Education & 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 UK has a UK-specific volunteering policy as well as a charity policy that encourages employees to volunteer for good causes and also supports employees when raising money for charity. In 2018, SAS UK launched a new volunteer policy that allows employees to take three days for volunteering purposes. They maintain a list of suggested local charities for employees to support (reviewed every three years) and also help sponsor employees who are fundraising for specific charities.

SAS targets education initiatives in science, technology, engineering and mathematics to ensure that the next generation of computer innovators have the knowledge and skills to succeed. SAS UK has an annual schools outreach program where around 50 local year and 10 high school students visit the campus in July to get a feel for the different careers available in the technology industry. They also spend the afternoon learning SAS® Visual Analytics and working on a problem as part of a competition. This is part of a wider initiative with other businesses to get more young people studying STEM subjects at school and university.

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 UK environmental highlights include:

• Deployment of environmentally friendly technologies: 1) Introduction of LED lighting projects across site. 2) Fully compostable coffee cups. 3) Allotments that can be hired for growing fruit and vegetables by SAS employees on the Marlow Estate.

• Operational energy and water efficiencies/emissions management – SAS UK is looking at TM44 surveys that are due to expire shortly and cover the energy consumption of the AC plant. The Marlow office operates a grey water system that processes water from a hotel next door, which then is used to flush toilets and irrigate the gardens. Also, solar panels were reinstalled in the cricket pavilion (which is used by the local community) so it produces its own hot water. New energy-efficient boilers have been installed into Wittington House along with a Building Management System which will also

enable better energy management for this Grade II Star listed building.

• Introduction of two free electric car charging points.

• Waste reduction and recycling/green building practices/ reduced paper consumption: 1) Introduction of recycling and dry mixed recycling bin in office environments. 2) Introduction of recyclable coffee cups across all the drink stations at Marlow.

• Certifications – ISO 140001 compliance, the international standard that specifies requirements for an effective environmental management system.

2018 Data
SAS UK and SAS Ireland 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 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, the UK placed No. 12 for Great Places to Work and Ireland placed No. 19. They also received Top Employer accreditation in 2018.

SAS UK and SAS Ireland comply with local equal employment opportunity laws. The Talent Acquisition team at SAS UK is focused on attracting diverse talent to the organization. In 2018, they started to implement and utilize tools during the recruitment process to ensure gender neutral language thus encouraging more women to apply. They also have an annual recruitment campaign that targets younger employees. Each year this team offers apprenticeships to six individuals who are then offered full-time employment and financial support in achieving a master's degree in digital technologies.

2018 Data
SAS UK and SAS Ireland 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.

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 UK and SAS

Ireland have continued work toward certification and compliance with applicable laws such as the UK Modern Slavery Act.

2018 Data
SAS UK and SAS Ireland report all accidents in a health and safety management tool called Smartlog that provides details in a monthly report to senior management.

SAS UK and SAS Ireland have 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, employees/supervisors in SAS UK have UK-specific training on key employment policies, namely the grievance, whistleblowing, anti-harassment and bullying, and equal opportunities policies via online training.

SAS is committed to its valued reputation as an ethical and responsible employer and business partner globally. SAS UK and SAS Ireland work with local suppliers and comply with local equal employment opportunity laws.

2018 Data
SAS UK and SAS Ireland 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.