

Nomination: 8861

Wipro - Achievement in Diversity and Inclusion

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Wipro Limited ████████████████████ ████████████████████
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Wipro - Achievement in Diversity and Inclusion
Category B01 - B67 Achievement > B11 - Achievement in Diversity and Inclusion
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Wipro is a global technology consulting and services company with 230,000+ employees, representing 146 nationalities, operating across 65 countries. For over 80 years, we built our business on the belief that people are our greatest strength. Our values—rooted in the Spirit of Wipro, Code of Business Conduct, and Five Habits— guide our interactions with colleagues, customers, communities. Our Inclusion & Belonging (I&B) Journey began in 2008 with first our employee resource group (ERG) for women inclusion. Over time, we expanded focus to six key pillars: Women, Persons with Disabilities, LGBTQIA+, Race & Ethnicity, Multi-generational, Supplier Diversity. We established Global I&B Council, Regional councils, ERGs, and a network of inclusion champions, & launched structured programs and policies designed to drive belonging at all levels. Today, our efforts are embedded in how we hire, develop, retain, recognize colleagues. Our people strategy includes Culture Transformation I&B, People Processes, Employee Experiences, Engagement, and Communication. Over years, we have become a global I&B thought leader—shaping industry conversations, influencing policy, embedding inclusion into our strategy, culture, and operations. This commitment is recognized by World Economic Forum - DEI Lighthouse, Valuable 500, Human Rights Campaign, Great Place to Work & more, aligning with culture framework and sustainability goals.

b. Outline the team's or organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

- 37.1% (80,000+ employees) are women
- Women in Leadership increased by 10% from FY23 to 18.8% in FY25
- Self-identification increased by 50% for LGBTQIA+ and employees with disabilities in three years.
- [REDACTED]
- [REDACTED]
- 50% women leaders from Enrich (Sponsorship program) advanced to next level
- Return-to-work rate from maternity leave has been at 99%
- 80% of Begin Again (second career) joiners are still with us.
- 93% of returning mothers reported positive experience during pre-maternity and return to work.
- ERGs have grown 2x in size since inception, expanded to geo-specific ERGs
- ~15% are certified diverse suppliers
- Recognized by 15+ global platforms: World 50 Impact, Brandon Hall Excellence, Stevie, Nasscom, Aytar & Seramount, Human Rights Campaign Corporate Equality Index, Asia-Pacific Women's Empowerment Principles, Great Place to Work, etc.
- Thought leadership recognized through external case studies and research: World Economic Forum, United Nations Global Compact Network India, Centre for Economic Data and Analysis, Valuable 500, Nasscom etc
- ERGs and ERG leads have been recognized: Outstanding role model list, Rainbow Honours, British LGBT Awards
- Nominations to leadership and mentorship programs, Executive Coaching.
- Publishing Annual Inclusion focused report for past 3 years
- Collaborating with Wipro Cares (our CSR) on volunteering opportunities aligned to I&B
- Launched programs like Her Code - women in tech, Train the Trainer for Unconscious Bias, LGBTQIA+ & Disability inclusion, Wellbeing focused initiatives with an intersectional lens etc.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

- Global I&B Council, chaired by CEO, includes senior leaders as sponsors for each pillar and geography bringing intersectional perspectives, ensuring top-level action and accountability. They are supported by regional councils led by leaders, who localize strategies and drive implementation with cultural relevance. Together, they create a governance model that balances consistency with agility across geographies.
- Strong network of Inclusion Champions bring inclusion strategy to life through events, conversations, learning sessions, and engagement efforts. This three-tier model ensures we reach every part of business.
- Leadership "walks the talk" by regularly reviewing progress at Board level, ensuring I&B remains strategic priority. I&B strategy is embedded across employee lifecycle—from hiring and policy to leadership accountability and external influence.
- Evolved to a holistic, enterprise-wide approach - today, inclusion is part of leadership conversations, supply chain practices, innovation programs, community impact—making Wipro a role model in the industry. Multi-generational council has created pathways to enable AI adoption, improve rotation, encourage office work, and build awareness.
- Report transparently on our progress in ESG and Annual I&B report. Automated I&B dashboard enables internal reporting to stakeholders.
- As signatories to UN Women Empowerment Principles, CEO Action, UN Global Compact, more, we align our impact with recognized frameworks
- Global and regional ERGs work in synergy to foster belonging.
- Build ongoing learning experience through modules and handbooks on unconscious bias training, managing maternity at workplace for employees and managers, LGBTQIA+ inclusion, Disability inclusion and educational webinars.
- With success of global programs, similar smaller cohort programs have started running across business units.

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Would you like to add an additional supporting document?

Yes

[REDACTED FOR PUBLICATION]

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Yes

Supporting Document 6
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