

# EXTERNAL CSR AWARDS & RECOGNITIONS

In 2018, throughout the world, Sanofi and its affiliates received around 80 external CSR awards and certifications.

Sanofi's CSR performance is recognized through our inclusion in the most important international Socially Responsible Investment (SRI) indices.

**GRI Standards: 103: Management Approach**  
**413-1: Local Communities**

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
ARGENTINA	Top Employer Certification - Top Employer Institute	Sanofi Argentina received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
ASIA	Best Company to Work for	Sanofi was awarded as "Best Company to Work for" by the HR Asia Magazine in the Pharma Category, Singapore Edition.	COMMUNITIES
ASIA	Excellence in Women Empowerment Strategy - Silver Recognition	Sanofi Asia was awarded Silver Recognition in the HR Excellence Awards 2019 - Excellence in Women Empowerment Strategy category.  This award honors and recognizes effort towards gender balance in the workplace (eg safe working place for female colleagues, making efforts towards promotion of women in key management positions etc).	COMMUNITIES
ASIA PACIFIC	Top Employer Certification - Top Employer Institute	Five Sanofi Asia Pacific affiliates (Australia, China, India, Singapore, Vietnam) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.  This allows us to become a "Top Employer" in Asia Pacific for the first time.	COMMUNITIES
AUSTRALIA	Australian Business Award for Employer of Choice	Sanofi Australia was recognized as one of the top 10 companies.  The Australian Business Award for Employer of Choice recognises organisations which have developed leading workplaces that maximise the full potential of their workforce through practices that demonstrate effective employee recruitment, engagement and retention.	COMMUNITIES
AUSTRALIA	PRIME Awards	SANOFI Australia won a Highly Recognised award in the Corporate Social Responsibility category for the program "Bridge the STEM education divide with The Smith Family". Sanofi Australia is partnering with The Smith Family to support young people and employees.  The PRIME Awards is a unique awards program designed to recognise and reward true excellence within healthcare communications.	COMMUNITIES

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AUSTRALIA	Top Employer Certification - Top Employer Institute	Sanofi Australia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
AUSTRALIA	White Ribbon Australia	Sanofi received accreditation from White Ribbon Australia and became a White Ribbon Accredited Workplace.  The Workplace Accreditation Program supports workplaces to adapt organisational culture, policies and procedures, equipping staff with the knowledge and skills to address the issue of violence against women, both within the workplace and broader community.	COMMUNITIES
BRAZIL	Top Companies – Onde os Brasileiros Sonham em Trabalhar	Sanofi Brazil was ranked as one of the "Top Companies - where Brazilians dream to work" ("Top Companies – Onde os Brasileiros Sonham em Trabalhar") - a survey by LinkedIn, revealing the 25 companies with more than 500 employees most searched at LinkedIn platform in the last 12 months (interest in career opportunity, interest in the brand and employees and retention).	COMMUNITIES
BRAZIL	Top Employer Certification - Top Employer Institute	Sanofi Brazil received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
BULGARIA	Socially Responsible Company	Sanofi Bulgaria received the distinguished award from the Bulgarian Pediatric Association recognizing socially responsible companies in the pediatric care.	ACCESS TO HEALTHCARE
CHINA	2018 Excellent Company Award - China Social Responsibility	Sanofi China won the China Social Responsibility Excellent Company Award for the fourth consecutive year for its outstanding contribution in helping the development of primary healthcare and promoting health accessibility in China.	ACCESS TO HEALTHCARE
CHINA	2018 Shanghai Magnolia Silver Award	Jean-Christophe Pointeau, Country Chair of Sanofi China, was presented with the 2018 Shanghai Magnolia Silver Award for his contribution to and social influence on health in Shanghai.  The Magnolia Award was established by the Shanghai Municipal Government to recognize foreigner citizens who have made an outstanding contribution to Shanghai's economic growth, social development and foreign exchange.	ACCESS TO HEALTHCARE
CHINA	China's Healthy Industry Sunshine Award by 21st Century Business Herald.	Sanofi China received the China's Healthy Industry Sunshine Award for its commitment to "in China, for China", focusing on introducing high quality innovative medicines and vaccines, making new contributions to the primary care in China through the innovative Healthy Community Program.  At the same time, Sanofi has launched multidimensional strategic partnerships in China to meet the public health needs.	ACCESS TO HEALTHCARE
CHINA	Golden Bee – Leading Enterprise Award	Sanofi received the Golden Bee – Leading Enterprise award for its outstanding performance in corporate social responsibility in 2017.  Founded by China WTO Tribune in 2008, the Golden Bee CSR China Honor Roll recognizes and commends enterprises that are both socially responsible and persistent in pursuing sustainable development to foster the development of CSR in China.	ALL

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CHINA	Golden Bee - Excellent CSR Report 2018 for Foreign Invested and Hong Kong, Macao and Taiwan-Invested Enterprise	The Sanofi China 2017 CSR Report is commented by the organizer as "disclosing the key measures of Sanofi China in fulfilling its social responsibilities following the concept of 'Empowering Life', reflecting Sanofi China's commitment to helping people facing with health challenges. .	ALL
CHINA	Rankings of 2018 China Corporate Citizens - Excellent Corporate Citizen Award by 21st Century Business Herald.	Sanofi China received the Excellent Corporate Citizen Award for its commitment to providing superior innovative medical solutions in China and to improving the inclusiveness and sustainability of the community ecosystem.  Sanofi China has received this award for 3 years in a row.	ALL
CHINA	Silver Prize - Best Practice Awards	Sanofi China Volunteer Day won the Silver Prize during the 9th Shanghai Public Relations for its good branding effect on its 36 years' focus on the development of community where it operates, and the commitment to helping those in need, especially children.	COMMUNITIES
CHINA	Social Responsibility Case of the Year	Sanofi China was Awarded Social Responsibility Case of the Year by The China CSR Conference 2018 for its notable actions in the Chest Pain Center program, which actively boosted Healthy China 2030 by promoting primary medical care in China.	ACCESS TO HEALTHCARE
CHINA	The 2018 Best Public Welfare Enterprises	Recommended by our NGO partner, Golden Ribbon, Sanofi China was awarded "The Best Public Welfare Enterprises in 2018" by Guangzhou Federation of Volunteer Workers.  "Sanofi Hope Volunteer Group" throughout the country carries out various public welfare programs in health, focusing on helping the sick children and the teenagers with limitation of self-development, and promoting their healthy growth.	COMMUNITIES
CHINA	The 2018 Excellence Award for Sustainability	Sanofi China was awarded for its commitment to helping citizens and groups who live in the community where it operates and for encouraging employees to providing help for the people who need care, and empowering their lives.  Hosted by Shanghai Daily, the award with a special theme of "40 Years On: Multinational Companies in Shanghai", is meant to honor companies contributing to Shanghai's reform over the past four decades regarding "innovation" or "sustainability".	COMMUNITIES
CHINA	Top Employer Certification - Top Employer Institute	Sanofi China received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
COLOMBIA	Best Practices of Diversity and Gender Equality	Sanofi Colombia was ranked in the Top 10 ranking of companies with best practices in favor of gender diversity in Colombia in the private sector, as the result of our employees having a work environment in which high performance and the integral talent development is independent of their age, origin, gender, creed, race, culture or sexual orientation.	COMMUNITIES
COLOMBIA	Top Employer Certification - Top Employer Institute	Sanofi Colombia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

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EGYPT	Federation of Egyptian Industries CSR Award - Sustainable Businesses in Achieving Sustainable Development	Sanofi Egypt was awarded the Federation of Egyptian Industries CSR Award for its contribution to sustainable development in Egypt.  This is a competition among all companies of all industries in Egypt, around 3 main aspects: workplace, community development and environment.	ALL
EGYPT	Highest Growing Company with Volunteers	Since 2017, Sanofi Egypt has a partnership agreement with the NGO "Injaz Egypt" to support the cause of youth entrepreneurship at schools.  This year they recognized Sanofi with the high number of volunteers to educate the children at schools over the past 2 years (more than 200 volunteers benefitting around 2,600 children).	COMMUNITIES
EGYPT	Top Employer Certification - Top Employer Institute	Sanofi Egypt received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
EUROPE	Top Employer Certification - Top Employer Institute	Seven Sanofi Europe affiliates (France, Germany, Hungary, Italy, Poland, Spain, United Kingdom) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.  This allows us to become a "Top Employer" in Europe for the 2nd consecutive year.	COMMUNITIES
FRANCE	Best Employers - Capital and Statista	Sanofi France ranks among the 15 first companies in 3 categories : #1 on work conditions, #9 on career development and #11 on continuing education.	COMMUNITIES
FRANCE	HQE Awards	The Campus Sanofi Val de Bièvre was rewarded twice during the HQE Awards ceremony in the Best Global Certified Performances categories: "Sustainable Management" and "Sustainable Use".	HEALTHY PLANET
FRANCE	Feel Sport - Most Sportive Company category	Sanofi received the "Feel Sport" award in the Most Sportive Company category.  "Feel Sport" is a national operation promoting sports for all. Organized by the French National Olympic and Sports Committee since 2010. The prize for the most sporting companies in France is part of this approach and has rewarded for the last 3 years the most advanced companies in the promotion of sport for their employees.	COMMUNITIES
FRANCE	Silver Medal	Sanofi was awarded a Silver Medal for its global initiatives to improve the well-being and the quality of life of its employees through the "Take Care and Bwel!" program.  The event was organized by "MDC Animateur d'Eco-systèmes", a French events company who collaborates with Facility Management and Human Resources professionals.	COMMUNITIES
FRANCE	Top Employer Certification - Top Employer Institute	Sanofi France received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF THE PROGRAM	CSR PILLAR
GERMANY	2018 Fair Company	Sanofi Germany receives the Fair Company award certifying companies as fair employers for students and trainees under the Charter of career-enhancing and fair trainee programs	COMMUNITIES
GERMANY	Top Employer Certification - Top Employer Institute	Sanofi Germany received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
GLOBAL	Top Employer Certification - Top Employer Institute	<p>For the first time, Sanofi has been officially certified as a 2019 "Global Top Employer" by the Top Employers Institute in recognition of its Human Resources policies.</p> <p>Sanofi has received this worldwide certification thanks to the regional and local certifications of 4 main regions (Europe, Middle East, Asia Pacific, Latin America) and 22 countries (Argentina, Australia, Brazil, China, Columbia, Egypt, France, Germany, Hungary, India, Italy, Kazakhstan, Mexico, Poland, Russia, Singapore, Spain, South Africa, Turkey, United Kingdom, United Arab Emirates, Vietnam).</p>	COMMUNITIES
GULF	Healthcare Company of the Year	<p>Sanofi Gulf was named Healthcare Company of the Year by the Middle East Economic Digest (MEED) in Dubai.</p> <p>The accolade recognizes Sanofi's business achievements, sustainability efforts, outstanding workplace culture, innovative practices, and continued commitment to healthcare.</p>	ACCESS TO HEALTHCARE
HONG KONG	Caring Company Award	<p>Sanofi Hong Kong is awarded for the project with Caritas Wellness Link - Tsuen Wan to support the rehabilitation of psychiatric patients as well as the medical training of social workers</p> <p>Launched by The Hong Kong Council of Social Service (HKCSS) in 2002, the Caring Company Scheme aims to foster strategic partnerships between the business and social service sectors to promote good corporate citizenship and create a more inclusive society. .</p>	COMMUNITIES
HONG KONG	Corporate Citizenship Award	Sanofi HK received this award for the 5th consecutive year from the Hong Kong Productivity Council and the Committee on the Promotion of Civic Education, aiming to recognize the contributions on corporate social responsibilities; promote the concept of corporate citizenship; encourage the corporate companies to care the community; enhance economical, society and environment with sustainable development.	COMMUNITIES
HONG KONG	Family-Friendly Employers Award - "Grand Award"	<p>Sanofi Hong Kong was one of the Top 5 corporate companies and the only pharmaceutical company in Hong Kong to receive the special recognition of "Grand Award".</p> <p>It is an award from Family Council, an advisory body to the Government, to promote a culture of loving families in the community. The award is a recognition after careful review of our performances in 5 categories: Work-related policies and practices, employee and family care arrangements, employee and family benefits and support, employee activities, and breastfeeding policies and practices.</p>	COMMUNITIES
HUNGARY	Top Employer Certification - Top Employer Institute	Sanofi Hungary was awarded "Top Employer" by the Top Employer Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

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<b>INDIA</b>	Top Employer Certification - Top Employer Institute	Sanofi India received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>IRELAND</b>	KeepWell mark, an accreditation from Ibec	<p>The Industrial Affairs site in Waterford, Ireland has earned the KeepWell mark, an accreditation from Ibec (the Irish business and employers' confederation).</p> <p>The national programme promotes and recognises the highest standards of workplace wellness, health and safety.</p>	COMMUNITIES
<b>ITALY</b>	CSR Aretè Award	Sanofi Italia won the CSR Arete Award, during the Salone della CSR e dell'Innovazione Sociale, for its focus on individuals and corporate welfare, conveyed internally by an innovative, inclusive and responsible communication.	COMMUNITIES
<b>ITALY</b>	Top Employer Certification - Top Employer Institute	Sanofi Italy received the Top employer certification for the 6 <sup>th</sup> consecutive year from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>IVORY COAST</b>	Corporate Awards - Employer of Choice	Sanofi Ivory Coast was recognized as Employer of Choice and as Best Company investing for its employees in Ivory Coast.	COMMUNITIES
<b>JAPAN</b>	Disability-Friendly Workplace by Tokyo Metropolitan Government	<p>Sanofi Japan was recognized as a Disability-Friendly Workplace by Tokyo Metropolitan Government for promoting diversity as a core issue, and actively working to promote the employment of people with disabilities and to develop their talents.</p> <p>In 2009, the company launched the La Maison Business Support Center which began hiring people with intellectual disabilities to carry out work such as the production of business cards and posting direct mails. In its first year, the center hired seven people, and it has now expanded to employ 16 staffs who have physical or intellectual disabilities. Sanofi Japan employes a total of 39 disabled people including the 16 employees of the La Maison Business Support Center.</p>	COMMUNITIES
<b>JAPAN</b>	White 500 Company certification	<p>Sanofi Japan is certified as a White 500 company under the 2018 Certified Health and Productivity Management Organization Recognition Program by the Ministry of Economy, Trade and Industry (METI) and Nippon Kenko Kaigi.</p> <p>Sanofi was recognized for its written health management policy and the implementation of health initiatives with the nomination of a Chief Health Officer.</p>	COMMUNITIES
<b>KAZAKHSTAN</b>	Top Employer Certification - Top Employer Institute	Sanofi Kazakhstan received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>LATIN AMERICA</b>	Top Employer Certification - Top Employer Institute	<p>Four Sanofi Latin America affiliates (Argentina, Brazil, Colombia, Mexico) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.</p> <p>This allows us to become a "Top Employer" in Latin America.</p>	COMMUNITIES



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<b>MEXICO</b>	Top Employer Certification - Top Employer Institute	Sanofi Mexico received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>MIDDLE EAST</b>	Top Employer Certification - Top Employer Institute	Four Sanofi Middle East affiliates (Egypt, Kazakhstan, Turkey, United Arab Emirates) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.  This allows us to become a "Top Employer" in Middle East.	COMMUNITIES
<b>NORTH AMERICA (USA &amp; CANADA)</b>	Workplace Health Achievement Index - American Heart Association 2018	Sanofi North America was recognized as Gold Level in the 2018 Workplace Health Achievement Index.  The purpose of the Workplace Health Achievement Index recognition program is to recognize companies meeting criteria predefined by the American Heart Association for efforts to implement quality workplace employee health programs.	COMMUNITIES
<b>POLAND</b>	Social Responsible Business in Poland -Strategic Partner	Sanofi Poland was awarded as a Strategic Partner during the Forum of Responsible Business for its commitment to CSR education in Poland.	ALL
<b>POLAND</b>	The EFPIA Health Collaboration Award - Prevention and Awareness category	Sanofi Poland won the 2018 EFPIA Health Collaboration Award in the Prevention and Awareness category for the KiDS and Diabetes in Schools program.  KiDS is a real multi-stakeholder collaboration with patient organisations, like the International Diabetes Federation (IDF), local authorities, academic institutions and Sanofi with the aim to foster a safe and supportive environment for children with diabetes and promote healthy lifestyles among all children.	ACCESS TO HEALTHCARE
<b>POLAND</b>	Top Employer Certification - Top Employer Institute	Sanofi Poland received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>POLAND</b>	White CSR Leaf Award	Sanofi Poland was rewarded by the "Polityka" weekly, together with Deloitte Poland and the Responsible Business Forum , for the whole CSR activities (environmental protection, corporate governance, human rights, behavior towards employees, customer care, business integrity and social involvement).	ALL
<b>RUSSIA</b>	Top Employer Certification - Top Employer Institute	Sanofi Russia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>SINGAPORE</b>	Top Employer Certification - Top Employer Institute	Sanofi Singapore received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
<b>SOUTH AFRICA</b>	Top Employer Certification - Top Employer Institute	Sanofi South Africa received the Top employer certification from the Top Employers Institute for the 13th consecutive year in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF THE PROGRAM	CSR PILLAR
SPAIN	2018 Great Place to Work	<p>Sanofi Spain was recognized as Great Place to Work which evaluates the culture of the organization based on 5 principles that define the general concept of what an employee considers a great place to work.</p> <p>In addition, the workplace is examined through the evaluation of the Culture Audit ©, an analysis of the culture of the organization through nine areas that define the great workplaces.</p>	COMMUNITIES
SPAIN	IX Premio Catalunya Flexible	Sanofi Spain was awarded by IX Premio Catalunya Flexible which recognizes the actions a company takes for the employee to balance their work and family life	COMMUNITIES
SPAIN	Merco - Corporate Reputation Business Monitor - Pharmaceutical companies category	<p>Sanofi Spain was awarded as the 3rd most reputed company in Spain by Merco in the Pharmaceutical companies category.</p> <p>Merco (Corporate Reputation Business Monitor) is one of the benchmark monitors in the world launched in 2000, based on a multi-stakeholder methodology rating companies on reputation, brand value, best employers and CSR.</p>	ALL
SPAIN	Top Employer Certification - Top Employer Institute	Sanofi Spain received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
THE NETHERLANDS	LEED Gold certificate	<p>The Sanofi Paasheuvelweg office is the first office building in Europe and the third worldwide to be rewarded as LEED Gold level (Leadership in Energy and Environmental Design).</p> <p>The certification involves testing and assessing the sustainable nature of the building and the use of the building according to the international standard (soil and surroundings, water management, energy consumption, materials and interior climate (working conditions, among other aspects).</p>	HEALTHY PLANET
TURKEY	Equal Opportunity Model Special Award - Turkish Public Relations Association - Goldon Compass Awards	<p>Sanofi Turkey received the Equal Opportunity Model Special Award for the "Future Women Leaders Program".</p> <p>Women Leaders of the Future' project, which has been implemented in 2010 by the Women Entrepreneurs Association of Turkey (KAGİDER) with the support of the World Bank and with continuous support from Sanofi Turkey, is recognized as a long-term project aiming to enhance young women's participation in the economy and social life.</p>	COMMUNITIES
TURKEY	The 'TÜHİD 1on1 Social Gender Equality Award	Sanofi Turkey received the 'TÜHİD 1on1 Social Gender Equality Award from TÜHİD and Women Entrepreneurs Association of Turkey for the 'Women Leaders of the Future' project.	COMMUNITIES
TURKEY	Top Employer Certification - Top Employer Institute	Sanofi Turkey received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
UNITED ARAB EMIRATES	Top Employer Certification - Top Employer Institute	Sanofi UAE received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES



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UNITED KINGDOM	Most Active Workplace Award - Allied Health Professionals Suffolk	Sanofi UK (Haverhill site) was recognized in the category Most Active Workplace Award for maintaining a culture of physical health with all their employees within the community.	COMMUNITIES
UNITED KINGDOM	Top Employer Certification - Top Employer Institute	Sanofi UK received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
USA	100 Best Working Mothers	Sanofi US was ranked in the 100 Best Working Mother companies in terms of female representation, parental leave, family support, women's advancement and job flexibility;.	COMMUNITIES
USA	2018 Corporate Equality Index (CEI) from Human Rights Campaign's (HRC) - "Best Places to Work for LGBTQ Equality"	For the second year, Sanofi US received a perfect 100 score on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI) and was recognized as a "Best Places to Work for LGBTQ Equality."  The HRC is America's largest civil rights organization working to achieve lesbian, gay, bisexual, transgender and queer (LGBTQ) equality. The CEI rates businesses on their treatment of LGBTQ employees, consumers and investors.	COMMUNITIES
USA	Best company for dads 2018	Sanofi US received the Best company award for dads from the Working Mother Media in recognition for dads receiving paid family leave, flexible work arrangements and back up care.	COMMUNITIES
USA	Diversity Inc. Top 50 List	Sanofi US is included in the Top 50 List as a result for the programs and policies that reflect its commitment to diversity through ERGs, diversity recruitment, supplier diversity, mentoring and community partnerships.  Diversity Inc's Top 50 is based on evaluating companies with more than 1000 employees in the U.S. on four key areas: talent pipeline, talent development, leadership accountability and supplier diversity	COMMUNITIES
USA	Global Healthy Workplace	Sanofi US was certified Global Healthy Workplace and Employer of Choice.  This international recognition highlights our commitment to supporting employees' health and well-being.	COMMUNITIES
USA	Gold Level recognition as a Healthy Workplace.	Sanofi US received the Gold Level recognition as a Healthy Workplace from the Healthier Somerset Coalition, which honors companies for outstanding worksite wellness programs that improve employees' health and well-being.	COMMUNITIES
USA	Top 100 Adoption-Friendly Workplace	Sanofi US was listed in the top 10 companies that offer adoption benefits for their employees (financial reimbursement and paid leave for employees who adopt children).	COMMUNITIES
VIETNAM	Top Employer Certification - Top Employer Institute	Sanofi Vietnam received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

Index	Logo	2018 RATING / RANKING
ATM index		Sanofi was ranked 7 <sup>th</sup> .
CDP World Award - Climate Change		Sanofi achieved A- score.  Sanofi is included in the new Euronext® CDP Environment France EW, an equal weighted index that reflects the performance of the top 40 stocks, based on their environmental score, out of the SBF120 Index.
CDP World Award - Water		Sanofi achieved B score.  Sanofi is included in the new Euronext® CDP Environment France EW, an equal weighted index that reflects the performance of the top 40 stocks, based on their environmental score, out of the SBF120 Index.
DJSI		Sanofi was included in the DJSI World for the 12th year with a rating of 76.
FTSE4Good		Sanofi remains a constituent of the FTSE4Good Index with an excellent general score of 4.3 out of 5, with very high rating across the 3 pillars Environmental, Social and Governance.
Global 100 - Corporate Knights		Sanofi ranks #22 in 2018 Global 100 Most Sustainable Corporations and #4 in the pharmaceutical sector:
ISS - Quality Score		Sanofi gets high scores in the ISS QualityScore: 1 for Environmental topics and 1 on Social topics.
ISS - Oekom		Sanofi ranked number 1 of the "Pharmaceutical and Biotechnology" sector.
MSCI		Sanofi was rated A.
RobecoSAM		Sanofi was rated as Bronze class.
Sustainalytics		Sanofi was ranked 4th (out of 160 companies) and is rated "Leader", as part of the Top 5 companies.