

# HEALTH AND SAFETY IN THE WORKPLACE

GRI Standards : 403-1, 403-2, 403-3, 403-4 : Occupational Health and Safety

## I. BACKGROUND

**The men and women of Sanofi are the real drivers of our business performance, and their well-being is essential to our success. We are committed to ensuring the health and safety of all people working at Sanofi.**

Sanofi care about our employees' health and safety, and know it is an essential component in the success of its business. Limiting the occurrence of diseases and injuries has a direct positive impact on productivity and costs by avoiding repeated absences, medical expenses and insurance premiums.

To provide a safe environment and healthy conditions for our workforce as well as outside contractors, Sanofi implements measures designed to limit the risk of disease and injury that cause pain and suffering and affect employees' quality of life. The Company takes a preventive approach by seeking to avoid accidents and minimize exposure to hazardous agents. At the same time, Sanofi focuses on stress management and employee fitness programs to encourage individuals to improve their own health and well-being.

### 1. Safety in the workplace

Creating a safe working environment is first and foremost a matter of reducing workplace accidents and injuries to the lowest possible level. Sanofi's safety approach includes:

- Conducting risk assessments as of the initial phases of our activities and for each change;
- Applying risk minimization methods in all situations, for all processes and projects;
- Using the hazard vetting method each time manufacturing or equipment is scaled up;
- Focusing on organizational and human factors in safety management;
- Providing continuous employee awareness and training programs about prevention and protection systems;
- Providing support for managers while taking specific steps to ensure the safety of independent contractors;
- Making constant progress on our road safety record with the support of the Sanofi Road Safety Committee;
- Developing initiatives to improve employees' health and safety during business travel;
- Sharing Injuries Learning Experiences through all Sanofi's sites;
- Promoting Safety routines for employees to engage dialog about the hazards consciousness and prevention.

**The Sanofi Road Safety Committee** determines our global road safety program by analyzing worldwide road safety results and setting objectives for our affiliates. Each site then implements a program to address its specific road and motor vehicle safety issues, based on the committee's guidance and its own risk assessments. Proven success factors to improve road safety include: strong support from management, sufficient resource allocation, clear objectives, and regular reviews. Fleet safety and driver training programs are also important, as are the accurate reporting and analysis of all motor vehicle accidents and work-related injuries.

## 2. Health in the workplace

Ensuring the physical and mental health of each employee consists of minimizing exposure to chemical, biological, and physical risk factors and taking measures to enhance employees' well-being at work. It also involves occupational hygiene assessments and engineering technologies to protect employees' health.

Our approach to health in the workplace is based on:

- Identifying jobs and occupational hazards;
- assessing workplace;
- controlling to reduce risks, including medical surveillance to protect health of employees.

Our approach is built on a solid foundation, Sanofi's Health, Safety and Environment (HSE) management system. Central to our occupational health responsibility is the expertise, facilities and global requirements/standards that have been established to assure robust programs globally.

Occupational health departments and HSE departments are working together to prevent any health effects on employees.

Baseline and routine worker monitoring programs of occupational health risks is a key responsibility for our Medical and HSE experts, guided by our global requirements/standards.

Sanofi's Regional deployed Occupational Physicians / Nurses and occupational health clinics located in our operations provide the health expertise and facilities needed to support this important area of responsibility. Working with our HSE experts, these occupational health experts partner to assure all aspects of employee health are managed properly.

Our pro-active initiatives also include health programs and ways to share best practices among our key medical doctors, who provide leadership for the network of occupational physicians working at Sanofi sites around the globe.

Where appropriate, both occupational hygiene monitoring, air exposure, and biomonitoring technologies are in place to track occupational exposure. We intend to improve workplace knowledge on hazardous agents and their effects. Training sessions organized for employees and managers are designed to enhance well-being at work. We also rely on the guidance of in-house expert committees.

Our central Industrial Hygiene Laboratory is responsible for developing methods and performing sample analysis of active ingredients and powders. This laboratory is located in France and is available for Sanofi sites worldwide. Since 2014 it has been certified according to NF EN ISO/CEI 17 025 by the *Comité Français d'Accréditation* (COFRAC), especially for workplace air monitoring on APIs.

## II. ACTIONS

### 1. Safety

We maintain a safe working environment for our employees and seek to reduce as far as possible the occurrence of workplace accidents by monitoring injury rates and developing a wide range of initiatives including in human and organizational factors management.

<b>Occupational health-safety</b>	<b>2017</b>	<b>2018</b>
Lost Time Injury Frequency rate (LTI-FR) worldwide (Sanofi employees)	1.6	1.6
Lost Time Injury Frequency rate (LTI-FR) for temporary employees	1.9	2.4
Lost Time Injury Frequency rate (LTI-FR) for independent contractors	2.9	2.2
Lost Time Injury Frequency rate (LTI-FR) all workers	1.9	1.8

The LTI-FR for Sanofi employees is flat. There is a decrease for contractors but an increase in 2018 of the LTI-FR for and temporary employees, mainly at Industrial Affairs. The overall LTI-FR improved, mainly due to the circumstances motor vehicle accidents outside the site (-23) and machinery (-7).

In addition, Sanofi defined criteria for the potential severity of occupational accidents to better target the types of actions to be implemented to reduce the number of potentially serious injuries (PSI) and to integrate human and organizational factors into the in-depth analysis of these events. Our target is to focus the company's efforts on actions to pro-actively prevent potentially serious accidents rather than limiting efforts to post-accidental corrective measures. PSI have been systematically characterized, reported and analyzed in-depth.

## 2. HSE management and leadership training

The HSE Culture Training aims to promote the HSE culture amongst the employees of all Sanofi entities. In total, More than 10 000 employees have participated in the program since its launch in 2003.

- Site heads and members of the site management committees have taken the Safety & Leadership cycle at the Centre Européen d'Education Permanente (CEDEP). Since the training began, 368 Managers have participated, 60 in 2016 and 70 in 2017, and 98 in 2018.
- In 2016, the "Achieve Culture of Excellence in HSE and Quality" or ACE training was deployed worldwide on all Sanofi sites. This program was dedicated first to site management committees and then to managers and site directors. 4 242 employees have been trained in 3 years (717 in 2016 and 2 133 in 2017, 1392 en 2018).

## 3. Improved monitoring and analysis of potentially serious injuries (PSIs)

Since 2016, prevention measures for serious and potentially serious injuries have been strengthened by developing a methodology to analyze the root causes of serious or potentially serious injuries. The aim is to avoid any recurrence of these events and to gradually develop a safety culture for all Sanofi staff, outside company personnel and temporary workers.

To this purpose, a training program has been designed to create a network of experts worldwide specialized in the in-depth analysis of events. More than 200 people were trained in 2017.

In 2018, 64 PSIs were reported.

## 4. Health in the workplace

The broad range of initiatives to ensure our employees' health and well-being includes a wellness program to promote healthy living and prevent diseases, programs to prevent psychosocial risks, training for occupational hygienists and biosafety officers, and monitoring of occupational health.

### Occupational health – medical surveillance

Occupational diseases and their causes are collected according a formal new classification based on international classification of jobs and diseases.

The recognition of the occupational nature of a disease in France may take quite long (over six months).

As of December 31, 2018, 21 occupational diseases have been declared worldwide: 14 in France and seven in North America, where recognition and declaration systems are well established.

In 2018, four occupational diseases in France were recognized out of 14 diseases that had been declared as of January 18, 2019. In North America, seven were recognized out of seven declared.

The Occupational illness rate (Number of illness / number of working hours within Sanofi \* 1 million) has significantly decreased, from 0.16 in 2017 to 0.11 in 2018.

## Recognizing professionalism in occupational hygiene training

Sanofi continued to strengthen employees' skills on site with respect to occupational hygiene. Training programs are provided by provided Experts and international training modules offered by the Occupational Hygiene Training Association (OHTA). Each session is an intense week of lesson validated by an exam validated by an external organization BOHS. Training have been proposed in China, India, Europe, Tunisia, Brazil and France.

From 2012, 320 Sanofi people have been were trained. These trainings aim to provide core knowledge on

- W201 Basic Principles in Occupational Hygiene : 152 participants
- W501 Measurement of Hazardous Substances : 84 participants
- W503 Noise - Measurement and its Effects: 51 participants
- W505 Control of Hazardous Substances : 60 participants
- W507 Health Effects of Hazardous Substances: 59 participants
- W504 Asbestos and Other Fibres : 6 participants
- W506 Ergonomics Essentials : 83 participants

## Health in the workplace is a key topic in Sanofi.

Our key control and monitoring programs in this area include, but are not limited to, chemical and biological exposure, radiation, noise, ergonomics, temperature, illumination...

In 2017 Sanofi deployed an Occupational Hygiene (OHy) Indicator Tool. The tool was designed to identify Occupational Hygiene risk for each Sanofi site and the adequate management program. This comprehensive assessment tool covered all aspects of potential occupational exposures to workers and was used to develop an occupational exposure action plan to address annual priorities for Sanofi sites.

As part of our work identifying potential OHy improvement opportunities and action plans, we routinely address ergonomic risks in the workplace through systematic diagnoses by ergonomists. Ergonomic risks are mapped and prioritized for risk reduction action plans. The Sanofi site in Val de Reuil France and four North American Supply Chain sites are good examples where comprehensive programs are in place and ergonomic risk has been reduced at the sites.

Indoor air quality is an important aspect of the HSE Management system at Sanofi. Sites are designed and maintained with heating and ventilation based on the type of building and work performed in that building. Buildings and areas are also checked periodically to ensure the balance of outdoor air to indoor air ratio is respected to ensure the comfort of personnel working in our sites. Also illumination are assessed at our sites during design and periodic risk assessment reviews to ensure personnel are protected and provided with adequate lighting based on their task specific work.

Legionella prevention programs are in place at our sites globally for cooling towers and other potential sources of Legionella bacteria to protect all personnel.

The assessment of these Health Risks, and all others occurs routinely as part of our HSE Audit programs. Site risk assessments, improvement priorities, gaps and actions plans are reviewed and validated. When necessary, Corrective actions and Preventive actions are mandated and progress is monitored as part of the Sanofi HSE Audit program.

For more information, see in our Documents Center:

- *Chapter 4 of the Registration document 2018 - section 4.2 with all figures and analysis on injuries*
- *HSE Management System Factsheet*
- *HSE Policy*
- *Implementation of REACH regulation Factsheet*
- *CSR indicators table and auditors report*
- *Factsheet Health and Wellness program in the workplace*