

SAS Netherlands

2017 Country Office CSR Information



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 Netherlands received certification from FIRA Sustainability B.V. for the office's CSR efforts.

2017 Data: SAS Netherlands records all workplace accidents and had no accidents reported.

SAS Netherlands 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.

SAS Netherlands worked with a local workers 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 Netherlands works with local suppliers when possible.

2017 Data: SAS Netherlands 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 Netherlands environmental highlights include:

- More energy-efficient office heat pump for our new building instead of heating with natural gas.
- Use LED technology and efficient programming for technical building installations.
- Forty-three electric or semi-electric cars - 38 percent of the office's total fleet.



- On-site office recycling for plastic, glass and paper.
- Encouraging students to travel to the office for training by public transport. A 100 percent electric SAS shuttle service brings students from the railway station to the office.

2017 Data: SAS Netherlands 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.

SAS Netherlands complies with local equal employment opportunity laws.

2017 Data: SAS Netherlands 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.

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 Netherlands collects old laptops for the international non-profit organization Close the Gap.