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.

2017 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.

2017 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.

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.
2017 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 2017, SAS was recognized as part of the 100 Best Workplaces for Women, World’s Best Multinational Workplaces, Computerworld’s 100 Best Places to Work in IT and Best Workplace in Technology. In addition, SAS Belgium and SAS Luxembourg were awarded the 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.

2017 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.

Education & Philanthropy

Across the globe, SAS offices manage programs tailored to fit the needs of their communities and the interests of SAS employees. In 2017, SAS donated more than $60 million to nonprofits across the globe. SAS Belgium and SAS Luxembourg (SAS Belux) participated in the below opportunities in 2017 as part of their SAS Creates Chances program:

• Lifeskills (Children of refugee families) – This musical project helps children of Syrian refugees foster confidence and joy in life. Violet, a musical organization, worked together with Shalan Alhamwy, a Syrian violinist, to create a CD with beautiful music in co-creation with the Syrian children. SAS Belux supported this through monetary donations and providing a platform for CD promotion at the annual SAS Forum event.

• Rondpunt (traffic casualties) – This organization helps support young victims of serious traffic accidents through sports recovery and other activities as well as presentations and talks about prevention in schools, companies and other organizations. SAS Belux supported this through monetary donations and providing a platform for awareness at the annual SAS Forum.

• Vredeseilanden/20Km van Brussel – To generate donations for Vredeseilanden and the farmers in South America, 25 SAS employees trained for the 20km run of Brussels. SAS Belux doubled the sum of money gathered by the runners.

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:

• Teach for Belgium – This effort helps more than 5,000 children in deprived situations get access to qualitative schooling to help build self-confidence and obtain a good education. In addition to monetary donations, SAS participated in the summer school program, where some SAS employees volunteered to teach children to program. SAS also purchased robots for the children to program.

• Training and SAS certifying refugees – Together with VDAB, Vluchtenwerk Vlaanderen and Tracé Brussel, SAS Belgium helped a number of refugees with some software background get trained in SAS. Half got SAS certified and pursued potential job opportunities with SAS partners, while others got inspired to take additional courses and training.

Data for Good

Contributing to the improvement of local and global communities has always been important to SAS. Since 1976, SAS Analytics have 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.