

CORPORATE SOCIAL RESPONSIBILITY POLICY

Wipro HR Services India Private Limited
(Formerly known as Alight HR Services India Private Limited)

This policy has been instituted based on the Corporate Social Responsibility (CSR) philosophy of Wipro HR Services India Private Limited and provisions of Section 135 of the Companies Act, 2013, read with Schedule VII of the Companies Act, 2013 and Companies (Corporate Social Responsibility Policy) Rules, 2013. This policy will at all times be subject to the provisions of the aforesaid act and rules (as amended from time to time). This Policy will come into force with immediate effect.

Overview and CSR Philosophy

Wipro HR Services India Private Limited (“Company”) believes in a philosophy of adopting sustainable business practices which are beneficial to various stakeholders including the society. Being part of the Wipro family, the Company constantly endeavours to actively contribute to the social and economic development of the communities in which it operates and recognizes its role and responsibility as a corporate citizen.

To further the Company’s CSR philosophy, a formal policy on CSR is being formulated to align its practices with requirements of Companies Act, 2013 and rules made thereunder.

CSR Projects, Programs and Activities

The Company may undertake various CSR projects, programs and activities from time to time. It may also contribute towards any existing or ongoing CSR projects, programs and activities. Such projects, programs and activities will be undertaken keeping in mind the CSR philosophy of the Company and in alignment with the permissible activities under the Companies Act, 2013 and rules framed under (as amended from time to time). It shall be at the discretion of the Company to undertake, modify, implement and cancel CSR projects, programs and activities from time to time as it deems fit.

The Company may from time to time undertake any project, program and activity on one or more of the following areas:

- Education- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- Healthcare and rehabilitation- Promoting healthcare including preventive health care and community healthcare. Rehabilitation after natural disasters.
- Environment and Business Sustainability- 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
- Any other projects, programs and activities falling within the permissible activities prescribed under Companies Act, 2013, rules made thereunder, any circular/notification/guidelines/clarification issued thereunder.

Mode of carrying out CSR activities

The Company may carry out the CSR activities either on its own, or through a registered trust or registered society or through a company registered under Section 8 of the Companies Act, 2013 (eg. Wipro Foundation or Wipro Cares) or through one or more of the modes in such manner as it deems fit. It may also collaborate with other companies for undertaking projects, programs and activities in such manner as it deems fit.

CSR Committee

The Board of Directors of the Company shall constitute a committee called the “Corporate Social Responsibility Committee” (“CSR Committee”) in accordance with the provisions of Companies Act, 2013 and rules made thereunder. The CSR Committee will consist of such number of directors as the Board of Directors may determine from time to time. The Board of Directors may also change the composition of the CSR Committee from time to time in such manner as it thinks fit.

Subject to provisions of Companies Act, 2013 and rules made thereunder, the CSR Committee may meet at such intervals, in such manner and may carry out matters in such manner and function generally as per such guidelines as it deems fit.

The CSR Committee shall have, inter alia, the following roles, powers and responsibility:

- (i) Formulate and recommend the CSR Policy and any amendments therein to the Board of Directors of the Company
- (ii) Develop and approve various CSR projects, programs and activities to be undertaken from time to time either directly by the Company or through other entities
- (iii) Determine modalities of execution of such CSR projects, programs and activities
- (iv) Undertake all necessary steps to implement the CSR activities
- (v) Authorise and approve CSR expenditure from time to time subject to the limits approved by the Board of Directors
- (vi) Monitor the CSR activities in such manner as it deems fit
- (vii) Carry out all such acts, deeds, matters and things as may be required in connection with aforesaid matters and generally for any matter connected with the CSR policy of the Company
- (viii) To perform such functions as may be entrusted by the Board of Directors from time to time.

CSR Spending

The Company may, in every financial year, spend such amounts on its CSR activities as the CSR Committee may authorise from time to time subject to the limits as approved by the Board of Directors.

Any surplus arising out of CSR projects, programs and activities shall not form part of the business profits of the Company.

Without prejudice to the generality of the contents of this policy, the Company may undertake CSR projects, programs and activities as permitted under the framework of Companies Act, 2013 from time to time (including any amendments, clarifications, circulars, notifications or other official communications from time to time). The Company may also carry out the purposes of this CSR policy in accordance with any amended position of law from time to time notwithstanding that such amended position is not reflected in this policy.