

## Code of Conduct

Sage is building a sustainable and successful business for our customers, colleagues, partners and investors. It is imperative that our success is delivered in the right way, doing the right things. The highest standards of integrity are required at Sage and this Code provides total clarity on what these standards are. The Code of Conduct is the DNA of Sage business, professional and personal conduct. This Code of Conduct clearly sets out clear standards of behavior for everyone in our organization.

The Code demonstrates that Sage will operate responsibly and in accordance with all relevant laws and regulations.

Specifically Sage will:

- Promote ethical business practice and trade ethically; complying with all relevant laws and regulations;
- Behave fairly with colleagues, customers and partners; and
- Provide a safe route for colleagues to highlight non-compliance or concerns.

The Code of Conduct exists alongside and complements the global policies which all colleagues must comply with, including HR, Data Protection, Health and Safety and Corporate Responsibility.

The Code of Conduct provides important rules on specific areas of ethical behavior.

## Corporate Social Responsibility

We view our corporate social responsibility (CSR) activities as offering Sage the opportunity to be a good corporate citizen and also to support our global vision.

Our global CR policy focuses on four key areas where we believe we can make the most difference.

For three of these – Industry, Environment and People – we have established a global framework for our operating companies to work within, allowing them flexibility over which area to invest in according to what will have the most meaning and impact locally.

Whilst local legal standards apply as an absolute minimum, we aim to achieve good practice in our local markets and share this across the Group. The fourth area – Community – is entirely locally driven, allowing our people to support causes close to them and to become involved in their communities.

Sage Group has been independently assessed against the FTSE4Good criteria and satisfied the requirements to become a constituent of the FTSE4Good Index Series – an equity index designed to facilitate investment in companies that meet globally recognized corporate responsibility standards.

## Industry

We aim to leverage the unique relationships that we have with our customers across the globe to continue to understand and support the issues and challenges that they face.

## **Environment**

We continue to analyze our impact on our environment. We remain committed to reducing our energy consumption and related emissions where possible, as well as reducing our wider impacts such as resource use and waste to landfill. Our Annual Report and Accounts 2014 includes our mandatory reporting of greenhouse gas emissions pursuant to the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 and confirms the methodologies used to calculate our emissions.

## **People**

We have a Code of Ethics which recognizes the importance of treating all of our employees fairly, covering issues such as responsible employment, diversity and equal opportunities. This is an effective way of communicating, at a high level, the principles which should be applied in the conduct of our business.

## **Community**

Our local communities are important to us. We support a number of charities and community organizations worldwide in order to make a positive impact on the communities where we have a presence.