

SUSTAINABILITY DASHBOARD



We have a structured and well defined dashboard of five year goals for Energy, GHG reduction, Water, Waste and Biodiversity ;these goals have year-wise milestones and are part of all our public disclosures We have similarly articulated statement of direction and qualitative goals on Health and Safety, Diversity, Green Computing and education.

Workplace Sustainability



Talent Engagement AND EMPOWERMENT

57,000 enterprise-wide social networking platform users

EPS Pulse 2014 Engagement Scores **↑ 2%**



Employee Health AND SAFETY

18 locations in India certified for OHSAS 18001

Occupational Health and Safety trainings **130,000** participants (employees, contractors & service providers)



Diversity AND Inclusion

Women Retention Rate post parental leave from **↑ 89%-93%**

76 candidates with disabilities were hired in **FY 14-15** Totally **495** employees with disability



Capability Building AND CAREER DEVELOPMENT

wide range of programs - **technical, behavioral, sales, leadership training**

4000 registered mentees **1200** registered mentors in our Learning Networks

VISION & GOALS

- Career enhancement of employees through internal role movements, skill-based career paths, job rotations and manager capability building
- Build customized learning programs based on specific needs of key accounts to drive business outcomes
- Develop meaningful HR metrics and analytics to assist strategic decision-making

ENERGY AND EMISSIONS

GHG intensity reduced from **1.77-1.74** tons CO₂ per employee in 2014-15

9 Mn Kwh saved annually through virtualization of servers

Renewable energy contributes to **20%** of total electricity consumptions for India offices

WATER

Reduction in fresh water demand by **7%** in 2014-15 at **1.36 KL** vs. **1.46 KL** per person per month saving **132 Mn** Liters of freshwater

Participative ground water project in **35 sq.km** proximate area of Corporate Office

WASTE

90% of total waste from India operations recycled or reused

CAMPUS BIODIVERSITY

Phase 2 - **Wetland Park** work underway in Electronic City Campus, Bangalore

Started **Biodiversity** programs at **two** of our campuses in **Pune** and increased **native species** by **4 times to 200** species

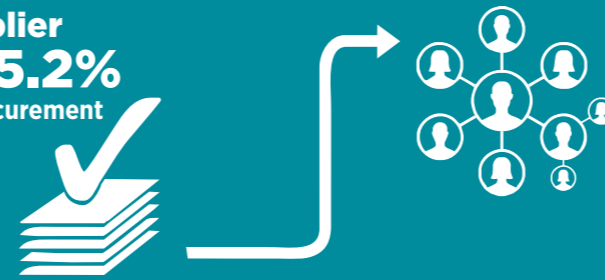
VISION & GOALS

- Doubling renewable units of energy by 2020 from 65 Mn. To 135 Mn. units
- Improve water efficiency (fresh water use per employee) by 5% year on year
- Broad base the Participative Aquifer Mapping (PAQM) program with the community & launch the lakes study program covering 16 lakes in the Sarjapur watershed
- Save nearly 10% of total water consumption across campuses via ultra-filtration of waste water - expected to save around 480 KL/day

Ecological Sustainability

Diverse Supplier

Spend contributed to **5.2%** of total central procurement tracked spend for India operations



71% of the procurement for the year by value was from local suppliers

VISION & GOALS

- To complete pilot assessments of significantly high social risks and initiate improvement programs for our suppliers
- To evangelize green procurement criteria among key suppliers

Supply Chain Sustainability

Customer Stewardship

CUSTOMER ENGAGEMENT

Designated **CSR Thought Leader** by Verego

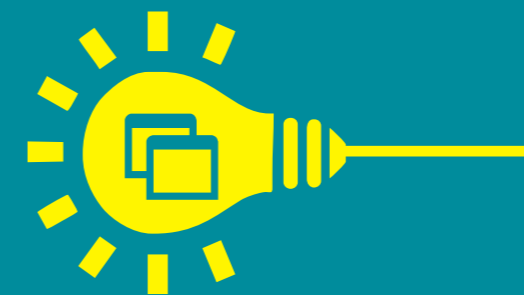
"GOLD" overall CSR rating (highest among possible three levels) by Ecovadis



Net Promoter Score increased by **680** basis points for 2014-15 from 2013-14

Overall satisfaction performance of increased from **89.7%** to **91.5%** in 2014-15

INNOVATION



250 new patent applications filed strong intellectual property portfolio

16 new patents granted against existing patent applications

Partnering for Social Change

WIPRO EDUCATION

New domains for **rural youth** primary school mathematics, integrated learning program

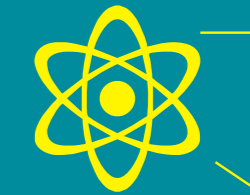
6 new partnerships North-East, Maharashtra, Kerala, Karnataka and Punjab



Launched a program on education of **children** with disabilities

5 projects supporting needs of **1350** underprivileged children in Bangalore, Pune, Jaipur & Hyderabad

WIPRO SCIENCE EDUCATION FELLOWSHIP PROGRAM



serving **disadvantaged** communities in cities in **USA** to improve science & math education in schools - launched in Chicago, New York & Boston

Collaboration with **UMass Boston** Michigan State University and Mercy College

250 - 300 teachers across **20** school districts go through a 2-3 year fellowship

EARTHIAN

Participation nationwide since 2011 **3,000** schools & colleges **15,000** students **3,500** educators

14 workshops on sustainability learning for **250+** teachers

Co-hosted national level symposium on Sustainability in Management Education with IIM-B, Kenan Flagler School of Business, University of North Carolina

Workshops conducted **76** Academic Leadership **1,003** Faculty Empowerment **91** Practitioners **614** Student Engineering Thinking



54 Mission10X Technology Learning Centers (MTLCs) now operational in **12** states

WIPRO CARES



Primary Healthcare Access to **75,000** people through **7** projects, covering **53** villages across Maharashtra, Karnataka, Andhra Pradesh and Uttarakhand

Program in **urban solid waste management** in Bangalore to which provides skills upgrading & access to social security benefits to **260** informal workers



Education program benefitting **500** migrant worker's children

Sustainability Dashboard

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Workplace Sustainability



Highlights

- Launch of an enterprise-wide social networking platform to enhance collaboration and idea-sharing. Over 57,000 users with 4,700 groups
- Wipro's employee assistance and counselling program completes 11 years. Engagement scores increased by 2% in the Employee Perception Survey (EPS) Pulse 2014 survey
- Over 130,000 participants (employees, contractors and services providers) attended trainings on Health & Safety, covering Occupational health, Transportation, Hospitality, emergency response and Security domains
- 24000+ technical, behavioral, sales and leadership training programs delivered. 4000 registered mentees and 1200 registered mentors in our Learning Networks
- Women consists 30.2% of total workforce. Workforce comprising 101 nationalities in 58 countries
- We have a total count of close to 495 employees with disability, including 76 hired in 2014 - 15 Sign language interpretation for key employee communication. Online portal 'Kinesics' for learning sign language



Visions and goals for future

- Career enhancement of employees through internal role movements, skill-based career paths, job rotations and manager capability building
- Re-design and re-alignment of organizational performance management to encourage a culture of coaching and development
- Build customized learning programs based on specific needs of key accounts to drive business outcomes
- Enhance flagship leadership development programs for business and HR teams
- Develop meaningful HR metrics and analytics to assist strategic decision-making

Ecological Sustainability



Highlights

Emissions

- GHG intensity reduced from 1.77 to 1.74 Tons CO₂ eq Per employee in 2014-15
- 100,000 tons of CO₂ Equivalent emissions compared to previous year
- 9 Million KWh saved annually through virtualization of servers

Energy

- Renewable energy contributes to 20% of total electricity consumptions for India offices
- Energy intensity decreased from 233 units to 224 (kWh) Per employee per annum

Water

- Reduction in fresh water demand by 7% in 2014-15; at 1.36 KL vs. 1.46 KL per person per month
- 132 MN KL freshwater saved
- 35% Of water demand met through recycling

Waste

- 90% of Total Waste from India operations recycled or reused
- Participative ground water project in 35 sq.km proximate area of Corporate Office Biodiversity
- Phase 2 - Wetland Park work underway in the Butterfly Park at Electronic City Campus, Bangalore completed in 2013.
- Started Biodiversity programs at two of our campuses in Pune.
- Increased native species by 4 times to 200 species



Visions and goals for future

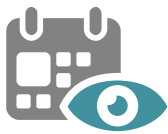
- Improve water efficiency (fresh water use per employee) by 5% year on year.
- Integrate rainwater harvesting into freshwater consumption across campuses by 2017.
- Implement ultra-filtration and RO projects and integrate with in three large campuses by 2016. Broad base the Participative aquifer mapping (PAQM) program with the community and launch the lakes study program covering 16 lakes in the Sarjapur watershed.-Refer to 'Energy and GHG Mitigation' for related goals.

Supply Chain Sustainability



Highlights

- Diverse supplier spend contributed to 5.2% of total central procurement tracked spend for India operations
- By value 71% of the procurement for the year was from local suppliers



Visions and goals for future

- To put in place an effective supply chain risk management and supplier engagement program
- To complete pilot assessments of our suppliers with significantly high social

Customer Stewardship



Highlights

- Net Promoter Score increased by 680 basis points for 2014-15 as compared to the previous year
- Overall satisfaction performance of increased from 89.7% to 91.5% in 2014-15
- No substantiated instances of data privacy breaches
- An overall CSR rating of Gold (highest among possible three levels) by Ecovadis
- Designated as "CSR Thought Leader by Verego
- Set up a US\$100M fund to invest in early and mid-stage startups with the ability to reshape the future of enterprises with emerging and disruptive technologies

Partnering for Social Change



Highlights

Wipro Education

- New domains like primary school mathematics and integrated learning program for rural youth included 6 new partnerships in the North-East, Maharashtra, Kerala, Karnataka and Punjab
- Launched a program on education of children with disabilities, supporting needs of 1350 underprivileged children through 5 projects in Bangalore, Pune, Jaipur and Hyderabad

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 cities in USA
- Collaboration with UMass Boston, Michigan State University and Mercy College
- Works with 250-300 teachers across 20 school districts who go through a 2-3 year fellowship

earthian

- Participation from 3,000 schools and colleges, 15,000 students and 3,500 educators nationwide since its launch in 2011
- 14 workshops on sustainability learning were conducted for more than 250 teachers
- Co-hosted national level symposium on 'Sustainability in Management Education' along with IIM-B and Kenan Flagler School of Business, University of North Carolina

Mission 10X

- Conducted 76 Academic Leadership, 1,003 Faculty Empowerment, 91 Practitioners and 614 Student Engineering Thinking Workshops
- 54 Mission10X Technology Learning Centers (MTLCs) now operational in 12 states

Wipro Cares

- Participative ground water project in 35 sq.km proximate area of Corporate Office
- Primary Healthcare access to 75,000 people across 7 projects, covering 53 villages across Maharashtra, Karnataka, Andhra Pradesh and Uttarakhand
- Program in urban solid waste management in Bangalore - provides skills upgrading and access to social security benefits to 260 informal workers
- Education program to 500 migrant worker's children