

The background of the cover is a large, semi-transparent orange-tinted photograph of a group of students. They are all smiling and holding up certificates or diplomas. The certificates have the WINGS logo on them. The text is overlaid on this image.

**IMPACT
ASSESSMENT OF
WIN GIRLS
SCHOLARSHIP
PROGRAM (WINGS)
2023-24**

PREPARED BY

V.SREEDHARAN AND ASSOCIATES

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INTRODUCTION TO CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (CSR) reflects a company's commitment to ethical operations and positive social impact. Under Section 135 of the Companies Act, 2013, qualifying companies are required to spend a prescribed percentage of average net profits towards CSR initiatives. The objective is to drive sustainable development, promote education, gender equality, and empower disadvantaged communities.

Wipro Enterprises Private Limited (hereinafter referred to as 'the Company') has undertaken several impactful CSR projects. Among these, the WINGS Scholarship Programme stands as a focused initiative designed to enhance gender equity and access to technical education for women, particularly in regions proximate to the Company's factory locations.

IMPACT ASSESSMENT AGENCY



V Sreedharan & Associates is a firm of Company Secretaries in practice based in Bengaluru. The firm provides expert professional consultancy on Corporate Law and Compliances and has been engaged by the Company to carry out independent CSR Impact Assessments in accordance with Rule 8(3)(a) of the Companies (CSR Policy) Rules, 2014.

COMPANY'S CHARTER ON CSR

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

Wipro Enterprises places great importance on deeply engaging with social issues through a long-term commitment aimed at creating real change at the grassroots level. This approach acknowledges the mutual benefits for both business interests and societal well-being. Wipro Enterprises conducts its social programs based on solid ethical principles, good governance, and effective management practices. The company maintains transparency and rigorous reporting, underscoring its dedication to public accountability.

Wipro Enterprises is committed to fostering capacity building, empowering communities, promoting inclusive socioeconomic growth, protecting the environment, and advancing green and energy-efficient technologies. The company is dedicated to developing underprivileged regions and uplifting 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' 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.

PROVISIONS OF COMPANIES ACT, 2013

The Companies Act, 2013 provisions vis-a-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. Also, the assessment focused on projects completed before one year. The Corporate Social Responsibility (CSR) expenditure made by the Company for the fiscal year 2023-24 was taken into consideration:

Sr. No.	Details of the Project
1	Renewable Energy
2	Healthcare and Community Development Projects
3	Santoor Scholarship

The Company does not meet the specified threshold for WINGS Program under the Companies Act, 2013 and the rules made thereunder. However, the Company **voluntarily** has opted in for assessing the impact during the current year and is desirous of exploring the gaps to fill them and ensure the requisite spending. We have been appointed by the Company to conduct the impact assessment of the said project and to provide our report on the same.

DETAILS OF IMPLEMENTING AGENCY AND OTHER ORGANISATIONS INVOLVED IN THE PROJECT

- **WIPRO CARES:**

Wipro Cares, the implementing agency, is an employee-led community initiative arm of the Wipro Foundation. Established in 2003 as a not-for-profit trust, Wipro Cares focuses on education, healthcare, community ecology, and disaster response. Under this programme, Wipro Cares collaborates with government polytechnic institutions to identify and support eligible women students.

CHAPTER 1

EXECUTIVE SUMMARY

The WINGS Scholarship Programme is a flagship CSR initiative under Wipro Enterprises aimed at increasing women's participation in the technical and manufacturing sectors. Through scholarships of ₹20,000 per annum, per student the programme supports women pursuing diploma courses in government polytechnic colleges near Wipro Infrastructure Engineering factories.

The rationale of providing scholarship to female students arises from the gender imbalance in industrial employment with women representing only 19% of the organized industrial workforce which has not changed in the past two decades. Out of the 8 million employed in the sector, just 1.6 million are women. Given this dismal picture, where less than one fifth are women in the industries and with a further decline in numbers in the machinery/infrastructure sector. It therefore made sense for the Company to take proactive steps to achieve a fair gender composition and equity, in addition to providing access to opportunities and other necessary support. The programme addresses this gap by encouraging women to pursue technical education and creating potential pathways for employment within the Company's ecosystem.

During the financial year 2023-24, funds amounting to ₹2.1 million were disbursed under the WINGS initiative.





- **Assessment Methodology**

A mixed-methods approach was adopted for this Impact Assessment to ensure a well-rounded and credible evaluation of the project outcomes. The process combined quantitative data collected through Google Forms with qualitative insights gathered from beneficiary interactions.

At the outset, the survey received only 8 responses, which were insufficient to draw representative conclusions. This limited participation can be attributed to an initial hesitation among beneficiaries and students to engage with online platforms or unfamiliar outreach, often due to concerns about reliability, unknown calls, or potential scams. Therefore, we sought the help of the plant teams in each of the locations to have the students complete the survey, which saw a good rate of response.

Further we also through personal follow-up calls gathered feedback and captured detailed beneficiary experiences. Ultimately, the assessment was conducted based on 100 valid responses.

This structured and iterative methodology enabled comprehensive data collection, leveraging the efficiency of digital surveys while ensuring depth and context through individual conversations.

Though, we wanted to meet the beneficiaries personally, we could not meet them as the beneficiaries are located at various part of India.



- **Key Findings**

The assessment revealed overwhelmingly positive outcomes:

- **High Beneficiary Satisfaction:** An impressive number of surveyed beneficiaries expressed a positive perception of the scholarship's benefits, underscoring its strong impact and relevance.
- **Addressing Financial Hardship:** The program primarily supports economically modest households, with 51.6% of respondents reporting an annual family income of less than ₹3.6 lakh. Many beneficiaries indicated they would have faced significant financial challenges, considered dropping out, or resorted to loans/part-time jobs without the scholarship.
- **Multifaceted Impact:** The scholarship's influence extends beyond financial aid. It has (Data considering our survey over the google feedback forms and telephonic conversations):
 - *Directly supported 56% students in completing their education.*
 - *Served as a source of motivation for 30% of students.*
 - *Enhanced the university reputation for 4.5% recipients.*
 - *Allowed 5.6% students to prioritize education over immediate income-generating jobs.*
 - *Significantly eased the economic burden on families for 25.7% beneficiaries.*



• Recommendations and Conclusion

To further enhance the program's effectiveness, we recommend:

1. Formal Structuring and Communication of Mentorship and Career-Readiness Support
2. Continued Strengthening of Early-Warning and Retention Support Mechanisms.
3. Enhanced Communication on Disbursement Timelines and Documentation
4. Scholarship completion certificates and alumni engagement.

CHAPTER 2

OBJECTIVE OF THE PROJECT

The WINGS Scholarship Programme seeks to:

- Promote gender inclusivity in technical education.
- Encourage young women to pursue diploma programs in engineering and manufacturing disciplines.
- Strengthen industry-academia linkage by supporting students near Wipro factory locations.
- Enable financial independence and career readiness among economically weaker women students.

The program currently covers three locations – Hindupur (Andhra Pradesh), Sriperumbudur (Tamil Nadu), and Jaipur (Rajasthan).

According to the 2011 Census and supported by National Sample Survey Organisation (NSSO) reports, India's female literacy rate stood at approximately 65.5%, with even lower rates in rural and underprivileged districts. Enrolment in higher education for women remains distressingly low, particularly in districts marked by economic vulnerability, gender inequality, and limited institutional support. High dropout rates after secondary school are often the result of financial hardship, early marriages, and restricted access to enabling resources such as scholarships or mentorship.

Reports from the All-India Survey on Higher Education (AISHE) in 2016–17 revealed that fewer than 10% of students entering higher education received any form of financial aid. These findings emphasize the urgent need for sustained, targeted interventions to ensure that young women from disadvantaged backgrounds can pursue and complete higher education.

Amidst this challenging landscape, the WINGS Program is sprouting as a beacon of hope, a joint initiative of Wipro Enterprises Private Limited and Wipro Cares. While it may not claim to reshape macro-level literacy statistics directly, the program meaningfully uplifts young women who are often the first in their families to embark on a college journey. Each scholarship provides Rs. 20,000 per annum, a thoughtfully determined amount designed to cover college fees and essential living expenses, ensuring stability and continuity throughout their undergraduate studies. Over the last 2 quarters of 2023-24, the program has contributed to the lives of more than 100 young women, focusing its outreach on historically underrepresented districts in higher education. As of March 2024, nearly Rs. 2.1 million has been disbursed through this initiative, with over 80 students actively benefiting across diverse cohorts. This unwavering commitment exemplifies Wipro's approach to social responsibility, not merely as philanthropy but as a vital investment in fostering equitable and inclusive communities through education.



CHAPTER 3

STUDY METHODOLOGY

3.1 ASSESSMENT FRAMEWORK

Criteria	Rationale	Indicators
Relevance	Addresses gender gap in technical fields	Enrolment and participation of women in polytechnic education
Coherence	Aligns with Wipro's CSR focus on education and Sustainable Development Goals (SDGs) 4 & 5 set by United Nations	Program's synergy with corporate and national development goals.
Effectiveness & Impact	Extent to which beneficiaries meet academic milestones and overall influence on socio-economic empowerment	Retention completion rates employment readiness, confidence, motivation.
Efficiency	Timeliness and adequacy of fund disbursal	Cost-per-beneficiary and fund utilization.

3.2 RESEARCH METHODOLOGY

The impact assessment adopts a mixed-method approach combining:

- Quantitative analysis (survey data from beneficiaries)
- Qualitative insights (interviews with faculty and Wipro Cares team)

Given the diverse geographical spread of the beneficiaries across Hindupur (Andhra Pradesh), Sriperumbudur (Tamil Nadu), and Jaipur (Rajasthan), and the logistical constraints of in-person interactions, digital and telephonic methods were utilized to optimize reach and response rates.


I. Data Collection Approach

A structured Google Form-based survey was designed and disseminated to approximately more than 100 beneficiaries. The form included both objective and subjective questions to capture demographic details, educational progress, utilization of the scholarship, and broader social impacts.

The use of Google Forms was intentional, recognizing the increased internet accessibility among students and the convenience of mobile-first engagement. This enabled efficient outreach and simplified response collection, especially for those in remote locations.

Initially, the response rate was significantly lower than expected, with only few beneficiaries completing the survey. This limited dataset was not sufficient to draw meaningful or representative conclusions. To address this challenge, we informed the Company and requested support in broadening the outreach. Following this, the Company directly shared the Google Form link with the wider beneficiary group, which substantially improved participation and ultimately resulted in 100 valid responses.

Due to the wide geographic spread of beneficiaries, in-person interactions were not feasible during the current assessment cycle. In future, college-supported on-site interactions may be explored.



Over 50 personal follow-up calls were made to individual beneficiary to encourage participation and clarify any queries, especially for those who had not responded via the digital link.

II. Rationale for Method Selection

The combined use of online forms and personalized follow-ups ensured both inclusivity and reliability in data collection. While the digital approach offered scalability and convenience, direct phone outreach provided a personal touch that helped overcome barriers such as limited digital literacy or internet access.

The digital-first strategy, anchored by Google Forms and supported through targeted outreach, enabled the team to:

- Reach beneficiaries across urban and rural regions with minimal operational effort.
- Improve response rates through accessible, mobile-friendly survey design.
- Ensure data accuracy, consistency, and completeness for effective evaluation.

This methodological blend allowed the assessment to capture diverse, high-quality insights, forming a credible base for program analysis and future improvement.

3.3 SAMPLE COVERAGE

The following sample has been covered under the study:

TABLE 1: OVERVIEW OF SAMPLE COVERAGE

S. No.	Target Group	Sample Contacted	Mode of Contact
1	Beneficiaries (Students)	104	Google Form circulated digitally via mobile devices and broadcast Channel.
2	Beneficiaries (Students)	50	Direct phone calls were made to encourage participation and resolve queries
3	Program Coordinators	Wipro Cares	Structured phone discussions and email correspondence to gather implementation insights.

• Geographical Coverage

The beneficiaries contacted through the survey were spread across the three states, as detailed below.

TABLE 2: STATE-WISE GEOGRAPHICAL COVERAGE OF BENEFICIARIES

Sr. No.	State	Covered under study
1	Hindupur (Andhra Pradesh)	✓
2	Sriperumbudur (Tamil Nadu)	✓
3	Jaipur (Rajasthan)	✓

3.4 DEVELOPMENT OF TOOLS

To support the assessment, a structured feedback tool was developed for beneficiaries of the WINGS Program. The tool aimed to capture key insights on the relevance, accessibility, and overall impact of the scholarship on students' academic journeys.

Responses were gathered through an online questionnaire that allowed participation across locations and devices. The instrument focused mainly on structured, close-ended items to support quantitative assessment, while a small number of open-response prompts were included to capture additional reflections and suggestions from participants.

The tool was internally reviewed and pilot-tested to ensure clarity and ease of use before final circulation. Minor adjustments were made based on initial feedback to ensure smooth data collection aligned with the study objectives.

3.5 SURVEY IMPLEMENTATION

- Initial communication was established with the Company, following which beneficiary contact details were shared with the assessment team.
- A structured Google Form was shared with approximately 104 students through email and digital platforms.
- During the outreach:
 - Beneficiaries were hesitant to share their email IDs during the personal follow-up calls.
 - A few of the email addresses shared by beneficiaries were not active.
- Follow-up phone calls were made to students to:
 - Encourage participation
 - Resolve issues in accessing or filling out the form
- The multi-channel strategy ensured the inclusion of students from both rural and urban regions across all four states.
- The collected data through Google Forms was stored securely and monitored periodically for quality and completeness.



3.6 DATA MANAGEMENT

Once the responses were received through Google Forms, the data was downloaded and stored securely for further processing. A separate Excel master file was created to consolidate the collected information and enable structured analysis. Scrutiny procedures were conducted to identify and correct errors, such as duplicate entries and incomplete responses. Consistency checks were also applied to ensure uniformity and accuracy across all records.


Following this, the data was segregated based on key parameters such as state, educational background, and other relevant demographic indicators. This helped in organizing the information meaningfully for further analysis. A summary factsheet was prepared within Excel to present a snapshot of key trends and indicators at a glance.

In addition to quantitative analysis, qualitative responses captured through open-ended questions were reviewed by our team. These insights were used to understand common themes and student perspectives, enriching the overall interpretation of the findings

3.7 CHALLENGES FACED

During the assessment process, several challenges emerged, particularly around student responsiveness and digital engagement:

- Several students were reluctant to engage in conversation or provide feedback, often citing discomfort or hesitation in participating in telephonic or digital surveys.
- Some students provided inactive or unused email IDs, while others were hesitant to share their email details during personal follow-up calls.

- 
- Some beneficiaries expressed concerns that the outreach could be a scam or phishing attempt, given the growing awareness and caution around cyber fraud. This led to hesitation in clicking online links or responding to unfamiliar numbers.
 - Limited response to repeated reminder emails posed a challenge in reaching several students. To overcome this, the team transitioned to WhatsApp-based outreach, which proved more effective and accessible.
 - Language and trust barriers in some regions further delayed engagement, requiring multiple rounds of follow-ups to build credibility and reassure students of the authenticity of the survey.
 - In some instances, when calls were made, beneficiaries abruptly disconnected due to hesitation or uncertainty.
 - A few promised to fill out the Google Form after the call, but the response was not received.
 - Some students shared their parents' or guardians' contact numbers, who expressed reservations about participating in the survey or sharing information.

Despite these challenges, the assessment team maintained a patient and courteous approach throughout their follow-ups. All communication was thoughtfully framed to build trust, emphasize the authenticity of the study, and reassure students about the privacy and confidentiality of their information.

This persistent yet empathetic approach helped gradually overcome initial resistance and ensured meaningful participation from a diverse set of beneficiaries across regions.

CHAPTER 4

SALIENT FINDINGS OF THE PROJECT

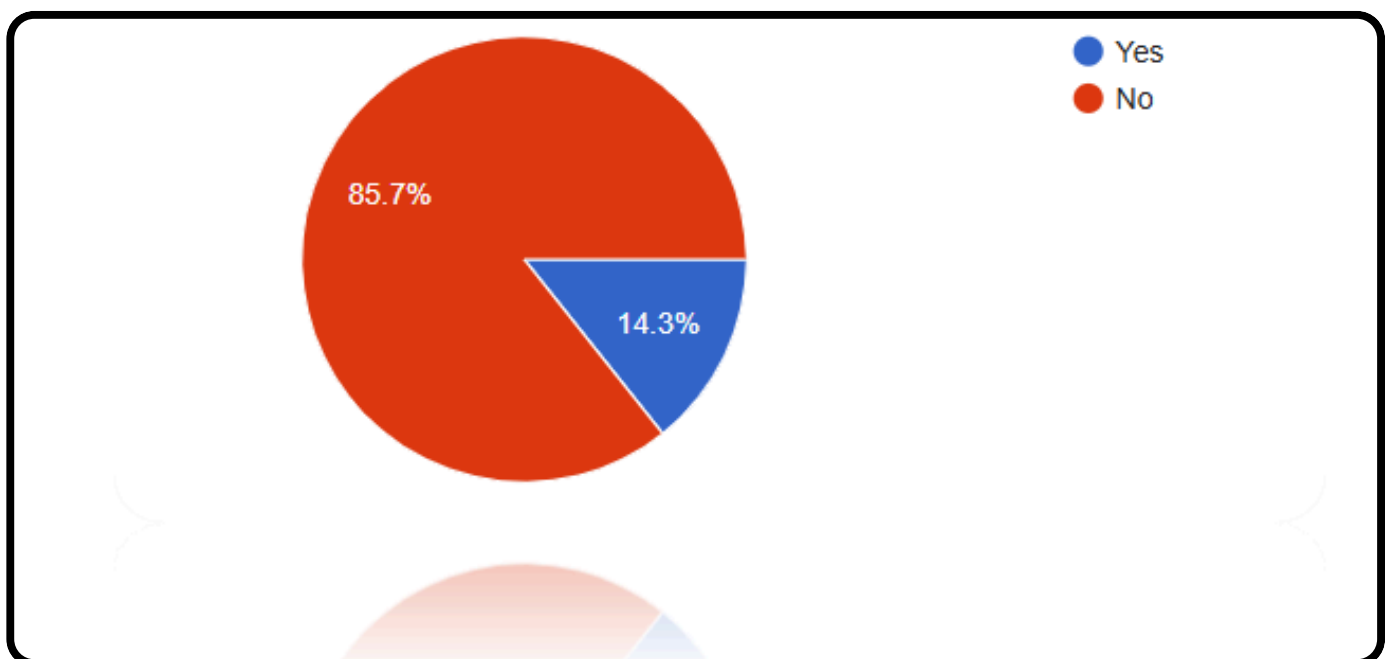
This chapter presents the key findings from the quantitative and qualitative survey conducted with the beneficiaries on scholarship support. The following discussion explores the various components of the study in detail.

A total of 104 students were chosen for participating in the study. All the beneficiaries are females. About 100 students showed up for the survey via Google forms and telephonic conversation. About 94% of the beneficiaries under consideration were of the view that the project was briefed by the Team before application of the Scholarship and 6% opined differently.

4.1 WORKING DEMOGRAPHICS

Majority of them were not employed at the time of the survey. The distribution of employed students has been depicted in the following picture.

Pie Chart 1: Employed (Yes) vs Non employed (No) students (N=104)



4.2 HAPPINESS INDEX OF THE PROJECT

The Happiness Index is a simple tool we have used to quantify and represent the overall satisfaction of the beneficiaries towards the project. It purely reflects how positively the beneficiaries have perceived the project outcomes and the impact it has had for their academic ladder.

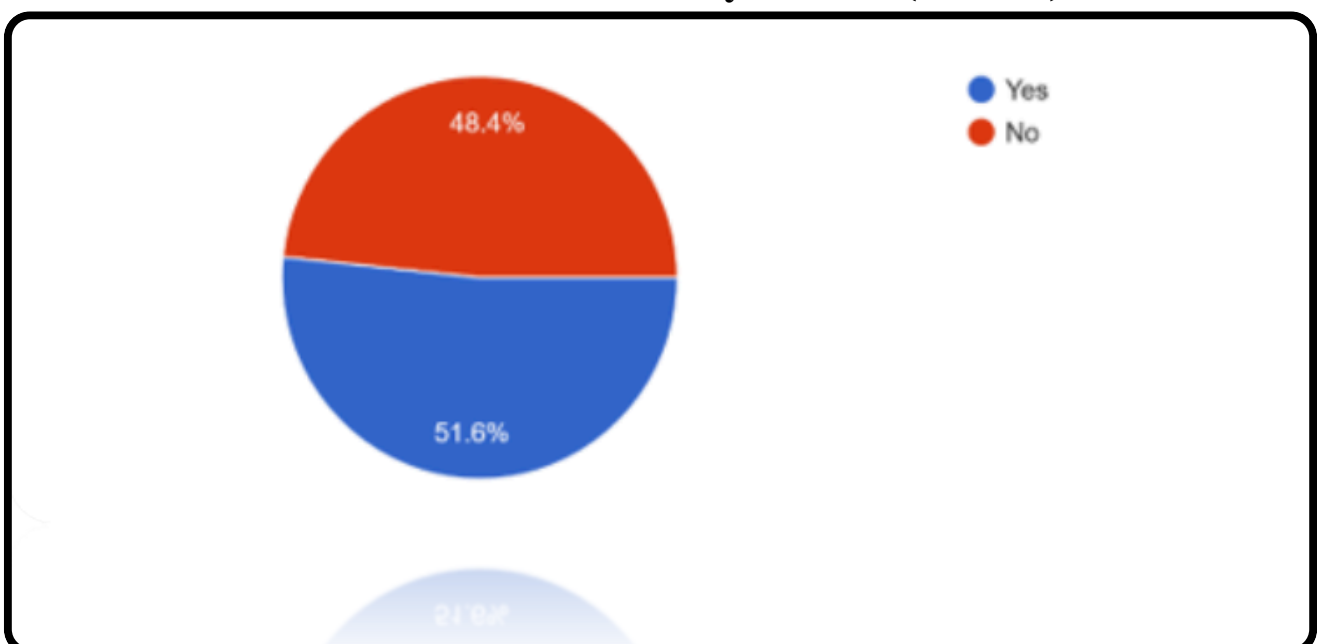
Approximately 92% of the respondents expressed a positive perception of the benefits derived from the Scholarship Programme, underscoring its strong impact and relevance. Only 8% of the beneficiaries indicated a slightly differing view, suggesting minimal reservations or areas for further exploration.

4.3 ANNUAL FAMILY INCOME

The income benchmark of ₹3.6 lakh per annum was established by referencing the average annual income levels of rural households, which provided a meaningful context for evaluating the financial status of the respondents. This helped us categorize and analyse the beneficiary group in relation to typical rural income standards.

The survey findings reveal that 51.6% of the respondents reported an annual household income of less than ₹3.6 lakh, indicating that the majority belong to economically modest backgrounds

Pie Chart 2: Annual family income (N=104)



4.4 ATTRIBUTES OF DISBURSAL OF FUNDS TO SPECIFIC STATES

We enquired with the Company regarding the rationale for rolling out the program exclusively in the states of Rajasthan, Tamil Nadu and Andhra Pradesh. The Company explained that they have MoU's (Memorandum of Understanding) signed with 3 polytechnic colleges in each of the locations.

They have pointed out that as per the Annual Survey of Industries (2020) there exists a significant gender gap in manufacturing employment. Women constitute only about 19% of the workforce in organized industries, a figure that has remained largely unchanged for the past two decades. Out of approximately 8 million individuals employed in the sector, only around 1.6 million are women.

Against this backdrop, and with the objective of improving the representation of women on the shop floors of Wipro Infrastructure Engineering's manufacturing units, the WINGS program has been designed to support women pursuing technical education in polytechnic colleges located in and around the Company's three factory locations - Hindupur, Sriperumbudur, and Jaipur.



We are excited to announce the launch of

WINGS 
Wipro Infrastructure Engineering
GIRLS' SCHOLARSHIP
Soaring Towards New Horizons

Applications open from November 22nd to December 21st 2023

This program aims to encourage greater participation of women in the manufacturing industry by supporting deserving girl students to pursue their technical education and nurturing their career aspirations.

WINGS is open to girl students pursuing Diploma courses in technical streams offered by three Polytechnic colleges across the states of Andhra Pradesh, Tamil Nadu, and Rajasthan, in India.

A WINGS scholar would be eligible for:

- Course fees and related expenses
- Training in basic computers and communications skills
- Assistance to internships and industry exposure

Eligibility Criteria:

- Completed class 10 in the academic year 2022-23 from a government school
- Students in a full-time Diploma program in a technical stream (Mechanical / ECE / Instrumentation / Industrial Engineering / Civil / Automation etc.) starting 2023-24 in identified polytechnic colleges

For more details, you can reach out to your respective HR teams, or call:
7411654393 (Hindi / Tamil) | 7411654395 / 7411654394 (Telugu) | 7337835166 (English)

4.5 DURATION OF SCHOLARSHIP

The programme selects students who have completed grade 10 in local government schools of Andhra Pradesh, Rajasthan and Tamil Nadu and are enrolled in a minimum 3 years full time recognised diploma programme beginning in FY 2023-24. Considering this, the support begins at the very start of their higher education journey.

Each selected student receives an annual scholarship amount of Rs. 20,000, which is disbursed every year. This financial assistance continues till the completion of the student's diploma program, enabling them to pursue their education without interruption due to financial constraints.

Thus, the duration of scholarship depends directly on the duration of the academic structure enrolled by the selected student.

The Company prioritises funding for students pursuing a career primarily in mechanical engineering but in consultation with the factory heads of WIN, the Company is considering other streams in engineering as well with the intention that those people can be trained accordingly.

4.6 NATURE OF FINANCIAL SUPPORT PROVIDED

All the students were asked to specify the type of financial aid (scholarship) they received during the course of their education. They uniformly reported that they had received direct cash benefits, which they subsequently utilised for various education-related expenses.

We received the following response from one of the beneficiaries when asked on the type of benefit received via the scholarship:

“I have utilized the scholarship funds primarily to support my educational expenses. This includes purchasing textbooks, study materials, and software required for my coursework. Additionally, the funds have helped cover tuition fees and transportation costs, allowing me to focus more on my studies without financial stress.”

4.7 AWARENESS ON THE SCHOLARSHIP PROGRAMME.

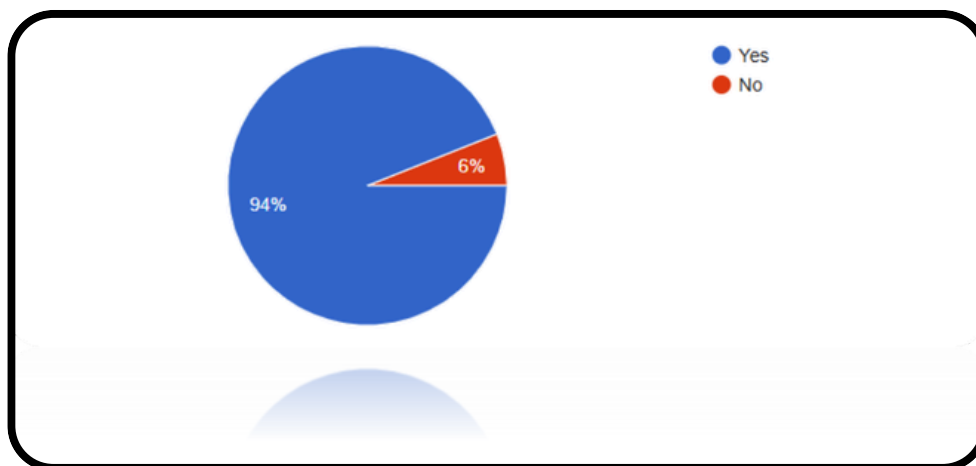
When asked how awareness about the scholarship programme was created, the Company informed us that it implements a robust annual communications plan. This comprehensive plan encompasses:

- **Collaborative outreach:** Factory teams, led by the HR and Plant Head along with the Wipro Cares team, engage with institutional heads to introduce and discuss the scholarship programme.
- **Information sessions:** With the support of institutional heads, awareness and information-sharing sessions are conducted for students to explain the programme details, eligibility, and application process.
- **Communication materials:** Collaterals outlining the programme benefits and application procedures are distributed among students and colleges to facilitate easy access and enrolment.
- **Early engagement initiatives:** In the previous year, the Company also initiated outreach sessions with Grade 10 students in local government schools to help them make informed choices as they plan their higher education pathways.

Through these multi-channel efforts, the Company effectively promotes awareness of the scholarship programme and ensures that information reaches the intended beneficiaries.

On similar lines, we enquired with the beneficiaries and among the beneficiaries, the following pie chart depicts the familiarity of the beneficiary with the scholarship program as briefed by the Wipro Team:

Pie Chart 3: Whether briefing on the scholarship programme was done by Team Wipro? (N=104)

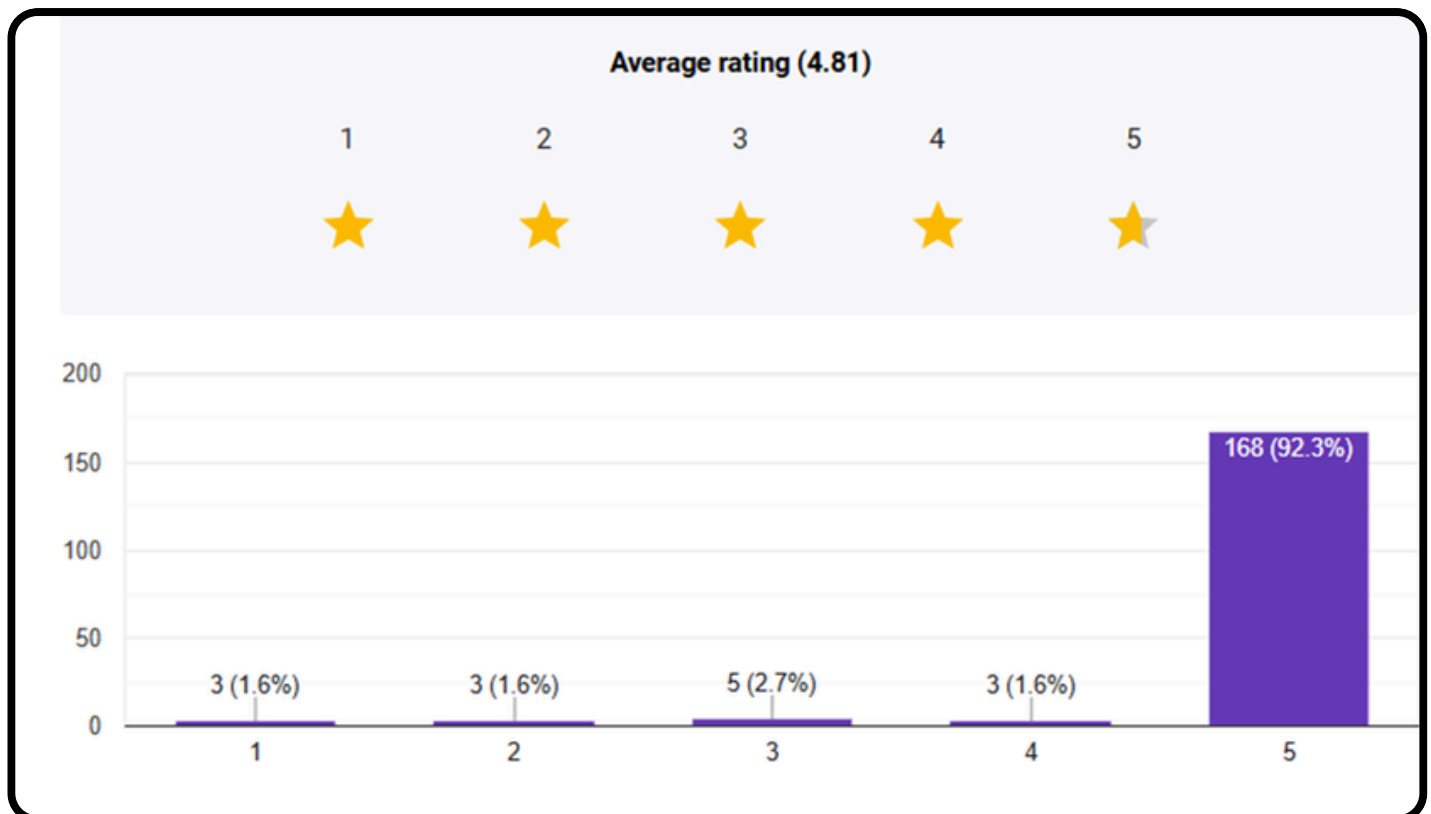


4.8 IMPACT OF SCHOLARSHIP ON STUDENTS.

To assess the overall impact of the scholarship programme, we sought direct feedback from the beneficiaries. All students were asked to rate the programme on a scale of 1 to 5, where 1 indicated least satisfied and 5 indicated highly satisfied.

The objective was to understand the students' perception of the programme in terms of its impact it has on their academic performance and career goals.

- **Result:**



The Company was faced with a question by us as to the instances of dropouts after the allocation of the Scholarship amount. The Company was of the view that they observed a dropout of 6% i.e 7 students during FY 2023-24.

The reported dropout rate was discussed with the Company and program teams. Based on the engagement with students, it was noted that dropouts predominantly occurred due to personal circumstances such as health issues, family relocation, or other non-financial reasons. The Company currently maintains frequent touchpoints through counselling, group interactions, and proactive follow-ups, particularly with at-risk students, to support retention. While financial assistance remains critical, the existing evidence suggests that dropouts are not primarily driven by financial constraints.

4.9 CONTRIBUTION OF SCHOLARSHIP IN THE PROFESSIONAL CAREER

When we directly contacted the beneficiaries for expressing their views on the contribution of the scholarship in their personal growth and professional development, we received the following responses from them:

“I am receiving benefits from wipro. In the same way after completion of my education I want to support those who want help for their education.”

- G Sreelatha, Hindupur

“The scholarship was so beneficial for me. I bought a laptop which helped me in my college and improving my skills.”

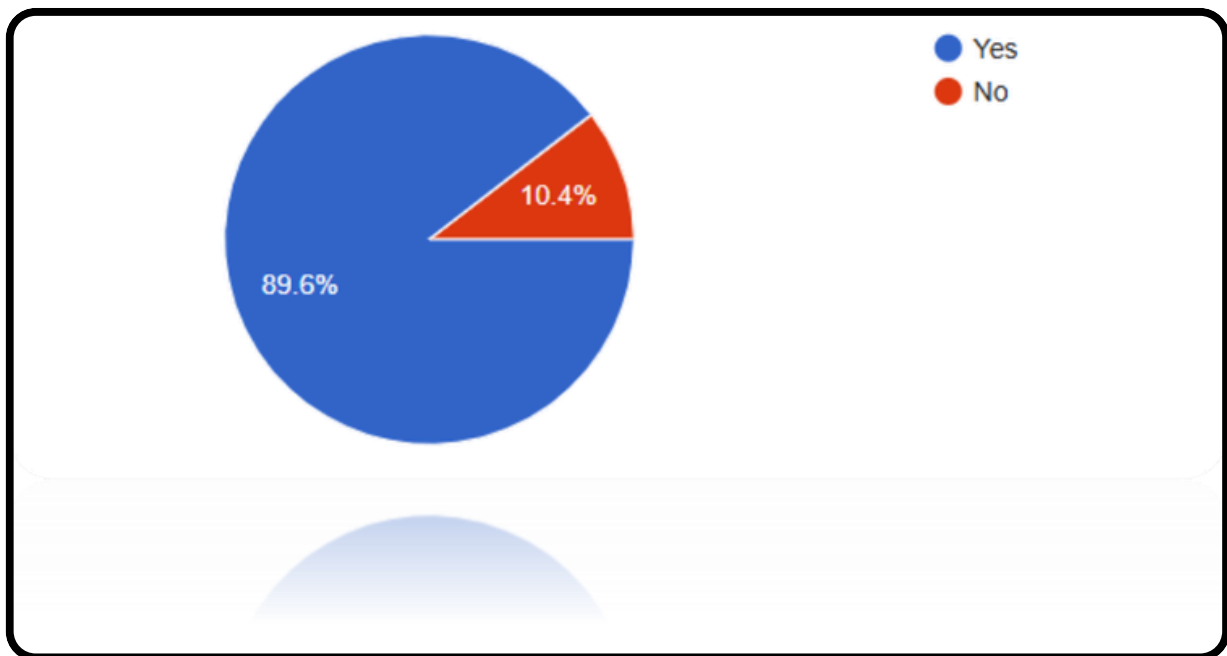
- Kanak Purohit, Jaipur



4.10 APPLICATION PROCESS OF SCHOLARSHIP

We enquired on the smoothness of the process of application for Scholarship from the beneficiaries. We received mixed opinions on the assistance received from the Wipro Team for application process. A solid 89.6% of the population under consideration were confirmed that they received assistance for the said application. However, 10.4% of the sample under consideration opined that they did not receive any assistance while applying for the scholarship.

Pie Chart 4: Whether any assistance for application of Scholarship was received by the beneficiaries? (N=104)



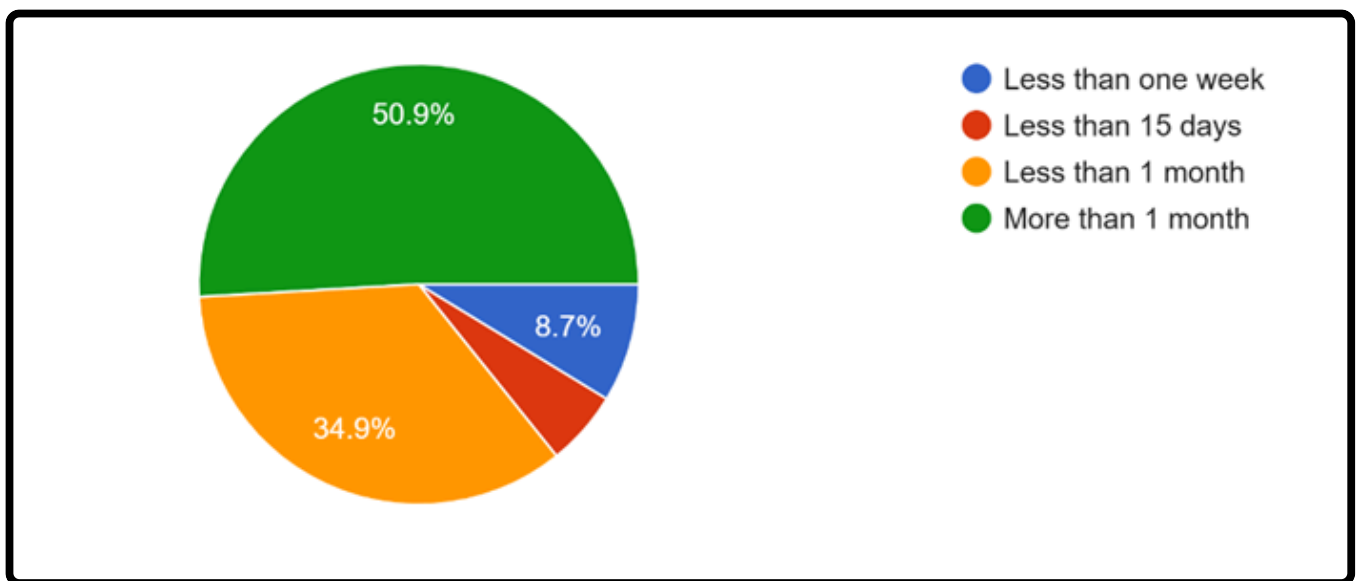
Further, we enquired into the aftermath of the application process with regard to the duration it took for beneficiaries to receive the scholarship amount. The responses revealed a diverse range of experiences concerning the disbursement timelines.

Among the 104 beneficiaries surveyed, a significant 50.9% beneficiaries reported that it took more than a month for the scholarship amount to be credited to their accounts. Meanwhile, 34.9% of the respondents indicated that they received the funds in less than a month, suggesting a relatively prompt processing experience.

A smaller segment, comprising 8.7% of the beneficiaries, shared that the scholarship was disbursed in under 15 days, reflecting instances of notably swift processing. Additionally, a proportion of 5.5% reported that they received the funds in less than a week, highlighting rare cases of exceptionally expedited disbursement.

These findings point towards an overall trend where a majority of the beneficiaries experienced a waiting period exceeding a month, with fewer beneficiaries witnessing faster disbursement timelines. This data underscores the need to explore opportunities for streamlining the disbursement process to ensure more timely support to students, thereby enhancing the programme's effectiveness and reinforcing trust among stakeholders.

Pie Chart 5: Timeframe of receipt of amount of scholarship (N=104)



The beneficiaries were asked to generally rate the application process which can be seen as below:

We also sought information from the Company on the timeframe within which the students may expect the Scholarship amount to be credited to their bank account. The Company has expressed that Company's internal process aims to complete disbursements within four weeks of receipt of complete documentation, delays were reported in cases where submissions were incomplete or where beneficiaries faced bank-related issues. As clarified by the Company, such cases typically constitute 10–15% of beneficiaries, and in such cases, payments are generally completed within 6–7 weeks after resolution.

4.11 VERIFICATION OF RECEIPT OF ALLOCATED SCHOLARSHIP AMOUNT

The beneficiaries were posed with a direct question to ascertain whether they actually received the amount that was promised to be allocated to them under the scholarship programme. Encouragingly, a majority affirmed that they received the scholarship amount in full, exactly as was communicated and allocated for the intended purpose. This reflects positively on the integrity and transparency of the disbursement process.

4.12 SUGGESTIONS OF THE BENEFICIARIES

In addition to quantitative assessments, we sought descriptive feedback from the beneficiaries to capture their personal experiences, perceptions, and suggestions regarding the scholarship programme. This qualitative input provided valuable insights into the real-world impact of the initiative beyond measurable metrics.

The beneficiaries shared a diverse range of reflections –

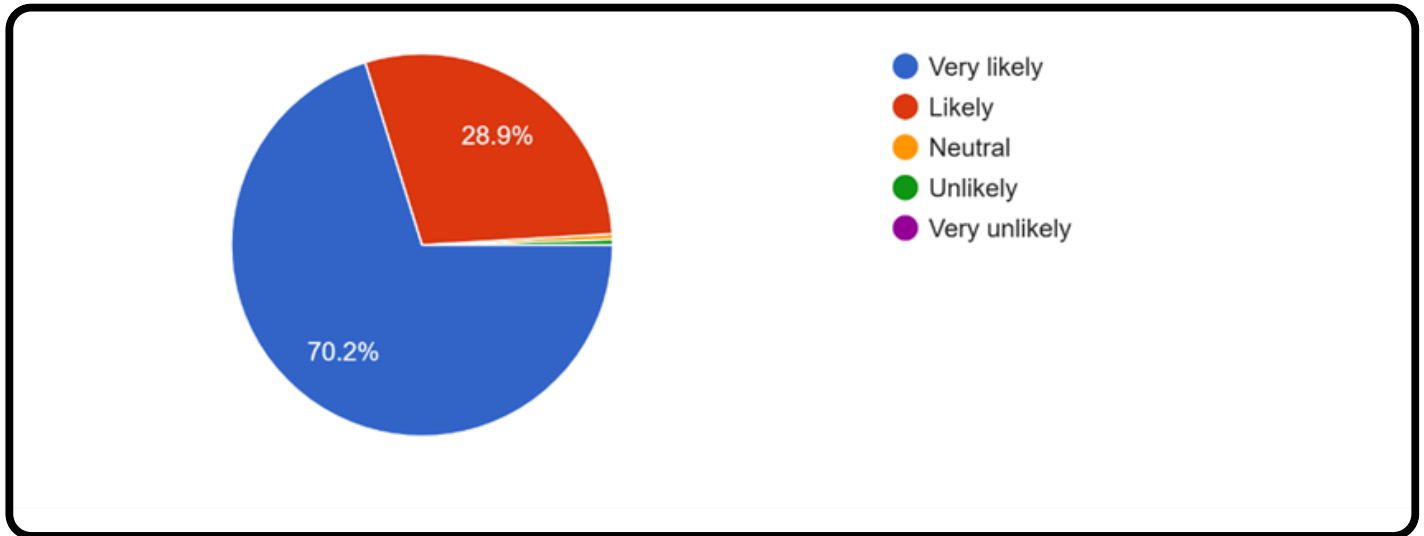
- *More workshops and career counselling sessions would really help us plan our future.*
- *A smoother online portal would make the experience even better*
- *Increasing the scholarship amount would support many students like us*

4.13 LIKELINESS OF THE BENEFICIARIES TO RECOMMEND IT TO OTHER NEEDY STUDENTS

We asked the beneficiaries to rate the scholarship in terms of them recommending the program to other students who need such a mechanism for furtherance of their education.

The following is the response we have received from the beneficiaries in a consolidated manner:

**Pie Chart 6: Likeliness of the beneficiaries to recommend the scholarship
(N=104)**



4.14 WILLINGNESS OF THE COMPANY TO SUPPORT STUDENTS IN THE FUTURE.

As part of the assessment, we also sought to understand the Company's outlook on extending its support to students beyond financial assistance. Specifically, we enquired whether there were any future plans to introduce mentorship programmes, internships, or other forms of career-oriented support that could further bolster the holistic development of scholarship recipients.

In response, the Company shared that they are actively exploring and considering for deployment of communication and digital skills programs for the students.

Such plans indicate the Company's forward-looking approach and its commitment to fostering not just financial access to education but also the professional growth and preparedness of students for their future careers.

4.15 GRIEVANCE HANDLING MECHANISM

To assess the robustness of the support system surrounding the scholarship programme, we enquired whether there is a designated team or individual responsible for addressing grievances that beneficiaries might face during the process of scholarship deployment.

The Company confirmed that they have established a dedicated person specifically for this purpose. These helplines serve as an accessible channel through which beneficiaries can raise concerns, seek clarifications, or report any challenges encountered throughout any stage of scholarship programme for each of the locations where the scholarship is disbursed.



CHAPTER 5

CONCLUSIONS AND OUR RECOMMENDATIONS TO THE COMPANY

5.1 RECOMMENDATIONS TO THE COMPANY

1. Formal Structuring and Communication of Mentorship and Career-Readiness Support

The assessment observed that mentorship interactions, career-readiness workshops, and industry exposure visits are already integral to the WINGS Scholarship Programme and contribute positively to student confidence and preparedness. To further enhance beneficiary outcomes, it is recommended that these engagements be structured and communicated to students in advance (for example, through an annual or quarterly engagement plan), enabling better participation, preparedness, and continuity of support.

2. Continued Strengthening of Early-Warning and Retention Support Mechanisms.

The reported dropout rate was observed to be primarily linked to personal circumstances rather than financial constraints. Continued focus on existing counselling, periodic check-ins, and early identification of at-risk students is recommended to support retention through timely non-financial interventions aligned with observed causes.

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CONCLUSIONS AND OUR RECOMMENDATIONS TO THE COMPANY

3.Enhanced Communication on Disbursement Timelines and Documentation

While the scholarship disbursement process functions within defined timelines upon receipt of complete documentation, beneficiary feedback reflected varied experiences due to documentation gaps or banking issues. Sharing clear documentation checklists and periodic payment status trackers may help improve transparency and manage beneficiary expectations.

4.Scholarship completion certificates and alumni engagement.

Issuance of scholarship completion certificates may serve as a motivational recognition for beneficiaries and add value to their academic and professional profiles. Exploring alumni engagement mechanisms could also support long-term connection and post-education impact tracking.



5.2 CONCLUSION

The impact assessment confirms that the WINGS Scholarship Programme is a well-conceived CSR initiative driving gender inclusion in technical education. It aligns with both the spirit and letter of CSR regulations and Wipro's social responsibility charter.

The disbursement mechanism is robust, transparent, and efficiently executed. The initiative demonstrates Wipro's commitment to empowering women in manufacturing-linked disciplines and contributes meaningfully towards SDG Goals 4 (Quality Education) and 5 (Gender Equality).

The CSR initiative by the Company through the Scholarship programme demonstrates a strong commitment to supporting education and empower deserving students. The allocation of ₹ 2.1 million during the financial year 2023-24 showcases the Companies dedication to making positive impact in the society.

The utilization of CSR funds to provide scholarships to over 100 students has had a significant and decent favourable impact on the society.

This assessment reaffirms that the scholarship programme transcends the role of mere financial assistance. It serves as a catalyst for educational continuity, socio-economic mobility, and renewed aspiration. With strategic enhancements, it has the potential to transform even more lives and stand as a benchmark for meaningful corporate social responsibility.

**For V Sreedharan & Associates
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Partner

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