

# HEALTH AND WELLNESS PROGRAM IN THE WORKPLACE





## I. BACKGROUND

Take Care & Bwel! is a company-wide health and wellness initiative and is intended to benefit all Sanofi Group company collaborators. The program was initiated in 2012 with the objective of promoting health and preventing or delaying the onset of chronic diseases by focusing on balanced nutrition, regular physical activity, sleep and stress management and prevention of non-communicable diseases. One of the major objectives of this program was to measure over time with the support of external academic expertise, the impact of proposed activities on collaborator's behaviors.

The initiative provides collaborators to become involved in their personal health and live healthier lives. This initiative builds upon a knowhow of providing health and wellness programs for collaborators. The health of employees is a top priority for Sanofi and a natural extension of our company mission is to discover new ways to improve and extend peoples' lives. Sanofi is focusing on prevention programs as part of Take care & Bwel!.

## II. PROGRAM DESCRIPTION

The program is based on four pillars that aim to help collaborators to achieve optimal health:

MOVE OFTEN	Promote regular physical activity	
EAT WELL	Encourage consumption of a balanced and varied diet	
FEEL GOOD	Improve quality of sleep and manage stress	
STAY HEALTHY	Support smoking cessation, Prevent diseases and promote vaccination	

While activities are voluntary for collaborators, sites participating in Take Care & Bwel! proposes a range of health and wellness activities to encourage collaborators to exercise regularly (fitness rooms, sport classes, walking challenges, stair use promotion), choose healthy food offered in company restaurants, manage stress, improve sleep quality and participate in free screenings. The initiatives are different depending on countries and needs. All engaged sites are requested at the

end of each year to provide key performance indicators (KPIs) to the global team. The site are asked questions on the organization, number of human resources involved, financial investments, level of participation to activities. This assessment is also the opportunity to collect feedback and ideas that can be used to develop best practices that will be share with all countries.

### III. MAJOR ACHIEVEMENTS

Based on a flexible and simple methodology the program was deployed by the end of 2017 in 59 countries and 136 sites (see map enclosed). Take Care & Bwell initiative reaches almost 50% of our group company collaborators (48 000 collaborators). Along with numerous local awards and/or certificates in countries ranging from China, France, Ireland, UK, USA, Spain, Sanofi has been recognized internationally for the impact of the Take Care & Bwell program. We earned the Global CEO cancer Gold Standard for the Chinese deployment.

#### Presence of Take care & Bwell on the basis of the survey conducted end of 2018

1. Australia	31. Korea, South
2. Algeria	32. Kazakhstan
3. Argentina	33. Lebanon
4. Australia	34. Mexico
5. Bosnia and Herzegovina	35. Malaysia
6. Bangladesh	36. Netherlands
7. Belgium	37. Norway
8. Bielarus	38. Panama
9. Brazil	39. Paraguay
10. Canada	40. Peru
11. Chile	41. Philippines
12. China	42. Poland
13. Colombia	43. Portugal
14. Czech Republic	44. Russia
15. Germany	45. Saudi Arabia
16. Dominican Republic	46. Sweden
17. Ecuador	47. Singapore
18. Estonia	48. Senegal
19. Egypt	49. Spain
20. Finland	50. Switzerland
21. France	51. Thailand
22. Guatemala	52. Tunisia
23. Hungary	53. Turkey
24. Indonesia	54. United States
25. Ireland	55. United Kingdom
26. Israel	56. Uruguay
27. India	57. Uzbekistan
28. Italy	58. Venezuela
29. Jordan	59. Vietnam
30. Japan	

## IV. OBJECTIVES

Crossed with WHO information, evolution of company health plans' costs in Sanofi for these countries and headcounts, **top intervention countries should be in Sanofi, for Asia (Pakistan, China, Vietnam, India), for Europe (France, UK, Poland, Russia), Middle East (Pakistan), Africa (Egypt), North America (Canada, USA, Mexico) and South America (Brazil, Argentina, Colombia).**

Sanofi's objective is to continue the expansion of this program by helping sites and more specifically the above countries to implement good practices and to monitor changes in employee behaviors by promoting the use of e-health tools.

To summarise, our 2020 roadmap is:

- To reinforce the program in countries considered as a priority because of the growing incidence of non-communicable diseases;
- To extend the program to sites which did not deploy it yet;
- To reinforce our actions for Field Forces
- To ensure sustainability of the program by proposing to sites new intervention ideas and Sanofi internal awards to promote competition between sites;
- To publish with academic partners significant data observed during the WarmUapp pilot study showing a significant improvement of sleeping behaviors and a significant decrease of sedentary behaviors;
- To industrialize and deploy our proprietary e-health tools to make them available to a majority of countries and sites.

The program deployment will continue be conducted with the support of HSE Regions Heads and Region Leaders in close collaboration with Human Resources, Compensation & Benefits, Facility Management, Occupational Health, Corporate Social Responsibility and Communication network as driving forces. Each year, a list of targeted sites will be the deployment driver.