Virtusa sustainability databook

2022-23

vírtusa

Engineering First

Contents

Goals and performance

Environmental

Target	Base year	Target year	Target percentage	FY23 status
Short term				
Reduce energy consumption	2016	2022	40%	28%
Increase paper waste recycling to 90%	2020	2022	90%	100%
Achieve zero e-waste to landfill compliance	2020	2022	100%	100%
Medium term				
Reduce Scope 1 and Scope 2 (market-based) emissions (absolute target)	2018	2025	25%	42%*
Reduce Scope 1 and Scope 2 (market-based) emissions (intensity target)	2016	2030	40%	77%*
Obtain energy from renewable sources	2023	2040	100%	10%**
Reduce Scope 3 emissions from business travel	2018	2030	30%	54%*
Reduce per-employee water usage	2017	2035	40%	82%*
Long term				
Reduce Scope 1 and Scope 2 emissions	2018	2050	70%	N/A

Social

Target	Base year	Target year	Target percentage	FY23 status
Short term				
Increase gender diversity in workforce	2021	2026	40%	32%
Increase gender diversity in hiring	2021	2026	55%	33%
Increase supplier diversity	2022	2026	58%	55%

Notes:

- In January 2023, we committed to the Science Based Targets Initiative's (SBTi) Net Zero Standard and aim to align our current emissions reduction targets with the SBTi criteria in the next 24 months.

- *Indicates targets that have steep reductions due to the work from home policies. As the GHG Protocol does not provide a mechanism to report on such emissions, we have not included it in our formal reporting, but we estimate emissions from remote work to be approximately 9,923.439 MTCO2.

- ** Indicates a revised target. In FY23 we updated our renewable energy target to obtain 100% renewable sources by 2040.

- N/A indicates not applicable, as a short- or medium-term target is in progress.

Environmental performance data

Emissions

[GRI: 302-2, 305-1, 305-2, 305-3, 305-4, 305-5; TCFD: Metrics and Targets]

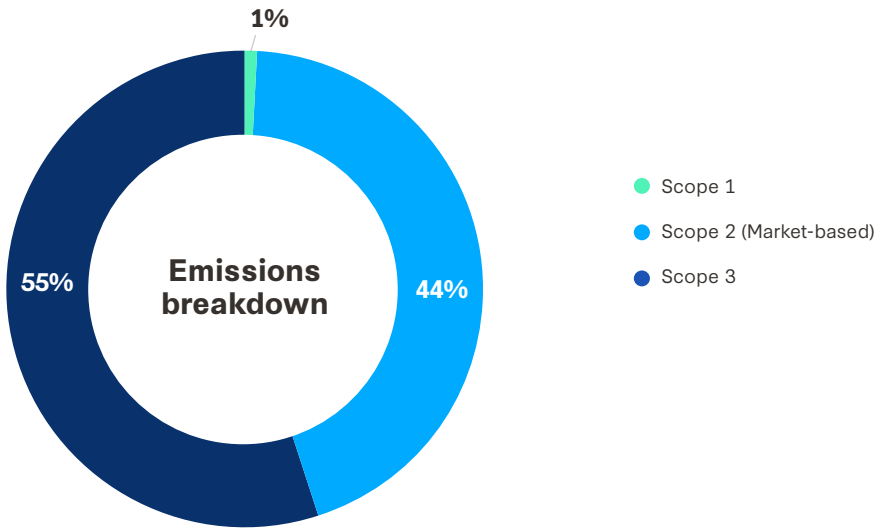| Emissions	FY23	FY22	FY21	FY20	FY19	FY18
Scope 1	1,045.602	82.667	57.193	216.607	244.431	166.808
Scope 2 (market-based)	9,480.965	8,164.353	9,489.156	17,497.998	17,784.435	15,137.908
Scope 3	51,974.517	10,170.471	5,031.057	15,183.384	19,504.461	17,944.782
Total emissions (without emissions from Scope 3 remote working)	**62,501.084**	**18,417.491**	**14,577.406**	**32,897.989**	**37,533.327**	**33,249.498**
Remote working	9,923.439	5,477.547	4,472.512	-	-	-
Total emissions (with emissions from Scope 3 remote working)	**72,424.523**	**23,895.038**	**19,049.918**	**32,897.989**	**37,533.327**	**33,249.498**

Table: Total direct and indirect greenhouse gas emissions by weight (metric tons CO2e)
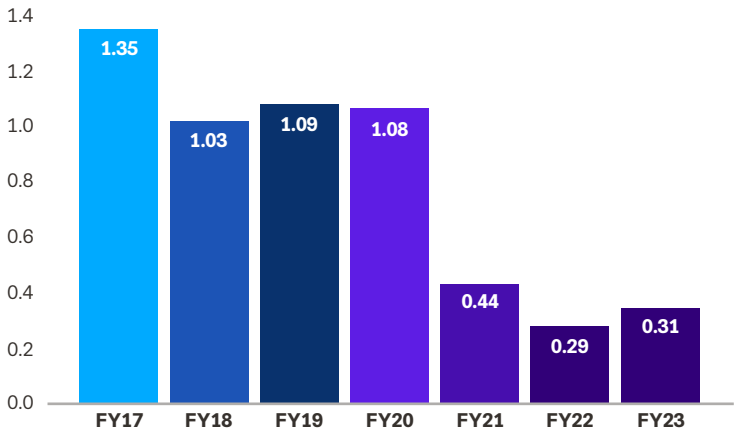
Notes:

- Scope 1: In FY23, we expanded our Scope 1 reporting to include emissions from natural gas and refrigerants. This has contributed to the increase in Scope 1 emissions in FY23.

- Scope 3:
  - While our Scope 3 emissions from business travel reduced significantly in FY21 due to the COVID-19 lockdowns, due to travel restrictions being eased in FY22, emissions from business travel have increased.
  - In FY23, we expanded our Scope 3 reporting to include emissions from purchased goods and services, well-to-tank emissions from electric power, diesel, and natural gas; and expanded business travel to include rail travel and accommodation. As a result, our total Scope 3 emissions have significantly increased from last year. Purchased goods and services contributed to 52% of our total Scope 3 emissions.

Emissions breakdown

Emissions breakdown

- Scope 1
- Scope 2 (Market-based)
- Scope 3

1%
44%
55%

Emissions per employee - market-based

FY17	FY18	FY19	FY20	FY21	FY22	FY23
1.35	1.03	1.09	1.08	0.44	0.29	0.31

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Scopes 1 and 2 emissions breakdown

Scope 1 emissions	FY23	FY22	FY21	FY20	FY19	FY18
Diesel generator	160.287	51.524	30.233	216.607	244.431	166.808
Natural gas	237.478	-	-	-	-	-
Company-owned vehicles	14.143	31.143	26.960	-	-	-
Refrigerant refills	633.694	-	-	-	-	-
Total Scope 1	**1,045.602**	**82.667**	**57.193**	**216.607**	**244.431**	**166.808**

Table: Breakdown of Scope 1 emissions (metric tons CO2e)

Emissions (MT)	FY23	FY22	FY21	FY20	FY19	FY18
CO2	1,042.919	82.667	57.192	-	-	-
CH4	0.383	0.008	0.005	-	-	-
N20	2.300	0.333	0.273	-	-	-

Table: Scope 1 — Other Emissions

Emissions (MT)	FY23	FY22	FY21	FY20	FY19	FY18
CO2	9,480.413	-	-	-	-	-
CH4	5.009	-	-	-	-	-
N20	39.208	-	-	-	-	-

Table: Scope 2 — Other Emissions

Notes:

- We started calculating Other Emissions from Scope 1 only in FY21.
- We started calculating Other Emissions from Scope 2 only in FY23.

- Diesel generator
- Natural gas
- Company-owned vehicles
- Refrigerant refills

Scope 1 breakdown

15%
23%
1%
61%
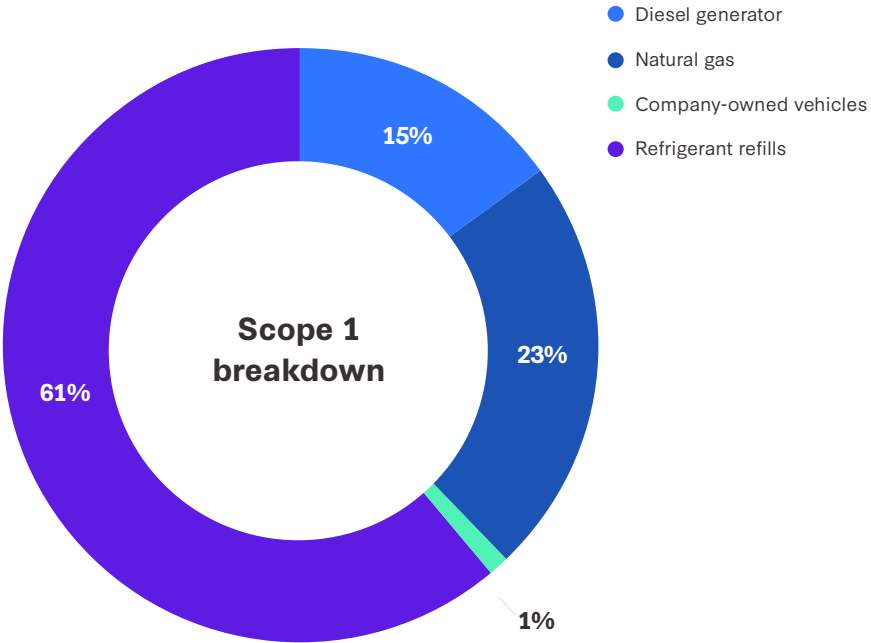
Scope 3 emissions breakdown

Scope 3 emissions	FY23	FY22	FY21	FY20	FY19	FY18
Purchased goods and services	31,960.627	-	-	-	-	-
Capital goods	2,741.600	5,571.988	1,605.783	1,360.881	-	-
Fuel and energy related activities (T&D loss; WTT - Diesel; WTT - Natural Gas; WTT - Electric Power)*	4,346.640	1,971.945	2,183.153	-	-	-
Upstream transportation and distribution	116.619	122.288	-	-	-	-
Waste generated in operation	0.651	0.149	-	-	-	-
Business travel (air travel, rail travel and accomodation)*	9,547.780	2,419.849	1,165.158	12,447.962	17,797.223	16,579.670
Employee commuting*	3,260.600	84.252	76.963	1,374.541	1,707.238	1,365.120
Total Scope 3 (without emissions from remote working)	**51,974.517**	**10,170.471**	**5,031.057**	**15,183.384**	**19,504.461**	**17,944.790**
Remote working	9,923.439	5,477.550	-	-	-	-
Total Scope 3 (with emissions from remote working)	**61,897.956**	**2,504.101**	**1,242.121**	**13,822.503**	**19,504.461**	**17,944.782**

Table: Breakdown of Scope 3 emissions (metric tons CO2e)

Scope 3 emissions

- 9%
- 28%
- 2%
- 4%
- 0%
- 8%
- 3%
- 46%

Legend:
- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Upstream transportation and distribution
- Waste generated in operation
- Business travel
- Employee commuting

Notes:

We have expanded reporting on Scope 3 categories as follows:

- Added emissions from capital goods in FY20.
- Added emissions from transmission and distribution losses in FY21.
- Added emissions from waste and upstream transportation and distribution in FY22.
- Added emissions from purchased goods and services in FY23. As a result, our total Scope 3 emissions have significantly increased from FY22 as this category contributes to 52% of our total Scope 3 emissions.
- Expanded fuel and energy related activtities to include well-to-tank emissions from electric power, diesel, and natural gas in FY23.
- Expanded business travel to include rail travel and accomodation in FY23.

As a result, emissions data is not available for some years for these categories.

Energy

[GRI: 302-1, 302-3, 302-4; SASB: TC-SI-130a.1; TCFD: Metrics and Targets]

In Gigajoules (1:0.0036) - KWh , (1:3.6) - MWh

Emissions	FY23	FY22	FY21	FY20	FY19	FY18
Fuel consumption from non-renewable sources: diesel fuel	2,426.216	695.403	408.042	2,923.421	3,298.930	2,251.304
Natural gas	4,682.952					
Electricity from renewable sources: wind*	-	4,081.673	5,967.018	11,330.143	10,629.511	12,609.409
Electricity from renewable sources: solar	6,300.407	5,587.773	225.295	-	-	-
Electricity from RE mix (Sweden energy)	65.923	70.603	-	-	-	-
Electricity from grid (non-renewable)	52,581.452	39,538.980	45,069.235	81,450.889	83,732.882	76,573.979
Total energy consumption	**66,056.951**	**49,974.432**	**51,669.590**	**95,704.452**	**97,661.323**	**91,434.692**

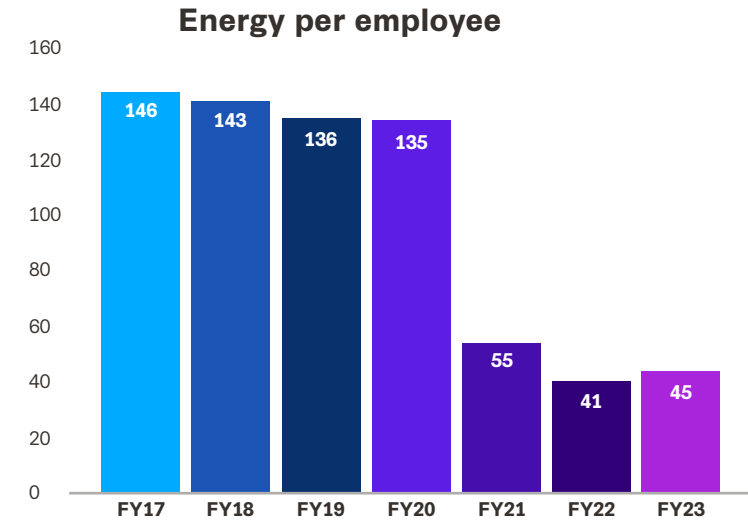Table: Direct and indirect energy consumption in Gigajoules (GJ)

Notes:

- Energy consumption of grid electricity and natural gas data has been estimated for sites that do not receive utility bills.

- The Navalur campus had been obtaining wind energy through a Power Purchase Agreement (PPA) since 2015 but the contract expired in March 2022.

- Electricity consumption has increased due to return to office in FY23.

Energy breakdown

Energy breakdown

- 3% Diesel fuel
- 7% Natural gas
- 9% Renewable: Solar and RE energy mix
- 81% Non-renewable energy

Legend:
- Diesel fuel
- Natural gas
- Renewable: Solar and RE energy mix
- Non-renewable energy

Energy per employee

FY17	FY18	FY19	FY20	FY21	FY22	FY23
146	143	136	135	55	41	45
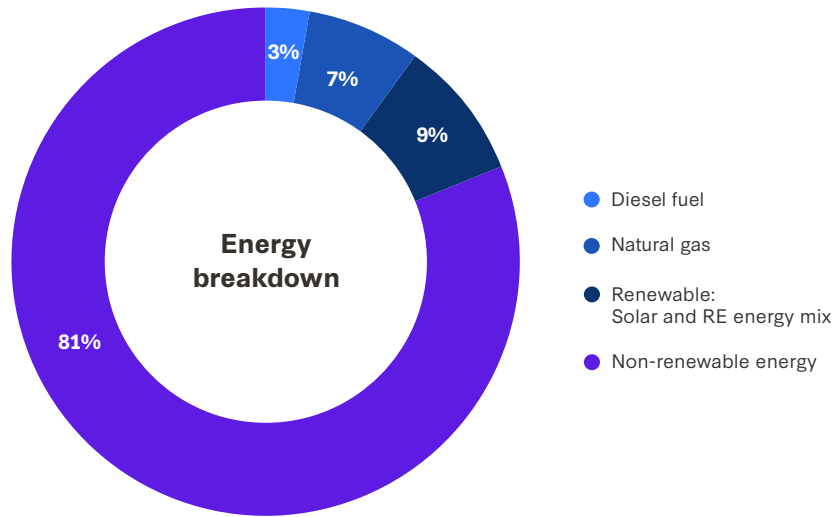
Water

[GRI: 303-3, 303-5; SASB: TC-SI-130a.2; TCFD: Metrics and Targets]

Emissions	FY23	FY22	FY21	FY20	FY19	FY18
Municipal	9.995	7.143	9.456	35.345	-	-
Private providers	1.295	0.537	0.440	9.419	-	-
Groundwater	25.344	13.907	12.904	44.596	-	-
Total water used (withdrawn/ consumed)	**36.634**	**21.587**	**22.800**	**89.360**	**98.525**	**108.218**
Total water recycled*	18.588	11.113	10.642	50.651	44.709	47.460
Recycled (%)	51%	51%	47%	57%	45%	44%

Table: Water by source and water recycled (in thousand cubic meters (m³))

Notes:

We are able to track water usage only at seven facilities, which account for 69% of our real estate, and recycling data is available only for the three campuses.

- In FY23, water consumed in areas of water stress amounted to 30.621 thousand cubic meters (m³) (84% of total water consumed).

- We started tracking water withdrawal by source only in FY20, so this breakdown is not available for previous years.

- There was a reduction in water used and water recycled due to the work-from-home policies followed in FY21 and FY22.

- Virtusa's water withdrawal is equal to the total water consumption.

Water sources breakdown

- Municipal — 27%
- Private providers — 4%
- Groundwater — 69%

Water per employee

FY17	FY18	FY19	FY20	FY21	FY22	FY23
0.69	0.67	0.56	0.49	0.14	0.08	0.12

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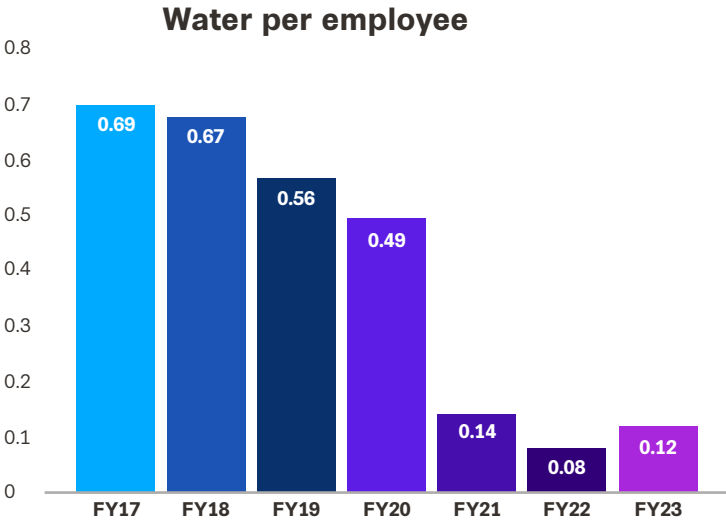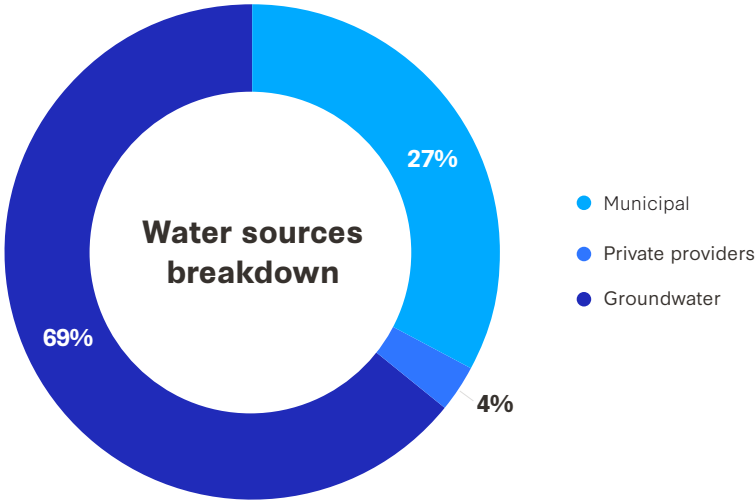
Waste

[GRI: 306-4; TCFD: Metrics and Targets]

	FY23	FY22	FY21	FY20	FY19	FY18
E-waste						
E-waste recycled	21,241.000	-	4,542.000	10,960.710	6,181.000	4,995.000
Paper						
Paper issued	4,272.040	2,969.980	1,256.580	9,340.560	15,648.300	16,183.900
Paper recycled	6,446.500	5,898.240	2,014.000	8,079.210	8,516.600	8,969.500
Paper recycled (%)	100%	100%	100%	86%	54%	55%
Plastic						
Plastic recycled	619.000	1,105.760	686.000	847.500	1,040.000	-
Organic waste						
Organic waste composted	5,514.080	0.000	102.000	9,036.000	-	-

Table: Waste diverted from disposal (in kilograms)

Notes:

- The amount of paper recycled is greater than the amount used in FY23, as paper from FY22 was also recycled in FY23.

Waste by type

- 63% E-waste
- 19% Paper
- 2% Plastic
- 16% Organic waste
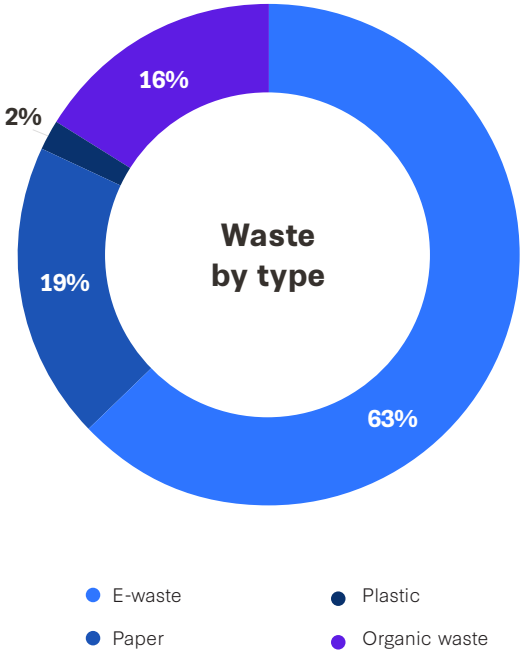
Carpooling and bikepooling

	FY23	FY22	FY21	FY20	FY19	FY18
Carpooling—Kilometers traveled	1,819,902.000	-	-	16,066,836.000	9,220,583.000	4,940,179.000
CO2 saved by carpooling (MTCO2)	**363.980**	**-**	**-**	**3,213.370**	**1,844.130**	**988.038**
Bikepooling—Kilometers traveled*	242,266.000	-	-	-	-	-
CO2 saved by bikepooling (MTCO2)	**48.453**	**-**	**-**	**-**	**-**	**-**
Total CO2 saved (MTCO2)	**412.433**	**-**	**-**	**3,213.370**	**1,844.130**	**988.038**

Notes:

- There is no data for FY21 and FY22 due to the work from home policy which followed in response to the COVID-19 lockdowns.

- We're unable to disclose legacy data for bikepooling due to a recent system upgrade.

People data

[GRI: 2-7, 2-8, 401-1, 404-1, 405-1; SASB: TC-SI-330a.1, TC-SI-330a.2, TC-SI-330a.3]

	FY23	FY22	FY21	FY20
North America	3,137	2,982	3,060	3,170
Europe	1,118	937	693	834
Asia Pacific and Middle East	27,355	27,224	20,983	18,826
Total	31,610	31,143	24,736	22,830

Table: Total number of full-time employees by region

	FY23	FY22	FY21	FY20
Permanent cadre	31,610	31,143	24,736	22,830
Contract/outsourced/other	3,580	4,430	2,271	2,619

Table: Information on employees and other workers

	FY23	FY22	FY21	FY20
Management	16%	15%	13%	13%
Professional	36%	34%	33%	33%
Total	32%	31%	29%	29%

Table: Percentage of women by level-permanent cadre

	FY23	FY22	FY21	FY20
Male	7,515	11,344	5,361	5,001
Female	3,497	4,967	2,251	2,140

Table: New hires by gender

	FY23	FY22	FY21	FY20
Employee turnover	21%	23%	14%	16%

Table: Employee turnover (voluntary only)

	FY23	FY22
Great Place To Work®—Trust Index	79	80
Great Place To Work®—% of active respondents	75.4%	59%

Table: Employee engagement

	FY23	FY22	FY21	FY20
Top management/senior management	16.9	26.5	14.2	28.3
Manager level	25.1	32.6	22.1	37.8
Middle management	43.7	32.4	27.2	37.8
Entry-level middle management	104.4	33.2	33.0	43.8
Executive/engineer level	170.1	60.6	52.6	80.8
Average training hours per employee	74.1	62.5	33.5	57.0

Table: Average training hours by level
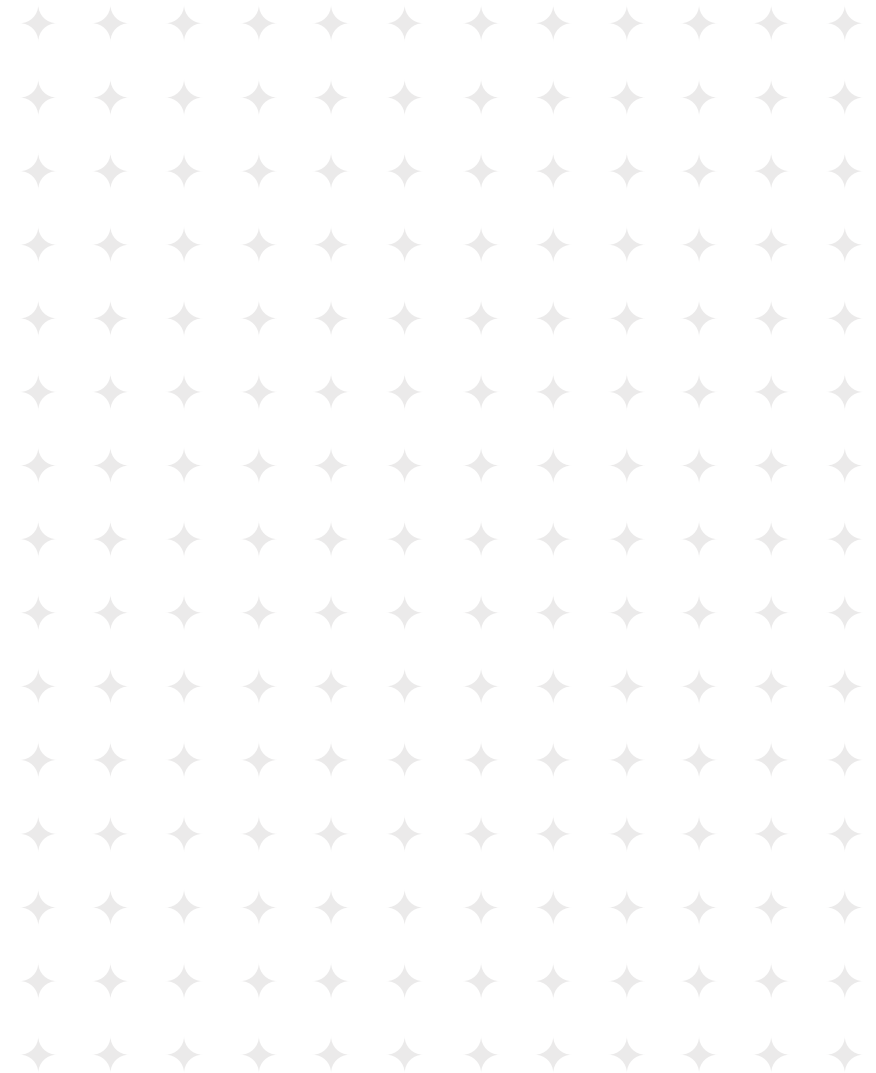
Community outreach

	FY23	FY22	FY21	FY20	FY19	FY18
Internships	2,653	389	340	374	429	232
Career guidance sessions	35	30	25	53	28	33
TechTalks	67	78	150	33	13	33
Industrial visits	4	0	0	17	6	20
Convocations and freshers' day	14	20	13	26	17	22

Table: CampusReach data

	FY23	FY22
CSR spend global	568,918.00	434,119.76

Table: Spend on community outreach (in USD)

Governance data

Our Code of Business Conduct and Ethics ("Code") actively encourages employees to report any suspected violations of our Code, company policies and procedures, as well as potential violations of the law. During our fiscal year ending March 31, 2023, Virtusa Corporation received a total of 22 reports from across the globe. Each of these reports went through a thorough investigation by the company.

In cases where the investigations determined merit in the complaints, Virtusa Corporation took appropriate corrective measures in accordance with its established policies and procedures. Among the 22 matters raised, 59% were submitted anonymously. The majority (55%) were resolved through the engagement of human resources or closed due to insufficient findings/facts to support them or a lack of response to requests for further information. In 41% of the cases, findings resulted in the termination of employees. Fiscal years 2021 and 2020 experienced lower reports, which may have been due to the pandemic.

The tables below provide details of the complaints received over the past four fiscal years:

	FY23	FY22	FY21	FY20
HR process	7	7	0	1
Code of conduct violation	2	7	1	2
Accounting fraud	1	1	2	0
Falsification of employee information	9	3	1	0
Harassment	2	3	0	0
Other	1	2	0	0
Total	**22**	**23**	**4**	**3**

Table: Whistleblower complaints by type

	FY23	FY22	FY21	FY20
Employee	4	4	1	0
Anonymous	13	6	2	1
Vendor	0	1	0	1
Client	0	2	0	1
Ex-employee	0	7	0	0
Other	5	3	1	0
Total	**22**	**23**	**4**	**3**

Table: Whistleblower complaints by source

	FY23	FY22	FY21	FY20
Disciplinary/additional training	0	1	0	0
Termination	9	4	1	1
Benefits granted	0	1	0	0
Process change	0	1	2	1
Not actionable	6	9	1	1
Human resources engagement	3	5	0	0
Ongoing investigation/open cases	1	0	0	0
Other	3	2	0	0
Total	**22**	**23**	**4**	**3**

Table: Whistleblower complaints by type of action taken

	FY23	FY22	FY21	FY20
Security First	98%	90%	89%	88%
Code of Conduct	96%	84%	89%	88%
General Data Protection Regulation (GDPR)	95%	80%	81%	77%
Prevention of Sexual Harassment (PoSH)	95%	83%	85%	79%
Intellectual Property	93%	80%	88%	88%
Safety First	91%	70%	67%	88%
Virtusa Pandemic Response	95%	81%	67%	-
Cybersecurity Awareness	73%	62%	79%	-

Table: Completion rates for mandatory training

Region	FY23	FY22
APAC	91%	88%
EMEA	96%	95%
India	79%	84%
Sri Lanka	69%	68%
USA	99%	99%

Table: Proportion of spending on local suppliers by location

Notes:

Safety First, Virtusa Pandemic Response, and Cybersecurity Awareness were introduced in FY21.
EHS training was replaced by the Safety First training.

Data computational methods

[GRI: 305-1, 305-2, 305-3, 305-4, 305-5; TCFD: Metrics and Targets]

We follow the guidelines set by the Greenhouse Gas Protocol (GHG Protocol) to calculate Scope 1, Scope 2, and Scope 3 emissions.

Location	Emission factor	Unit	Reference
Purchased grid electricity (location-based)			
Australia	680.925	gCO2 /kWh	
Canada	120.057	gCO2 /kWh	
Dubai	528.491	gCO2 /kWh	
Germany	312.582	gCO2 /kWh	
Hungary	220.936	gCO2 /kWh	
India	692.570	gCO2 /kWh	
Malaysia	653.469	gCO2 /kWh	
Mexico	399.646	gCO2 /kWh	CO2 Emissions from Fuel Combustion 2022-Year 2020, International Energy Agency (IEA)
Netherlands	302.759	gCO2 /kWh	
Qatar	485.392	gCO2 /kWh	
Singapore	385.460	gCO2 /kWh	
Sri Lanka	608.459	gCO2 /kWh	
Sweden	10.3901	gCO2 /kWh	
United Kingdom	195.2514	gCO2 /kWh	
United States	354.602	KgCO2/kWh	

Location	Emission factor	Unit	Reference
Purchased grid electricity (market-based)			
Australia	680.925	gCO2 /kWh	CO2 Emissions from Fuel Combustion 2022-Year 2020, International Energy Agency (IEA)
Canada	120.057	gCO2 /kWh	
Dubai	528.491	gCO2 /kWh	
Germany	617.840	gCO2 /kWh	2022 Green-e® Residual Mix Emissions Rates (2020 Data), Center for Resource Solutions (CRS)
Hungary	276.260	gCO2 /kWh	
India	692.570	gCO2 /kWh	CO2 Emissions from Fuel Combustion 2022-Year 2020, International Energy Agency (IEA)
Malaysia	653.469	gCO2 /kWh	
Mexico	399.646	gCO2 /kWh	
Netherlands	450.740	gCO2 /kWh	2022 Green-e® Residual Mix Emissions Rates (2020 Data), Center for Resource Solutions (CRS)
Qatar	485.392	gCO2 /kWh	CO2 Emissions from Fuel Combustion 2022-Year 2020, International Energy Agency (IEA)
Singapore	385.460	gCO2 /kWh	
Sri Lanka	608.459	gCO2 /kWh	
Sweden	-	gCO2 /kWh	-
United Kingdom	351.1700	gCO2 /kWh	2022 Green-e® Residual Mix Emissions Rates (2020 Data), Center for Resource Solutions (CRS)
United States—WIN Northfield, SBR Suite 300	354.602	lbs. CO2/MWh	2022 Green-e® Residual Mix Emissions Rates (2020 Data), Center for Resource Solutions (CRS)
United States—TAM BBI,TAM Registry One	839.994	lbs. CO2/MWh	
United States—IND Innovation Center	986.868	lbs. CO2/MWh	
United States—NYC 225 Liberty	634.612	lbs. CO2/MWh	
United States—PIS Corporate Place	652.670	lbs. CO2/MWh	
United States—MIL Tasman	525.596	lbs. CO2/MWh	

Location	Emission factor	Unit	Reference
Company-owned vehicles			
Small—Diesel	0.13989	Kg CO2e/pkm	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
Large—Diesel	0.20953	Kg CO2e/pkm	
Diesel generators			
Diesel (average biofuel blend)	2.55784	Kg CO2e/Liters	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
Natural gas			
Natural gas (gaseous fuels)	0.18254	Kg CO2e/kWh (Gross CV)	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
Refrigerants refilled			
R401A	1182	Kg CO2e/Kg	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
R407A	2107	Kg CO2e/Kg	

Location	Emission factor	Unit	Reference
Purchased goods and services			
All other miscellaneous food manufacturing	0.603	Kg CO2e/2021 USD	
General freight trucking, long-distance, truckload	1.115	Kg CO2e/2021 USD	
Data processing, hosting, and related services	0.148	Kg CO2e/2021 USD	
Wired telecommunications carriers	0.082	Kg CO2e/2021 USD	
Radio and television broadcasting and wireless communications equipment manufacturing	0.215	Kg CO2e/2021 USD	
Office administrative services	0.105	Kg CO2e/2021 USD	
Software publishers	0.097	Kg CO2e/2021 USD	
Other computer related services	0.087	Kg CO2e/2021 USD	
Security guards and patrol services	0.08	Kg CO2e/2021 USD	Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities -
Food service contractors	0.155	Kg CO2e/2021 USD	Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency
Health and welfare funds	0.166	Kg CO2e/2021 USD	
Gift, novelty, and souvenir stores	0.163	Kg CO2e/2021 USD	
Other services related to advertising	0.129	Kg CO2e/2021 USD	
Other accounting services	0.05	Kg CO2e/2021 USD	
Other management consulting services	0.084	Kg CO2e/2021 USD	
All other legal services	0.054	Kg CO2e/2021 USD	
Employment placement agencies	0.033	Kg CO2e/2021 USD	
Office supplies (except paper) manufacturing	0.292	Kg CO2e/2021 USD	
Postal services	0.19	Kg CO2e/2021 USD	

Location	Emission factor	Unit	Reference
Capital goods and services			
Electronic computer manufacturing	0.112	Kg CO2e/2021 USD	
Other electronic component manufacturing	0.167	Kg CO2e/2021 USD	
Air-conditioning and warm air heating equipment and commercial and industrial refrigeration equipment manufacturing	0.236	Kg CO2e/2021 USD	
All other miscellaneous electrical equipment and component manufacturing	0.176	Kg CO2e/2021 USD	
Audio and video equipment manufacturing	0.124	Kg CO2e/2021 USD	
Automobile manufacturing	0.279	Kg CO2e/2021 USD	
Blind and shade manufacturing	0.225	Kg CO2e/2021 USD	
Carpet and rug mills	0.308	Kg CO2e/2021 USD	
Computer terminal and other computer peripheral equipment manufacturing	0.183	Kg CO2e/2021 USD	Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency
Custom architectural woodwork and millwork manufacturing	0.305	Kg CO2e/2021 USD	
Electronic computer manufacturing	0.112	Kg CO2e/2021 USD	
Elevator and moving stairway manufacturing	0.296	Kg CO2e/2021 USD	
Industrial valve manufacturing	0.24	Kg CO2e/2021 USD	
Office equipment merchant wholesalers	0.085	Kg CO2e/2021 USD	
Office furniture (except wood) manufacturing	0.305	Kg CO2e/2021 USD	
Other electronic component manufacturing	0.167	Kg CO2e/2021 USD	
Other miscellaneous durable goods merchant wholesalers	0.147	Kg CO2e/2021 USD	
Other specialized design services	0.088	Kg CO2e/2021 USD	
Radio and television broadcasting and wireless communications equipment manufacturing	0.215	Kg CO2e/2021 USD	

Location	Emission factor	Unit	Reference
Security systems services (except locksmiths)	0.08	Kg CO2e/2021 USD	
Sign manufacturing	0.32	Kg CO2e/2021 USD	
Software publishers	0.097	Kg CO2e/2021 USD	
Switchgear and switchboard apparatus manufacturing	0.24	Kg CO2e/2021 USD	Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency
Telephone apparatus manufacturing	0.201	Kg CO2e/2021 USD	
Upholstered household furniture manufacturing	0.249	Kg CO2e/2021 USD	
Wood office furniture manufacturing	0.305	Kg CO2e/2021 USD	
Transmission and distribution losses			
Australia	30.1	gCO2 /kWh	
Germany	14.3	gCO2 /kWh	
Hungary	13.2	gCO2 /kWh	
India	122.6	gCO2 /kWh	
Malaysia	46.5	gCO2 /kWh	
Mexico	46.1	gCO2 /kWh	
Netherlands	10.2	gCO2 /kWh	
Qatar	29.4	gCO2 /kWh	International Energy Agency (IEA) - T&D Loss 2022 - Year 2020
Singapore	3.8	gCO2 /kWh	
Sri Lanka	61.2	gCO2 /kWh	
Sweden	0.5	gCO2 /kWh	
United Arab Emirates	28.3	gCO2 /kWh	
United Kingdom	15.9	gCO2 /kWh	
USA	17	gCO2 /kWh	

Location	Emission factor	Unit	Reference
WTT - Diesel			
WTT - Diesel (average biofuel blend)	720.72857	KgCO2e/MT	Greenhouse gas reporting: conversion factors 2021 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
WTT - Natural gas			
WTT - Natural gas	0.3434	KgCO2e/m3	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
WTT - Electric power			
Australia	0.18661	KgCO2e/kWh	
Germany	0.10968	KgCO2e/kWh	
Hungary	0.06859	KgCO2e/kWh	
India	0.20512	KgCO2e/kWh	
Malaysia	0.16591	KgCO2e/kWh	
Mexico	0.11527	KgCO2e/kWh	
Netherlands	0.08259	KgCO2e/kWh	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
Qatar	0.17238	KgCO2e/kWh	
Singapore	0.11055	KgCO2e/kWh	
Sri Lanka	0.11637	KgCO2e/kWh	
Sweden	0.00267	KgCO2e/kWh	
United Arab Emirates	0.17238	KgCO2e/kWh	
United Kingdom	0.06018	KgCO2e/kWh	
USA	0.11234	KgCO2e/kWh	
Upstream transportation and distribution			
Average car/fuel unknown (km)	0.17067	KgCO2e/km	Greenhouse gas reporting: conversion factors 2022 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
Courier services	0.257	KgCO2e/2021 USD	Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency

Location	Emission factor	Unit	Reference
Business travel			
International, to/from non-U.K. — average passenger	0.18362	passenger-kilometer (pkm)	Greenhouse gas reporting: conversion factors 2021 (Version 2.0) published by DEFRA (Department for Environment, Food & Rural Affairs) UK
International, to/from non-U.K. — economy class	0.140625	passenger-kilometer (pkm)	
International, to/from non-U.K. — premium economy class	0.225	passenger-kilometer (pkm)	
International, to/from non-U.K. — business class	0.40781	passenger-kilometer (pkm)	
International, to/from non-U.K. — first class	0.56251	passenger-kilometer (pkm)	
National rail	0.03549	passenger-kilometer (pkm)	
International rail	0.00446	passenger-kilometer (pkm)	
Light rail and tram	0.02861	passenger-kilometer (pkm)	
Passenger car rental	0.143	KgCO2e/2021 USD	Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities - Supply Chain Factors Dataset v1.2, United States Environmental Protection Agency
Taxi service	0.499	KgCO2e/2021 USD	
All other travel arrangement and reservation services	0.103	KgCO2e/2021 USD	
Hotels (except casino hotels) and motels	0.183	KgCO2e/2021 USD	
All other traveler accommodation	0.183	KgCO2e/2021 USD	
Employee commuting			
Employee commuting	1700	KgCO2e/Employee/Year	GHG Protocol's Quantis Scope 3 evaluator tool
Remote working	-	-	Estimated based to Homeworking Emissions Whitepaper by EcoAct in partnership with Lloyds Banking Group and NatWest Group which takes into considerartion, working hours, workstation usage, lighting usage, supplemental electric heating/cooling, and grid average GHG emissions factors.

UN Global Compact Principles

Category	UN Global Compact Principle	Section and page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Sustainability Report: Strategy, policies, and practices - P.17-22 Sustainability Report: Our policies - P.40 Sustainability Report: Procurement process and management - P.58
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	
Labour Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Sustainability Report: Talent engagement - P.27
	Principle 4: Businesses should uphold the elimination of all forms of forced or compulsory labour;	Sustainability Report: Embedding policy commitments - P.19 Sustainability Report: Our policies - P.40 Sustainability Report: Procurement process and management - P.58
	Principle 5: Businesses should uphold the effective abolition of child labor; and	
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Sustainability Report: Communication of commitments - P.21 Sustainability Report: Our policies - P.40
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	Sustainability Report: Environment - P.30-36 Databook: Environmental performance data - P.04-12
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility; and	
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Sustainability Report: Ethics and compliance - P.48 Sustainability Report: Code of business conduct and ethics and anti-bribery and corruption policies - P.49 Sustainability Report: Governance risk management - P.50 Databook: Governance data - P.16-17

SASB disclosures

SASB Standards, Technology & Communications Sector - Software & IT Services Sustainability Accounting Standard, Version 2023-06

Topic	Accounting metric	Category	Unit of measure	Code	Section and page
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), percentage (%)	TC-SI-130a.1	Databook: Energy - P.08
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	Quantitative	Thousand cubic meters (m^3), percentage (%)	TC-SI-130a.2	Sustainability Report: Water - P.34 Databook: Water - P.10
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	Not applicable	TC-SI-130a.3	Sustainability Report: Data Center Strategy - P.36
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and analysis	Not applicable	TC-SI-220a.1	Privacy Statement | Virtusa (https://www.virtusa.com/privacy-statement)
	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	Not applicable
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Presentation currency	TC-SI-220a.3	During the reporting period, there were no monetary losses as a result of legal proceedings associated with user privacy.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, percentage (%)	TC-SI-220a.4	During the reporting period, there were no law enforcement requests for user information.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and analysis	Not applicable	TC-SI-220a.5	Not applicable

Topic	Accounting metric	Category	Unit of measure	Code	Section and page
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Number, percentage (%)	TC-SI-230a.1	During the reporting period, there were no significant data breaches, or performance issues/service disruptions/ customer downtime.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and analysis	Not applicable	TC-SI-230a.2	Sustainability Report: Information security - P.52-53 Sustainability Report: Data privacy - P.54 Sustainability Report: Measures - P.55-56
Recruiting & Managing a Global, Diverse Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SI-330a.1	Databook: People Data - P.13-14 We are reporting employee data only at a regional level.
	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	Databook: People Data - P.13-14
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	TC-SI-330a.3	Databook: People Data - P.13-14 We are reporting employee data only by gender and by type of employment.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Presentation currency	TC-SI-520a.1	Sustainability Report: Compliance with laws and regulation - P.24
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, days	TC-SI-550a.1	During the reporting period, there were no performance issues/service disruptions/customer downtime reported.
	Description of business continuity risks related to disruptions of operations	Discussion and analysis	Not applicable	TC-SI-550a.2	Sustainability Report: Governance risk management - P.50-51 Sustainability Report: Business continuity management system - P.56

GRI content index

Statement of use: Virtusa Corporation has reported in accordance with the GRI Standards for the period April 2022 to March 2023
GRI 1 used: GRI 1: Foundation 2021

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report: P.07				
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report: P.28				
	2-3 Reporting period, frequency, and contact point	Sustainability Report: P.81				
	2-4 Restatements of information	Sustainability Report: P.29				
	2-5 External assurance	Sustainability Report: P.29, P.82				
	2-6 Activities, value chain, and other business relationships	Sustainability Report: P.10-12				
	2-7 Employees	Sustainability Report: P.12 Databook: P.13				
	2-8 Workers who are not employees	Sustainability Report: P.12 Databook: P.13				
	2-9 Governance structure and composition	Sustainability Report: P.60				
	2-10 Nomination and selection of the highest governance body	Sustainability Report: P.61				
	2-11 Chair of the highest governance body	Sustainability Report: P.60				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report: P.13-16				
	2-13 Delegation of responsibility for managing impacts	Sustainability Report: P.15-16				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report: P.13-14				
	2-15 Conflicts of interest	Sustainability Report: P.61				
	2-16 Communication of critical concerns	Sustainability Report: P.62				

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Sustainability Report: P.60				Our board's composition reflects a balance of knowledge, skills, expertise, and diversity in order to support our business strategy. The profiles of our directors are available on our company website at: https://www.virtusa.com/board-of-directors.
	2-18 Evaluation of the performance of the highest governance body	-	2-18	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa. It is also not applicable to the reporting period as the board was formed during the reporting period, and currently, there has not been any evaluation.	
	2-19 Remuneration policies	Sustainability Report: P.63				
	2-20 Process to determine remuneration	Sustainability Report: P.63				
	2-21 Annual total compensation ratio	-	2-21	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
	2-22 Statement on sustainable development strategy	Sustainability Report: P.04				
	2-23 Policy commitments	Sustainability Report: P.20, P.37, P.48-49				
	2-24 Embedding policy commitments	Sustainability Report: P.19 -22, P.40, P.49				
	2-25 Processes to remediate negative impacts	Sustainability Report: P.23				
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report: P.23				
	2-27 Compliance with laws and regulations	Sustainability Report: P.24				
	2-28 Membership associations	Sustainability Report: P.65				
	2-29 Approach to stakeholder engagement	Sustainability Report: P.25-P.27				
	2-30 Collective bargaining agreements	Sustainability Report: P.27				

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report: P.28				
	3-2 List of material topics	Sustainability Report:P.28 Databook: GRI Index P.29-38				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.14				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	-	201-1	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report: TCFD Framework P.75-76				
	201-3 Defined benefit plan obligations and other retirement plans	-	201-3	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
	201-4 Financial assistance received from the government	-				None
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.70				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report: P.70-73				
	203-2 Significant indirect economic impacts	-	203-2	Not applicable	Not relevant due to the nature of business.	
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.57-58				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Databook: P.17				

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.21, P.48-P.49				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	-				Operations are assessed at the company level.
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report: P.21 Databook: P.17				
	205-3 Confirmed incidents of corruption and actions taken	Databook: P.16-17				
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.24				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report P.24				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.31, P.33, P.36				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Databook: P.08-09				
	302-2 Energy consumption outside of the organization	Databook: P.08-09				
	302-3 Energy intensity	Databook: P.08-09				
	302-4 Reduction of energy consumption	Sustainability Report P.33, P.36 Databook: P.08-09				
	302-5 Reductions in energy requirements of products and services	Sustainability Report P.33, P.36				

| GRI Standard/ other source | Disclosure | Location | Omission | | | Remarks |
			Requirement(s) omitted	Reason	Explanation	
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.31, P.34				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report: P.34				
	303-2 Management of water discharge-related impacts	Sustainability Report: P.34				
	303-3 Water withdrawal	Databook: P.10				
	303-4 Water discharge	-	303-4	Information unavailable/ incomplete	Currently not tracked	
	303-5 Water consumption	Databook: P.10				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.67-69				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	304-1	Not applicable	Virtusa does not have any operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.	
	304-2 Significant impacts of activities, products and services on biodiversity	-	304-2	Not applicable	As a services company, Virtusa operations do not have a significant impact on biodiversity.	
	304-3 Habitats protected or restored	Sustainability Report: P.67-69				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	304-4	Not applicable	Virtusa does not have any operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.	

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.31				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report: P.31 Databook: P. 04-07				
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report: P.31 Databook: P. 04-07				
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report: P.31 Databook: P. 04-07				
	305-4 GHG emissions intensity	Sustainability Report: P.31 Databook: P. 04-07				
	305-5 Reduction of GHG emissions	Sustainability Report: P.31 Databook: P. 04-07				
	305-6 Emissions of ozone-depleting substances (ODS)	-	305-6	Information unavailable/ incomplete	Currently not tracked.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	305-7	Information unavailable/ incomplete	Currently not tracked.	
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.31, P.35				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	306-1	Information unavailable/ incomplete	Currently not tracked.	
	306-2 Management of significant waste-related impacts	Sustainability Report: P.35				
	306-3 Waste generated	-	306-3	Information unavailable/ incomplete	Currently not tracked.	
	306-4 Waste diverted from disposal	Databook: P.11				
	306-5 Waste directed to disposal	-	306-5	Information unavailable/ incomplete	Currently not tracked.	

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.22, P.57-58				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report: P.57-58				
	308-2 Negative environmental impacts on the supply chain and actions taken	-	308-2	Information unavailable/ incomplete	Sufficient information unavailable to make assessment.	
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.37				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Databook: P.13				Partially reporting
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	401-2	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
	401-3 Parental leave	-	401-3	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.27, P.41				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Sustainability Report: P.27				

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.45-46				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report: P.45-46				
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report: P.45-46				
	403-3 Occupational health services	Sustainability Report: P.45-46				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report: P.45-46				
	403-5 Worker training on occupational health and safety	Sustainability Report: P.45-46				
	403-6 Promotion of worker health	Sustainability Report: P.45-46				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report: P.45-46				
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report: P.45-46				
	403-9 Work-related injuries	-	403-9	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
	403-10 Work-related ill health	-	403-9	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.38, P.41-42				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Databook: P.14				We do not track training data by gender as training opportunities are open to all employees.
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report: P.42				
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report: P.42				

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.39				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report: P.60 Databook: P.13				
	405-2 Ratio of basic salary and remuneration of women to men	-	405-2	Confidentiality constraints	As a privately owned company, this information is confidential to Virtusa.	
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.23, P.40				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Databook :P.16				
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.22, P.40				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-				Not a significant risk for our operations and suppliers.
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.22, P.40				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-				Not a significant risk for our operations and suppliers.
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report P.22, P.57-58				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report: P.57-58				
	414-2 Negative social impacts in the supply chain and actions taken	-	414-2	Information unavailable/ incomplete	Sufficient information unavailable to make assessment	

GRI Standard/ other source	Disclosure	Location	Omission			Remarks
			Requirement(s) omitted	Reason	Explanation	
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report: P.52-56				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report: P.53				

Engineering First virtusa