



## Wipro

Locations: India (HQ)

Industries: Commercial and Professional Services, Software and Services

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

Wipro scored a 70 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. 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. The company is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions. Wipro is a signatory of the Business Roundtable's 2019 Statement on the Purpose of a 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. Wipro supports the Equality Act but has not lobbied for ideological purposes. For these reasons, Wipro receives a Medium Risk rating.

### Corporate Weaponization

**Has canceled 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's HRC 2023 CEI rating indicates 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 canceled 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**

*Wipro's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Wipro does not appear to discriminate against charitable organizations based on views or beliefs. The company focuses its giving on education, healthcare, ecology, and disaster response (3).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.**

**High Risk**

*Wipro is a signatory of the Gender & Diversity KPI Alliance, appearing to prioritize diversity over merit in its business structure through the establishment of gender and racial targets for its leadership composition and its support of DEI in its hiring and promotions (1)(2). Wipro participates in Unconscious Bias training for all of its employees (3). The company protects its employees against viewpoint discrimination (4).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.**

**High Risk**

*Wipro's CEO signed the Business Roundtable's 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (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 has been recognized by the Bloomberg Gender Equality Index and India Work Place Equality Index for LGBTQ (4)(5). The company signed an open letter in support of the Equality Act, a controversial bill (6). Wipro's former CEO, Thierry Delaporte, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (7)(8).*

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

**Medium Risk**

*Wipro's HRC 2023-2024 CEI rating 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 actions and/or financial contributions for ideological, non-business purposes.**

**N/A**

*Wipro does not operate a PAC at this time and has not reported on its lobbying (1)(2)(3).*

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