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Development of Green Index of Wipro Ltd.

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Abstract

The importance of sustainability for businesses cannot be ignored, especially in the long run. Sustainable corporate practices encourage responsible resource management, thereby helping in mitigating climate change risks, reducing wastes, adopting cleaner technologies and contributing to collective well-being. Therefore, a comprehensive Green Index Grading has been computed for one of the major IT & Consulting company, Wipro Ltd., in order to gain a deeper understanding of the sustainability initiatives undertaken by the company and where it stands as of today with respect to sustainable performance. A case-based study on Wipro Ltd. has been carried out and quantitative data has been collected through secondary sources e.g. company's sustainability reports and annual reports. On summing up the scores of individual parameters, the total score is arrived at, which determines the grade of the company – A: Environmentally Sustainable, B: Environmentally Conscious, C: Environmentally Sensitive and D: Environmentally Inert. Also, colour codes – green, yellow, blue and red respectively are assigned with the grading. Green quotient of Wipro Ltd. shows that it is an Environmentally Conscious company, placed in a colour code of Yellow. The green quotient helps stakeholders easily understand the standing of a company with respect to its sustainable performance.

Keywords: Sustainable development, Green Index, GRI, CSR

1 Introduction

The term "Sustainable development", has been defined in the "Brundtland Report (Our Common Future)", as "the development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

"Sustainable development" was first recognized in 1972 at the United Nations Conference on Human Environment which was held at Stockholm. But it was the United Nations Conference on Environment and Development at Rio de Janeiro in 1992 that drew attention of world leaders towards sustainable development as a challenge. Also known as Earth Summit, it witnessed the adoption of Agenda 21 by more than 178 countries. At the UN Sustainable Development Summit, the 2030 Agenda for Sustainable Development was adopted with 17 SDGs in September 2015 (UN SDG, 2015).

Significance of Sustainable Development – With the ever-growing concerns of rising global temperatures, significant climate change resulting in extreme weather events, pollution of air, water and land, resource depletion, deforestation, melting of ice glaciers and sea level rise, social inequalities like poverty, lack of access to education and health facilities, the need for contribution to a sustainable planet has arisen and is gaining momentum across India and the globe.

With some countries making sustainability reporting mandatory and some taking it up voluntarily, companies have now been placed with the responsibility of becoming environmentally and socially compliant thereby focusing on long-term value creation.

Green Index – A Green Index assesses environmental performance of organizations and countries. It helps in evaluating the sustainability initiatives undertaken by companies, highlighting the areas for improvement. It helps companies become aware of their standing and contribution to the achievement of the global sustainability development goals (SDGs).

(Thapar, 2015) emphasizes that "the analysis and presentation of green index will enable stakeholders to make an informed opinion about a company in terms of its business sustainability and encourage sharing of best 'green' practices. The index is inspired from the Global Reporting Initiative (GRI) Sustainability Reporting Framework" (GRI-ESG Framework, 2022).

Past research in the area of green index – Though a lot of research has been done on sustainability, low-carbon transition, clean energy, greenspaces, and green growth which are individual indicators of green index, yet there is not much research done on a comprehensive green index. Most of the research on green index has been done by China as of now, followed by USA.

On searching through the Web of Science using the construct "green index", around 300+ articles are displayed with all research being conducted only from the year 2000 onwards. Out of this 300+ articles, 119 articles are from the People Republic of China alone. On refining the categories for only "Business Finance", "Management" and "Economics", only 15 articles can be found till date.

It is interesting to note that studies have been conducted to establish a link between green rating and financial performance. As observed by (Rajput & Singh, 2016), "a higher score on the green index has a positive effect on the financial performance for automobile and caustic chlorine and cement sectors. Also, the firm's sensitivity towards the environment leads to better management of costs and lower monitoring costs, thereby increasing profits". (Trujillo-Gallego & Sarache, 2019) introduced a new index from the green supply chain management (GSCM) perspective which considers causal relationships between green practices and performance dimensions.

Practical application of the Sustainable Development Green Index (SDGI) may be helpful in accelerating the pace towards Sustainable Development Goals (Rybalkin et al., 2023).

1.1 Wipro's Sustainability performance and CSR

Wipro's Sustainability Performance - Wipro reports a Sustainability Dashboard consisting of 7 key goals encompassing water stewardship, climate change, diversity, equity & inclusion, health & well-being, community impact, continuous learning, and responsible technology governance. Pertaining to FY 2024-25, the company presented its 18th Annual Sustainability Report to its stakeholders in August 2025. The company tracks its key performance indicators using the standards of GRI and ISO, with validation from Deloitte Haskins and Sells LLP.

For the FY 2024-25, the company has been able to achieve 84% of its energy consumption from renewable energy sources compared to around 76% in FY 2023-24. The company reports that it is well on track to be able to use 100% renewable energy sources for meeting all its energy needs at its owned facilities by 2030 and also on track to meet its goal of net zero GHG emissions by the year 2040. The Board of Directors is well-defined and well-composed of independent directors including women directors. The operational impacts generated by the company on its environment have reduced in FY25 due to increase in renewable energy usage, but the upstream impacts on environment (mainly air pollution and GHG emissions) have increased. The NCX valuation stood at 272 $ Mn with air pollution contributing about 176.76 $ Mn and GHG emissions around 59.94 $ Mn.

CSR at Wipro – Wipro Foundation is the CSR wing of the company. Wipro's CSR initiatives cover various fields such as education, primary healthcare, ecology disaster response and cities and public spaces.

The Nomination and Remuneration Committee of the company serves as the CSR Committee. As laid out in the sustainability report of the company, in FY 2025, the community initiatives undertaken by the company spanned 20 countries and supported nearly 225 projects in various areas of primary healthcare, education, digital skilling, and urban and community ecology. These activities have created a significant positive impact in the lives of about 4.5 million people, especially on the lives of people from underserved communities.

2 Objectives

The objectives of the current study are:

- To develop a green index for Wipro Limited covering six verticals namely, green leadership, resource intensity, externalities/ impact on environment, green measures, business value chain and compliance and reporting.
- On the basis of the green index score generated, to categorize the company on environmental sustainability.
- To study the performance of the company in the individual green indicator parameters.
- To highlight challenges or limitations, if any, on the path of the company in achieving a perfect green score.

3 Methodology

Various data options have been used to assign values to each indicator and to accordingly calculate the score, following (Thapar, 2015).

Where the information is qualitative in nature or something which cannot be easily quantified, for example, sustainability policy & reporting, comprehensiveness of CSR policy, presence of designated CSO, binary values Yes/No have been accorded to the parameters.

For parameters that are measurable up to a point of time from available information, e.g. CSR expenditure, water recycling, etc., interval scores have been used to accord values.

For few other parameters e.g. energy consumption and carbon footprint, actual values have been computed and compared with competitors/peers in the same sector.

Following rules have been applied for data collection, adapting (Thapar, 2015) - Data has been collected from secondary sources consisting of Annual Reports, Sustainability Reports, ESG reports, published reports of the Bureau of Energy Efficiency, carbon reduction plan reports. Country specific benchmark data for a particular industrial category has been considered. Where data for a particular or related industry is not available, the same has been compared with competitors. Where data is not available, lowest possible marks have been assigned.

3.1 The Green Index Parameters

3.1.1 Green Leadership – It focuses on the company's management or leadership decisions with respect to sustainability and in motivating the employees to imbibe sustainability goals. Accorded the highest weightage of 20, this parameter consists of the following indicators: Policy on Sustainability refers to a set of guidelines adopted by a company to achieve its long-term green goals. Where a company has a sustainability policy in place either at the board or branch level, Binary – Yes – 100% value is assigned leading to a full score = 100%*2.5 = 2.5. If the company does not have a policy on sustainability, Binary – No –0% value is assigned, leading to a score of zero. Many companies have reflected their sincerity for sustainable development by appointing a designated chief sustainability officer leading a dedicated sustainability group. If the company, in question, has a dedicated CSO either at director level or higher, then 100% value is assigned; if at a mid-level management, then 50% value is assigned, and if there is no designated CSO and sustainability group, then 0% value is assigned.

R&D and Capex expenses to improve environmental & social impacts shows a company's commitment to spend on R&D and capex in specific technologies that can lead towards improved environmental and social impacts. Percentage of total expenses incurred on R&D and Capex is extracted from the annual report of a company, and accordingly value of 100% for >40% spends, 50% for spends in between 10-40%, 25% for spends up to 10% and 0% for no expenditure incurred on R&D and capex, is assigned.

Awareness raised and training provided to employees indicates raising awareness among employees for achieving green goals. Calculated as Total employees trained (including men, women and others) as a percentage of Total employees in an organization for the current period.

CSR Policy is a strategic framework for a company's CSR objectives which is to be as per Section 135 of the Companies Act, 2013. If a company has proper CSR policy, which is both comprehensive and effective, then binary Yes – 100% value is assigned, otherwise No – 0% value is assigned. Under Section 135 of the Companies Act, 2013, a company is obligated to spend at least 2% of its average net profits made during preceding 3 financial

years on corporate social responsibility. This obligation is considered as the CSR budget, which is reported in the annual report along with actual spend by a company. The value for CSR expenditure is then assigned as per the interval scores on the basis of total CSR spend/total CSR obligation.
New and Proposed Measures indicates whether a company is looking into long-term sustainable development by proposing continued new measures. If a company has proposed significant and bold measures for environmental sustainability, water, energy conservation etc. achievable in nearer future, then it is assigned a value of leading - 100%. For advanced measures, which look promising but have a delayed target spanning a decade, a value of advanced – 50% is assigned. For no or poor sustainability measures, a value of basic – 0% is assigned.

3.1.2 Resource Intensity – Assigned a greater weightage of 20, this parameter focuses on the judicious use of energy, electricity, water and mineral by companies.

Energy intensity is now being calculated and reported by companies in their annual reports, as this is a major contributor to greenhouse gas emissions globally. Energy intensity per rupee of turnover is calculated as Total energy consumed divided by Revenue from operations. Comparison is made with the data of competitor companies belonging to same industry. If a company has energy consumption lower than or similar to its competitors, then a value of 100% is assigned, otherwise 0% value is assigned if the consumption is higher as compared to competitors. Similarly, taking competitors' electricity consumption for comparison, 100% value is assigned for lower/similar consumption and 0% value is assigned for higher consumption. Water intensity metrics are reported in a company's annual report and can be extracted for green index calculation. Taking competitors' water consumption for comparison, 100% value for lower/similar consumption and 0% value for higher consumption is assigned. Again taking competitors' mineral consumption for comparison, 100% value for lower/similar consumption and 0% value for higher consumption is assigned.

3.1.3 Externalities/ Impact – It covers the pollution levels (of air, water, land and emissions) generated by companies.

Pollution – Air measures the GHG (greenhouse gas) footprint of a company. If a company has significant GHG emissions, then 0% value is assigned; if its GHG emissions are moderate then 50% value and if it is very low, then 100% value is assigned.

Pollution – Water – Depending on how a company manages water as per its Water policy, if any, and whether it has proper water recycling and treatment, the value for this indicator is assigned based on its water displacement. If low, a value of 100% is assigned and if high, a value of 0% is assigned.
Pollution – Land (Waste Generation) – Waste intensity per rupee of turnover is calculated as Total waste generated divided by Revenue from operations. The same is then compared with competitors' waste intensity. 100% value is assigned for lower/similar waste generation and 0% value is assigned for higher waste generation as compared to competitors.
Carbon footprint – Total scope 1 and scope 2 emission intensity per rupee of turnover, which is calculated as Total Scope 1 and Scope 2 GHG emissions divided by Revenue from operations, is extracted from annual report and compared with competitors' emissions. 100% value is assigned for lower/similar scope emissions and 0% value is assigned for higher scope emissions as compared to competitors.

3.1.4 Green Measures – These indicators measure the management, conservation, reduction and recycling of natural resources adopted by an organisation.

Water recycling – Water recycled as a percentage of total freshwater consumption is extracted from ESG reports of companies and accordingly, value is assigned basis the interval score.
Rain Water harvesting – Rain water harvesting as a percentage of technically available land area is computed and accordingly, value is assigned basis the interval score.
Clean energy use (including renewables) – Clean energy use as a percentage of total power consumption is computed and value is assigned basis the interval score.
Conservation of Energy (including renewables) – Net savings in energy is extracted from the annual report of a company and accordingly value is assigned.

Green Building Features – It means a sustainable building which, because of its construction and features, can lower the negative impacts on the environment. Companies report their building certifications in sustainability and annual reports. Based on ratings, values can be assigned with 0% for no rating and 100% for Ratings 4 and 5.
Rooftop Solar Systems – Energy generated using Solar PV as a percentage of rooftop space covered is calculated and accordingly value is assigned based on interval score.
Biomass Compost Plants – Organic waste composted and reused is reported in sustainability reports and accordingly value is assigned basis the interval score.
Waste Management – Out of the total waste, percentage recycled and percentage reused are reported in sustainability and annual reports. This data can be used and values can be assigned accordingly.
Reuse and recycle – The recycling rate and the reuse rate is reported in sustainability reports. Accordingly, values can be assigned basis interval scores.

3.1.5 Business Value Chain – It measures sustainability measures with respect to supply chain and the outreach of an organisation.

Sustainability Measures in Supply Chain – Depending on a company's active engagement in economic and sustainable practices from sourcing to disposal of products, values are assigned – for organized and regular measures – 100%, for radical measures – 50%, and for new measures not yet fully adopted – 0%.

Sustainability Measures in Deliverables/ Outreach – Based on how far a company has integrated sustainable measures into its projects' outcomes and communication efforts, values are assigned – 100% for comprehensive measures, 50% for sophisticated measures and 0% for basic measures.

Information Technology usage – 100% value is assigned if a company uses latest, highly advanced and innovative tools & technologies, 50% for standard technologies already in use and 0% for basic technology usages.

3.1.6 Compliance and Reporting – Many companies have to mandatorily meet the statutory compliances and report their sustainability initiatives and performance. While some others, have adopted various green measures voluntarily.

Environmental Compliance (ESIA/EMP) – This includes compliance with local regulatory laws and measures the Environmental Impact Assessment of projects undertaken in a company. Based on projects requiring ESIA/EMP as a percentage of projects undertaken, values are assigned to this indicator.
ISO 14001/ ISO50001/ Related Standards – ISO 14001 is an internationally recognized standard for "environmental management systems". ISO 50001 is an international standard for "energy management systems". ISO 45001 deals with "occupational health and safety management system". Where a company has adopted any of these ISO or other similar standards, a value of binary-yes-100% is assigned. In absence of such standards, 0% value is assigned.
Reporting on Sustainability - (GRI/ CDP/ BSE Greenex/ Others) – Using GRI, BSE Greenex or other measures, the reporting on sustainability streamlines disclosures for companies, thereby enabling them to take corrective action in case of risks. If a company follows any of these guidelines for meticulous tracking of its key performance indicators, 100% value is assigned, otherwise 0% value is assigned.

3.2 Reliability and Validity of the Green Index Framework

The present study employs the Green Index framework developed by Sapan Thapar, which comprises 30 indicators grouped under six dimensions—Green Leadership, Resource Intensity, Externalities, Green Measures, Business Value Chain, and Compliance & Reporting. Unlike conventional psychometric scales, the Green Index is a composite, multi-criteria evaluation framework that integrates qualitative and quantitative indicators using a structured scoring methodology. Accordingly, reliability and validity are established through design robustness, data integrity, and standardization procedures, rather than statistical measures such as Cronbach's alpha or factor analysis (OECD, 2008; Singh et al., 2009).

3.3 Reliability (Consistency of Measurement)

Reliability in the context of the Green Index refers to the consistency and stability of scoring across indicators, firms, and time periods. This is ensured through the following mechanisms:

3.3.1 Standardized Scoring Framework:

The instrument employs clearly defined scoring rules, including binary (Yes/No), interval-based, and benchmark-based scoring. This structured approach minimizes subjectivity and ensures uniform interpretation across all parameters (OECD, 2008).

3.3.2 Explicit Scoring Criteria and Weightages:

Each of the 30 indicators is assigned a predefined weight based on its relative importance, with detailed scoring bands specified for interval variables. This reduces evaluator discretion and enhances repeatability of results (Nardo et al., 2005).

3.3.3 Use of Verifiable Secondary Data:

Data inputs are sourced primarily from audited annual reports, sustainability disclosures, and regulatory filings. The reliance on documented and publicly available data enhances consistency and reduces measurement error (Saltelli et al., 2008).

3.3.4 Cross-Verification of Information:

Self-reported data are corroborated with secondary sources (e.g., regulatory databases, industry benchmarks), ensuring accuracy and reliability of inputs (Singh et al., 2009).

3.3.5 Handling of Missing Data:

In cases where data are unavailable, the framework prescribes assigning the lowest score. This ensures consistency in treatment across firms and avoids arbitrary imputation (Nardo et al., 2005).

3.3.6 Aggregation Rules:

For firms operating across multiple locations or units, aggregated values are used, ensuring comparability and consistency in measurement (OECD, 2008).

Collectively, these features ensure that the index yields stable and replicable results, even in the absence of traditional internal consistency metrics.

3.4 Validity (Soundness of Measurement)

Validity refers to the extent to which the Green Index accurately captures corporate sustainability performance. The framework demonstrates multiple forms of validity:

3.4.1 Content Validity

The Green Index incorporates a comprehensive set of sustainability indicators spanning environmental, operational, and governance dimensions. Composite indicator literature emphasizes that broad coverage of relevant dimensions enhances content validity (OECD, 2008; Singh et al., 2009).

3.4.2 Construct Validity

The six-dimensional structure of the index reflects theoretically grounded domains of sustainability performance. The classification into leadership, resource use, externalities, mitigation measures, value chain, and compliance ensures logical coherence and conceptual clarity, consistent with sustainability measurement frameworks (Singh et al., 2009).

3.4.3 Criterion Validity

The framework relies on externally reported and audited data sources, such as sustainability reports and regulatory disclosures. The use of independently verifiable data enhances the credibility of composite indicators and their alignment with real-world performance (Saltelli et al., 2008).

3.4.4 External Validity (Comparability)

To ensure comparability across firms and industries, the Green Index employs sectoral benchmarking and normalization metrics (per revenue and per capita), which are widely recommended practices in composite index construction (Nardo et al., 2005; OECD, 2008).

3.5 Robustness of the Measurement Framework

The Green Index is designed to accommodate a heterogeneous mix of data types, including qualitative (binary), semi-quantitative (interval), and quantitative (benchmark-based) indicators . Composite indicator methodology highlights that combining diverse data types through structured normalization and weighting enhances robustness and applicability across contexts (Saltelli et al., 2008).

3.6 Conclusion

In the absence of conventional statistical validation techniques, the reliability and validity of the Green Index are established through structured design, standardized scoring, use of credible data sources, and sectoral benchmarking. These features collectively ensure that the index provides a consistent, comprehensive, and meaningful assessment of corporate sustainability performance, making it suitable for case-based analysis and applied research contexts (OECD, 2008; Singh et al., 2009).

4 Results and Discussion

Table 1 Green Leadership

Particulars	**Measures**	**Value**	**Options**	**Weights**	**Score**
		A	**B**	**W**	**[A/B]* W**
(I) Green Leadership				**20**	**16.25**
i. Policy on Sustainability	Level (Board level/ Branch level)	100%	Yes: 100% No: 0%	2.5	2.5
ii. Presence of a Designated CSO & Sustainability Group	Level (Whether at Director & Above)	100%	Director: 100% Mid-level Management: 50% Others/No: 0%	2.5	2.5

iii. R&D and Capex expenses to improve environmental & social impacts	% of total R&D and Capex investment	50%	>40%: 100% 10-40%: 50% Up to 10%: 25% Nil: 0%	5	2.5
iv. Awareness raised and training provided to Employees	% of employees	100%	>50%: 100% 20-50%: 50% Up to 20%: 25% Nil: 0%	2.5	2.5
v. CSR Policy	Comprehensiveness & effectiveness	100%	Yes-100% No-0%	2.5	2.5
vi. CSR Expenditure	% utilization of CSR funds/ budget	100%	>70%-100% 30-70%-50% Up to 30%-25% Nil-0%	2.5	2.5
vii. New and Proposed Measures	Leading/ advanced / basic	50%	Leading: 100% Advanced: 50% Basic: 0%	2.5	1.25
Source: (Wipro.Com, 2025)					

Note: Adapted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225

Discussion of Results: The company has a dedicated sustainability policy, which is managed by the Nomination and Remuneration Committee that consists of independent directors. It has policies on ecological sustainability, water, CSR, a Global Policy on Inclusion and Diversity, a policy for Equal Employment Opportunity for Persons with Disabilities and a policy on Appointment of Directors and Board Diversity. Mr. P.S. Narayan is the Global Head for Sustainability and Social Initiatives at Wipro Limited for FY25; a high-level management position in the company. Hence, 100% value has been assigned, leading to a score of 2.5 each in the measures of sustainability policy and dedicated group.

The company has invested 33.15% in R&D and 15% in Capex in specific technologies for the improvement of environmental & social impacts of their products/processes. This basically pertains to "innovation" and "investment in green infrastructure", which have reduced from FY 2023-24, thereby leading to a value of 50% being assigned to this parameter.

Out of the total employee strength of 2,33,346 for FY 2024-25, around 2,25,306 employees were trained on various health & safety measures and on upskilling, which accounts to about 96.5%. Hence, a 100% value has been accorded to this measure.

The CSR policy of Wipro is comprehensive and effective with a wide scope covering proximate communities, public health and education systems and CSOs. Out of a total CSR obligation of Rs. 1,245 Mn (excluding a set-off of Rs. 699 Mn from the surplus spends of previous years FY 2021-22, FY 2022-23 and FY 2023-24), Rs. 2,026 Mn has been spent in the financial year 2024-25, thus giving a more than 100% utilization of CSR funds. The excess amount spent in the financial year for Rs. 699 Mn shall be set-off in succeeding financial years. Hence, in both the measures of CSR, 100% value has been accorded.

Many of the new and proposed measures relating to environmental sustainability, water conservation, energy emissions are targeted to be achieved by 2030. Net Zero GHG emissions is targeted by 2040. Community initiative program measures for the immediate next year appear moderate, thereby assigning a value of 50%.

Table 2 Resource Intensity

Particulars	**Measures**	**Value**	**Options**	**Weights**	**Score**
		A	**B**	**W**	**[A/B]*W**
(II) Intensity of usage of resources				**20**	**10**
i. Consumption of Energy (Non-electricity)	Kg OE/revenue Kg OE/capita	100%	Comparison with peers: Lower or similar: 100% Higher: 0%	5	5
ii. Consumption of Electricity	kWh /revenue kWh /capita	0%	Comparison with peers: Lower or similar: 100% Higher: 0%	5	0
iii. Consumption of Water	KL /revenue KL /capita	100%	Comparison with peers: Lower or similar: 100% Higher: 0%	5	5
iv. Mineral Consumption	SEC	0%	Comparison with peers: Lower or similar: 100% Higher: 0%	5	0
Source: (Wipro.Com, 2025)					

Note: Adapted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225

Discussion of Results: Energy and water intensities for the company stand at 0.0000011 KgOE/Revenue and 0.000001002 KL/revenue in INR respectively. Wipro has substantially reduced its consumption of energy from fuel source (non-electricity source) consisting of LNG and diesel. In the absence of any industrial benchmark, non-electricity energy consumption and water intensity have been compared with similar companies TCS and Infosys in the same sector. Wipro has similar consumption patterns to its peers with respect to consumption of non-electricity energy and water hence, a 100% value has been assigned to these measures. However, the total electricity consumed (0.00025 kWh/revenue in INR) by the company is highest compared to its peers and thus a value of 0% has been assigned in electricity consumption parameter. There is no mineral consumption at Wipro.

Table 3 Externalities/ Impact

Particulars	**Measures**	**Value**	**Options**	**Weights**	**Score**
		A	**B**	**W**	**[A/B]*W**
(III) Impact on environment				**12.5**	**7.5**
i. Pollution of Air	High / medium / low	0%	Low:100% Medium:50% High:0%	2.5	0
ii. Pollution of Water	High / medium / low	100%	Low:100% Medium:50% High:0%	2.5	2.5
iii. Pollution of Land (Waste Generation)	Tons/revenue Tons/capita	0%	Comparison with peers: Lower or similar: 100% Higher: 0%	2.5	0
iv. Carbon Footprint	TCO2eq/revenue TCO2eq/capita	100%	Comparison with peers: Lower or similar: 100% Higher: 0%	5	5
Source: (Wipro.Com, 2025)					

Note: Adapted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225

Discussion of Results: The GHG footprint of Wipro looks significant with two-thirds of its environmental footprint being due to air pollution. Also, the total land waste generated in FY 2024-25 has increased from the previous financial year of 2023-24 to 0.00001520 kg/INR and 0.00086 tons/person/day due to increase in construction and development (C&D) waste on account of demolition and redevelopment at the Mysore office location. This is also higher than its peers, thereby leading to a value of 0% been assigned to the measures of air and land pollution.

Management of water at Wipro is under the Wipro's water policy. The company has significantly reduced water pollution through control measures, thus minimizing total water discharged to only 0.9 million litres. With regards to carbon footprint, the company has, for the past two decades, set up rigorous programs on carbon accounting and management. The company has savings in emissions of over 120,506 tonnes of CO2e for the reporting period.

Total Scope 1 and 2 emission intensity per rupee of turnover is 0.000000035 tCO2e/INR, similar in lines to its peers and thus, a value of 100% has been accorded to the measures of water pollution and carbon footprint.

Table 4 Green Measures

Particulars	**Measures**	**Value**	**Options**	**Weights**	**Score**
		A	**B**	**W**	**[A/B]*W**
(IV) Green Initiatives				**27.5**	**20.63**
i. Water recycling	% of total consumption of water	50%	>50%: 100% 20-50%: 50% Up to 20%: 25% Nil: 0%	2.5	1.25
ii. Harvesting of rain water	% of land area technically available	50%	>30%: 100% 10-30%: 50% Up to 10%: 25% Nil: 0%	2.5	1.25
iii. Clean energy use (including Renewables)	% of total power consumption	100%	>50%-100% 20-50%-50% Upto 20%-25% Nil-0%	5	5
iv. Conservation of energy (Renewables included)	% of savings of energy	100%	>10%: 100% 5-10%: 50% Upto 5%: 25% Nil: 0%	5	5
v. Features of Green Building	Green Rating (GRIHA, LEED)	100%	Rating 4&5: 100% Rating 2&3: 50% Rating 1: 25% No Rating: 0%	2.5	2.5
vi. Rooftop solar based systems	% of rooftop space covered	25%	>10%: 100% 5-10%: 50% Up to 5%: 25% Nil: 0%	2.5	0.63
vii. Biomass Compost Plants	% of compostable waste utilized	0%	>30%: 100% 10-30%: 50% Up to 10%: 25% Nil: 0%	2.5	0

vii. Management of wastes	% waste recycled and reused	100%	>30%: 100% 10-30%: 50% Up to 10%: 25% Nil: 0%	2.5	2.5
ix. Reuse & Recycle	% of consumable	100%	>10%: 100% 5-10%: 50% Up to 5%: 25% Nil: 0%	2.5	2.5
Source: (Wipro.Com, 2025)					

Note: Adapted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225

Discussion of Results: Water recycled as a percentage of total fresh water consumption has been reported in the ESG dashboard of Wipro for FY 2024-25 at 31%, and the company plans to increase the same to 45% by 2030. About 27.3 million litres of rain water have been harvested by the company during the reporting period. Rain water harvesting as a percentage of technically available land area for the company is 11.47%. According to the interval scores, a value of 50% has been assigned to the measures of water recycling and rain water harvesting.

Clean energy including renewables as a percentage of energy used in facilities in India has been reported at 79% during the reporting period. The company has a BMS system that is connected to its GECC centre. This has led to optimization of energy and has saved costs across the facilities. The company has saved about $1.92 million from renewable energy investments. Also, the company has 24 LEED-certified buildings, with Silver, Gold and Platinum ratings, at commissioning. Thus, 100% value has been accorded to clean energy, energy conservation and green building measures. Out of the total wastes, 97% has been recycled and 0% has been reused for FY 2024-25, and hence, 100% value has also been accorded to management of wastes and reuse and recycle measures.

Out of the total energy consumption of 2,09,492 MWh, only 2,842 MWh has been generated using Solar PV, which is only 1.34% thereby leading to a value of only 25%.

Currently, 99% of the company's organic waste is composted. But no data is available on reuse of the compostable waste, and thus 0% has been assigned to the measure of biomass compost plants.

Particulars	**Measures**	**Value**	**Options**	**Weights**	**Score**
		A	**B**	**W**	**[A/B]*W**
(V) Business Value Chain				**10**	**10**
i. Sustainability Measures in supply chain	Systemic / transformative/ emerging	100%	Systemic: 100% Transformative: 50% Emerging: 0%	2.5	2.5
ii. Sustainability Measures in Deliverables/ Outreach	Holistic / advanced / basic	100%	Holistic: 100% Advanced: 50% Basic: 0%	2.5	2.5

iii. Information Technology usage	Cutting-edge / standardized / basic	100%	Cutting-edge: 100% Standard: 50% Basic: 0%	5	5
Source: (Wipro.Com, 2025)					

Note: Adapted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225

Discussion of Results: The company is actively engaged in supply chain through its CDP Supply Chain Platform and internal program named "WISE (Wipro Initiative for Supplier Engagement)", thereby attempting to also engage its suppliers to be a part of its journey towards NetZero. The Company has supported around 225 projects in various fields covering Primary Health Care, Education, Digital Skilling and Urban Ecology and has a significant outreach and impact on the lives of nearly 4.5 million people, mainly from vulnerable populations. Being one of the leading technology and consulting company, use of information technology can be seen in each and every aspect of the company. The company is continuing to invest in its program "WeGA (Wipro Enterprise Generative AI) studio" thereby integrate AI into its solutions. Due to these initiatives, 100% value has been accorded to all the three parameters within this vertical, thereby leading to a full score.

Table 6 Compliance & Reporting

Particulars	**Measures**	**Value**	**Options**	**Weights**	**Score**
		A	**B**	**W**	**[A/B]*W**
(VI) Compliance & Reporting				**10**	**7.5**
i. Environmental Compliance (ESIA/ EMP)	% of Projects undertaken	0%	>10%: 100% 5-10%: 50% Up to 5%: 25% Nil: 0%	2.5	0
ii. ISO14001/ ISO50001/ other similar standards	Yes/No	100%	Yes: 100% No: 0%	2.5	2.5
iii. Reporting on Sustainability (GRI / CDP / BSE Greenex/ any other)	Yes/No	100%	Yes: 100% No: 0%	5	5
Source: (Wipro.Com, 2025)					

Note: Adapted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225 and Wipro ESG data(Wipro-ESG Dashboard, 2025).

Discussion of Results: Though impact assessment of CSR projects was applicable to its project "Renewable energy transition" and the same has been reported in its integrated annual report for FY 2024-25, Environmental Impact Assessment of projects undertaken is not applicable to Wipro as per the EIA notification 2006. Hence, 0% value has been assigned.

The company has adopted "ISO 14001:2015, 45001:2018 and 50001:2018" EMSs across its campuses. It began its sustainability activities in 2008 using GRI as its main framework. and tracks its KPIs using GRI and ISO standards, with assurance by Deloitte Haskins and Sells LLP. Hence, 100% value has been assigned to the parameters of ISO standards and sustainability reporting.

Table 7 Summary Score

Sl. No.	Parameters	Weightage or Total Score	Score secured
I	Green Leadership	20	16.25
II	Resource Intensity	20	10
III	Externalities/Impact	12.5	7.5
IV	Green Measures	27.5	20.63
V	Business Value Chain	10	10
VI	Compliance & Reporting	10	7.5
Total		**100**	**71.88**

Using Table-8 for Green Index Grading, following the method of (Thapar, 2015)

Table 8 Green Index Grading

Score	Category	Grade	Colour Code
>80	Environmentally Sustainable	A	Green
65-80	Environmentally Conscious	B	Yellow
50-64	Environmentally Sensitive	C	Blue
<50	Environmentally Inert	D	Red

Note: Reprinted from "Green index: Grading companies on sustainability initiatives", by S. Thapar, 2015, Indian Journal of Economics and Development, 3(3), 213-225

Table 9 Wipro's Green Index Grading

Wipro's Score	Category	Grade	Colour Code
71.88	Environmentally Conscious	B	Yellow

The overall Green Quotient for Wipro Ltd. is 71.88 which puts it in a B-grade – environmentally conscious company - category.

There is no universally accepted "ideal" green index score for a company. But using Crisil's ESG Ratings & Analytics as benchmark as given below, it can be concluded that Wipro has a strong position in sustainability initiatives and consciousness and has a good green performance. Thus, it can be concluded that Wipro Ltd. has a **"good"** green index rating.

Table 10 ESG Rating - CRISIL

Range of Score (CRISIL ESG RATINGS)	Category
0-40	Weak
41-50	Below average
51-60	Adequate
61-70	Strong
71-100	Leadership

Source: Crisil ESG Ratings & Analytics Limited website (CRISIL ESG Rating, 2022)

Crisil ESG Ratings & Analytics Ltd. is registered with SEBI as a 'Category 1' ESG rating provider. Crisil has adopted a comprehensive double-materiality approach in its ESG rating methodology reflecting both ESG risk and impact. The rating criteria covers quantitative and qualitative disclosures, India-specific nuances and ESG parameters, global best practices and continuous monitoring of material events related to ESG. On a scale of 0-100, 0 being the lowest and 100 being the highest, the ratings consider cross-sector and relative benchmarking of organisations, encompassing a transition assessment and are in line with the SEBI-prescribed standardised scale for ESG rating providers.

5 Conclusion

The management & leadership of Wipro has a continued commitment to contribute to sustainable development. This is evident in its dedicated CSR and Sustainability policies. The overall efforts made by the company towards greening its value chain is significant. It has also been able to meet the required compliances and is reporting its key performance indicators as per GRI and ISO standards. These efforts made by the company are evident in its scores across the verticals of - Green Leadership: 81% (16.25/20), Business Value Chain: 100% (10/10) and Compliance & Reporting 75% (7.5/10).

Though the company has been able to judiciously recycle, reuse and manage resources, steps have to be taken in reducing its electricity consumption and GHG emissions and in increasing its water recycling and rain harvesting efforts. This is evident from its scores in the verticals of - Resource Intensity: 50% (10/20); Externalities/Impact: 60% (7.5/12.5) and Green Measures: 75% (20.63/27.5).

5.1 Limitations and Managerial Implications

Managerial Implications

- Though the company has effective goals to improve its green index grading, it lacks in development of significant new and proposed measures for sustainability. Its measures are moderate and thus, need to be robust in line with its competitors, especially TCS which has a more ambitious target to reduce its Scope 1 and 2 emissions by 100% by 2030, while Wipro aims for Net Zero by 2040.
- With the resuming of work-from-office, reducing wastes could be a challenge.
- Climate change will pose a challenge in achieving its green goals.

Limitations

- This study mostly focuses on the impact an organisation creates on its environment, giving little importance to social, economic and governance factors. To consider all the factors, ESG score is a better indicator though scattered.
- Scope for future work – Given that no particular benchmark exists for IT sector, comparisons can be made on all the six verticals between the competitor companies to establish a benchmark for IT & Consulting sector. Also, the green indices of major manufacturing and oil, gas and coal companies can be computed to find out the top polluting entities who are significantly responsible for a major share of greenhouse gas emissions

leading to climate change. Such research can help governments make better policies thereby help achieve the UN SDG goals.

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