

# Virtusa Environment, Health, and Safety Policy

March 5, 2019



## 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.

## 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.

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.

We will

- Maintain safe and healthy working conditions a
- 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 Virtusans 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.

A handwritten signature in blue ink, reading "Kris Canekaratne". The signature is fluid and cursive, with a long horizontal stroke at the end.

Kris Canekaratne  
Chairman and Chief Executive Office  
March 5, 2019