



Wipro

Locations: India (HQ)

Industries: Commercial and Professional Services, Software and Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRC's controversial demands, Wipro increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Wipro uses its corporate funds to support controversial sex and gender ideologies and organizations. Wipro is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Its CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Wipro is a founding signatory of the Action to Catalyze Tech (ACT) Report and a signatory of the United Nations Human Rights Office Standards of Conduct for LGBTQ people. The company has been recognized by the Bloomberg Gender Equality Index and India Work Place Equality Index. However, Wipro has not lobbied for ideological purposes. For these reasons, Wipro receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Wipro received a score of 70/2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

WiproRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

Wipro's CEO also signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). Wipro protects its employees against viewpoint discrimination (2).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Wipro's CEO (1). The company is a signer of the Action to Catalyze Tech (ACT) Report, United Nations Human Rights Office Standards of Conduct for LGBTQ people (2)(3). Wipro participates in Unconscious Bias training for all of its employees and has been recognized by the Bloomberg Gender Equality Index and India Work Place Equality Index for LGBTQ (4)(5).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

Wipro indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

Wipro does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2).

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