

Virtusa Social Responsibility Policy

October 25, 2024



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	10-05-20	Z. Marcelline	Sharmila Sherikar (Senior Vice President–Shared Services)	Paul Tutun (Vice President–General Counsel and Assistant Secretary)	Accessibility Statement added.
7.	1.6	07-01-21	Z. Marcelline	Denver De Zylva (Senior Vice President–Shared Services)	Paul Tutun (Executive Vice President–General Counsel and Assistant Secretary)	Moved human rights aspects to Human Rights Policy.





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8.	1.7	09-09-22	Z. Marcelline	Denver De Zylva (Senior Vice President – Shared Services) Paul Tutun (Executive Vice President–General Counsel and Assistant Secretary)	ESG Committee	Annual review.
9.	1.8	10-16-23	Kamil Ismail	Denver De Zylva (Senior Vice President – Shared Services) Paul Tutun (Executive Vice President–General Counsel and Assistant Secretary)	ESG Committee	Annual review.
10.	1.9	10-25-24	Kamil Ismail Aqeel Aarif	Denver De Zylva (Global Head of Sustainability and Facilities) Paul Tutun (Executive Vice President and General Counsel)	Sustainability Committee	Annual review.





Virtusa Social Responsibility Policy

We define social responsibility as

- Protecting the environment and the safety of people
- Conducting business in a socially responsible and ethical manner, and to observing applicable laws, rules, and regulations
- Supporting human rights
- Engaging, learning from, respecting, and supporting the communities and cultures with which we work

We are committed to supporting the UN Sustainable Development Goals through our sustainability program.

The Virtusa Sustainability Committee is responsible for overseeing the corporate sustainability strategy. As a member of the Sustainability Committee, the CEO is responsible for the implementation, review, and approval of this policy.

All employees and contractors of Virtusa and its subsidiaries will adopt the social responsibility principles described in this policy into their day-to-day work activities.

Business principles and fair operating practices

We are committed to

- Maintaining the highest standards of integrity and corporate governance practices to maintain excellence in its daily operations and to promote confidence in our governance systems.
- Conducting our business in an open, honest, and ethical manner.
- Measuring, auditing, and publicly reporting performance on corporate social responsibility (CSR) programs.
- Advising our partners, contractors, and suppliers of this policy and working with them to achieve consistency.
- Recognizing the importance of protecting all our human, financial, physical, informational, social, and environmental resources.
- Working against corruption in all its forms as set out in the Virtusa Anti-Corruption Policies.

All directors, officers and employees are expected to adhere to the standards of conduct and compliance procedures under our Code of Business Conduct and Ethics. A current copy is available on our website at [Corporate compliance | Virtusa](#).





Stakeholder affairs

We are committed to

- Engaging with stakeholders clearly, honestly, and respectfully.
- Engaging in timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners, among others.

Environment, health, and safety

We will manage the environment, health, and safety aspects of our business operations in accordance with the **Virtusa Environment, Health, and Safety Policy**.

Human rights

We are committed to respecting human rights in accordance with the **Virtusa Human Rights Policy**.

Community involvement and development

The Virtusa Foundation plays a key role in our vision of supporting local communities and addressing social challenges. It formalizes our corporate social responsibility (CSR) strategy and brings all CSR initiatives together under one framework. Through the Virtusa Foundation, we collaborate with local governmental and non-governmental organizations, to contribute to initiatives focused on education, healthcare, and biodiversity conservation.

We are committed to

- Following a collaborative, consultative, and partnership approach in our community investment programs.
- Integrating community investment considerations into decision-making, practices, and assisting with local capacity building to develop mutually beneficial relationships with communities.
- Providing employment and economic opportunities in the communities where we operate.
- Ensuring that cultural and heritage sites, such as UNESCO World Heritage Sites, are not damaged by our business operations or community activities.

Note: CSR initiatives will be guided by the CSR policy specific to each region, ensuring alignment with local legal requirements. Where a region-specific policy is not in place, CSR initiatives will be managed according to company priorities, and the anticipated positive impacts of each project.





Accessibility Statement for www.virtusa.com

Virtusa Corp is committed to ensuring digital accessibility for individuals with disabilities. We are continually improving the user experience for everyone and applying relevant accessibility standards.

Measures to support accessibility

Virtusa Corp takes the following measures to ensure accessibility of www.virtusa.com

- Appoint an accessibility officer and/or ombudsperson
- Provide continual accessibility training for our staff
- Assign clear accessibility targets and responsibilities
- Employ formal accessibility quality assurance methods

Conformance status

The Web Content Accessibility Guidelines (WCAG) defines requirements for designers and developers to improve accessibility for people with disabilities. It defines three levels of conformance: Level A, Level AA, and Level AAA. www.virtusa.com is partially conformant with WCAG 2.1 level AA. Partially conformant means that some parts of the content do not fully conform to the accessibility standard.

Feedback

We welcome your feedback on the accessibility of www.virtusa.com. Please let us know if you encounter accessibility barriers on www.virtusa.com

- Phone: +1 508 389 7300
- E-mail: GlobalCompliance@virtusa.com
- Visitor address: 132 Turnpike Road, Suite 300, Southborough, MA 01772 USA

We try to respond to feedback within 5 business days.

Technical specifications

Accessibility of www.virtusa.com relies on the following technologies to work with the particular combination of web browser and any assistive technologies or plugins installed on your computer:

- HTML
- CSS
- JavaScript

These technologies are relied upon for conformance with the accessibility standards used.

Assessment approach

Virtusa Corp assessed the accessibility of www.virtusa.com by the following approaches

- Self-evaluation





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 Officer
October 25, 2024

(Next date of review: October 25, 2025)

