

Virtusa Water 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 Water Policy

We recognize that the right to water is a fundamental human right. Our objective is to reduce our total water footprint globally while considering water savings opportunities at our facilities. The scope of this policy covers all facilities and buildings of Virtusa and its subsidiaries.

We are committed to

- Providing and properly maintaining drinking water, sanitation, and hygiene (WASH) services in the workplace
- Ensuring the responsible use of water throughout our business, including conserving water
- Monitoring, measuring, setting targets, and reducing the intensity of our water footprint
- Ensuring that all items of office equipment that require water are water-efficient and are used as effectively as possible at all times
- Investigating the use of rainwater and greywater harvesting systems where possible for the washing of machinery and flushing toilets (i.e., where non-potable water can be safely used)
- Placing water saving stickers and notices at all water usage points in our offices
- Actively encouraging staff to use less water by raising awareness of the need to conserve this vital resource
- Identifying any areas that are experiencing water stress or might be considered high risk
- Advancing sustainable water management and engaging in collective action where necessary

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