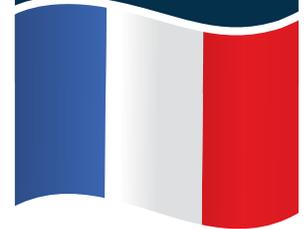




## SAS France

2018 Country Office  
CSR Information



### 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. Each year, SAS France has a dozen employees enroll in "La Course du Coeur," a 4-day, 4-night relay run to raise awareness for 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 numerous children's books for the NGO Délidémo, the purpose of which is to raise interest in reading for children who are not close to a public library.
- Collected 150 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 participate in an auction of old IT items. They collected 3,000 euros to benefit the Secours Populaire Français.
- Organized shuttles to allow employees to give blood to the nearby blood collection center.

### Environmental

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.

In 2018, SAS France's office building and grounds were promoted as a notable business example by the Departmental Chamber of Commerce and Industry for its minimal pesticide use. At their request, SAS France welcomed numerous visitors including CEOs from neighboring companies to demonstrate campus management.

Other environmental initiatives included:

- Installation of two charging stations for employees' electric vehicles.
- Update to company car policy to remove diesel vehicles and add hybrid choice of cars in the catalogue.
- Offered each employee a reusable container to be filled at fountains to limit single-use bottles at lunch and reduce plastic waste.
- Hired new concierge clerk committed to supporting local producers and eco-friendly contractors that include usage of green products and services of disabled adults.

### 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 France was recognized as a best workplace by both Great Place to Work and Top Employers Institute.

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.

### 2018 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.

### 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.

### 2018 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.

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

### 2018 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.

