



SAS Belgium SAS Luxembourg

2018 Country Office
CSR Information



Education and 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 Belgium and SAS Luxembourg (SAS Belux) participated in the below opportunities in 2018 as part of their SAS Creates Chances program:

- **Cunina**—SAS Belgium supported Cunina, an organization that helps underprivileged children go to school through personal sponsorships, by donating €15,000 to fund the construction of a school building in Nepal. SAS' contribution is covering all costs of hardware and material used in the IT classroom.
- **Giving Tuesday Auction**—In November, SAS Belux employees organized an auction that generated more than €5,800 to support a nonprofit organization helping children with psychological problems.

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 Belux supported education initiatives through its SAS Creates Chances Program for the below activities:

- **Coding for Kids**—Through this new workshop that includes free resources such as computers and tablets, SAS Belgium employees are volunteering to teach students how to program robots.

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 Belgium and SAS Luxembourg worked with the international nonprofit organization [Close the Gap](#) to make SAS software available to the data science community DigitYser for running Data for Good hackathons. The offices also donated the proceeds to Close the Gap from internal sales of used equipment.

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. SAS Belgium has free electrical bikes for employees to use to either commute or run errands during the work day.

2018 Data

SAS Belgium and SAS Luxembourg 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 Belgium ranked in the top ten in Great Place to Work and received a Top Employers award.

SAS Belgium and SAS Luxembourg complies with local equal employment opportunity laws and works with a worker's council that represents labor organizations. Both offices employ people of diverse backgrounds.

2018 Data

SAS Belgium and SAS Luxembourg 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.

2018 Data

SAS Belgium and SAS Luxembourg record all workplace accidents and had no accidents reported.

SAS Belgium and SAS Luxembourg 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 Belgium and SAS Luxembourg worked with a local Belgian work council for declared measures on structured social dialogue.

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 Belgium and SAS Luxembourg work with local suppliers for different services, from food supplies to cleaning services and leasing companies.

2018 Data

SAS Belgium and SAS Luxembourg 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.

