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## Wipro Limited | Disability Inclusive Business

# Snapshot of our journey

Empowering colleagues who had / acquired disabilities

Developed required support system

Reasonable Accommodation policy

Digital & premise accessibility

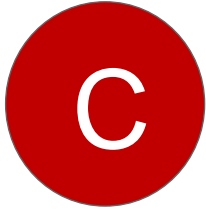
Voluntary disclosure system

Strategic framework CREATE

Disability hiring is BAU



# Strategic framework



## CAREER

- Career growth basis performance
- Career coaching



## RECRUIT

- Unbiased approach for hiring
- Pre-hire training for aspirants



## ENGAGE

- Awareness programs to break stereotypes
- Social Bridges - platform for colleagues with disabilities to network



## ACCESSIBILITY

- Compliance of digital assets to provide level-playing field (WCAG2.1)
- Infrastructure accessibility as per country specific standards
- Accessibility solutions offered to clients



## TRAIN

- Competency mapping based on ability to work at par with others
- Manager enablement programs on how to nurture
- Engaging clients' in their I&D journey



## ENABLE

- Policy procedures Reasonable Accommodation and Equal Opportunity policy
- Conducive workplace environment and Reasonable Accommodation
- Building Supplier Diversity





Thank you