

## **WIPRO'S ANTI SLAVERY AND ANTI HUMAN TRAFFICKING POLICY STATEMENT**

Wipro Limited's ("Wipro") commitment to human rights focuses on subjects such as forced labor, slavery, child labor and human trafficking and thereby Wipro is committed to ensure that its employees and suppliers across the globe take appropriate steps to mitigate the risk of human trafficking and slavery in any part of its business.

### **ORGANISATION'S STRUCTURE**

Wipro is a leading global information technology, consulting and business process services company that delivers solutions to enable its clients to do business better. Wipro delivers winning business outcomes through its deep industry experience and the 360 degree view of 'Business through Technology', helping clients create successful and adaptive businesses. Wipro is a company recognized globally for its comprehensive portfolio of services, strong commitment to sustainability and good corporate citizenship, Wipro has a dedicated workforce of over 170,000, serving clients across 6 continents.

### **OUR BUSINESS**

Wipro is a global information technology services provider. It is listed on National Stock Exchange and Bombay Stock Exchange in India and New York Stock Exchange in the US. Wipro's information technology services business provides a range of information technology and information technology enabled services, which include information technology consulting, custom application design, development, re-engineering and maintenance, systems integration, package implementation, global infrastructure services, business process services, research and development and hardware and software design to the enterprises worldwide.

### **SUPPLY CHAIN OVERVIEW**

Wipro's supply chain is integrally linked to its successful growth and works end-to-end to bring specific industry experience as well as a cross-industry perspective to help seed innovation. At an aggregate level, majority of our suppliers are based in India and most of the procurement for the year was from India based suppliers. Wipro has established a central procurement. Organization which has automated the process of our supply chain management and has developed an automated vendor portal which covers all stages from procurement to process. This portal is a strategic web-based solution used by Wipro for end to end supplier onboarding across all business categories. This e-Business application allows incumbent suppliers to create their profile with Wipro in order to provide goods/services in future course of time and conduct activities like new registration, supplier code modification, extension, blocking/unblocking etc. As the first step in this program, it is now made mandatory for the suppliers to accept and sign the Supplier Code of Conduct (SCOC).

### **POLICIES**

Wipro is committed to ensure that there is no modern slavery or human trafficking in any part of our business including our supply chains. Wipro has internal policies and practices which focus on slavery and human trafficking and is part of a larger effort of supply chain transparency and accountability and respect for human rights. These internal policies are available on Wipro intranet and policies such as Code of Business Conduct, Ombudsprocess, Supplier Code of Conduct, and Human Rights Policy are available in [www.wipro.com](http://www.wipro.com) and on Company's intranet.

Wipro has taken multiple actions to verify the absence of forced labor, slavery and human trafficking in and part of our business and our supply chain.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of Wipro's initiative to identify and mitigate risk –

1. Wipro runs licensed premises as managed houses to ensure optimum control of the work environment;
2. Wipro limits the geographical scope of its licensed premises to ensure optimum supervision of the use of its properties;
3. Where possible Wipro builds long standing relationships with local suppliers and tenancy customers and make clear Wipro's expectations of business behaviour;
4. Wipro has in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Wipro's supplier engagement program integrates a program of continuing evaluation, capacity building and risk management with a focus on human rights and labour practices and regulatory compliance through ongoing periodic assessments done by both external consultants and review by Internal Audit team. Wipro's expect that these steps will encourage responsible behavior from our partners.

## **ADHERENCE TO WIPRO'S VALUES**

Wipro has zero tolerance to slavery and human trafficking. Wipro expects all of those associated with Wipro including its employees, supply chain and contractors to adhere and comply with Wipro's values. The legal and compliance, human resources and central procurement organization are responsible for ensuring compliance across the organization.

## **TRAINING AND AWARENESS**

Wipro offers training through forums and workshops to its employees who are responsible for supply chain management and its suppliers on slavery and human trafficking, specifically regarding how to identify and respond to supply chain issues in accordance with the applicable laws.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

Wipro uses the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

1. Periodic in-house audits by internal audit team;
2. Use of labour monitoring and payroll systems; and
3. Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, Wipro's expectations.