ESG DASHBOARD 2022-23

Ambitions Realized.

Our ESG Goals.

Wipro's sustainability initiatives go back nearly two decades and stem from our core values, the Spirit of Wipro. Sustainability for us is about being responsible to our multiple stakeholders and creating shared value for each of them in a way that reinforces and amplifies. Collectively, our approach constitutes the E+ESG framework i.e. creating economic value in a manner that is ecologically sustainable, socially responsible and based on the bedrock of good governance. We briefly explain below our key goals for each of these elements.

ENVIRONMENT

Environmental Stewardship Across the Value Chain

Goal 1

Contribute effectively to actions across the value chain on the Climate Change Challenge

- To achieve Net Zero GHG emissions for Scope 1 and 2 by 2030 and for Scope 3 by 2040.
- Reduce Scope 1&2 emissions by 75% by 2030 from 2017 baseline(Aspirational Targets beyond SBTi approved goals) and Scope 3 emissions by 55% by 2030 from 2020 baseline (SBTi approved goal).
- 100% RE for all owned facilities by 2030.
- Reduce the delivery footprint of top 25 accounts by 50% in terms of Scope 1, 2 and 3 GHG emissions with a year-on-year reduction of 5% on a compounded basis.

Metrics: Absolute emission profile (1.1), Energy (1.2)

Goal 2

Responsible management of scarce water resources

- Improve freshwater use efficiency by 65% in all owned facilities from the baseline measure of 200 liters per employee per day in FY'23 to 70 liters per employee per day.
- Improve year-on-year water efficiency per employee by 10% on a compounded basis. Increase share of recycled water as proportion of total water consumption to 50% by 2030.

Metrics: Water (1.3)

SOCIAL

Building the future-ready workplace and strengthening our community work.

Goal 3

Build and promote a culture of inclusion by nurturing diversity and shaping behaviors

- Increase diversity of gender, ethnicity, nationality, persons with disability and sexual orientation.
- Foster a company-wide culture of inclusion
- Increase diversity representation in management levels to 20% by 2024.
- Exemplify the Spirit of Wipro though Five Habits, Leadership Mindset and Code of Business Conduct.

Metrics: Inclusion (2.5), Employee count (2.1.3), Employee count-contractual (2.2.4), New hires (2.3.3), HR trainings (2.7.5)

Goal 4

Empower employees through continuous learning opportunities

- Provide opportunities to employees to reskill themselves for open client demands.
- Delivering Leadership skills program at every stage of career life cycle.

Metrics: Training and Development (2.7)

Goal 5

Prioritize employee health, well-being and safety at all times

- Adopt a holistic lifecycle approach that emphasizes employee safety, physical health and mental well-being.

Goal 6

Contribute in a deep, meaningful manner to a more equitable, humane and sustainable society

- **Education**
  - Contribute to improved quality of school education backed by better infrastructure, teaching-learning practices materials, and school leadership; particular focus on Gender, Children with disability, Environment and STEM.
  - Facilitate training and capacity-building on emerging digital technologies for college students and faculty.
- **Primary Health Care**
  - Contribute to the delivery of affordable, comprehensive primary health care services for a target population of 5 million people from vulnerable communities in the major cities we operate from by 2030. This includes 1 million young and expecting mothers, 1.5 million infants and young children and 7000 children with disabilities.
- **Employee engagement**
  - To leverage the passion of committed employees and leaders as a vital contributing force to our community initiatives.
  - Operating model: All location chapters to be led by a core team comprising local leaders and identified champions. Decisions to fund disaster response to be driven entirely by employee contributions and volunteering.

GOVERNANCE

Aligning Purpose, Transparency and Trust

Goal 7

Maintain the highest standards of governance based on the bedrock of Wipro values and ethical business conduct.

- The Wipro values of unyielding integrity and consistent and ethical business conduct to be the basis for every employee and staff member's actions.
- Board governance norms to reflect globally accepted principles and emerging issues of importance.
- At least 50% of the board to be women by FY'26.
- Wipro to lead on Responsible Technology governance with specific focus on Cybersecurity, data Privacy and Artificial Intelligence.
- Wipro to lead in ESG governance through:
  - a consistent structure of goals, KPIs and reviews by the board and leadership.
  - formal assessment of ESG risks into Wipro's Enterprise Risk Management system.
  - Rigorous and transparent ESG disclosures to investors, customers and in the public domain.

ENVIRONMENTAL METRICS

1.1 ABSOLUTE EMISSION PROFILE (TONS OF CO2 EQ)

Table 1.1.1

Scope 1	FY 2020-21	FY 2021-22	FY 2023-23
Fuel & Refrigerant – India offices	**10,885**	**9,571**	**9,640**

Table 1.1.2

Scope 2	FY 2020-21	FY 2021-22	FY 2022-23
Purchased Electricity – India offices and DCs	**86,463**	**72,973**	**59,120**

Table 1.1.3

Scope 3	FY 2020-21	FY 2021-22	FY 2022-23
Employee commute	18,055	16,969	**28,193**
Business travel	13,538	20,456	**57,934**
Waste	140	153	**101**
Upstream Fuel + energy	53,937	71,650	**67,017**
Purchased goods/services	2,15,830	88,104	**87,287**
Upstream leased assets	12,606	10,381	**7,293**
Work from home emissions	36,230	36,639	**23,968**
Total Scope 3 emission	**3,50,336**	**244,352**	**2,71,793**

Table 1.1.4

Scope 1 & scope 2 split	FY 2020-21	FY 2021-22	FY 2022-23
Offices	84,140	72,884	**61,467**
Data centers	13,207	9,660	**7,293**

Table 1.1.5

Emission Intensity Scope 1 & 2	FY 2020-21	FY 2021-22	FY 2022-23
India office owned (kg CO2 per sq. Mt. per annum)	108	87	**59**

Scope 1 emissions have been calculated in tonnes CO_2 equivalent using the emissions factors published by the DEFRA conversion factors 2022. For Scope 2 emissions – for India, the source is the emissions factor in the CO_2 Baseline Database for the Indian Power Sector, User Guide, Version 18.0, Dec 2022, published by the Central Electricity Authority of India.

Wipro commits to reach net-zero greenhouse gas emissions across the value chain by 2040. The Baseline year was chosen as 2017 for Scope 1&2 emissions and 2020 for Scope 3 emissions as per SBTi guidelines.

1.2 ENERGY

Table 1.2.1

Total Energy Consumption (MWh)	Source		FY 2020-21	FY 2021-22	FY 2022-23
Composite-Grid	Electricity	Purchased electricity	1,07,080	1,00,957	**72,995**
Renewable-Purchased		Purchased electricity	64,855	67,136	**1,13,054**
Renewable-Generated		Solar heater	892.5	892.5	**892.5**
Renewable-Generated		Solar PV	278	1861.9	**2,567**
Renewable	Fuel	Biogas	4.0	4.2	**5.1**
Non-Renewable		Charcoal	3.4	25.0	**37.6**
Non-Renewable		LPG	920.5	341.6	**704.7**
Non-Renewable-Generated		Diesel for electricity	2,290	1,933	**2,641**

Table 1.2.2

Renewable energy	FY 2020-21	FY 2021-22	FY 2022-23
Mn units	60.7 73.7 (including leased)	67.2 80.2 (including leased)	**113**
As % of Energy used in facilities in India	38.8% 42.6% (including leased)	43.6% (47% including leased)	**60%**

Table 1.2.3

Energy Intensity Office Space	FY 2020-21	FY 2021-22	FY 2022-23
Area Intensity (KWh units per sq. Mt. per annum) *	194.7	177.3	**181.1**
Revenue intensity (MWh per USD Mn)	18.6	15.8	**16.9**

*Due to low occupancy in the campus

Table 1.2.4

Data center efficiency	FY 2020-21	FY 2021-22	FY 2022-23
Absolute energy consumption of DC's (MWh)	22,900,207	20,814,589	**15,723,221**
Number of DC's	5	5	**4**
PUE	1.6	1.6	**Not Available**

1.3 WATER

Table 1.3.1

Water withdrawal by sources	FY 2020-21	FY 2021-22	FY 2022-23
Private water	41.7%	38%	**38%**
Municipal water	54%	55%	**47%**
Ground water	4.3%	5.6%	**6%**
Rainwater harvested	1%	1.4%	**1.4%**

ENVIRONMENTAL METRICS

Table 1.3.2

Freshwater consumption	FY 2020-21	FY 2021-22	FY 2022-23
Freshwater consumption (million liters)	850	774	**878**

Table 1.3.3

Recycling ratio	FY 2020-21	FY 2021-22	FY 2022-23
Water recycled (as % of total freshwater consumption)	32%	33%	**37%**

Table 1.3.4

Water withdrawal and consumption by sources from water stressed areas (Million Liters)	FY 2020-21	FY 2021-22	FY 2022-23
Ground water	39	41.3	**45.7**
Private water	354.3	294.3	**334.2**
Municipal water	362.5	337.4	**374.7**
Industrial water	49.6	54.9	**24.5**
3rd party purchase	5.6	7.8	**52.0**
Rainwater harvested	13.3	9.3	**11.9**
Total Volume	**824**	**744**	**843**

Table 1.3.6

Consumption Intensity	FY 2020-21	FY 2021-22	FY 2022-23
Area intensity (liters per sq. Mt per annum)	1,094*	920*	**852***
Revenue Intensity (KL per USD Mn)	104.5	74.7	**78.4**

*Due to low occupancy in the campus

Table 1.3.7

Water Discharged	FY 2020-21	FY 2021-22	FY 2022-23
Total discharge (Million Liters)	15.1	16.3	**4.2**

In most of our campuses with major operations, we recycle water within the organization boundary using Sewage Treatment Plant (STP) and ultrafiltration technologies. Discharged effluent are treated within the premises to maintain the effluent quality within the standards prescribed as per the state or national regulatory requirements. For offices where we don't have STP and Ultrafiltration technologies for recycling, we measure and monitor the amount of water discharge by total volume going outside the organizational boundary into municipal treatment plant.

1.4 WASTE

Table 1.4.1

Waste disposed	FY 2020-21	FY 2021-22	FY 2022-23*
Total waste disposed (tons)	**2,087**	**2,700**	**4,561**

Table 1.4.2

Waste disposal method (%)	FY 2020-21	FY 2021-22	FY 2022-23*
Recycled	85	83	**89**
Landfill (without C&D)	3.9	3	**1**
Incineration	3	1.2	**2**
Other methods	8	12.5	**8**

* 90% of the sites covered under operational control

1.4.3 Bifurcation of waste by categories

The sanitary, bio-medical, hazardous, and inorganic tissue paper are incinerated. Rest all waste are recycled and treated appropriately. For FY 22-23, 90% of the sites with operational control are covered.

Waste Categories (in tonnes)	Recycled	Re-used (Composted, Piggery and other method for food scrap)	Other recovery operations (Sold to Vendor)	Incineration	Landfilling	Other disposal operations
Plastic waste	75	0	1	0	0	0
E-waste	321	0	0	0	0	0
Bio-medical waste	0	0	0	3	0	0
Construction and demolition waste	23	0	189	0	1,509	0
Battery waste	150	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other Hazardous waste (Used oil, scrap oil, DG Filters, Oil-soaked cotton waste and Printing Ink& cartridges)	25	0	0	2	0	0
Other Non-hazardous waste generated (Inorganic wastes, Organic Wastes and Mixed metals & Scrap)	626	1503	44	54	35	0
Total	**1,220**	**1,503**	**234**	**60**	**1,544**	**0**

1.5 AIR QUALITY

Parameter	Unit	FY 2021-22	FY 2022-23
NOx	mg/Nm3	240.8	**258.6**
SOx	Kg/day	24.6	**20.7**
Particulate Matter (PM)	Mg/Nm3	50.5	**49.6**

Stack concentration is location-specific and based on the capacity of Diesel Generators, its flow rate, number of hours used and the gases emitted. The values have been derived using weighted average method using sample data for all Diesel Generator sets across sites with operational control.

1.6 NATURAL CAPITAL VALUATION (IMPACT IN USD MILLION)

Key Performance Indicator	FY 2020-21	FY 2021-22	FY 2022-23
GHG Emissions	60	79	**62**
Air pollution	114	160	**190**
Water consumption	4.2	4.5	**4.8**
Water & Land Pollution	2.2	1.9	**2.5**
Waste generation	1.2	1.8	**2**
Land use change	18	33	**21**
Total	**200**	**320**	**280**

Natural capital impact is 2.5% as share of revenue of Wipro operations and 15.4% as share of EBIT in FY2023.

1.7 DOUBLE MATERIALITY DEPICTION FOR ENVIRONMENTAL ASPECTS

E, S, G	Impacts on Wipro	(2) Impacts due to Wipro	Mitigating actions (1) *	Mitigating actions (2) **
Environment				
Contribute effectively to addressing the Climate Change Challenge	Potential risk to business continuity due to damage to office infrastructure because of extreme rainfall events and cyclones	Contribution to climate change due to the GHG footprint of its operations and supply chain (Quantified numbers articulated against global footprint)	Regular climate risk assessment backed by adequate BCP plans and insurance coverage for infra-assets	Reduce and minimize our carbon footprint. NZ targets, annual and cumulative reductions
	Impact on employee productivity due to the possibility of increased absenteeism due to climate induced vector disease	Contribution due to embedded carbon footprint of our customers	Regular climate risk assessment backed by adequate BCP plans. Build broad climate awareness among employees and proactive health behaviours	Collaborative engagement with customers and suppliers to reduce lifecycle carbon footprint
	Opportunities for customer solutions & revenues		Develop comprehensive portfolio of customer solutions	Active engagement in advocacy on climate change issues
Contribute to responsible management of water in our locations of interest	Location-specific water scarcity in cities like Chennai, Bangalore, Hyderabad could result in potential disruption of water supply with resultant impacts on business continuity	Wipro's water footprint could potentially lead to local water scarcity, especially if sourced from proximate sources	(i) Reduce our water footprint through improved use efficiency and recycling of wastewater (ii) Augment capacity through carefully designed RWH initiatives (iii) Regular monitoring of water scarcity risks and incorporate in BCP with a backup plan	
	Frequent flooding due to inadequate urban planning could result in disruption to employee mobility and productivity	Inability to treat wastewater could result in pollution of water commons e.g., groundwater, lakes etc	(i) Adequate WFH coverage of all employees (ii) For mission critical functions with mandatory onsite presence, work with local municipal authorities and NGOs for alternative transport options e.g., mechanized boats, rafts etc	
Minimize solid waste generation from operations and its impact on communities	Wipro's own solid waste, if not managed in a timely and effective manner, can result in unhygienic workspaces within our facilities with potential impacts on employee health's	Wipro's ability to recycle and reuse its waste directly contributes to the quality and hygiene of urban public spaces in our cities	Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories	Wipro to continuously ensure close to 100% recycling and repurposing of its solid waste across categories
	Regulatory requirements - e.g., e-waste - require Wipro as a bulk consumer to have robust processes to dispose of certain categories of hazardous waste as per norms		To proactively ensure full compliance with all regulatory requirements on plastic, e-waste, and hazardous waste	
	As a bulk consumer, packaging footprint and recycling practices of Wipro's suppliers can have cascading impacts - positive or negative - on Wipro's waste footprint		Collaborate with suppliers to continuously reduce the packaging footprint of the products we purchase	
Enhance the biodiversity quotient of Wipro owned campuses	At a global and national level, biodiversity loss could result in accelerated climate change impacts and air pollution. The effects on account of climate change on Wipro's infrastructure and business continuity have already been articulated elsewhere	Though Wipro occupies fairly large real estate spaces in cities in India, these are pre-existing urban land parcels and there was no significant loss of biodiversity due to Wipro's operations. In any case, Wipro ensures adequate tree cover that helps enhance favourable micro-climates in the immediate proximity of Wipro's operations	Wipro to be active part of national and global advocacy on biodiversity and nature-positive solutions	
	Well-designed biodiversity zones within Wipro campuses can help reduce local temperatures and associated cooling costs. It can also help in providing an enriching setting for employees and enhance their 'connect' with the workplace. In other words, it can be an interesting differentiator to attract and retain talent		Wipro to ensure all its new campuses incorporate essential biodiversity design principles	

SOCIAL METRICS

Social Metrics excludes acquired employees' data

2.1 EMPLOYEE COUNT

Table 2.1.1

Wipro	Capco	Rizing	Edgile	CAS	Total
2,49,095	6,381	1,478	220	137	**2,57,311**

Acquisitions

Region wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Americas	18,292	9.1	19,783	8.2	**17,782**	**7.1**
Europe	8,931	4.4	9,676	4.0	**9,820**	**3.9**
India	1,60,572	79.6	1,94,219	81.0	**2,04,798**	**82.2**
APMEA	13,870	6.9	16,146	6.7	**16,695**	**6.8**
Total	**2,01,665**	**100**	**2,39,824**	**100**	**2,49,095**	**100**

Table 2.1.2

Age Wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
<30	1,02,964	51.1	1,24,856	52.1	**1,32,720**	**53.3**
30-50	90,522	44.9	1,05,535	44.0	**1,07,617**	**43.2**
>50	8,179	4.1	9,433	3.9	**8,758**	**3.5**
Total	**2,01,665**	**100**	**2,39,824**	**100**	**2,49,095**	**100**

Table 2.1.3

Gender wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Female	71,954	35.7	86,593	36.1	**90,721**	**36.4**
Male	1,29,711	64.3	1,53,219	63.9	**1,58,356**	**63.6**
Total*	**2,01,665**	**100**	**2,39,824**	**100**	**2,49,095**	**100**

*Total includes Transgender

2.2 EMPLOYEE COUNT (CONTRACTUAL)

Table 2.2.1

Region wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Americas	2,239	13.6	2,111	5.8	**1,746**	**13.2**
Europe	850	5.2	955	2.6	**982**	**7.4**
India	12,413	75.2	31,727	87.2	**8,553**	**64.6**
APMEA	999	6.0	1576	4.3	**1951**	**14.7**
Total	**16,501**	**100**	**36,369**	**100**	**13,232**	**100**

Table 2.2.2

Age Wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
<30	8,519	51.6	26,656	73.3	**5,950**	**45**
30-50	4,563	27.7	6,587	18.1	**5,299**	**40**
>50	3,419	20.7	3,126	8.6	**1,983**	**15**
Total	**16,501**	**100**	**36,369**	**100**	**13,232**	**100**

Table 2.2.3

Gender wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Female	4,129	25.0	11,714	32.2	**3,218**	**24.3**
Male	12,372	75.0	24,654	67.8	**10,012**	**75.7**
Total*	**16,501**	**100**	**36,369**	**100**	**13,232**	**100**

*Total includes Transgender

SOCIAL METRICS

2.3 NEW HIRES

The percentage of open positions filled by internal candidates for the last fiscal year 75.5%

Table 2.3.1

Region wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Americas	7,874	14.6	11,765	9.7	**6,980**	**7.2**
Europe	1,982	3.7	3,211	2.6	**2,223**	**2.3**
India	40,868	75.8	99,413	81.9	**81,099**	**83.2**
APMEA	3189	6.0	6929	5.7	**7115**	**7.3**
Total	**53,913**	**100**	**1,21,318**	**100**	**97,417**	**100**

Table 2.3.2

Age Wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
<30	34,343	63.7	77,028	63.5	**66,395**	**68.2**
30-50	16,436	30.5	41,000	33.8	**29,126**	**29.9**
>50	3,134	5.8	3,290	2.7	**1,896**	**1.9**
Total	**53,913**	**100**	**1,21,318**	**100**	**97,417**	**100**

Table 2.3.3

Gender wise	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Female	20,180	37.4	43,402	35.8	**35,502**	**36.4**
Male	33,733	62.6	77,908	64.2	**61,901**	**63.5**
Total*	**53,913**	**100**	**1,21,318**	**100**	**97,417**	**100**

*Total includes Transgender

2.4 VOLUNTARY ATTRITION

With focused engagement plans and continued governance, we aim to control attrition and improve employee retention.

Table 2.4.1

Region wise (%)	FY 2020-21	FY 2021-22	FY 2022-23
Americas	15.2	24.8	**20.1**
Europe	8.3	13.7	**18.2**
India	8.8	19.9	**20.5**
APMEA	12	23.7	**20.7**

Table 2.4.2

Age Wise (%)	FY 2020-21	FY 2021-22	FY 2022-23
<30	13	23.8	**20.3**
30-50	11.6	22.8	**21.1**
>50	8.2	14.4	**13.5**

Table 2.4.3

Gender wise (%)	FY 2020-21	FY 2021-22	FY 2022-23
Female	11.2	21.5	**20.2**
Male	12.5	23.9	**20.5**

2.5 INCLUSION AND DIVERSITY

2.5.1 We have a target to increase gender representation at Senior Leadership to 20% by FY 2024

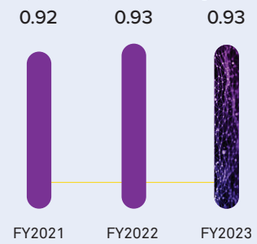
Gender (%)	FY 2020-21	FY 2021-22	FY 2022-23
Women in management (in junior, middle and senior management) positions (as % of total management positions)	17.3	20.0	**22.7**
Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	19.1	21.8	**24.6**
Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)	7.3	12.4	**17**
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	16.5	19.1	**21.7**
Share of women in STEM related positions (as % of total STEM positions)	37.6	36.0	**36.0**
Count of LGBTQ+ Employees	998 (0.5%)	1,136 (0.5%)	**1,699 (0.7%)**

2.5.2 Employees with Disability

Category	FY 2020-21	%	FY 2021-22	%	FY 2022-23	%
Female	Employees – 159	25.0	Employees – 176	32.2	**Employees – 212**	**24.3**
	Contractors - 2	24.1	Contractors - 2	25.2	**Contractors - 3**	**27.5**
Male	Employees – 505	75.0	Employees – 521	67.8	**Employees – 557**	**75.7**
	Contractors - 1	75.7	Contractors - 6	74.8	**Contractors - 9**	**72.5**
Total	**667**	**100**	**705**	**100**	**781**	**100**

2.6 GENDER PAY PARITY

Gender Pay Parity (Average Female Salary / Average Male Salary) for our frontline employees (most in number) in India



We review gender pay as required and are compliant with gender pay reporting requirements in the UK which is available in public domain.

UK Gender Pay Parity Report

2.7 TRAINING & DEVELOPMENT

Table 2.7.1

Age Wise (%)	FY 2020-21	FY 2021-22	FY 2022-23
Coverage (%)	100	100	**100**
Employee spent (million hours)	14.2	16.2	**16.1**
Amount Spent per FTE ($)	118.7	151.9	**114.7**

2.7.2 Break-up

Management level (e.g., junior/low level, middle, senior/top level management)	No. of hours (FY 2021-22)	%	No. of hours (FY 2022-23)	%
Lower Level	12.5 million hours	77%	**11.8 million hours**	**74%**
Middle Level	3.2 million hours	20%	**4 million hours**	**25%**
Top Level	0.5 million hours	3%	**0.3 million hours**	**1%**
Total hours	**16.2 million hours**	**100%**	**16.1 million hours**	**100%**

2.7.3 Type of training

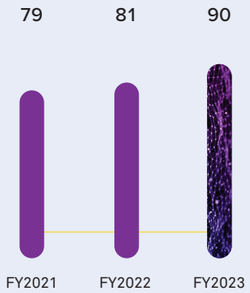
0.4 Mn Hrs.	4.4 Mn Hrs.	1.7 Mn Hrs.	0.3 Mn Hrs.	9.3 Mn Hrs.
Compliance Training	Fresher's Training	Lateral Trainings (Technical)	Behavioral	Other E- Learnings

2.7.4 Details of training given to employees

Category	FY 2022-2023					On Skill upgradation FY 2021-2022	
	Total (A)	On health & safety measures		On Skill upgradation			
		No. (B)	%(B/A)	No. (C)	% (C/A)	No.	%
Male	**1,58,356**	**-**	**-**	**1,39,579**	**88**	1,43,877	94
Female	**90,721**	**-**	**-**	**80,003**	**88**	81,857	94
Total	**2,49,095**	**23,595**	**9.5**	**2,19,582**	**88**	**2,25,744**	**94**

2.7.5 HR Trainings

1. PSH Assessment



*Over 1 Lakh employees have been covered in e learning and virtual PSH sessions

2. COBC Training - 93% employees (including permanent / Contract employees)

3. OMBUDS – 17% (FY 2022-23) 11% (FY 2021-22) (15% in FY 2020-21) (including permanent / Contract employees)

4. Unconscious Bias Training - 74% (FY 2022-23) 75% (FY2021-22) (81% in FY 2020-21) NA to Contract employees

SOCIAL METRICS

2.8 % SHARE OF NATIONALITIES

	HC	%	Share in management position
Indian	2,15,870	88.1	86.4
American	7354	3.0	4.9
Filipino	9,842	4.0	0.4
Brazilian	2,480	1	1.3
Romanian	1,874	0.8	0.3
Mexican	1,522	0.6	0.6

2.9 RETURN TO WORK & RETENTION RATE OF EMPLOYEES THAT TOOK PARENTAL LEAVE

Table 2.9.1

Return to work & Retention post parental leave (FY 2022)	Women	Men
Total no of employees took parental leave	6,236	4,851
Total no of employees that returned after parental leave ended*	6,158	4,847
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	3,081	4,819
Total number of employees that returned to work after parental leave ended that were still employed till the end of financial year	**3,773**	**4,815**

* Employees returning from ML but attiring before completion of 3 months considered as not returned from ML and counted as attrition cases

Table 2.9.2

Return to work rate & Retention rate (FY 2023)	Women	Men
Return to work rate	99%	100%
Retention rate	99%	100%

2.10 FREEDOM OF ASSOCIATION

Category	FY 2021-22			FY 2020-21			FY 2022-23		
	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%	Total employees in respective category	No. of employees in respective category, who are part of association(s) or Union	%
Employees who are subject of any kind of employee representation or covered by a formal collective bargaining agreement with external Union									
Male	1,53,219	3,122	2.0	1,29,711	3,458	2.7	**1,58,356**	**4,672**	**3**
Female	86,593	1,095	1.3	71,954	1,845	2.6	**90,721**	**2,529**	**2.8**
Total^	**2,39,824**	**4,217**	**1.8**	**2,01,665**	**5,303**	**2.6**	**2,49,095**	**7,202**	**2.9**
Employees who are covered by Collective Bargaining Agreements									
Male	1,53,219	3,957	2.6	1,29,711	4,667	3.6	**1,58,356**	**2,230**	**1.4**
Female	86,593	1,867	2.2	71,954	2,164	3.0	**90,721**	**886**	**1**
Total^	**2,39,824**	**5,824**	**2.4**	**2,01,665**	**6,831**	**3.4**	**2,49,095**	**3,117**	**1.3**

*Employees could be part of either External Union or Collective Bargaining Agreements or both

^Total includes Transgender

2.11 RETIREMENT BENEFITS (FOR INDIA)

Benefits	FY 2022-23		FY 2021-22		FY 2020-21	
	No. of employees covered as % of total employees	Deducted and deposited with the authority	No. of employees covered as % of total employees	Deducted and deposited with the authority	No. of employees covered as % of total employees	Deducted and deposited with the authority
PF	**100**	**Y**	100	Y	100	Y
Gratuity	**100**	**Y**	100	Y	100	Y
ESI	**20**	**Y**	22.1%	Y	20.8%	Y

2.12 HEALTH & SAFETY

Table 2.12.1

Employees + Contractors*	FY 2020-21	FY 2021-22	FY 2022-23
II (excl personal transport)	38 Employee - 24 Contract - 14	21 Employee - 10 Contract - 11	**38** **Employee - 36** **Contract – 2**
II (incl personal transport)	219 Employee - 219 Contract - 0	66 Employee - 66 Contract - 0	**59** **Employee - 59** **Contract – 0**
Occupational diseases - Ergonomic	440 Employee - 330 Contract - 110	970 Employee - 764 Contract - 206	**1,411** **Employee - 955** **Contract - 456**
II Lost days (excl personal transport)	36 Employee - 10 Contract - 26	177 Employee - 27 Contract - 150	**142** **Employee - 138** **Contract - 4**
II Lost days (incl personal transport)	2186 Employee – 2,186 Contract - 0	547 Employee - 547 Contract - 0	**1,176** **Employee - 1,176** **Contract - 0**
IIR (excl personal transport)	0.087	0.038	**0.072**
IIR (incl personal transport)	0.502	0.119	**0.112**
Lost day rate	5.010	0.990	**1.121**
Occupational Disease rate	1.008	1.756	**2.689**
Absentee Rate	-	-	**6.5%**

II: Industrial Injury, **IIR:** Industrial Injury Rate, IIR (excl personal transport), **IIR** (incl personal transport) is equivalent of per one million-person hours worked.

* Covers Non-Core employees in tech projects | Coverage - India

GOVERNANCE METRICS

3.1 BOARD STRUCTURE (AS OF 31ST MARCH 2022)

2 Executive Directors

6 Independent Directors

1 Other non-executive directors

3 Number of female directors in board (as of 31st March 2023)

8 Board members* with relevant IT sector experience

(According to GICS Level 1 sector classification)

*Excluding executive members

10.29 years

Board Average Tenure

3.2 GRIEVANCE REDRESSAL

Table 3.2.1 Source of complaints

Category	Number of complaints filed during FY 2020-21	No. of resolutions pending FY 2020-21	Number of complaints filed during FY 2021-22	No. of resolutions pending FY 2021-22	Number of complaints filed during FY 2022-23	No. of resolutions pending FY 2022-23
Employees & workers	572	24	564	50	**817**	**50**
Customers	1	0	1	0	**1**	**0**
Anonymous	125	14	131	15	**93**	**9**
Others	97	4	145	13	**168**	**0**
Value Chain Partners	5	0	8	0	**14**	**0**
Client	0	0	1	0	**NA**	**NA**
Ex-employees	64	2	81	3	**96**	**4**
Contract Emp/ Retainers	5	0	8	1	**8**	**0**
Total	**869**	**44**	**939**	**82**	**1,197**	**20**
Sexual Harassment	55	14	41	13	**70**	**19**

Table 3.2.2 Number of Complaints

Allegation Type	Cases During the year		
	FY 2020-21	FY 2021-22	FY 2022-23
Conflict of Interest	22	29	**66**
Misuse of Assets / Data	81	52	**19**
Inappropriate Behaviour	258	330	**263**
Guidance Request	84	70	**115**
Hiring Grievance	15	45	**108**
Financial Misappropriation	24	40	**40**
Other	6	25	**5**
Statutory/Regulatory Non-Compliance	2	2	**0**
HR Grievance	372	335	**567**
Vendor Related	5	11	**14**
Total	**924**	**980**	**1,267**

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