CSR web page localization
Spain - Spanish Strategy for CSR and Transparency

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. Current certification in SAS Spain include Certification of Environmental Management Systems (ISO 14001), Certification of Management Systems about Information Security (ISO 27001), Certification of Quality Management (ISO 9001, EFQM) and ongoing GDPR measures in place to comply with new regulation.

2017 Data: SAS Spain outsources the services for risk prevention to FREMAP, who provides us with accident frequency report and severity rates.

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 Spain had training on the prevention of risks at work (Law 31/1995, Nov. 8). SAS is committed to its valued reputation as an ethical and responsible employer and business partner globally.

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 Spain environmental highlights include:

- Recycled paper for printers.
- Low-energy light where possible (replacement from halogen to LED lights) in auditoriums.
- Internal awareness campaigns about reducing paper and electricity consumption.
- Carbon certification provided by Ricoh printing supplier, which includes comprehensive ongoing evaluation of impact.

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 Spain was ranked No. 2 in Best Workplaces for Spain.

SAS Spain works with the following labor organizations:

- Royal Legislative Decree No. 8/2015, Oct. 30 by approving the revised text of the General Social Security Act.
- Royal Legislative Decree No. 2/2015, of Oct. 23, by approving the revised text of the Law on Workers Bylaw.
- Royal Law-Decree No. 4/2015, of March 22, by the urgent reform of the system of Professional Training for employment in the field of labor.
- Royal Decree 295/2009, of March 6, by regulating the economic benefits of the Social Security system for maternity, paternity, risk during pregnancy and risk during breastfeeding.
- Royal Decree 2001/1983, of July 28, about the regulation of the working day, special days and breaks.

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 Spain participated in the following local community opportunities and events:

- Employees at SAS Spain donated 10,000 euros to the Foundation for Inclusion and Diversity and 10,000 euros in 2017 to help disabled people find a job.
- Employees at SAS Spain volunteer every year for food/clothes collection welfare events.
- SAS Spain participates in a marathon in Madrid.
- Employees at SAS Spain donated 1,800 euros to a nonprofit organization helping treat children with cancer in Bolivian poverty zones.
- SAS Spain collaborates with a nonprofit organization named Foundation Juan XXIII to help people with intellectual disabilities find a job and support a vegetable garden to promote the consumption of fresh produce.

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 Spain has partnered with universities such as Universidad Complutense of Madrid and business schools such as IE Madrid School of Marketing, ISDI, EOI, MSMK to promote the usage of SAS® software.