

Stakeholder Engagement.

At Wipro, stakeholders play a significant role in our decision-making process and operations, and in helping us understand the social, environmental, and economic context we operate in. Building a symbiotic relationship with our stakeholders leads us to better outcomes.

Our stakeholders include employees, investors, customers, and suppliers, and are identified based on factors such as impact, influence, legitimacy, urgency, and diversity of perspectives. In turn, stakeholder needs and expectations are considered while determining the organization's materiality to ensure fair representation of key material topics.

Stakeholder Group



EMPLOYEES

The core of the organization



INVESTORS

Gain diverse perspectives on business strategy and performance



CUSTOMERS

Helps in understanding their business needs and emerging trends



SUPPLIERS

Help in reducing risks from quality and disruption of services



GOVERNMENT AND POLICY NETWORK THROUGH INDUSTRY ASSOCIATIONS

Bring about systemic societal changes through legislation, policies, and directives



CSR IMPLEMENTATION AGENCY AND CIVIL SOCIETY NETWORK

Imperative for businesses to engage deeply with communities and society



Engagement Mode and Frequency	Topics of Engagement	Outcomes
- Blogs–Daily 360-degree feedback–Annually	- Continuous learning - Work-life balance - Compensation and benefits - Health and safety - Diversity	Feedback and employee perception enhance and improve people processes.
- Annual General Meeting - Annual Report	- Corporate governance - Financial performance - Labor and human rights - Attrition - Compliance	Communicate our strategy and performance
- Strategic and operational reviews - Customer meets - Formal customer feedback and surveys	- Quality and timeliness of delivery - Impact on customer's business goals	Partnerships with customers helped in meeting their present and emerging business information technology requirements
- Regular operational reviews - Supplier meets - Vendor surveys	- 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
- Planned meetings - Taskforces and steering committees of industry network bodies - Workshops	- 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 social good
- Periodic meetings with partners - Open meets with the community - Partner newsletters	- Primary healthcare for rural communities - Environment issues that affect disadvantaged communities - Education for disadvantaged children - Long-term rehabilitation for disaster-affected areas	Engagement on systemic issues that are force multipliers for social change and sustainable development