

## **JOINT STATEMENT OF SAS UK AND SAS IRELAND PURSUANT TO THE MODERN SLAVERY ACT 2015**

SAS is a leader in advanced analytics software and related services. Through innovative analytics, business intelligence and data management software and services, SAS helps customers at more than 80,000 sites make better decisions faster. Since 1976, SAS has been giving customers around the world THE POWER TO KNOW®.

This statement is submitted on behalf of, and applies to, SAS' primary subsidiaries doing business in the United Kingdom and Ireland, including SAS Software Limited (SAS UK) and SAS Institute Limited (SAS Ireland). We are part of the SAS group whose ultimate parent company is SAS Institute Inc, with its head office in North Carolina, USA. SAS employs approx. 14,000 personnel worldwide, with customers in nearly 150 countries. SAS believes in promoting human rights throughout the organization and adhering to all wage and hour laws in the locations where it operates. SAS does not use or condone unlawful child or forced labour, including human trafficking and slavery, in any of its operations and it does not conduct business with those who do. For additional information about SAS' global corporate responsibility initiatives and corporate structure, please refer to the

**Social Corporate Social Responsibility Report** at

[https://www.sas.com/content/dam/SAS/en\\_us/doc/other1/csr-107835.pdf](https://www.sas.com/content/dam/SAS/en_us/doc/other1/csr-107835.pdf)

**UN Global Compact**, an organization of which SAS is a member, as

<http://www.unglobalcompact.org/>

As an IT provider, SAS does not operate within an industry where modern slavery is prevalent, nevertheless SAS is committed to taking steps to minimise any potential risks not only within its own business but its supply chain.

### **Zero Tolerance**

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. SAS has a zero tolerance approach to any form of modern slavery. SAS is committed to acting ethically and with integrity and transparency in all its business dealings and in its dealing with other organizations. SAS has a dedicated compliance team involving contributions from across the groups' operational divisions including Finance, Legal, Human Resources and Sales.

### **Suppliers**

SAS is committed to working with its suppliers to build greater transparency within its supply chains. SAS commits to acting ethically and expects the same from those with whom it does business. As part of its contracting process, SAS requires its suppliers to commit to comply with applicable laws and regulations, as well as SAS' policies.

### **SAS Policies**

SAS maintains a number of internal policies to ensure that it conducts business in an ethical and transparent manner. These include:

1. Recruitment Policy: SAS operates a robust recruitment policy, including conducting eligibility to work in the UK, checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing Policy: SAS operates a whistleblowing policy so that employees know that they can raise concerns about how colleagues are being treated, or practices within SAS' business, without fear of reprisals
3. Code of Ethics: This code explains the manner in which SAS behaves as an organisation and how it expects its employees and suppliers to act.
4. Procurement Policy: Among the procurement objectives upon which SAS chooses its suppliers are legality, accountability, and auditability. By using a wide range of best practices, tools and policies, SAS ensures that its supply chain remains strong and that it identifies the best fit for all procurement needs and objectives.

#### **Due Diligence and Further Steps.**

SAS has completed its assessment of its UK supply chain, to determine which suppliers will be considered low risk of engaging in forced labour, and those which are considered high risk. Subsequently SAS has amended its standard terms and conditions and contracting agreements to introduce specific requirements to ensure that its suppliers comply with their obligations under the Modern Slavery Act. As part of a wider UK procurement programme review, SAS continues to develop a comprehensive programme which addresses the risks of slavery and human trafficking both internally and beyond its direct suppliers by, for example, implementing a procurement policy for suppliers in the supply chain, providing training to SAS employees on the risks in the supply chain and business, conducting more risk assessments annually, and revisiting supply chain due diligence. SAS also continues to look at internal audits against the steps taken and other potential methods to measure the effectiveness of its efforts in this regard.

#### **APPROVED**

This joint statement has been approved by the board of directors of SAS UK and SAS Ireland and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes their slavery and human trafficking statements for the financial year ending 31 December 2019.