

virtusa



Virtusa Environmental Responsibility Policy

July 1, 2021



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.





Virtusa Environmental Responsibility Policy

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.

The scope of this policy covers all facilities and buildings of Virtusa and its subsidiaries.

Emissions

- Track emissions from our business operations and work to continuously reduce such emissions.
- Reduce emissions from business air travel and road travel through the use of collaboration technologies, carpooling, electric and hybrid vehicles and optimized routing

Energy

- Maintain our energy management system in alignment with ISO 50001
- 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
- Invest in renewable energy sources where possible

Water and resource consumption

- We recognize that the right to water is a fundamental human right and aim to reduce our total water footprint globally
- Set targets and 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

- Reduce, reuse, and recycle the IT and non-IT waste, including paper and plastic, generated as part of our business operations.
- Ensuring that all hazardous waste is disposed of legally and responsibly, in a manner that minimizes its environmental impact
- Implement measures to reduce waste such as utilizing efficient print formats to reduce paper usage
- Implement appropriate processes to deal with organic waste
- Measure and set targets to reduce waste sent to landfill

Training and awareness

- Implement awareness and training programs for employees and contractors to ensure compliance with this policy
- Have appropriate signage in our facilities to encourage employees to conserve energy, water and other resources
- Encouraging employees to reduce their own environmental footprint through the use of carpooling, and reducing waste, etc.

Supply chain and procurement

- Engage with our clients and work with them, where possible, to reduce the environmental footprint of our services
- Consider the environmental impact of goods and services in our procurement process
- Collaborate with our suppliers to minimize our shared environmental footprint

Legal and other requirements

- Comply with all applicable legal and other environmental requirements
- Obtain environmental certification such as ISO 14001

Collaboration and engagement

- Work with government and non-government stakeholders to support research on climate change, low emission technologies, sustainable water management and environmental conservation where possible





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 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.

Santosh Thomas
Chief Executive Office
July 1, 2021

