



Virtusa Social Responsibility Policy

20th July, 2017



Document Revisions:

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|-----|----------|--------------|---------------|--|---|-------------------------|
| 1. | 1.0 | 20-Mar-14 | Asitha Dias | Denver De Zylva (Director–Shared Services) | Paul Tutun (Vice President–General Counsel and Assistant Secretary) | New policy published. |
| 2. | 1.1 | 16-Jun-16 | Z. Marcelline | Denver De Zylva (Vice President–Shared Services) | Paul Tutun (Vice President–General Counsel and Assistant Secretary) | Reviewed and revised. |
| 3. | 1.2 | 18-July-17 | Z. Marcelline | Denver De Zylva (Vice President–Shared Services) | Paul Tutun (Vice President–General Counsel and Assistant Secretary) | Reviewed and revised. |

Virtusa Social Responsibility Policy

We define Social Responsibility as follows:

- Protecting the environment and the safety of people;
- Directing business in a socially responsible and ethical manner;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the public and cultures with which we work.

All employees and contractors of Virtusa and its subsidiaries will adopt the Social Responsibility considerations described in this policy into their day-to-day work activities.

Business Principles and Fair Operating Practices

We are committed to:

- Maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.
- Conducting our business in an open, honest, and ethical manner.
- Measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.
- Advising our partners, contractors, and suppliers of our Social Responsibility Policy, and working with them to achieve consistency with this policy.
- Recognizing the importance of protecting all our human, financial, physical, informational, social and environmental resources.
- Working against corruption in all its forms as set out in the Virtusa Anti-Corruption Policies.

Stakeholder Affairs

We are committed to:

- Engaging with stakeholders clearly, honestly and respectfully.
- Engaging in timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners, among others.

Environment, Health & Safety

We will manage environment, health and safety aspects in accordance with the Virtusa Environment, Health and Safety Policy.

Human Rights

We are committed to respecting human rights and will follow the framework laid down in the UN Guiding Principles on Business and Human Rights (UNGPR) as far as possible.

We will:

- Not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.
- Work with governments and agencies to support and respect human rights within our sphere of influence.
- Always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.
- Uphold the abolition of child labor.
Not use or tolerate the use of forced, bonded or indentured labor, slavery, or human trafficking in our business or supply chain.

Employee Affairs

We are committed to:

- Ensuring that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.
- Applying fair labor practices, while respecting the national and local laws of the countries and communities where we operate.
- Providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

Diversity

We will:

- Not allow any harassment of employees by other employees, regardless of their working relationship.
- Ensure that all employees are able to enjoy a work environment free of discrimination and harassment. In the same manner, this will be extended to persons operating at or associated with Virtusa and its subsidiaries.
- Ensure that the existing members of staff, suppliers, job applicants and workers are treated fairly in an environment which is free from any form of discrimination.

Community Involvement and Development

We are committed to:

- Following a collaborative, consultative, and partnership approach in our community investment programs.
- Integrating Community Investment considerations into decision-making and business practices, and assisting with local capacity building to develop mutually beneficial relationships with communities.
- Providing employment and economic opportunities in the communities where we operate.

Note: If required, detailed sub-policies can be implemented for different geographies in order to comply with community development/CSR activities required by law for that region.

This policy will be:

- Communicated to all employees, internal and external interested parties, and will be prominently displayed at all the designated areas.
- Reviewed on annual basis, or when operating circumstances require it.

Every employee and every contractor working on behalf of Virtusa or its subsidiaries is expected to follow these policies, including participating in appropriate training and awareness activities.



Kris Canekeratne
Chairman and Chief Executive Office
20th July, 2017

About Virtusa

Virtusa Corporation (NASDAQ GS: VRTU) is a global provider of information technology (IT) consulting and outsourcing services that accelerate outcomes for businesses in banking, insurance, healthcare, telecommunications, technology, and media & entertainment. Virtusa's outsourcing solutions enable businesses to improve operational efficiency and reduce IT costs. Virtusa's digital transformation solutions empower clients to accelerate revenue growth and reimagine the customer experience.

Through the acquisition of a majority interest in Polaris Consulting Services Ltd. in March 2016, Virtusa has created a robust platform to provide end-to-end solutions and services in banking and financial services, strengthening its positioning as a top, global FinTech services provider. Virtusa Corporation is headquartered in Massachusetts and has 50 offices across North America, Europe and Asia.

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