

Virtusa Environment, Health, and Safety Policy

October 16, 2023

Document Revisions

No.	Ver. No.	Release Date	Prepared by	Reviewed by	Approved by	Reasons for New Release
1.	1.0	03-20-14	Asitha Dias	Denver De Zylva (Director–Shared Services)	Paul Tutun (Vice President–General Counsel and Assistant Secretary)	New policy published.
2.	1.1	06-16-16	Z. Marcelline	Denver De Zylva (Vice President–Shared Services)	Paul Tutun (Vice President–General Counsel and Assistant Secretary)	Reviewed and revised.
3.	1.2	07-18-17	Z. Marcelline	Denver De Zylva (Vice President–Shared Services)	Paul Tutun (Vice President–General Counsel and Assistant Secretary)	Reviewed and revised.
4.	1.3	03-05-19	Z. Marcelline	Denver De Zylva (Vice President–Shared Services)	Paul Tutun (Vice President–General Counsel and Assistant Secretary)	Reviewed and revised.
5.	1.4	07-29-20	Z. Marcelline	Denver De Zylva (Senior Vice President–Shared Services)	Paul Tutun (Vice President–General Counsel and Assistant Secretary)	Annual review with no changes.
6.	1.5	07-01-21	Z. Marcelline	Denver De Zylva (Senior Vice President–Shared Services)	Paul Tutun (Executive Vice President–General Counsel and Assistant Secretary)	Annual reviewed with no changes.
7.	1.6	09-09-22	Z. Marcelline	Denver De Zylva (Senior Vice President – Shared Services) Paul Tutun (Executive Vice President–General Counsel and Assistant Secretary)	ESG Committee	Annual review.



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8.	1.7	10-16-23	Kamil Ismail	Denver De Zylva (Senior Vice President – Shared Services) Paul Tutun (Executive Vice President– General Counsel and Assistant Secretary)	ESG Committee	Annual review.





Virtusa Environment, Health, and Safety Policy

We recognize that access to a safe, clean, and healthy environment is a fundamental human right. By following the precautionary approach defined in Principle 15 of the Rio Declaration, Virtusa is committed to operating business in an environmentally sustainable manner that is safe for all employees and contractors to do their jobs. We are also committed to supporting the UN Sustainable Development Goals through our ESG program.

The Virtusa ESG Committee is responsible for overseeing the corporate ESG strategy including EHS-related issues. As a member of the ESG Committee, the CEO is responsible for the implementation, review, and approval of this policy.

Every employee and contractor performing work on behalf of Virtusa or one of its subsidiaries carries a personal responsibility to cooperate with the following objectives.

Ensure the health and safety of each other

We will eliminate and reduce environment, health, and safety risks by effectively identifying hazards and taking all measures necessary to prevent work-related accidents and ill health.

We will

- Maintain safe and healthy working conditions
- Educate and train employees on appropriate occupational health and safety practices
- Implement sound emergency procedures

Prevent pollution

We are committed to minimizing our overall environmental footprint by

- Conserving energy
- Consuming natural resources responsibly
- Adopting a reduce, reuse, and recycle approach
- Ensuring the safe disposal of waste





Compliance to standards

We are committed to meeting or exceeding all applicable environment, health and safety requirements across all Virtusa activities, including legal requirements, standards, our clients' guidelines, and voluntary commitments to which Virtusa and its subsidiaries subscribe.

Consultation and participation

All employees and contractors are encouraged to participate in the development, implementation, improvement, and management of our environment, health, and safety management systems.

Demonstrate leadership in safety

Know what is expected, set an example, raise awareness, and influence stakeholders and suppliers to safeguard the environment, and act promptly and responsibly to correct conditions that may endanger health, safety, and the environment.
The management and EHS team will provide

- Frameworks for setting objectives, targets, and the review of achievements
- Training and the provision of appropriate resources to fulfill the targets and objectives

We encourage employees and contractors to support this commitment and report safety concerns, incidents, near-misses, and accidents promptly through the designated channels.

Continual improvement

We strive to continually improve our environment, health, and safety management system and performance.

Santosh Thomas
Chief Executive Officer
October 16, 2023

(Next date of review: October 16, 2024)





132 Turnpike Rd #300, Southborough, MA 01772 | virtusa.com

