashboard below provides a summary of our Global and India GHG emissions for office spaces – from Scope 1 (emission from direct energy consumption, like fuel) and Scope 2 (emissions from purchased electricity). The figures are net emissions for all years, after considering zero emissions for renewable energy procured.

GHG Scope 1 and 2 (Tons of CO₂ eq)



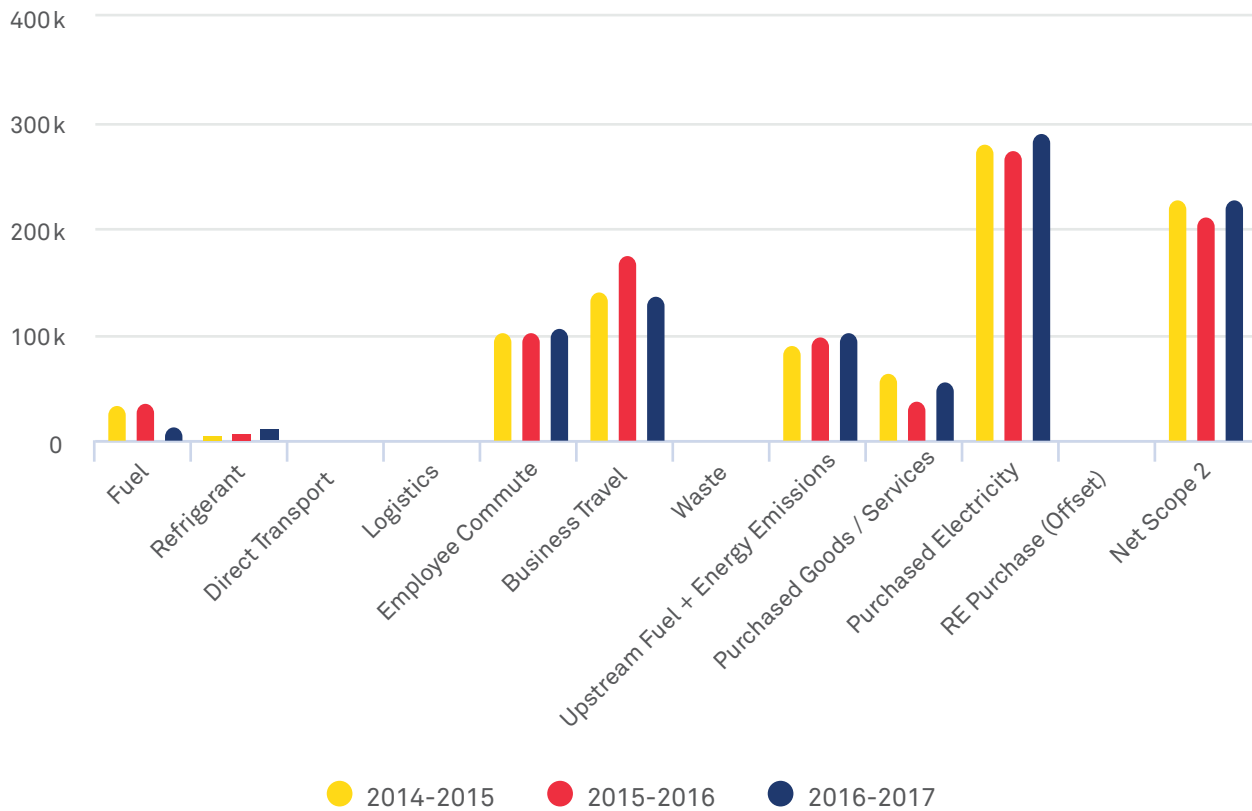
	2014-15	2016-17	2017-18
Global	269,117.00	263,733.00	254,764.00
India	254,072.00	263,733.00	241,122.00

Emissions Intensity: Our India office space emissions intensity (Scope 1 and Scope 2) is at 128 Kg CO₂ eq. per sq.mt. per annum, an increase of 4.7% from last year, largely due to a decrease of 6.3% in operating area due to consolidation of operations throughout the year. However the global people based emissions intensity for office spaces is down by more than 8% to 1.34 tons per person per annum. Absolute GHG emissions reduction of 1.8% for India office operations was contributed by shift from DG electricity to grid in Chennai, energy efficiency measures and RE procurement.



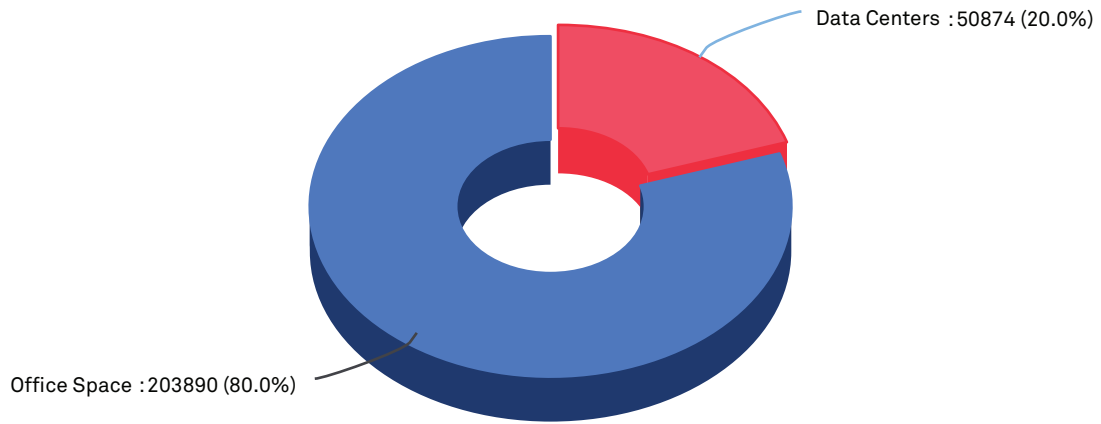
	2014-15 (incl RE)	2015-16 (incl RE)	2016-17 (incl RE)
Emission Intensity-India	1.71	1.53	1.4
Emission Intensity Global	1.67	1.46	1.34
Emission per square feet - India	11.54	10.72	11.08

Emissions Profile

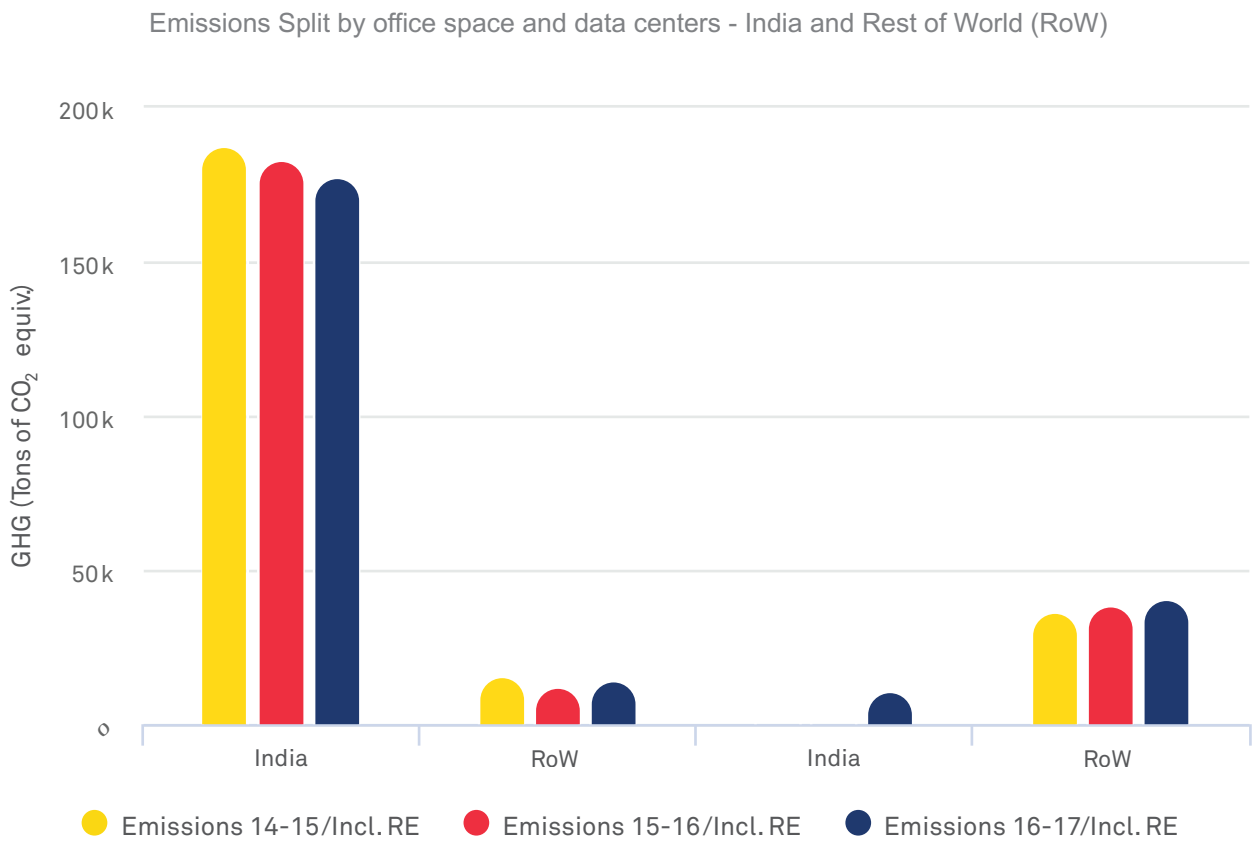


Year (MT CO ₂ e)	2014-15	2015-16	2016-17
Fuel	34,613.00	35,511.00	15,043.00
Refrigerant	6,726.00	8,845.00	11,134.00
Direct Transport			
Logistics			
Employee Commute	102,704.00	102,155.00	107,980.00
Business Travel	141,790.21	176,593.00	137,242.00
Waste	579.00	953.00	753.00
Upstream Fuel + Energy Emissions	90,987.00	99,479.00	103,504.00
Purchased Goods / Services	65,000.00	38,416.00	55,588.00
Purchased Electricity	281,636.00	273,912.00	291,288.00
RE Purchase (Offset)	(53,858.00)	(62,304.00)	(62,702.00)
Net Scope 2	227,778.00	211,986.00	228,586.00

Global Scope 1 and 2(split by activity)



Absolute GHG Emissions: Scope 1 and 2, Split by Geo and Office / Data Centers



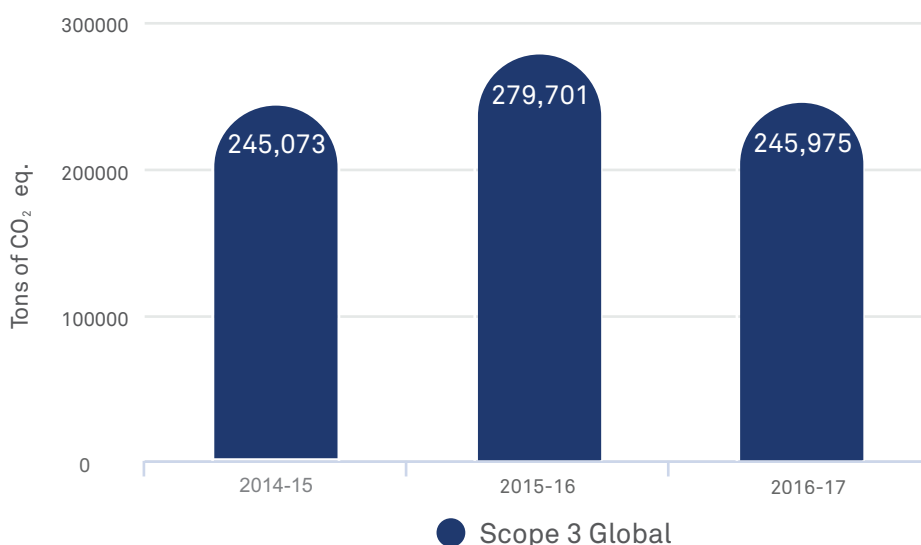
		2014-15	2015-16	2016-17
Office Space	India	187,129.00	182,952.00	177,242.00
	RoW	15,045.00	11,578.00	13,642.00
Data Center	India	22,005.00	19,988.00	10,397.00
	RoW	36,239.00	38,403.00	40,477.00

Scope 3 Emissions

A break-up of our Scope 3 categories (other indirect sources) reporting is provided below. Out of the 14 categories of Scope 3 reporting as per the new GHG corporate value chain standard, we are presently reporting on six applicable categories.

Scope 3 Emissions Category	Applicability	Metric Tonnes CO ₂ e	Current Reporting, Coverage within IT business
Upstream Scope 3 emissions			
Purchased goods and services Capital Goods	Yes	55,588	Based on purchase ledger for 2015-16 and application of econometric input-output model for different categories and business activities
Fuel- and energy-related activities (not included in scope 1 or scope 2)	Yes	103,504	Well To Tank (WTT) and Transmission and Distribution (T&D) losses globally
Upstream transportation and distribution	Yes		Not Reported, as not material
Waste generated in operations	Yes	753	For India operations, which represents nearly 85% of footprint
Employee commuting	Yes	107,980	For India operations, which represents nearly 85% of footprint
Business travel	Yes	137,242	Includes air, bus, train, local conveyance and hotel stays
Upstream leased assets (Leased office space)	Yes		This is reported under Scope 1 & 2
Downstream Scope 3 emissions	No		No product business, leased assets, franchisees or equity investments with environmental impact

A comparison of Scope 3 emissions for a 3 year period is provided alongside. This includes emissions from three primary activities which are integral to our business operations – Business Travel, Employee Commute and Waste.



Energy Efficiency and GHG Mitigation Programs

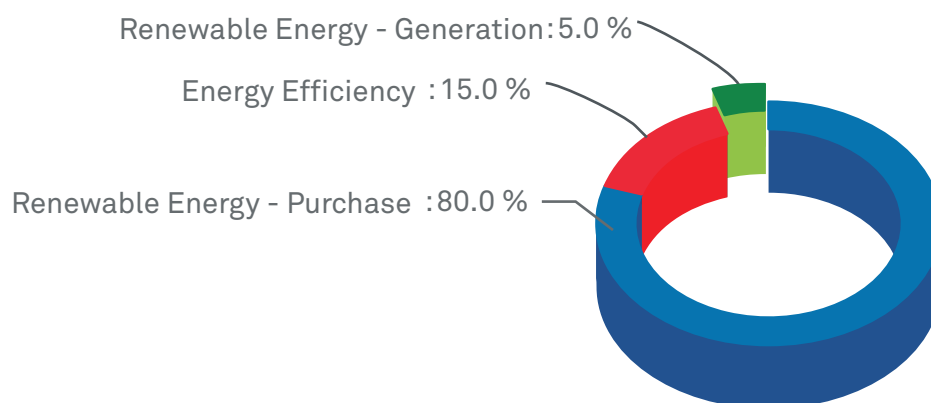
Our GHG mitigation strategy consists of two key elements

- Energy Efficiency
- Renewable Energy both (a) strategic procurement and (b) onsite generation

Of these, strategic RE procurement will contribute the maximum to GHG emission reductions

The visual below depicts a graphic representation of this strategy.

Global Scope 1 and 2 (split by activity)



Energy Efficiency

Over the preceding five year period, we have implemented a variety of energy efficiency measures.

- **Green Buildings:** We were one of the early adopters of Green Building Design with 18 of our current buildings certified to the international LEED standard (Silver, Gold, and Platinum).
- **Server Virtualization:** Since 2007, we have been working on a server rationalization and virtualization program, through which we have decommissioned old physical servers and replaced the processing capacity with virtualization technology on fewer numbers of servers. As of March 2017, we have 2,920 virtual servers (2,088 in 2015-16) running on 312 physical servers which contributes to an energy savings of approximately 12.5 million units annually. The savings showed an increase of 35% over the previous year. This is based on sever rating of 0.75 KW operating for 24 hours and 5 days in a week. This, we believe, is a conservative estimate considering that many servers run for 7 days a week and the power rating ranges from 0.75 Kw to 1 Kw (we have considered the lower power rating for the savings estimate calculation).
- **Operational Efficiency Measures:** Over the years, significant focus has been given to reduce the energy consumption of our locations by bringing in various operational efficiency measures in our operation. These measures include 1. Better operation controls for priority areas of operations like chillers, water systems and installation of timer controls to avoid unnecessary usage 2. Retrofit of older equipment with more energy efficient equipment 3. Consolidation of operations accompanied

by a transition from leased to owned facilities with the resulting increase in overall utilization of office space 4. Higher quality maintenance operations. These initiatives have helped save 26 Mn Kwh units in the reporting year.

- **Others:** There is a significant reduction in Scope 1 India emissions (by 40%) due to shift from DG to Grid electricity at our Chennai facility, post commissioning of an electricity grid substation by the state government. Data center India emissions have also reduced by 48% compared to last year, as one of the units of a data center is not operational.

Renewable Energy

- **Strategic Procurement:** For the reporting period 2016- 17, RE contributed to approximately 25% of our total India energy consumption. We procured 96 Mn. units of Renewable Energy through the PPAs (Power Purchase Agreements) with private producers, against our target of 95 Mn units for the reporting year. Out of this, the zero carbon RE accounting is considered for 76.5 Mn units, as for this the green attributes have either been retired or are traceable to Wipro. This has been done by including non-tradability of Renewable Energy Certificate (REC) for contracted power through contracts and including verification of generation in the regulators national REC registry. This has helped mitigate 62.7 tons of CO₂ equiv.
- **In-situ Renewable Energy Use:** The pilot rooftop Solar PV installations at 3 of our campuses followed by extensive use of solar water heaters in our guest blocks and cafeterias have resulted in equivalent savings of 1.3 Mn units of grid electricity.

Business Travel

The IT services outsourcing model require frequent travel to customer locations, mainly overseas, across the delivery life cycle and contributes to around 1/4th of our overall emissions footprint. This includes travel by air, bus, train, local conveyance and hotel stays. Policies on usage of different modes of travel based on distance, time taken, need and business unit budget-based travel approval with increasing focus on processes which enable remote working and collaboration are some of the cost and process optimization measures implemented over past few years. We have seen an air travel footprint reduction (distance as well as emissions) reduction of over 19% compare to 2015-16. In association with a partner, we have conducted a detailed airline and business unit level of emissions intensities for the last two years. We plan to incorporate some of the recommendations in the booking process of travel agents and employees.

Employee Commute

Employees choices for commuting are driven primarily by distance, flexibility, work timings, costs, city infrastructure and connectivity in the case of group or public transport. In addition to company arranged transport (41%), employees utilize public transport (~45%), with owned cars and two wheelers accounting for the balance. Over the past few years, we have taken steps to facilitate a shift towards improved access to public transport for employees (buses, commuter trains), carpooling, apart from encouraging cycling to work through an active cycling community in the organization. A mobile app based car-pooling initiative launched across four of our large locations in July 2016, in association with partners, has 14000 users and has resulted in reduction of 146 tons of CO₂ equiv. in the reporting period.

IT led soft infrastructure enablers like anytime direct connectivity access to office intranet applications, secure personal device connectivity through the BYOD initiative (Bring Your Own Devices) are steps in enabling more flexible work place options.

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Water Stewardship

At Wipro, we view water from the three inter-related lens of Conservation, Responsibility and Security; our articulated goals are therefore predicated on these three dimensions.



Water efficiency

Continuously improve water efficiency (fresh water use per employee) of our operations.



Responsible sourcing

To ensure responsible sourcing and water management in proximate communities, especially in locations that are prone to water scarcity.



Water security

Recognizing water availability as a business risk, to proactively assess and plan for the water security of the organization in a manner that is congruent with the first two objectives.

Goals

1

Improve water efficiency (fresh water use per employee) by 5% year on year

2

Reduce absolute water consumption in existing campuses by 20% between FY16 and Fy21

3

Responsible stewardship: To ensure responsible water management in proximate communities, especially in locations that are prone to water scarcity

The following sections describe our implementation approach and the initiatives in this context.

Water Efficiency

We launched a program in 2013 with the aim of minimizing absolute freshwater consumption by 20% by FY2018-19 through an integrated approach as articulated below:

- Implementing standard metering infrastructure and procedures across campuses.
- Demand side optimization (improving efficiency through flow restrictors across campuses and arresting leakages).
- Improving recycling levels through ultra-filtration with eventual use for non-contact applications other than landscaping and sanitation.
- Integrating rain water harvesting into the consumption side of the campus water cycle.
- Improving water governance by building user awareness and involvement of water plumbers.

New Initiatives

We are working towards making our facilities more and more water –sustainable. This has been achieved with the use of water efficient fixtures, waste water treatment technologies, rain water harvesting and smart metering for monitoring.

Aerators: We have installed Aerators in all our wash basins across the campuses during the last fiscal year 2015-16. Aerators provide a constant flow rate of 0.5 GPM through variable pressure optimizing water use to a great extent.

Waterless urinals: We have retrofitted existing urinal system with waterless urinal system by installing key valves in some of the locations. This system doesn't require water for flushing. This in turn has reduced water consumption and energy related to pumping of the system.

Smart water metering: We have installed smart water meters in our campuses to ensure continuous monitoring of water consumption data in real time. These smart meters have enabled us to identify wastage areas so that immediate action can be taken.

Waste water reuse: Entire waste water generated in the campus is treated at our sewage treatment plants. Recycled water is used for landscaping and flushing. We have installed Ultrafiltration and Reverse osmosis in three of our major locations and reusing the treated water for cooling systems, this has reduced our fresh water consumption by 40%. The water quality is monitored on a regular basis ensuring standards and safety of the employees.

Nanofiltration: Conventional water softeners is being replaced by membrane softeners (Nanofiltration) which gives good quality softened water. Nanofiltration removes nearly all viruses, most of the natural organic matter and a range of salts. Nanofiltration removes divalent ions, which make water hard, so it is used to soften hard water.

Rainwater harvesting: Rainwater harvesting and integration into freshwater use is a significant improvement area for water sustainability across our campuses. We plan to integrate rainwater use into primary freshwater use cycle across identified large campuses over the next two year period. Presently rain water constitutes 2% of the total fresh water.

Employee participation: We are encouraging employee to participate and share their view on the sensitive issues like water and waste. We celebrate world water day along with the employees.

Responsible Sourcing

Groundwater, municipal water supplies and private purchase contribute to nearly 99% of the total fresh water consumption. The water supplied by the municipal bodies and the industrial association are sourced by them in turn from river or lake systems. Water that is purchased from private sources can be traced to have been extracted from local aquifers.

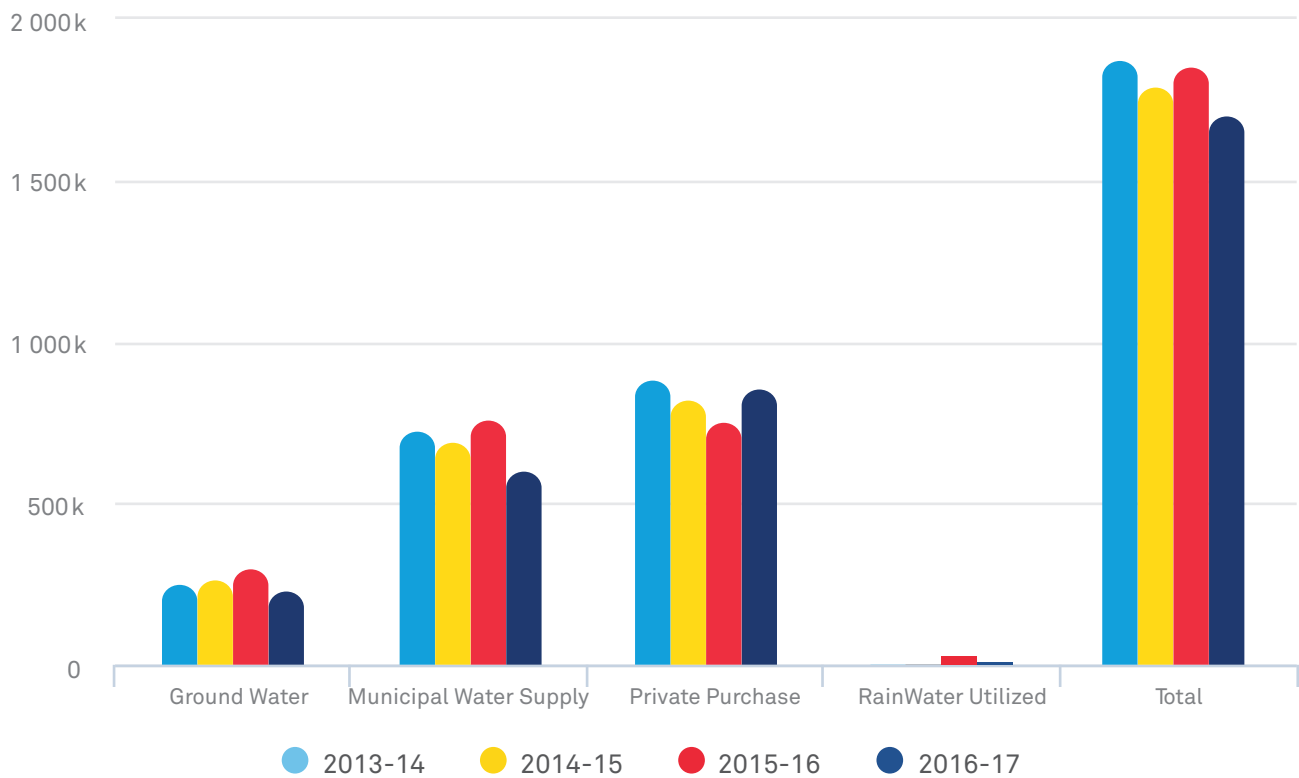
We take care not to withdraw water from water bodies that are recognized to be particularly sensitive due to their relative size, function, or status as a support source for endangered species. None of our operations are significantly impacted by our withdrawal or are covered under any nationally or internationally designated water conservation areas. At three of our locations (Bengaluru, Chennai and NCR) we are predominantly dependent on private sourcing of water supply through tankers, which in turn draw from local aquifers. During summer periods, our sourcing could be impacted due to shortages or community concerns. We also have quality issues (high TDS), which results in treatment costs. <http://kswn.in/>

34 of our 59 locations in India are leased and located in prime city areas. For these locations, waste water is discharged to CSTP's (Common Sewage Treatment Plants) and to the municipal sewerage systems. We take care not to discharge waste water into any subsurface waters, surface waters or sewers that lead directly to rivers, oceans, lakes, wetlands, and ground water. The treated water from our sewage treatment plants are tested and are in conformance with the parameters specified by the respective local pollution control boards.

Performance

The per employee water consumption for the reporting year is 1.119 m³ per month as compared to 1.295 in 2015-16, an improvement of around 13.5% and absolute reduction of around 152 million litres of freshwater.

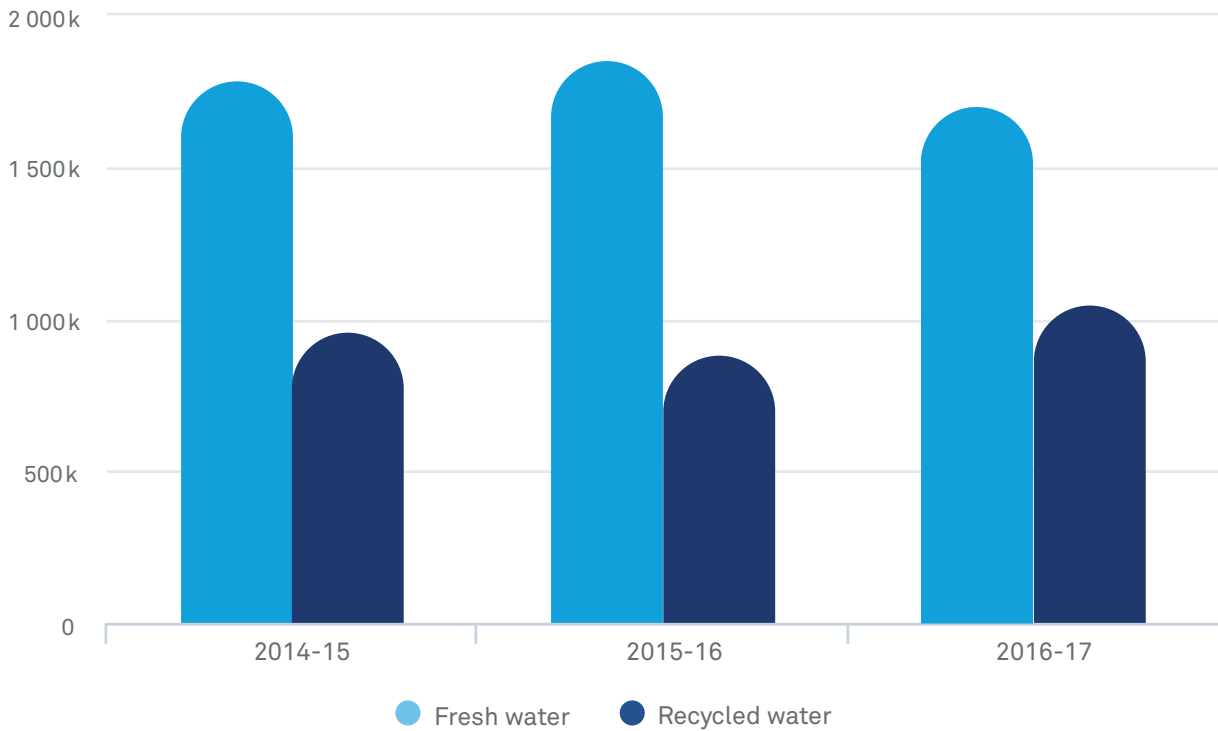
Water Withdrawal by Source (Kiloliters)



	2013-14	2014-15	2015-16	2016-17
Ground Water	253,262	266,973	303,567	230,327
Municipal Water Supply	729,873	695,039	76,943	603,145
Private Purchase	883,832	824,754	755,022	857,435
Rain Water Utilized	10,206	10,098	32,917	11,081
Total	1,877,173	1,796,864	1,168,449	1,701,988

Water Consumed vs Water Recycled (Kiloliters)

We recycle 1050.7 million litres of water in 27 of our major locations (884.3 million litres in 2015-16) using Sewage Treatment Plants (STPs), which represents 38% (32% in 2015-16) of the total water consumed. The amount of recycled water as a percentage of freshwater extracted is around 61.7%. This improvement in efficiency is due to the ultra-filtration and RO projects for STP treated water we have undertaken across our large locations.



	Fresh Water	Recycled Water
2014-15	178,496	959,620
2015-16	1,854,898	884,245
2016-17	1,701,988	1,050,643

Way Forward

One of our focus areas will be to monitor, measure, manage and reduce water wastages. Re-evaluation of the water flow equation for every location, with broad inclusion of diverse treatment procedures will be deployed. We will use the logic of comparison between the total water that flows in and that flows out of the campus and account for the gaps observed. We will continue to expand the uses of treated water by further increasing the scale of UF- RO treatment for usage in non-contact purposes.

Pollution and Waste Management

Pollution of the air and water poses one of the most serious threats to community health and welfare and industry – which is one of the principal sources of pollution – holds special responsibility for effective mitigation and abatement.

Approach

Our approach to waste and pollution management extends beyond the organizational boundaries to what happens downstream all the way to the landfill. Our waste management strategies are centered around either i) recycling the waste for further use or ii) arranging for safe disposal.

To operationalize our strategy, we follow the following processes.

- Segregation of waste into organic, inorganic-waste, hazardous, packaging, bio medical and other categories.
- Recycling segregated waste either in-house or through outsourced vendor arrangements.
 - 90% of the total waste from our IT India operations is recycled -through both, in-house recycling units and through authorized vendor tie-ups.
 - A majority of the balance mixed solid waste is also handled through authorized vendors - however its trail is not entirely known to us or verifiable and therefore, we have adopted a conservative approach of classifying it as untreated waste.
 - Segregation is to be done at source (point of generation) with the intent of ensuring recyclability of segregated waste. Further segregation of Municipal Solid Waste within the campus may not be attempted as the segregated waste will be soiled and is not (or cannot be) segregated. This may ultimately be disposed in landfills – as the vendors will see no value recoverable from waste.
 - Enable better segregation in work areas by removing individual single bins and ensuring segregated waste is put in separate bins.
 - Location Hospitality team will work with Cafeteria and tuck-shop vendors to ensure use of reusable cutlery and to report all waste, total generated in the campus and its disposal. Mandating suppliers/vendors to take back waste generated inside the campus without a view on its traceability (handling and final destination) does not absolve us of our responsibility.
 - Vendor awareness on waste to be centered on product design, packaging, etc.
- Comprehensive and independent waste assessment audits across our locations for electronic waste and solid waste streams.
- The comprehensive external waste assessment we conducted across our locations for electronic waste and solid waste streams pointed to areas of improvement in governance and traceability of waste streams across the recycler ecosystem. We work with our partners and vendors in driving better practices and behaviors keeping in mind both human and ecological impacts of any changes.

Goals

Waste Management

The below goals have been set on the basis of an extensive independent audit done during 2012-13. While our earlier goal centered on only the aggregate level of recycling, the recalibrated goals seek to be more granular and are set at a category level. This will require close working of operations teams with partners who have differentiated capabilities across the different waste streams and jointly explore areas of improvement.



Air Pollution

Air pollution is closely linked to energy reduction goals, especially from Scope 1 sources (generated power through DG sets).

Performance against Goals

Waste Management

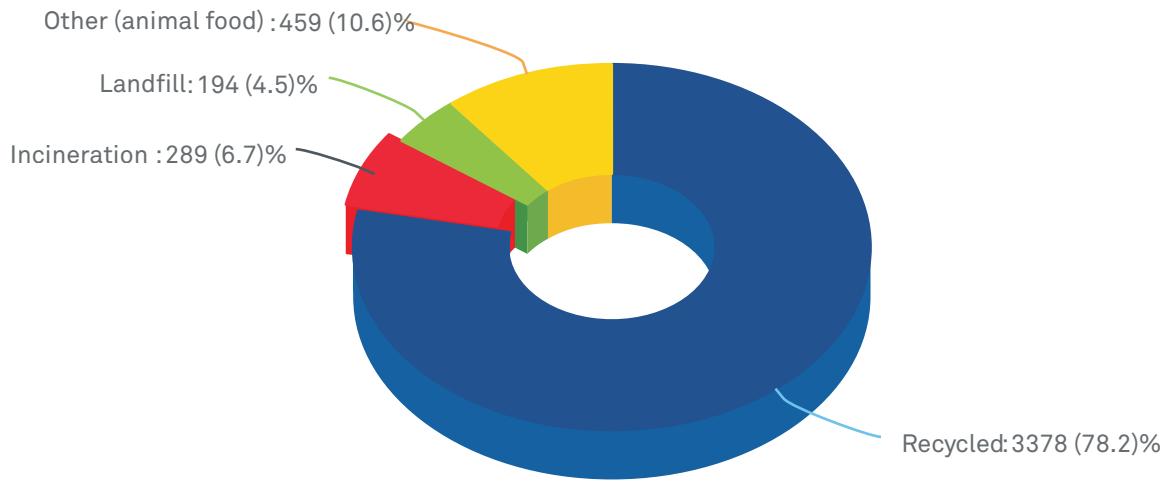
- The series of figures below provide detailed statistics on the multiple categories of waste generation, recycling and disposal pertaining to our operations. Other waste includes broken furniture, tiles, and worn/torn carpets – which are largely recycled.
- MSW intensity decreased from 3.26 Kg to 1.55 Kg per employee per annum.
- Landfill intensity halved from 3.12 to 1.55 Kg per employee per annum.
- 100% recycling of inorganic waste. Waste segregation at source is implemented as a standard practice at all locations and extensive communication with active involvement of employees and our partners has been key to achieving this goal.
- Presently 80% of organic waste is handled incampus. 20% is sent as animal feed to farms.
- Modified Operational Control Procedures (OCP) and e-waste recycler requirements being rolled out in FY2017 Q1.
- The total quantum of waste collected was 7484 tonnes in 2016-17, against 6368 tons in 2015-16. This increase of 17% is primarily due to increase in Construction and Demolition (C&D) debris from extensive renovation/retrofit work at some of our campuses.

88.8% of the total waste from our IT India operations is recycled -through both, in-house recycling units and through authorized vendor tie-ups. A small proportion is incinerated and the rest is sent to approved landfills.

Details of different categories of solid waste disposal (all figures in metric, unless mentioned specifically) is provided in the pie chart. This does not include C&D waste, all of which is sent to approved landfills.

Waste	Tons	%	Waste Disposal Methods	%	Recycled	Incineration	Landfill	Others (Animal food)
E waste	322.2858	4.31%	Recycle	100%	322.29			
Sanitary and bio medical waste	5.747245	0.08%	Incineration	100%		5.75		
Hazardous waste	4.15194	0.06%	Incineration	100%		4.15		
Battery & used oil waste	182.5432	2.44%	Recycled	100%	182.54			
Inorganic waste	117.7757	1.57%	Recycle	100%	117.78			
Inorganic tissue waste	279.3943	3.73%	Incineration	100%		279.39		
Organic waste	2295.535	30.67%	Recycle & Other	80% + 20%	1836.43	279.39		459.11
Packaging waste	323.1933	4.32%	Recycle	100%	323.19			
Plastic waste	68.40034	0.91%	Recycle	100%	68.4			
Mixed metals	152.3518	2.04%	Recycle	100%	152.35			
Mixed solid waste	198.0466	2.65%	Recycle landfill	60% + 40%	118.83		79.22	
Mixed scraps	159.9612	2.14%	Recycle	80% + 20%	127.97		31.99	
Others	213.3559	2.85%	Recycle	60% + 40%	128.01		85.34	
Total	4322.74				3378	289	197	459
%age>>					78.14	6.69	4.55	10.62
Construction Debris	3161.767	42.24%	Landfill	100%			3161.77	
Total	7484.51				3377.79	289.29	3358.32	459.11
%age>>					45.13	3.87	44.87	6.13

Waste handling methods - (Quantity in tons)



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Waste Disposed in Tons				Handling Methods		
Category	2014-15	2015-16	2016-17	Disposed Directly	Provided by Contractor	Organizational Defaults
Garden Waste	630	645	754	RECYCLED 100%		
Food Scraps	905	1152	1243	RECYCLED 100%		
Dimensional Wood/ Lumber	83	32	150	RECYCLED 100%		
STP Sludge	1309	3666	530		RECYCLED 100%	
Organic Waste (Total)	2928	5496	2681			
Magazines	5	0	2		RECYCLED 100%	
Newspaper	9	8	11		RECYCLED 100%	
Office Stationery	2	1	2		RECYCLED 100%	
Paper	160	108	117		RECYCLED 100%	
Tissue Paper	184	236	308		INCENERATION 3%	LANDFILLED 97%
Inorganic Waste (Total)	361	353	439			
Cardboard	124	113	196		RECYCLED 100%	
Styrofoam	1	2	2		INCENERATION 3%	LANDFILLED 97%
Thermacol	6	4	9		INCENERATION 3%	LANDFILLED 97%
Packaging Waste (Total)	131	120	207			
Bio Medical Waste	401 kgs	228 kgs	368.90 kgs			INCENERATION 50% LANDFILLED 50%
Electronic Items	320	22	16		RECYCLED 100%	
Tubelights & CFL's	11	10	9		RECYCLED 100%	
Used Oil	54	29	36		RECYCLED 100%	
Batteries	52	75	165		RECYCLED 100%	
Oil Soaked Cotton Waste	432	5	1		INCENERATION 100%	
DG Filters	2	10	3		INCENERATION 100%	
Ink Cartridges	4	4	0.5		RECYCLED 100%	
Hazardous, Biomedical E-waste (Total)	429	184	214			
Mixed Metals	124	50	168		RECYCLED 100%	
Mixed Mis. Solid Waste	308	296	218		RECYCLED 60%	LANDFILLED 40%
Mixed Plastics	36	51	176		RECYCLED 100%	
Other Scrap	87	154	235		RECYCLED 60%	LANDFILLED 40%
Other Waste (Total)	588	551	797			
Total Waste	4436	6704	4338			

Major renovations across the campuses contributed to the increase in construction debris which constitute a major part of other scrap.

Electronic Waste

During FY 16-17, the total end of life e-waste collected and recycled through authorized vendors was 322 tons.

We have started working on the recommendation of e-waste audits conducted earlier for better management of electronic waste. Based on the recommendations, e-waste recycler guidelines and operating procedures have been revised as per the new e-waste guidelines from the government. These now include comprehensive records verification for better material traceability. In accordance with the new e-waste rules of 2016, we are also considering refurbishing as one of the options for end of life disposal.

Oil Spills

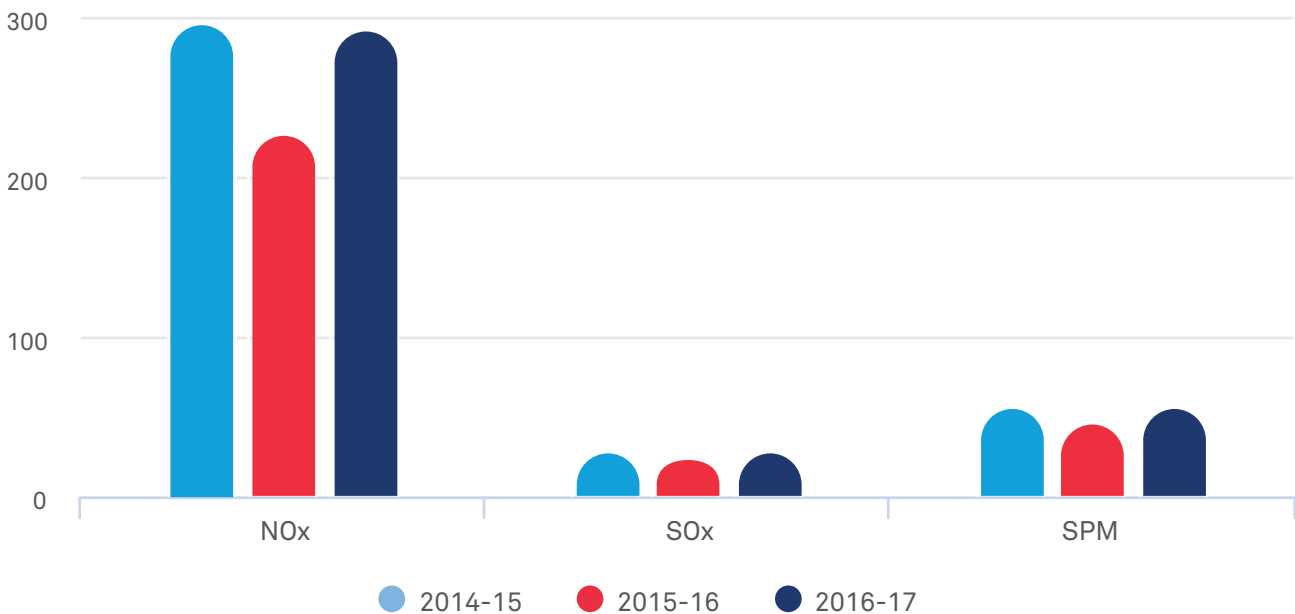
There were no incidents of significant spills of oil or chemicals during inbound transportation in the reporting period.

Air Emissions

We ensure adequate maintenance of our DG sets present in 47 of our locations, this helps in minimizing the emissions of air pollutants like oxides of Nitrogen (NOx), oxides of Sulphur (SOx) and particulate matter. A scheduled PPM (Planned Preventive Maintenance) is in place for carrying out the maintenance of the DG sets to check its efficiency. Monthly stack monitoring is also carried out to check NOx, SOx and SPM levels to ensure the emissions are within the regulatory norms.

The weighted average of stack emissions of more than 100 DG’s at 20 of our large and owned locations is as follows. This is for three air pollutants for the full year. The quantum of the three pollutants in the reporting year is 98.3 tons (NOx), 9.6 tons (Sox) and 18.8 tons (SPM).

Weighted average of air pollutants from DG stack (mg/Nm3)



	NOx	SOx	SPM
2014-15	296	28.2	55.8
2015-16	226.4	24.3	45.2
2016-18	291	28.4	55.7

Indoor Air Pollutants

Indoor air quality is seen to have a correlation with health of employees and can be a cause of some respiratory ailments. We regularly monitor presence of indoor air pollutants like VOC (Volatile Organic Compounds), POP (Persistent Organic Pollutants) and other hazardous air pollutants. The data across few campuses in March 2016 shows negligible detection of such pollutants. In the next year, we plan to set up comprehensive mechanisms to monitor and audit indoor air quality and report aggregate values of the same across campuses.

Controlled Emissions of Ozone Depleting Substances (ODS)

The quantity of refrigerants (R134-A, R404-A, R-407-A, R-407-B, R-407-C, R-410-A and R-22) in 2016-17 was 6.96 metric tons (up from 5.4 tons last year) for all owned (India) locations. Out of that, R-22, a ODS substance under Montreal Protocol amounts to 2.6 tons. Based on the GWP (global Warming Potentials) as per GHG protocol for these substances, this is equivalent to 11,134 tons of CO₂ equiv. or 2.39 tons of CFC-11 ODS/refrigerant.

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Campus Biodiversity

IT Services is predominantly an urban-centric sector and the impacts on biodiversity are rarely direct and not of the same order or scale as in biodiversity zones in the hinterland e.g. the Western Ghats reserve. Therefore, our approach since inception more than five years back has been to turn our focus inward on our own campuses, many of which have reasonably large non-built up spaces. Our goals are twofold: (i) to convert five of our existing campuses to biodiversity zones and (ii) to design all our new campuses on biodiversity principles. In our approach towards campus biodiversity, our program takes an integrated approach towards the contribution of reducing energy and carbon intensity, improving water retention and ambient air quality.

Existing campus retrofits: We have initiated two programs in the last three years to convert existing campuses to biodiversity zones – (i) our Electronic City campus in Bangalore and (ii) our campus in Pune. We also conducted a flora and fauna assessment for our new campus in Hyderabad, in association with CII and WWF.

Electronic City campus biodiversity project: The first stage of our campus biodiversity project - the butterfly park – was completed in March 2013. The park is witness to hundreds of migratory butterflies who stop over in the park for nearly a month in their 400 Km pre monsoon annual migration from Western to the Eastern Ghats in India. The second phase of the project, a ~3 acre Wetland park, was also completed in 2016.

Pune campus biodiversity project: We also have a second project in Pune which includes five thematic gardens – aesthetic and palm garden, spring garden, Ficus garden, spice and fruit garden – through plantations of native spaces specific to the local geography. This would be a unique project in a corporate campus with a dense year-round flowering of more than 240 species of native plants serving multiple ecological purposes. These are long term multi-year projects and similar programs will commence at two of our other campuses. In all these programs we work closely with expert partners in biodiversity, conservation, ecological design and communications.

A work environment which integrates biodiverse and natural design principles has multiple intangible benefits for employees and visitors – builds a larger sense of connectedness and emphasizes values of sensitivity and our place in the world around us. We regularly conduct photography, walks and plantation activities for employees and their children.

Urban farming: One such initiative is the “Nurture Your Patch” program, an urban farming project at one of our campuses. Selected employee teams undergo a session on urban farming from an experienced landscape architect. They are provided with gardening equipment, seeds, compost, water points and other know how. The teams are free to grow any variety of shrubs or small plants. Teams tend to their patches every day and some of the teams have already harvested produce. In addition, our operations team in two locations harvests produce regularly and donates to orphanages and special schools in proximate areas.

Urban biodiversity assessment framework: In association with ecobasics, we are also developing an ecosystem assessment framework for urban built campuses – which will address all the ecosystem services. This will take in observed floral and faunal species data along with other environmental data and provide a template for baselining and action planning.

Urban Resilience

The growth of Indian cities has been widely studied and analyzed. Driven by industry led growth and the structural shifts in village based economy of agriculture and animal husbandry, we are seeing a significant shift in population towards urban centers. According to a study by McKinsey and Co, there will be 69 metropolitan cities by 2025, each with a population of one million or more, which collectively will be home to 78 percent of India's urban population. Gandhi had written then that India is to be found in its 7 million villages and not cities. It may not be too presumptuous to say now that the future of India lies in how well it manages its cities.

Cities are seen as magnetic hubs of modern social development that attract enterprise through access to skills and markets, engender social diversity through cosmopolitanism and trigger technology led innovation and improvisations. However unprecedented growth, lack of foresight, political will and rent seeking across the spectrum have exposed the weak foundations of many urban cities. Water, solid waste, mobility, maintenance of commons like lakes/water bodies, ground water, parks and playground, public health, inequality (slums comprise a fifth of the total population in Indian cities) get inadequate attention from policy makers and public executive bodies.

A resilient city would seek to engage on important urban aspects with all its key stakeholders. Wipro through its community programs is working closely with industry, government and communities in creating platforms that enable working on some fundamental and sticky issues.

Themes of Engagement

Water

- Participative ground water project: To develop understanding of ground water and how it can inform community led management.
- KSWN – Karnataka State Water Network: In association with CII, a platform to bring together different stakeholders to work on urban water issues. Since its inception in 2014, it has facilitated interventions and exchange of ideas between five water sustainability zones/areas in the city.

Mobility

- Working with urban public transport body in Bengaluru for better adoption of public transport by employees.
- Enabling employee groups on cycling and carpooling.

Waste

- Access to social security and benefits for city's informal waste pickers.
- Facilitated sessions on waste segregation and composting for employees and their families.
- Working on an e-waste program for the Electronics City Industrial Township Authority (ELCITA) cluster.

Participative Ground Water Management (PGWM)

Ground water is a primary source of water in Bengaluru, especially for peripheral areas of the city which are not connected to the city municipal supply (BWSSB). In the last three years, the program has 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. This is representative of many rapidly developing urban and peri-urban cities in India; in Bengaluru itself around 40% of its water needs is met by ground water. Our approach was to use a science based approach to understand the hydrogeology of the area and engage communities through various platforms (citizen science, advocacy, facilitation of interventions). The program involved extensive borewell monitoring, VES (Vertical Electrical Sounding) studies and detailed studies in selected clusters. The idea was to evolve a decentralized model of ground water management.

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.

Urban Waste Management and Welfare of Waste Pickers

Bangalore with a population of 95 lakh and spread over 800 sq. kilometers produces between 4000-6000 tons of waste per day. The responsibility for the proper handling, collection, transportation and disposal of waste in the city lies with the Bruhat Bengaluru Mahanagara Palike (BBMP). The predominant method of disposal is dumping in open landfills, which has tremendously detrimental impacts on the quality of air, water and soil. The BBMP has a sanctioned staff of 12,000 for waste management in the city, but only 7000 are on the rolls. The citizen to staff ratio is a paltry 401:1. (The Times of India May 2012). The present formal system of waste collection is thoroughly inadequate with many areas left uncovered, resulting in garbage piling up on street corners.

The informal economy workers have long compensated for inadequate waste management systems in the city by collecting discarded materials that have zero value and convert it into a tradable goods through their labor in extraction, collection, sorting, grading and transporting. These informal economy waste workers (numbering 15000- 20000) are also among the most vulnerable populations in the city. According to one CHF survey a significant number of waste pickers are women who belong to socially marginalized populations, including backward castes (conducted by Global Communities (formerly CHF International) and MSSS (Mythri Sarva Seva Samithi) in 2010). The survey found a significant number of young (18 to 40 years), illiterate, and economically & socially disadvantaged people engaged in waste picking in the city. In addition to traditional waste pickers, a significant proportion of the migrant population in the city is working with waste. The waste pickers' access to water, sanitation and housing facilities in the city still remains inadequate with the situation being worse among migrant waste pickers living in temporary accommodation and lacking basic identity cards, no services to collect waste, etc. The working conditions of waste pickers are also deplorable. Safety gear is not a priority for formal economy waste workers and in the informal economy; it is not even a possibility. Armed only with old shoes and clothes picked out from waste heaps and a stick to sort through trash, the working conditions of informal waste pickers leaves a lot to be desired.

The Hasiru Dala Project aims to organize waste workers, i.e. waste-pickers in Bengaluru to enhance and upgrade their skills for innovation in waste management services leading to their increase in income by 10-40%, their formal inclusion in the waste management market approved by Bruhat Bengaluru Mahanagar Pallike (BBMP) and increased access to social, nutrition and environmental security measures provided by state and other institutions.

Hasiru Dala's significant achievement in its first year of inception has been its ability to integrate informal waste workers in operating 27 Dry Waste Cleaning Centers (DWCC). The city administration directly signed a memorandum of understanding with the waste pickers to operate dry waste collection centers known as Kartavya because of organization's consistent advocacy with the municipal body. The given space has the potential to be transformed into a cooperative fair trade scrap store and a place where public citizens, officers of the BBMP and waste pickers can interact and share ideas.

The following are some of the outcomes of this project during FY 2016-17.

- Skill upgradation of around 100 waste pickers on terrace gardening, composting, zero waste wedding and event waste management.
- Healthcare services through medical checkup camps covered around 450 waste pickers.
- Trained 100 women waste pickers on mushroom cultivation, with an objective of handling nutrition issue.
- Access to education for 800 children of waste pickers and informal waste workers through scholarships for schooling.

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3.3

Customer Stewardship

Information and communication technologies now play a central role in driving efficiency and productivity improvements through dematerialization and automation for most businesses. This trend is being further strengthened with the continuing influence and adoption of new disruptive technologies like Big Data, Analytics, Internet of Things and Mobility. The trend of disintermediation is changing the way customer and business interactions takes place. Disintermediation gives consumers direct access to information that otherwise would require a mediator. As a result, new business models are being created and e-commerce is gaining wide acceptance. Unique opportunities for product innovation made possible by IT is resulting in democratization of ICT making technology more accessible and affordable to customers. All these trends contribute to IT becoming ubiquitous in everyday life addressing different needs of end users.

However, technology is not without its associated risks and challenges. The pervasive nature of technology also raises concerns related to data mismanagement, increase in surveillance, loss of privacy, and possible abuse. WEF Global Risks Report 2017 lists large-scale cyber-attacks and major data fraud/theft among the top 10 in terms of likelihood. Customer stewardship hinges on meeting customer expectations by being responsive to the emerging trends and offering portfolio of products and services which integrate resource efficiency, dematerialization, organizational transparency, connectedness and collaboration. Engaging with customers is critical to meet customer expectations and it is the foundation on which stewardship rests. Wipro has in the past year focused on increasing service presence in our key markets by setting up local

our bimodal theme from last year forward, with a focus on helping our clients Drive the Future (Change Strategy) of their businesses and to Modernize the Core of our clients' businesses (Run Strategy).

Highlights of our customer centric growth over the last year are below:

- On the digital front, Wipro Digital, while only three years old, continues to impress industry analysts and clients, and in Q4 FY 17 it constituted 22.1 percent of our revenues.
- We have consolidated and scaled up our Consulting arm at Wipro.
- Wipro has invested in products, platforms, frameworks and solutions centered around Wipro HOLMES Artificial Intelligence Platform™ (HOLMES). In the last fiscal, the number of patents we held (and applied for) increased by over 50 percent.
- Over the last two years we have invested over USD 1 billion dollars in acquisitions, making sound investments in innovative business models like BPaaS (Business Process as a Service).
- Wipro Ventures, has made four new startup investments in fiscal 2017 to bring our clients new technologies that are reshaping the future of enterprises, especially in Cybersecurity, Customer Care Automation, Business Process Automation and Big Data Lifecycle Management. Investments in new technologies are also being nurtured within Wipro through the Horizon program, to incubate thinking in Artificial Intelligence (AI), Cybersecurity, Digital, Industry 4.0, Internet of Things (IoT), and Software Defined Everything (SDx).

Customer Engagement

According to a research conducted by Harvard Business School, a 5% increase in customer retention can result in a profit increase of up to 75%, depending on the industry. The key to retaining customers is building strong relationships with them which is a sustained, ongoing and long-term process. But such efforts are justified by the lifetime value (LTV) of the retained customer. Customer retention is eventually more cost effective as it requires comparatively less service, at the same time providing more business. It is also revenue enhancing as a satisfied customer may contribute to new customer acquisition through positive referrals.

Understanding Material Aspects for Customers

The Annual risk assessment exercise conducted by Enterprise Risk Management Function has identified Cyber Security, Data Privacy, Information Security & related Business Continuity and Service Delivery as major areas of risk management. For more details, refer to Organization Profile or Financial Stewardship sections of this report.

Our internal materiality assessment and stakeholder feedback have identified customer privacy, data security, customer satisfaction, innovation and open source as material issues to our business. This is further reinforced by feedback from our customers which clearly indicates Customer Privacy, Data Security, Customer Satisfaction, Innovation and Open Source as the most material issues to their business.

Identified Material Aspects

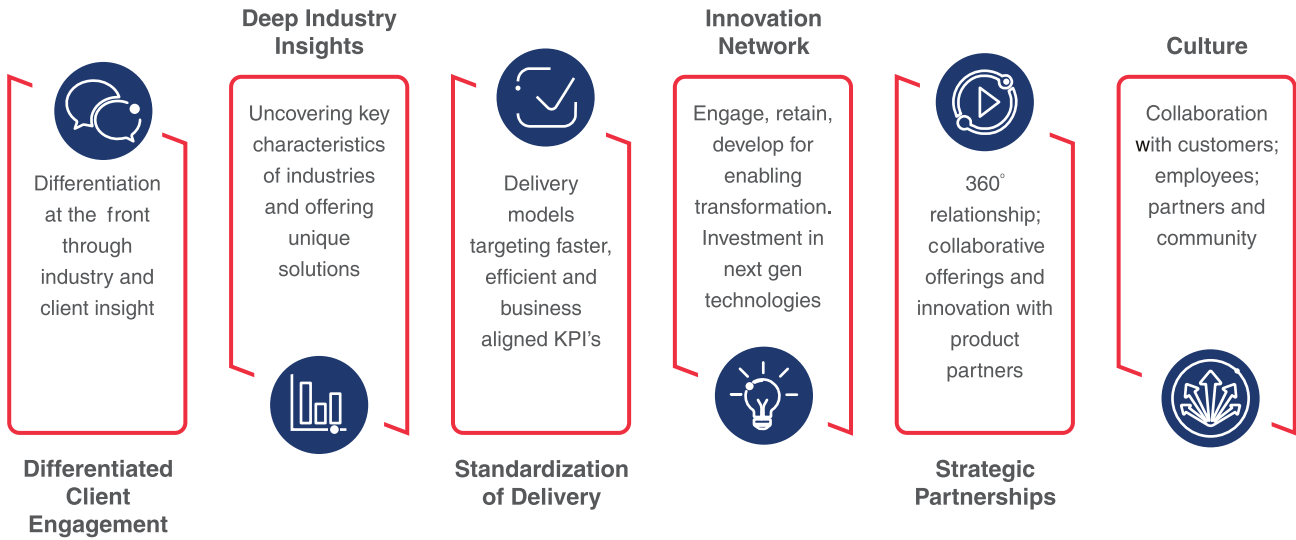
Our report-map on these dimensions is shown below.

GRI Aspects / Topics		Section
Customer Satisfaction	>	Customer Engagement
Customer Privacy	>	Data Privacy & IT Security
Innovation	>	Next Gen Technologies
Open Source	>	Next Gen Technologies

Strategic Approach and Policy

The Wipro Strategy is based on our vision of delivering maximum value to our customer businesses based on a solid relationship of trust, collaboration and competence. This we ensure by providing solutions that integrate deep industry insights, leading technologies and best in class delivery processes.

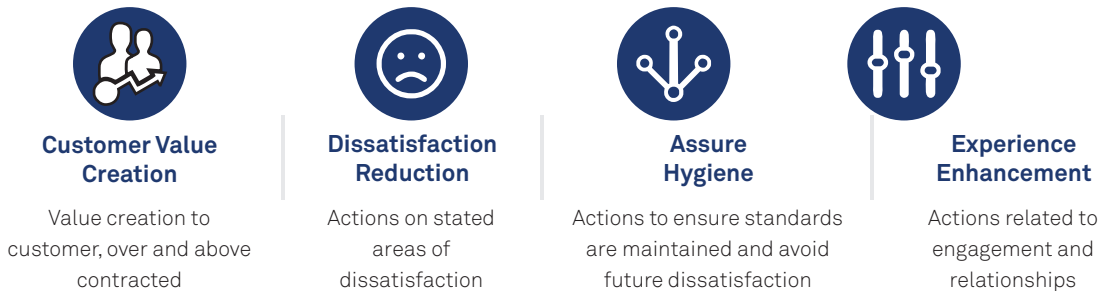
Collaborating with customers to 'Do Business Better'



'Delivering on commitments' and 'Making customers successful' as stated in 'Spirit of Wipro' is the bedrock principle of our approach towards customer stewardship. Our new brand strategy, logo and Spirit of Wipro values, unveiled in 2017, represents a higher level of engagement that helps clients leverage Wipro's expertise to address their business requirements and drive future opportunities in this digital era.

Approach to Customer Centricity

Our unique Customer Centricity framework is used in all key accounts to drive appropriate actions that continually help customer satisfaction. The key objectives of our framework are detailed below.



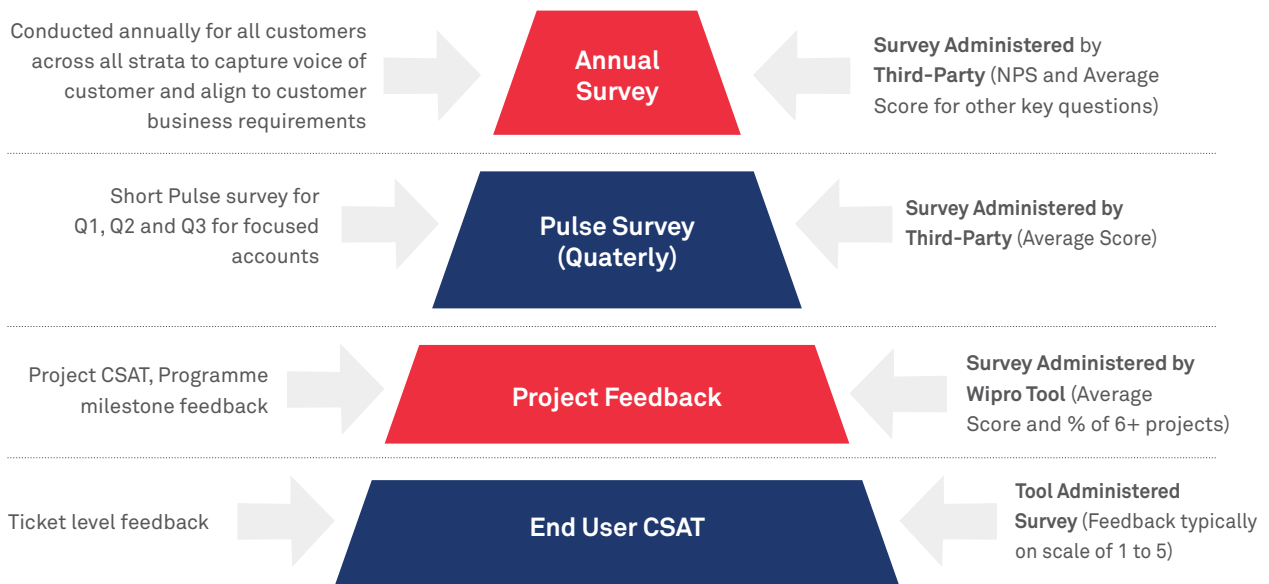
We implement this framework through two channels.

Voice of Customer (VOC)
 Customer surveys
 Customer connect

Voice of Customer

The Voice of the Customer is heard at various levels i.e., at project level, program level, account level and through direct feedback, informal meetings, governance meetings and senior management interaction with the client. The processes include Program CSAT, Quarterly Pulse Surveys and the Annual CSAT conducted through third party surveys. These are conducted formally and at appropriate intervals to capture customer feedback on Wipro. The Strategic Marketing Group conducts surveys on brand perception where they also understand customer’s expectations of Wipro and Wipro’s position relative to its competitors. Regular visits by senior leaders to customers are another key source of information. We also conduct webinars with our alliance partners to capture the customer voice.

Customer Satisfaction Surveys (CSAT)



Annual CSAT Survey is administered annually to get feedback on various facets of engagement including core delivery, presales, people engagement and Wipro’s value addition to customers from CXO, Senior and Middle managers of customer organization.



Quarterly Pulse Survey is administered once in a quarter for Q1, Q2 and Q3 of the financial year to get feedback predominately from Senior and Middle manager and few CXOs.



Project CSATs are obtained to enhance customers experience while dealing with Wipro. Customer feedback is obtained on Projects and Programs at different points of time during execution on different aspects like Delivery, Quality, Service and Project Management sections.



End user CSAT feedback is administered to customer respondents who are end users. These feedbacks are analyzed by respective program teams.

The Customer Connect Process

Wipro communicates and connects with its customers through a matrix framework. Every key account has a dedicated Client Partner to own and manage the relationship. The Client Partner profiles the account and proposes/ offers solutions that are strategically relevant to customers. An execution process document and system maintenance technical document for each engagement ensures that all customer needs are documented and agreed between the two parties.

Business Unit heads interact and engage with customers via monthly governance meetings, quarterly business review meetings, and client-visits every quarter. Service Line heads visit and attend all the important meetings. In addition, the CEO visits key accounts regularly. Executive sponsors are assigned for all mega accounts to maintain and build the relationship.

'Customer Centricity' is also a key leadership quality on which Wipro leaders receive 360-degree feedback, every year. Quantitative and qualitative feedback from peers, managers and direct reports is analyzed and shared with employees. The feedback is also integrated with the performance appraisal process to ensure that right actions are put in place to improve customer satisfaction.

The Customer Satisfaction (C-SAT) Action Planning Framework

CSAT is an important business objective and it is linked to employee performance linked payouts on a quarterly basis. We follow the framework to seek, understand and analyze customer feedback. The customer feedback obtained through the surveys is analyzed and improvement opportunities are identified. Once actions are identified, the Value Creation Actions and Dissatisfaction Reduction Actions are communicated to the customer. Frequent updates on progress, through quarterly business reviews and other appropriate forums are provided to build customer confidence in the process, and ensure that the actions taken truly have a positive impact on customer satisfaction. Senior leaders review feedback reports at regular intervals in different forums such as Quality Improvement Councils and Management Review Meetings.

Governance of Customer Relationship Management

The Customer Advocacy Group (CAG) in Wipro is part of the Quality organization and drives customer satisfaction improvement initiatives for the organization. This group is responsible for enabling and tracking the early warning system and for addressing alerts before they can potentially become serious customer issues. The team is also responsible for driving effective closures of customer escalations.

Performance Highlights

- Revenue generated from existing customers / retained accounts is a good indicator of customer satisfaction and retention. The revenue from existing customers saw a small dip from 98.1% to 98%.
- Net promoter Score (NPS) measures customers' engagement with Wipro and is measured on a 10-point scale. The respondents based on their ratings are categorized as 'promoters,' 'detractors' or 'passives'. This measure is widely used across industries. Our Net Promoter Score shows a continuous improvement trend as it has increased by 740 basis points for 2016-17 as compared to the previous year.
- Number of new customers acquired by Wipro in 2016-17 increased from 194 to 256; further, the number of active customers increased from 1223 to 1323.

Sustainability Expectations from Customers

Apart from technology driven value creation, our global customers also expect transparency and compliance on different sustainability aspects within our operations and in our extended value chain. Responses to most customer proposals and contract renewals require an extensive disclosure of our sustainability programs and performance. In many cases, customers require acceptance and alignment with their supplier code of conduct that contain several sustainability related principles. Third party supply chain CSR raters like Ecovadis and Verego regularly assess and profile our sustainability performance in their platform which is used by more than 30 Wipro customers. In the recent assessment by Ecovadis, we have achieved an overall CSR rating of Gold (highest among possible three levels). Verego has rated us "Best in Class" across all the 5 areas (Leadership, Ethics, People, Community and Environment). We also have been benchmarked against over 4000 other companies that responded to CDP's 2017 supply chain information request sent on behalf of 89 CDP supply chain members with over US\$2 trillion spend and received a disclosure score of 100.

Data Privacy and IT security

The Global Risk Report 2017 of the World Economic Forum includes (a) breakdown of critical information infrastructure and networks and (b) massive incidents of data fraud/theft among the top risks faced by the world.

With cloud services such as SaaS, PaaS and IaaS becoming increasingly important to the way businesses operate, the resilience of critical information infrastructure becomes critical. It is crucial to ensure access to systems and data at all times. Any service disruptions or suboptimal system performance can lead to businesses incurring higher costs and suffering reputational damage. It can even become a business continuity issue, especially for organizations whose business models are technology centric. Such systemic failures can negatively impact industrial production, public services and communications.

The breakdown of IT infrastructure could be triggered by technical failures, weather events, natural disasters or terrorist attacks. The Risk report identifies large scale state-sponsored, state-affiliated, criminal or terrorist cyberattacks as a significant risk which can cause an infrastructure breakdown and/or loss of trust in the Internet.

The magnitude of data to be handled by today's organization is gigantic. This abundance of data opens the door to many opportunities in all spheres of life- economic, social, and political. But with 'big data' which can create 'big impacts' comes big responsibilities. The globalized nature of the internet as well as the intensive virtual interactions and extensive data storage makes this a significant risk to corporate organizations. Any leakage or misuse or unauthorized access of information could expose companies to legal and reputational risks. Insufficient protection of database and network, unclear management of personal information and vague database access rules are the main reasons behind any data breach.

The nature of the IT services industry does not require Wipro to store any customer proprietary data in its systems and networks. In rare circumstances where, as part of project requirement, it is needed to view customer data, it is accessed remotely - with the data being stored and hosted in the customer's systems. This avoids the risk of customer information vulnerability in Wipro's systems.

Policy on Protection of Data Privacy

'Protecting Customer Information' is a key section of Code of Business Conduct of Wipro and communicates our stand on the protection of personal information of our employees, customers and relevant stakeholders. Wipro mandates compliance to this code through periodical certification and company-wide awareness and testing of the code every year. In addition to the section in Code of Conduct,

Wipro has also defined Privacy policy and this policy is published in the website (URL: <http://www.wipro.com/privacy-policy/>). This policy communicates Wipro's approach to protection of personal information collected electronically. There is an internal Data Protection and Privacy policy defined under Information Security Management System (ISMS) with the objective – 'to define collection, protection and usage of personal data & company confidential information as per applicable laws and regulations'. We have also established and implemented Security Incident Management policy that covers procedures for reporting and handling policy violations & data breaches. Our policies are in compliance with globally accepted data protection principles.

Wipro's ISMS is published on an intranet portal - ISMS which provides applicable IT security and privacy policies for different target segments (Employees, Third Party Contractors, Leadership Team, System Administrators and Sales Teams) and contains all relevant details on policies, standards, procedures and guidelines related to information security.

Policy in Action through the Information Security Management System

To ensure effective implementation of privacy policy within Wipro, a comprehensive and mature framework of systems and processes have been evolved. Applicable statutory regulations are identified and documented with supporting compliance procedures and policies to manage the entire process of legal and regulatory compliances. For example, generally accepted Data Protection (DP) principles pertaining to fair and lawful purpose, adequacy, accuracy, retention of data, safeguards for processing and data transfers are mapped to the processes and practices of Wipro's Information Security Management System (ISMS).

Privacy risk assessments are undertaken with the objective of identifying potential areas of risks relating to privacy of employee data collected, processed and stored within Wipro's internal Information Systems within various geographies. The mitigation measures in-line with ISMS practices are implemented to address the risks. Compliance verifications are performed through regular internal and external audits. (ISO27001:2013 for Information Security and other Business Continuity framework principles). Changes to applicable privacy laws, regulations, and policies space across various geographies are monitored and assessed for their impact on the enterprise from Information Security/ Business Continuity perspective. Necessary inputs are sought from the Legal team to assess the impact for any legal risks involved while undertaking key enterprise level initiatives.

Automated monitoring tools and detective controls have been implemented for detecting leakages of confidential data from Wipro. The data breach notification procedure template, which is deployed specifically for each customer account/program/project, is also provided. A security incident notification form is also designed for notifying the data breach incidents and published on the intranet portal accessible for all employees.

Data privacy specific training programs are designed and imparted to employees of customer accounts on all applicable privacy regulations. In addition, innovative methods are employed to spread Information security and privacy awareness amongst all Wipro users such as e-mailers, blogs, and theme based awareness campaigns.

Wipro's technology infrastructure in various locations of operation ensures adequate resilience in the basic IT infrastructure, which helps critical business operations run during disaster situations. Technology disaster recovery planning includes physical infrastructure, computing infrastructure and communication infrastructure. Wipro's corporate (i.e. non-customer data) data assets residing in our enterprise information systems and applications are backed up on a regular basis and the backup integrity tests are periodically performed as per Wipro Information Security Policy.

Governance

The Security Organization in Wipro is established with clear roles and responsibilities for implementing information security and business continuity in the organization. The General Counsel of Wipro is the authority to review the effectiveness and progress of information security and business continuity programs. Information Risk Management & Policy Compliance Group (IRMC) headed by the designated CISO (Chief Information Security Officer), a group that holds the overall responsibility of governing the Information Security risk and compliance practices within Wipro. Further, on the Risk Management initiatives, IRMC works closely with Enterprise Risk Management (ERM) team headed by Chief Risk Officer (CRO), which holds the responsibility for data privacy and reports to General Counsel as well as Wipro Board of Directors. It is generally understood and accepted internally that information security and privacy is a joint responsibility of multiple stakeholders from various departments/functions such as Information Risk Management, Legal, Human Resources, Enterprise Risk Management Office, Senior Leadership, Global Delivery Organization and the internal Information Systems teams.

Performance on Data Privacy and Information Security

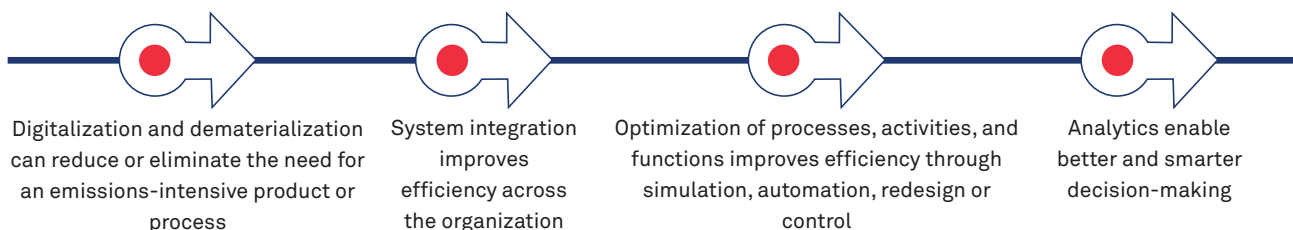
Wipro is certified under the ISO 27001:2013 standard which provides assurance in the areas of information security, physical security and business continuity. Wipro has a well-documented Business Continuity Management System in line with BS25999 standard. This is a program through which preparedness for handling emergencies is addressed at business unit, location and cross functional levels.

We report any breaches of privacy policy through our public reports (Annual Financial Report) and in our filings with the SEC. There were no incidents in the reporting year for which Wipro had to pay penalties or revenue losses. There was 1 substantiated complaint concerning customer privacy and loss of customer data. We have extended, and continue to extend, full co-operation to the investigating / law enforcement authorities on the same. There were a total of 4 identified leaks, thefts, or losses of customer data, during the year. There were no complaints received from outside parties and substantiated by the organization, or from regulatory bodies.

Innovation

Human experience in interacting with machines is rapidly evolving. Breakthroughs in Man-Machine Interfaces (MMI) using acoustics, gestures, biometrics, body movement and virtual reality coupled with context-aware applications are introducing higher levels of user engagement. Such interactions are dynamic, flexible, personalized, responsive, real-time and data driven. Growing project complexities, competitive pressures, operational challenges and the need to maintain and grow margins is driving companies to adopt technologies that will help them run business as usual, improve operational efficiencies and provide competitive differentiation. Essentially, this will prepare organizations to fundamentally change the way they do business.

Next generation digital technologies like Artificial Intelligence, Internet of Things, Big Data Analytics and emerging collaborative development methodologies like Open Source are driving this change. These emerging technological innovations can drive sustainability by way of digitalization and dematerialization, system integration and optimization. For example:



Strategic Approach to Innovation

Wipro has a two-pronged approach to innovation – external and internal. Externally, we work jointly with our customers and with various academic institutes, research organizations both from a recruitment perspective as well as from a partnership perspective.

For joint innovation with customers, Wipro has primarily four models:



Each model has specific use situations depending on the amount of investment and the nature of the innovation problems that are addressed. We also assess maturity levels of participating stakeholders while proposing these different engagement models.

Wipro understands the necessity of having a strong Open Innovation Network and invests into building, supporting and participating in various such networks and forums. The bulk of the company's Open Innovation activity is aligned to the focus themes driven by the CTO Office and the strategic areas as identified by the respective individual business units.

On the Internal Innovation side, a number of initiatives have been started that are designed on concepts of Open Innovation to inculcate a culture of innovation in people. They span the lifecycle of Idea Management from Ideation to Development. Some of them are Directed Idea Campaigns sponsored by business units (BU) which may want to crowdsource ideas around a defined Use Case or Problem Statement. Ideas coming in as part of these are further taken up by the Sponsoring Business Units or the Idea Author is given a chance to develop it wherein the CTO Office support is in the form of infrastructure and mentoring. Technology training and enablement initiatives like CodeStorm enable people to learn and become proficient in new and emerging technology and languages by participating in Coding Contests and Hackathons.

Technology Themes for Innovation

Wipro Ventures

As part of a start-up engagement model, we have invested in building a world class ecosystem through a US\$ 100 million corporate venture capital fund, Wipro Ventures, aimed at investing in cutting edge start-ups in areas such as Digital, Internet of Things (IoT), Big Data, Open Source, Cyber Security and Artificial Intelligence (AI). In 2017, Wipro Ventures has made four new startup investments. Through the momentum that was built in 2015-16, Wipro Ventures now has 9 such investments with a cumulative spend of \$ 24.5 million in startups working in technologies that are reshaping the future of enterprises. Together with our investee companies, we now have 10 joint commercial engagements in Security, Customer Care

Governance

Wipro follows a federated model for innovation with innovation being driven through multiple structures. The CSO (Chief Strategy Officer) and his group invests in long term solution building and aids the investment efforts of the Business Units /Service Lines by supporting some selected seeding initiatives that are designed to create new business services for Wipro.

The CTO (Chief Technology Officer) and his group drive innovation through investing in a set of technology themes that can be applied to create services in different industry verticals. The CTO Office also anchors innovation crowdsourcing and open execution processes within and outside the organization through internal innovation programs and by driving an external program that connects with the ecosystem of startups, academia and research institutions.

Business units (BU's) and Service Lines (SLs) also drive innovation within their respective industry or technology domain develop solutions and service products within their remits. The internal process transformation group invests in tools and frameworks that help improve costs and productivity of our delivery processes for both infrastructure and application management services.

Intellectual Property and Patents in Wipro

Our considerable R&D efforts have helped build our Intellectual Property (IP) portfolio substantially. Total R&D expenses for the year stood at Rs. 3338 Mn.

In FY 2016-17, the company continued to strengthen its IP portfolio with 603 new patent applications filed.

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Sustainability Inspired Solutions

Wipro, over the past few years, has built a portfolio of leading IT enabled sustainability solutions for our customers. The strengths of our positioning come from decades of working with partners and customers to understand stakeholder needs – and placing it in the context of a larger common purpose of providing ‘sustainability’ inspired solutions.

Cloud & Virtualization Services

Wipro offers a cloud services portfolio which includes cloud infrastructure, business applications and processes. These services are designed to optimize, scale, manage and outsource customer’s IT resources thus helping them achieve efficiency and control costs and bring down upfront investments.

One of the key virtualization solutions of Wipro is VirtuaDesk™ which is a Desktop as a Service offering for the virtual workplace, enabled through desktop virtualization technology. Taking advantage of cloud architecture principles and technologies, VirtuaDesk offers a high performing and cost-efficient solution for delivering virtual desktops and applications with key benefits of rapid virtualization deployment, increased business agility and improved risk management.

Industry Focus

A summary of industry focused solutions that Wipro offers is below:

Manufacturing - Shop-floor and end-product connectivity for improved quality, productivity and supply chain optimization

Automotive - Vehicle telematics to provide fleet management and operational efficiency

Healthcare & Medical Devices - Non-invasive wearable sensors, for real-time health monitoring and patient-centric healthcare

Mining - Real-time monitoring of mine equipment, management of assets, worker health and safety

Utilities, Oil & Gas - Reliable, integrated energy and asset management to improve energy efficiency

Retail - Supply chain optimization, along with real-time situational awareness to improve customer experience and returns management

The sections below illustrate with examples, the way in which ICT solutions are being applied to resource intensive sectors like Energy, Utilities & Natural Resources and Construction sectors.

Engineering and Construction

Wipro provides clients in the Engineering & Construction business with solutions to track, manage and pre-empt occupational injury, reduce workplace incidents and meet regulatory compliance. Wipro advises clients in Health, Safety, Security and Environment (HSSE)-related solution implementation and maintenance to make it easier for them to reduce workplace incidents. As a result, Wipro has earned a mention as a leader in ‘Verdantix Green Quadrant for Sustainable Technology Service Providers’. Through our partnerships with leading product vendors (SAP, iHS, Enablon, Hara and ProcessMAP) we help our clients reduce their carbon footprint/ hazardous emissions and the ability to meet regulatory compliance.

Energy, Utilities & Natural Resources (ENU)

Wipro’s ENU vertical has been recognized by analysts as a major player in the Utilities sector. We provide consulting, engineering, technology and business processes services expertise to the Utilities industry across Generation and Renewables, Transmission and Distribution, Retail, Smart Grid, Energy Trading and Risk Management; and Health, Safety, Security and Environment.

Wipro is a strategic partner for many of the world's major oil and gas companies and is recognized as a leader in IDC's Market space: Worldwide Oil and Gas Professional Services 2016 Vendor Assessment and was rated in the Winners Circle in the **HfS Blueprint Report: Energy Operation 2016. Strategic Acquisitions.**

Wipro helped Thames Water install 40,000 smart meters in the London area in 6 months by building a secure and sustainable path for affordable water supply via a Fixed Network Integration solution. Thames Water Utilities Ltd. is the largest water and wastewater company in the UK. It has 15 million customers and supplies around 2.6 billion liters of tap water across London and the Thames Valley.

This project, named Fixed Network Integration (FNI) helped Thames Water achieve key objectives such as:

- Detecting water leakage on network as well as customer pipes and water fittings
- Online access to accounts that could help improve water usage, leading to savings in water, energy and money
- Daily water consumption of users was reduced by about 12%

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Financial Stewardship and the Investors

The history of financial disclosures through annual and financial reports can be largely attributed to the voluntary disclosures of business performance from a few companies in the U.S. and U.K. to their providers of financial capital in the 19th century. Over the subsequent decades, accounting and reporting methods were refined and institutionalized. In the last couple of decades, progressive calls for transparency and accountability have led stock exchanges to enforce a number of requirements for corporate disclosures.

The King Report on Corporate Governance (1994, 2002, and 2009) is widely regarded as the first integrated reporting framework on corporate governance and performance, covering both finance and non-financial disclosures. Compliance with the Kings framework is required by companies listed on the Johannesburg Stock Exchange. Similarly, in India, the National Voluntary Guidelines released by the Ministry of Corporate Affairs have been adopted by the Securities and Exchange Board of India for listed companies to publish a Business Responsibility Report (BRR) as part of their annual financial report. The International Integrated Reporting Council (IIRC), a global coalition of regulators, investors, companies, standard bodies, the accounting profession and NGOs, is facilitating adoption of integrated reporting framework <IR> as the new corporate reporting norm. One of the core elements of the framework is accountability and stewardship of the stocks and flows of the six forms of capital: financial, manufactured, intellectual, human, social and natural. The first two forms of capital are covered in almost all annual reports while the others are covered to varying degrees by some organizations depending on their context and understanding of impacts to significant stakeholders.

In 2017, Wipro signed the commitment to move towards using the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in our annual financial reporting. TCFD is spearheaded by The Climate Disclosure Standards Board (CDSB), which is an international consortium of business and environmental NGOs. By signing this, Wipro commits to implement the recommendations of the Task Force on Climate-related Financial Disclosures in our Annual Reports.

The increasing recognition that social and environmental risks can affect a company’s operational strength and continuity has prompted active engagement from investors, regulators and government. Investors are increasingly incorporating ESG criteria (Environmental, Social and Governance) into their investment decision frameworks. Over the last decade, this has manifested in at least four different ways as shown in the chart below.



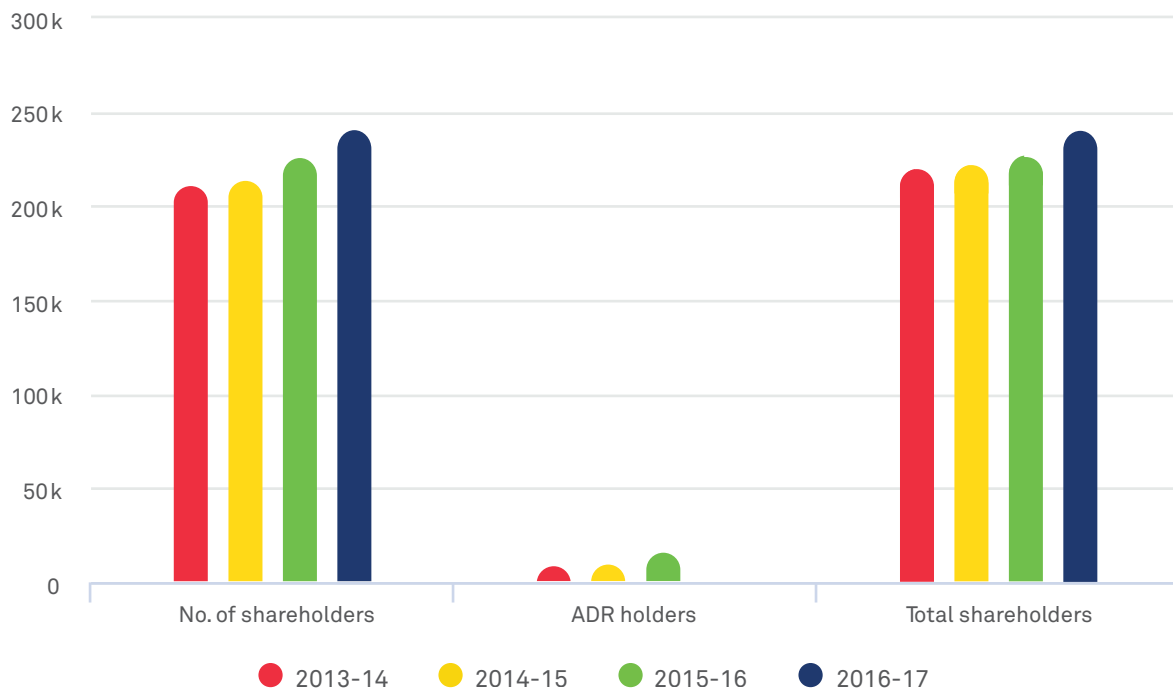
In this section, we primarily focus on our engagement with the investor community and how accountability and good business conduct are integral implements of financial stewardship.

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Understanding the Stakeholder - Investors

Investors in Wipro are key stakeholders and must get fair returns for investing in our company. Our endeavor is to report the true and fair financial results in a timely manner and communicate the business outlook, risks and opportunities. With reliable financial results and consistent messaging of economic environment, investors are empowered to take investment decision best suited to their risk profile.

Profile of Wipro Shareholders

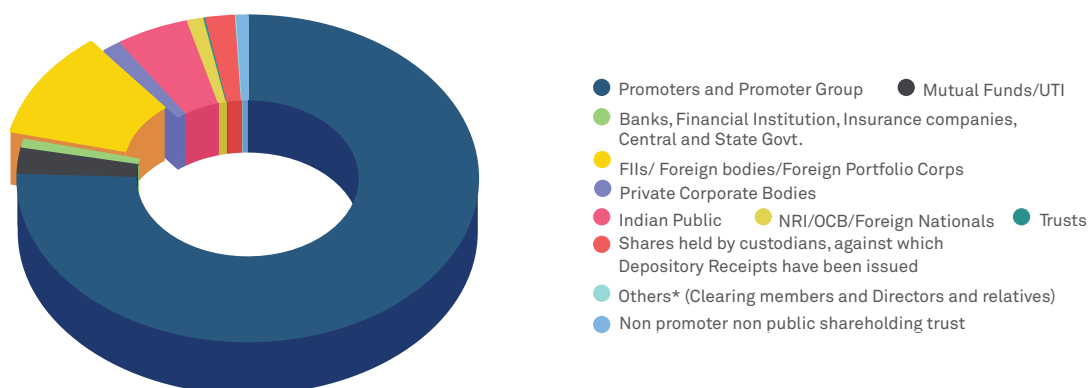


Particulars	2013-14	2014-15	2015-16	2016-17
No. of shareholders	210,471	213,588	227,368	241,153
ADR holders	10,146	9,725	16,120*	1**
Total shareholders	220,617	223,313	227,369	241,154

* approximately 16,120 record holders of ADRs for 2015-16

** approximately 16,245 record holders of ADRs evidencing 48,837,504 equivalent ADSs equity shares for 2016-17

Overall Wipro Shareholding Pattern



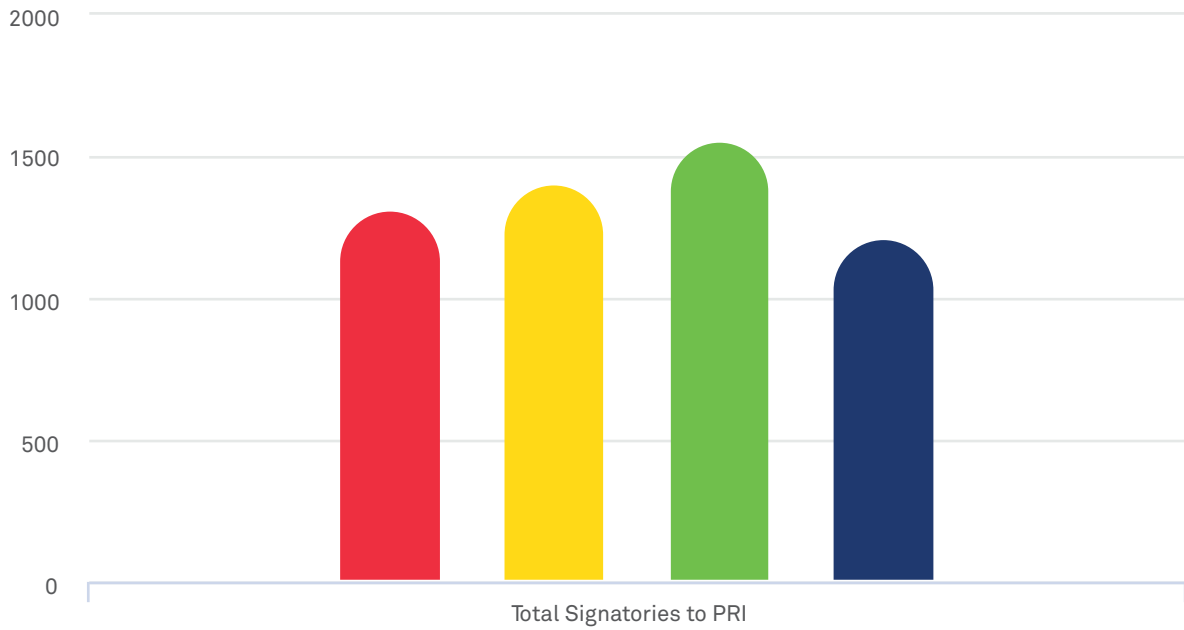
Category of Shareholders	% of Total Shares
PROMOTER HOLDINGS	
Promoters and Promoter Group	73.22
PUBLIC SHAREHOLDING	
Mutual Funds/UTI	2.52
Banks, Financial Institution, Insurance companies, Central and State Govt.	0.62
FII/ Foreign bodies/Foreign Portfolio Corps	10.19
Private Corporate Bodies	1.37
Indian Public	4.95
NRI/OCB/Foreign Nationals	1.14
Trusts	0.12
Shares held by custodians, against which Depository Receipts have been issued	2.01
Others* (Clearing members and Directors and relatives)	0.09
NON PROMOTER NON PUBLIC SHAREHOLDING	
Trusts	0.68
Total	100

* Others include shareholding of Clearing Members and Non-Executive Directors, Executive directors & Relatives.

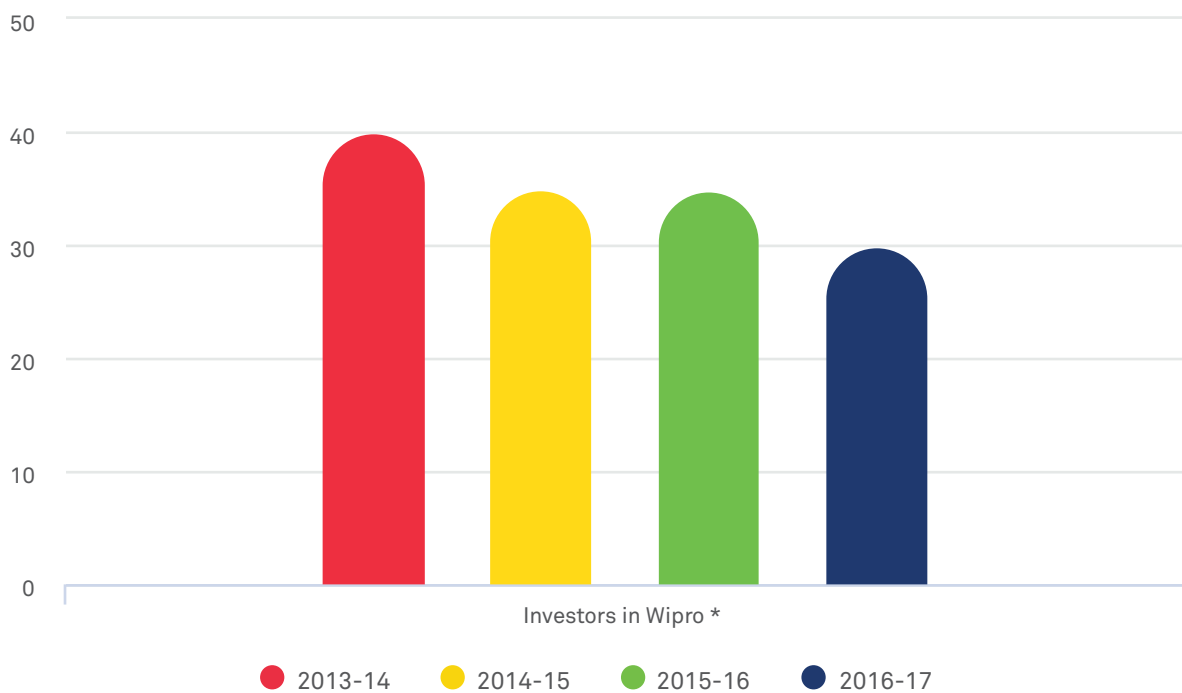
For more information, refer to the notes given page no. 104 of Annual Report for FY 2016-17.

Our investors are increasingly getting aligned with 'The Principles of Responsible Investment' (PRI). PRI was developed by an international group of institutional investors under the umbrella of Principles for Responsible Investment Initiative (PRII), reflect the increasing relevance of environmental, social and corporate governance issues to investment practices. UNEP Finance Initiative and UN Global compact are partnering with PRII in this initiative. The table overleaf represents alignment of Wipro's investors to PRI. The data presented below essentially means that the total number of PRI signatories in the world are 1,204 and 30% of all investors in Wipro are PRI signatories.

Total Signatories to PRI



Investors in Wipro



	2013-14	2014-15	2015-16	2016-17
Total Signatories to PRI	1,304	1,395	1,553	1,204
Investors in Wipro *	> 40%	35%	35%	> 30%

* % of PRI signatories to Domestic Financial Institution, FII and FPI investors only.

Engagement with Investors

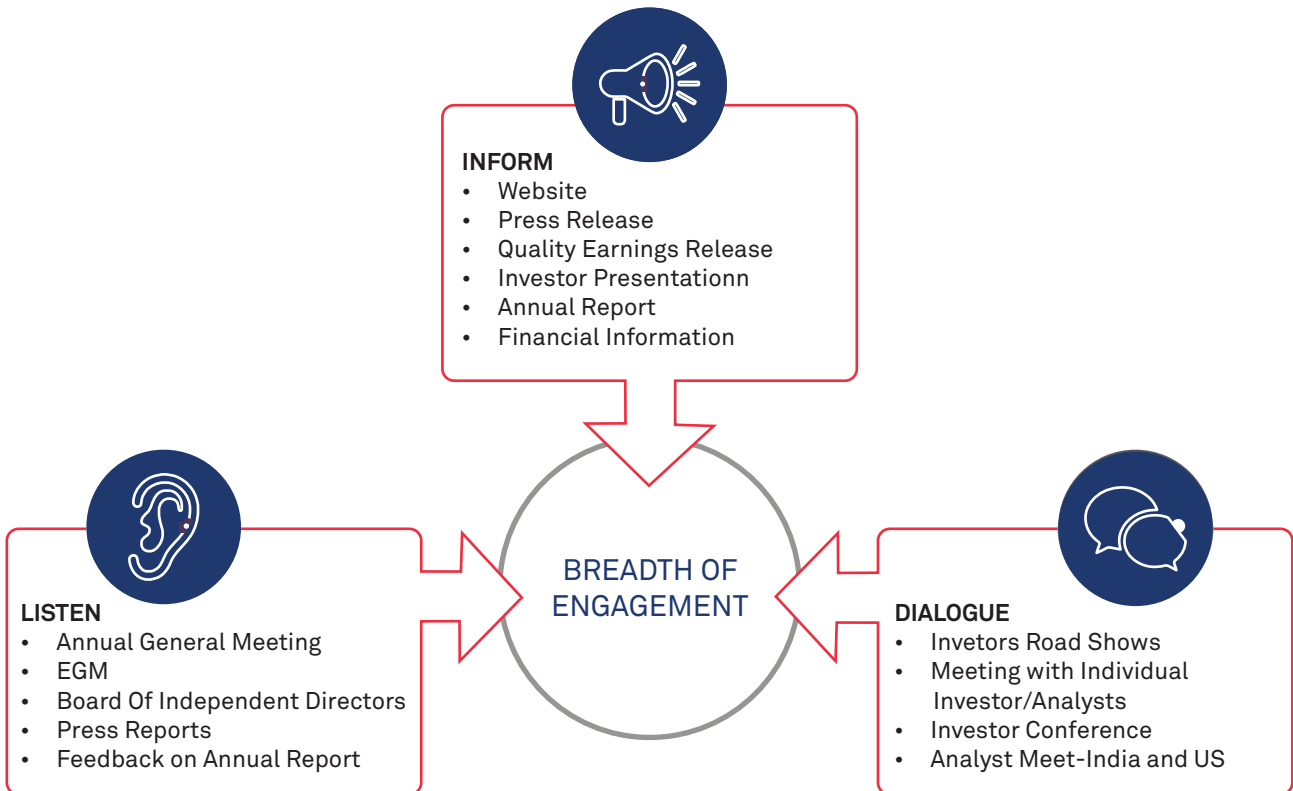
Investors in Wipro are key stakeholders and must get fair returns for investing in our company. Our endeavor is to report the true and fair financial results in a timely manner and communicate the business outlook, risks and opportunities. With reliable financial results and consistent messaging of economic environment, investors are empowered to take investment decision best suited to their risk profile.

We have multiple channels of communications to keep the investors informed about various development and events. Communication through proactive disclosures in our financial statement has been the bedrock of investor engagement at Wipro.

Our senior management leaders along with our dedicated Investor Relations team participate in various forums like investor conferences and investor road shows, in addition to hosting investors who visit us. Our quarterly results, regulatory filings, transcripts of our earnings call and media presentations are available at <http://www.wipro.com/investors/>

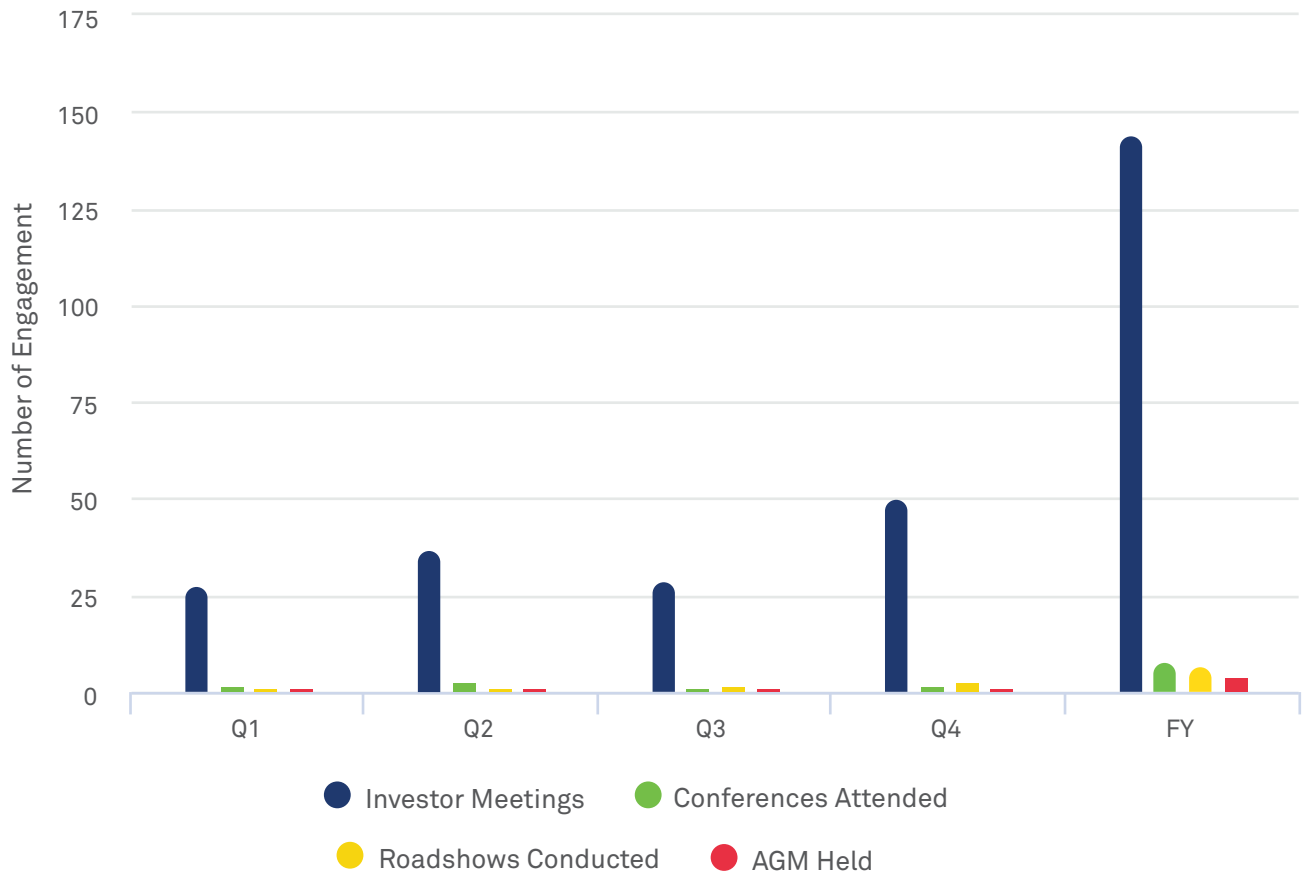
Engagement Approach

The Figure below reflects the breadth of our engagement with Investors.



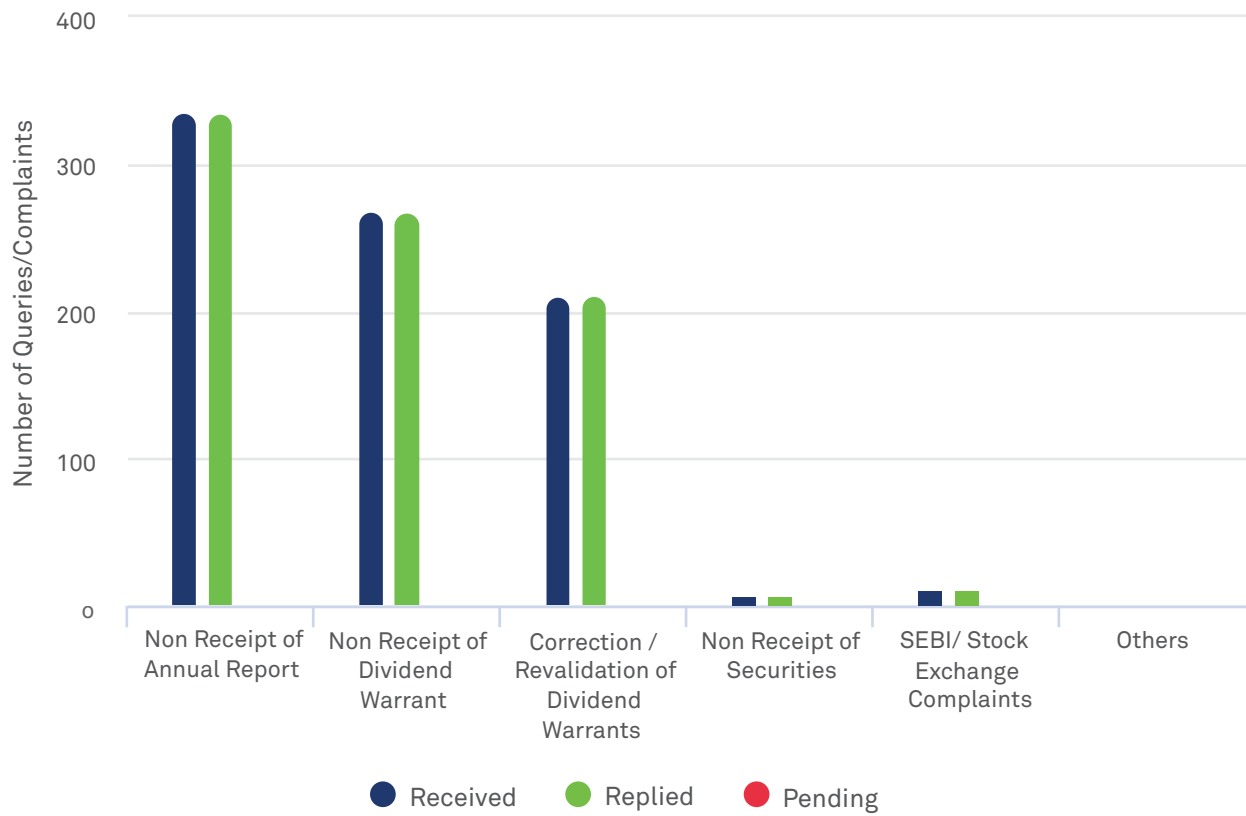
Details of Engagement

The following table details the different types of engagement exercise undertaken by the company in 2016-17.



Particulars	Q1	Q2	Q3	Q4	FY
Investor Meetings	28	37	29	50	144
Conferences Attended	2	3	1	2	8
Roadshows Conducted	1	1	2	3	7
AGM Held	1	1	1	1	4

Our goal is to have zero pending complaints or queries at the end of a period. The table below presents the number of complaints/ queries received and the number of queries responded to.



Description	Nature	Received	Replied	Pending
Non Receipt of Annual Report	Complaint	334	334	0
Non Receipt of Dividend Warrant	Complaint	267	267	0
Correction / Revalidation of Dividend Warrants	Request	211	211	0
Non Receipt of Securities	Complaint	7	7	0
SEBI/ Stock Exchange Complaints	Complaint	11	11	0
Others	Request	0	0	0
Total		830	830	0

Identified Material Aspects

Our engagement with investors help us understand issues material to them. A report map of material issues and their coverage in this report is given below.

Material Issues	Sections
Cyber Security Data Privacy Information Security & Business Continuity Intellectual Property Service Delivery	Customer Stewardship' section <Page 132>
Economic Performance Accounting for Externalities	Financial Performance <Page 155>
Workplace Environment and Culture	Workplace Sustainability <Page 80>
Regulatory Compliance Corporate Behavior and Governance	Organization Profile <Page 29>
Anti-corruption Anti-competitive Behavior	'Ethical Business Conduct' <Page 157>

Economic Performance

We are one of the leading providers of IT services globally. We develop and integrate innovative solutions that enable our clients to leverage IT to achieve their business objectives at competitive costs. We use our quality processes and global talent pool to deliver “time to development” advantages, cost savings and productivity improvements.

Our IT Services business provides a range of IT and IT-enabled services which include digital strategy advisory, customer centric design, technology consulting, IT consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services, analytics services, business process services, research and development and hardware and software design to leading enterprises worldwide. Our vision is “To earn our Clients’ trust and maximize value of their businesses by providing solutions that integrate deep industry insights, leading technologies and best in class execution”. The markets we serve are undergoing rapid changes due to the pace of developments in technology, innovation in business models and changes in the sourcing strategies of clients. Pressures on cost-competitiveness and an uncertain economic environment are causing clients to develop newer business models. On the technology front, digital business has changed the nature of demand for IT services. Development of advanced technologies such as cloud based offerings, big data analytics, mobile applications and the emergence of social media are shifting the point of decision-making on IT sourcing within clients’ organization from the traditional Chief Information Officer to newer stakeholders such as Chief Marketing Officer, Chief Digital Officer, Chief Risk Officer etc. These trends on newer business models, emerging technologies and sourcing patterns provide us with significant growth opportunities.

Our IT Products segment provides a range of third-party IT products, which allows us to offer comprehensive IT system integration services. These products include computing, Platforms and Storage, Networking Solutions, Enterprise Information Security, and software products, including databases and

operating systems. We have a diverse range of clients, primarily in the India and Middle East markets from small and medium enterprises (“SMEs”) to large enterprises in all major industries.

Business Strategy

The vision for our business is “To earn our clients’ trust and maximize value of their businesses by providing solutions that integrate deep industry insights, leading technologies and best in class execution”. In doing business we seek to emphasize our core values of being passionate about our client’s success, treating each person with respect, being global and responsible, and maintaining unyielding integrity in everything we do. Our ambition for 2020 has set the direction of our strategy.

Technology has become increasingly central and core to enterprises across industry segments. In addition, consumerization of IT has led to blurring of boundaries between business needs and technology enablement. This has led Wipro to place a strong focus on efficiency in the “Run” side of our clients operations while also driving transformation on the “Change” side of our clients’ businesses. The “Run” Strategy is about “Modernizing the Core” of our clients’ process and technology landscape, i.e., helping clients achieve significant efficiencies in their core operations through various levers across our core market segments. The “Change” Strategy is about “Driving the Future” and is focused on helping our clients drive Digital transformation enabled by digital capabilities and assets delivered by Wipro and its partner ecosystem.

Refer to pages 26 - 29 of Wipro Annual Report for FY 2016-17 for detailed Business Strategy.

Assessment of Financial and Economic risks

Our annual financial report and the Form 20-F filing with the U.S. Securities and Exchange commission for the reporting year lists a number of external factors or risks that may impact our business. These externalities are assessed regularly and inform business strategy. We present here a summary of the key external risks identified and our approach towards them. The engagement is informed by three primary factors (i) the different timescales in which they play out, (ii) the relative influence business has and (iii) meeting the concurrent and diverse needs of its various stakeholders.

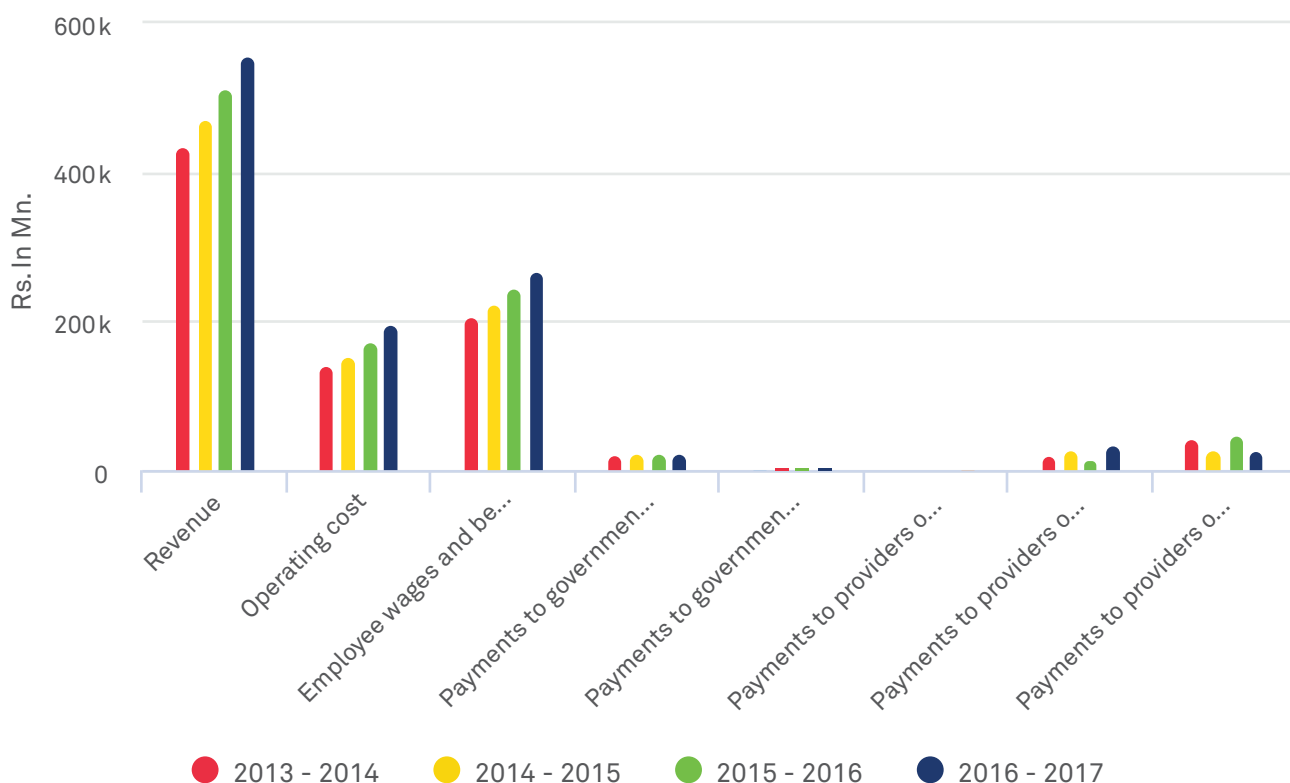
- **Currency fluctuations:** A significant portion of our revenues are in foreign currencies, from our wide international customer base ; these currencies include U.S. Dollar, the United Kingdom Pound Sterling, the Euro, the Canadian Dollar and the Australian Dollar while a large portion of our costs are in Indian Rupees. The exchange rate between the Rupee and foreign currencies has fluctuated significantly in recent years and may continue to fluctuate in the future. As our financial statements are presented in Rupees, such fluctuations could have a material impact on our reported results. We also undertake hedging strategies to mitigate exposure of exchange rate risk relating to foreign currency borrowing, including entering into cross-currency interest rate swaps.
- **Restrictive mobility legislations:** Some countries and organizations have expressed concerns about a perceived connection between offshore outsourcing and the loss of jobs domestically. With high domestic unemployment levels in many countries and increasing political and media attention on the outsourcing of services internationally by domestic corporations, there have been concerted efforts in many countries to enact new legislations to restrict offshore outsourcing or impose restrictions on companies that outsource.
- **Global economic crisis:** We derive approximately 55% of our IT Services revenue from the Americas (including the United States) and 24% of our IT Services revenue from Europe. If the economy in the Americas or Europe continues to be volatile or conditions in the global financial market deteriorate, pricing for our services may become less attractive and our clients located in these geographies may reduce or postpone their technology spending significantly. Reduction in spending on IT services may

lower the demand for our services and negatively affect our revenues and profitability. Our clients are concentrated in certain key industries. Any significant decrease in the growth of any one of these industries, or widespread changes in any such industry, may reduce or alter the demand for our services and adversely affect our revenue and profitability. For instance, the drop in global crude oil price has significantly impacted the companies operating in the energy industry, impacting revenue and profitability of our Energy, Natural Resources and Utilities industry vertical.

- **Disruptions in telecommunications:** The offshore development center model necessitates maintaining a resilient and active voice and data communication infrastructure between our offices in India, our clients' offices, and our software development and support facilities overseas. Redundancy and business continuity measures are critical in the event of a telecom disruption.
- **Taxation Risks:** Our profits for the period earned from providing services at client premises outside India are subject to tax in the countries where we perform the work. Most of our taxes paid in countries other than India can be applied as a credit against our Indian tax liability to the extent that the same income is subject to taxation in India. Currently, we benefit from certain tax incentives under Indian tax laws. These tax incentives include a tax holiday from payment of Indian corporate income taxes for our businesses operating from specially designated Special Economic Zones ("SEZs"). Any change to these incentives and other exemptions we receive due to government policies can impact our financial performance.
- **Wage Pressure:** Our wage costs in India have historically been significantly lower than wage costs in the U.S. and Europe for comparably skilled professionals, and this has been one of our competitive advantages. However, wage increases in India may prevent us from sustaining this competitive advantage and may negatively affect our profit margins. We may need to increase the levels of our employee compensation more rapidly than in the past to retain talent. Unless we are able to continue to increase the efficiency and productivity of our employees over the long term, wage increases may reduce our profit margins. Further emerging low cost locations, like Eastern Europe, China or Southeast Asia could also negatively affect our profits.
- **IP Rights:** Our intellectual property rights are important to our business. We rely on a combination of patent, copyright, trademark and design laws, trade secrets, confidentiality procedures and contractual provisions to protect our intellectual property. We require employees, independent contractors and, whenever possible, vendors to enter into confidentiality agreements upon the commencement of their relationships with us. These confidentiality agreements generally provide that any confidential or proprietary information being developed by us or on our behalf be kept confidential. These agreements also provide that any confidential or proprietary information disclosed to third parties in the course of our business be kept confidential by such third parties. However, our clients usually own the intellectual property in the software we develop for them.

Financial Performance

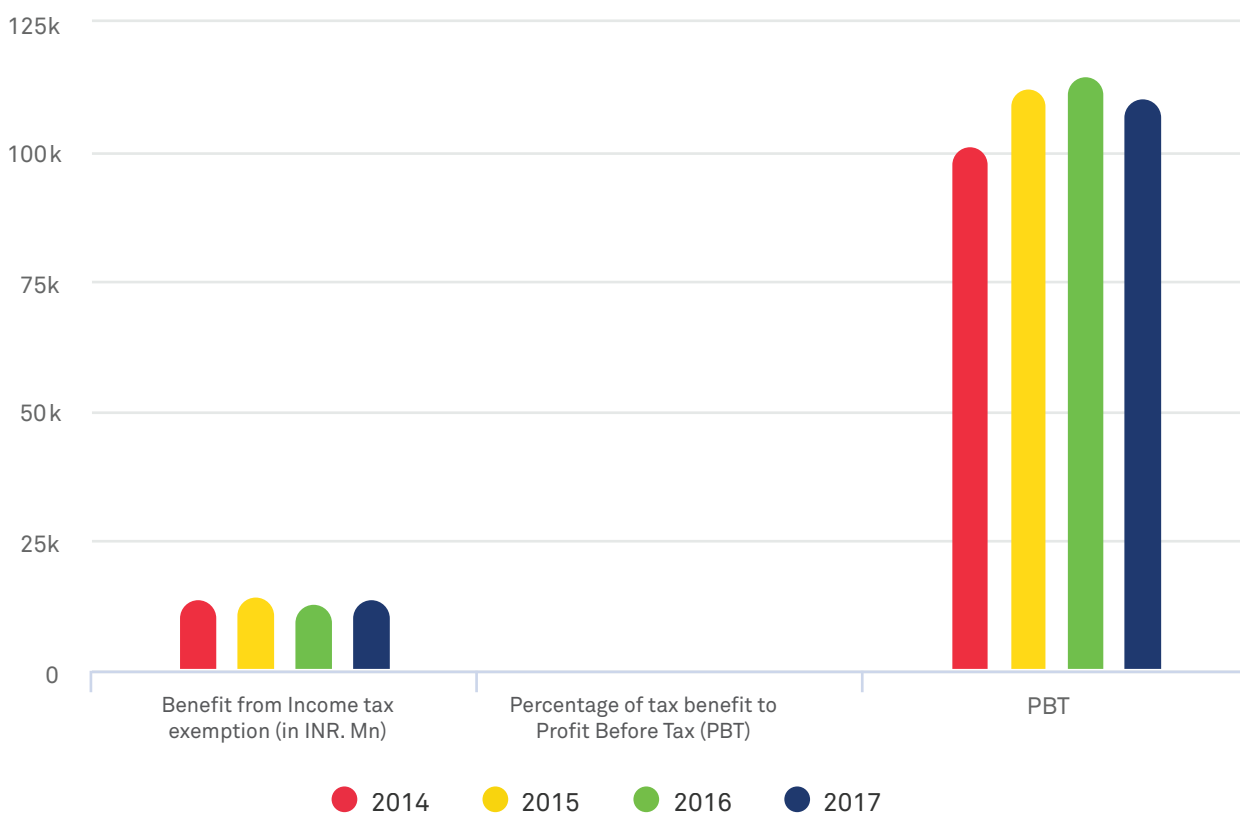
Wipro's economic value add and distribution among its constituents is broadly consistent in FY 16-17 when compared with the previous year.



Particulars	2013-14		2014-15		2015-16		2016-17	
	Rs. In Mn.	%	Rs. In Mn.	%	Rs. In Mn.	%	Rs. In Mn.	%
Revenue	434,269	100	469,545	100	512,440	100	554,484	100
Operating cost	141,706	32.6	152,921	32.6	173,752	33.9	196,301	35.4
Employee wages and benefits	206,568	47.6	224,838	47.9	245,534	47.9	268,081	48.3
Payments to government								
India, including DDT	21,767	5	25,087	5.3	23,306	4.5	22,574	4.1
Others	2,293	0.5	5,913	1.3	5,536	1.1	5,412	1
Payments to providers of capital								
Interest	868	0.2	768	0.2	1,410	0.3	1,916	0.3
Dividend	19,920	4.6	29,455	6.3	14,734	2.9	32,249	5.8
Economic value retained	41,147	9.5	30,563	6.5	48,168	9.4	27,951	5

The India IT sector has been a leading generator of direct and indirect employment as illustrated in the India IT sector overview. Also it has been a generator of foreign exchange for the country. In light of such contributions to the economy, fiscal incentives have been provided by the Government to the sector.

Wipro has benefitted from such incentives extended to the IT sector as illustrated in the table below. We have not received any other direct or indirect financial assistance beyond the scope of the state policy.



Particulars	2014*	2015*	2016*	2017*
Benefit from Income tax exemption (in INR. Mn)	13,987	14,471	13,171	14,177
Percentage of tax benefit to Profit Before Tax (PBT)	14%	13%	11%	13%
PBT	101,143	112,241	114,719	110,356

Ethical Business Conduct - A Fundamental Expectation from Investors

Investors expect ethical conduct from businesses. They are concerned about loss of management time and resources dealing with such issues, legal liability and damage to reputation due to unethical practices like bribery, corruption, anti-competition and anti-trust. Even though large businesses have formal systems to ensure compliance and avoid unethical businesses, they are exposed to such risks from their supply chains. Corruption and bribery are significant risks to businesses, and they are more pervasive in the supply chain. This makes business functions dealing with suppliers and business partners vulnerable to such risks.

Policy

Our corporation wide Code of Business Conduct (COBC) provides the broad direction for all business transactions. The COBC is Wipro's central and comprehensive compliance policy document that provides the framework and a common language for ethical conduct for all employees as well as all our stakeholders. The COBC applies to all employees and members of the Board of Directors of the Company, as also to all individuals who serve the Company on contract, subcontract, retainer, consultant or any other such basis. Suppliers, service providers, external professionals, agents, channel partners (dealers, distributors and others) serve as an extension of the Company and their conduct and behavior while carrying out business dealings with Wipro or on behalf of Wipro can have an impact on Wipro and its reputation.

Other than COBC, we also have other policies like the abridged Policy on Related Party Transactions, Wipro Supplier Code of Conduct, Code of Independent Directors and Code of Ethics for Principal Executive Officer and Senior Financial Officers, which contextualize the communication for relevant stakeholders.

Approach

From an anti-bribery compliance perspective, Wipro has the following processes internally to ensure an ethical culture across our businesses.

- A payment due diligence process where payments made by and on behalf of Wipro are reviewed to ensure adherence to anti-corruption and anti-bribery
- A Standard Operating Procedure to enable employees understand and comply with the requirements for specific purposes like business courtesies, gifts, entertaining, charitable contribution, sponsorship, etc. Employees are advised to avoid transactions which might give the appearance of offering or accepting an improper payment, bribe or kickback.
- Due diligence mechanisms, internal controls and assessments on its third parties such as channel partners, dealers, collection agents, lead finders/hunters etcetera which includes a specific undertaking from identified vendors, service providers, consultants to affirm compliance to our Code of Business Conduct and more specifically to our anti-bribery policies
- An Ombuds process for receiving and redressing employees' complaints, through which employees are encouraged to report any fraudulent financial or other information to the stakeholders, any conduct that results in violation of the Company's COBC (on an anonymous basis, if employees so desire). For more information, refer to Organization Profile on page 29 of this report.

As part of COBC training, Wipro conducts entry-level training to all its employees across levels worldwide on corporate policies pertaining to Business Relationship, Gifts and Entertainment, Business Courtesies and Conflict of Interest. Compliance with Foreign Corrupt Practices Act, UK Bribery Act, the Indian Prevention of Corruption Act, are included as part of leadership training programs and of focused training

programs. In addition to annual test and certification of Code of Business Conduct, a certification process is enabled for employees travelling to High Risk Countries and employees working in certain functions. Also, communication of COBC and their significance to Wipro are being done through emails, posters, etc.

Compliance

Wipro has a continuing good track of ethical conduct and we comply with relevant legislations. There has been no significant instances related to bribery, corruption, anti-competitive or anti-trust practices in the reporting period across our business divisions.

Natural Capital Valuation

Natural capital can be defined as the world's stocks of natural resources which make human life possible. Businesses rely on this natural capital to produce goods and deliver services. They depend on natural non-renewable resources (for example, fossil fuels and minerals) as well as natural renewable ecosystem goods and services (for example, freshwater and pollination). Businesses also rely on natural capital for its ability to absorb by-products of production such as pollution and water. Business extraction and production activities can damage natural capital with long term economic and social consequences.

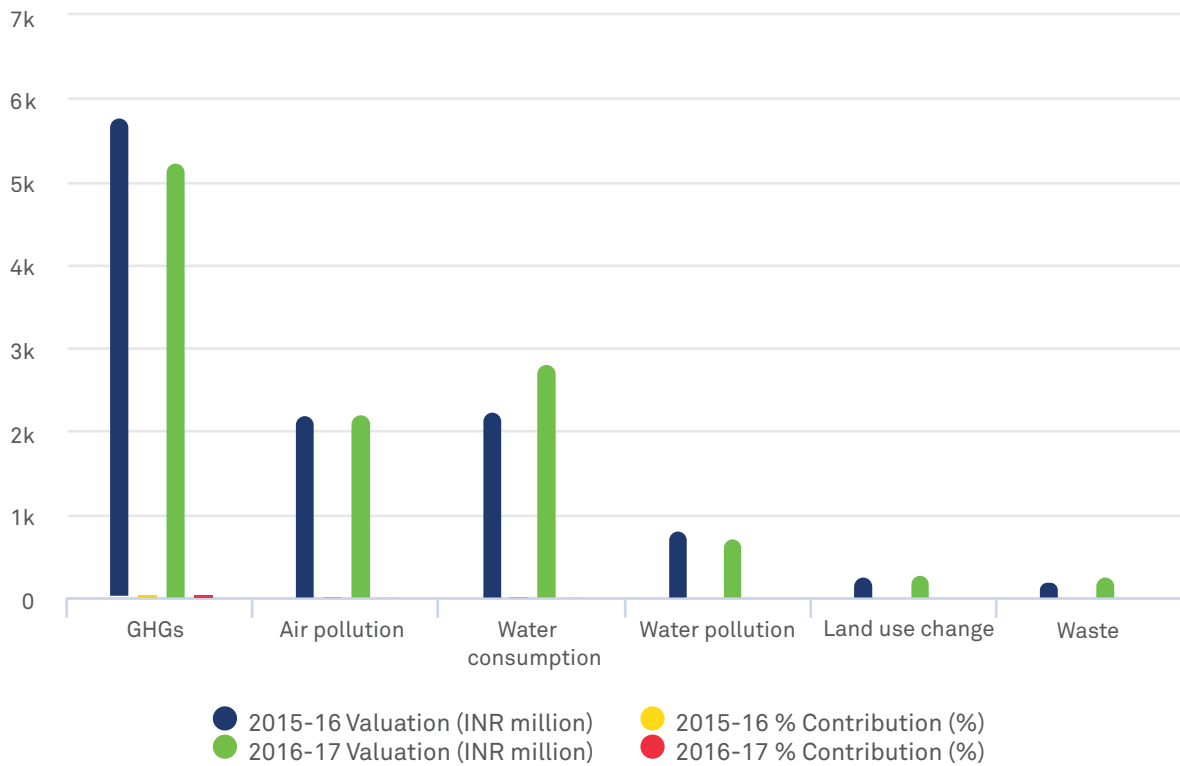
These economic and social consequences manifest themselves as physical, regulatory and reputational risks for companies. One of the most useful ways for companies to account for these risks is to quantify and value the environmental impacts generated across their value chains in monetary terms.

Traditional 'single parameter' environmental metrics such as cubic meters of water or hectares of land provide an indication of the scale of dependency on ecosystem goods and services or environmental impacts. However, they often fail to identify optimization opportunities for business. Natural capital valuation, on the other hand, provides a deeper insight because it also factors critical environmental parameters such as regional water scarcity and the ecosystem services provided by land.

There are several global and country led projects underway which aim to develop environmental accounts and integrate them with traditional national accounts (GDP) including India. UNPRI, in 2010, estimated the environmental costs due to activities of top 3000 companies at US\$ 6 Trillion per year. The Natural Capital Coalition (NCC), for example, is developing a Natural Capital Protocol to provide a standardized approach to natural capital accounting and valuation for businesses.

Wipro, in association with Trucost, completed its first natural capital valuation exercise for the financial year 2013-14. The valuation looks at our global operational footprint - energy related emissions, water consumption, air/water pollution, waste generation and, land use change, business travel, employee commute - as well as the embedded natural capital in all goods and services that we procure from our supply chain. The natural capital embedded in goods and services is primarily based on valuation methodology that is based on Trucost's econometric Input-Output model which incorporates spending across different sub-categories of procurement. Monetization of impacts is based on emerging models and a selection of global and local factors - hence certain assumptions and accounting rules are inherent to the exercise.

Value Chain Split (in INR million)



Environmental Indicator	2016-17: Valuation (INR million)	% Contribution
GHGs	5,250	46%
Air pollution	2,201	19%
Water Consumption	2,824	25%
Water pollution	697	6%
Land use change	264	2%
Waste	240	2%
Total	11,476	100%

Environmental Indicator Valuation (in INR million)

2015-16: Valuation (INR million)

- Supply chain: Purchased goods and services
- Operational
- Supply chain: Fuel and energy related activities
- Supply chain: Employee commuting
- Supply chain: Business travel



2016-17: Valuation (INR million)

- Supply chain: Purchased goods and services
- Operational
- Supply chain: Fuel and energy related activities
- Supply chain: Employee commuting
- Supply chain: Business travel



Value Chain	2016-17 Valuation (INR million)	2015-16 Valuation (INR million)	2014-15 Valuation (INR million)	% Change since 2015-16	% Change since 2014-15
Operational	3,226	3,815	3,580	-18%	-12%
Supply chain: Purchased goods and services	2,159	1,428	792	51%	48%
Supply chain: Fuel- and energy-related activities	3,443	3,320	3,196	4%	19%
Supply chain: Business travel	1,285	1,595	1,249	-24%	31%
Supply chain: Employee commuting	1,363	1,319	1,258	3%	24%
Total	11,476	11,476	10,075	0%	17%

The valuation for 2016-17 was completed in August 2017. The trends from previous years have not been significantly different. In terms of GHG emissions, although Scope 3 emissions increased in some areas, this was offset by a marked decrease in Scope 1 & 2 emissions, leading to a decline of nearly 10% year on year. Water consumption meanwhile showed a substantial increase year on year (26%) with most of this attributable to supply chain water consumption.

The total environmental costs relating to Wipro's operations and supply chain was equal to ₹11,476 million for 2016-17. The largest contributions came from GHG emissions (46%), air pollution (19%) and water consumption (25%). The overall natural capital valuation has remained flat from the 2015-16 financial year and up 14% since 2013-14. The operational value chain stage (including business travel and employee commuting) accounted for INR 5,874 million in the 2016-17 financial year. This is a 13% decrease from the previous year. From a geography perspective, India accounts for 83% of the overall environmental cost. The above figures are net of our positive valuation that are attributable to our environmental initiatives.

For Wipro, this study provides useful indicators to understand impacts and assess the value of our environmental programs. For external stakeholders like customers and analysts, these data points provide a completely transparent full life-cycle understanding of our environmental footprint.

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Supply Chain Sustainability

The impacts or externalities of businesses are frequently influenced by their supply chain processes. Managing the environmental and social impacts of supply chain are interlinked to economic outputs over the long term – they can help businesses avoid disruptions, meet evolving customer and business partner requirements, foster innovation and protect the company’s reputation and brand value. It can also help further the business imperatives of efficiency, cost effectiveness and resilience in the supply chain. However, the fundamental and compelling reason for sustainability engagement in our value chain stems from our belief that it is the right thing to do in the larger interests of both, the suppliers as well as of society.

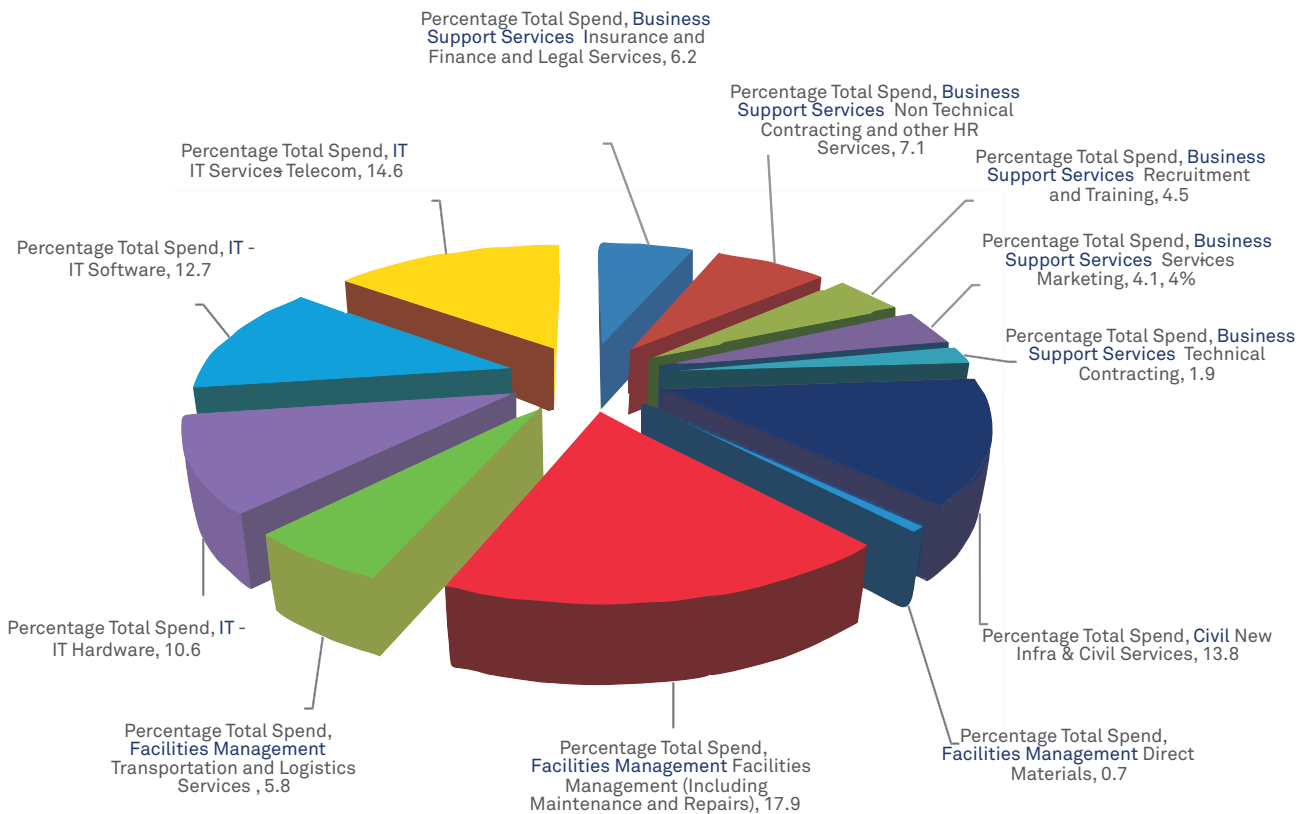
The context, scale and complexity of modern supply chains pose challenges for business to identify, influence and control these impacts. Our supply chain management program is influenced by our understanding of the multiple drivers as well as the challenges associated with it.

Understanding the Stakeholder - Supply Chain

The supplier ecosystem of Wipro can be broadly categorized into two broad heads. One category can be called as our ‘primary supply chain’ which comprises of our contract employees involved in core delivery of IT Services and Solutions. Such employees typically have gone through a minimum graduate degree qualification and are experienced in specialized technology and consulting skills aided by an intensive in-house capability building program. We considered them as part of our supply chain as they not engaged

directly/employed by Wipro. Our workforce currently includes more than 20,000 contract employees.

The second component of our supply chain is 'product or services supply chain' or 'secondary supply chain' which comprises of suppliers who provide products, business support services and utility management services for our operations. The list of categories of procurement which form the 'secondary supply chain' is given below.



Facility management requires a diverse set of support services ranging from hospitality, housekeeping, catering, equipment maintenance among others and for this we have moved to an IFMA arrangement (Integrated Facility Management Services). A significant number of contract manpower is employed as part of these facilities.

Wipro actively encourages diversity in the supply chain and sourcing from the local economy. Wipro is an Equal Opportunity employer and strongly advocates the same through its supply chain by encouraging supplier diversity. Qualified enterprises owned by persons with disability or women are identified and engaged with. The spend from these suppliers constitute 3% total supplier spend (as declared by supplier and not verified). Local sourcing reduces costs, provides local employment benefits and reduced environmental footprint in sourcing. 45 % of suppliers spend is from suppliers based in India.

Supplier Segmentation

Wipro has a formal process to identify suppliers who are strategic to its sustained business performance. The suppliers are classified into two categories: Strategic suppliers and Tactical suppliers. The Global Procurement Group finalizes the supplier categorization based on annual performance evaluation. Strategic Suppliers are suppliers which are essential for the success of strategic business outcomes for Wipro. Sustainability or other serious issues with such suppliers may seriously dent Wipro's ability to meet its' objectives. Tactical Suppliers account for only a small part of the overall spend of Wipro.

Understanding Material Aspects

Supply Chain Risk Assessment

In determining material issues of a stakeholder, a structured risk assessment exercise is very useful. Wipro's approach to identifying sustainability risks in the supply chain includes cross functional analysis of the risks pertaining to different organizational functions. The Enterprise Risk Management function owns the supplier economic risk assessment process and their focus is on ensuring continuous and non-interrupted supply of services/goods. Vendor Risk Assessment comprises a formal evaluation of a vendor company's financial health which is determined by many factors including operational efficiency, susceptibility to corruption etc.

The Group Sustainability Function partners with Central Procurement Organization, Facilities Management Group and other relevant stakeholders in identifying environmental and social risks in Wipro's supply chain through independent studies conducted periodically. Wipro commissioned Fronesys and Trucost in 2012 to conduct a preliminary risk assessment study of environmental and social risks in its supply chain. These studies provided valuable insights for the initial risk mapping exercise and prioritizing areas of supplier engagement. Trucost quantifies the natural capital impacts of Wipro's operations and its supply chain using primary activity data and accepted valuation methodologies. Fronesys undertook hot social spot assessments for Wipro and identified high risk suppliers for engagement in terms of social risk for Wipro.

The Ombuds process is also available for suppliers through a 24X7 hotline and on the internet. The concerns raised through the Ombuds process are another source of identification of risks in the supply chain.

	Impacts identified in the supply chain	Supplier categories for whom the impacts are significant
Economic	<ul style="list-style-type: none"> Probability of Default Bankruptcy Corruption risks 	<ul style="list-style-type: none"> All supplier categories
Environmental*	<ul style="list-style-type: none"> High Carbon Footprint High Water Footprint High Waste Footprint 	<ul style="list-style-type: none"> Transit & Ground Passenger Transportation Petroleum and Coal Products Manufacturing and Telecommunications Utilities Telecommunications Transit and Ground Passenger Transportation Telecommunications Computer & Electronic Product Manufacturing Administrative & Support Services
Social	<ul style="list-style-type: none"> Human Rights & Labor practices (Forms of bonded labor, Statutory Benefits Denial, Working Hours, Discrimination, Work Place Harassment, Child Labor) Corruption 	<ul style="list-style-type: none"> Office Services (Security, casual labor, food suppliers) Facility Services Travel Consumables Energy

*Based on Trucost's 'Natural Capital Valuation' which studied Stakeholder Feedback

Feedback from our various stakeholders indicated the following issues as relevant to our supply chain.

Influencing Stakeholder	Emerging Concerns
Customers	<ul style="list-style-type: none"> Global customers requesting information and assessing our supply chain Business impact due to operations impact
Employees	<ul style="list-style-type: none"> Demand for comfortable and safe working environment
Investors	<ul style="list-style-type: none"> Investors requesting information on our supply chain program
Business	<ul style="list-style-type: none"> Competency gaps in the IT Services people supply chain Financial prudence
Society & Community	<ul style="list-style-type: none"> Externalities due to operations Employment Local sourcing Diversity

Identified Material Aspects

The understanding of risks in supply chain and our stakeholders’ concerns informed the outcomes of our materiality determination exercise. Based on the identified risks, we have identified the following aspects as material from a sustainability perspective.

GRI Aspects / Topics	Section
Supplier environmental assessment	Supplier Engagement Program
Supplier assessment for labor practices	
Supplier human rights assessment	
Supplier assessment for impacts on society (Corruption, Anti-competition)	
Procurement Practices	

(We refer to our high proportion of contract staff - both, people involved in core delivery as well as skilled or unskilled support staff who work in campus operations as ‘people supply chain’. In this section, we will primarily address the secondary supply chain as the ‘people supply chain’ aspect has been covered in detail in ‘Workplace Sustainability’ section of our report.)

Strategic Approach

Based on our understanding of risks in our supply chain, our supply-chain approach is based on the principles of ethics and integrity, ecological sustainability and workplace responsibility.

- **Ethics** - Wipro expects its suppliers to adhere to similar standards of ethics and integrity as its own standards.
- **Ecological Sustainability** - We expect suppliers to supply products and services that exceed environmental standards and to establish a program of ecological sustainability in their own operations.
- **Workplace Responsibility** - Wipro expects its suppliers to adhere to principles of human rights, employee welfare, health and safety, minimum wages and fair working hours. We encourage sourcing from the local economy and supplier diversity.

The Procurement Organization

The responsibility of managing procurement related activities of Wipro rests with the Global Procurement Group. The goal of the Procurement Group is to provide high quality products and services on a timely basis, consistent with organizational objectives and policies and at the same time by adhering to the highest ethical standards. The responsibility is divided among multiple buyer groups who handle different procurement categories. The Procurement Group works along with Enterprise Risk Management, Internal Audit and Legal teams to ensure compliance and to proactively address risks in the supply chain.

Supplier Engagement Program

At Wipro, we believe that a supply chain program should consider the socio-economic realities in the geographies where we operate. The supply chain sustainability charter should go beyond legal compliance and take into consideration emergent debates and issues. Fundamentally, our supply chain program is driven more by responsible engagement and commitment as informed by our values, rather than a compliance mindset.

Policy and Guiding Principles

Our Code of Business Conduct which provides the ethical guidelines and expectations for conducting business on behalf of Wipro also directs Wipro's relationship with its suppliers and is applicable to all suppliers, agents, service providers, channel partners, dealers, distributors and vendors ("Suppliers"). In addition to the COBC, the Supplier Code of Conduct (SCOC) of Wipro further strengthens and augments the COBC with respect to environmental and social aspects of business practices, expected of our supply chain. The SCOC covers key risks in the supply chain like forced or compulsory labor, prohibition on child labor, equal employment opportunity and non-discrimination/ no harassment, minimum wages, environment, health and safety, and compliance with anti-bribery laws. The code is aligned with the requirements of the FCPA (Foreign Corrupt Practices Act) and the UK anti-bribery act. The document also gives an overview of the process followed by Wipro so that it provides a ready reference template for its suppliers. The SCOC is communicated to all suppliers and it is mandatory for suppliers to accept and sign it.

Wipro also has a procurement policy which acts as an internal decision-making guide related to procurement. This policy details the procurement principles that the Global Procurement Group is expected to adhere to as well as other aspects of procurement like supplier selection, supplier diversity etcetera.

Our supply chain governance program is informed by four guiding principles

- **Understanding of the socio-economic context:** We are mindful of the fact that while one may have ambitious policies, commitments and codes of conduct in place, it must take into account the complex socio-economic realities in which it has to be operationalized. For example, in developing economies,

supplier staff may not be aware of the nuances of human and labor rights. In certain cases, the practice may be due to livelihood issues – for example, excessive working hours in some cases may be the norm to secure additional income. Children in family owned or sole proprietorship could sometimes be employed (or “helping”) in the business. Enforcement of unilateral actions in such cases, does not change the practice on the ground but only diverts attention from the problem at hand.

- **Ability to monitor, influence and control:** The ‘secondary supply chain’ in many categories of procurement extends across multiple branches/levels/tiers. Due to the factors mentioned in the first principle, it would be naïve of us to claim compliance across all the tiers. In many cases, our visibility is limited to the first one or two tiers. For supply chain entities not critical or strategic to us – where suppliers are not a core part of our business or where spend does not contribute to either a reasonable proportion of the suppliers’ revenue or the available market supply. Our ability to influence supplier practices is that much more limited. Industry bodies and large government procurement programs have a larger role in influencing change.
- **Regulatory Compliance:** Given the spread of the supply chain across different geographies as well as sectors, the compliance landscape can be quite complex. The impact of the supply chain on different stakeholders is dependent on the nature of business and operational context. As a result, the compliance requirements of one supplier category can vary from another. However, it is often found compliance is not reflective of the ground reality. At Wipro, we try to uphold all the regulations and wherever there is a conflict, our best efforts are to minimize any dissonance
- **Integrating best practices in supply chain engagement:** Managing supply chain externalities is of key interest to business due to the deepening of complexities in the supply chain and the resultant risks. Customers and investors are looking at compliance levels and ethics of organizations as a key differentiator in their decision process. Industry forums like Electronic Industry Citizenship Coalition, Sedex, Ecovadis etcetera are working towards indirectly driving continuous change in ethical and responsible business practices in global supply chains. Industry ratings such as Dow Jones Sustainability Index and CDP are increasingly giving importance to the supply chain performance of organizations. There are many emerging standards and frameworks dedicated to this cause. We intend to adopt and integrate best practices from all these sources to drive sustainability in our supply chain.

Supplier Engagement Approach

Wipro has a multi-pronged approach towards supplier engagement which is represented below.



A significant feature of our engagement is how we try and align our community or CSR (Corporate Social Responsibility) programs with supplier engagement wherever it is possible. This can address some of the fundamental issues at hand – for example our bridge program in education for children of migrant laborers is an emerging area of engagement for our new infrastructure projects in Bengaluru.

Some specific requirements like eliminating “conflict minerals” in ICT equipment is difficult to monitor given the complexities in the supply chain. In this context, our program is largely about seeking disclosures from some of our key suppliers.

Programs and Processes

Our supplier engagement program integrates a process of continuous evaluation, capacity building and risk management. We expect these steps to encourage responsible behavior from our partners. Environment and social aspects are important factors in our supplier engagement and Wipro supplier code of conduct (SCOC) must be mandatorily signed by all suppliers at the time of onboarding.

We have identified material issues across main procurement categories – through desk-based study as well as a few internal and external audits with a focus on human rights, labor practices and regulatory compliance.

A dedicated vendor helpdesk handles supplier queries on payment issues, policy clarifications and provides the initial contact for grievance redressal. Helpdesk received a total of 26931 tickets with respect to vendor queries in the reporting year – with a two day SLA resolution percentage of 97.99%, which reflects the reach and effectiveness of our initiative. The feedback from our vendors received through this initiative helped us improve our processes and initiate new steps like automation of sharing payment advices, periodical validation of vendor credentials in our database as well as self service payment status intranet link for internal stakeholders to update partners/vendors.

Ombuds process: Our organization wide multi-lingual Ombuds process is available 24x7 (phone and internet enabled) for our Suppliers and Contractors. Wipro's Ombuds process allows and encourages any affected stakeholder including suppliers and contractors to report breaches of the COBCE and any other matter of integrity to the concerned Ombudsman. While a good proportion of Ombuds process cases are anonymous, based on self-disclosure, we know that there were 36 complaints reported by suppliers during the year (previous FY 33).

Supplier Diversity: Wipro is an Equal Opportunity Employer and strongly advocates the same through its supply chain by encouraging supplier diversity. Qualified enterprises owned by person with disability or women are identified and engaged with. The spend from these suppliers constitute 3% total supplier spend (as declared by supplier and not verified).

Local Procurement: Wipro encourages sourcing from the local economy. Local sourcing reduces costs, provides local employment benefits and reduced environmental footprint in sourcing. 45 % of suppliers spend is from suppliers based in India.

Highlights of the year

- Purchased more than 12,000 EPEAT registered electronic products in 2016
- Received EPEAT Purchaser Award from Green Electronic Council (US)

The Path Ahead

Our Supply Chain Engagement is a journey where sustainability increasingly becomes central. Our focus for the next couple of years will be the following:

- **Supply Chain Audits/Assessments covering compliance and sustainability risk aspects:** We have signed up an independent social compliance audit program which covers all people related and people intensive sourcing from the year 2017-18. In the first year, we plan to cover all 215 suppliers based on this sourcing grouping. On an ongoing quarterly basis, we will conduct social compliance audits for a selected sample.
- **Supplier Diversity Program for Facilities Management category:** To engage diverse suppliers for sourcing specific sub-categories of products/services.
- **Green Procurement program for ICT Hardware and Electronic End of Life:** To engage on key aspects with 10 strategic suppliers based on our Green Procurement Guidelines. For desktops, laptops and display equipment our guidelines are in accordance with the EPEAT (Electronic Product Environmental Assessment Tool) standard from Green Electronics Council.
- **Managed Print Services:** This outcome-based model helps bring operational efficiency through better controls, analytics, reduced resource consumption (paper, toner) and planned asset refresh.
- **E-Waste management:** All empaneled vendors are independently verified as per Wipro e-waste management guidelines. We continue to focus on requirements of regulatory compliance, asset recovery and traceability of material.



3.6

Partnering for Social Change

At Wipro, we think it is critical for business to engage with the multiple social and ecological challenges that face us. Such engagement 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.

Understanding the Stakeholder

In the social space, our stakeholders are multiple and can be differentiated on the basis of domains and the overarching objectives of engagement. For example, in 'Education', some of the work that we do has direct impact on students from disadvantaged communities while our other programs are targeted at partners and teachers in the education ecosystem. Our primary stakeholders are as follows:

- **Communities** - An important stakeholder for us is disadvantaged sections of communities, living in the proximity to our operations. Our operations and facilities are situated in both urban and rural areas. Our domains of engagement with the community are in the fields of Education, Primary Healthcare, Disability and Disaster Rehabilitation. Within these domains, we choose to focus on those areas that have direct impact on the community. The geographies of community engagement span India, the U.S.A, South Africa, Latin America, Australia and select countries of Europe and South - Asia.

- **NGO & Community Organizations** - Non-governmental organizations and civil society networks are important implementation partners for our different community initiatives. We engage with them at different stages of the Planning-Implementation-Review cycle.
- **Employees** - Employees play a significant role in our community initiatives by way of monetary contribution and voluntary participation.

Our social transformation initiatives are now nearly fifteen years old. We decided to focus on Education and Communities when we started then. How did we choose these domains over others? Education is probably the most important catalyst of social development as it can bring about change that is truly sustainable and durable over the long term; our focus on our communities stems from the fundamental responsibility and tenet of corporate citizenship that every business should engage deeply with its proximate communities. Over the years, partnering with our stakeholders has given insights into their concerns and requirements. This has also helped us to engage in critical social issues with sensitivity, rigor and responsibility.

Understanding Stakeholder Priorities

Rural communities

Healthcare, livelihood, primary education, water and sanitation, environment

Urban communities

Mobility, waste, pollution, education, health

Future generations

Environmental sustainability education

Engagement partners

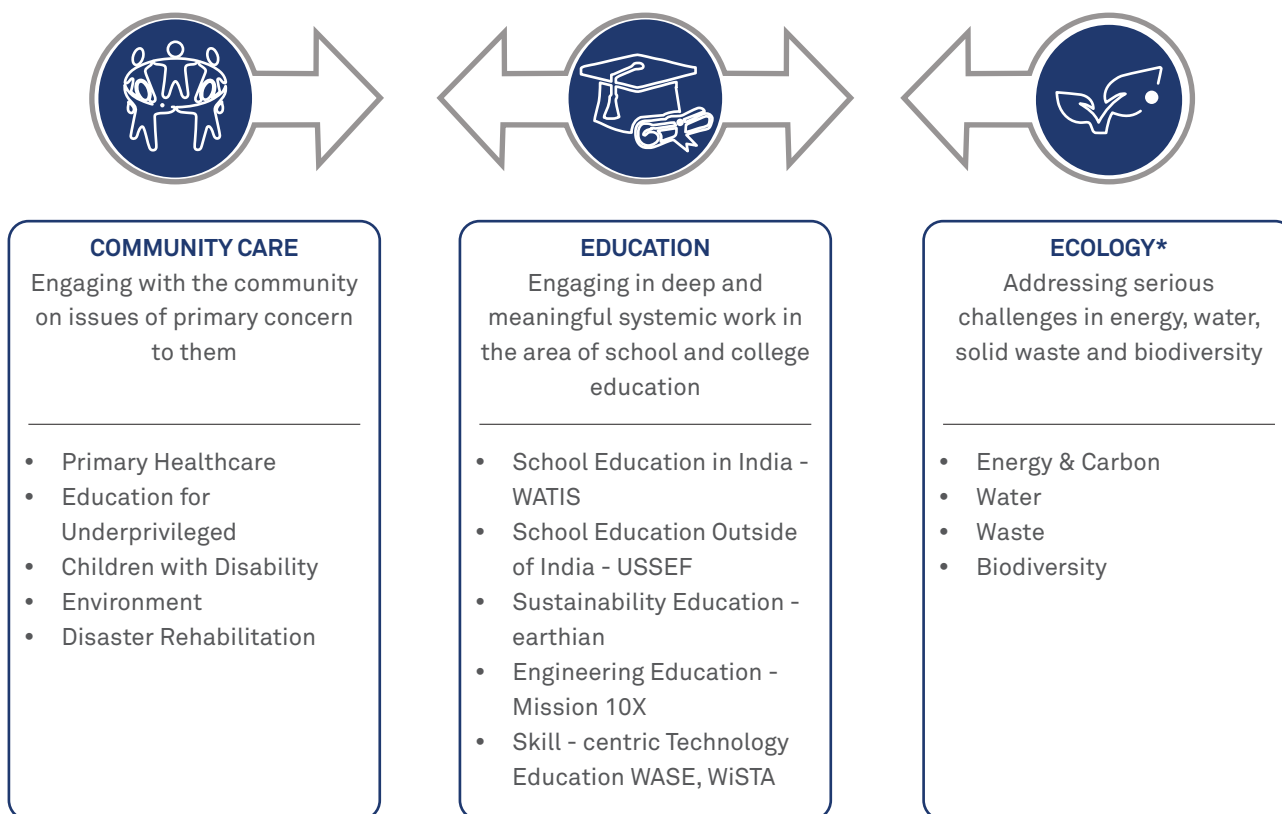
Capacity building, institution development

Policy and Strategy

Our approach to social responsibility and sustainability rests on three important pillars.

- **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.
- **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 takes long to happen.
- **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.

Domains of Engagement Wipro’s social initiatives center on the following dimensions.



**Refer to section on ‘Urban Resilience’ and Advocacy and Public Policy for more information on our engagements in Ecology domain.*

Social Programs Expenditure

The Corporate Social Responsibility (CSR) Expenditure / CSR Spend as disclosed in the Director’s Report of the Annual Report 2016-17 is Rs. 1,863 Mn. Of this, Rs. 1,598 Mn. is spent on programs related to the above mentioned domains.

Refer to pages 93 - 94 of our Annual Report FY 2016-17 for more information on CSR spend.

Governance

The review of our social programs is done at multiple levels. Every three to four years, the program strategy is reviewed with the Chief Sustainability Officer (CSO), and revised as needed. Every year, an annual review and goal setting exercise is done with the CSO and presented to the Chairman and Group Executive Council (GEC). Every quarter, the progress is reviewed by the Chairman as well as to the Board Committee on CSR.

Our work with organizations is usually in the nature of programmatic support. They typically span a period of three years and may be extended further, if needed. We work closely with our partners and review the progress and participate in important decisions along with them during the lifecycle of the project. However, our fundamental philosophy is to leave it to our partners to design and run their programs as they deem appropriate since they know best.

Community Care

Wipro has a presence in more than 50 countries around the world; of our workforce of more than 160,000 employees, 11% of which comprise nationalities other than Indian. We think it is crucial to engage with proximate communities wherever we have significant presence. This is a reaffirmation of our belief that at its core, social responsibility and sustainability must transcend and should not be restricted to India for a global company like ours. In the context of rural communities, 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. strengthening of livelihoods, improved access to education.



PRIMARY HEALTHCARE

<p>Primary Healthcare programs in Nagaland for the remote, inaccessible villages where availability of primary healthcare services has been weak or non-existent.</p> <p>Healthcare programs in the remote tribal district of Gadchiroli in Maharashtra</p> <p>Nagaland, Northeast India and Gadchiroli in Maharashtra, India</p>	<p>wipro cares</p> <p>3</p>
<p>New partnership in Mumbai, Maharashtra to address the issue of malnutrition in low income neighborhoods</p> <p>Mumbai, Maharashtra</p>	<p>wipro cares</p> <p>3 2</p>



EDUCATION

<p>Inclusive Education – Programs for disabled children in disadvantaged sections</p> <p>13 projects across 7 locations</p>	<p>wipro cares</p> <p>1 4</p> <p>10</p>
<p>Education for underprivileged children</p> <p>Across 12 locations in India</p>	<p>wipro cares</p> <p>1 4</p> <p>8 10</p>
<p>Sustainability Education</p> <p>27 states 2 Union Territories, India</p>	<p>wipro earthian</p> <p>4 11</p>
<p>Develop capacity in civil society organizations to work on issues of education reform in a systemic manner</p> <p>113 programs with 51 organizations</p>	<p>watis</p> <p>4 10</p>
<p>Encourage new/young start-ups working in School Education</p> <p>26 Fellows in 14 organizations</p>	<p>watis</p> <p>4 10</p>



Encourage new/young start-ups working in School Education 26 Fellows in 14 organizations	watis	4	10
Wipro Science Education Fellowship Program (SEF) Chicago, in the New Jersey area, New York and in Boston	watis	4	10
Wipro Siyapha - initiatives span the areas of education, skill development and employment generation South Africa	watis	1	4
		8	10



DISASTER REHABILITATION

Cuddlore and Uttarkashi, India

2 programs in 2 locations

wipro cares

1 2



URBAN RESILIENCE

Bangalore, India

Urban Waste Management and Welfare of Waste Pickers - Organize waste workers, i.e. waste-pickers to enhance and upgrade their skills for innovation in waste management services.

Participative Ground Water Management (PGWM) - A three year a community centered participatory approach to management of ground water.

wipro cares

10 11

wipro eco-eye

6 11



EMPLOYEE VOLUNTEERING

Worldwide

During 2016-17, nearly 40,000 Wipro employees engaged with Wipro Cares either through volunteering or by way of monetary contributions or both.

wipro cares

17

Working through partners and communities is at the core of all our programs

17



WATIS - Wipro Applying Thought in Schools

Community Engagement through Wipro Cares

Wipro's initiatives for underprivileged communities are channeled through Wipro Cares, a not-for-profit trust that engages on the issues of Education for the Underprivileged, Primary Healthcare and Community Ecology. In addition, the trust also works on long-term rehabilitation of affected communities after natural disasters.

The Wipro Cares funding model is based on voluntary employee contributions that are matched by Wipro. This model is a great example of where employees play a key role in terms of both, volunteering and monetary contribution. During 2016-17, nearly 40,000 Wipro employees engaged with Wipro Cares either through volunteering or by way of monetary contributions or both. More than 9,000 employees from more than 40 chapters collectively spent more than 26,500 hours in voluntary engagement on a wide range of community and environmental initiatives.

Inputs and Program Outcomes

Wipro Cares partners with not-for-profit organizations for implementation of projects in our chosen domains. Our engagement with organizations by way of inputs include:

- financial support to focus on their key objectives.
- regular engagement through meetings, field visits and planning and review at important stages.

In the narrative below, we outline some of the key outputs and outcomes for 2016-17 at a domain level.

Primary Healthcare

Access to primary healthcare is a key determinant of an individual's future trajectory in life, including the ability to engage in productive livelihoods and responsible citizenship. Wipro Cares works with partners who oversee the delivery of good quality primary healthcare services to underserved communities in Nagaland and Maharashtra. In 2016-17, we started working in the slums of Mumbai to address the issues of malnourishment among pregnant and lactating mothers as well as children between the age groups of 0-5 years. The North-East is relatively underserved in terms of development and therefore, it was realized as imperative to start engaging in the region. Our work in Nagaland is in remote, inaccessible villages where availability of primary healthcare services has been weak or non-existent till now. Similarly, we work in the remote tribal district of Gadchiroli in Maharashtra. In both instances, the primary goals are to build the capacity of the local community in managing their health needs, to augment government infrastructure and to train health workers to address the unique needs of the communities.

Output

- Established new partnership in Mumbai, Maharashtra to address the issue of malnutrition in low income neighborhoods and continued support to existing partner in Nagaland and Gadchiroli, Maharashtra.
- Underprivileged families in slums of Mumbai having increased access to guidance, awareness and treatment to address the challenges and issue of malnutrition among pregnant and lactating mothers and children between 0-5 years of age.

Outcome

- Around 150 women and children in Mumbai benefitting from the services to prevent and cure malnutrition.
- Around 40,000 people across 59 villages provided with access to affordable primary healthcare services.

Education for underprivileged children

Wipro Cares complements Wipro's other initiatives in education by supporting in a more direct manner, access to educational opportunities for underprivileged children from marginalized communities. Our work focuses not only on getting children enrolled in schools but also enabling retention and better learning outcomes through remedial education. Through our partnerships, we also aim to provide counselling services for children and parents, to support nutrition and healthcare needs of the children, to develop vocational skills among adolescents and to facilitate holistic development of all children.

Output

- Established five new partnerships and continued support to existing partners, thereby reaching out to 8 states across the country through 21 projects targeting communities like migrant labour, urban slum children, orphan/institutionalized children.

Outcome

- More than 68,500 children belonging to underprivileged communities in cities across India now have access to formal or non-formal education.

Children with disability

Started in 2014, this important initiative focuses on early childhood care followed by education for children with disability. This has scaled in size and scope significantly. Education for children with disability is never about just schooling. It is linked to a whole host of other enabling factors like availability of nutrition, community support, specially trained teachers, assistive devices, access to healthcare etc. Our approach tries to integrate these dimensions to the extent possible. Our work in this space covers multiple categories of disability and focuses on early intervention and inclusive education.

Output

- Established partnership in new geographies through one new partnership in the National Capital region and continued support to existing partners, thereby reaching out to 6 states through 12 projects

Outcome

- Early mainstreaming promoted through early intervention and inclusive education.
- Increased awareness of disability among underprivileged communities.
- Enhanced ability of families to manage the needs of children with disability.
- Educational and rehabilitative needs of 2500 underprivileged children with disabilities from socio-economically underprivileged backgrounds met.

Community ecology

Effective management of urban solid waste continues to be a pressing challenge for our cities. While the use of right technology, good governance and the active participation of civil society are important determinants of success, the work of the informal sector is often unrecognized. In this regard, Wipro Cares continues to strengthen a project, initiated in 2014-15, which focuses on providing social, nutritional and health security to workers in the informal sector in Bangalore's solid waste management domain. In addition, the program also provides a comprehensive skills upgradation program for such workers.

Output	Outcome
<ul style="list-style-type: none"> Continuation of project and partnership working towards welfare of waste pickers. Skill up-gradation of informal waste pickers to engage in organic waste management, organic terrace gardening etc. 	<ul style="list-style-type: none"> 2700 waste pickers benefitted with access to social and health security measures.

Disaster rehabilitation

In the event of natural disasters, disadvantaged communities get affected the most as the already fragile basis of their livelihoods gets further weakened. Starting with the Gujarat earthquake in 2001, Wipro Cares has responded to several natural calamities in which Wipro's employees have risen to the occasion and played a sterling role both in terms of volunteering efforts and funding. We deliberately focus on the more difficult challenge of long term rehabilitation of the affected communities in preference to immediate or near-term relief. In 2016-17, we started working for economic rehabilitation of women fish-workers in Cuddalore who were affected by the Tamil Nadu floods of December 2015.

Output	Outcome
<ul style="list-style-type: none"> Established new partnership to work towards economic rehabilitation of flood affected women fish workers in Cuddalore, Tamil Nadu and continued support of partner organization in Uttarkashi. Farmers' cooperative set up in Uttarkashi to facilitate market linkages in 22 villages. 	<ul style="list-style-type: none"> Protecting livelihoods and sustenance of income of 1000 women fish-workers through Micro-enterprises and participation in formal markets through production and sale of value added products. Promotion of organic agriculture and allied activities and strengthened local livelihoods. Economic rehabilitation of communities in 22 villages affected by 2013 Uttarkashi floods.

Wipro Applying Thought in Schools (WATIS)

Context

The challenges in school education in India could be broadly classified as issues of access and quality, with equity being a cross-cutting concern. There have been significant strides made in the matter of access. While there are still pockets in many parts of the country where schools are not easily accessible, the majority of the population today has access to public schools. However, inadequate staffing and other resources in the schools remains an areas of concern. A large number of children continue to stay out of school, dropping out after enrollment. Rote learning is still a predominant feature of our education system. While on the one hand, classrooms and lessons disconnected from the child's life and context alienate the child from learning with understanding, on the other hand, the focus on attaining higher grades pushes out holistic development of the child as an educational aim. Affluent parents invest significant amount of personal resources to provide education for their children. Inadequate resources and capacities in public schools (and low fee paying private schools), where a large majority of the children study, add to a growing inequity in the educational system. These and our other concerns in School Education are articulated in a document titled "Our Concerns on School Education" available on our website. The multitude and complexity of these issues manifests in the slow and gradual pace of progress in education as an effective instrument of human development and social change. We think this is the natural order of how it should be and trying to change it becomes invariably counter-productive.

There have been many efforts at the Center and in the States in the areas of policy, legislation and curricular and examination reforms. Civil society organizations have been working consistently on the ground to improve access and quality. All these efforts have led to many changes and improvement in education. The National Curricular Framework 2005 recognizes holistic development of the child, learning with understanding and connecting the learning to the lives and contexts of the children as some of the key tenets of education. The Right to Education Act 2009 made elementary education a right of all children up to the age of 14. However, effective implementation of these policies and reforms requires systemic capacities across all levels in the education system.

Overview of Our Work

Wipro Applying Thought in Schools was setup in 2001 to work towards addressing these issues in education. These issues are complex and systemic and require deliberative, sustained, long-term efforts. We believe that civil society organizations have an important role to play in bringing about such an educational transformation. Our core focus, therefore, has been to develop capacity in civil society organizations to work on issues of education reform in a systemic manner.

Till 2015, Wipro Applying Thought in Schools had cumulatively supported 51 organizations which had implemented 113 educational projects and initiatives. Drawing on the lessons from this period, we decided to significantly increase the number of organizations that we support in the coming years.

As part of our strategy, we initiated a Seeding Program for Educational CSOs in 2016. The program focuses on new and young start-ups in school education through a structured program of fellowships for the founders. We supported 26 Fellows from 14 organizations working across an interesting spectrum of educational ideas in 2016-17 under this new initiative. Our hope is that such early stage support will eventually help build a bulwark of strong educational organizations across the country which are deeply committed to change in school education. In addition, we also supported five new organizations under the regular grants program in the same period with the differentiating strategy being that these organizations have deep experience in other community development domains and this is the first time they are entering into the school education space as it is closely inter-linked with the other issues.

In FY 2017-18, we plan to cumulatively support about 25 new organizations through both, the grants and seeding programs.

Approach

We work in partnership with civil society organizations in the following ways:

- Providing financial support to organizations so that they gain experience and practical understanding in school education and they are able to build greater capacities to work across different contexts and geographies in the country.
- Supporting organizational learning and development by facilitating a reflective learning network of educational organizations, and by nurturing early stage organizations with the support of established ones.

Our support to organizations typically spans a period of three years which may be extended further, based on the need and potential. We involve closely in the work by staying in touch with our partners and the field, through visits, review meetings and calls, and by participating in key decisions. At the end of the support period, a comprehensive review is carried out along with the partner where the need and potential is assessed and a decision is taken about further support.

Program Outcomes and Impact

The issues and challenges in education are deep-rooted and complex, sustained work is required at all levels of the education system to address these issues. We have chosen capacity building of civil society organizations who do such sustained and systemic work as our lever of change. Such an approach does not produce immediate visible results. The impact of our work in education is in many ways, indirect, non-linear and manifests only in the longer-term and often in unforeseeable ways. This is important because it represents strengthening of institutional capacity for reforms in education.

The outcome we aim for through our program is the growth in the capacity of our partner organizations. Many of our partners have grown significantly in their impact in education at the state and national levels. They enhanced their capabilities and effectiveness in areas and domains they have been working in and developed new capabilities over the years.

Another important outcome has been our partner network itself. Our Annual Partners' Forum has emerged as a unique annual gathering of educational community, where practitioners get together to engage in reflective discussions and exchanges. New possibilities emerge, key educational issues are discussed and learnings and experiences from different contexts cross-leveraged in these gatherings.

Understanding Impact

IOOI (Input, Output, Outcome and Impact) is a framework often used for Impact Assessment in social interventions. Since the intended long-term impact of our work is educational change at the systemic level and our strategy operates in a non-linear fashion, impact in education is not something that can be easily assessed. Instead, we focus on outcomes at the level of capability building and growth of our partners. The outcomes as we report them are based on our interactions with our partner organizations, field visits, review meetings and reports from partner organizations. They have not been verified through independent assessments.

In this section, we look at the following:

- Inputs, Outputs & Outcome for this year at a program level - captures the overall financial outlay for the program (Input) and the key Output and Outcomes.
- Organization-wise Outputs and Outcomes using a couple of representative examples.

Input, Output & Outcome at Program level (2016-17)

The financial outlay for our work in 2016-17 was INR 65.52 million. The below table lays out some of the key outputs and outcomes this year at a program level.

Output	Outcome
<ul style="list-style-type: none"> • Focused outreach strategy for accelerated expansion of organization grants developed. • Developed a framework on ecosystem support for early-stage and shifting organizations from other domains to education as capacity building has emerged as critical need. • 19 new organizations were supported during '16-17 ; of these 14 organizations (26 fellows) were supported through seeding fellowships and 5 through organization support grants. • EZ Vidya organized a sharing workshop with partners on CCE/Authentic Assessment to seek feedback on their work and to create an opportunity to share and discuss others' work in this area. • Orientation workshops were held for both cohorts of Seeding Fellows. • 16th Partner's Forum on organizational sharing was held in April 2016. The 3-day forum was a well-attended affair with close to 100 participants from various organizations. 	<ul style="list-style-type: none"> • Organizational capacities are also getting developed through stronger leadership and improved systems and processes. • Vikramshila's pilot project on social science education in Tripura has received positive responses from teachers as well as state education functionaries. • Cumulatively, 25 organizations continue to receive support since inception of our new strategy. • Continued support for 23 organizations through programmatic grants, one-time grants, fellowships and publications.



Teacher Training Workshops conducted by our partner organization Simple Education Foundation in Jammu & Kashmir

Input, Output and Outcomes (Organization-wise) – Some examples

Our inputs to organizations are common across board and include:

- financial support to focus on their key objectives
- regular engagement through meetings, field visits and planning and review at important stages

Below are some examples of organizations whom we have supported for two years or more.

Punarchith

A collective that focuses on evolving alternative perspectives and activities related to education, environment, democracy, and society. They seek pathways and perspectives that would lead to ideas and learning for an equitable and just society. Their flagship program is the 'Integrated Learning' course, which consists of a six-month course for rural youth and focuses on enabling rural youth to gain knowledge and skills in the arenas of sustainable agriculture, engaged citizenship and self-development. The ILP course has developed pedagogies that integrate knowledge systems and act as formats which facilitate learning for life or enable life-skills. The organization is based in Chamarajanagar district, Karnataka and has been working there since 2011.

Output

- Four batches of students/youth learners have undergone the Integrated Learning Program (ILP) across two sites- Nagavalli and Hanur.
- Resource materials based on an integrated approach have been developed. This includes components on agriculture/ecology; social issues; citizenship; general skills: computers, accounts and Kannada.
- New module on millets was introduced for the last batch in addition to existing modules keeping in mind the drought situation and the needs that arise due to it.
- An alumni network has been initiated as a way to sustain learners' interests and as provide a support structure to their work.
- A handbook on teaching social issues is also being completed and this will be in Kannada.
- A pool of teachers or resource persons has been built and they form an excellent source for alternative teaching-learning pedagogies.

Outcome

- Punarchith is gaining experience and evolving as an organization ever since its inception. Some of the outcomes achieved over the years has been:
- The ILP team has also provided teaching-learning support to teachers in a few private schools in their vicinity. Over 20 and administrators have received training and continuous support so far.
 - We hope that the teaching-learning materials and new pedagogies for engaging with youth that have been developed can be shared with other institutes and education departments.
 - The impact of the course has been significant among some of the learners. The parents and the learners note not only a change in their lives in terms of their abilities to engage with rural work but also in their abilities to be responsible and active persons in their families and communities
 - The alumni network are currently in the process of forming a production co-operative and they have already started engaging in value-added production of their agricultural produce and some of their products are being sold through the network to individuals and to organic food/grocery outlets in Mysuru and Bengaluru.
 - Though having arisen from the needs of the ILP, resources such as a handbook of social issues written in Kannada, an English to Kannada lexicon for key social science words etc. has been initiated. We hope that these would be useful for a larger community as well.

Gubbachi Learning Community

Gubbachi Learning Community (GLC) focuses on creating opportunities for educational access for children of migrant workers.

What They Do: GLC works to meaningfully address the learning gaps of Out-of-School children, get their literacy learning up to speed and give the child a joyful, learning experience; and most importantly, an opportunity to 'learn to learn in the literate world'. Thus, giving them the self-confidence to study anywhere, in the closest Government school. Through this process and interactions, GLC also has seen the family build a vision of education for their child.

More details available at <https://www.youtube.com/watch?v=chWX8lnoaXs>

Output	Outcome
<p>Early Child Care and Education</p> <ul style="list-style-type: none"> Designed and Implemented pre-school preliteracy/pre-numeracy programme in Kannada, for first generational pre-schoolers (2-5 yrs.) focusing on the dynamic, multi-lingual need of the child. Tracked relocated children for continuity. 	<ul style="list-style-type: none"> Older siblings (6-12 years) free of sibling care of 66 pre-schoolers, successfully engage in the Bridge Learning Program or in schools. Mainstreamed 16 children (6+ years): study in Grade 1 in government schools across KRN. 50 children (2-5 years) continue in Gubbachi pre-school or 'Anganwadi' programs.
<p>Bridge Learning Center</p> <ul style="list-style-type: none"> Designed and Implemented, Accelerated Learning Program (ALP): Multi Grade Multi Level (MGML) Literacy and Numeracy learning trajectory in Kannada to respond to dynamic, multi-lingual, need of 7-12 children. Tracking children for continuity Designing individual child assessment. Designed and Implemented a Foundational Course in English and Mathematics for 13+ years, non-Kannada children using 'translanguaging' pedagogy. Survey and identification of OoSC in Kodathi. Parent meetings: build vision of education. Designed and Implemented teacher capacity building program. 	<p>Mainstreamed 83 children (7-13 years).</p> <ul style="list-style-type: none"> Children confidently attend schools, even post relocation (only 25 in host school). 9 non-Kannada speakers, confident in government school (Kannada medium). Children develop learning skills for independent learning. 1 child (13+ year) started studies towards Grade X NIOS Board in English, after 15months in foundational track. No loss of time: child immediately enrolled. 3 relocated, highly migrant families proactively seek TCs; sent 7 children back to village schools / hostels. <p>Teachers build perspectives on learning, child and understand principles behind pedagogy.</p>

Output	Outcome
<p>Host School Improvement</p> <ul style="list-style-type: none"> • Holistic School Program and teachers given – 1st - 3rd grade. • Introduced English Foundational Program 6th –7th grade. • Social Science teacher facilitated Grade 6th & 7th. • Field Trips to Kaikondrahalli Lake, Bannerghatta National Park, Wildlife SOS. • Book Library setup and indented. • Provided sports equipment and conducted Sports Day. • Student Exchange Program with Prakriya School and Inventure Academy. • Parents' Meeting: Quarterly parents' meetings were organised along with school staff. • Initiated consensus building among Critical Stakeholders. • Summer Camp for School Children – arts and crafts, Spoken English, life-skills, health and hygiene, civic awareness, Sports, field trips. 	<ul style="list-style-type: none"> • 1st-3rd grades: 45 children actively learning in the 'Nalli-kalli' program. • 6th –7th grade students engage confidently with English texts independently up to Grade 5 level; and comprehend prescribed texts (with teacher guidance). • 90+ Students actively engage in reading and in play and structured sports. • 50% increase in parents' attendance. • Attendance is regular; relocation, but fewer drop-outs. • Summer Camp – retention and 40% increased enrolment in GHPS, Kodathi.
<p>Community Empowerment Stakeholder Engagement</p> <ul style="list-style-type: none"> • Initiated partnerships for Community based interventions. <ul style="list-style-type: none"> • Dental Camp: Complete dental check-up by Karnataka Marwadi Youth Foundation: cavity filling and extraction for both School and bridge children. • PHC Health Camps in school and community. • Akshay Patra midday meal provided for summer camp children during summer. • New water line drawn for school utilisation. • Education Department: relationship built. • Panchayath: relationship and lobbying. 	<ul style="list-style-type: none"> • 176 bridge children (and families) + 90 school children vaccinated/treated in timely manner. • Better dental health and no complaints of dental related aches. • Absence due to ill health less frequent.

Community Initiatives in South Africa – Wipro Siyapha

“Siyapha” translates to “We Give” in the Nguni language in South Africa. In line with Wipro’s principle of ‘good citizenship’, Wipro in South Africa has instituted a set of policies, practices and initiatives that contribute towards some of the social goals of South Africa. These initiatives are in line with the Broad-Based Black Economic Empowerment (BBBEE) Act of South Africa, which aims to distribute wealth across a broad a spectrum of previously disadvantaged members of South African society. The Act is centered on five elements - ownership, management control, skills development, enterprise and supplier development, and socio-economic development. Companies are expected to have a social strategy that addresses all these areas.

The BBBEE Act aims to enhance the economic participation and representation of previously disadvantaged South African communities in the economy. Wipro, South Africa strives to contribute towards these goals through appropriate policies and business practices. For example we have a strong focus on localization of the workforce in South Africa. We also have a procurement policy in place that ensures maximum local procurement possible in line with the BBBEE Act and other related regulatory requirements.

Wipro Siyapha brings together multiple initiatives under the pillars of skill development, enterprise development and socio-economic development.

Skill Development Through Internship Programs

Wipro is extending its global expertise in IT services to South African nationals through its WEESA (Wipro Employability Enhancement for South Africa) program. Interns are selected following an intensive process consisting of aptitude tests and personal interviews. Upon selection, interns undergo a six months training exercise which includes a rigorous 3-month technical and soft skills training at Wipro’s Center of Excellence in Johannesburg and a 3-month on-the-job training at client sites. Interns who do well in the program are offered employment in Wipro South Africa. Wipro Overseas Internship Program also offers a few of these interns the opportunity for a further two -month training in India. We also offer a one month graduate training program in Wipro’s Bangalore, India facility for the associates of one of our banking clients in South Africa.

Enterprise and Socio-Economic Development

In line with Wipro’s long commitment to education as an area of social change, our Enterprise Development (ED) and Socio-economic Development (SED) initiatives in South Africa also have a strong focus on education. Under the ED & SED pillars, Wipro has supported the setting up of computer learning incubators and libraries in schools and community centers in rural areas. We have also supported after-school centers in urban disadvantaged areas. We are currently in the process of devising a long-term strategy to contribute to improvement in education in South Africa which will be similar in many ways to our school education programs in India.

In addition to this, employee contribution through volunteering and donation drives are organized regularly to encourage a culture of giving and participation by employees.

Key Updates for 2016-17:

We completed the Broad-Based Black Economic Empowerment (BBBEE) pre-verification for 2016-17 financial period under new codes, anticipating a Level 3 rating. We are in conversations with potential implementation partners for the teacher development initiative. 21 interns successfully completed their theoretical and on-the job training programs. We partnered with the Industrial Development Corporation to provide information technology infrastructure and improve computer literacy amongst educators, learners and community members.

We assisted an employee to register a cleaning company and provided a grant to cover basic business skills for a year.

We completed two staff donation drives (educational toys and stationery) and volunteer initiatives (mentoring)

The operational plan for 2017-18 is aligned with our long term strategy of capacity building in schools, with a focus on primary education. A framework for evaluating organizations in education and the decision-making process is being developed.

Wipro – earthian

Wipro-earthian is Wipro's Sustainability Education Initiative which seeks to support and drive sustainability thinking and action through the learning process in schools and colleges across India. This initiative covers two inter-linked programs – the Wipro earthian Awards program and the Continuous Engagement Program (CEP) program. The Awards program aims at expanding outreach to schools across the country, especially in remote, rural areas. The participatory nature of the program encourages as many students as possible to engage with issues of sustainability in depth over a period of four months. It provides school students with exposure to multiple perspectives on biodiversity and water, and encourage college students with critical thinking on urban sustainability issues related to Water, Mobility and Waste. On the other hand, the CEP is intended to promote integrated sustainability education in schools and colleges and to co-create educational practices within institutions that eventually leads to an enhanced sustainability footprint in the learning process.

Our cumulative outreach has been more than 10,000 educational institutes via social media and other digital channels. Geographically, our reach is in 27 states and 2 Union Territories. We continue to offer the program in five languages (Hindi, Tamil, Telugu, Malayalam and English) for schools and our total submissions for FY 2016-17 was more than 1300 from Schools and Colleges.. Nine college and twelve school teams were selected as winners for 2016 by an independent jury and felicitated by Mr. Azim Premji at the annual Wipro-earthian awards.

Program Outputs and Outcomes

Output	Outcome
Awards Program	
<ul style="list-style-type: none"> Partnered with CEE and CPREEC and state governments for mass school outreach and teacher orientation workshops across India. Program translation to 5 regional languages. 51 workshops conducted for schools across 27 states through our partners. 2478 teachers from 2124 schools attended the workshops. 	<ul style="list-style-type: none"> 9 colleges and 12 schools selected as winners. More than 1200 submissions from schools all over India. Entries received after rigorous, year on year activities with schools, through partners. Participation from 170 + colleges across India.

Output**Outcome****Continuous Engagement Program (CEP)****SCHOOLS**

2 Field experiential workshops organized for winning schools

- 3 day Sahyadri Biocultural Camp with participation from 4 schools, represented by 5 teachers and 12 students
- 3 day Yelagiri experiential workshop with participation from 3 schools, represented by 3 teachers and 9 students

Sustainability Learning Corners set up for winning schools

- 11 Wipro earthian 'Sustainability Learning Corners' set up in 11 schools across India with a diverse collection of audio, video and print mediums on the theme of sustainability

- The field experiential workshops helped teachers and students understand human-nature and other interconnections across water, biodiversity, agriculture, climate change etc. better.
- Positive feedback from schools on sustainability learning corners indicate that it serves an effective long term repository on sustainability issues, that most of these schools would otherwise have limited or no access to.

COLLEGES**Sustainability Internships**

- 7 students from 3 winning colleges completed internships with our partners organizations- TRUCOST, BIOME, CSTEP, WRI

Wipro earthian Sustainability Quiz

- Completed 4 Wipro earthian sustainability quizzes at IITB, IIML, IIMB and BITS Goa with a total participation from 360 teams and 720 students

Collaboration with Xavier University Bhubaneswar

- Wipro sponsored the best paper award at the Xavier University Bhubaneswar 2016 sustainability leadership summit in August
- STAR workshop facilitated at NLU Bhubaneswar with participation from 10 regional institutes
- 4 students completed a 1 month Sustainability Discovery program with our NGO partners

Western Region Symposium

- The first Western region sustainability symposium for educators with participation from 35 faculty from multi-disciplines. This was hosted in collaboration with IIM Ahmedabad, CEPT University, CTARA (IIT Mumbai) and NID Ahmedabad

IIMB Sustainability Fellowship

- Wipro has funded a Sustainability Fellowship for up to 2 students at Indian Institute of Management Bangalore (IIMB)

- Over the years, College Sustainability Internships have exposed students from various backgrounds to interesting paradigms, schools of thought, innovations and specializations in the sustainability arena. The feedback from both our partners and students have indicated that the experience has been unique and valuable.
- The Wipro earthian sustainability quizzes have gained tremendous momentum and have become a standard feature in many top college festivals. It has not only served as a good mass learning tool for sustainability issues, but also drives Wipro's brand position as a thought leader in sustainability for higher education audiences.
- Individual initiatives with IIM Ahmedabad and CEPT. Through our support, both institutes are in the process of developing discipline specific compendiums of case studies and other pedagogic tools to be used in the classroom.

Wipro Science Education Fellowship Program in the U.S.A.

The Wipro Science Education Fellowship (Wipro SEF) is a program sponsored by Wipro which began in 2012 when Wipro committed \$5.1 million over seven-years, to train three cohorts of 180 school teachers, fostering leadership and teaching excellence in science education. The program is administered through UMass Boston's Center of Science and Mathematics in Context (COSMIC). In partnership with COSMIC, the Wipro SEF program is being implemented by UMass Boston in Boston, Mercy College in New York and Montclair State University in New Jersey. The spend on these programs for FY 2016-17 was \$2 million.

Wipro runs another significant STEM Teacher Fellowship program for teachers in the Chicago Public School System, in collaboration with Michigan State University. In early 2017, Wipro partnered with University of North Texas at Dallas (UNT Dallas) for the multi-year program which will involve more than 70 school teachers, with the aim of nurturing excellence in science, starting with the public school systems of the Greater Dallas/ Fort Worth (DFW) area. These programs are a part of Wipro's deep and long standing commitment to contributing to improving quality and equity in education in U.S.A. As a recognition of Wipro's efforts towards science education, Wipro Ltd. was honored by the University Of Massachusetts Boston Celebration Of Philanthropy. Wipro's name was engraved on the Founder's Circle Wall at the campus.

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The 10th Year of Sustainability Reporting



Assurance Statement



Independent Assurance Statement

Scope and Approach

DNV GL Business Assurance India Private Limited ('DNV GL') was commissioned by Wipro Limited ('Wipro' or 'the Company') to undertake an independent assurance of the Company's Sustainability Report 2016-17 ('the Report') in its printed and web format. The intended user of this assurance statement is the management of the Company. Our assurance engagement was planned and carried out during September 2017 – March 2018. Wipro has prepared the sustainability disclosures in the Report based on the Global Reporting Initiative ('GRI') Sustainability Reporting Standards 2016 ('GRI Standards') covering economic, environmental and social performance for the activities undertaken by the Company over the reporting period 1st April 2016 to 31st March 2017.

We performed our work using DNV GL's assurance methodology VeriSustain™¹, which is based on our professional experience, international assurance best practice including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised* and the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines.

We planned and performed our work to obtain the evidences we considered necessary to provide a basis for our assurance opinion. We are providing a moderate level of assurance based on VeriSustain. In doing so, we evaluated the qualitative and quantitative disclosures presented in the Report using the reliability principle, together with the Company's data protocols for how the data is measured, recorded and aggregated. The reporting boundaries of sustainability performance and material topics are as set out in the Report in the section "About the Report".

We understand that the reported data on economic performance, including CSR expenditures incurred by the Company, are based on disclosures and data from Wipro's Annual Report 2016-17, which is subjected to a separate independent statutory audit process, and is not included in our scope of work.

Responsibilities of the Management of Wipro and of the Assurance Providers

The Management team of the Company has the sole responsibility for the preparation of the Report and is responsible for all information disclosed in the Report as well as the processes for collecting, analysing and reporting the information presented in the printed and web-based versions of Report, including the references to website and Annual Report and the maintenance and integrity of the website. In performing this assurance work, our responsibility is to the management of Wipro; this statement is intended to represent our DNV GL's independent opinion and is intended to inform the outcome of assurance to the Wipro's stakeholders.

DNV GL provides a range of other services to Wipro, none of which constitute a conflict of interest with this assurance work.

DNV GL's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith and free from any misstatement. DNV GL expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

¹ The VeriSustain protocol is available on request from www.dnvgl.com.

* Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Basis of our Opinion

A multi-disciplinary team of sustainability and assurance specialists performed work at the Corporate Office and selected sites of Wipro Limited. We adopted a risk based approach, i.e. we concentrated our verification efforts on the issues of high material relevance to Company and its key stakeholders. We undertook the following activities:

- Review of the current sustainability issues that could affect the Company and are of interest to identified stakeholders;
- Review of Wipro's approach to stakeholder engagement and recent outputs although we have no direct engagement with stakeholders;
- Review of information provided to us by Wipro on its reporting and management processes relating to the Principles;
- Interviews with selected leadership team and senior managers responsible for management of sustainability issues, and review of selected evidence to support the issues discussed. We were free to choose interviewees and interviewed those with overall responsibility for the programmes to deliver the Company's sustainability targets for medium and long term vision, mission and milestones;
- Site visits were conducted at Wipro's Corporate Office at Bengaluru, and Sarita Vihar in Delhi, Manikonda Special Economic Zone (SEZ) in Hyderabad, Kolkata, and Hinjewadi in Pune to review the processes and systems for preparing site level sustainability data and implementation of sustainability strategy.
- Review of supporting evidence for key claims and data in the Report. Our verification processes were prioritised according to materiality and we based our prioritisation on the materiality of issues at a consolidated corporate level;
- Review of the processes for gathering and consolidating the specified performance data and, for a sample, verification of data consolidation; and
- An independent assessment of Wipro's reporting against the GRI Standards.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. No external stakeholders were interviewed as part of this assurance engagement.

Opinion

On the basis of the verification undertaken, nothing came to our attention to suggest that the Report does not meet the requirements of the GRI Standards: Core option of reporting covering GRI 102: General Disclosures 2016, GRI 103: Management Approach 2016, and disclosures related to the following topic-specific standards for the material topics:

GRI 201: Economic Performance 2016 – 201-1, 201-2, 201-3, 201-4;

GRI 204: Procurement Practices 2016 – 204-1;

GRI 205: Anti-corruption 2016 – 205-1, 205-2, 205-3;

GRI 302: Energy 2016 – 302-1, 302-2, 302-3, 302-4, 302-5;

GRI 303: Water 2016 – 303-1, 303-2, 303-3;

GRI 305: Emissions 2016 – 305-1, 305-2, 305-3, 305-4, 305-4, 305-5, 305-6, 305-7;

GRI 306: Effluents and Waste 2016 – 306-1, 306-2, 306-3;

GRI 307: Environmental Compliance 2016 – 307-1;

GRI 308: Supplier Environmental Assessment 2016 – 308-1, 308-2;

GRI 401: Employment 2016 – 401-1, 401-2, 401-3;
GRI 403: Occupational Health and Safety 2016 – 403-1, 403-2, 403-3, 403-4;
GRI 404: Training and Education 2016 – 404-2, 404-3;
GRI 405: Diversity and Equal Opportunity 2016 – 405-1, 405-2;
GRI 406: Non-discrimination 2016 – 406-1;
GRI 407: Freedom of Association and Collective Bargaining – 407-1;
GRI 413: Local Communities 2016 – 413-1, 413-2;
GRI 414: Supplier Social Assessment 2016 – 414-1;
GRI 418: Customer Privacy 2016 – 418-1;
GRI 419: Socioeconomic Compliance 2016 – 419-1.

* 404-1 have been identified by Wipro as being not relevant to the company, and IT sector based on its assessment.

Observations

Without affecting our assurance opinion, we also provide the following observations. We have evaluated the Report's adherence to the following principles on a scale of 'Good', 'Acceptable' and 'Needs Improvement':

Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report articulates Wipro's formal and informal processes of stakeholder engagement with key stakeholders to identify and respond to significant sustainability concerns of employees, customers, investors, suppliers, community and civil society, and 'current and future generations' as described in the section "Materiality Map". Key concerns are monitored and responded to through appropriate business strategies. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Materiality

The process of determining the issues that is most relevant to an organization and its stakeholders.

The identified material Aspects identified by Wipro have been recalibrated based on the dynamic ecosystem and evolving sustainability context including the Sustainable Development Goals. The Report brings out the process of materiality determination and its key steps and outputs in a coherent manner, covering the diverse nature of the Company's business and its geo-locations. This process has also taken into consideration each stakeholder concern's relevance to Wipro and its key stakeholders, the time horizon of impacts and the magnitude of impacts for prioritising identified topics and issues. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report has fairly disclosed Wipro's responses related to identified key sustainability topics and challenges through its strategies and management approach, while considering the overall sustainability context of the Information Technology sector. In our opinion, the level at which the Report adheres to this principle is 'Good'.

Reliability

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The majority of data and information verified at the Corporate Office and sampled operational sites visited by us were found to be accurate. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors and the errors were communicated and subsequently corrections made in the reported data and information. In our opinion, level at which the Report adheres to this principle is 'Good'.

Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported.

The Report has fairly disclosed the economic, environmental and social disclosures against the GRI Standards: Core option of reporting including the management approach, monitoring systems and sustainability performances indicators. In our opinion, the level at which the Report adheres to this principle is 'Acceptable'

Neutrality

The extent to which report provides a balanced account of an organization's performance, delivered in neutral tone.

The disclosures related to sustainability issues and performances are fairly reported in a neutral tone, in terms of content and presentation. In our opinion, the level at which the Report adheres to the principle of Neutrality is 'Good'

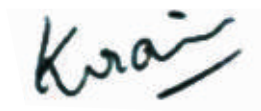
Opportunities for Improvement

The following is an excerpt from the observations and opportunities for improvement reported to the management of the Company and are not considered for drawing our conclusions on the Report; however, they are generally consistent with the management's objectives:

- It would be worthwhile to identify and document stakeholder concerns across geo-locations of operations and respond with appropriate strategies and management approach within the Report to further strengthen the responsiveness.
- Wipro may further assess its risks related to social aspects and implement social management systems to further strengthen its social governance processes.
- Wipro may further strengthen its existing management systems at unit levels to better manage its key sustainability challenges related, Social, Environment and Occupational Health and Safety across all geo-locations of operation.

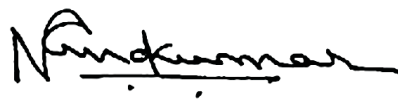
For and on behalf of DNV GL Business Assurance India Private Limited

Bengaluru, India, 23rd March 2018



Kiran Radhakrishnan
Lead Verifier

DNV GL Business Assurance
India Private Limited, India.



Nandkumar Vadakepath
Assurance Reviewer

Head – Regional Sustainability Operations –
Region India and Middle East

DNV GL Business Assurance
India Private Limited, India.

FEEDBACK AND COMMUNICATION

We welcome our readers' feedback, points of view and suggestions on Wipro's Sustainability Report 2013-14 in particular and on our sustainability program in general and look forward to hearing from you. It is your honest feedback that will enable us to strengthen and improve our sustainability program. You may write to us at any of the following contact points:

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