



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.

SAS Austria and SAS Germany worked with health care research institute [GEWINO](#) to use accounting data of around 1.75 million insured persons for research purposes.

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 guidelines and equivalent standards for new construction projects and existing buildings.

2018 Data

SAS Austria and SAS Germany did not have any substantiated, materially negative incidents with regard to 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. In addition, SAS Austria and SAS Germany were awarded the following workplace awards:

- Great Place to Work Germany No. 9 (50-500 employees; all industries).
- Great Place to Work Austria No. 3 (small; all industries).
- Great Place to Work Switzerland No. 3 (small, 20-49 employees; all industries).

SAS Austria and SAS Germany comply with local equal employment opportunity laws.

2018 Data

SAS Austria and SAS Germany did not have any substantiated, materially negative incidents with regard to labor practices or employee discrimination or harassment; nor were there any sanctions or fines for noncompliance.

Governance and 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.

SAS Austria and SAS Germany have 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.

SAS Austria and SAS Germany have the below declared measures on structured social dialogue:

- SAS Austria and SAS Germany have works councils in place.
- SAS Germany has a Representative of Disabled Persons.
- Many bargaining agreements on different topics, e.g., working hours, vacation.
- Policies in which various rules are established such as special leave, social leave, behavior in case of illness, employee referrals.
- SAS Germany has agreements with the works council on bonus plans, pension guidelines, vacation principles, etc.
- Austria has a collective bargaining bylaw.

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 of 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. SAS Austria and SAS Germany work with local suppliers to strengthen the region, simplify workflows, avoid transport routes and guarantee response times. The offices scrutinize the supply chains and production sites and compare different services and prices before placing an order.

2018 Data

SAS Austria and SAS Germany did not have any substantiated, materially negative incidents with regard to public policy, privacy, corruption, ethics, bribery, anti-competitive actions, anti-trust violations or monopoly practices, societal impacts, the environment, labor practices, or employee discrimination or harassment; nor were there any sanctions or fines for noncompliance.

