

virtusa



Virtusa Sustainability Policy

July 1, 2021



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	01-25-19	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 reviewed 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)	Updated to include ISO 45001 and UN Guiding Principles on Business and Human Rights.



Virtusa Sustainability Policy

Our objective is to reduce our environmental footprint, be ethically mature, and respect all. Premised on our core corporate values of passion, innovation, respect, and leadership (PIRL), we believe in doing more, and better, with less, thereby effectively reducing the environmental footprint of the products and services offered to clients.

This policy is based on

- Health and safety in line with ISO 45001
- Environment, water, and waste management policies (Code Green) in line with ISO 14001
- Climate change management in line with ISO 14064 and CDP Reporting
- Energy conservation in line with ISO 50001 guidelines
- Business continuity management in line with ISO 22301
- Information security in line with ISO 27001
- Labor standards and diversity in line with SA 8000
- Human rights in line with the UN Guiding Principles on Business and Human Rights.
- Anti-bribery and corruption in line with the Foreign Corrupt Practices Act of 1977 (FCPA) and the UK Bribery Act 2010
- Management engagement in line with ISO 26000 guidance
- Social impact and diversity in line with ISO 26000 guidance

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

