



### Governance & 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 India has continued working toward certification and compliance with applicable laws such as the Companies Act 2013.

SAS India 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.

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 India provided on-site and online training on Safety and Security of Women at Workplace pursuant to regulatory requirements as per Prevention, Prohibition and Redressal Act 2013.

SAS is committed to its valued reputation as an ethical and responsible employer and business partner globally. SAS India works with local suppliers such as contractors for varied business requirements from housekeeping to complex software solution implementation on an as-needed basis.

**2017 Data:** SAS India 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.

**2017 Data:** SAS India did not have any substantiated, materially negative incidents with regard to the environment; nor were there any sanctions or fines for noncompliance.

### Employees & 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 India was recognized as a Great Place to Work in India and received a Dataquest IDC award.

SAS India complies with local equal employment opportunity laws.

**2017 Data:** SAS India 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 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 India helps run Smart Classes in MMP Shah Women's college in Mumbai for underprivileged graduate and postgraduate students.

## 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 India worked with CARE India, the leading NGO for underprivileged and rural areas, which works for the empowerment of women and girls from poor and marginalized communities. The CARE team in the state of Bihar, India uses SAS for its ongoing analysis of an amazing maternal health project integrating mobile technology with frontline community health workers. The results for improved health indicators highlight the effectiveness of this project. Home visits from health workers in the first week following childbirth increased from 6 percent to 29 percent. Complimentary feeding for children age six to 11 months increased from 30 percent to 70 percent. CARE scaled up their efforts across Bihar—one of the largest and poorest states in India, with very high maternal and infant deaths—and now they look to expand this work across the country or even globally.

