

Wipro Great Britain Gender Pay Gap Report

Under UK legislation, introduced in 2017, employers in Great Britain (GB) with 250 employees or more must publish their gender pay gap each year. The objective of the gender pay gap reporting is to establish the difference between the mean and median earnings (hourly pay) of men and women, as well as the bonus pay-out by gender, and the ratio of male and female employees across the business.

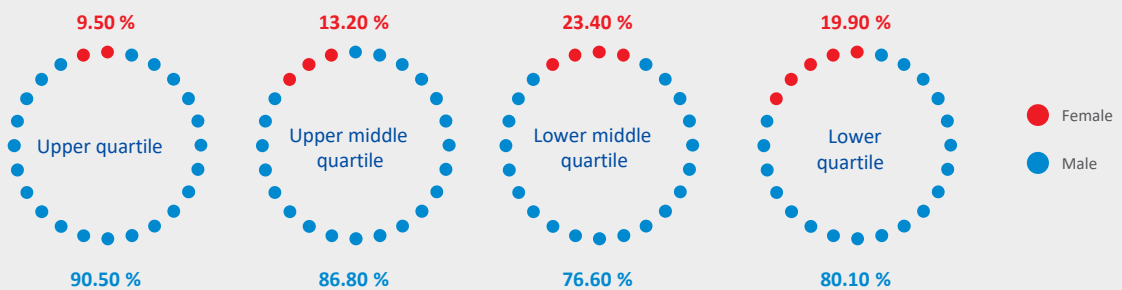
Wipro is an equal-opportunities employer and believes that this move by the UK government will ensure more transparency throughout the workplace.

In line with the parameters outlined under the legislation, Wipro Great Britain’s mean gender pay gap is 17.6% and the median gender pay gap is 5.3%. Nearly 90% (89.6%) of employees in the region are in the junior and mid-level career bands. The pay gap in these bands is lower than the overall company figures in GB . In fact, in our core middle-management-level female employees are, on average, paid more than their male counterparts .

While our gender pay gap figures are encouraging, we recognize that there is still a lot to be done to create a more equitable workplace for all. For instance, our mean bonus pay gap in GB is 36.50% and the median bonus pay gap is 50.05%.

Wipro UK Gender Pay Gap Breakdown

	Mean	Median
* Hourly Pay Gap	17.6 %	5.3 %
# Bonus Pay Gap	36.5%	50.05 %



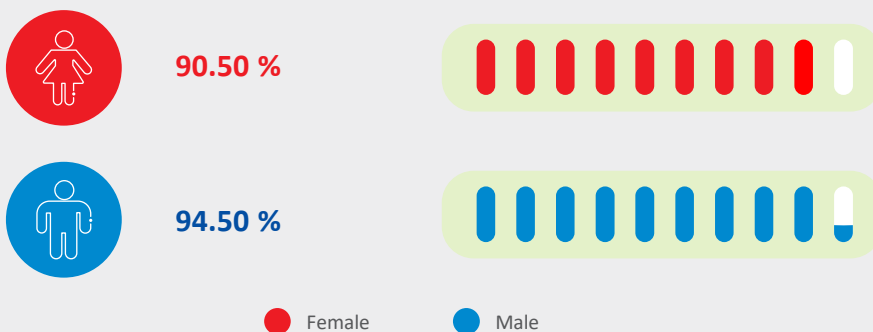
The bonuses here include variable pay, incentives, and commission. Wipro needs greater representation of women in senior management roles to mitigate this pay gap and are committed to mindful hiring practices and employee training programs that encourage and support women to take up leadership roles.

To further strengthen our recruitment process and ensure gender equality, our recruiters are trained in gender-inclusive interviewing skills.

We run many programs under the aegis of Women of Wipro, designed to mentor female employees for leadership roles. These initiatives use a life-stage approach to cater to the differing needs of female employees as they progress through various phases of life. We have rolled out a focussed campaign internally, enlisting diversity champions across our locations to lead initiatives that challenge biased mindsets, habits, and stereotypes.

Our commitment to making inclusion a way of life at Wipro is reinforced by our leadership, including our Chairman Rishad Premji, who is the Executive Sponsor of Wipro’s Inclusion & Diversity (I & D) Council. In 2020, Rishad and a team of Wipro employees developed the Five Habits for a Growth Mindset to help leadership bring to life Wipro’s core values, including being respectful, communicative, and responsive. We host regular meetings with our leaders to ensure they’re modelling Wipro’s commitment to inclusivity through their interactions with teams, customers, and partners, and share resources to increase awareness of how to mitigate conscious and unconscious biases.

Percentage of Employees Who Received Bonuses April 5, 2019-2020



Wipro is also a signatory to the United Nations Global Compact and supports the United Nations Guiding Principles on Business and Human Rights (The UN Guiding Principles). We have been actively working on multiple initiatives aligned with the UN’s Sustainable Development Goals. We have also been recognized in various industry forums for our inclusive policies and practices.

While we are proud of our achievements, we recognize that this journey is an ever evolving one. We will continue to strive to create an inclusive workplace where every employee is empowered to deliver their best.

Declaration:

We confirm that the information is accurate, and the data provided has been calculated according to the mandatory requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jaya Kiran Satish
Head of HR
UK & Ireland

I confirm that the information in this report is accurate.