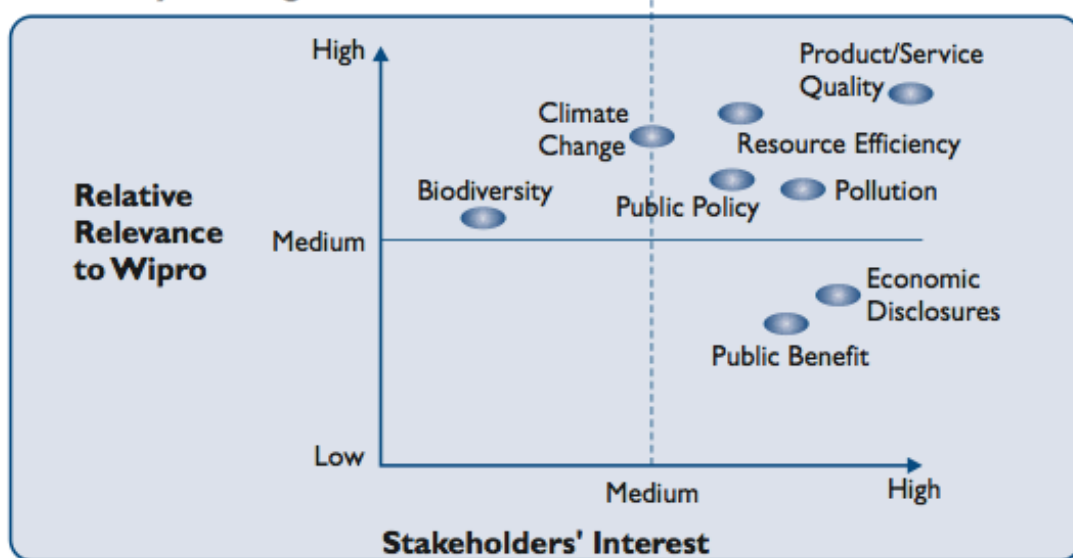
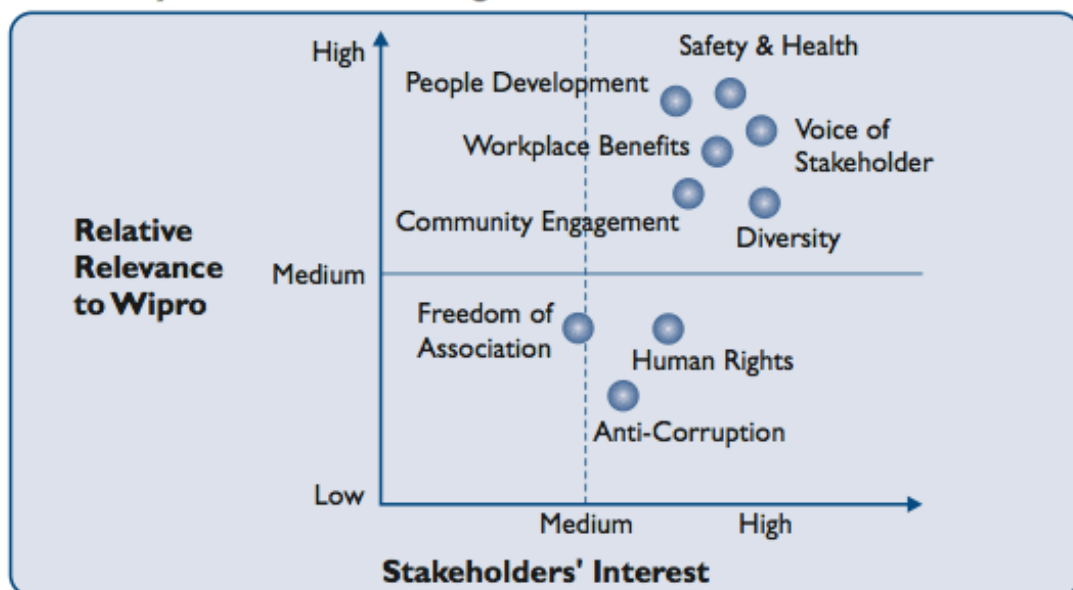


Company:	Wipro
Sector:	IT Consulting and Systems Integration Services
Report Year:	2011
Headquarters:	Bengaluru
Standard Application:	GRI G3.1, AA1000
Format:	Matrix

**Materiality - Ecological / Economic Goals**



**Materiality - Social / Human Rights**



# MATERIALITY DETERMINATION

Sustainability challenges – globally and in India – are many and it is critical that organizations carefully choose the most material ones from these. This is important so that adequate resources and management attention are allocated to these initiatives. This process of Materiality Determination should logically be based on the priorities of the organization's stakeholders.

**Wipro's materiality determination framework is driven by the issues that our seven stakeholders below consider relevant and important**

- i. Employees
- ii. Current and Future Generations
- iii. Customers
- iv. Investors
- v. Suppliers
- vi. Community
- vii. Government and Policy Makers

The identification and relative prioritization of material issues is based on a combination of the following three factors:

- a. Direct feedback from the stakeholder e.g. Employee perception survey, Customer feedback, Feedback from one-on-one interaction with government and civil society
- b. Indirect inference from public sources of information e.g. CSR survey results in the public domain
- c. Informed dialogue and discussion between Wipro leaders and employees in meetings, open houses, blogs etc

A detailed delineation of the primary sustainability issues for each of the above stakeholders is available in Section 5 of the report.

The distilled outcomes of the above processes are represented in the two matrices below – one for Social and Human Rights and the other for Ecological & Economic factors. The materiality of a particular sustainability dimension is based on the combination of two criteria – The Stakeholders' interest in the issue and its Relevance / Priority to Wipro's IT Business.

The seventeen sustainability dimensions – eight in Economic/Environmental and nine in Social – are really an aggregate of more granular parameters and factors that are part of the GRI framework. The Annexure at the end of this chapter