



WIPRO ENTERPRISES PRIVATE LIMITED

REPORT ON CSR IMPACT ASSESSMENT OF SANTOOR SCHOLARSHIP PROGRAM PROJECT



INTRODUCTION TO CORPORATE SOCIAL RESPONSIBILITY.

Corporate Social Responsibility (CSR) refers to a company's commitment to operating ethically, contributing positively to society and addressing environmental and social issues. It encompasses a wide range of initiatives and practices that go beyond legal requirements and aim to create sustainable and meaningful impact.

Companies meeting specific financial thresholds are required to spend a specified percentage of their average net profits on CSR activities. The Companies Act, 2013 (hereinafter referred to as “Act”) outlines the areas in which such expenditure can be made, such as promoting education, reducing poverty, and supporting gender equality.

The Act places significant emphasis on CSR as a key aspect of responsible corporate behaviour. The Act's provisions aim to encourage companies to adopt sustainable and socially responsible practices, thereby contributing positively to society while creating long-term value for stakeholders.



About CSR Impact Assessment Agency-

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V Sreedharan & Associates is a firm of Company Secretaries in practice having its office in Bengaluru. The firm provides professional consultancy services on Corporate Law and Compliance.

The firm provides competent, efficient and expert advice on ensuring and enhancing corporate compliances.



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COMPANY'S CHARTER

Wipro Enterprises Private Limited (hereinafter referred as 'Wipro Enterprises' / 'the Company) Charter on Corporate Social Responsibility:

Wipro Enterprises emphasizes the importance of deep and meaningful engagement with social issues, grounded in a long-term commitment that can bring about real change at the grassroots level. This approach recognizes the mutual benefits it offers to both business interests and societal well-being. Wipro Enterprises operates its social programs based on strong ethical principles, good governance, and sound management practices. The company upholds transparency and rigorous reporting as part of its commitment to public scrutiny.

Wipro Enterprises is dedicated to capacity building, community empowerment, inclusive socioeconomic growth, environmental protection, the promotion of green and energy-efficient technologies, the development of underprivileged regions, and the upliftment of marginalized sections of society.

The company remains committed to conducting business operations in a socially responsible manner. Its vision encompasses sustainable business growth while minimizing environmental impact and maximizing positive social contributions.

Wipro Enterprises's approach to CSR centres around addressing systemic social issues in a meaningful and effective manner. The company's CSR policy reflects the principles and strategies that have guided its longstanding commitment to corporate citizenship and social responsibility.

All CSR projects undertaken by Wipro Enterprises align with the CSR policy and comply with the activities listed in Schedule VII of the Companies Act, 2013.



Wipro Enterprises's social responsibility and sustainability efforts are supported by three key pillars:

The Strategic:

We choose domains and issues to engage with that are force multipliers for social change and sustainable development.

The Systemic:

We choose to engage on systemic issues that require deep, meaningful and challenging work. The objective is to affect systemic change at ground level over a period of time.

The Deliberative:

Our emphasis on depth and on long term commitment implies a deliberative approach that precludes spreading ourselves thin. By implication, this also means that they are wary of expanding and growing our social programmes as ends in themselves. We will continue to adhere to this approach going forward.



Provisions of Companies Act,2013:

THE COMPANIES ACT, 2013 PROVISIONS VIS-À-VIS CSR IMPACT ASSESSMENT APPLICABILITY.

Ministry of Corporate Affairs ('MCA') vide its notification dated 22nd January 2021 amended the Companies (Corporate Social Responsibility Policy) Rules, 2014 which inter alia includes the provisions relating to CSR Impact Assessment. MCA also vide FAQ dated 25th August 2021 have provided the clarifications on the requirement of Impact Assessment.

Accordingly, every company having average CSR obligation of ten crore rupees or more in pursuance of subsection (5) of section 135 of the Companies Act, 2013 in the three immediately preceding financial years, shall undertake impact assessment, through an independent agency, of their CSR projects having outlays of one crore rupees or more, and which have been completed not less than one year before undertaking the impact study.

Wipro Enterprises has the CSR obligation of ten crore rupees and the following 3 projects which have an outlay of Rs. 1 crore and above which requires impact Assessment:

Sr. No.	Details of the Project	Project Expenditure (Rs. In million) 2021-22
1	Renewable Energy	13.00
2	Promoting Preventive Health Care	15.39
3	Santoor Scholarship	38.98

The Impact assessment report will form part of the CSR Report to be annexed to the Board's Report for the Financial Year 2022-23 and the website link of such report will be available in the Board's Report. We have been appointed by the Company to conduct the impact assessment of the aforementioned projects and to provide our report on the same.

We have conducted the impact assessment of all the above-mentioned projects.

**DETAILS OF IMPLEMENTING AGENCY AND OTHER ORGANISATIONS
INVOLVED IN THE PROJECT - BUDDY4STUDY - SANTOOR
SCHOLARSHIP.**



Wipro cares:

Wipro Cares is the Implementing Agency, an employee-led community initiative arm of the Wipro Foundation. It is a ‘not-for-profit’ trust registered in the year 2003 under the Indian Trusts Act 1882. It is an earnest initiative that aims to make compelling and channelized contributions in the areas of Education, Primary Healthcare, Community Ecology and Disaster Response in proximate communities.

The Wipro Cares funding model comprises three tracks: (i) Employee contribution matched by Wipro (ii) Direct budget allocation from Wipro Ltd (iii) ‘Donations’ from other companies like Wipro Enterprises Private Limited (WEPL) as part of their CSR strategy. The Wipro Cares governance framework is a great example of where employees play a key role both in terms of volunteering and contribution.

Wipro Cares and Santoor have partnered to provide scholarship to students from underserved communities in India. The scholarship program is designed to help students pursue their educational goals and to make a positive impact on their communities.

Buddy4Study:

Buddy4Study is a social enterprise that provides educational support to students from underprivileged backgrounds. The company was founded in 2010 by a group of entrepreneurs who were passionate about making education more accessible to everyone.

Buddy4Study works with a variety of partners, including Wipro Cares to provide students with access to resources such as scholarships, tutoring and mentorship. The company also develops innovative educational tools and programs to help students succeed in school and beyond. Buddy4Study is committed to making education more accessible to everyone. The company believes that education is the key to a better future for all.

Santoor Scholarship Program (hereinafter referred to as the “Program”): It is a program which provides for financial assistance to meritorious female students from underprivileged background in the states of Andhra Pradesh, Telangana, Karnataka, and Chhattisgarh. Buddy4Study provides backend operations and cloud services to support this program.



This Report of Impact Assessment of CSR pertains to the Community Projects specifically In Santoor Scholarship Programme for the FY-2021-22.

ABOUT THE PROGRAMME

The Santoor Scholarship program offers financial support to young females across the states of Andhra Pradesh, Karnataka and Telangana. The program was launched in the year 2016-17 and has offered financial assistance to the first group of close to 900 students. The annual recurring program supports students until the completion of their undergraduate program. The program has thus reached out to over 4500 students spread across the three states. The scholarship cover tuition fees and incidental expenses toward education. Applicants from backward districts are given preference during the selection process.

The Program is a joint initiative of Wipro Enterprises Limited (WEL) and Wipro Cares and was envisioned to reach out to several young females who wish to pursue education after their grade 12. By design, the program strongly encourages students to pursue programs in humanities and pure sciences, besides the 'professional' programs. A minimum of 60% is earmarked for such students. Preference is also given to students hailing from the backward regions of the states. The grant may be utilized for educational and incidental expenses.

This program has been conscientiously planned bearing in mind the socio-economic conditions of the students given the multiple challenges they face. The broad idea being, trying to percolate to the lowermost rung of the social/economic hierarchy and reach out to the most vulnerable of the students.



NEED FOR PROGRAM

Despite state policies and programs, gender imbalance and discrimination against girls remain a serious problem. According to several reports, 40% of young girls aged between 16-18 are out of school or college and 65% are forced to stay at home. There is a strong relationship between poverty, education, caste and forced early marriage which are some of the major issues. Social, cultural, and economic factors limit opportunities for girls and reinforce patriarchal structures.

Poverty is one of the biggest barriers to girl's education and progress. Financial support can help to address this issue by enabling young females from vulnerable backgrounds to pursue higher education. Educated women are more likely to be healthy, secure and empowered individuals who can independently navigate their lives and adapt to a changing world. Education is an investment in the future of girls, their families and society as a whole. It is also an investment in a sustainable, healthy and happy world.

Below are some of the reasons for need of such programme:

- **Girl empowerment:** Girls face many challenges and obstacles as they grow up. These challenges can lead to girls feeling underconfident, unaware of their rights, and unable to seek justice. Girls are often not trained in negotiation, critical thinking and judgment, which can make it difficult for them to handle situations that violate their rights.
- **Scholarship and Financial Support:** Scholarship and financial support can play a vital role in empowering girls. By providing girls with the resources they need to stay in school and complete their education, scholarship and financial support can help girls to reach their full potential and contribute to society in meaningful ways.
- **High levels of female dropout rate:** A staggering 40% of young women in the age group of 16-18 years are out of school/college and 65% of them are forced to stay back at home. There are many reasons for this, including accessibility issues and puberty.
- **Educated women are more likely to grow into healthy, secure and empowered individuals who can independently navigate their course of life and adapt to an ever-changing world. While education is indeed an investment in their future besides breaking intergenerational cycles of poverty; it is more so an investment in the future for a sustainable, healthy and a happy world.**



Method of Implementation of the Project

1. Communication and reporting:

Wipro Cares and the Child Care and Learning Group (“CCLG”) team work together to develop and execute a robust communication plan every year. The plan includes the following:

- **Media plan:** The media plan outlines how the campaign will be promoted through various media channels such as print, digital and broadcast.
- **Storytelling:** The team drafts stories for print publications and develops digital content that highlights the campaign's impact.
- **Use of AIR and other forms of media:** The team uses AIR and other forms of media, such as print and visual media to reach a wider audience.
- **Collateral design:** The team designs collateral that is shared with governments at the state and district levels, as well as colleges and universities.
- **Regular communication:** The Wipro Cares team maintains regular communication with the internal WEL leadership teams and the senior government officials across the three states.

The communications plan is an essential part of the campaign's success. By working together, Wipro Cares and the CCLG team are able to reach a wider audience and raise awareness of the campaign's goals.

2. Operations:

Wipro Cares is responsible for the design, planning, execution and management of the Santoor Scholarship program. The program receives over 50,000 applications each year from students from Andhra Pradesh, Telangana, Karnataka and Chhattisgarh. To ensure the efficient and effective execution of the program, Wipro Cares partners with Buddy4Study to provide backend operations and cloud services. These services include application hosting and processing, preliminary screening, arriving at the first shortlist and dispatch services.

Buddy4Study's services help Wipro Cares to manage the large volume of applications and to ensure that the program is executed on time and within budget. The partnership between Wipro Cares and Buddy4Study has been instrumental in the success of the Program.



First-time applicants:

1. Application forms are available online and offline. The online application form can be found on the Santoor Scholarships website, Buddy4Study website, CCLG distributor network and the websites of the state governments and departments of social welfare. The offline application form can be obtained from the same sources.
2. To be eligible to apply, students must have:
 - Completed Grade 10 and Grade 12 from a local government school or junior college in the eligible states.
 - Passed Grade 12 in the previous academic year.
 - Enrolled in a minimum 3-year full-time recognized graduate program in the current academic year.
3. Supporting documents required for the application:
 - One passport-size photograph
 - A copy of the bank passbook (in the applicant's name and not a Grameen Bank account)
 - A copy of the Aadhaar card
 - Copies of Grade 10 and 12 certificates
4. Online applications are collected by Buddy4Study and offline applications (post/courier) are collected by Wipro Cares at SJP1 and sent to Buddy4Study for digitization.

First-time Selection process:

1. Buddy4Study shares an Excel data file of eligible students with the Santoor Scholarship team.
2. The Santoor Scholarship team validates the file and shortlists eligible students categorized under state, professional / non-professional course and backward / non-backward district.
3. Random selection is used to identify the final 1,800 beneficiaries among the pool of short-listed candidates.



4. The Santoor Scholarship team sends a congratulatory letter, blank declaration form and Wipro Cares Agreement to each of the selected students.
5. Students return the signed Agreement with the declaration form along with another set of supporting documents.

Renewal process (for students from previous Scholarship batches):

1. The Santoor Scholarships team sends a cover letter, blank declaration form, and Wipro Cares Agreement to each of the students.
2. Students return the signed Agreement and declaration form with one passport-size photograph, a copy of the bank passbook (in the applicant's name and not a Grameen Bank account), a copy of the Aadhaar card, and previous year's marks cards.

Finalization process (for both first-time and renewal):

1. The Santoor Scholarship team digitizes all the student's documents received and prepares a final data file for payments.
2. The maker does a 100% validation of the bank passbook information against the final data file.
3. As a second-level validation, the team does a cross-verification of all the bank details to ensure minimal errors.
4. The Santoor Scholarship Program Manager does a minimum 10% random sample check of the bank passbook information against the final data file and approves Master List.

The Santoor Scholarship program is a valuable resource for female students from underprivileged background. The program provides much-needed financial assistance to help students pursue their educational goals.

Payments:

The final list is shared with the banking team for payments after following the entire process.



Methodology / Approach / Tools impact assessment

The company allocated a total of ₹3,98,00,000 Crore for the scholarship project during the financial year 2021-2022. This fund was utilized to provide scholarships worth ₹24,000 each to 1,659 students, distributed at a rate of ₹3,000 per month.

To evaluate the effectiveness of the CSR community projects related to the Santoor Scholarship program, we conducted a survey using Google Forms.

In the financial year 2021-2022, a total of 1,659 students had received scholarships through this program. From this group, a random sample of 300 students were selected to participate in the survey by completing a questionnaire via Google Forms. The objective of the questionnaire was to gather feedback from the scholarship recipients regarding their experiences. The questionnaire covered a wide range of topics, including the impact of the scholarship on their academic and personal lives, their future plans and their suggestions for enhancing the scholarship program.

In addition to the Google forms, we also reached out to beneficiaries who had not submitted the forms, through phone calls. The purpose of these calls was to understand whether they were receiving the scholarship benefits and to address any queries or concerns they might have had.

Here are some of the key points that were gathered from the responses received by the students via Google forms and phone calls:

1. How did you come to know about the Scholarship?

About 90% of the beneficiaries said they heard about the scholarship through college and word-of-mouth, while others said they saw it advertised online or in a newspaper.



2. Are you happy with the benefits provided by the project?

Overall, beneficiaries were very happy with the benefits provided by the scholarship. They said the money was helpful in paying for tuition fee, books, and other expenses. They also said the scholarship helped them to focus on their studies and to achieve their academic goals.

3. Do you have any suggestions to improve the available facilities?

Some beneficiaries suggested that Wipro could provide some more financial support to help them with their studies and could also start providing job opportunities.

4. What was your experience with the application process?

Beneficiaries said that the application process was easy to understand and complete. They further appreciated the opportunity provided to them to share their stories and explain why they deserved the scholarship.

5. Has receiving this scholarship impacted your academic and carrier goals?

Beneficiaries said receiving the scholarship has had a positive impact on their academic and career goals. They said that the money received from Wipro has helped them to focus on their studies and to achieve their goals. They also mentioned that the scholarship has given them confidence and motivation to succeed.

6. Has scholarship helped you overcome financial barriers?

70% of the beneficiaries of scholarship said that the scholarship had supported them to meet all their fee requirements, while 20% of them mentioned that the scholarship amount served the dual purpose of being able to afford study material like books as well as tuition fees. They also said that the scholarship has helped them to reduce their stress and anxiety about financial needs.



7. How likely are you to recommend this scholarship program to other students?

Beneficiaries said that they are very likely to recommend the scholarship program to other students. They said the scholarship is a great opportunity for students who are in need of financial assistance.

8. Did the scholarship program impact your decision to attend college or university?

Beneficiaries said that the scholarship program did impact their decision to attend college or university. They said that the scholarship made it possible for them to attend college or university, which they would not have been able to do otherwise.

9. Would you like to share your experience about the scholarship program?

Beneficiaries were very enthusiastic about sharing their experiences with the scholarship program and the application process. They said the entire process was very simple and systematic and they did not face any kind of difficulties at all. They were very grateful for the opportunity to receive the scholarship and they expressed a sense of pride to have been a part of the scholarship program.



Feedback from some of the beneficiaries

“The financial condition of our family is very poor, and more pronounced because of the Covid pandemic. This scholarship has been very helpful and has helped me continue my studies”

- Soujanya, Telangana.

“I was worried if I would receive the scholarship amount during the pandemic and if there would be any cut in the amount, but I am very grateful to have received it from Wipro in times such as these. I thank you once again”

- Mounika, Telangana

“Other than paying the college fees, It was also very helpful for paying for exam fees and books, it was very helpful and I thank you for providing the scholarship”

- Annapoorna Umesh, Telengana

“It helped a lot for education and even helped in travelling and thanks for providing this scholarship”

- Soumya R D, Karnataka

“We are very happy that this Santoor Scholarship has been implemented by Wipro Enterprises. If you help all the students like this, it will help students a lot. Thank you so much”

- Shwetha Nagappa Badigere, Karnataka



Our Recommendations-

Based on our analysis and the feedback from the beneficiaries, here are some recommendations for improving the scholarship program:

1. **Increase the number of scholarships available:** The current number of scholarships is not enough to meet the demand. By increasing the number of scholarships, Wipro Enterprises may help more students in need.
2. **Expand the eligibility criteria:** The current eligibility criteria are too restrictive. By expanding the eligibility criteria, Wipro Enterprises may help more students who are in need of financial assistance.
3. **Provide more support to beneficiaries:** Wipro Enterprises may provide more support to beneficiaries by offering tutoring, mentoring and other resources/services. This will help beneficiaries to succeed in their studies and to achieve their goals with ease.
4. **Establish collaboration with employers:** Forge partnerships with corporate organizations and businesses to create internship programs or job placement opportunities for scholars. Engage employers in the design of the scholarship program to align it with industry needs and enhance employability prospects. Provide training and guidance to scholars on career preparation, resume building and interview skills.



Report on Impact Assessment

Wipro Enterprises's contribution to Corporate Social Responsibility (CSR) through the Santoor Scholarship program demonstrates a strong commitment to supporting education and empowering deserving students. The allocation of ₹3,98,00,000 for scholarship during the financial year 2021-2022 showcases the Company's dedication to making a positive impact on society.

The utilization of CSR funds to provide scholarships to 1,659 students has had a significant and far-reaching impact on the society. By offering financial assistance to students in need, the Company is directly contributing to increasing access to education, which is a key driver of social and economic development. The scholarships have helped students overcome financial barriers, enabling them to pursue higher education and achieve their academic and career goals.

The feedback from the beneficiaries highlights the transformative effect of the scholarships on their lives. The financial support provided by Wipro Enterprises has not only relieved the burden of educational expenses but also reduced stress and anxiety associated with financing their studies. This, in turn, has positively impacted the mental well-being and overall quality of life for these students.

Moreover, the scholarships have served as a source of motivation and confidence for the recipients. By alleviating their financial concerns, the scholarships have allowed students to focus more on their studies, leading to improved academic performance and increased opportunities for personal growth and success.

The Santoor Scholarship program has not only benefited the individual recipients but also has broader societal implications. By investing in education, Wipro Enterprises is contributing to the development of a highly skilled and educated workforce, which is crucial for the progress and competitiveness of the nation. The impact of these scholarships extends beyond the individual students, positively influencing their families, communities and society at large.

In conclusion, Wipro Enterprises's CSR contribution through the Santoor Scholarship program exemplifies the company's commitment to making a difference in society. By utilizing CSR funds to provide scholarships, Wipro Enterprises is empowering deserving students, promoting education and fostering social and economic development. The program's impact on individuals and society as a whole demonstrates the value and importance of CSR initiatives in creating a more inclusive and equitable society.

For V Sreedharan & Associates
Company Secretaries

SD/-s

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