



# Wipro

## CSR Charter and Policy



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## Wipro's Charter on Corporate Social Responsibility

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



## Wipro's CSR Policy

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

**At Wipro, we think that the first and foremost responsibility of an organization is to run its business ethically and in compliance with the law in letter and spirit. Our framework of ethical business starts with a set of foundational values as embodied in Spirit of Wipro and comprises, at the least, the following three principles:**

- Unyielding integrity in every aspect of business;
- Treating people everywhere fairly and with respect – at the workplace as well as in communities outside; and
- Demonstrating ecological sensitivity in thought and action.

## 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 genuine change does take that long to occur.
- **The Deliberative:** Our emphasis on depth and on long term commitment implies a deliberative approach that precludes spreading ourselves thin or engaging in 'cheque book philanthropy'. By implication, this also means that we are wary of expanding and growing our social programs as ends in themselves. We will continue to adhere to this approach going forward.



## Governance and Management

The Nomination and Remuneration Committee is the apex body that oversees our CSR policy and programs. The committee comprises of following independent directors:

- **Mr Patrick Dupuis - Chairman**
- **Mr Deepak Satwalekar - Member**
- **Ms Tulsi Naidu- Member**

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

The goals and objectives along with the annual budgets for CSR are discussed and signed off at the beginning of every year with the board CSR committee and the Chairman. This happens as part of the annual strategic and operating plan processes of the organization. The CSR leadership team allocates the budgets to programs and projects in domains that are aligned with the defined priorities and goals.

Along with approval of the annual plan, the board CSR committee reviews progress on all key programs vis-à-vis its broad objectives for the previous year including effective utilization of the funds and a formal assessment of outcomes and impacts as considered relevant by the board and the leadership team. The entire annual review process is completed by the board CSR committee within the 1st quarter of the new financial year. The annual review cycle is supplemented by a system of quarterly reporting and review of key progress highlights to the board committee and the Chairman.

Comprehensive, transparent reporting on sustainability and CSR is a cornerstone of good governance. Wipro has had a strong track record on this count with our annual sustainability report based on the global GRI framework having been rated at the highest level continuously. We will continue to publish our disclosures on the GRI framework as it is a widely accepted international standard. Since FY 2016, we have been publishing an Integrated Report on multiple capitals as part of the Annual Report. In addition, we will report on our CSR programs to the Ministry of Corporate Affairs as required under Section 135 of the Companies Act 2013. Our disclosures as well as other details of our CSR programs are available in the websites [www.wipro.com](http://www.wipro.com) and [www.wiprofoundation.org](http://www.wiprofoundation.org)



## Implementation

The implementation of the CSR programs happens through multiple channels – Wipro Foundation, a separate trust set up in April 2017, Wipro Cares, a trust for employee contributions that are matched by Wipro and in some cases, directly through functions and groups within Wipro Ltd e.g. Biodiversity projects for our campuses is executed directly by the Operations group of Wipro Ltd. Decisions in this regard are based on what is most appropriate and are taken by the CSR leadership of the company.

### **Collaborative and partner-driven approach:**

Our implementation approach is to work primarily through partners with established track records in the respective domains. A small team of dedicated sustainability and CSR resources oversee and monitor the execution of the projects. The majority of our projects are multi-year ongoing programs with long term goals. Over the years, we have evolved a

system of rigorous processes for due diligence and selection of partners that is based on collaboration, trust and transparency. These core values and fiduciary principles are reflected through the lifecycle of the project – from joint goal setting to periodic progress reviews and forward planning. Real social change can happen only over a long period of time and that fact is a driving principle for us to choose partners who we can work with on a continuing long-term basis.

In this regard, our approach to the evaluation of program outcomes and impacts is guided by the recognition of the complex reality underlying social change and developmental progress, especially in a diverse country like India. We think it is critical to recognize widely varying contextual nuances, the intricate web of interconnections within and across domains and the often-uncertain trajectory of long term outcomes that lead to meaningful impacts. Illustratively, meaningful outcomes in school education are not only a result of the quality of teaching -learning that happens within the boundaries of a school but are closely correlated with the issues of gender, community resilience, livelihoods, energy access, clean water and sanitation. Incorporating such an approach while simultaneously avoiding the trap of standardized templates with a fixation on quantified outcomes is what characterizes our policy on impact assessment. All decisions on outcome/impact evaluation are taken by the CSR leadership team and presented to the board as part of the annual planning and review cycle

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



## Annexure to the CSR Policy

**Domains of engagement:** Wipro's social and sustainability initiatives center on Education, Ecology, and Community Care. The driving principles of these programs are summarized below:

- **Education:** Engaging in deep and meaningful systemic work in the area of school and college education. In parallel, our focus is on access to education for socially disadvantaged sections, with distinct attention on children with disability

- **Community and Urban Ecology:** Engaging with the community on issues of Ecological Sustainability. Given the predominantly urban nature of Wipro's operations, significant focus is on issues of urban ecology
- **Primary Health Care:** Providing primary health care services for disadvantaged communities who are proximate to our areas of business operations
- **Business Sustainability:** Reducing and minimizing the environmental footprint of our operations and enhancing the biodiversity quotient of our facilities
- **Diversity:** Encouraging and enhancing diversity at the workplace and outside on gender, nationality and persons with disability
- **Art and Culture and the urban public space:** The role of the arts and culture in creating and fostering important human values of social integrity, inclusion, democracy and empathy is well established. One important way of doing this is by creating and preserving public spaces in our cities. The concept of 'public space' here refers to not just physical spaces like public parks or lakes but intellectual and social spaces that are inclusive in spirit. Engaging with urban public spaces is therefore an additional area of focus for us, that we have added as part of our CSR charter from the year 2018 onwards.

Over the years, these programs have evolved in scale, scope and maturity as captured in the highlights below:

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

- **School Education in India:** We work on systemic issues in school education in India through a network of partner organizations who work on multiple aspects of improvement of school education. In addition to reaching out directly to schools and teachers, these organizations have contributed to systemic improvements at multiple levels, including state and central government level educational reforms.

Complementing our focus on systemic educational issues is our work on ensuring access to good education for children from underprivileged and vulnerable communities e.g. children of migrant laborers working in construction sites in a city.

- **Education for Children with Disabilities:** There has been inadequate focus on education for children with disabilities, especially those from disadvantaged backgrounds. Started in 2014, this initiative has collaborated with multiple organizations that have expertise and experience in this domain. Our work spans a wide range of physical disabilities and focuses on providing an inclusive, nurturing environment that empowers such children to navigate their unique challenges with dignity and confidence.
- **Sustainability Education:** Started in 2011, our program, Wipro earthian, brings together two of our key concerns: education and sustainability. This national level program engages through a partner network of sustainability-educators with schools, school networks and colleges in 29 states and 3 union territories across India. Through this program we also host a national sustainability quiz program for colleges, organize a unique internship program for college students and collaborate on long-term academic partnerships with some of the leading institutes of higher education in India.
- **School Education outside of India:** Wipro-Science Education Fellowship program contributes to improvement of Science and Math education in schools primarily serving disadvantaged communities in the US and the UK. The program is currently active in California, Florida, Boston, Missouri, New Jersey, New York and Texas, in the US; and in Sheffield and London, in the UK.
- **Engineering Education:** Developing up-to-date and workplace relevant engineering and technology skills is critical for a country like India where the IT Services industry contributes nearly 8% of the GDP. Our efforts in this direction go back several years and address two important dimensions: (a) Skills development for students that is based on a comprehensive framework of post-graduate MS degree program (WASE/WISTA) and (b) Capacity building among students and faculty of engineering colleges on emerging digital technologies (TalentNext).



- **Primary Health Care:** We work with partners on the critical matter of providing access to good quality primary health care services to underprivileged communities around our locations and in remote underserved areas. Our work in primary health care touches the lives of thousands of people with particular emphasis on maternal and childcare. In 2020-21, we crafted a comprehensive integrated response to the Covid19 crisis that covered the entire cycle of Testing, Tracing, Isolation and Quarantine, Secondary and Tertiary care. A crucial element in this entire process is building community resilience in terms of awareness, ownership and actions that enable them to handle their primary health care needs more effectively.
- **Disaster Rehabilitation:** We focus on long term rehabilitation of affected communities after a natural disaster. The nature of engagement varies depending on the individual context of the geography, culture and larger socio-economic realities of the region. In the past, we have helped rebuild the lives of people affected by Karnataka Floods, Bihar Floods, Odisha Floods, Uttarakhand and Kerala floods, Cyclone Amphan, the Japan Tsunami, Hurricane Sandy and Philippines Cyclone.
- **Business Sustainability:** Our work on Wipro's business sustainability, based on the Triple Bottomline framework, focuses on a range of ecological and workplace initiatives, the principal ones of which center around Energy and Carbon, Water, Waste, Biodiversity, Supply Chain Responsibility, People Diversity on the aspects of Gender, Disability and Nationality, Employee health, wellness and safety, Employee empowerment through continuous learning, advocacy forums and a framework of comprehensive public reporting.

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

- **Working with communities everywhere:** Wipro has a presence in more than 70 countries around the world and more than 10% of our workforce are from nationalities other than Indian. We think it is crucial to engage with proximate communities wherever we have significant presence, e.g. the US, UK, Europe, Philippines, Australia etc. In line with this, we will continue to expand and strengthen our community programs in all the geographies where we have significant presence. This is a reaffirmation of our belief that at its core, CSR and sustainability must transcend boundaries, whether organizational or national.

Given that we are primarily an urban-centric organization, it is important for us to involve and to contribute to the urban landscape we are a part of. Urban communities are diverse and represent a wide range of interest-groups Aligned with our core values of respect for the individual and being global and responsible, our keen interest is in contributing to our cities becoming social and cultural spaces that are at once vibrant, democratic, inclusive and innovative.

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

Note: In the next page, we provide a visual summary of our domains of engagement while the table maps our domains of engagement with the areas specified in Schedule VII to Section 135 of the Companies Act 2013.

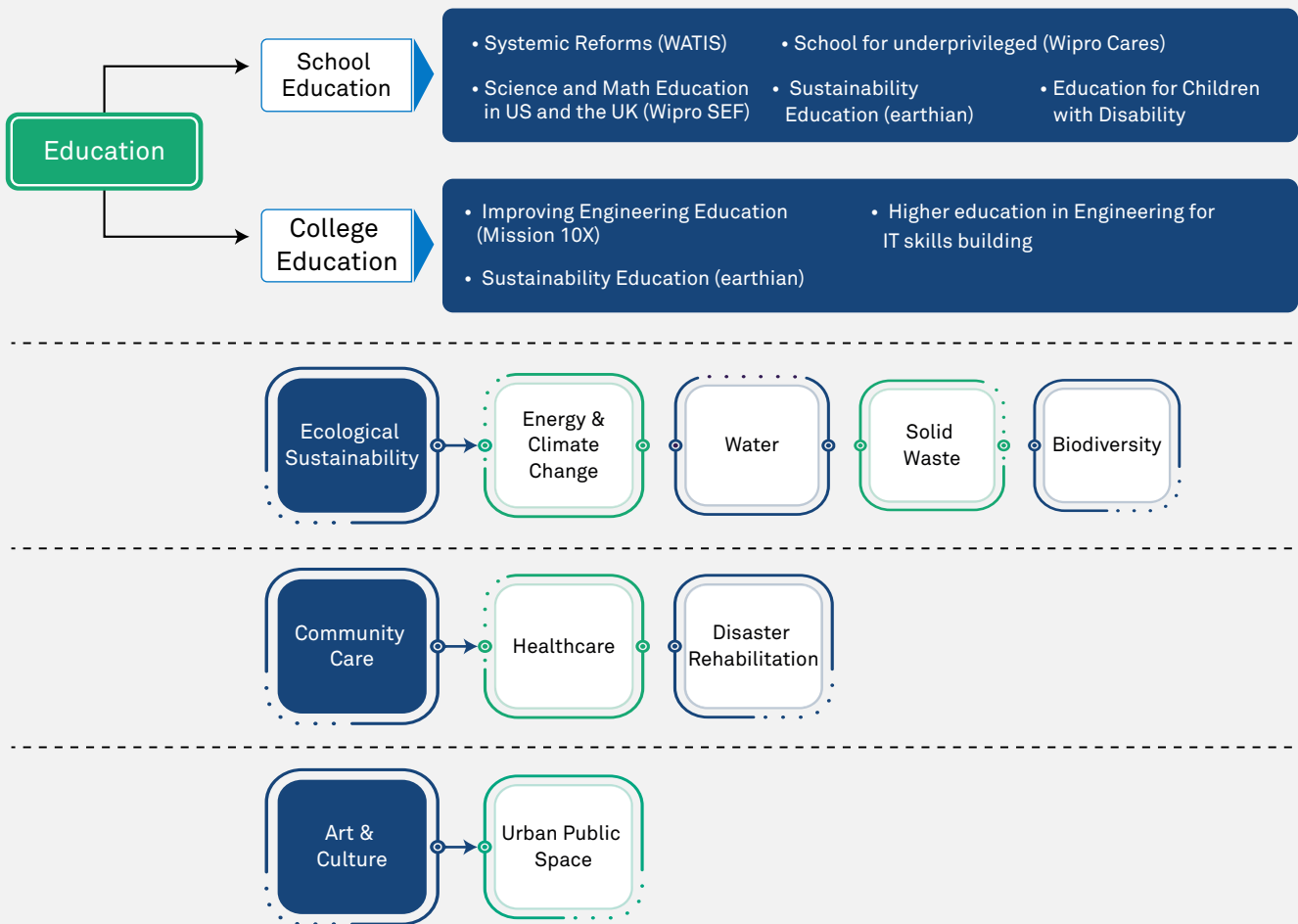


Figure 1: Visual Schematic of our current domains of engagement

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

Wipro's domains of engagement	Schedule VII listed domain
School Education	Item (ii) : Promoting Education including special education and employment enhancing vocation skills, especially among children, women, elderly and the differently abled and livelihood enhancement projects
Engineering Education	Item (ii) : -do-
Sustainability Education	Item (ii) : -do-
Higher Education in Engineering for IT skills building	Item (ii) : -do-
Education for children with disability	Item (ii) : -do-
Ecological sustainability : Energy, Water, Waste, Biodiversity	Item (iv) : Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water



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strong commitment to sustainability and good corporate citizenship, we have over 190,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

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