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.

The SAS Sweden office is LEED® Gold certified. The facility features geothermal energy wells for efficient heating and cooling, rooftop solar photovoltaic panels, a sedum-covered green roof, and even on-site beehives, which provide natural honey for the cafeteria.

The SAS Sweden Green Office Group arranged an Earth Week during Spring 2018 with plans to make it an annual event. During the week, they raised awareness on how to live a more sustainable life and shared insights on ecological footprints made at home and in the office. The activities included:

• An inspirational talk with an external speaker.
• An early morning event with a biologist who demonstrated the biological diversity in a local park.
• Planting an herb garden for the benefit of the honey bees and for use in a local restaurant.
• A plogging competition – a Swedish concept combining jogging with picking up litter.
• A shelter for bicycles to encourage employees to bike to the office instead of driving.

2018 Data
SAS Sweden applied a CSR manual for guidance and advice, which included:

• A new travel policy to encourage the use of public transport, including a preferred taxi company that prioritizes electric cars when available.
• The electricity for the SAS Sweden office is purchased with a guarantee of 100% originating from renewable energy sources.
• An improved office recycling program was implemented that also converts food leftovers into biogas.
• Choosing environmentally friendly certified office products such as coffee, printing paper, hygiene products and other supplies. Some office supplies are purchased from Epcat, an organization that supports prevention of child sex abuse.
• The Christmas gift to all employees was a gift to UNICEF to help children survive and develop, get education, access to clean water, medical care and protection from violation and exploitation.

SAS Sweden was not fined for any environmental violations in 2018.

Employees & 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.

SAS Sweden complies with equality policies within Swedish laws.

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.

SAS Sweden 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.

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