SAP Global Human Rights Commitment Statement

September 2011

A signatory of the UN Global Compact since 2000, we believe that business has a responsibility to respect human rights throughout all business operations. We also believe that collaboration between companies, governments, investors, and civil society has the potential to greatly increase protection for human rights and labor standards globally.

SAP operates in more than 50 countries worldwide. We have customers of all sizes across 25 industries and in over 130 countries. We adhere to the OECD Guidelines for Multinational Enterprises and respect government policies in the countries where we operate and sell.

At SAP, we respect and support the values of the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work by integrating human rights considerations into our standard business practices. We will abide by our own policies or local law, whichever sets higher standards. If the implementation of these international standards is restricted by local law, we will develop innovative approaches to adhere in our actions to the principles proclaimed in the international standards.

This Commitment Statement is based on and a part of the SAP Code of Business Conduct.

Human Rights of our Employees

As an innovation driven business, SAP depends on hiring the most talented employees in the industry. We are committed to respecting our employees' fundamental rights at work.

- We do not accept forced, bonded, or involuntary prison labor.
- We prohibit discrimination based on culture, race, ethnicity, age, gender, sexual orientation, gender identity or expression, and physical or mental disability, as laid out in our Global Diversity Policy.
- We respect the rights of our employees to organize and to be represented by trade unions and other bona fide representatives of employees in accordance with local laws, and we engage in a constructive dialogue with employee representatives.
- We comply with local minimum age laws and requirements and do not employ child labor.
- We make sure that our workers are compensated with wages and benefits that meet or exceed the legally required minimum.
- We prohibit physical abuse, harassment, or the threat of either.
- We guarantee our employees' right for recovery and leisure time in accordance with local labor laws.
- We provide a safe and health-promoting workplace for our employees worldwide in line with our Global Health & Safety Management Policy.
- We invest in education and human resources development to maintain and improve our employees' long-term employability

Human Rights in our ecosystem

We expect all our business partners to respect human rights and to avoid complicity in human rights abuses.

- Our Supplier Code of Conduct requires suppliers to uphold human and labor rights and to provide a safe and healthy work environment to workers. We work collaboratively with our suppliers on the implementation of the Code, which may include on-site audits to assess performance.
- Our Partner Code of Conduct requires partners to uphold human and labor rights and to provide a safe and healthy work environment to workers.
- We engage with our stakeholders on the respect and support of human rights.

Human Rights related to SAP products and services

As a business software company, we are committed to respecting and protecting human rights throughout the lifecycle of our products and services from design through development to use.

- We develop innovative solutions helping customers embed human rights into their business and supply chain strategies.
- We uphold internal standards for protection of user accessibility to technology in the design of our products and services as defined in the SAP Product Standards.
- We uphold internal standards for protection of personal information and privacy rights as defined in the SAP Product Standards.
- We uphold data security during the use phase of our products and services as described in the SAP Product Standards.