



Global Human Rights Policy



Document Control

Function	Human Resources
Sub-function	Diversity, Equity & Inclusion
Policy Owner	Director, Head – Diversity, Equity & Inclusion
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1. Purpose

Wipro Limited and its affiliates (“**Wipro**”) support the protection and elevation of human rights and are guided by fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (“**ILO Declaration**”), and the Ruggie Principles (a global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity).

Wipro is a signatory to the United Nations Global Compact and supports the United Nations Guiding Principles on Business and Human Rights (“**UN Guiding Principles**”) including the corporate responsibility to respect human rights.

Wipro's commitment to human rights is further guided by the principles of protect, respect, and remedy in alignment with the Ministry of Corporate Affairs draft’s on the National Action Plan on Business and Human Rights, which is in line with the United Nations Guiding Principles (“**UNGPs**”).

Wipro’s 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.

1.1 Audience

- All employees of Wipro Limited and its affiliates (“**Employees**”),
- Suppliers, partners and their employees, and
- Customers and their employees.

2. Policy Details

2.1 SCOPE

The scope of this policy includes, but is not limited to:

- Defining the purpose and objectives of this policy,
- Identifying the roles and responsibilities of Employees and functions,
- Establishing procedures and protocols for implementation of this policy, and
- Setting forth compliance requirements and enforcement mechanisms.

3. Commitment

Wipro's commitment to human rights is longstanding 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 (<https://www.wipro.com/>). 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.

4. 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 endeavour 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.

5. 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 behaviour/action directed towards third parties during the course of conducting Wipro's business. Employees have the right to freedom of opinion and expression.

6. Freedom of Association

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

7. 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.

8. 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.

9. 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 allows reporting of data breaches and policy violations.

10. Prohibits Child Labor and Forced Labor

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

11. Responsible AI

Wipro has a dedicated Responsible AI Taskforce, ensuring assessment methodologies are enforced and guidelines are provided to embed transparency, accountability, privacy, non-discrimination, accessibility, participation, right to redress, and human oversight for AI initiatives in order to protect human rights.

12. Approach

The administration of human rights within Wipro is a collaborative effort, managed by business and functional leadership team with guidance from the Group Executive Council, Chief Sustainability Officer, Audit Committee, Responsible AI Taskforce, and the Board of Directors.

In order to proactively identify, manage, and address human rights impacts, risks, and opportunities, Wipro has implemented the following approach:

- HR team ensures awareness, conducts training, and addresses complaints while overseeing fair recruitment.
- Legal and Compliance team ensure legal adherence, conduct risk assessments, and offer guidance.
- Internal Audit team assesses policy effectiveness and recommends improvements.
- Global Procurement Office extends this Policy to partners, conducts due diligence, and addresses violations.
- CSR team develops and implements programs to promote human rights internally and externally.
- Employees play a pivotal role in adhering to the policy, reporting violations, and participating in training.

13. Governance

- Administration: Business and functional leadership.
- Cadence: Wipro is dedicated to conducting annual reviews of this policy to ensure its relevance, effectiveness, and adherence within the organization and to international standards and best practices. The outcomes of these reviews will be documented, and any essential amendments or enhancements to the policy will be promptly implemented.
- Catalyst: Group Executive Council, Chief Sustainability Officer, Audit Committee, Responsible AI Taskforce, and the Board of Directors. They are responsible for creating awareness, understanding, and compliance with the policy throughout Wipro, driving cultural change and fostering a commitment to human rights principles at all levels.

14. Human Rights Due-Diligence

Wipro employs constant due diligence to identify, present, mitigate and account for human rights impacts within the business and value chain. If any negative human rights impacts caused by activities are discovered, Wipro is dedicated to ensuring fair and equitable remediation. Wipro also facilitates remediation whenever Wipro is connected to adverse impacts through our associations with third parties.

The following actions serve as our framework for promoting and protecting the dignity, equality, and well-being of all Employees:

14.1 Human Rights Training

- HR Department organizes regular training sessions to familiarize Employees with the fundamental principles of human rights and their application in the workplace. These sessions aim to increase awareness, promote empathy, and empower Employees to recognize and address human rights issues effectively. Wipro believes that an empowered workforce is the best way to receive feedback and identify improvement areas.

14.2 Working Conditions

- Wipro is committed to maintaining a workplace where each Employee's personal dignity is respected and protected from offensive or threatening behaviour including violence.
- Wipro continuously strives to foster an inclusive workplace where Employees have the freedom to express themselves, participate and be their authentic selves. We encourage diversity of thoughts and value plurality of ideas. We respect uniqueness among individuals, while celebrating and learning from diverse ideas, backgrounds, perspectives and experiences. The "Spirit of Wipro," our core values, is the cornerstone of our principles of inclusion and diversity.
- Wipro strives to create equitable compensation and benefits for all employees. Additionally, our performance evaluation system assesses leaders not solely on their accomplishments but also on the way they attain them
- Wipro believes that a flexible work culture is essential for retaining talent and keeping Employees motivated and engaged. Therefore, we offer a range of flexible work arrangements across all the countries we operate in. These may include benefits such as Parental Leave, Paternity and Maternity Leave, Time Off for personal reasons, hybrid working conditions, etc.

15. 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, suppliers and customers a secure and 24x7 access to raise grievances and to report confidentially and anonymously without fear of retaliation: We have established the following robust mechanisms to address grievances related to human rights issues. This mechanism ensures that any concerns or complaints regarding human rights violations are promptly and effectively addressed:

- Ombuds
- Prevention of Sexual Harassment Committees
- Dedicated channel for data privacy related issues - data.privacy@wipro.com.

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.

16. Outcomes and Impacts

Wipro's commitment to human rights leads to a workforce that is more diverse, bringing together teams with a wide range of perspectives and experiences. This diversity cultivates innovation and creativity in solving problems and making decisions. Employees experience a sense of value and respect, resulting in elevated morale and job satisfaction, ultimately boosting productivity and retention rates in a long run. Additionally, Wipro's adherence to anti-discrimination laws and human rights principles reduces legal risks, averting potentially expensive lawsuits or penalties.

17. POC for queries

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18. Review

This policy is reviewed every year for effectiveness and any change including termination of this policy will be at Wipro's sole discretion. In the event of an exceptional circumstance, or when in doubt about the interpretation of the policy, the decision of DEI HR Head would be final and binding.

19. Revision History

Version	Revision Date	Reason for Change	Drafted/ Reviewed By	Approved By	Date Approved
1.0	01.04.16	First Version	Megha Chhabra	Saurabh Govil	-
1.1	03.05.2021	No revision	-	-	-
1.2	06.08.2024	Updates from a global standpoint	Diversity, Equity & Inclusion Team	Director, Diversity, Equity & Inclusion Team	06-08-2024



About Wipro Limited

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs. Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses. With 250,000 employees and business partners across more than 60 countries, we deliver on the promise of helping our clients, colleagues, and communities thrive in an ever-changing world.

