



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 Italy has continued work toward certification and compliance with applicable laws such as the Code of Ethics and Organizational Model, according to Legislative Decree n. 231/2001.

2017 Data: SAS Italy records all accidents related to work activities.

SAS Italy 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 Italy had an external trainer provide training about the Code of Ethics and Organizational Model.

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

2017 Data: SAS Italy 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 Italy 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 Italy was recognized as a Great Place to Work (SEMEA).

SAS Italy complies with local equal employment opportunity laws such as n. 300/1970.

2017 Data: SAS Italy 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 Italy made donations to AVSI, where employees contribute directly and then SAS Italy matches it.

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. According to law n. 107/2015, SAS Italy has joined the ASL Program to allow students to gain experience training or working at companies.

