



2017
CSR

Corporate Social
Responsibility

ssas
THE POWER TO KNOW®

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At SAS, we believe in connecting analytics and advocacy to make the world a better place. This commitment to corporate social innovation weaves through everything we do, including our work with organizations to address economic, social and environmental issues. As a socially responsible business and a good corporate citizen, we have a history of treating employees well, giving back through education and safeguarding the planet. We also encourage employees and customers to develop novel solutions with a social purpose to inspire positive change. In fact, SAS was recognized on Fortune magazine's list of companies that "[Change the World](#)" in 2017.

To help make a difference in the world, we use our analytics to benefit humanity. In 2017, we launched GatherIQ™ - a crowdsourcing initiative that brings together volunteers to solve social challenges. This mobile app connects nonprofits, partners and SAS to support important causes and solve pressing problems through data and analytics. People in more than 70 countries have downloaded this app to gain better understanding of how data can contribute to discovering solutions

As part of the [Data for Good](#) movement, we help organizations use data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. From tackling opioid addiction and safeguarding vulnerable children to protecting fragile species through enhancing conservation efforts, SAS is actively changing lives through our software, knowledge and expertise.

The cornerstone of our philanthropic efforts is education. We believe education can change what's possible by empowering each new generation. SAS supports global education initiatives that promote learning and literacy for all, foster STEM skills and build diversity in the workforce pipeline.

This commitment to education is a natural extension of where we came from and what we do. We support early learning and literacy so that children have a strong foundation on which to build their futures. We also focus efforts on STEM education, putting young learners on paths to greater opportunities. For P-12, SAS offers free digital tools, resources and apps through Curriculum Pathways®, which is used by more than 3.5 million

teachers and learners around the world. It includes CodeSnaps, an engaging and interactive app that teaches students coding fundamentals using Sphero robots and tablets. In higher education, we partner with colleges and universities around the world to prepare more graduates to succeed in analytics and data science careers. We also offer free and low-cost SAS® software and training for students of all ages.

The desire to contribute to the greater good begins by taking care of our employees. We continue to set international standards for building a workplace that helps them balance career and personal life. By caring for our employees, they remain motivated, creative and loyal, which directly contributes to our ability to innovate and create software to address growing trends such as AI and IoT. SAS also makes it a priority to promote an environment where varied perspectives are encouraged. This past fall, I signed the [CEO Action for Diversity and Inclusion](#) – the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. To further demonstrate this ongoing commitment, SAS also established a Diversity and Inclusion initiative to enhance areas where we've made strides and expand to new horizons. Everyone is encouraged to express their ideas, and everyone knows that they will be respected for their unique contributions and abilities.

When it comes to protecting the larger global community, our company operations are based on environmentally friendly practices. From energy conservation and solar projects to “green” buildings, waste reduction and recycling, SAS continues to reduce [its environmental footprint](#). A sample of new projects in 2017 includes pioneering “smart campus” technology at our headquarters to better understand and lower energy consumption, installing beehives to help boost urban bee populations, and achieving LEED certification for 78 percent of all office and data center spaces on campus. We also added 6 percent capacity to our solar farms, which will increase production from 3.8 million to more than 4 million kilowatt hours annually.

Our growth for more than 40 years proves that caring for our people, our planet and our communities is the right way to do business. Along with our forward-thinking technology, our CSR commitment continues to evolve and expand through social innovation initiatives aimed at making a positive impact on the world – and ultimately a brighter future for all.

Sincerely,

Jim Goodnight
CEO of SAS





1 Governance & Management

Ethics, compliance and continuity of business

SAS is committed to high ethical standards in its dealings with colleagues, customers, suppliers and competitors. Robust regulatory compliance practices ensure that SAS conducts business in an honest, respectful, fair and safe manner. Guided by the company's Code of Ethics, SAS' compliance practices have earned the company its exceptional reputation as an ethical and responsible employer and business partner. SAS is also committed to building long-term relationships with both direct and indirect suppliers. There are a wide range of best practices to ensure the supply chain remains strong and the company is identifying the best fit for all procurement needs. Continuity of business is paramount as well, with a focus on corporate governance, information security and corporate social responsibility.



1.1 Governance Structure

SAS is the leader in business analytics software and services. SAS is committed to employing high ethical standards in its dealings with colleagues, customers, suppliers and competitors. Maintaining the great workplace at SAS requires a moral commitment and accountability across all departments, positions and countries.

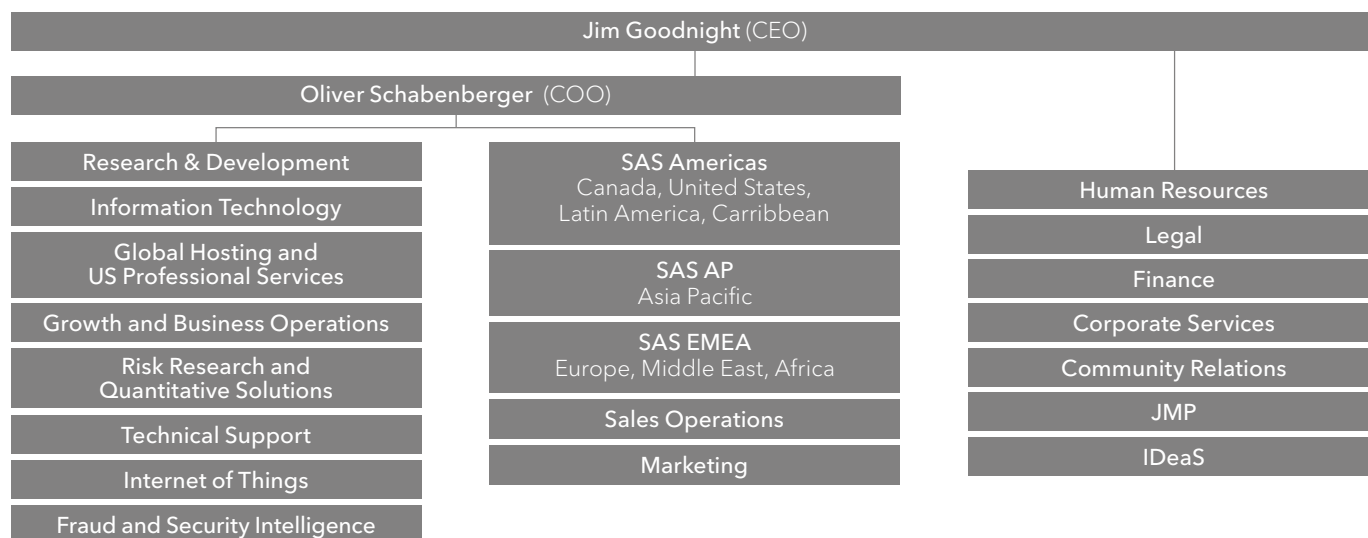
Company Profile

SAS Institute Inc. is a North Carolina corporation that has been privately held since its inception in 1976. Headquartered in Cary, NC, the company operates through functional divisions that include Worldwide Marketing, Sales, Research and Development, Finance, Legal and Corporate Services. SAS delivers software and related services to customers throughout the world. Sales activities are conducted primarily through SAS Institute Inc. and its controlled sales subsidiaries in nearly 150 countries. The sales subsidiary entities are grouped into three regional sales divisions: the Americas; Europe, Middle East and Africa (EMEA); and Asia Pacific.

SAS' global corporate organization, including our parent company, SAS Institute Inc., and a group of operating subsidiaries, provides software and services to customers in various geographic regions around the world. The Americas, EMEA and Asia Pacific regions comprise approximately 50 standalone operating subsidiaries. Additional subsidiaries in the EMEA and Asia Pacific regions are dedicated to research and development activities. Together with several representative and branch offices of these subsidiaries, SAS maintains a corporate presence in 59 international jurisdictions.

Industries served

		
Automotive	Health Care	Media
		
Banking	Health Insurance	Energy & Utilities
		
Capital Markets	Education	Higher Education
		
Retail	Communications	Hotels
		
Consumer Goods	Insurance	Sports
		
Defense & Security	Life Sciences	Travel & Transportation
		
Government	Manufacturing	



CEO Jim Goodnight and co-founder and Executive Vice President John Sall constitute the board of directors of SAS Institute Inc. They also serve as executive officers, overseeing corporate performance and investment decisions across environmental, social and economic interests. Goodnight and Sall are the company's principal shareholders.

Employee rights, including employment-based compliance issues, are managed through SAS' Human Resources Division under the direction of the executive vice president and chief human resources officer. The Ethics and Compliance group in the SAS Legal Division, overseen by the vice president and general counsel for ethics and compliance, manages other compliance responsibilities, including anti-corruption, privacy, trade, lobbying, gifts and anti-aggression laws. Environmental conservation is managed through the Facilities group in the Corporate Services Division.

Corporate Social Responsibility Governance

SAS maintains a Corporate Social Responsibility (CSR) Task Force comprising employees across business functions, including internal communications, legal, facilities, marketing and external communications. This group meets bimonthly to advance annual goals and priorities, and to address topics related to sustainability throughout the year. The group's function is to ensure the integration of corporate social responsibility efforts across the business. This team works closely with various departments and communicates with SAS executive leadership to ensure that CSR policies and initiatives are considered in all aspects of the business.

Public Policy

SAS also actively engages in public policy discussions, particularly related to the role of technologies in solving larger societal

issues that challenge local, state, federal and international agencies. These challenges include delivering better and safer health care while minimizing fraud, waste and abuse; ensuring that vulnerable children receive appropriate government services, including quality pre-K through third-grade education; providing better stewardship of taxpayer resources with greater government accountability; and helping governments make better use of their data assets to fulfill their missions, such as helping detect terrorist financing and money laundering schemes. SAS actively engages in public policy discussions to help protect the valuable intellectual property resources that are the underpinning of its business. SAS also engages in discussions with legislators and regulators worldwide to help shape laws and policies that affect the handling of data, including discussions related to data protection and data security. Recently, SAS has begun to engage policymakers to help educate them as to the role and benefits of artificial intelligence, with an end to shaping a workable regulatory framework that encourages its use. Additionally, SAS engages with policymakers to enable reasonable rules to promote digital trade, and to ensure fair tax rules for organizations of all types.

SAS abides by political contribution laws and prohibits the use of corporate funds for political contributions to individual candidates. Corporate contributions may be made to political parties or national or state political party organizations if approved through established procedures. SAS records and reports all corporate political contributions in accordance with applicable local laws.

SAS complies with relevant lobbying laws in its operations. Lobbyist registrations and disclosure reports are filed by SAS on a regular and timely basis.



1.2 Ethics and Regulatory Compliance

Robust regulatory compliance and training practices ensure that SAS conducts business in an honest, respectful, fair and safe manner. Guided by the [Code of Ethics](#), SAS' compliance practices have earned the company its valued reputation as an ethical and responsible employer and business partner. SAS is committed to maintaining this reputation and conducting all aspects of the business in a way that promotes and reflects ethical practices. SAS compliance programs use training, policies, processes and audits to ensure compliance in areas such as anti-corruption, international trade and privacy.

SAS is committed to demonstrating honesty, fairness and accountability in every decision and action, including each interaction with employees, customers, suppliers and competitors. The SAS Code of Ethics helps the company define and maintain high standards for respect, honesty, fairness and accountability. This SAS Code of Ethics applies to every employee - at every subsidiary and in every region - as well as all members of the board of directors, officers appointed by the board of directors and agents. Failure to comply with the SAS Code of Ethics or other applicable policies can result in disciplinary action, up to and including termination.

The internal version of SAS' Code of Ethics, which includes links to SAS policies and procedures, serves as a central reference for employees to respond to situations in an ethical manner consistent with SAS standards. The external version of the Code of Ethics is available as part of this report and demonstrates SAS' values to customers, suppliers and other stakeholders.

SAS' Code of Ethics is available to all employees on the company's intranet, and is periodically advertised by the company's internal communications program.

2017 Data

SAS 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.

Training

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. SAS provides this training to equip all employees to make the right choices when ethical and regulatory challenges arise.

Online training was developed under the management and oversight of the vice president and general counsel for ethics and compliance, with input from many departments across SAS, and with ultimate approval by the chief legal officer. All global training courses developed since 2012 are available in English, simplified Chinese, French, German, Italian, Japanese, Portuguese and Spanish.

How SAS monitors completion and renewal of training varies, depending on relevant policies, strategies, trainings and codes. Online training completions are tracked by the third-party

vendor that helped to create them and are monitored by the Ethics and Compliance group. Automated reminders are sent to those who have not completed training as the deadline approaches, and managers are contacted as trainings become overdue. All new employees and certain contract workers are required to take some or all of the following training:

- Code of Ethics.
- Information Security.
- Export Controls Awareness.
- Workplace Respect.
- Global Anti-Corruption.
- Privacy and Data Protection for Global Companies.

In addition, all employees are required to take annual refresher ethics training.

SAS provides specialized training for personnel as needed. For example, certain California and India employees take additional anti-sexual harassment training as required by law.

In-person, targeted compliance training is conducted periodically. These courses are developed by the Ethics and Compliance group in the Legal Division with input from the relevant functional business units. For example, in 2017, SAS conducted anti-corruption training for government sales and marketing groups, privacy training for IT staff, export training for federal government sales and services, and HIPAA training for employees interacting with data in the company's health care center or associated with its health care industry solutions.

Employee Feedback

Employees are responsible for appropriately communicating concerns regarding suspected unethical or illegal conduct to a supervisor, Human Resources or the Legal Division. Specific procedures for reporting concerns are displayed on the Legal Division's internal website. Employees may submit comments to SAS Ethics and Compliance via email, telephone or an anonymous online form.

SAS does not retaliate against anyone who reports suspected violations in good faith. All reports of misconduct are investigated in a timely fashion. Unless the complaining individual chooses to remain anonymous, he or she receives feedback on the results of the investigation, to the extent allowed by applicable law.

2017 Data

100 percent of complaints to SAS Ethics and Compliance were investigated and addressed as needed.

Anti-Corruption

SAS has an anti-corruption program to provide training and monitoring across the company. This program includes an online anti-corruption course for all new employees and certain third parties, and in-person, targeted training for sales, marketing, finance and other affected groups. In addition, SAS has implemented gift, marketing event, "revolving door," conflict of interest, lobbying, and donation policies - as well as review procedures - to comply with applicable laws and customer requirements. These documents are available to all employees on the Ethics and Compliance internal website.

SAS conducts advance and ongoing due diligence on subcontractors, partners and other third parties to verify their reputability and identify and mitigate anti-corruption risks. SAS also contractually requires that its subcontractors comply with the principles set forth in its Code of Ethics, including anti-bribery provisions. SAS also conducts audits and transaction-specific due diligence measures to support compliance in high-risk transactions.

Export Controls

SAS maintains an export management system complete with product licensing and screening processes that include checking employees, customers and suppliers against the Office of Foreign Asset Control (OFAC) Specially Designated Nationals and Blocked Persons list and certain other government lists of prohibited parties. SAS also files regular and timely anti-boycott reports as required by US law.

SAS classifies its products according to US export laws and makes such classifications available to its customers at the [SAS Current Export Designation Information](#) page.

Privacy

The Ethics and Compliance group in the SAS Legal Division works to ensure that SAS' use of personal data complies with applicable laws, SAS policies and customer expectations. SAS Global Information Security establishes processes and deploys technologies to protect the confidentiality, availability and integrity of data in the custody or control of SAS.

These groups work closely together to manage data privacy issues and security by, among other things, establishing information governance policies, standards, guidelines and processes based on regulations, business needs and industry best practices. Periodic privacy and security-related assessments and compliance reviews include privacy impact assessments for newly developed or modified applications that may affect individual privacy interests, and for any new or significantly modified uses of personal data that may affect those interests.

The Ethics and Compliance group also takes a leadership role with the SAS Privacy Champions Network, a cross-functional, global network of employees who are on the “front lines” of privacy and SAS’ handling of personal data on a daily basis. The Ethics and Compliance group ensures that timely and accurate privacy guidance is distributed through the network, and responds to concerns identified in the field by network members. Throughout 2017, SAS was actively taking steps to prepare for the General Data Protection Regulation (GDPR) in 2018.

The Ethics and Compliance group ensures that SAS’ externally posted privacy statement accurately reflects its information collection and use practices with respect to external parties.

SAS’ privacy statement is global, covering SAS US and its foreign subsidiaries and other business units. Translated versions of the privacy statement with country-specific requirements are linked to the English version.

SAS requires all its employees and certain categories of contractors to complete training on privacy and information security. SAS Global Information Security publishes a monthly information security awareness newsletter to inform employees about information security and privacy issues.





1.3 Supply Chain

SAS strives to build long-term relationships with both direct and indirect suppliers. A wide range of best practices, tools and policies are used to ensure that the supply chain remains strong and the company is identifying the best fit for all procurement needs. Direct suppliers provide products or services used in creating the products and services SAS sells. These include software, software as a service, hardware, consultants and IT infrastructure. Indirect suppliers in areas such as food services, legal and accounting, real estate, facilities services and travel provide support for operating the business. SAS places a priority on contracting with local suppliers when it makes sense for the company.

SAS uses mechanisms such as service level agreements, key performance indicators, benchmarking and supplier relationship management to monitor and manage suppliers' results. Suppliers are subject to ongoing anti-corruption due diligence, which – proportionate to the level of the supplier's business and risks presented – screens prospective suppliers and relevant or high-risk individuals within those organizations.

The company also has an advance due diligence process for suppliers who assist in sales efforts and potential acquisitions. The process involves investigation of the supplier at levels that are proportionate to the risks presented by the supplier, including investigating the supplier's background, qualifications, conflicts of interest, financial condition and history of regulatory violations.

SAS has confirmed via supply chain due diligence that no conflict minerals are necessary to the functionality or production of any product manufactured by or contracted for manufacture by SAS.

The supply chain compliance program also consists of contractual requirements for anti-corruption and ethics rules for all contractors and consultants. SAS also conducts in-person and online training, expense record and expenditure reviews, audits, and global outreach through organizations such as the UN Global Compact. SAS voluntarily provides supply chain information for the Carbon Disclosure Project (CDP) and Great Place to Work.

SAS uses competitive bidding to help ensure competition and fairness in the marketplace for suppliers. SAS' request for proposal form emphasizes the importance of corporate social responsibility, including environmental stewardship and promotion of supplier diversity. Additionally, if the bidder is not a diverse company, it must provide a statement regarding its active supplier diversity programs or opportunities it has to subcontract to diverse suppliers.

2017 Data

Beginning in 2017, the Strategic Sourcing and Procurement Department requires adherence to the [SAS Supplier Code of Conduct](#) in SAS' standard vendor agreements and purchase orders.

Supplier Diversity

As part of the Corporate Services Division, the Manager of Supplier Diversity is responsible for the supplier diversity process, which includes:

- Reviewing RFPs and contracts and responding to customers with diversity requirements.
- Preparing and providing diversity spending reports to customers.
- Providing information and access to SAS' procurement opportunities by supporting and conducting various diversity activities and events (e.g., sponsorships, education and attendance).
- Providing internal training to buyers and stakeholders regarding the importance and value of providing access to and utilization of diverse suppliers and small businesses.

By developing and maintaining effective relationships with suppliers, the company aims to create value throughout the life of each contract based upon economy, quality, environmental preservation and social values. SAS is a member of the National Minority Supplier Development Council, the Women's Business Center of North Carolina and the North Carolina Veterans Business Association. SAS is also represented on the boards of various minority supplier development councils and economic development initiatives. Two examples include the North Carolina Governor's Working Group for Veterans, Service Members and Their Families; and the North Carolina Governor's Advisory Council for Small and Historically Underutilized Businesses.

SAS' supplier diversity program has continually earned accolades and service awards, such as the "2017 Partner of the Year" recognition from the Women's Business Center of North Carolina.

Supplier Diversity Policy Statement

SAS customers represent a wide range of industries, people and locations - and the company seeks this same level of diversity in its supplier community. Unlike a typical manufacturing environment, the creation of SAS products does not require purchasing materials or component parts, but rather relies on a highly skilled staff of technical professionals. SAS complies with federal laws and regulations that prohibit discrimination in employment based on race, color, religion, gender, national origin, age, disability or veteran status.

As a federal contractor, SAS complies with Executive Order 11246, as amended, and the implementing rules and regulations of the Office of Federal Contract Compliance,

Vietnam Era Veterans' Readjustment Assistance Act of 1974, and the Rehabilitation Act of 1973.

In the area of professional services offered to its customers, SAS provides small business concerns owned and controlled by socially and economically disadvantaged individuals, and woman-owned small businesses, the opportunity to participate in the subcontracts it awards to the maximum practicable extent, consistent with efficient performance of the contract.

Regarding the procurement of goods and services to support corporate operations, SAS continually seeks ways to make business opportunities available to small businesses and businesses that are:

- Minority-owned.
- Woman-owned.
- Disabled-owned.
- HUB Zone-certified.
- Veteran- or service-disabled veteran-owned.

SAS encourages diverse businesses interested in more information about potential working opportunities and relationships to email supplierdiversity@sas.com.

Suppliers and the Environment

The environmental impact of business activities extends beyond the SAS campus and work spaces to the entire supply chain, from suppliers to distribution channels to product use. The Environmental Management Program researches ways to incorporate corporate social responsibility into procurement efforts and reduce the environmental impact of supply chain processes. To accomplish this, SAS:

- Strongly encourages employees to give consideration and preference to suppliers with environmental practices and programs.
- Promotes the adoption of environmental principles by contractors and suppliers, encouraging or requiring improvements.
- Completes the annual CDP supply chain questionnaire.
- Makes extensive use of green products, such as environmentally friendly cleaning supplies and low-emissions paints and products for campus buildings. The procurement teams routinely assist with finding the most efficient and Earth-friendly options.

- Maximizes investments by eliminating unnecessary purchases, extending the life of assets through repurposing and reselling outdated equipment to employees as well as donating materials to educational institutions. Only then are materials processed for responsible recycling.

As a software company, SAS has limited risks and concerns in regard to raw materials, hazardous wastes and supplier practices. Because the primary input to SAS products is intellectual property, SAS does not currently collect data on GHG emissions and climate change strategy from suppliers.

2017 Data

SAS continued to research options for incorporating corporate social responsibility elements into procurement processes and reducing environmental impact of supply chain processes.

As in years past, SAS completed its annual CDP supply chain questionnaire related to greenhouse gas emissions inventory and related climate change management. SAS achieved an overall CDP performance score of B-. The average performance score for more than 3,300 supplier responses was C-.





Download section
1.4 Continuity of Business



1.4 Continuity of Business

At SAS, continuity of business (COB) is an important global corporate initiative, addressing threats or hazards that may affect employees and customers and disrupt business operations. COB planning supports corporate governance, information security and corporate social responsibility.

SAS is a business partner that customers can entrust with the viability of their operations because of the company's ability to continue critical customer-facing services and core operations.

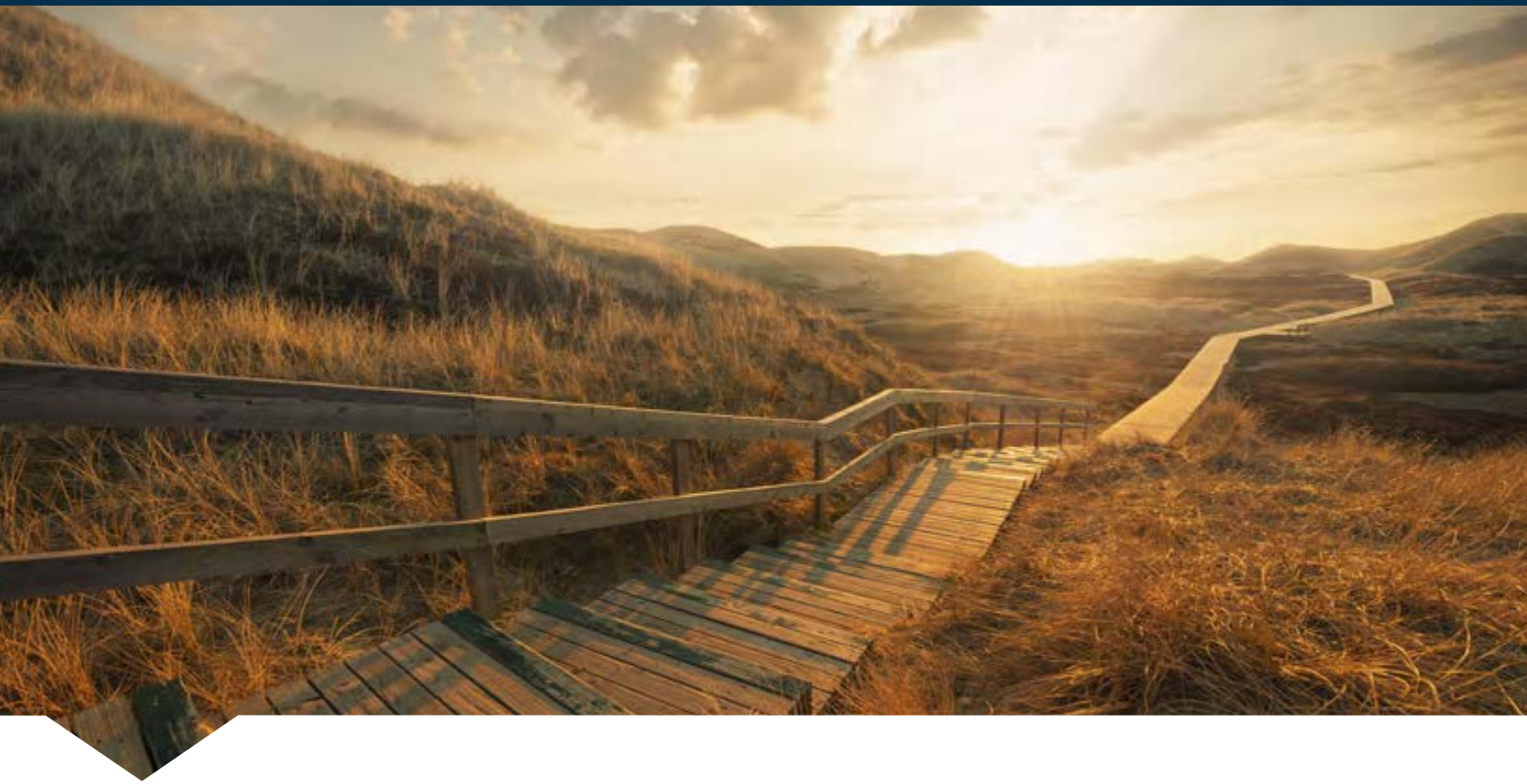
SAS' COB initiative involves response/recovery and business resumption teams from across the organization. These teams work together proactively to develop resilience and mitigation strategies and - in the event of a business disruption - coordinate to return the business to normal operations.

SAS' global business continuity program goals are to:

- Avoid and minimize business interruptions through greater awareness and risk management.
- Prepare employees to know what to do in a crisis.

- Provide timely communications between local offices and SAS world headquarters.
- Put plans in place to recover SAS' most critical, customer supporting, business operations. This includes annual qualification of key partner and supplier dependencies to support strategies for continued operations.
- Develop resumption strategies, such as providing support to customers from another office until the affected office can resume normal operations.

Through business continuity planning, SAS exercises operational controls to improve organizational resilience. This supports the company's commitment to meet the expectations of its customers in an increasingly risk-conscious regulatory environment. More information on SAS' COB program can be found in the [Continuity of Business white paper](#) (PDF).



2 Environmental Program

Protecting the environment for a brighter future

SAS reduces its environmental footprint with ongoing programs focused on energy conservation and solar projects, emissions management, pollution mitigation, water conservation, waste reduction and recycling, procurement and green building. View [environmental performance reports](#) using SAS® Visual Analytics to see how SAS uses its own software to collect, manage, calculate and report its global environmental footprint. Top 2017 achievements:

- Energy consumption decreased by 7.7 percent and related emissions were reduced by 4.5 percent despite a 1 percent increase in office space and staff growth of 2.2 percent.
- Energy use intensity for office buildings decreased 3.1 percent to 15.4 kWh per square foot.
- Energy consumption in SAS data centers decreased 1.9 percent despite a 43 percent increase in servers.
- Increased overall solar capacity by 140kW and generated 3.5 million kWh of clean, renewably sourced energy from rooftop and ground-mounted solar systems.
- Diverted 56.1 percent of operational and construction waste from landfills globally.
- Achieved LEED® Gold level certification for SAS' largest office building and data center at its world headquarters. All SAS HQ office buildings and data centers built in the last 25 years are now LEED certified.
- Reduced paper use per employee from 1,067 sheets to 939 – a 12 percent decrease from 2016 and almost a 65 percent reduction since 2009.
- Continued support for plug-in electric vehicles by increasing the number of free workplace charging stations to 94 globally.



2.1 Environmental Governance

SAS' sustainability performance is reviewed by executive leadership to provide guidance on conducting global operations in a sustainable manner.

Implementing environmental strategies is largely the domain of the SAS Corporate Services Division Environmental Management Program. The program facilitates environmental efforts at company headquarters in the US, collects and reports key environmental indicators for global operations, and provides guidance and support to offices worldwide. Offices around the globe have personnel who manage site-specific environmental initiatives.

Members of the Environmental Management Program are part of the CSR Task Force that meets regularly to address environmental and social responsibility initiatives throughout SAS' business operations.

Environmental Policy

SAS is an active and committed partner in communities where employees live, work and conduct business. SAS recognizes that environmental responsibility is a continuous effort that requires prudent use and preservation of natural resources. The company encourages its business operations around the world to minimize environmental impacts by exceeding all

environmental regulations. To accomplish this, all employees are asked to adhere to the company's environmental mandates, integrate environmentally responsible practices, and seek innovative solutions to optimize operational efficiencies.

Environmental Mandates

The following corporate mandates provide guidance for adhering to policy and establishing priorities for environmental initiatives.

- Corporate priority. Establish policies, programs and practices for conducting operations in an environmentally sound manner.
- Integrated management. Integrate environmental policies, programs and practices into all functions, business units and global offices.
- Continual improvement. Continue to raise the bar on performance, aligning with technological developments, scientific understanding and stakeholder expectations.
- Employee education. Educate, train and motivate employees to conduct activities in an environmentally responsible manner.

- **Assessment.** Conduct impact assessments before starting a new activity or project and before decommissioning a facility or leaving a site.
- **Products and services.** Provide products or services that have no undue environmental impact throughout the product life cycle – from development to delivery, use and disposal.
- **Customer support.** Advise and educate customers, distributors and the public in the safe and environmentally responsible use, transportation, storage and disposal of SAS® products.
- **Facilities and operations.** Develop, design and operate facilities and conduct activities with continual consideration for minimizing resource consumption, adverse environmental impact and waste.
- **Research.** Conduct or support research on the environmental impacts of SAS activities and how to minimize adverse impacts.
- **Contractors and suppliers.** Promote these principles to SAS contractors and suppliers, encouraging and (where appropriate) requiring improvements.

Precautionary Approach

SAS supports a precautionary approach to minimizing anthropogenic impacts from business operations.

This aligns with SAS' philosophy in five meaningful ways:

1. To ensure business operations do not expose the public and environment to harm.
2. To comply with environmental regulations.
3. To encourage the development and diffusion of environmentally friendly technologies.
4. To promote environmental awareness via increased transparency and access to meaningful data so analytics can be used to make intelligent and responsible decisions.
5. To show that environmental responsibility is not just about goodwill; it makes good business sense.

ISO Compliance

The Environmental Management Program applies best practice ISO 14001 Environmental Management System processes and structure to include:

- Using SAS software solutions and other tools to measure and improve environmental performance.
- Ensuring environmental affairs are addressed by executive management.
- Addressing immediate and long-term impacts of products, services and processes on the environment.
- Providing global direction about addressing environmental concerns through the allocation of resources, assignment of responsibility, and ongoing evaluation of practices, procedures and processes.
- Enabling continual improvement of environmental processes.

SAS uses its own technology to measure and analyze the performance of its sustainability initiatives. SAS software calculates the company's global carbon footprint and the impacts of business processes and mitigation initiatives. SAS solutions support the application of global standards such as the Greenhouse Gas Protocol and the Global Reporting Initiative.





2.2 Energy and Emissions

SAS' Environmental Management Program assigns top priority to minimizing energy consumption and related emissions from its operations. The energy and emissions management program includes energy sourcing, conservation and generation, policy compliance, and employee education and engagement.

SAS® software improves processes for collecting, understanding and managing energy and emissions requirements for facilities worldwide, increasing the ability to report and proactively influence consumption trends. The program uses SAS software to identify reduction strategies, develop and monitor performance indicators, understand relationships between measures, determine initiatives with the greatest effect, and communicate strategy, goals and objectives to facilitate execution. Click [here](#) to access dynamic environmental reporting using SAS Visual Analytics.

Key energy and emissions mitigation initiatives include calculating and reporting global carbon footprint, building and maintaining facilities to LEED® guidelines, investing in renewable energy, pursuing new, energy-efficient technologies for operating buildings and data centers, and proactively maintaining SAS-owned facilities to the highest efficiency standards.

SAS also partnered with organizations such as [The Smart Cities Council](#), [Envision America](#) and the [Research Triangle Region Cleantech Cluster \(RTCC\)](#) to help municipalities become smarter by harnessing the explosion of data sourced from connected devices, social media and the Internet of Things (IoT). Increasing the understanding of innovative and environmentally friendly technologies will help improve efficiencies, reduce costs, identify opportunities and mitigate the impacts of climate change.

Emissions Management and Emissions Mitigation

SAS decreased energy consumption by 7.7 percent in 2017, despite a 1 percent increase in office space, staff growth of 2.2 percent and rapidly expanding data center operations to satisfy growing customer demand for computing and storage solutions.

Building on its corporate sustainability leadership and IoT technology prowess, SAS took steps to establish a "[smart campus](#)" at its Cary, NC, headquarters. Through SAS' advanced, real-time analytics, the smart campus project will improve energy usage while proactively monitoring equipment performance to boost operational longevity. Starting with a handful of buildings, two on-site solar farms, and select waste

containers, the project will eventually span across most of the 24 buildings on campus. By using analytics to help SAS operate more efficiently and identify ways to make improvements on campus, the company can pass on the firsthand insight of products and best practices to customers for their smart city-related initiatives.

2017 Data

- SAS' environmental footprint was mitigated by ongoing investment in energy-efficient technologies, smart energy sensors, solar, retro-commissioning of primary office buildings, and adoption of LEED best practices.
- Energy efficiency gains from office buildings (35,661 gigajoules) and data centers (2,345 gigajoules) offset headcount and facility growth in 2017.
- Global scope 1 and scope 2 emissions decreased 4.5 percent.
- Global scope 3 emissions from commercial air travel decreased 4 percent, from 18,685 to 17,950 t CO₂e.
- Two primary office buildings at SAS headquarters have more than 300 wireless energy sensors as part of a smart campus initiative to improve access to interval energy data in older SAS buildings.
- SAS achieved LEED Gold certification for its largest office building and data center at its world headquarters. SAS currently has 10 LEED certified buildings globally.
- Use of renewable energy remains a priority for SAS as an integral part of a strategy to reduce emissions. In 2017, SAS renewable energy generation totaled more than 3.5 million kWh.
- SAS continued support for plug-in electric vehicles by providing charging stations with free electricity and premium parking for employees and visitors. SAS now has 94 electric vehicle charging stations with plans for more in 2018.
- SAS offices in France, Netherlands, Spain and the United Kingdom moved to LED lighting for greater efficiency.

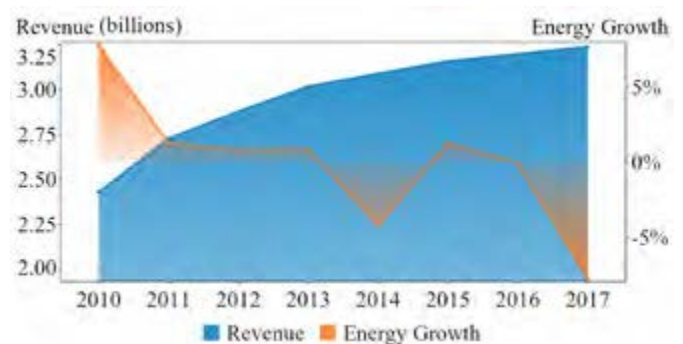
In 2017, 78 percent of SAS energy consumption was sourced from electricity suppliers and on-site solar generation. Approximately 28 percent was used for building heating, ventilation and cooling.

Energy Efficiency

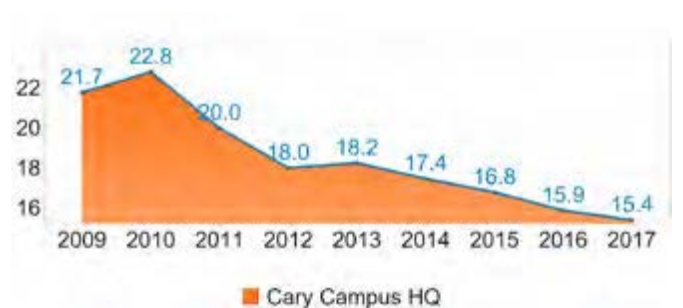
SAS analyzes operational data to optimize development and delivery of its products and services to customers. The efficiency chart below highlights a sustainable trend of decreasing energy growth against increasing revenues.

In 2017, SAS' revenue increased, while overall energy consumption decreased, resulting in a reduced environmental impact for the solutions we provide to our customers.

Revenue vs. Energy Growth



Office Building Energy Use Intensity

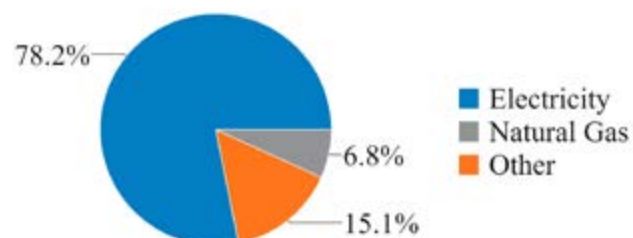


Energy and carbon use intensities for office buildings decreased 3.1 percent. The 15.4 kWh per square foot for 2017 continues a five-year trend decrease of 15.4 percent. Since 2010, the aggregate intensity has decreased 32.5 percent.

Energy Trend (Gigajoules)

Regions	2017	2016	2015
Asia Pacific	30,025	32,993	30,180
Canada	11,646	11,535	9,476
EMEA	87,770	100,770	97,163
Latin America	4,240	4,869	4,188
United States	196,831	216,007	220,416
US Data Center	123,406	125,751	130,914
Total	453,919	491,925	492,337

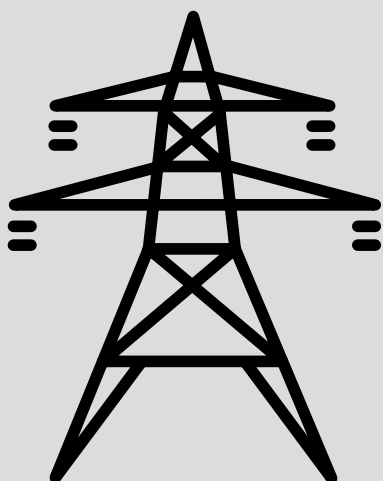
2017 Energy by Type



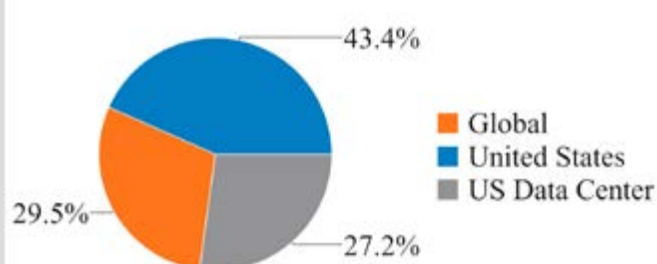
Energy Variance (Gigajoules)

Regions	2017	2016	Variance	Variance %
Asia Pacific	30,025	32,993	-2,967	-9.0%
Canada	11,646	11,535	111	1.0%
EMEA	87,770	100,770	-13,000	-12.9%
Latin America	4,240	4,869	-629	-12.9%
United States	196,831	216,007	-19,176	-8.9%
US Data Center	123,406	125,751	-2,345	-1.9%
Total	453,919	491,925	-38,006	-7.7%

2017 Energy by Source (Gigajoules)



2017 Energy by Region (Gigajoules)



Environmental Surveys

SAS annually completes the CDP and EcoVadis Supply Chain surveys to show our customers how environmental and social responsibility is incorporated across operations. In 2017, SAS achieved an overall CDP performance score of B-. The average performance score for more than 3,300 supplier responses was C-. SAS achieved Silver recognition and is ranked in the top 22 percent of all suppliers on the EcoVadis supplier assessment. SAS is ranked in the top 4 percent of all software companies in the environmental category.

Data Center Operations

Energy for data center operations is the largest contributor to SAS' environmental footprint. This is due to increased demand by customers for energy and data center space to handle additional computing and storage solutions as well as IT globalization. To maintain the support expected by customers, SAS invested in high-efficiency technologies and designs to construct a new, dedicated computing facility at its world headquarters, emphasizing efficiency, flexibility and sustainability.

SAS data center operations regularly achieve an average power usage effectiveness (PUE) of 1.35 or better. A PUE of 2.0 means that for every watt of IT power consumed, an additional watt is consumed to cool and distribute power. Thus a PUE closer to 1.0 indicates greater efficiency.

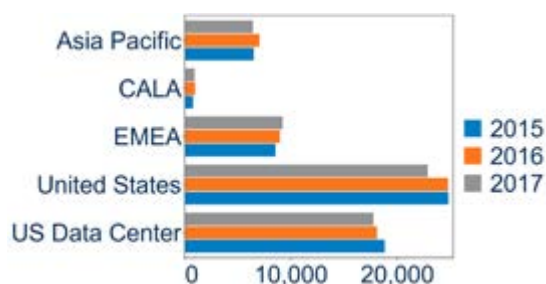
2017 Data

Despite adding 43 percent more servers in 2017, SAS data centers managed to decrease energy consumption by 1.9 percent.

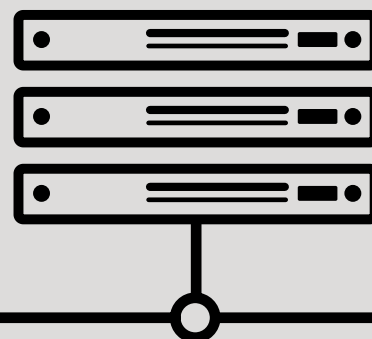
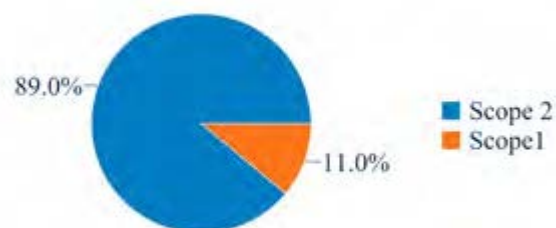
Global Emissions Variance (t CO₂e)

Regions	2017	2016	Variance	Variance %
Asia Pacific	6,479	7,060	-581	-8.2%
Canada	620	614	6	1.0%
EMEA	9,232	9,020	212	2.4%
Latin America	347	403	-57	-14.1%
United States	22,893	24,808	-1,915	-7.7%
US Data Center	17,791	18,129	-338	-1.9%
Total	57,362	60,034	-2,673	-4.5%

Global Emissions (t CO₂e)



2017 Emissions by Scope



Solar and Renewable Energy

Since 2008, when SAS broke the solar energy 1 megawatt barrier for the Southeast US, the capacity of solar installations in North Carolina has grown to 4,308 MW – ranking the state No. 2 nationally. Solar power now accounts for 14 percent of all energy capacity in North Carolina. SAS proved solar was viable, and the community responded.

2017 Data

SAS increased its capacity of solar farms by 140 kW. SAS' nine global solar installations generated 12,727 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 109,000 gigajoules of solar energy – approximately 88 percent was sold to North Carolina utilities in support of the state's Renewable Energy Portfolio Standard.

At a combined 2.3 MW in capacity, SAS' solar farms are located on 12 acres at world headquarters in Cary, NC. The photovoltaic (PV) solar arrays generate 3.8 million kilowatt-hours of clean, renewable energy each year, reducing carbon dioxide emissions by more than 2,000 tons annually – the amount of emissions produced by consuming more than 367,000 gallons of gasoline.

- Solar Farm I (December 2008): 1 MW in capacity, five acres and 5,040 panels; generates 1.6 million kWh of clean renewable energy annually.

- Solar Farm II (July 2010): 1.34 MW in capacity, seven acres and 5,236 panels; generates 2 million kWh of clean renewable energy annually.
- Building C: 405 roof-mounted panels, 74 kW-capacity solar PV system; generates 100,000 kWh of electricity annually.
- Building R: 702 roof-mounted panels, 169 kW-capacity solar PV system; generates 200,000 kWh of electricity annually.
- Building Q: 176 roof-mounted panels, 45 kW-capacity solar PV system; generates 60,000 kWh of electricity annually.
- SAS Sweden: 80 roof-mounted panels, 20 kW-capacity solar PV system; generates 25,000 kWh of electricity annually.
- Building T: 24 roof-mounted 4-by-10-foot solar thermal panels provide hot water for on-site cafeteria.
- Building G: 42 roof-mounted 4-by-10-foot solar thermal panels provide hot water for showers and laundry for the campus gymnasium.
- Building C: Eight roof-mounted 5-by-6-foot evacuated-tube type solar thermal panels produce hot water for on-site cafeteria. The system works in concert with a building HVAC chilled water system and uses additional heat extracted from water-to-water heat pumps.

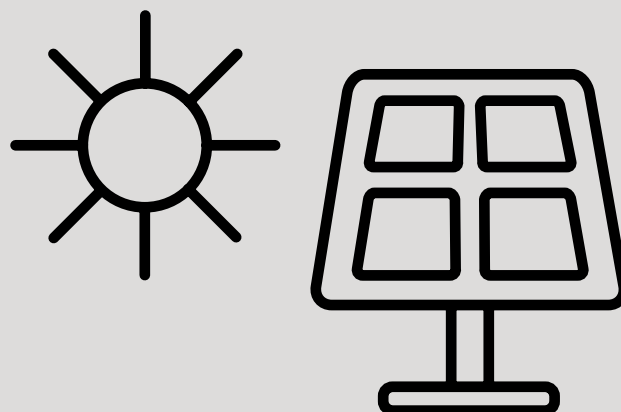
Solar Energy Trend (Gigajoules)

Solar Arrays	2017	2016	2015	2014
Rooftop PV	1,239	1,203	1,194	1,041
Rooftop Thermal	443	457	440	362
Solar Farms	10,969	11,835	11,699	12,184
Total	12,650	13,495	13,333	13,586

Solar Energy Variance (Gigajoules)

Solar Arrays	2016	2017	Variance	Variance %
Rooftop PV	1,203	1,239	36	3%
Rooftop Thermal	457	443	-14	-3%
Solar Farms	11,835	10,969	-867	-7%
Total	13,495	12,650	-845	-6%

All reports are based on actual resource data collected from owned and leased offices, and intensity metrics applied to approximately 21 percent of leased office space that does not have access to actual data. SAS applies the Greenhouse Gas (GHG) Protocol recommended standards and IPCC Fifth Assessment Report (AR5) factors to report emissions inventories under our operational control.





2.3 Landfill Diversion

The SAS Waste Management Program at world headquarters measures and monitors the waste stream, with significant environmental benefits resulting from efforts at individual and local levels. For example:

- SAS provides on-site recycling for aluminum, batteries, cardboard, electronics, magazines, glass, newspaper, pallets, paper, plastic bottles, printer cartridges, scrap metal and more.
- SAS strives for 100 percent e-waste recycling by repurposing equipment for internal use, recycling with responsible vendors and donating to educational institutions.
- Polystyrene-based disposables have been replaced with compostable options.
- Cafeteria food waste is composted and used by SAS landscapers; waste vegetable oil is recycled and converted into biodiesel fuel.
- Online resources reduce paper consumption globally.
- SAS strongly encourages the use of biodegradable and recyclable materials.
- Building construction projects regularly exceed 85 percent waste diversion from landfills.

- Grassroots programs for employees reduce waste and encourage recycling efforts.
- Since 2009, operational waste diverted from landfills has increased from 26 percent to better than 50 percent.

SAS country offices around the world also participate in waste management programs. Some examples include:

- SAS Argentina has an on-site recycling program.
- SAS Brazil has an on-site recycling program, uses biodegradable cups and conducts an electronic waste collection campaign.
- SAS Chile participates in the Recycling to Clean Point program where it hosts recycling centers for paper, Tetra Pak containers, plastic bottles and glass containers.
- SAS France and SAS Netherlands have on-site recycling for employees.
- SAS United Kingdom introduced on-site recycling containers and fully compostable coffee cups.

2017 Data

Globally, SAS disposed of 2,026 metric tons of operational waste, including paper, food, cardboard, composting, aluminum and plastic, and other nonconstruction waste

material. This amount is 1.2 percent, or 25 metric tons, less than 2016.

Highlights from 2017 include:

- SAS diverted 56.1 percent of operational and construction waste (1,729 metric tons) from landfills through recycling and waste management worldwide.
- Construction projects at world headquarters achieved an astounding 79 percent landfill diversion rate on more than 814 metric tons of waste.

- SAS diverted 100 percent of e-waste from landfills by repurposing equipment for internal use, recycling and donating to educational institutions.
- Deployed sensors in dumpsters as part of pilot project at its world headquarters. The goal is to get better data about waste and recycling, eliminate unused dumpsters, reduce pick-up schedules, and ultimately decrease waste management expenses.

Click [here](#) to access dynamic environmental reporting using SAS® Visual Analytics

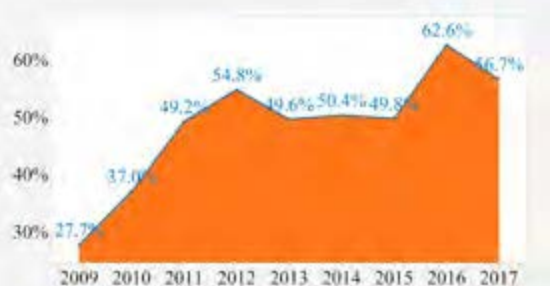
Operational Waste Disposal by Year (Metric Tons)

Region	2017	2016	2015	2014	2013
US	1,151.0	1,181.7	1,194.9	1,277.0	1,563.6
LA	46.0	38.3	49.1	79.7	93.3
EMEA	525.1	539.4	582.2	770.8	818.6
CAN	59.3	63.5	60.7	46.1	66.1
AP	244.5	227.4	277.0	398.1	382.1
Total	2,025.8	2,050.3	2,163.9	2,571.7	2,923.8

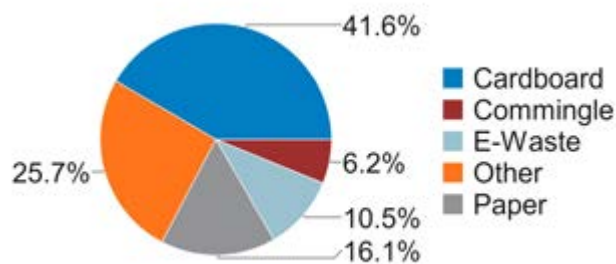
Operational Waste Variance (Metric Tons)

Region	2017	2016	Variance	Variance %
US	1,151.0	1,181.7	-30.7	-2.6%
LA	46.0	38.3	7.7	20.0%
EMEA	525.1	539.4	-14.3	-2.7%
CAN	59.3	63.5	-4.2	-6.6%
AP	244.5	227.4	17.1	7.5%
Total	2,025.8	2,050.3	-24.5	-1.2%

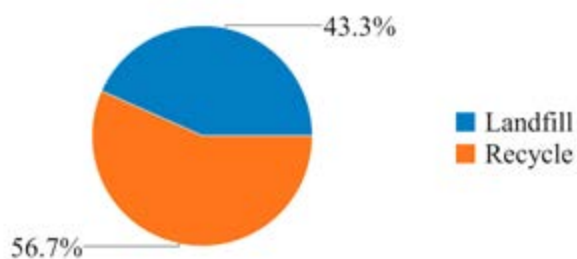
Landfill Diversion Rate Trend



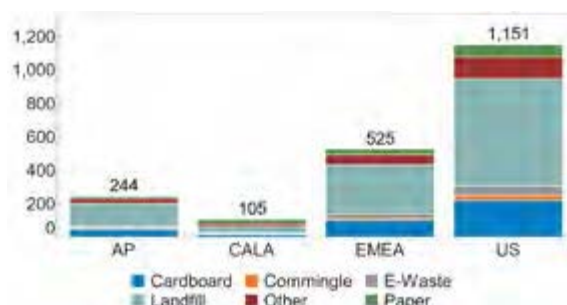
2017 Recycling by Material Type



2017 Landfill and Recycling Rate



Office Building Energy Use Intensity



Paper Consumption

Like most businesses, SAS is dependent on paper products to conduct business operations. SAS embraces the three R's - reduce, reuse and recycle - to help minimize impact of paper consumption:

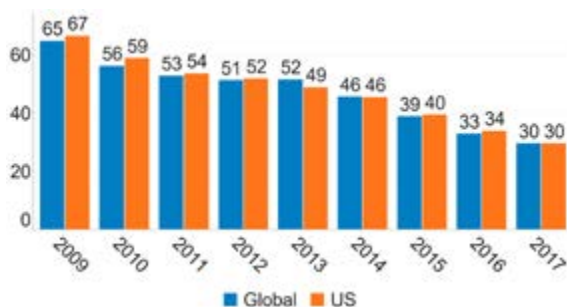
Reduce. SAS has significantly reduced print volumes by delivering less physical media to customers. This includes reducing inventories and increasing efficiencies by using a print-on-demand model; convenient access to online documentation; education and awareness campaigns; and personal choices. Since 2009, the average annual pages of paper used by employees has dropped from 2,631 to 939 - a 64.3 percent

decrease. Globally, SAS used 60 metric tons of paper for printing in 2017. This is 10.4 percent less than 2016.

Reuse. When SAS does print, employees are encouraged to find creative ways to reuse scrap paper. Ideas include using scrap paper for notes, reprinting, packaging material for shipping and on-site composting.

Recycle. SAS recycled 147 metric tons of paper materials in 2017 - 1.4 percent more than 2016. In 2017, the average recycled content for all paper at SAS headquarters is 39 percent.

Paper Use (Metric Tons)



Paper Use (Sheets per Employee)



Hazardous Materials

Water Discharge Management

Preservation of ecosystems in proximity to our operations is standard business practice for SAS and common across all operations. Facilities staff work closely with local water utilities to ensure compliance with all environmental regulations and are trained to manage storm water runoff and pollution prevention. The Neuse River Basin is the primary water source for SAS headquarters and has the greatest risk of impacts from discharges and storm water runoff.

As a software company, SAS does not handle raw materials, conflict minerals, hazardous wastes or related supplies typical of traditional manufacturing. While risks are minimal, SAS places the utmost importance in abiding by industry best practices and governing regulations, including:

- Compliance with all Occupational Safety and Health Administration regulations for handling hazardous materials.
- Plans for the Spill Prevention, Control and Countermeasure rule that meet US Environmental Protection Agency regulations.

2017 Data

SAS did not have any spills of hazardous materials, oil, fuel, waste or chemicals, and did not have any fines for noncompliance with environmental legislation. SAS is very careful to minimize environmental impact as the company continues to grow. The company strictly adheres to environmental regulations.

All reports are based on actual resource data collected from owned and leased offices, and intensity metrics applied to approximately 21 percent of leased office space that does not have access to actual data.



2.4 Water Conservation

SAS' 900-acre headquarters in Cary, NC, and 13 global sites use water for office and data center cooling, cafés, gymnasiums, landscaping and employee consumption. Water conservation is of paramount importance to SAS, with many facilities operating in communities where water shortfalls and water use restrictions are standard. At SAS headquarters, coupling water-saving technologies and practice with increased employee awareness has resulted in significant savings. For example:

- Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63 percent more compared to standard fixtures.
- Rooftop rainwater collection systems capture water for use in bathrooms.
- Cooling towers are replaced with high-efficiency models that use reclaimed water.
- Wastewater options, such as reclaimed and gray water, lower potable water consumption.
- Reducing and customizing irrigation schedules avoids overwatering plants.
- Collecting rainwater in retention ponds and cisterns minimizes stormwater runoff and provides water for landscape irrigation.
- Native and drought-resistant plants and warm-season grasses require less frequent irrigation.
- Timely repair of leaking pipes and the installation of low-flow toilets, shower heads and faucet aerators save at least 1.4 million gallons each year.

2017 Data

SAS water use increased by 3.5 percent in 2017. The 9,758 cubic meter increase was primarily due to expanding the use of reclaimed water in building cooling systems. While the use of reclaimed water requires less energy by utilities to treat it to potable quality, the use of reclaimed water in cooling systems requires additional volumes to maintain operational efficiencies. Additional water increases were due to higher than normal global temperatures.

- Overall building efficiency improvements contributed to a lower employee water use intensity rate of 16.3 gallons per square foot – a 1 percent improvement from 2016.
- Returned 46 percent (116,952 cubic meters) of municipal water for treatment by local utilities.
- Completed pilot project to test the use of sphagnum moss as a water treatment option in building cooling towers. The data indicated this solution improved overall water quality, increased equipment efficiency, removed corrosive organic material, reduced potable water consumption, and minimized the need for chemical treatments.

Click [here](#) to access dynamic environmental reporting using SAS® Visual Analytics

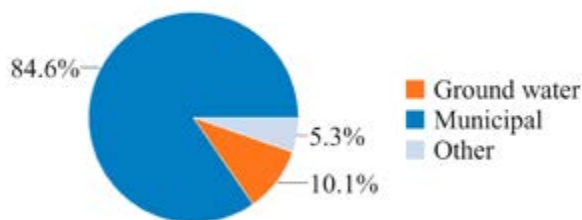
Water Trend (Cubic Meters)

Region	2017	2016	2015
AP	18,838	16,937	17,930
CAN	5,599	5,170	5,154
EMEA	56,953	52,784	52,962
LA	2,812	2,488	2,479
US	202,569	199,633	219,761
Total	286,770	277,013	298,286

Water Variance (Cubic Meters)

Region	2017	2016	Variance	Variance %
AP	18,838	16,937	1,901	11.2%
CAN	5,599	5,170	428	8.3%
EMEA	56,953	52,784	4,169	7.9%
LA	2,812	2,488	324	13.0%
US	202,569	199,633	2,936	1.5%
Total	286,770	277,013	9,758	3.5%

Water Percentage by Source



All reports are based on actual resource data collected from owned and leased offices, and intensity metrics applied to approximately 21 percent of leased office space that does not have access to actual data.



2.5 Green Building Practices

SAS strives to be a leader in environmental sustainability and is committed to making a difference around the world. To achieve this goal, SAS embraces Leadership in Energy and Environmental Design (LEED®) guidelines for new construction, and remodeling and retrofitting existing buildings. Since 2005, all new office buildings and data centers at world headquarters have achieved LEED certification.

SAS' 10 LEED-certified buildings include Platinum-level certification for the Executive Briefing Center at world headquarters. Platinum is the highest level awarded by the US Green Building Council (USGBC). SAS holds a Silver level national membership with the USGBC. For offices located in countries that do not use LEED, SAS is incorporating country-specific best practices and pursuing equivalent certifications for new construction and maintenance.

Examples of SAS' commitment to green building practices that are LEED-certified include:

World Headquarters: Building C – LEED Platinum Certified Office Building

Building C includes the Executive Briefing Center, café and an office tower for employees. The Executive Briefing Center uses cutting-edge technologies to help customers learn

about SAS® software. Building C achieved LEED Platinum certification for water and energy conservation, the first for any building in Wake County and only the fifth in North Carolina in 2011. The building consumes 40 percent less energy and 50 percent less water by integrating highly efficient technologies and sustainable features:

- Photovoltaic panels generate 100,000 kWh annually to support lighting and building systems.
- Solar thermal panels provide hot water for the café.
- Thermal slab floor cooling uses water cooled in off-peak hours by building chillers to help maximize air conditioning efficiency.
- Radiant floor heating is used in the atrium for greater occupant comfort and minimizes heat loss through the roof.
- Highly efficient HVAC systems integrate economizers, enthalpy wheels, variable speed drives, and various heat recovery systems to increase energy savings.
- T5 fluorescent and LED lighting fixtures – along with individual lighting controls, motion sensors and automatic timers – save energy.

- A 1-acre sedum green roof minimizes stormwater runoff and insulation, significantly reducing the heat-island effect for this microclimate.
- Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63 percent more compared to standard fixtures.
- A rainwater collection system with two 20,000-gallon cisterns captures water for use in bathrooms.
- A 655,000-gallon retention pond collects stormwater runoff for landscape irrigation.

World Headquarters: Building D – LEED Gold Certified Data Center

The 38,660-square-foot facility includes two server farms, providing additional data handling for expanded SAS OnDemand offerings, hosted solutions and continued R&D growth. Environmental technology designed into the building, which earned LEED Gold certification by the USGBC, includes a reclaimed water system and mechanical and electrical systems emphasizing efficiency of operation.

World Headquarters: Building Q – LEED Gold Certified Office Building

The 220,660-square-foot office building features rooftop solar photovoltaic panels, highly insulated exterior wall and roofing systems, highly efficient heating and air conditioning, mechanical systems, energy recovery units and a water-side heat exchanger, extensive use of LED lighting, and reclaimed water use for cooling towers, irrigation and toilets. The parking lot has 12 spaces designated for plug-in electric vehicles with access to electric vehicle charging stations.

World Headquarters: Buildings R, S, T & U – LEED Certified Existing Office Buildings

In 2013, Building T was the first SAS building to be awarded LEED certification for an existing building. Since then, SAS has achieved LEED existing building certifications for buildings R, S and U. These buildings are Energy Star certified and feature the use of solar panels, energy-efficient lighting and automation controls, and low-flow bathroom fixtures. They have also completed advanced retro-commissioning to ensure optimal performance for all building systems.

Solna, Sweden:

LEED Gold Certified Office Building

Sweden's newest office building was awarded LEED Gold certification. 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.

Toronto:

LEED Silver Certified Office Building

Toronto was the first LEED-certified new office building in Canada. With rainwater harvesting and energy conservation measures saving more than 6 million kWh of energy per year, the SAS building has served as an inspiration for many other new buildings in Toronto.

São Paulo, Brazil:

LEED Certified Office Building Renovation

SAS' leased office in São Paulo received LEED certification for an office renovation project in 2013.

2017 Data

Green building highlights from 2017 include:

- Achieved LEED certification for SAS' largest office building and data center at its world headquarters - 78 percent of all office space at Cary headquarters is LEED certified.
- Continued to incorporate environmental best practices in the construction of a new office building planned for completion in early 2019. "Building A" will be the largest SAS facility and is expected to earn a high-level LEED certification. It will be partially powered by one of our solar farms, utilize a "smart building" analytics platform to optimize building performance, make extensive use of LED lighting and have 17 free electric vehicle charging stations.
- Completed pilot project to test the use of sphagnum moss as a water treatment option in building cooling towers. The data indicated this solution improved overall water quality, increased equipment efficiency, removed corrosive organic material, reduced potable water consumption, and minimized the need for chemical treatments.



2.6 Biodiversity

SAS is careful to minimize impact on biodiversity and surrounding habitats as it grows and expands its operational footprint. SAS adheres to the US Green Building Council LEED® guidelines for protecting natural environments and promoting biodiversity in areas where the company operates. Of approximately 900 acres at SAS headquarters, about 100 acres feature buildings, roads or other impervious surfaces. The remaining 800 acres are retained as old-growth woodland, lakes and streams, farmland, natural areas and approximately 60 acres of maintained lawns, primarily for employee recreation and landscaping.

The company applies LEED best practice guidelines for new and existing building projects, smart land use planning and campus landscaping, such as:

- Preserving large areas of open space in construction projects to minimize disruption to local ecosystems.
- Reducing the heat island effect by installing white reflective materials and planting sedum on rooftops. Sedum increases insulation, minimizes stormwater runoff and provides habitat for wildlife.
- Collecting rainwater from rooftop systems, retention ponds and cisterns to minimize stormwater runoff and provide water for landscape irrigation.
- Harvesting timber from construction sites so artisans can craft unique pieces of furniture and accent walls for buildings.
- Restoring land disturbed by construction projects with native and adaptive drought-tolerant plants that help local ecosystems thrive and reduce dependence on water and chemicals.
- Growing local produce for SAS cafeterias in on-site gardens.

2017 Data

SAS achieved LEED certification for its largest office building and data center at world headquarters. Adoption of green building practices included a substantial effort to minimize environmental impact for both construction and ongoing operation. Building design and construction processes ensured a minimal site footprint, higher than mandated erosion and stormwater controls, reduced heat island impact, maximized green space, use of native and drought-tolerant plants, and more.



2.7 Awareness and Engagement

In addition to employing sustainability measures globally, SAS promotes environmental education and awareness. Activities include educational campaigns, speaking engagements, SAS solar farm visits, companywide Earth Day activities, articles on the internal green website, white papers and webcasts. By engaging with customers, employees, industry leaders and world leaders, SAS seeks to extend the reach of its sustainability initiatives. [Forbes](#) even featured SAS sustainability initiatives among efforts that attract and retain top millennial talent.

SAS works with leading international organizations to apply technology to address greenhouse gas emissions, as well as other environmental and social concerns. Customers use SAS® software to generate power efficiently, promote better use of critical resources, minimize waste, assist environmental protection agencies, and improve the production and delivery of goods.

2017 Data

SAS employees joined in various activities to raise awareness about the benefits of renewable energy, conserving energy, reducing waste, reducing water use, and protecting the environment. SAS held Earth Week celebrations at its world headquarters campus, while offices around the globe engaged employees with stewardship initiatives.

Some activities included:

- In Cary, NC, SAS installed beehives next to a tranquil pond by the solar farms to help promote the repopulation of bees in urban locations. Employees also donned bee suits and experienced hands-on tours of the apiary to learn more about beekeeping and the importance of bees in our ecosystem.
- SAS France has five on-site beehives at the Grégy headquarters. Two employees are specifically trained to care for them and the annual honey produced is offered to employees.
- SAS Canada formed a green committee who organizes various employee events to encourage eco-friendly initiatives such as planting rooftop gardens.
- SAS United Kingdom provides land at the Marlow Estate office building where employees can grow fruit and vegetables.
- At headquarters in Cary, NC, SAS Eco Advocates, an employee volunteer group who supports environmental activities, participated in the below events:
 - o Worked with the Mountains-to-Sea Trail organization to improve trails of a local state park as part of the

EarthShare North Carolina Corporate Earth Day Challenge.

- o Collected tiger footprint data from Carolina Tiger Rescue to improve techniques for identifying endangered tiger species in the wild.
- o Partnered with the Duke Nicholas School of the Environment to collect data from SAS office buildings and contribute toward a global initiative to reduce bird collisions with buildings.
- o Supported the semiannual company Junk Swap. Employees donated gently used, unwanted items that were offered free to other employees or donated to the Salvation Army. More than 300 employees donated household items, including furniture and kitchen appliances, sporting goods, books and loads of toys.

Electric Vehicle Support and the Eco-Commuter Program

Minimizing energy consumption and related emissions from its operations is another SAS priority. The SAS Eco-Commuter Parking Program encourages employees to mitigate the environmental impacts of their daily commute by providing

specially marked preferred parking spaces for plug-in electric vehicles (PEVs), low-emission vehicles and active carpool participants. Eco-Commuter parking includes designated PEV spaces with access to 94 charging stations. SAS provides free charging for all employees and visitors at most of our office locations.

Employees share the charging station infrastructure by following the SAS Electric Vehicle Supply Equipment Use Policy and Guidelines.

The SAS Eco-Commuter Program also provides subsidized employee vanpools and bike racks at all office buildings. SAS Belgium has free electrical bikes for employee use to either commute or run errands during the work day.

2017 Data

SAS was recognized for providing smart commuting options at the 2017 GoTriangle/GoPerks celebration and was represented on a Ceres panel, The Case for Electric Vehicles and How Policy Can Drive Their Deployment.





3 Employees & Culture

SAS' world-renowned culture is based on trust, flexibility and our values: authentic, accountable, curious and passionate

We're not only known as the pioneer in analytics, but also in workplace culture. SAS' culture is anchored by meaningful work, empowering leadership and a world-class work environment. The company has been ranked on the Fortune 100 Best Companies to Work For list since the list's inception for its corporate culture - which encourages work/life balance.

Our employees share a common spirit and a passion for their work, their customers and one another. It's truly a workplace like no other, based on the belief that happy, healthy people have a passionate engagement with life - and bring that passion to work. We understand there's a direct correlation between our exceptional culture and business success with more than 40 years of growth. We've found that if you treat employees well, they will continue to innovate and create amazing software that ultimately keeps customers happy.



3.1 Workplace Culture

Our engaging work environment coupled with our unique culture enables employees to build lasting relationships with customers and drive the innovation that sustains our company's leadership in advanced analytics. SAS is recognized worldwide for being a great place to work, providing opportunities for challenging work and focusing on employees' health and well-being.

2017 Data

SAS earned 28 workplace culture awards, including the No. 3 ranking for World's Best Multinational Workplaces and No. 15 ranking on the Fortune 100 Best Companies to Work For list. Also, SAS was recognized on Fortune magazine's list of companies that "[Change the World](#)" in 2017. In addition to workplace culture recognitions, offices around the world have received several honors. For example, SAS Hong Kong has consecutively achieved the "Caring Company Logo" by The Hong Kong Council of Social Service since 2015. SAS Korea also won an award from the Social Responsibility Management Quality (SRMQ) Institute for its investment in education and fair operation efforts.



Awards earned for 2017

Best Companies to Work for Asia - Hong Kong	Best Workplaces India
Best Companies to Work for Asia - Malaysia	Best Workplaces Ireland
Best Employers Russia	Best Workplaces Portugal
Best Multinational Workplaces in Europe	Best Workplaces Spain
Best Places to Work for Recent Grads	Best Workplaces Switzerland
Best Workplaces Australia	Best Workplaces UK
Best Workplaces Austria	Computerworld's Best Places to Work in IT
Best Workplaces Europe	Employer Support of the Guard and Reserve Pro Patria Award
Best Workplaces for Diversity	Fortune 100 Best Companies to Work For
Best Workplaces for Millennials	People's 50 Companies That Care
Best Workplaces for Women	Top Employers Belgium and Luxembourg
Best Workplaces Germany	Top Employers Brazil
Best Workplaces Greece	Top Employers China
Best Workplaces in Technology	Top Employers France



3.2 Hiring and Retaining Staff

SAS cultivates the optimal environment for creativity, encouraging employees to take risks and exceed expectations while helping them balance work and life. SAS not only invests in employee career development, but also health and well-being through several services, programs and benefits. For example, SAS offers up to eight weeks of paid parental leave for birth mothers, fathers, domestic partners and adoptive parents to provide employees with paid time off to bond with and care for newborns or a newly adopted child.

2017 Data

SAS maintained its perennially low turnover rate while sustaining its worldwide headcount. SAS did not have any substantiated and material negative incidents with regard to employee discrimination or harassment. At the end of 2017, SAS had 14,116 employees worldwide and 7,108 US employees. In the US, the average SAS employee tenure is 9.5 years, compared to an industry average of 3.68 years.¹ Reducing turnover reduces recruitment costs, helping the company retain knowledge and deliver deeper, longer-term customer relationships. This means SAS employees spend more time on productivity and less time training new hires. SAS sees a strong connection between employee loyalty and business success.

SAS' voluntary employee turnover rate was 6.5 percent. The average industry voluntary turnover rate was 14.4 percent.²

¹ US Bureau of Labor Statistics

² Radford/Aon Hewitt

US Turnover Summary	2015	2016	2017
Type			
Turnover number	353	437	463
Turnover percentage	5.1%	6%	6.5%
By age group			
19-31	72	48	63
32-44	110	127	129
45-63	122	228	225
64 and up	49	34	46
By gender			
Female	149	165	191
Male	204	272	272

Diversity and Inclusion

At SAS, it's not about fitting into the culture, it's about adding to it. Diversity and inclusion are more than just gender or race - we have a culture that blends our different backgrounds, experiences, perspectives and cultures from our 58 countries around the world. As innovators, we rely on our creativity and differences to create great software.

SAS CEO Jim Goodnight is fulfilling this commitment by leading a task force of the Business Roundtable, by using his voice as a LinkedIn Influencer, and by sponsoring numerous STEM education initiatives that open these fields to people of all backgrounds. And to further formalize the commitment, last fall, he joined leaders of the world's 300 top companies in signing the [CEO Action for Diversity and Inclusion](#), a pledge to use their individual and collective voices to advance diversity and inclusion in the workplace.

To promote diversity and inclusion, SAS engages in the following:

- SAS employee-led interest/affinity groups.
 - o Women's Initiative Network (WIN) is dedicated to inspiring, encouraging and empowering women through networking, career development and community service.
 - o Young Professionals Network provides ongoing opportunities for professional development, engaging with the community through volunteerism, and social networking for the younger employee population - and the young at heart.
- o The "Tribe" for Accessibility - the Accessibility and Applied Assistive Technology Team or "tribe" believes everyone should be able to work with and benefit from data. They are fundamentally changing the way people interact with data by developing innovative technology that makes data visualizations like charts, graphs and maps accessible to all, regardless of technical savvy or physical abilities.
- Summer intern programs for students demonstrating SAS' commitment to promoting diversity in the field of technology.
 - o Recruit, Recognize, Retain (R3) for women and students of color.
 - o Veteran Employment, Training and Support (VETS) for uniformed service members and veterans.
- STEM Diversity Career Day with historically black colleges and universities.
- STEM Career Showcase for students with disabilities.
- Future of STEM: Back-to-School Minority Opportunity Fair.
- Executive Women's Day during SAS Championship golf tournament.
- Diversity recruitment events.
 - o HBCU Career Development Marketplace.
 - o Student Veterans of America.
 - o Women in Data Science and Statistics.
 - o Women in Technology.

- Partnerships promoting diversity and inclusion include:
 - o Enable America partnership to provide job shadowing and mentoring for transitioning veterans.
 - o Treatment and Education of Autistic and Related Communication Handicapped Children (TEACCH) program provides job coaches for long-term autistic employees who work in SAS cafes.
 - o Food and Service Training (FAST) students from Wake County Public Schools receive credit toward Occupational Course of Study (OCS) diplomas by volunteering with corporate mentors to learn basic workplace skills.
 - o Arc of Wake County to help match people in the community with disabilities who are seeking competitive employment with appropriate jobs and on-site coaching. Students gain work credit to meet requirements for OCS diplomas.
 - o American Statistical Association - Committee on Minorities in Statistics (StatFest and Diversity Mentoring Program).
 - o International Biometric Society - Fostering Diversity in Biostatistics Workshops (Eastern North America Region).
 - o Triangle Women in STEM Initiative.

- Helping veterans transition to rewarding civilian careers-

SAS partners with many nonprofit organizations to provide mentorship and career development resources for veterans transitioning to civilian life. In addition to the VETS internship program that provides valuable work experience for military personnel pursuing an IT degree, SAS joined forces with the Institute for Veterans and Military Families in 2017 to offer free SAS programming courses to transitioning service members and their families.

Equal Employment Opportunity

SAS is committed to providing an equal employment opportunity that treats all employees and applicants equally based on merit and experience - without regard to age, race, color, gender identity, religion, creed, ancestry, national origin, citizenship, marital status, sexual orientation, disability, medical condition, veteran status, pregnancy or any other protected class as defined by federal, state or local law. We recruit, hire, train, and promote without regard to protected characteristics and ensure that all our employment decisions are based only on valid job requirements.





3.3 Skills Development

SAS supports the idea that all employees have a natural desire to learn and grow. As part of its culture and benefits for employees, SAS provides many development opportunities for employees, whether for specific job skills, business acumen or interpersonal competence. Training includes instructor-led classes, e-learning and live web training. Employees at all levels are encouraged to pursue training to keep their skills sharp and learn new techniques to improve their professional capabilities.

2017 Data

Approximately 96 percent of employees participated in professional training, totaling 178,500 hours.

In addition to skills training, SAS has created a program specifically for employees pursuing leadership and management training. Courses are offered at different levels within the organization to cultivate and nurture internal talent. In 2017, SAS provided 25 courses on leadership development, training 2,126 people.

SAS offers a wide array of training options that enable employees to find their best learning method to meet work and career goals.

Employee Type	Average Time in Training
Full-time	25 hours

Training	Breakdown
Classroom	68%
Webcast and video	31%
Reading material	1%

Training programs include

Leadership development

Interpersonal development

Sales training

Technical training



3.4 Health and Safety

Around the globe, SAS provides a safe and healthy working environment for all its employees. Each SAS office manages its own health and safety programs. Resources and best practices are available from the headquarters office in the US; however, each program is designed to fit the needs of that particular location.

Many SAS offices around the globe have exercise facilities on-site or have access to regional fitness clubs. All employees have access to health care coverage that is tailored to the cultural norms and local laws of each region. At the world headquarters in Cary, NC, an on-site health care center provides comprehensive services that promote optimal health. The staff includes family nurse practitioners, physicians, registered dietitians/nutritionists, nurses, medical laboratory technologists, a psychologist and physical therapists.

The Security & Safety and Risk Management departments investigate any incidents that pose a danger to company employees or third parties and take measures to reduce or eliminate these hazards. These departments provide additional training and resources to help identify and prevent similar incidents from causing damage or injury to individuals.

The Safety Team will complete a comprehensive investigation of all reportable work-related incidents and provide corrective actions when necessary.

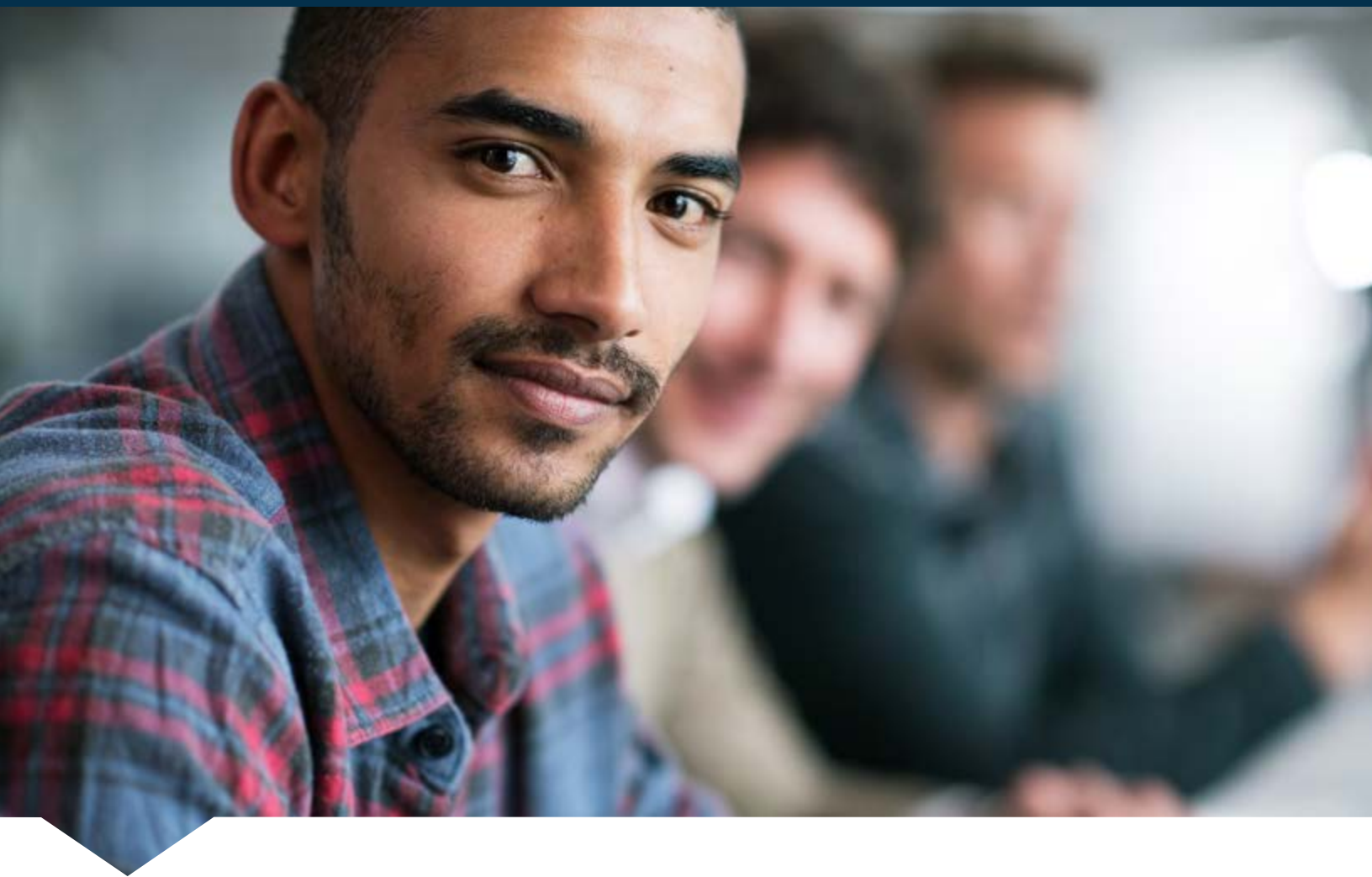
SAS also has an Ergonomics department that supports employees through personal assessments and training. The department provides further educational resources through an intranet site, which includes FAQs, tips and information about a safe work skills program for manual labor employees. It also provides an assessment request form that employees can complete for a personal work-site evaluation by one of two full-time ergonomics specialists.

Absenteeism

By providing a safe, nurturing work environment, SAS strives to keep employees productive and effective in their roles. One measure of that success is the absenteeism rate.

2017 Data

SAS recorded an absence rate of 4.5 days per full-time employee. This accounts for the following absence types: sick, time away medical, time away non-medical, floating holiday, school leave, jury duty, military and bereavement.



4 Education & Philanthropy

Meeting the challenges of the new millennium

SAS CEO Jim Goodnight refers to education as the engine of economic growth. By supporting efforts that prepare more graduates for college, work and success in the 21st century, SAS continues to play a vital role in the global community.

For the last 25 years, SAS has made education its primary philanthropic focus. As a company, we believe that quality public education is a critical imperative for our children and for the country in this competitive, global economy. We are actively engaged in ensuring that all students have the support necessary to reach their full potential and become productive citizens.

In North Carolina and around the world, SAS targets education initiatives in science, technology, engineering and math (STEM) to ensure the next generation of innovators has the knowledge and skills to succeed. SAS also supports thoughtful and evidence-based approaches to increasing third-grade reading proficiency, which is critical to ensuring that students leave high school ready for college and careers.



4.1 P-12 Education

The quality of education in the P-12 system directly affects economic growth and prosperity. In fact, reading proficiently at the end of third grade is a key milestone to success in school and beyond. Students who do not achieve this milestone are four times more likely to drop out of school. SAS advocates for policies and programs that will increase third-grade reading proficiency, such as expanding access to high-quality, full-day pre-kindergarten.

Early reading is critical for all future learning, including studies in high-demand STEM fields. In its effort to increase access to skills in the critical areas of STEM, SAS offers several products and services at no cost to schools.

Curriculum Pathways[®] and Mobile Learning Apps

[Curriculum Pathways](#) from SAS provides interactive, standards-based resources in the core disciplines for middle and high school students in traditional, virtual or home learning environments. From preschool children to lifelong learners, Curriculum Pathways mobile learning apps engage students of all ages. Curriculum Pathways and apps are available to every educator and learner in the world at no cost. In 2017, nearly 3.5 million teachers and students used the free digital resources for P-12.

SAS[®] Programming for High School

SAS provides five days of training, all instructional materials, assessments and teaching guides necessary to teach [SAS programming to high school students](#). Students will leave this course with skills that allow them to sit for the SAS Certification exam, a globally recognized certification. These resources are available to educators at no cost.

STEM Career Showcase for Students With Disabilities

SAS partnered with the North Carolina Museum of Natural Sciences to create an [annual event](#) where students with disabilities in grades six through 12 interact with college students and professionals with a variety of disabilities who have forged successful career paths in STEM fields. Students network with role models who are pushing the boundaries of knowledge, building innovative products and creating the technologies of the future. The 2017 event was attended by nearly 350 students and chaperones in person and viewed nearly 4,000 times online.

Triangle High Five Math Collaborative

This collaborative effort has helped mathematics teachers identify and engage in highly effective instructional practices

and address disparities in math achievement related to race and income. Schools in the Triangle High Five partnership, which includes five public school districts, are striving to prepare more students to be successful in math and achieve their highest potential. From 2010 to 2017, nearly 800 elementary and middle school teachers each year attended the annual Math Summit at SAS, a two-day professional development event. Although the summit is now being hosted by NC State University, SAS continues to be a sponsor for the 2018 summit.

Support for STEM Careers

SAS STEM Career Day, in conjunction with Hour of Code and Computer Science Education Week, had 80 volunteers venturing into classrooms to generate enthusiasm about careers in STEM. Employees engaged students with real-world examples, shared insights from their own careers and emphasized how school prepared them for success. In 2017, SAS volunteers conducting Hours of Code introduced more than 2,000 students to this national effort.

SAS also supports other organizations devoted to improving the quality of education, including the Institute for Emerging Issues, BEST NC, NC Public School Forum, Business Roundtable and other nonprofit organizations.

SAS Education Policy Priorities

SAS CEO Jim Goodnight led a task force of CEOs from the Business Roundtable to explore the importance of third-grade reading proficiency. That work culminated in a report, *Why Reading Matters and What to Do About It*. The report was released in February 2017 by a separate task force of North Carolina business leaders who are working with Goodnight and SAS to improve literacy rates across the state.

In further support of strengthening reading proficiency, SAS hosted 28 national experts to explore various issues with which policymakers are dealing across the country in determining how to strengthen and expand high-quality pre-K programs. A report from these experts was released nationally at the Brookings Institute in April 2017.

Global Education Initiatives

SAS offices around the world participated in several P-12 projects that supported education initiatives. Here are a few examples:

- In Belgium, the Teach for Belgium program helped more than 5,000 needy children get access to schooling and an introduction to programming.
- In Brazil, the office's donations provided educational sports activities to children living in poor and vulnerable areas.
- In Canada, programs helped local children with weekly reading time, a learn-to-skate clinic and a robotics coding class.
- In Japan, a weekend focused on data science encouraged children to learn programming through CodeSnaps that controlled mini robots.
- In England, an annual outreach program hosted local students to visit the campus and learn how to use SAS software.





4.2 Higher Education

Preparing the Next Generation

Big data has created an unprecedented demand for analytics talent that outpaces qualified applicants. To address that skills gap, SAS® Academic Programs offers free software, university partnerships and compelling user communities focused on helping students gain new skills and provide more opportunities for their education and career.

Free Software for Higher Education and Adult Learners

Through [SAS University Edition](#) and [SAS OnDemand for Academics](#), professors, students, researchers and independent learners have free access to SAS software for teaching and learning valuable analytics skills. Students and independent learners can jump-start careers and appeal to talent-hungry employers by building analytics expertise. In 2017, SAS launched the global, online SAS Academy for Data Science, which offers colleges and universities free access to academy content to help students earn valuable SAS credentials.

Downloads and registrations of SAS University Edition and SAS OnDemand for Academics grew 37 percent in 2017 to approximately 1.45 million, and more than 230,000 people registered for free e-learning courses in statistics and programming.

Support to Universities and Community Colleges

The SAS Education division provides training and teaching materials to help professors and instructors incorporate SAS into their teaching. Resources include slides, data sets and printable/editable files of the student manual. These materials are provided free of charge, with copyright permission for professors to use any of the content in their own class notes.

SAS also provides numerous guest lecturers to universities and community colleges – at no cost to the institutions. SAS trained more than 4,000 professors and students in the use and instruction of analytics in 2017.

Analytics Degree Programs

SAS partners with traditional and nontraditional graduate and undergraduate programs around the world to create degree and certificate programs that generate the analytical talent organizations need to make the most of big data. SAS has helped launch 72 master's and undergraduate degrees and nearly 172 certificate programs in analytics and related disciplines. New programs in 2017 include ones at American College of Greece, Appalachian State University, California University of Pennsylvania, Open University of Hong Kong,

Swinburne University of Technology (Australia), Troy University and Università di Roma Tor Vergata (Italy).

SAS Student Programs and Scholarships

SAS has many programs that recognize, support and propel students toward a career in analytics or other STEM fields. Through opportunities such as the SAS Student Ambassador Program, the SAS Scholar Award Program, the SAS Analytics Shootout, the SAS Global Forum Student Scholarship Program, the SAS Global Forum Student Symposium and others, students receive valuable assistance, experience, networking and professional exposure at major SAS events. Also, in 2017, Capella University and SAS announced four winners of the Capella Women in Analytics Scholarships program, which was created to encourage more women to enter and rise in the analytics and big data field.

Achieving the Dream Conference

SAS cosponsored the 2017 Achieving the Dream Data Summit. Community colleges across the US engaged with industry experts to explore ways analytics can help institutions enroll and retain more students, with greater rates of success in school and beyond. By sharing insight into successful community college data and analytics programs, the Data Summit has been the catalyst for schools to begin understanding their role in addressing the talent pipeline challenge.

Global Education Initiatives

SAS offices around the world participated in several projects that supported education initiatives. Here are a few examples:

- In Belgium, Syrian refugees were trained and certified to use SAS software.
- In Chile, Colombia and Mexico, the Alliance for Youth-Pacific program gave young Latin American professionals a new career and training opportunities.
- In China, the office sponsored a data analytics contest where undergraduate and graduate students explore cutting-edge models and technologies.
- In Colombia and Mexico, an annual SAS scholarship program provides college graduates with free SAS training.
- In India, a program funded classes at a women's college in Mumbai for underprivileged graduate and post-graduate students.
- In Spain, the office partnered with several universities to offer opportunities to learn SAS software.





4.3 Philanthropy

SAS' corporate philanthropy supports strategic initiatives and policy advocacy that increase interest and achievement in STEM, as well as increase third-grade reading proficiency, with an emphasis on North Carolina and the region surrounding SAS world headquarters.

Programs must generate a long-term impact and affect significant numbers of people, without discrimination.

Examples include:

- [#GivingTuesday](#), a global day of giving.
- [Communities in Schools](#), the nation's largest dropout prevention organization.
- [Computer Science Education Week](#), including Hour of Code. This is a national effort that SAS joins by providing volunteers with training, activities and materials to work with students and pique their interest in computer science.
- In-kind donations for nonprofit organizations that need computer equipment or software. SAS gives hundreds of thousands of dollars in surplus computer hardware, office equipment and other tangible items to community groups that can benefit from the donation.
- Donations of money, software and expertise to numerous colleges, universities and community colleges around the world.
- [Mapping the Nation](#), an online resource that reveals the importance of a globally competent workforce and citizenry.
- [North Carolina Science Festival](#), a statewide showcase of science activities.
- [University of North Carolina Data Dashboard](#), an interactive online database built by SAS that gives students, parents, policymakers and taxpayers expanded access to detailed UNC system data to track system performance.
- [University of North Carolina Educator Quality Dashboard](#), an interactive online tool built with SAS data visualization software that enables citizens to analyze and display data on the UNC system's efforts to prepare more and higher-quality teachers and school leaders for the state's public schools.
- Triangle High Five, a partnership committed to seeing that students graduate from high school ready for higher education and careers of their choice.

- [University of North Carolina Public Television](#), which broadcasts award-winning, educational programs that are watched by more than 4 million viewers each week.
- [YMCA of the Triangle](#), with 17 branches and three overnight camps to meet community needs through programs that promote good health, strong families and solid communities.
- [DonorsChoose.org](#), a national nonprofit that connects donors with classrooms in need. Each year, SAS matches employee contributions to the cause.
- [North Carolina K-12 State Chess Championships](#), which encourages young people to take up chess, a known gateway to STEM careers

2017 Data

SAS donated more than \$60 million to nonprofits across the globe. Local offices worldwide managed \$1.3 million in community grants. In the US, SAS donated more than \$59 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.

DonorsChoose.org for 2017

247

SAS employees donated

\$62,919.64

donated by SAS employees

\$120,532.70

total impact

650

projects supported

39

states reached

72,559

students reached

2017 Donations	Type	Global Total
Cash donations	Worldwide cash	\$1,278,443
In-kind donations (US only)	Software, hardware and services	\$12,074,149
	Additional JMP® software donated	\$1,273,333
	Value of in-kind training for students and educators	\$45,528,513
	Surplus equipment/furniture/hardware	\$141,255
Total		\$60,295,693



4.4 Community Engagement

As an integral part of SAS culture, the company encourages employees to donate their talent, time and/or finances to projects supporting education, the environment and social welfare. Offices across the globe manage programs tailored to fit the needs of their communities and the interests of SAS employees.

To foster a culture of volunteerism at SAS, the company manages the Employee Volunteer Fund (EVF), which contributes cash to education-based nonprofit organizations after an employee has provided at least 50 hours of volunteer support in three out of four quarters over 12 months.

2017 Data

SAS employees in the US volunteered almost 25,000 hours through the EVF program, resulting in more than \$91,000 paid to schools across the country. Globally, SAS employees volunteer their time in the community. Whether it is collecting toys at Christmas in France, adopting a local school in Canada, raising money for the food bank in Pittsburgh, collecting coats for kids in North Carolina, or building Habitat for Humanity homes across the US, SAS employees generously give their time to improve their communities.

Some SAS volunteer projects in 2017 included:

- SAS employees in 16 countries joined more than 30,000 organizations around the world in support of #GivingTuesday, Nov. 28. #GivingTuesday reports that more than \$300 million was raised. There were 21.7 billion social media mentions and people in over 150 countries participated.
- In Belgium, employees participated in the SAS Creates Chances program which raised money for a variety of groups such as children of refugees, young accident victims and farmers.
- In Brazil, employees collected clothes and shoes for a local shelter as well as raised funds and volunteered to help build houses for those in need.
- In Canada, employees served lunches and packaged food for local indigenous women and their families. SAS Canada raised more than \$132,311 in 2017 for charities and communities through activities such as a cycling challenge and local sports tournaments.

- In China, employees donated school supplies to a local nonprofit that cares for orphan and disabled children across the country.
- In Colombia, employees donated clothes, surgical materials and formula milk for children of Operation Smile.
- In Detroit, employees sponsored local families and provided clothes, winter coats, toys and books for children.
- In France, employees collected professional clothing for individuals searching for employment, collected toys for needy children and donated blood.
- In Hong Kong, employees raised funds and volunteered for a hospital charity organization that services schools and homes for the elderly.
- In Mexico, employees held a breakfast to help support a breast cancer foundation.
- In New York, employees purchased baby supplies to send to families in Puerto Rico who were affected by Hurricane Maria.
- In Scotland, employees collected toys and gifts for low-income families.
- In Spain, employees collected food and clothes for those in need and invested in organizations that help the disabled find employment.

A number of activities took place at SAS world headquarters:

- 400 children received new clothing as part of the Salvation Army Angel Tree collection.
- SAS employees donated over \$60,000 to DonorsChoose.org for classroom projects; SAS matched those donations, resulting in \$120,500 for 650 unique projects. A total of 72,559 students in 39 states have benefited from the partnership this past year. The DonorsChoose.org challenge raised \$44,466 in donations to 202 classroom projects via the #GivingTuesday campaign at SAS.
- SAS Internal Communications and SAS Solutions on Demand hosted students from the Boys & Girls Clubs of Wake County in an exciting hands-on STEM event called “Data on the Fly” in conjunction with the NC Department of Transportation at Raleigh-Durham International Airport.
- 137 pints of blood were donated to the American Red Cross.
- SAS volunteers helped raise nearly \$87,000 for UNC-TV, the statewide public television network. Since 2000, SAS has helped raise more than \$2 million for public television.
- SAS is a founding partner in SummerSTEM, and for the third year hosted a STEM immersion experience involving six corporations and 50 middle and high school teachers.



- SAS STEM Career Day. SAS STEM volunteers visited schools and described their careers, how they chose their career paths, and how SAS and its customers use math, science and technology. The goals are to increase student interest in STEM careers and courses, to help students connect what they do in school with an exciting STEM career pathway, and to familiarize them with the varied STEM careers at SAS and other organizations.
- The below activities served the Food Bank of Central and Eastern NC:
 - Between the child care centers' food drive and the Can Ornament display, employees donated 3,930 pounds of canned goods - enough to provide more than 3,300 meals.
 - The Executive Cooking Challenge raised awareness and encouraged employees to donate.
 - The Virtual Food Drive monetary donations totaled \$27,768 - or 138,840 meals.
 - All in all, enough food and money was collected to provide 142,149 meals - almost 90,000 more than last year.



Community Board Membership

SAS staff members carry the company's corporate responsibility values outside the office by serving on the boards of community organizations that support education, disaster relief, the arts, science innovation, environmental conservation and other issues important to employees.

2017 Data

SAS executives served on numerous boards, including the following:

- | | | |
|--|---|--|
| • American Statistical Association | • Food Bank of Central and Eastern North Carolina | • North Carolina State University Board of Trustees |
| • AmCham Belgium | • Friday Institute for Educational Innovation (North Carolina State University) | • Smithsonian National Museum of Natural History, Advisory Board |
| • Business Council | • Inter-Faith Food Shuttle | • WildTrack |
| • Business Roundtable | • North Carolina Museum of Art | • World Wildlife Fund |
| • BEST-NC (Business for Educational Success and Transformation in North Carolina) | • North Carolina Museum of Natural Sciences - Friends | • YMCA of the Triangle |
| • Cary Academy Board of Directors | • North Carolina Public School Forum | • Youth Thrive |
| • CSC Strategic Advisory Board at North Carolina State University - Board Emeritus | • North Carolina Science Festival | |



4.5 Donation Process

SAS' corporate philanthropy supports strategic initiatives and policy advocacy that increase interest and achievement in STEM and increase third-grade reading proficiency, with an emphasis on North Carolina and the region surrounding SAS world headquarters.

To be eligible for donations, organizations must meet the following criteria:

- Have nonprofit tax exemption status under Internal Revenue Service code 501(c)(3).
- Have a responsible board of directors serving without compensation.
- Show financial stability as evidenced by audited annual financial statements.
- Employ ethical methods of publicity, promotion and solicitation of funds.
- Raise funds without payment of commissions, street solicitations or mailing of unordered tickets.
- Operate from a detailed annual budget.
- Request funds for programs or operations with a minimal portion applied to overhead.
- Use the in-kind donation to benefit organizational members or constituents.

The SAS Community Relations Program does not consider funding or in-kind donations for the following:

- Sponsorship of professional athletic or amateur sports teams or individuals.
- Single events such as walk-a-thons, fundraisers, workshops, seminars, etc.
- Religious causes.
- Political parties, candidates or issues.
- Organizations that are in any way exclusive.
- Trips or tours.
- Independent film/video productions.
- Requests from individuals.

SAS Community Relations Program: Criteria for Donations Related to Education

If your organization meets the above criteria, follow these steps to apply for a donation:

1. Complete the SAS donation application below, making sure to provide all information requested.
2. Prepare a brief description (three pages or less) of the project/program to be funded or for the in-kind request, including answers to the following questions:

- What is the primary mission of your organization? Describe your current programs and significant accomplishments, along with your total annual budget over the last three years.
- What issue or problem does your program/project address?
- How does this issue relate to SAS' educational focus, priorities and criteria?
- What is the scope of your program? Who is your audience and/or the population to be served? (Include any available program or policy statements that reference geographic location, socioeconomic status, or other factors that identify the target audience.)
- What is the program goal or expected outcome of the program for which support is requested?
- What is the track record of the project/program to be funded? (If new, discuss accomplishments of the organization.)
- How will you measure the success of the program/project and report the results to SAS?

3. Provide the following supporting documentation:

- A photocopy of the IRS 501(c)(3) letter.
- Evidence of current accreditation (for educational institutions).
- An audited financial statement or detailed information on finances.
- A list of those currently on the board of directors and their professional affiliations, as well as the executive leadership of the organization.
- A separate project/program budget, if applicable.

4. Return (1) the completed application; (2) description; and (3) all required supporting documentation. Incomplete applications will not be considered. Completed applications are reviewed in the order they are received in February, May, August and November.

Mailing address:
Community Relations
SAS Campus Drive
Cary, NC 27513

Note: Submitted materials will not be returned.



Donation Application

Date: _____

Name of Organization: _____

Address of Organization: _____

Contact Person: _____

Title/Position: _____

Address (if different from above): _____

Telephone: _____ Fax: _____

Email Address: _____ Website: _____

How long has this organization operated in this community? _____

The funds being sought are to be used for: _____

Capital Campaign Operating Budget Special Project - project start and end dates: _____

Total budget for current project: \$ _____

What percentage is being requested from businesses? _____

Dollar amount or description of in-kind donation requested from SAS: _____

How was this amount calculated? (include overall budget if requesting partial funding): _____

Has your organization received previous support from SAS? Yes No

If yes, list year(s) and amount(s): _____

List three to five other major business contributors to this program and the amounts contributed: _____

List names and positions of any SAS employees involved with your organization: _____

Name _____

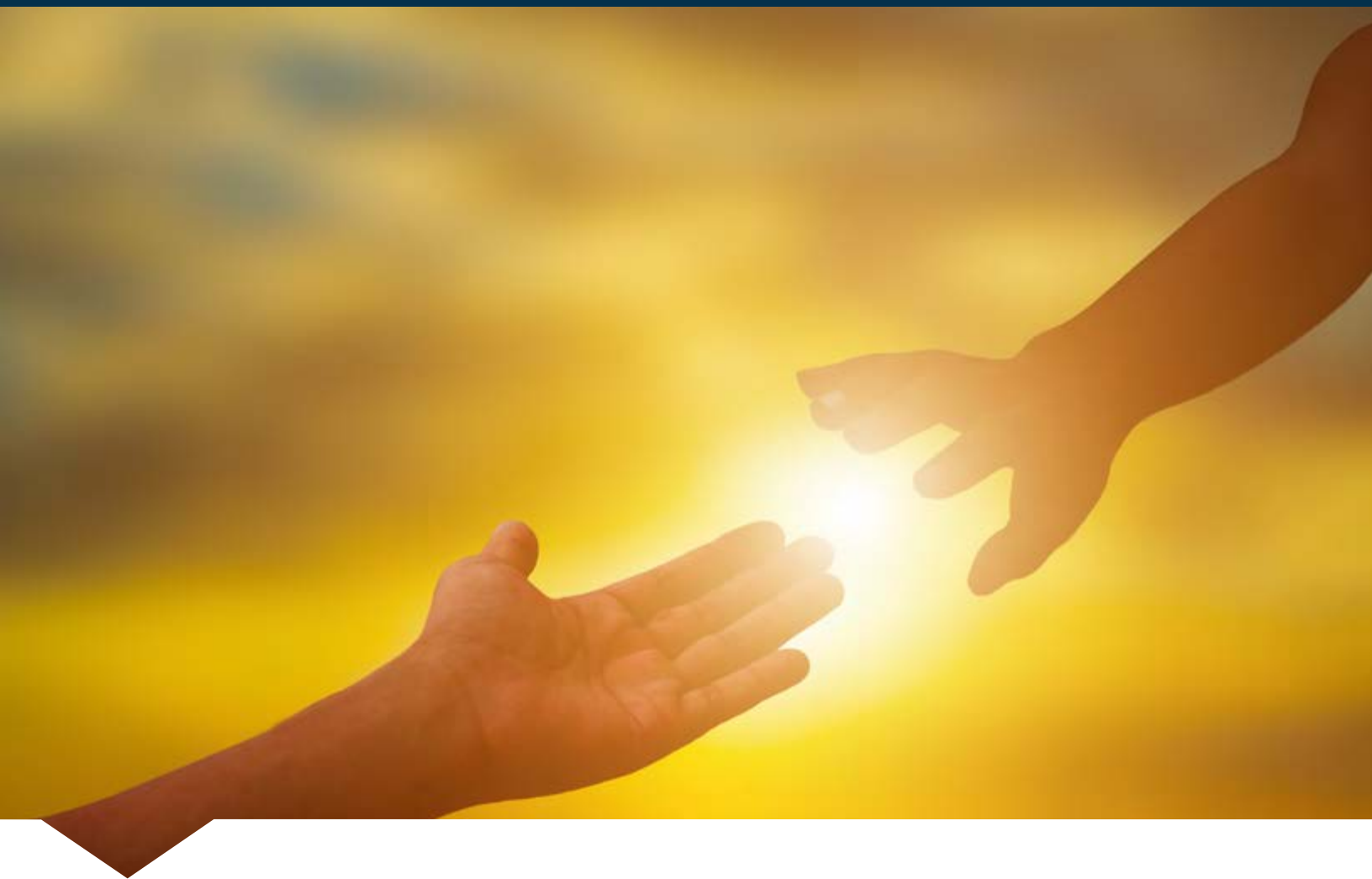
Title _____

Return completed donation application, together with all required supporting documentation, to:

Community Relations

SAS Campus Drive

Cary, NC 27513



5 Data for Good

Analytics helping humanity

Our commitment to innovation means we believe technology advancements push boundaries, challenge the status quo and change the way we live. But it's more than just technology innovation. At SAS, we also believe that social innovation is just as important. That means working with organizations to identify areas where we can make an impact together, then developing solutions and processes that result in positive changes for a community, a city, a state and even around the world. Our corporate social innovation efforts help us focus our purpose on making the world better for all.

A natural extension of this social innovation is our participation in the [Data for Good](#) movement, where we seek opportunities to improve how people live. By using SAS Analytics, we address humanitarian issues like poverty, health, human rights, education and the environment. Making a difference in the world is at the heart of what SAS does, and just another example of using our software to serve the greater good. Through these stories, learn how SAS is being socially innovative and using data to change lives.



SAS Changing Lives

GatherIQ™

[GatherIQ](#) is an innovative crowdsourcing project from SAS that puts analytics in the public's hands to address world problems with a mobile app. Nonprofit organizations like the International Organization for Migration, World Wildlife Fund, Sepsis Alliance and Global GoalsCast pose questions through the app for concerned citizens to help answer. Through interactive data visualizations, these users gain better understanding of issues and how they can engage their community with data-driven conversations to inspire action. For example, with [Sepsis Alliance](#), data visualizations based on years of nationwide sepsis surveys can help data scientists determine areas most in need of education and awareness and how they've changed over time.

"Sepsis affects more than 1.6 million Americans every year. As a medical emergency requiring early detection and treatment, recognizing symptoms is critical to saving lives. Insights we learn from this project will help us maximize resources and become more strategic in developing future campaigns to increase awareness of this silent killer."

Thomas Heymann, *President of Sepsis Alliance*



World Wildlife Fund

[World Wildlife Fund](#) (WWF) uses SAS Data Management and SAS Analytics to help maximize donations that build a future where people live in harmony with nature. WWF is also using [GatherIQ](#) to crowdsource information to help identify the universities and other learning institutions that focus on conservation.

"Investing in education and training for local leaders empowers individuals and improves and accelerates conservation action. We need to connect the leaders of tomorrow with the opportunities of today."

Andrea Santy, *Director of Russell E. Train Education for Nature Program at WWF*



WildTrack

WildTrack identifies and monitors endangered species by analyzing animal footprints. Working with SAS software and employees, WildTrack is exploring how artificial intelligence and crowdsourced footprint data from all over the world could help find answers to global conservation questions. This machine learning process also helps to further improve and enhance SAS software that can be used for other conservation efforts.

"I'm excited about the potential of artificial intelligence because I think that one of the biggest challenges we face is how to protect our planet. The way we can solve this is by bringing in data from all parts of the world, which holds incredible value for conservation."

Zoe Jewell, *President and Co-Founder of WildTrack*



Boston Public Schools

With insights from analysis work done by a team at SAS, **Boston Public Schools** (BPS) optimized its bus routes and improved quality of service to students while using fewer buses. The recommendations based on SAS Analytics helped BPS operate more efficiently and cost-effectively by reducing the number of bus stops anywhere from 20 percent to 50 percent. As a result, the district has been able to redirect the money saved toward enhancing educational quality. SAS hopes this analytical insight can help many school districts who face these types of problems and inspire changes for a positive impact on students, teachers and parents.

"Because of SAS, we've found new ways to consolidate bus stops, which leads to savings for the school districts without putting students in unsafe situations. It also allows us to think differently about the power of analytics, and what it can bring to the transportation system as a whole."

John Hanlon, *Chief of Operations at Boston Public Schools*



Canada Health Infoway

For [Canada Health Infoway's](#) Data Impact Challenge, a passionate group of SAS employees used data and analytics from SAS to identify teens' suicide risk. Through Twitter data, the team looked at the percentage of people in the group who were talking about depression or suicide, and what they were talking about.

"The move from paper to digital has created a critical mass of information that can be quickly accessed and analyzed to help inform the policies that help lead to better-informed decision making. The challenge demonstrated that in just a short period of time, and with existing data, important health policy issues and questions can be answered."

Fraser Ratchford, *Group Program Director at Canada Health Infoway*



Telethon Kids Institute

[Telethon Kids Institute](#) is protecting vulnerable children through research with the help of data and analytics. With SAS, Telethon Kids Institute collects and integrates data from many sources to analyze and then present the findings into a readable format.

"When you're doing this research, you need to back up your findings with sound tools and methodologies. With SAS, we can guarantee the accuracy of our procedures and be confident in our findings."

Scott Sims, *Data Analyst at Telethon Kids Institute*



Project Data Sphere

[Project Data Sphere](#) integrates and analyzes historical, patient-level data from phase three cancer clinical trials to spark innovation by opening up new research possibilities – like knowing sooner if a treatment is working. The organization uses SAS to host the research platform and provides free access to analytics technology and experts.

“There’s a ton of information that’s just left on the table, and it’s routine stuff that nobody pays attention to. Data sharing can draw attention to connections between different commonly measured things that you would just never see otherwise. It can change your whole thinking about where to focus.”

Dr. Howard Scher, *Research Lead at Project Data Sphere*



Healthy Nevada Project

With SAS Analytics, the [Healthy Nevada Project](#) is performing a landmark population health study to reveal hidden health insights. By combining genetic, clinical, environmental and socioeconomic data, researchers are looking to better understand the complex interplay between these factors and related effects on population health.

“We are working to understand how environmental factors can help predict who may be at risk, allow for quicker diagnoses, and encourage the development of more precise treatments. The modern statistical and machine learning methods, along with the intuitive data visualizations made possible by SAS software, have been critical elements of our success to date.”

Jim Metcalf, *Chief Data Scientist of the Healthy Nevada Project*



International Organization for Migration

When two earthquakes shattered the lives of Nepalese families, the [International Organization for Migration](#) used SAS Visual Analytics to help them rebuild faster.

“By modernizing our approach to first response through analytics, we were able to understand what the country’s production capacities and inventories are, and work on that very complicated equation of identifying the best way to assist people without creating dependency.”

Brian Kelly, *Advisor at IOM*



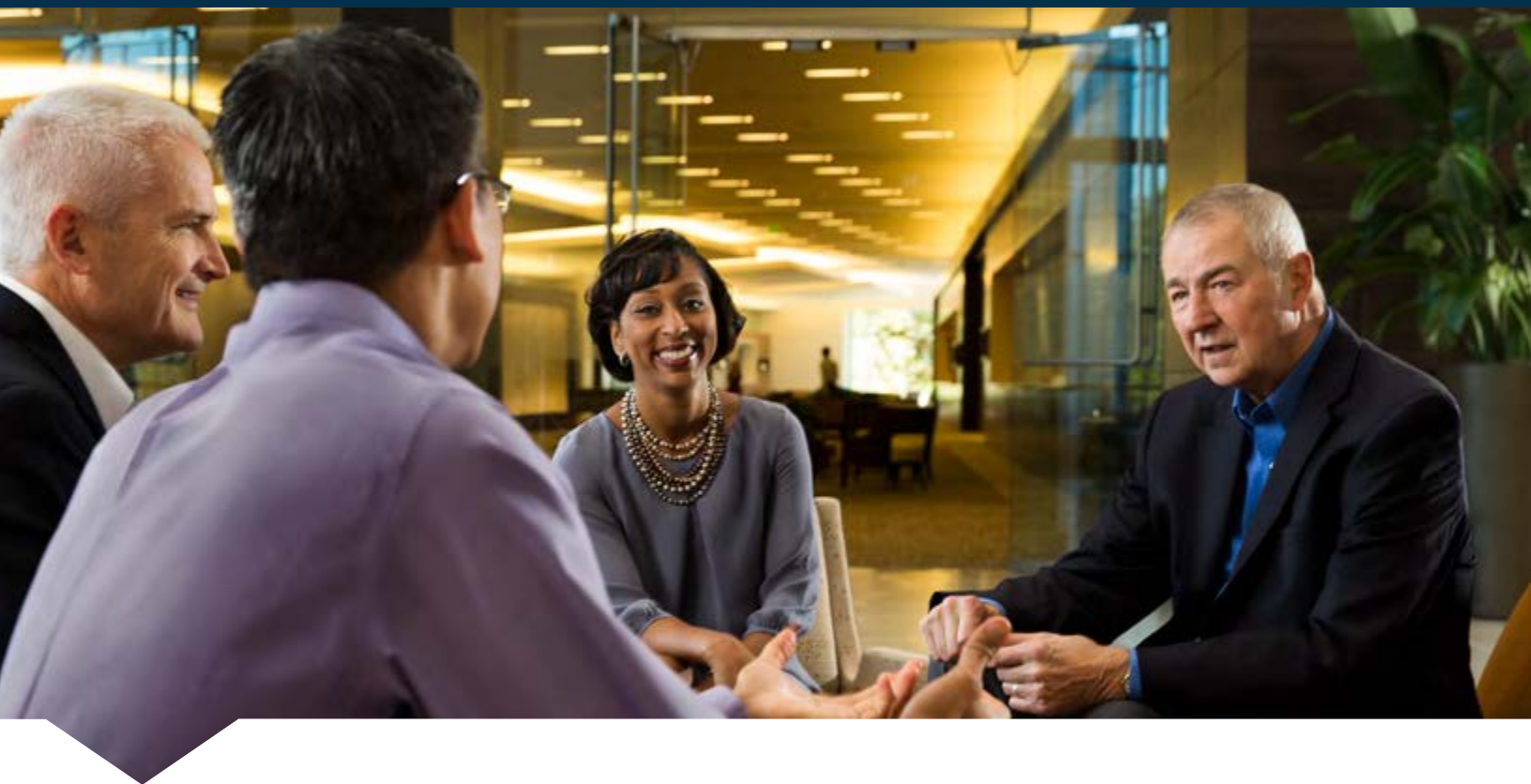
Peace-Work

[Peace-Work](#) and SAS are applying sophisticated analytics to the challenges of combating human trafficking – and are achieving initial success. A team at SAS used text analytics to assess patterns of human trafficking in State Department reports to help better determine where to focus anti-trafficking efforts.

“Our next step will be to look at states and metros that are better at finding and reporting trafficking to identify best practices that other states can use.”

David J. Corliss, *Founder and Director of Peace-Work*





About This Report

The SAS 2017 Corporate Social Responsibility (CSR) Report is based on the calendar year Jan. 1 to Dec. 31, 2017, and updated annually. All data and information pertain to SAS Institute Inc., the US-based parent company for SAS, unless otherwise stated. Environmental reports are based on global operations data. The most recent report was the 2016 CSR report, which was published online in June 2017. That data has now been updated for the 2017 report. In 2017, SAS made strides to improve global reporting of its programs and initiatives, and will continue to improve reporting on offices outside of the US. There have been no other significant changes during the reporting period.

The report was developed using the Global Reporting Initiative (GRI) Sustainability Reporting Standards and was prepared in accordance with Core GRI requirements. SAS' CSR efforts focus on four core areas: governance and ethics, employees, environment, and education and philanthropy. The report can be viewed in a PDF document by separate sections or as a complete

report so information is more accessible and customizable. The report format allows for greater explanation and transparency on SAS' practices and policies and provides space for updates to relevant and material topics. Over time, this report will evolve in response to the needs of stakeholders, employees, customers and the community.

SAS Visual Analytics data visualization software is used to generate charts and graphs to illustrate the data and provide additional analytics capabilities. This provides far greater visibility, transparency and accuracy in reporting SAS' environmental impact. Charts and graphs included in the PDF documents reflect a specific time frame for gathering and analyzing data for this report. Executive leaders and other relevant internal stakeholders have reviewed content in this report.

SAS welcomes your comments and questions regarding this report and its corporate responsibility efforts. For questions about this report or its contents, please email globalreporting@sas.com.



Scope and Boundaries

Since SAS headquarters are in Cary, NC, the scope of this CSR report focuses primarily on SAS' United States operations. Where available, global data is provided and appropriately labeled. There have been no significant changes to the scope and boundaries for SAS; however, there have been improvements in the reporting of such boundaries.

Because SAS is a software company, much of the company's impact is related to its own operation rather than the products and services provided to customers. Externally, impacts generally occur related to the business practices of suppliers.

Examples of impacts include:

- Environmental: energy use in offices and data centers, waste, and construction of new buildings.
- Societal: compliance with local, national and international laws; ethical treatment of employees, customers, suppliers, partners and communities; supporting and fostering a strong workforce.
- Economic: creating value in communities where SAS operates; job creation and economic growth; supporting the community through philanthropy.

At this time, SAS does not collect environmental information on suppliers or partners; however, the company seeks to work with organizations that have a similar approach to reducing their environmental impact. All suppliers must abide by required ethics and compliance rules, which can be found in the Supply Chain section under Governance & Management of the Corporate Responsibility website.

Materiality Matrix

The CSR Task Force, a cross-departmental sustainability team based in the US, underwent a facilitated process to determine the primary issues that affect SAS and its stakeholders. This included issues that affect the industry as a whole, peer businesses, communities, customers, employees and management. Through this process, the team determined areas where SAS has a significant environmental, social or economic impact. These issues were then rated to determine their importance to stakeholders and/or SAS' operations. Using the GRI standards, these issues have been reported as "material topics." Each team member then gathered information specific to these areas of impact for inclusion in this report. The focus areas of this report include:

Internal: Issues Relevant to Employees and Management

Great workplace
 Training for next generation of employees
 Health and safety
Ethics Talent development
 Environment
 Diversity and Inclusion Workers' rights
 Volunteerism and community engagement
 Energy and emissions Recycling
 Water Smart Campus
 IoT

External: Issues Relevant to Other Stakeholders, Including Customers, Communities, Governments, Partners, Subcontractors, Suppliers, etc.

Quality of support
Giving Back Ethics Privacy
Continuity of business
Global trade Environment Anti-corruption
Diversity Fair business practices
Gift law Government relations
Civic participation

Stakeholder Engagement

SAS' stakeholders include communities, employees, regulatory and governmental bodies, industry organizations, students and teachers, and business partners and suppliers. Engagement with stakeholders provides SAS with the opportunity to gain a greater understanding of the needs in the community and in the market. It allows the company to build strong partnerships with regulatory bodies and organizations within the industry, and lasting relationships with communities, employees, partners and suppliers.

Stakeholder	Engagement	2017
Communities	Employee volunteers, community grants, in-kind donations and training, fundraising.	Employee donations and corporate matching for DonorsChoose.org totaled more than \$62,000, funding 650 classroom projects and benefiting 72,559 students in 39 states. SAS employees volunteered almost 25,000 hours, resulting in more than \$91,000 donated to education from the Employee Volunteer Fund.
Employees	Enhance the SAS workplace culture by communicating with and informing employees about company activities and internal and external programs.	Intranet, webcasts, videos, webzines, blogs and The Hub, an enterprisewide social networking platform.
Regulatory and government	Domestic and international policy and legislation development on topics that affect SAS customers and the development of new products.	Data protection and privacy; big data; copyright protections; review of legislation targeting frivolous patent lawsuits; revision of administrative policies to ensure strong, quality patents are issued.

Industry organizations	Industry associations, think tanks and academia.	Public speaking engagements, development or contribution to industry position papers, and one-to-one meetings.
Business partners and suppliers	Meetings, webcasts and representation on boards.	Board memberships include American Chamber of Commerce to the European Union (AmCham EU) Executive Council, Atlantic Council Board of Directors and American Statistical Association.
Customers	Host ongoing dialogue with customers to answer questions and gather input for product improvement.	SAS interacts with customers through the SAS Global Forum conference, customer advisory boards, self-help and assisted-help resources, focus groups, training, books, technical papers, social media, support communities, samples, SAS notes and focus areas, and more.
Analysts	Inform and solicit feedback from industry analysts.	SAS' Analyst Relations group is responsible for informing, influencing and soliciting feedback from industry analysts and thought leaders with the purpose of validating technology and corporate direction and to provide SAS with a crucial third-party perspective.
Students and teachers	Free online and mobile curriculum resources, free SAS software, teacher and professor training, summits and meetings, classroom volunteers.	Curriculum Pathways® provides free online resources and mobile apps for early learners to grade 12. SAS offers free software, training and communities for people to gain valuable analytics skills, and supports analytics degree and certificate programs at colleges and universities around the world. SAS is a regular convener of important education meetings, and focuses volunteer efforts on education.
External communications	Build awareness and shape the SAS brand through external communications.	External communications helps build awareness and shape the SAS brand by influencing what others think and say about the company. SAS uses external communications to guide the flow of information to educate and persuade various public stakeholders, including the news media, bloggers, customers, prospects, analysts and partners.



Disclosure Description Reference

Organizational Profile

102-1	Name of the organization	Governance and Management>Governance Structure>Company Profile
102-2	Primary brands, products and services	Governance and Management>Governance Structure>Company Profile
102-3	Location of headquarters	Governance and Management>Governance Structure>Company Profile
102-4	Number of countries where organization operates	Governance and Management>Governance Structure>Company Profile
102-5	Nature of ownership and legal form	Governance and Management>Governance Structure>Company Profile
102-6	Markets served	Governance and Management>Governance Structure>Company Profile
102-7	Scale of organization	Governance and Management>Governance Structure>Company Profile
102-8	Size and composition of workforce	Governance and Management>Governance Structure>Company Profile
102-9	Organization's supply chain	Governance and Management>Supply Chain
102-10	Significant organizational changes during the reporting period	None
102-11	Precautionary approach or principle is addressed by the organization	Environmental Program>Environmental Governance>Precautionary Approach
102-12	Externally developed economic, environmental and social charters the organization endorses	Governance and Management>Supply Chain Management
102-13	Memberships and associations	Education Philanthropy>Community Engagement

Strategy and Analysis

102-14	Statement from the most senior decision maker of the organization	From the CEO
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Disclosure	Description	Reference
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Ethics and Integrity

102-16	Organization's values, codes of conduct and codes of ethics	Governance and Management>Ethics and Regulatory Compliance
102-17	Mechanisms for advice and concerns about ethics	Governance and Management>Ethics and Regulatory Compliance

Governance

102-18	Governance	Governance and Management>Governance Structure>Company Profile
102-19	Delegating authority	Governance and Management>Governance Structure>Company Profile
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance and Management>Governance Structure>Company Profile
102-21	Consulting stakeholders on economic, environmental, and social topics	Governance and Management>Governance Structure>Company Profile
102-22	Composition of the highest governance body and its committees	Governance and Management>Governance Structure>Company Profile
102-25	Conflicts of interest	Governance and Management>Ethics and Regulatory Compliance
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance and Management>Governance Structure>Corporate Social Responsibility Governance
102-27	Collective knowledge of highest governance body	Governance and Management>Governance Structure>Corporate Social Responsibility Governance
102-29	Identifying and managing economic, environmental, and social impacts	Governance and Management>Governance Structure>Corporate Social Responsibility Governance
102-33	Communicating critical concerns	Governance and Management>Governance Structure>Corporate Social Responsibility Governance
102-34	Nature and total number of critical concerns	Governance and Management>Ethics and Regulatory Compliance

Reporting Practices

102-45	List all entities and explain omissions	Governance and Management>Company Profile; About This Report
102-46	How report content was defined	About This Report>Scope and Boundaries
102-47	List of material topics	About This Report>Materiality Matrix
102-48	Restatements	About This Report>Scope and Boundaries
102-49	Significant changes in scope or boundary	About This Report>Scope and Boundaries
102-50	Reporting Period	About This Report
102-51	Date of most recent previous report	About This Report
102-52	Reporting cycle	About This Report
102-53	Contact point	About This Report
102-54	GRI "in accordance" option	About This Report
102-55	GRI content index	GRI Index

Disclosure	Description	Reference
Stakeholder Engagement		
102-40	List of stakeholders	About This Report>Stakeholder Engagement
102-41	Percentage of employees covered by collective bargaining	None
102-42	Basis for identification and selection of stakeholders with whom to engage	About This Report>Stakeholder Engagement
102-43	Approach to stakeholder engagement	About This Report>Stakeholder Engagement
102-44	Key topics and concerns raised by stakeholders	About This Report>Materiality Matrix
Economic – Economic Performance		
201-1	Direct economic value generated and distributed	CEO Letter; Philanthropy
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Not applicable
Economic – Procurement Practices		
204-1	Proportion of spending on local suppliers	Governance and Management>Supply Chain Management - North Carolina only
Economic – Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Governance and Management>Ethics and Regulatory Compliance>Anti-Corruption
205-2	Communication and training on anti-corruption policies and procedures	Governance and Management>Ethics and Regulatory Compliance>Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	Governance and Management>Ethics and Regulatory Compliance
Economic – Anti-Competitive Behavior		
206-1	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Governance and Management>Ethics and Regulatory Compliance
Environmental – Materials		
301-1	Materials used by weight or volume	Environmental Program>Energy and Emissions
301-2	Recycled input materials used	Environmental Program>Landfill Diversion
Environmental – Energy		
302-1	Energy consumption within the organization	Environmental Program>Energy and Emissions
302-2	Energy consumption outside of the organization	Environmental Program>Energy and Emissions
302-3	Energy intensity	Environmental Program>Energy and Emissions
302-4	Reduction of energy consumption	Environmental Program>Energy and Emissions
302-5	Reductions in energy requirements of products and services	Environmental Program>Energy and Emissions

Disclosure	Description	Reference
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Environmental – Water

303-1	Total water withdrawal by source	Environmental Program>Water Conservation
303-2	Water sources significantly affected by withdrawal of water	Environmental Program>Water Conservation – US only
303-3	Percentage and total volume of water recycled and reused	Environmental Program>Water Conservation

Environmental – Biodiversity

304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environmental Program>Biodiversity
304-2	Description of significant impacts of activities, products and services on biodiversity	Environmental Program>Biodiversity
304-3	Habitats protected or restored	Environmental Program>Biodiversity

Environmental – Emissions

305-1	Direct greenhouse gas emissions (scope 1)	Environmental Program>Energy and Emissions
305-2	Indirect greenhouse gas emissions (scope 2)	Environmental Program>Energy and Emissions
305-3	Other indirect (Scope 3) GHG emissions	Environmental Program>Energy and Emissions
305-4	GHG emissions intensity 13	Environmental Program>Energy and Emissions
305-5	Reduction of GhG emissions	Environmental Program>Energy and Emissions

Environmental – Effluents and Waste

306-1	Water discharge by quality and destination	Environmental Program>Landfill Diversion
306-2	Waste by type and disposal method	Environmental Program>Landfill Diversion
306-3	Significant spills	Environmental Program>Landfill Diversion
306-5	Water bodies affected by water discharges and/or runoff	Environmental Program>Landfill Diversion

Environmental – Compliance

307-1	Non-compliance with environmental laws and regulations	Governance and Management>Ethics and Regulatory Compliance
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Environmental – Supplier Environmental Assessment

308-1	New suppliers screened using environmental criteria	About This Report
308-2	Negative environmental impacts in the supply chain and actions taken	Environmental Program>Environmental Governance

Social – Employment

401-1	New employee hires and employee turnover	Employees and Culture>Hiring and Retaining Staff
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Disclosure	Description	Reference
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees and Culture>Hiring and Retaining Staff
401-3	Parental leave	Employees and Culture>Hiring and Retaining Staff
Social – Occupational Health and Safety		
403-2	Type of injury and rates of injury, occupational diseases, lost days and absenteeism	Employees and Culture>Hiring and Retaining Staff
Social – Training and Education		
404-1	Average hours of training per year per employee	Employees and Culture>Skills Development
404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Culture>Skills Development
Social – Non-Discrimination		
406-1	Total number of incidents of discrimination and corrective actions taken	Governance and Management>Ethics and Regulatory Compliance
Social – Human Rights Assessment		
412-2	Employee training on human rights policies or procedures	Governance and Management>Ethics and Regulatory Compliance>Training
Social – Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Education Philanthropy; partial reporting
Social – Public Policy		
415-1	Political contributions	Governance and Management>Governance Structure>Public Policy
Social – Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Governance and Management>Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Governance and Management>Ethics and Regulatory Compliance
Social – Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Management>Ethics and Regulatory Compliance
Social – Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Governance and Management>Ethics and Regulatory Compliance