



# Community Initiatives

## wipro foundation

Wipro Foundation is the Corporate Social Responsibility (CSR) entity of Wipro Limited. Going back over two decades, we focus on social initiatives in the domains of Education, Primary Healthcare, Ecology, Disaster Response, and Cities & Public Spaces.

In FY24, our community initiatives reached 17 countries, supporting ~225 projects in the areas of Education, Primary Healthcare, Digital Skilling and Urban and Community Ecology. These initiatives had a positive impact on the lives of about 4.5 million people, primarily those from underserved communities.

### FY24 GOAL

To create positive impact for 2 million children

### FY24 PROGRESS

**2.96 million**  
Children reached

### FY25 GOAL

**4.92 million**

### APPROACH

- Addressing the needs of the most vulnerable and marginalized social groups
- Keeping ecological and social sustainability at the center of all interventions
- Focusing on processes and practices
- Working toward incremental, systemic changes for a more equitable and sustainable future

### STAKEHOLDERS ADDRESSED

- Proximate communities
- Public health systems
- Public education system
- Civil society organizations (CSOs)
- Engineering students and faculty



## Education – A Key Enabler of Community Wellbeing

To ensure equitable access to education in disadvantaged communities, we worked on areas such as improving early childhood education (ECE), primary schooling, teaching-learning methodologies, and transforming government schools into quality educational institutions. Our aim has been to encourage children and youth to adopt sustainability thinking and act on ecological issues. We collaborated with more than 160 partners across 28 states and union territories in India to improve the impact of our education initiatives.

### Towards Inclusion

<p><b>FY24 GOAL</b></p> <p>To impact 25,000 children with disabilities</p>	<p><b>FY24 PROGRESS</b></p> <p><b>62,000+</b> Children reached</p>
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<p><b>FY25 GOAL</b></p> <p><b>100,000</b></p>
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We have made a conscious effort to introduce early interventions and champion inclusive education for children with disabilities (CwD), thereby empowering parents and raising awareness among various stakeholders. Leveraging the strong community connections of our partners, we have prioritized teacher training, driving positive attitudinal changes, developing flexible curricula, creating inclusive learning spaces, and promoting active community engagement. In addition to education, we also focus on the children's overall health and wellbeing. This is done by identifying CwDs through community outreach, capacity building of government staff and health workers, rehabilitative services for children with intellectual disabilities, developing social skills, networking for availing and facilitating government schemes, and providing therapy and nutritional support.

In FY24, we continued our engagement with 25 partners across 11 states and 1 UT through our education partners in the children with disability space.

### Transforming Engineering Education through Digital Skilling

<p><b>FY24 GOAL</b></p> <p>200,000 students to get access to digital skilling</p>	<p><b>FY24 PROGRESS</b></p> <p><b>205,000</b> Students reached</p>
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<p><b>FY25 GOAL</b></p> <p><b>235,000</b></p>
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Launched in 2016, TalentNext is an India-wide program designed to improve the quality of engineering education by preparing faculty and academic leaders to train students. It addresses the gap between demand and supply of skilled professionals. In collaboration with NASSCOM, we introduced our 'FutureSkills' platform to empower engineering students with the competencies needed to thrive in the tech landscape, including 2,380+ professors, cumulatively.



### The Ideas to Impact Challenge: Sustainable Futures through Wipro earthian

Wipro earthian, one of India's largest sustainability education programs for schools and colleges, combines our long-term interests in education and ecology. It seeks to make sustainability axiomatic to education in India. This year, Wipro earthian extended its support to Ideas to Impact (i2I), a nation-wide competition, spearheaded by IIT Madras. The contest is designed to transform innovative engineering ideas into viable prototypes, which actively contribute to a sustainable future. Since its launch in October 2023, the competition has received more than 1,000 team entries. It also offers comprehensive training, mentorship support and a prototype development fund of up to ₹50,000 for the top 20 teams.

interventions, positively impacting 760,000 infants. In FY24, our primary healthcare program was operational in Karnataka, Andhra Pradesh, Kerala, Maharashtra, Telangana, Odisha, West Bengal, Rajasthan, NCR and Nagaland.

### Primary Healthcare: Strengthening Public Systems to Support Marginalized Communities

#### Women in Reproductive Age

##### FY24 GOAL

430,000

##### FY24 PROGRESS

420,000

##### FY25 GOAL

600,000

Our healthcare initiative comprises 25 projects across major cities. It covers a comprehensive spectrum of primary health services. We prioritize improving staff capacity, ensuring medicine accessibility, and strengthening healthcare facilities. Our key focus includes tackling public health issues, such as anaemia in women from marginalized areas and communities. We have implemented systematic maternal and child health



### Employee Engagement through Community Work

Employee engagement with community initiatives is one of the three pillars of our employee wellbeing framework. The other two are physical and mental health. In FY24, we curated 200+ events and initiatives to facilitate employee engagement in community work. ~47,000 employees from 29 employee chapters in India and across the world engaged through monetary contributions and volunteering.

(All the numbers related to the achievements of the year under review, and goals for the next year, have been calculated on a baseline of FY21.)



## Overview of Social and Community initiatives

In close collaboration with 150+ partners, Wipro Foundation is actively contributing to building an inclusive and equitable future for underserved communities. We strive to transform lives across groups, including migrant families, out-of-school children, girls from marginalized communities, CwDs, teachers and practitioners, communities impacted in water-stressed cities and peri-urban settlements, and women in reproductive age groups.

### Our Mode of Implementation

- Support the creation of an ecosystem of civil society organizations (CSOs), which can help realize the vision of justice, equity and sustainability
- Work toward strengthening public service delivery systems
- Build the capacities of all the stakeholders involved

### CSR Approach: Delivering Impact

Wipro believes that it is imperative to contribute to creating a more just, equitable, humane and sustainable society. We have been involved with social initiatives for more than two decades. In the process, we have been engaging with critical issues across the domains of education, primary healthcare, ecology and disaster response. We choose to focus on these domains, as they are widely recognized to be key enablers of societal progress and community-resilience. Through our work in these areas, we aim to create a long-term positive impact on livelihoods, health, wellbeing, gender equity, economic productivity, and democratic participation.

→ Learn more about our Corporate Social Responsibility (CSR) policy, CSR projects, and impact assessment [here](#).

## Our Areas of Intervention

### Education

- Improving educational access
- Improving educational quality (India)
- Education for children with disabilities
- Sustainability education, advocacy and research
- Engineering education and digital skilling
- Improving educational quality (overseas)

### Primary Healthcare

- Maternal and child health
- Nutrition
- Adolescent health
- Mental health
- Capacity building of frontline workers
- Augmenting the public health system

### Urban Spaces and Community Ecology

- Urban and community ecology – water and sanitation, solid waste management (SWM), climate adaptation
- Promotion of urban public institutions engaged with art, culture and inclusive societal values

### Disaster Response

- Disaster relief, livelihood regeneration, and building community resilience



## Education

In FY24, our work in systemic improvement in quality of education, with focus on early childhood and primary education, reached close to 245,000 students in collaboration with 92 organizations across 22 states and 3 UTs. This includes the 25 partners we engage with through the Wipro Education Fellowship Program, which nurtures early-stage education organizations committed to driving systemic change in India's school education system.

Our collaboration with 44 partners across 12 states and 1 UT has been instrumental in advancing educational access for ~100,000 students from underserved communities. Through the 'Urban Government School Initiative,' we aim to restore infrastructure, improve teaching-learning practices and develop model government schools. Government of Karnataka has recognized the effectiveness of our approach and model and has adopted a similar template on a scaled-up basis over the last two years.

We have continuously strengthened our engagement with partners who emphasize education for CwD. We work with 25 partners across our access and systemic reform programs, with a presence in 11 states and 1 UT, reaching over 62,000 CwDs.

Our experience of working with over **350 organizations** over the last two decades has revealed the critical need for capacity building for organizations with varying

degrees of maturity. To address this, we have launched a non-funded capacity building program as a pilot. Here, we do not offer programmatic funding, but we extend our support to selected partners in building their capacities in organizational and educational aspects. During the year, we onboarded 7 partners under this program. Our initiatives have helped develop our partners' capacities through training and mentoring in the key areas of foundational literacy, numeracy, STEM education, library education, and supplementary education.

Wipro earthian, now in its 13<sup>th</sup> year, works at scale, providing diverse learning opportunities for both schools and colleges. With a presence in over 200 districts across 28 states and 6 UTs, the program trained 3,000+ school teachers and saw participation from 10,000+ students.

TalentNext aims to improve quality in engineering education. It addresses the gap between demand and supply of skilled professionals. It also provides training and support to professors and students in digital skills. In FY24, 74,000 students were trained in industry-relevant digital skills. In addition, 850 faculty were trained in advanced technologies such as AI/ML and Big Data Analytics.

In FY24, our outreach reached **~570,000 children**, while the cumulative number from FY21 exceeds **2.9 million children**.





## Primary Healthcare

We partner with healthcare nonprofits to empower local communities. The focus is on enabling communities to self-manage their healthcare needs. We have implemented 25 healthcare projects, reaching **1.5 million people** in the states of Andhra Pradesh, Karnataka, Kerala, Maharashtra, Nagaland, NCR, Odisha, Rajasthan, Telangana, and West Bengal. In FY24, the program strengthened the operations of 90+ primary health centers, with focused interventions for 190,000 women within the reproductive age group, 380,000 infants and children, and around 1,500 children with disabilities.

Since FY21, our outreach efforts in primary healthcare have impacted a total population of 3.8 million, reaching 420,000 women in the reproductive age group, 760,000 children and infants, and 3,100 children with disabilities.

### Enhancing Maternal and Child Wellbeing in Mumbai's Underserved Communities

Since 2018, Niramaya Health Foundation has been working with Mumbai's underserved communities, offering comprehensive primary healthcare services. Prioritizing pregnant and lactating women, and children, the foundation has been tackling critical issues like high-risk pregnancies and child malnutrition. In collaboration with Wipro Cares, Niramaya supports a range of preventive and curative interventions, touching the lives of over 100,000 beneficiaries, including women, children and adolescents.

## Urban and Community Ecology

At Wipro, our commitment is twofold – embedding sustainability within our business practices and championing initiatives that enhance urban ecology. The Urban Ecology Small Grants Program encourages local environmental restoration. The Urban Waters Program advocates for resilient, people-centric urban water management practices and is active in water-stressed cities such as Bengaluru, Chennai, Hyderabad and Pune.

In FY24, we supported participatory water management practices in 6 cities to enhance water sustainability and

resilience within urban environments. We facilitated community grant projects that empowered 11 local organizations in Bengaluru, Chennai and Hyderabad, to make a positive impact. We co-organized the third edition of the Urban Waters Forum, in collaboration with IIT Bombay, with 140 participants. This event encourages knowledge exchange among Wipro's partners, experts and stakeholders working on water management. The website [urbanwaters.in](http://urbanwaters.in) was launched to serve as a resource hub and showcase the best practices in water stressed cities.



Wipro Foundation has co-convened an inter-institutional initiative called Bengaluru Sustainability Forum (BSF) to enable conversations and promote interdisciplinary collaborations on sustainability in Bengaluru. BSF has become an important space in the city for wide-ranging discussions on issues related to urban sustainability. It also runs a successful small grants program, which supports action-oriented projects for the urban environment. Between FY21 and FY24, a total of 10 grants were awarded.

Under the community ecology initiative, we focus on striking an ecological balance in our proximate communities. We do this by taking up projects that deliver direct and tangible benefits. In FY24, 15,600+ people from the informal waste sector in Bengaluru and Mysuru were supported with training, upskilling, social security, and health camps. In Coimbatore, we planted 50,000 trees over 100 acres and provided agroforestry training to farmers. In Bhubaneswar, we supported with infrastructural work for water storage and distribution, providing clean water to 500 tribal households.

### Water Transformation in Phirkinali Village, Odisha

In a heartwarming tale of resilience and collaboration, Phirkinali village in Odisha has undergone a remarkable transformation. For years, its residents faced the challenges of open defecation, insufficient bathing facilities, and a lack of clean drinking water. However, thanks to the joint efforts of women from six tribal villages, Gram Vikas (a local non-profit organization), and Wipro Cares, the village now has round-the-clock access to running water.

At the centre of this transformation is a 30,000-liter overhead water tank – a beacon of hope for the 78 families residing in Phirkinali. Each household now enjoys the convenience of three taps: one in the kitchen, one in the bathroom, and a third in the toilet. Ensuring access to clean water and basic sanitation is a critical step toward securing a healthier and more prosperous future for these communities.

## Disaster Response

Natural disasters such as earthquakes, floods and cyclones disproportionately affect vulnerable communities. Their already precarious livelihoods are further disrupted. Since the 2001 Gujarat earthquake, we have responded to various natural disasters such as Uttarakhand floods, Tamil Nadu floods, Kerala floods, and cyclone Amphan, among others. Our approach considers geography, culture, and the socioeconomic context. Our commitment extends beyond immediate relief. It also focuses on sustainable recovery and community empowerment.

In FY24, we delivered essential disaster relief to 267 families impacted by the flooding in Anna Nagar and the riverbed areas of Delhi. Our efforts encompassed distributing emergency food supplies and medicines, setting up medical camps, and conducting health awareness programs on waterborne diseases to support the affected communities during this critical time.





## Urban Public Spaces

Public spaces are crucial for fostering social integrity, inclusion, democracy and empathy. They enhance community bonds, safety, security, and civic participation. Since 2018, our CSR charter has been dedicated to nurturing inclusive public spaces. The two major projects we support that act as inclusive public spaces are Bangalore International Center (BIC) and Museum of Art and Photography (MAP). BIC has been running well for more than six years now. It has rapidly become a vibrant hub for diverse conversations, cultural events, and perspectives. MAP has a library with rare books on art and history housed across two floors. As a founding patron, the museum's library is exclusively associated with Wipro.



### Sustainable Cities: Our Collective Endeavor

As part of our commitment to urban ecological sustainability, we awarded 11 small grants to groups in Bengaluru, Chennai and Hyderabad. Our initiatives included backing the Climate Dialogue Series, a film festival, and the Urban Ecology Design Competition. In response to the severe water crisis that struck Bengaluru in 2023, exacerbated by a poor monsoon season and declining groundwater levels, our partners took the initiative to compile resources and educate residents on water conservation practices.



## wipro cares

### Community Care through Employee Engagement

Wipro Cares (India) is a not-for-profit trust that engages with our proximate communities. In addition, the trust also works on long-term rehabilitation of communities affected by natural disasters. The programs run by Wipro Cares include Access to Education Program, Education for Children with Disabilities, Community Ecology Program, Community Healthcare Program, and Disaster Response Program. Employees play a key role in Wipro Cares, both in terms of volunteering and monetary contributions.



### Creating Bridges between Communities and Employees

Wipro employees actively engage in initiatives like tree plantation, youth mentoring, local school engagement, blood donation, cleanup drives, and fundraising, creating significant positive impact. In FY24, over 200 employee volunteering events took place, engaging ~3,400 volunteers. These employees contributed a total of 11,652 volunteering hours.





## International Programs

### Wipro STEM Program

Over the past decade, the program has directly benefited 1,500 STEM teachers and District Science Coordinators, and hundreds of additional teachers indirectly, positively impacting 800,000+ underserved students.

### Wipro Science Education Fellowship Program

**United States:** Introduced in 2012, Wipro Science Education Fellowship Program USA (Wipro SEF USA) is a two-year program designed to improve individual teacher practice, foster teacher leadership opportunities, and create a district corps of teacher leaders supporting sustainable positive changes in science education.

Wipro SEF USA runs in partnership with 7 universities. It works with 600 teachers across 35 school districts in 7 states.

**United Kingdom:** Wipro SEF UK was launched in FY19, in partnership with King's College, London (KCL), and Sheffield Hallam University (SHU). The KCL program is the UK's first Masters in STEM Education Program. It offers up to 15 bursaries per year to in-service and early-career STEM teachers. Wipro Teacher Fellowship and Wipro Teacher Mentor Program are the focus of our partnership with Sheffield Hallam University (SHU). The goal of the partnership is to provide continuous professional development to STEM teachers. Through these programs, we have supported 45+ fellows, mentors, and senior mentors this year.



## International Community Initiatives

In FY24, Wipro Cares Global expanded its community impact to 17 countries across the world. It structured its approach around the three thematic areas of digital skills, youth inclusion, and the environment. We developed partnerships with over 30 organizations and supported more than 30 projects. In the process, we reached 12,000 people in the communities where Wiproites live and work. Wipro employees dedicated thousands of volunteered hours to support these causes.

**In the Americas,** we have been advancing digital skills and empowering youth. In the US, we partnered with schools and groups like Technovation to prepare children for their future careers. In Canada, we worked with Making Changes to help women re-enter the ICT sector. In Brazil, we mentored youth from underprivileged areas, collaborating with the Amigos do Bem non-profit organization to combat poverty.

**In Europe,** we developed activities in every region Wipro has a presence in. In the UK, we partnered with Generation to empower individuals through masterclasses and mock interviews, enabling access to employment opportunities. We also collaborated with Thames21 to maintain clean rivers in London and the UK. Additionally, we supported Gaydio Academy to equip LGBTQIA+ youth with essential skills.

**In France,** we championed animal rights with SPA and aided young people in care with SOS Children's Villages. **In Poland,** we supported young individuals in institutional care with Fundacja Robinson. **In Switzerland,** with Powercoders, we helped train migrants and refugees in IT. **In Sweden,** we worked with Fryshuset for youth inclusion. **In the Netherlands,** we mentored Codam's IT students. **In Romania,** we created the Wipro Forest for a greener future and have supported Teach for Romania for over seven years to enhance education in disadvantaged areas. Additionally, we empowered women with IT skills through Education for Open Society, boosting their reemployment.

**In the APMEA region,** we focused on youth inclusion projects. **In the Philippines,** we supported young adults in Alternative Learning Systems and young inmates in prison to enhance their employable skills. **In South Africa,** the Wipro Graduate Academy provided intense digital and soft skills training for underprivileged youth, bridging the gap between training and employment. **In Australia,** our focus was on building community resilience against the effects of climate change.

Wipro Cares Global serves as Wipro's employee-led Corporate Social Responsibility (CSR) arm, distinct from Wipro Cares (India). While the latter focuses exclusively on India and is overseen by the Board of Trustees, Wipro Cares Global extends its CSR initiatives to all countries outside of India, with employees at the helm.

