



SAS Spain

2018 Country Office
CSR Information



Education and 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. SAS Spain participated in the following local community opportunities and events:

- Employees donated 10,000 euros to the Foundation for Inclusion and Diversity and another 10,000 euros to help disabled people find a job.
- Employees volunteer every year for food/clothes collection welfare events.
- In December, SAS Spain employees collected toys for kids in need.

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 Autonomous University of Barcelona, Universidad Complutense of Madrid and IE Madrid School of Marketing to help students learn how to use SAS® software.

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 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 Spain ranked No. 2 by Great Place to Work.

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.
- Law 31/1995, of Nov. 8, of Labor Risk Prevention.
- Organic Law 11/1985 of Aug. 2, of Freedom of Association.
- Royal Decree 2001/1983, of July 28, about the regulation of the working day, special days and breaks.

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. 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.

2018 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.

Data for Good

SAS Spain ran its first #Data4Good SAS Hackathon with Madrid Town Hall in May. This two-day initiative challenged teams to use SAS to predict when pollution protocols would need to be applied, in order to avoid critical situations and minimize the pollution impact. SAS Spain, in collaboration with the winning team, is currently working on next steps to implement the solution developed during the Hackathon.