

Virtusa Environmental Responsibility Policies

October 16, 2023



Document Revisions

No.	Ver. No.	Release Date	Prepared by	Reviewed by	Approved by	Reasons for New Release
1.	1.0	07-01-21	Z. Marcelline	Denver De Zylva (Senior Vice President – Shared Services)	Paul D. Tutun (Executive Vice President, General Counsel)	New policy created by amalgamating Climate Change, Energy, Water and Waste policies.
2.	1.1	09-09-22	Z. Marcelline	Denver De Zylva (Senior Vice President – Shared Services)	ESG Committee	Annual review.
3.	1.2	10-16-23	Kamil Ismail	Denver De Zylva (Senior Vice President – Shared Services) Paul D. Tutun (Executive Vice President, General Counsel)	ESG Committee	Annual review.





Virtusa Environmental Responsibility Policies

We recognize that access to a safe, clean, and healthy environment is a fundamental human right. As such, Virtusa is committed to following the precautionary approach defined in Principle 15 of the Rio Declaration in order to minimize our overall environmental footprint. We are also committed to supporting the UN Sustainable Development Goals through our ESG program.

As environmental footprint management is integrated into our core business strategy, we will implement appropriate governance structures to support this strategy, include environmental considerations in our risk assessments, set targets aligned to global standards, and report on progress towards achieving these targets.

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

The scope of these policies covers all facilities and buildings of Virtusa and its subsidiaries.

Emissions policy

- Track emissions from our business operations and work to continuously reduce such emissions to be in line with the Paris Agreement/to support the transition to a low-carbon (or net-zero) economy
- Reduce emissions from business air travel and road travel using collaborative technologies, carpooling, electric and hybrid vehicles, and optimized routing
- We committed to align our emission targets with Science Based Targets initiative (SBTi) criteria

Energy policy

- Maintain our energy management system in compliance with ISO 50001 and ISO 41001
- Monitor and optimize energy usage in our operations through the review of objectives and targets
- Invest in energy efficiency improvement technologies and projects where possible
- Obtaining 100% energy from renewable sources by 2040



Water and resource use policy

- We recognize that the right to water is a fundamental human right, and we aim to reduce our total water footprint globally
- Set targets, monitor water usage and use water-efficient equipment where feasible
- Provide and properly maintain drinking water, sanitation, and hygiene (WASH) services in the workplace
- Invest in water recycling and the use of rainwater and greywater harvesting systems where possible
- Ensure responsible consumption of other natural resources

Waste management policy

- Reduce, reuse, and recycle the IT and non-IT waste, including paper and plastic, generated as part of our business operations
- Ensure that all hazardous waste is disposed of legally and responsibly, in a manner that minimizes its environmental impact and collaborate with relevant state authorities to ensure e-waste is handled appropriately
- Implement measures to reduce waste such as utilizing efficient print formats to reduce paper usage
- Follow a “no single use plastic” policy and commit to continuously reduce plastic usage
- Implement appropriate processes to manage organic waste
- Measure and set targets to reduce waste sent to landfill

Biodiversity and environmental conservation policy

- Enhance biodiversity at our campuses and contribute to biodiversity conservation initiatives
- Respect and avoid negative impacts to nationally and internationally protected areas such as UNESCO Heritage Sites, Biosphere reserves and Ramsar sites) or flora and fauna listed on the IUCN Red List of critically endangered species.
- Avoid polluting lakes, rivers, oceans and other waterbodies and where possible work to preserve their biodiversity value





Training and awareness policy

- Implement awareness and training programs for employees and contractors to ensure compliance with this policy
- Display appropriate signage in our facilities to encourage employees to conserve energy, water, and other resources
- Encourage employees to reduce their environmental footprint through practices such as carpooling, and waste reduction

Supply chain and procurement policy

- Engage with our clients and collaborate with them, when possible, to reduce the environmental footprint of our services
- Assess environmental impacts throughout value chain and consider the environmental impact of goods and services in our procurement process
- Collaborate with our suppliers to minimize our shared environmental footprint
- Ensure that our engagement activities align with the goals of the Paris Agreement.

Legal and compliance policy

- Comply with all applicable legal and other environmental requirements
- Obtain environmental certification such as ISO 14001 and conduct risk assessments in-line with such certifications

Collaboration and engagement policy

- Work with government and non-government stakeholders to support research on climate change, low emission technologies, sustainable land and water management, and environmental conservation
- Engage with government and non-government stakeholders on projects that support land/water protection and management, species management, and education and awareness.
- Create awareness and enable opportunities for internal stakeholders to engage and volunteer in such projects
- Ensure that our collaborations align with the goals of the Paris Agreement





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

These policies will be

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

All employees and contractors working on behalf of Virtusa, or its subsidiaries are expected to follow these policies, including participating in appropriate training and awareness activities.

A handwritten signature in black ink, appearing to read "Santosh Thomas", followed by a long horizontal line.

Santosh Thomas
Chief Executive Officer
October 16, 2023
(Next date of review: October 16, 2024)

