

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

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

This statement is submitted on behalf of, and applies to, SAS' primary subsidiaries doing business in the United Kingdom and Ireland, including SAS Software Limited (SAS UK); SAS Institute Limited (SAS Ireland); and Memex Technology Limited (Memex). We are part of the SAS group, whose ultimate parent company is SAS Institute Inc., with its head office in North Carolina, USA. SAS employs approx. 14,000 personnel worldwide, with customers in nearly 150 countries.

SAS believes in promoting human rights throughout the organization and adhering to all wage and hour laws in the locations where it operates. SAS does not use or condone unlawful child or forced labour, including human trafficking and slavery, in any of its operations, and it does not conduct business with those who do.

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

SAS Corporate Social Responsibility Report at

http://www.sas.com/content/dam/SAS/en_us/doc/other1/csr-107835.pdf

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

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

Zero Tolerance

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

Suppliers

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

SAS Policies

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

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

Due Diligence and Further Steps

SAS has conducted an initial risk assessment of its UK supply chain and determined that the majority of suppliers in locations which are considered to be a low risk of engaging in forced labour. As part of a wider UK procurement programme review, SAS plans to develop a more comprehensive programme addressing the risks of slavery and human trafficking both internally and beyond its direct suppliers by, for example, revising accordingly its supply chain policy, providing training to its staff on the risks in its supply chains and business, conducting more detailed risk assessments annually, and revisiting supply chain due diligence. Longer term, SAS will look at internal audits against the steps taken and other potential methods to measure the effectiveness of its efforts in this regard.

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APPROVED

This joint statement has been approved by the boards of directors of SAS UK, SAS Ireland, and Memex, and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes their slavery and human trafficking statements for the financial year ending 31 December 2016.


SAS Software Limited



Donald R. Parker
Director

8/26/16
Date

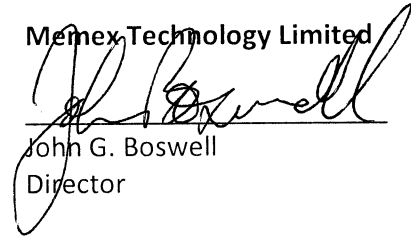
SAS Institute Limited



W. David Davis
Director

8/26/16
Date

Memex Technology Limited



John G. Boswell
Director

8/26/16
Date

