

# SAP FIELDGLASS CORPORATE GIVING & SUSTAINABILITY PROGRAMS

At SAP Fieldglass, we share the common goal of helping the world run better and creating a sustainable future for society, our customers and our company.

As a global company, we carry a responsibility to promote the welfare of others within the communities of which we are a part, and across the world. We build a community of giving within our offices and encourage our team members to positively affect social change.

Our approach is driven by these core principles of commitment we have to our employees, communities, environment and clients.

## What is the Supplier Sustainability program?

The company's primary goal for its supplier sustainability program is to have a transparent supply chain both internally and externally and partner with organizations that share that same desire. It seeks partners that reduce its footprint and cost of supply chain operations, improve the sustainability of goods and services and enable growth and reduce risk.

Promoting sustainability helps drive social progress, protect the environment and enable economic development. Its partners, including SAP Fieldglass, adhere to several key standards:

- Comply with applicable laws and regulations
- Behave ethically and with integrity
- Integrate quality into business processes
- Respect human and employment rights
- Promote the safety, health and well-being of employees
- Embrace sustainability and operate in an environmentally responsible manner
- Implement management systems to maintain business continuity, performance governance and ongoing improvement
- Disclose information associated with the supplier's impact on the environment and social issues

## What is SAP Fieldglass Cares?

SAP Fieldglass meets the company's partner sustainability program guidelines through its corporate citizenship program, SAP Fieldglass Cares. This important program encompasses the three pillars of commitment that SAP Fieldglass has to its employees, communities, environment and clients. Each year the company sets significant, measurable goals associated with each pillar to maintain sustainability and accountability across the organization. For example, when SAP Fieldglass moved into a new office space in Naperville, Illinois, several decisions were made based on the company's environmental goals and expectations. SAP Fieldglass is not only proud to accomplish its goals, but exceed them in many areas. The three pillars, respective 2013 goals and accomplishments are:

## Corporate Giving

SAP Fieldglass strives to positively impact the lives of those in its global community through monetary and non-monetary participation in charitable opportunities.

### Goals:

1. Conduct at least two charitable events for all employees in 2013
2. Promote further corporate and employee involvement in our focus areas of Community & Civic and Kids Education & Health Services

### Accomplishments:

- Make-A-Wish Global Spirit Day: Employees raised money for the Make-A-Wish Foundation and nearly paid for a child's entire wish.
- MetroSquash, Chicago's urban squash and education program: SAP Fieldglass support included corporate donations, employee volunteers and participation from students in its SAP Fieldglass High School Educational Series.
- SAP Fieldglass Educational Series: 10 bright high school students interacted with all 13 SAP Fieldglass departments to gain insight into the corporate world and better understand their fields of interest.
- Boys & Girls Club of Elgin, Illinois: SAP Fieldglass employees helped build 25 bikes and almost 50 teddy bears for children within the organization.
- Loaves & Fishes and the Greater Chicago Food Depository: The Chicago and Naperville offices collected almost 500 pounds of food for local pantries and made financial contributions on behalf of employees, clients and partners.
- Global Movember: Many employees grew moustaches to help raise over \$4,000 to benefit education, awareness and support of men's health issues.
- American Red Cross and American Cancer Society: SAP Fieldglass contributed financially to both organizations, which mobilizes volunteers to alleviate human suffering and helps people stay well, get well and fight back against cancer, respectively.

## Environmental Awareness

The entire SAP Fieldglass organization is tasked with reducing the company's carbon footprint and make choices to minimize the impact on the environment.

### Goals:

1. Reduce Mercury and incandescent based lighting footprint by 10 percent of total rented square footage yearly to 2016
2. Reduce employee power consumption footprint by 10 percent of total rented square footage yearly to 2016
3. Reduce employee travel by utilizing video conferencing

#### Accomplishments:

- Installed new light bulbs that use less energy and last longer
- Installed hand dryers in employee bathrooms to reduce paper product usage
- Utilize video conferencing more frequently to decrease unnecessary travel
- Established an electronics recycling program with a local organization for its Naperville, Illinois office
- Purchased glassware and silverware for office kitchen/break room to discourage disposable paper products
- Installed light filtering window shades to reduce energy cost
- Purchased desktops made from recycled bowling alley floors
- Purchased new office rugs made from recycled materials

#### **About SAP Fieldglass**

*SAP Fieldglass provides the industry's leading cloud technology for services procurement and external workforce management. More than 400 global businesses leverage SAP Fieldglass' intuitive Vendor Management System (VMS) to gain visibility into its external labor, project-based services including Statements of Work (SOWs), independent contractors and additional flexible talent pools.*

## Employee Wellness

SAP Fieldglass educates its employees about the importance of living a healthy lifestyle, including nutritious eating and the benefits of exercise.

#### Goals:

1. Educate employees about our free Employee Assistance Program which provides support for many aspects of life, including physical and mental health
2. Provide access to health programs such as flu vaccines, fitness center discounts or athletic recreation leagues

#### Accomplishments:

- SAP Fieldglass Fitness month: The company designated an entire month to improve employees' well-beings through a number of programs and contests. For example, The Global Walking Challenge included SAP Fieldglass-branded pedometers that connected to the American Heart Association's website, [www.startwalkingnow.org](http://www.startwalkingnow.org), to log steps. Employees recorded over 50 million steps with several prizes awarded throughout the month. In addition, SAP Fieldglass promoted weekly themes, such as nutrition or exercise, and then provided educational sessions, healthy lunches, quick tip emails and other unique events related to the theme. Other events in the fitness month included a compilation of employees' favorite recipes into a cookbook; quick blood pressure checks; a juicing demonstration with free samples; group yoga and fitness classes; and chair massages in the office
- Offered free flu shots to employees in the Chicago and Naperville offices
- Participation on the SAP Fieldglass softball team

## A Sustainable Future

The company and SAP Fieldglass have both defined and implemented successful programs to ensure environmental, social and economic sustainability for the future. With quantifiable goals, a supportive management team and a strong desire, both organizations will continue to work closely together to uphold these missions and values. The programs will continue to grow, positively impacting its employees and the world around us.