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

SAS is the leader in analytics. Through innovative software and services, SAS empowers and inspires customers around the world to transform data into intelligence. SAS gives you THE POWER TO KNOW®.

Our software is installed at more than 82,000 business, government, and university sites across 145 countries; 91 of the top 100 companies on the 2020 Fortune Global 500® are SAS customers.

This statement is submitted on behalf of, and applies to, SAS' primary subsidiaries doing business in the United Kingdom and Ireland, including SAS Software Limited (SAS UK) and SAS Institute Limited (SAS Ireland). We are part of the SAS group whose ultimate parent company is SAS Institute Inc., with our head office in North Carolina, USA.

SAS is committed to employing the highest level of ethical standards and demonstrating a moral commitment including transparency, fairness, and accountability in every interaction with colleagues, customers, suppliers, and competitors. Robust regulatory compliance practices ensure that we conduct our business in an honest, respectful, fair, and safe manner. Guided by our Code of Ethics, we have earned an exceptional reputation as an ethical and responsible employer and business partner.

We believe in promoting human rights throughout the organization, as well as advocating and adhering to all wage and hour laws in the locations where we operate. SAS does not use or condone unlawful child or forced labour, including human trafficking and slavery, in any of our operations and we do not conduct business with organizations or individuals that do.

For additional information about SAS' global corporate responsibility initiatives and corporate structure, please refer to:

SAS' Social Corporate Social Responsibility Report
https://www.sas.com/content/dam/SAS/en_us/doc/other1/csr-107835.pdf

SAS' Code of Ethics
https://www.sas.com/content/dam/SAS/en_us/doc/other1/code-of-ethics.pdf

the UN Global Compact, an organization of which SAS is a member
http://www.unglobalcompact.org/

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

Zero Tolerance

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

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Suppliers

SAS is committed to working with our suppliers to build greater transparency within our supply chains. We commit to acting ethically and expect the same from those with whom we do business. As part of our contracting process, we require our suppliers to commit to comply with applicable laws and regulations, as well as SAS' policies.

SAS Policies

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

1. Recruitment Policy: SAS operates a robust recruitment policy, including conducting 'eligibility to work in the UK' checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

2. Whistleblowing Policy: SAS operates a whistleblowing policy so that employees know that they can raise concerns about how colleagues are being treated, or practices within SAS' business, without fear of reprisal.

3. Code of Ethics: This code explains the manner in which SAS behaves as an organisation and how we expect our employees and suppliers to act.

4. Procurement Policy: Procurement criteria upon which SAS chooses suppliers include legality, accountability, and auditability. By using a wide range of best practices, tools and policies, SAS ensures that our supply chain remains strong, ethical and the best fit for all procurement needs and objectives.

Due Diligence and Further Steps.

SAS has completed the assessment of our UK supply chain, to determine which suppliers will be considered low risk of engaging in forced labour, and those which are considered high risk. Subsequently, SAS has amended our standard terms and conditions and contracting agreements to introduce specific requirements to ensure that our suppliers continue to comply with their obligations under the Modern Slavery Act.

As part of a wider UK procurement programme review, SAS continues to develop a comprehensive programme which addresses the risks of slavery and human trafficking both internally and beyond our direct suppliers by, for example, SAS has implemented a procurement policy for suppliers in the supply chain, provided and continues to provide training to SAS employees on the risks in the supply chain and business, conducting more risk assessments annually, and revisiting supply chain due diligence. SAS also continues to look at internal audits against the steps taken and other potential methods to measure the effectiveness of our efforts in this regard.

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APPROVED

This joint statement has been approved by the boards of directors of SAS UK and SAS Ireland and is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes the companies' slavery and human trafficking statements for the financial year ending 31 December 2021.

SAS SOFTWARE LIMITED

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Wm. David Davis
Director

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