

Stakeholder Engagement

Creating value for stakeholders is the central reason for an organization's existence. At Wipro, our stakeholders are essential partners in our journey; whether it is employees, investors, customers or suppliers, their voices shape our decisions. Our stakeholder engagement is based on the bedrock of trust and stewardship helping us navigate the social, environmental and economic landscape in ways that are mutually fruitful.

Our Stakeholders

Internal

- Employees
- Suppliers
- Customers
- Planet
- Investors

External

- Government and Policy (through Industry Associations)
- Communities and Civil Society

While the internal stakeholders have direct and operational/ business value chain impacts, the external stakeholders are part of the larger community and society in which we operate.

Engagement Mode and Frequency

- Periodic meetings with partners
- Open meets with the community
- Partner newsletters

Topics of Engagement

- Primary healthcare for rural communities
- Environment issues that affect Disadvantaged communities
- Education for disadvantaged children
- Long-term rehabilitation for disaster-affected areas

Outcomes

Engagement on systemic issues that are force multipliers for social change and sustainable development

Engagement Mode and Frequency

- Planned meetings
- Taskforces and steering committees of industry network bodies
- Workshops

Topics of Engagement

- Legislation policies on workplace inclusion
- Labor and human rights
- India's policies on climate change, energy efficiency, water, waste, and biodiversity, including SDGs
- The role of corporate social responsibility and taxation legislation in the countries we operate in

Meaningful participation and influencing policy directions for the larger good

Engagement Mode and Frequency

- Regular operational reviews
- Supplier meets
- Vendor surveys

Topics of Engagement

- Ease of doing business with Wipro across the order-to-payment life cycle
- Ethical business conduct, and social practices

Partnerships with suppliers helped in meeting diverse business operations requirements

Engagement Mode and Frequency

- Blogs – daily
- 360-degree feedback – annually

Topics of Engagement

- Continuous learning
- Work-life balance
- Compensation and benefits
- Health and safety
- Diversity

Outcomes

Feedback and employee perception enhance and improve people processes.

Engagement Mode and Frequency

- Annual General Meeting
- Annual Report

Topics of Engagement

- Corporate governance
- Financial performance
- Labor and human rights
- Attrition
- Compliance

Outcomes

Communicate our strategy and performance

Engagement Mode and Frequency

- Strategic and operational reviews
- Customer meets
- Formal customer feedback and surveys

Topics of Engagement

- Quality and timeliness of delivery
- Impact on customer's business goals

Outcomes

Partnerships with customers helped in meeting their present and emerging business information technology requirements