

Virtusa Energy Policy

February 26, 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 Energy Policy

Our objective is to reduce our total energy consumption and the resulting emissions while taking account of changes in levels of activities, weather, and other relevant factors. The scope of this policy covers all facilities and buildings of Virtusa and its subsidiaries.

We are committed to

- Maintaining our energy management system in compliance with ISO 50001:2011
- Reducing our energy consumption where possible by using solar lights, LED lights, and motion sensors
- Monitoring our energy usage and ensuring continuous improvement through the review of objectives and targets
- Complying with all applicable legislation, client requirements, and best practices related to energy use
- Subject to justification on reasonable criteria, to fund and implement energy efficiency improvement projects, and support the use of renewable energy usage
- Creating employee awareness through the provision of appropriate training
- Investigating all aspects of energy wastage and rectifying them if avoidable
- Making employees aware of the cost of energy directly under their control and encouraging good housekeeping practices
- Supporting national governmental energy efficiency policies

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.



Kris Canekeratne
Chairman and Chief Executive Office
March 5, 2019