



**Wipro**

**Human Rights  
Policy Statement**



# Spirit of Wipro

Be passionate about clients' success

Treat each person with respect

Be global and responsible

Unyielding integrity in everything we do

## Wipro Human Rights Policy Statement

Wipro Limited ("Wipro") supports the protection and elevation of human rights and is guided by fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). Wipro is a signatory to the United Nations Global Compact. Wipro supports the United Nations Guiding Principles on Business and Human Rights ("UN Guiding Principles") including the corporate responsibility to respect human rights. Our support for these fundamental principles is reflected in our policies and actions towards our employees, suppliers, clients, communities and the countries where we do business.

## Commitment

Wipro's commitment to human rights is long-standing, and is reflected in our Code of Business Conduct ("COBC") and Supplier Code of Conduct ("SCOC") and are publicly available on Wipro's official website. Wipro is committed to maintaining and improving systems and processes to avoid complicity in human right violations. This policy is intended to succinctly express Wipro's commitment to do business with ethical values and embrace practices that supports environment, human rights, and labour laws on a worldwide basis.

### EQUAL OPPORTUNITY AND NON-DISCRIMINATION

Wipro is committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. Merit in qualification, performance and capability form the sole criteria for selection. It is Wipro's constant endeavor to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices.

### HARASSMENT-FREE WORKPLACE

Wipro treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes behavior/action directed towards third parties during the course of conducting Wipro's business. Employees have the right to freedom of opinion and expression.

### FREEDOM OF ASSOCIATION

Wipro respects the right of employees to exercise their lawful right of free association.

### SAFE AND HEALTHY WORKPLACE

Wipro strives to institutionalize health and safety processes, with special focus on aspects such as women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response and preventive health & safety measures. Employees are encouraged to highlight concerns or health/security hazards to the management.

### INCLUSIVE WORKPLACE

Wipro is committed to workplace diversity and to providing an inclusive environment. Wipro has also enabled and institutionalized a reasonable accommodation policy for employees with special needs or personal circumstances and focuses on accessible infrastructure and information systems ready for any adjustment and changes if required.

### DATA PRIVACY

Wipro is committed to protect the data privacy of employees (including ex-employees and retirees), customers and suppliers. Our current data protection and privacy framework includes multi-layer password protected authentication systems, automatic tools and tracking mechanisms, audits and information sharing on a need-to-know basis. We do not disclose information to third parties without explicit consent of our stakeholders, unless required by law to do so. Our Ombuds process and security incident management process allow reporting of data breaches and policy violations.

## PROHIBITS CHILD LABOR AND FORCED LABOR

Wipro prohibits child laborers and forced or compulsory labor including bonded labor, slavery and human trafficking and the same is embodied in Wipro's COBC and SCOC.

## Grievance Mechanism

Wipro implements the above standards by incorporating it in related policies, processes and guidelines across all our business operations. Wipro conducts trainings to strengthen in-house awareness and education on the practice of human rights.

Wipro believes that an empowered workforce is the best way to receive feedback and identify improvement areas. The following grievance mechanism provide all employees, vendors, suppliers and customers a secure and 24x7 access to raise grievances and to report confidentially and anonymously without fear of retaliation any breach of policies and procedures in Wipro:

1. Ombuds process
2. Prevention of Sexual Harassment Committees

Additionally, through forums like mailers, enterprise social network, team and individual meetings with business and HR leaders, we continuously engage with employees to create awareness, understand and address grievances.

## Review

Our progress on aspects of human rights is owned by the business and functional leadership team, and is under the review and oversight of our Group Executive Council, Chief Sustainability Officer, the Audit Committee and the Board of Directors. Wipro identifies and manages human rights impacts, risks and opportunities that continuously help strengthen our workplace policies, practices and programs. It is thus a constant endeavour to stand by our commitment and build frameworks to support Wipro in implementing human rights standards.

## References

### Code of Business Conduct

[Available on our website: wipro.com](#)

### Supplier Code of Conduct

[Available on our website: wipro.com](#)

### The Ombuds process

[Available on our website: wipro.com](#)

### Global Policy on Prevention of Sexual Harassment

[Available on our website: wipro.com](#)

### Global Diversity & Inclusion Policy

*Available to employees*

### Reasonable accommodation Policy

*Available to employees*

### Employee Health and Safety Policy

*Available to employees*

### Employee Benefit Policies

*Available to employees*

### Version Control

Amendment Date	Policy Version	Author	Approved By	Nature of Change
1 April 2016	1.0	Megha Chhabra	Saurabh Govil	First Version
3 May 2021	1.1	Aji George	Saurabh Govil	Reference links updated



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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 220,000 dedicated employees serving clients across six continents. Together, we discover ideas and connect the dots to build a better and a bold new future.

For more information,  
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