Education & Philanthropy
Across the globe, SAS offices manage programs tailored to fit the needs of their communities and the interests of SAS employees. In 2018, SAS donated more than $95 million to nonprofits across the globe. SAS targets education initiatives in science, technology, engineering and mathematics to ensure the next generation of computer innovators have the knowledge and skills to succeed.

SAS Academic Outreach Program
The SAS Australia/New Zealand Academic Outreach Program strives to support the company’s global academic program goals by increasing awareness of SAS, building SAS skills and serving as a bridge for commercial and university partnerships.

Working with universities, professors and students, the program supports the development of analytics teaching and learning. Working with customers and industry, this program cultivates the analytics culture by promoting industry and academic partnerships to aid talent development.

SAS Australia/New Zealand achieved these ambitions by collaborating with:

• Melbourne Business School, Master of Business Analytics degree and their mission to develop leaders in industry who use analytics to transform the way business works. In SAS Australia/New Zealand’s fifth year of collaboration, over 250 students have graduated and gone on to take leading roles at Google, Apple and Amazon.

• SAS provided support to the University of Technology Sydney to establish an Analytics and Internet of Things (IoT) Innovation Centre designed to solve industry challenges. Within the second year of partnership with SAS Australia/New Zealand, the power of SAS,® analytics and IoT have been showcased to over 750 business users.

• James Cook University’s, Master of Data Science degree offers students the chance to gain SAS industry certification and become qualified data scientists. In just one year of collaboration, SAS Australia/New Zealand has over 70 students learning about the power of SAS and embarking on their Data Scientist certification pathway.

They also connect students and graduates with STEM skills and SAS certification to our customers via the SAS Work Placement Program. Over the last 10 years, SAS Australia/New Zealand has worked with dozens of SAS customers to place hundreds of students and graduates with SAS and analytics skills.

Now in collaboration with Ribit, they have launched a new digital platform that matches students and graduates with SAS customers, providing a direct way for students and customers to connect.

2018 Data
In August 2018, SAS Australia/New Zealand hosted its first Social Innovation dinner, themed under the banner of Data-4Good. More than 140 SAS employees participated in a team
SAS Australia | SAS New Zealand

Special Olympics

Special Olympics Australia is another major charitable organization that SAS Australia/New Zealand is proud to sponsor.

Special Olympics Australia aims to create accessible sports training, coaching and competition pathways so that people with an intellectual disability can achieve their personal best, in sport and in life. SAS has been a National Sponsor since 1999, a Silver Sponsor for over five years, and the presenting partner of the Annual Signature Dinner, which has raised nearly $2 million since its inception in 2006.

In addition to sponsorship totaling $20,000 in 2018 and donations of $50,000, SAS donated time and/or raised funds for several events. SAS staff volunteered at Laugh Out Loud, Special Olympics Cup, Soar and Roar Festival, and were the sole volunteers at the Annual Signature Dinner for 400 guests. SAS staff raised almost $4,000 for the SPLASH corporate swimming event.

In addition to SAS Australia/New Zealand’s support of Special Olympics, the Black Dog Institute and the Kids’ Cancer Project, our organization supported several other organizations and causes. In 2018, SAS contributed over $20,000 in donations to these organizations, as well as sponsoring several charity events.

Data for Good

Contributing to the improvement of local and global communities has always been important to SAS. Since 1976, SAS Analytics has been helping organizations gain valuable insights from data. The Data for Good movement is a natural extension of that, and SAS continues to look for opportunities to improve how people live. SAS uses analytics to address humanitarian issues like poverty, health, human rights, education and the environment.

Environmental Program

SAS is committed to reducing its environmental footprint with multiyear programs focused on energy conservation and solar projects, emission management, pollution mitigation, water conservation, waste reduction and recycling, procurement and green building. SAS embraces Leadership in Energy and Environmental Design (LEED) guidelines and equivalent standards for new construction projects and existing buildings.

2018 Data

The SAS Australia Lane Cove Head Office significantly reduced the number of plastic bottles being purchased for single use consumption by installing filter and soda taps for drinking water and providing staff with refillable water bottles. Prior to this initiative the estimated number of plastic 600ml water bottles used by SAS would cover a tennis court eight times over!

Other achievements include:

- Installation of waste and recycling stations throughout the office and kitchens, clearly labeled for ease of recycling by employees.
- Removed non-recycling individual waste bins.
- Updated all light fittings to LED.
- Installation of sensor taps to all restrooms and changerooms.
SAS Australia and New Zealand did not have any substantiated, materially negative incidents regarding the environment; nor were there any sanctions or fines for noncompliance.

**Employees and Culture**

SAS is recognized worldwide for being a great workplace and for working to ensure that employees stay healthy, active and engaged. In 2018, SAS was recognized as one of Fortune’s Best Places to Work for Millennials, World’s Best Multinational Workplaces, Computerworld’s 100 Best Places to Work in IT and Best Workplace in Technology.

SAS Australia/New Zealand understands that by maintaining a healthy work-life balance, employees will feel energized, motivated and happy with their work and personal environment. SAS supports employees in achieving this balance through the Healthy Lifestyle program. This program includes a range of initiatives under three core components: financial, physical and mental health.

SAS Australia/New Zealand offers employees the Connect Me program focusing on the below four areas:

- **My Life** offers benefits such as work-life flexibility leave and paid leave. This encourages employees to find the correct work-life balance of professional and personal life.
- **My Career** offers development programs such as Leadership Programs, Technical Training Programs, Professional Development Program, Mentoring as well as access to the SAS Library, Lynda.com, Safari Books Online and Rosetta Stone.
- **My Health** offers SAS Australia/New Zealand employees access to Healthy Lifestyle programs, such as mental well being workshops run by our partner organization (the Black Dog Institute), on-site employee massages, annual flu vaccinations and hospital excess reimbursement.
- **My Money** offers employees access to superannuation matching, free financial consultations and corporate discounts on Microsoft Office products, as well as car dealership programs and novated leases through Autopia. SAS Australia/New Zealand also provides employees with salary continuance and life and TPD insurance.

**2018 Data**

SAS Australia/New Zealand is compliant with the Workplace Gender Equality Act 2012 and has been since it was introduced in April 2010.

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**Employee Inclusion Group: Women’s Initiative Network, Australia/New Zealand Chapter**

The Australia/New Zealand Chapter of Women’s Initiative Network (WIN) is focused on supporting a diverse work environment. Most importantly, it focuses on creating opportunities for everyone to grow in and out of work. The group’s mission is to help members achieve personal satisfaction and professional excellence, while reaching into our communities to empower women and inspire students to pursue STEM-related careers by taking part in or leading SAS-sponsored and community-based education initiatives. Internal initiatives have a focus on the importance of voice and having the confidence to use it.

![Growth Faculty](image)

This is conducted through a series of initiatives to help women at SAS find their voice through communication, presentation skills and practice and coaching sessions.

In 2018, SAS Australia/New Zealand partnered with The Growth Faculty to bring the story of Malala Yousafzai to our customers. Malala began her campaign of rights for girls to receive an education when in Pakistan, under the control of the Taliban. Now an Oxford University student, she continues to fight for the education of children all over the world. The event was an enormous success.
Governance & Management
Guided by the Code of Ethics, SAS is committed to demonstrating honesty, fairness and accountability in every decision and action. SAS’ compliance program consists of training, policies, processes and third-party and internal audits. In addition, SAS Australia/New Zealand operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the licensing, distribution and technical support of SAS software and the provision of education and consulting services.

2018 Data
SAS Australia/New Zealand had been certified with ISO 9001:2008 since 1995 and made the transition in 2018 to the updated requirements for ISO 9001:2015, which has a greater emphasis on risk management. SAS Australia/New Zealand has not faced charges or been subject to legal proceedings related to fair business practices, ethics or human rights (e.g., corruption and bribery, anti-competitive practices, discrimination, etc.) in the past five years.

The Ethics and Compliance group at SAS has developed courses to help employees abide by the SAS Code of Ethics and applicable external rules and regulations. New employees and contract workers are required to take some or all the following training: Code of Ethics, Information Security, Export Controls Awareness, Respect in the Workplace, Global Anti-Corruption, and Privacy and Data Protection for Global Companies.

SAS is committed to its valued reputation as an ethical and responsible employer and business partner globally.