



2018 GRI Content Index

Index to be read as a navigation tool to find the information in the relevant documents.

- IR** 2018 Integrated Report
- DDR** 2018 Chapter 4 of the "Document de référence" (Registration Document - audited by an independent third party)
- 20F** 2018 Form 20-F
- CoE** Code of Ethics
- FCT** Factsheets in our document center
- @** Email address



For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report. The service was performed on the English version of the report.

GRI STANDARDS		SOURCE		OMISSION
UNIVERSAL STANDARDS				
GRI 101: FOUNDATION 2016				
GRI 102: GENERAL DISCLOSURES 2016				
ORGANIZATIONAL PROFILE				
102-1	Name of the organization	Core	20F Front cover	
102-2	Activities, brands, products, and services	Core	20F P.22 • Item 4 - B/ Business overview	
102-3	Location of headquarters	Core	20F P.21 • Item 4 - A/ History and development of the Company	
102-4	Location of operations	Core	20F P.45 • Item 4 - B.6. Markets	
102-5	Ownership and legal form	Core	20F P.21 • Item 4 - A/ History and development of the Company	
102-6	Markets served	Core	20F P.22 • Item 4 - B/ Business overview	
102-7	Scale of the organization	Core	IR P.4 • Our business model	
102-8	Information on employees and other workers	Core	DDR P.6 • Section 4.1.2. Human Capital	
102-9	Supply chain	Core	DDR P.42 • Section 4.2.4.13. Procurement and subcontracting	
			FCT P.2 • Responsible Procurement	
102-10	Significant changes to the organization and its supply chain	Core	20F Notes to the consolidated financial statements P.F-36 • D1/ Changes in the scope of consolidation due to acquisitions and divestments P.F-118 • G/ Events subsequent to December 31, 2018	
102-11	Precautionary principle or approach	Core	DDR P.23 • Section 4.2. Statement of extra-financial performance and vigilance plan	
		Core	FCT P.2-3 • Risk Management	
102-12	External initiatives	Core	IR P.18 • Extra-financial performance	
		Core	DDR P.39 • Section 4.2.4.10. Human rights	
		Core	FCT 2018 Sanofi UN Global Compact COP (Communication on Progress)	
102-13	Membership of associations	Core	FCT P.5-6 • Stakeholder Engagement	

GRI STANDARDS		SOURCE		OMISSION
STRATEGY				
102-14	Statement from senior decision-maker	Core	IR P.4 • Foreword of the CEO	
ETHICS AND INTEGRITY				
102-16	Values, principles, standards, and norms of behavior	Core	CoE P.1-48 • Code of Ethics	
			DDR P.40 • Section 4.2.4.11. Ethics and business integrity	
			FCT P.2-3 • Ethics and Business Integrity	
GOVERNANCE				
102-18	Governance structure	Core	20F P.130 • Item 6 - Directors, Senior Management and Employees	
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	Core	FCT P.1 • Stakeholder Engagement	
102-41	Collective bargaining agreements	Core	DDR P.12 • Section 4.1.2.4. Social dialogue	
102-42	Identifying and selecting stakeholders	Core	FCT P.2-3 • Sanofi's CSR Materiality, Strategy & Governance	
102-43	Approach to stakeholder engagement	Core	FCT P.1-3 • Stakeholder engagement	
102-44	Key topics and concerns raised	Core	FCT P.3 • Stakeholder engagement	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	Core	20F P.F-115 • Notes to consolidated financial statements F/ List of principal companies included in the consolidation during 2018	
102-46	Defining report content and topic boundaries	Core	IR P.10 • Key issues in a changing environment	
			DDR P.24 • Section 4.2.3. Presentation of risks and issues	
			DDR P.44 • Section 4.3. Methodological note on data reporting	
102-47	List of material topics	Core	IR P.10 • Key issues in a changing environment	
102-48	Restatements of information	Core	DDR P.44-47 • Section 4.3. Methodological note on data reporting	
102-49	Changes in reporting	Core	DDR P.44 • Section 4.3. Methodological note on data reporting	
102-50	Reporting period	Core	DDR P.48 • Section 4.4. Independent third party's report	
102-51	Date of most recent report	Core	DDR IR 2018	
102-52	Reporting cycle	Core	Annually	
102-53	Contact point for questions regarding the report	Core	@ corporate-responsibility@sanofi.com	
102-54	Claims of reporting in accordance with the GRI Standards	Core	IR This report has been prepared in accordance with the GRI Standards: Core option	
102-55	GRI content index	Core	FCT P.1-5 • GRI Content Index	
102-56	External assurance	Core	DDR P.48-51 • Section 4.4. Independent third party's report	
GRI 103: MANAGEMENT APPROACH 2016				
THIS REFERENCE TO GRI 103 AND THE CORRESPONDING DISCLOSURES 103-1, 103-2 AND 103-3 APPLIES TO ALL MATERIAL TOPICS COVERED BY THE FOLLOWING TOPIC-SPECIFIC STANDARDS: GRI 203: INDIRECT ECONOMIC IMPACTS 2016, GRI 205: ANTI-CORRUPTION 2016, GRI 302: ENERGY 2016, GRI 303: WATER 2016, GRI 305: EMISSIONS 2016, GRI 306: EFFLUENTS AND WASTE 2016, GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016, GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016, GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016, GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016, GRI 408: CHILD LABOR 2016, GRI 409: FORCED OR COMPULSORY LABOR 2016, GRI 413: LOCAL COMMUNITIES 2016, GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 ET GRI 416: CUSTOMER HEALTH AND SAFETY 2016.				
103-1	Explanation of the material topic and its boundary	Material	IR List of our material topics and their boundaries are presented on P.10 • Material Issues	
			DDR A table of all material topics considered as risks is presented in P.24 • Section 4.2.3. Presentation of risks and issues The risks are developed in P.25 • Section 4.2.4. Policies, action plans and performance indicators	
103-2	The management approach and its components	Material	DDR P.1-51 • All our material topics are included in the Chapter 4 of the "Document de référence" in which policies, commitment, goals, targets, responsibilities, resources, grievance mechanisms and specific actions are described. This report is audited by an independent third party	
103-3	Evaluation of management approach	Material		

GRI STANDARDS		SOURCE		OMISSION	
TOPIC-SPECIFIC STANDARDS - MATERIAL TOPICS					
ECONOMIC					
GRI 203: INDIRECT ECONOMIC IMPACTS 2016					
203-1	Infrastructure investments and services supported	Material	IR	P4 Business Model	
			20F	P.71 • Item 4 - D/ Property, plant and equipment	
			DDR	P.2 • Section 4.1.1. Access to healthcare for the underserved	
GRI 205: ANTI-CORRUPTION 2016					
205-1	Operations assessed for risks related to corruption	Material	DDR	P.40 • Section 4.2.4.11. Ethics and business integrity	
			20F	P.4 • Item 3 D. Risk factors - Risks relating to legal and regulatory matters	
			FCT	P.5 • Ethics and Business Integrity	
205-2	Communication and training about anti-corruption policies and procedures	Material	FCT	P.38-39 • Code of Ethics	
			Other	P.1-7 • Anti-bribery Policy	
			FCT	P.5 • Ethics and Business Integrity	
			DDR	P.40 • Section 4.2.4.11. Ethics and business integrity	
205-3	Confirmed incidents of corruption and actions taken	Material	20F	P.195 • Item 8 - Information on Legal or Arbitration Proceedings	
ENVIRONMENTAL					
GRI 302: ENERGY 2016					
302-1	Energy consumption within the organization	Material	DDR	P.18 • Section 4.1.3.2.1. Energy	
			FCT	P.10 • CSR Indicators Table and Auditor's report	
			FCT	P.2 • Carbon Footprint	
302-4	Reduction of energy consumption	Material	DDR	P.18 • Section 4.1.3.2.1. Energy	
			FCT	P.10 • CSR Indicators Table and Auditor's Report	
302-5	Reductions in energy requirements of products and services	Material	FCT	P.2-3 • Transporting medicines and vaccines	
			FCT	P.1-2 • Responsible packaging	
GRI 303: WATER 2016					
303-1	Water withdrawal by source	Material	DDR	P.21 • 4.1.3.3.2. Water consumption	
			FCT	P.10 • CSR Indicators Table and Auditor's Report	
			FCT	P.5 • Water Resource Management	
303-2	Water sources significantly affected by withdrawal of water	Material	DDR	P.20 • Section 4.1.3.3.1. Water resource management plan	
GRI 305: EMISSIONS 2016					
305-1	Direct (Scope 1) GHG emissions	Material	DDR	P.19 • 4.1.3.2.2.1. Emissions linked to energy consumption: scope 1 & 2	
			FCT	P.2 • Carbon Footprint	
			FCT	P.11 • CSR Indicators Table and Auditor's Report	
305-2	Energy indirect (Scope 2) GHG emissions	Material	DDR	P.19 • 4.1.3.2.2.1. Emissions linked to energy consumption: scope 1 & 2	
			FCT	P.2 • Carbon Footprint	
			FCT	P.11 • CSR Indicators Table and Auditor's Report	

GRI STANDARDS		SOURCE			OMISSION
305-3	Other indirect (Scope 3) GHG emissions	Material	DDR	P.19 • 4.1.3.2.2.2. Indirect emissions: scope 3	
		Material	FCT	P.4-12 • Carbon Footprint	
		Material	FCT	P.11 • CSR Indicators Table and Auditor's Report	
305-5	Reduction of GHG emissions	Material	DDR	P.17 • Section 4.1.3.1. The Planet Mobilization roadmap	
		Material	FCT	P.3 • Transporting medicines and vaccines	
305-6	Emissions of ozone-depleting substances (ODS)	Material	FCT	P.11 • CSR Indicators Table and Auditor's Report	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Material	DDR	P.36 • Section 4.2.4.8. Environmental releases	
		Material	FCT	P.11 • CSR Indicators Table and Auditor's Report	
		Material	FCT	P.3 • Protection of the Atmosphere	
GRI 306: EFFLUENTS AND WASTE 2016					
306-2	Waste by type and disposal method	Material	DDR	P.22 • Section 4.1.3.5. Waste management	
		Material	FCT	P.2 • Waste management	
		Material	FCT	P.12 • CSR Indicators Table and Auditor's report	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
308-2	Negative environmental impacts in the supply chain and actions taken	Material	DDR	P.23 • Statement of extra-financial performance and vigilance plan	
		Material	FCT	P.18-22 • Plan de Vigilance	
		Material	FCT	P.4-5 • Responsible procurement	
SOCIAL					
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016					
403-1	Workers representation in formal joint management-worker health and safety committees	Material	DDR	P.31 • Section 4.2.4.7. Employee health and safety	
		Material	FCT	P.2 • Health and Safety in the Workplace	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Material	DDR	P.34 • Section 4.2.4.7.5.1. Occupational injury prevention programs	
		Material	FCT	P.7-9 • CSR Indicators Table and Auditor's Report	
403-3	Workers with high incidence or high risk of diseases related to their occupation	Material	FCT	P.4 • Health and Safety in the Workplace	
403-4	Health and safety topics covered in formal agreements with trade unions	Material	DDR	P.12 • Section 4.1.2.4. Social dialogue	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
405-1	Diversity of governance bodies and employees	Material	IR	P.8 • Governance	
		Material	FCT	P.4, 7, 8, 10, 14 • Corporate Governance	
		Material	DDR	P.9-11,14,15 • Section 4.1.2. Human capital	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Material	DDR	P.12 • Section 4.1.2.4. Social dialogue	
		Material	FCT	P.1, 3 • Fundamental Human Rights at work	
		Material	FCT	P.6 • Responsible Procurement	
GRI 408: CHILD LABOR 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	Material	FCT	P.1-11 • Children's Rights	

GRI STANDARDS		SOURCE		OMISSION	
GRI 409: FORCED OR COMPULSORY LABOR 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Material	DDR	P.39 • Section 4.2.4.10. Human rights	
		Material	FCT	P.2-3 Fundamental Human Rights at work	
GRI 413: LOCAL COMMUNITIES 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	Material	FCT	P.1-6 • Local Social Impact	
		Material	FCT	P.1-9 • Employee Volunteering	
		Material	FCT	P.1-9 • External CSR Awards & Recognitions	
413-2	Operations with significant actual and potential negative impacts on local communities	Material	DDR	P.36 • Section 4.2.4.8. Environmental releases	
		Material	20F	P.17 • Item 3 - D. Risk Factors - Environmental Risks of our Industrial Activities	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016					
414-1	New suppliers that were screened using social criteria	Material	FCT	P.5 • Responsible Procurement	
414-2	Negative social impacts in the supply chain and actions taken	Material	DDR	P.42 • Section 4.2.4.13. Procurement and subcontracting	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016					
416-1	Assessment of the health and safety impacts of product and service categories	Material	DDR	P.31 • Section 4.2.4.7. Employee health and safety	
		Material	FCT	P.4 • Medical Ethics and Bioethics	
		Material	FCT	P.1-2 • Implementation of REACH regulation	
		Material	FCT	P.2 • Quality Management System	
		Material	FCT	P.1 • Serialization	
		Material	FCT	P.3-8 • Fighting falsified medical products	
		Material	FCT	P.3 • Pharmacovigilance	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Material	20F	P.195 • 20-F Item 8 - Information on Legal or Arbitration Proceedings	