



## JOINT STATEMENT OF SAS SOFTWARE LIMITED AND SAS INSTITUTE LIMITED PURSUANT TO THE MODERN SLAVERY ACT 2015

This statement is submitted on behalf of and applies to (i) SAS Software Limited (co. no. 01316437) of Wittington House, Henley Road, Medmenham, Marlow, Buckinghamshire, United Kingdom, SL7 2EB; and (ii) SAS Institute Limited (co. no. 251127) of 88 Harcourt Street, Dublin 2, Ireland (together, “we”, or “our”).

We are part of the SAS group of companies, the ultimate parent company of which is SAS Institute Inc., based in North Carolina, USA.

As a provider of IT software and services, we consider the risk of modern slavery in our direct operations to be relatively low given the nature of our business and our controls. Nevertheless, we are committed to taking steps to minimise any potential risks, not only within our own business but also across our supply chain.

We are committed to conducting business ethically and with transparency, fairness, and accountability in our interactions with our colleagues, customers, suppliers, and competitors. Robust regulatory compliance practices ensure that we conduct our business in an honest, respectful, fair, and safe manner. Our Code of Ethics sets out the standard of conduct we expect across our business.

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

SAS Institute Inc. is a member of the UN Global Compact, a strategic initiative which supports global companies that are committed to responsible business practices in areas including human rights.

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

For additional information about our global corporate responsibility initiatives and corporate structure, please see our Corporate Social Responsibility Statement:

<https://www.sas.com/content/dam/sasdam/documents/20250124/csr-global-corporate-impact-report.pdf>

### Zero Tolerance Approach

We have a zero-tolerance approach to modern slavery, including any form of slavery, servitude, human trafficking or forced labour. We are committed to acting ethically and with integrity and transparency in all our business dealings with other organizations.

### Supply Chain Compliance

We commit to acting ethically in accordance with our Code of Ethics and expect the same from our suppliers. As part of our contracting process, we require our suppliers to commit to comply with applicable laws and regulations, as well as our Business Partner Code of Conduct which requires our business partners to conduct all aspects of their businesses in an ethical manner. In particular, the Business Partner Code of Conduct requires business partners to respect internationally proclaimed human rights, treat workers fairly and with dignity, ensure that all work is voluntary and carried out in accordance with applicable law, and ensure that slavery, compulsory labour and human trafficking

#### SAS UK

Wittington House, Henley Road, Medmenham, Marlow, Bucks. SL7 2EB  
+44 (0) 1628 486933  
[www.sas.com/uk](http://www.sas.com/uk)

Registered Office: Wittington House, Henley Road, Medmenham, Marlow, Bucks. SL7 2EB  
Incorporated in England as SAS Software Limited, Co. No. 1316437

#### SAS Ireland

88 Harcourt Street, Dublin 2, Ireland  
+353 (0) 1636 8000  
[www.sas.com/ireland](http://www.sas.com/ireland)

Registered Office: 88 Harcourt Street, Dublin 2, Ireland  
Registered in the Republic of Ireland as SAS Institute Limited, Co. No. 251127  
Directors: David B. Keim (American) & Maria Bjorner (Swedish)

are not taking place within their business or supply chain. It also includes requirements relating to child labour protections, humane treatment, non-discrimination, freedom of association, wages, working hours and overtime.

For our Business Partner Code of Conduct, please see:

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

As part of our supplier onboarding processes, we review relevant supplier information and may carry out further checks, such as reviewing regulatory history or other risk indicators, where a supplier or service presents a higher risk.

## **SAS Policies**

We maintain a number of internal policies to help to ensure that we conduct our business in an ethical and transparent manner. These include:

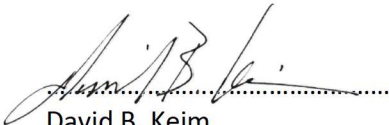
- **Recruitment Policy**: We operate a robust recruitment policy, including conducting UK work eligibility checks for all UK based employees to help to safeguard against human trafficking or individuals being forced to work against their will.
- **Procurement Policy**: We adhere to a strict procurement policy which includes requiring our suppliers to comply with applicable laws and regulations relating to anti-slavery and human trafficking laws including but not limited to the Modern Slavery Act 2015.
- **Business Partner Code of Conduct**: We expect our business partners to conduct all aspects of their business operations in a professional and ethical manner in accordance with the standards set out in our Business Partner Code of Conduct – which can be found in the hyperlink in the Supply Chain Compliance section.
- **SAS Helpline**: We operate a helpline which encourages employees to raise any concerns they may have about our business practices, without fear of reprisal.

## **APPROVED**

This joint statement has been approved by the Boards of Directors of SAS Software Limited and SAS Institute Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes both companies' slavery and human trafficking statements for the financial year which ended 31 December 2025.

## **SAS Software Limited**

## **SAS Institute Limited**



David B. Keim  
Director

FOR THE BOARDS OF DIRECTORS

**May 2026**