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 France has continued work toward certification and compliance with applicable laws and is currently working on implementing a policy for Sapin II.

2017 Data: SAS France measures all accidents for its health and safety committee.

SAS France 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.

With more than 50 employees, SAS France is required to have employee representatives and has 15 employees that allocate time monthly to deal with employee/employer dialogue. SAS France has three different organizations represented:

- Work council - meeting every two months for collective topics, facilitated by the HR director in presence of the country manager.
- Employees’ delegates - meeting every two months for individual topics, facilitated by the HR director.
- Health and safety committee - meeting once every quarter, facilitated by the HR director with the participation of the head of facilities.

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. In addition, SAS France provided the below training:

- In collaboration with employee representatives, SAS France produced a charter to prevent moral and sexual harassment in the workplace.
- Organized DUI simulations and “driving while on the phone” workshops for dozens of employees to help raise awareness.
- Organized an activity for children about road safety during the annual Family Day event for employees and their families.
- Offered introduction to first aid to all staff in addition to the mandatory requirement of one employee fully trained per 20 headcount. Sixty-seven employees attended in addition to the 25 employees who are already fully trained.
SAS is committed to its valued reputation as an ethical and responsible employer and business partner globally.

**2017 Data:** SAS France 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.

**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 France was awarded the Top Employer Award.

SAS France complies with local equal employment opportunity laws. SAS France works with the labor organization, CFDT and has one unionized employee who fulfills the role of work council secretary. In SAS France, the employee base is required to have disabled individuals represented in at least 6 percent of its population. In 2017, an external organization led an audit on their practice with disability in general. This audit resulted in a three-year plan to improve the office’s integration policy toward disabled employees: awareness, integration, internal recognition of this status, etc.

**2017 Data:** SAS France 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. Each year, SAS France has a dozen employees enroll in “La Course du Coeur,” a 4-day, 4-night relay run to raise awareness on organ donation. SAS France offers four half-days per year to encourage employees to donate blood, platelets and plasma. Also, SAS France participated in the following activities for Giving Tuesday:

- Collected 126.5 kg of professional clothes for the NGO La Cravate Solidaire to provide interview outfits for low-income individuals seeking employment.
- Collected toys for the NGO Secours Populaire Français to help needy children celebrate Christmas.
- Employees were invited to bet on challenges performed by members of the executive committee and senior management team. They collected 500 euros, matched by the company, to benefit Secours Populaire Français.
- Shuttles were organized by SAS to allow employees to give blood to the nearby blood collection center.