ECONOMIC, ENVIRONMENTAL AND SOCIAL FOOTPRINT AT LOCAL LEVEL

GRI Standards:

203-2: Indirect Economic Impacts
413-1: Local Communities

EXECUTIVE SUMMARY

Sanofi is present in more than 100 countries around the world, deeply influencing the local territories where we operate. Not only is our impact economic, it is also social and environmental. In order to foster a positive contribution to the local territories surrounding our sites and to contribute to the sustainable development of our communities, it is crucial to be able to measure such impact.

A Territorial Footprint Working Group composed of internal and external stakeholders has been created and developed a measurement process we rely on to assess and improve the direct and indirect impact of Sanofi’s activated on its surrounding territory.
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1. MEASURING SANOFI’S ECONOMIC, ENVIRONMENTAL AND SOCIAL FOOTPRINT AT SITE LEVEL

One of the questions raised by the CSR stakeholders’ panel which took place in 2017 was the need to measure Sanofi’s economic, environmental and social territorial footprint at local level.

A Territorial Footprint Working Group, composed of internal and external stakeholders, was created. It proposed a definition of the Sanofi ecosystem as well as a set of economic, social and environmental indicators to be used in the measurement process. Based on what had been produced by this working group, we defined an internal methodology to evaluate the territorial footprint of our sites. This methodology is based on around twenty environmental, economic, social and community-related indicators used to assess the direct and indirect impact of Sanofi’s activities on its surrounding territory. It involves highlighting the company’s local commitment, which makes it possible to establish its contribution to wealth and define its involvement in the life of the territory.

This methodology was tested with four pilot sites, representative of the diversity of our activities (Pharma Manufacturing, R&D, Tertiary Site and Vaccine) and our locations: Aramon, Chilly Mazarin and Campus Sanofi Val de Bièvre (France) and Swiftwater (USA).

2. TESTING OF THE METHODOLOGY

The goal of the test on these different pilot sites was to evaluate the methodology that was defined by the Territorial Footprint Working Group. The final objective of this project is to broadly deploy this in-house approach internally with site managers and operational staff who will be able to use it at their discretion.

- The territorial footprint aims to measure the environmental, social and economic impact of the activity of a site or a company on a given territory or its most direct area of influence.

- It also aims at evaluating exchanges between the site and its territory from a quantitative (m3 of water collected, number of school partnerships, number of jobs created) and qualitative (pro-activity of the site’s management on local issues, identification of common challenges) point of view. It will highlight the local commitment of the company and stresses its contribution and implication to the wealth and life of the territory.

- Stakeholder perceptions are also assessed through interviews and the company's involvement in territorial issues is measured by evaluating the principles and strategies implemented by the local public authorities (France: Local Agenda 21, Territorial-Energy Climate plans, Natural and Technological Risk Prevention Plans or Urban Travel Plan) and international standards (SDGs, Human Rights ...).

The measurement of the territorial footprint is, above all, a tool for decision making intended for site directors. It will provide them with information to enhance dialogue with their local stakeholders and to strengthen their local foothold strategy and their social and environmental accountability.

For this, a Guide was developed in order to be provided to the site directors who can decide to measure their site’s territorial footprint. This Guide walks them through the implementation of the project. It covers all the steps, from building a project team to collecting information, analyzing and presenting the results. It also provides them with advice for the next steps: building on the results to implement operational action plans, create communication tools used both internally and externally and foster stakeholder dialogue and partnerships.
Implementing territorial footprint evaluation on our sites will greatly help us in the implementation of CSR roadmap at the local level, in strengthening the site interactions with stakeholders and developing action plans that will both benefit the local communities and the site.

3. CONCLUSION

The implementation on these pilot sites has been successful and encourages us to continue our efforts, especially as the feedback from the sites has been very positive. The qualitative and quantitative approach has made it possible to define the most appropriate indicators regarding the needs of the sites in terms of economic, social/societal and environmental dimensions but also, through stakeholder interviews, to define the areas of improvement and to put in place concrete action plans, extremely well received by the sites.

The directors of these sites now have at their disposal a decision-making tool that enables them to better characterize and manage the impacts of their site. For Sanofi, it is an essential step to illustrate our sustainable development commitments.

Now that we have developed, tested and approved our methodology, our objective today is to broadly deploy this in-house approach internally with site managers and operational staff who will be able to use it at their discretion.
APPENDIX: Presenting the analysis realized in Aramon, Chilly Mazarin and Campus Sanofi Val de Bièvre

The Local Footprint at the Sanofi Aramon Site (Gard, France)
Sanofi in Aramon: local production, global impact

An atypical geographical position
Aramon is located on the banks of the River Rhône and at the border of three counties (départements): the Gard, the Vaucluse and the Bouches du Rhône. The Sanofi site has been located here for over 50 years. This atypical geographical position requires special attention to be paid to the stakes and challenges of both these local areas and stakeholders. Local relationships have been established at several levels of governance: the town of Aramon, The Community of the Pont du Gard towns, the « Pôle d’Équilibre Territorial et Rural L’Uzège - Pont du Gard » (the Uzège-Pont du Gard Local and Rural Equilibrium Division), the three counties and two regions.

Sanofi is a major player in the region’s economy
The Aramon site produces active pharmaceutical ingredients and synthesis intermediates for the Sanofi Group and third party clients. On a daily basis throughout the world, the volume of pharmaceutical active ingredients produced at the Aramon site enables 10 million patients to be treated. This worldwide impact is also reflected by the contribution to the dynamism of the local economy:

- 10% of Sanofi’s employees in France are located in the PACA and Occitanie regions, at the Montpellier, Sisteron and Aramon sites.
- Sanofi Aramon is one of the Gard county’s leading industrial companies and the fourth in the county.
- With more than 900 employees, it is a major local player who contributes to the local economy’s dynamism. 150 employees from external companies also work at the site everyday.

4th private sector company in the Gard
900 employees
150 Employees from external companies per day at the site
10 million people treated thanks to the active ingredients produced at the site
Contributing in meeting local challenges

Beyond demands in industrial excellence, Sanofi is committed to sustainable development in the local areas where the company is located. The Aramon site shares challenges at a local level and in which it has undertaken to take action.

**Employment, a priority**
The Gard has a unemployment rate of 12.3%*. Despite this, the Chemical and Biotechnology industry is experiencing difficulties in recruiting within the region and sometimes has to recruit from regions further away. To find an solution to this problem, Sanofi has engaged in partnerships with the region’s training centres and wishes to do the same with local businesses. The aim is to raise awareness in the opportunities provided by the sector in order to encourage local employment.

* Source: [DIRECCTE 2017]

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**Developing the local economy**
The Occitanie region is the number one region in France for creating companies. The dynamic local economic fabric is an essential factor for company growth locally. Sanofi takes part by:
- promoting local procurement, in particular from ESAT establishments (organisation specialising in the reintegration of persons into the labour market);
- supporting local entrepreneurs: more than 200 jobs have been subsidised in companies in the Gard, the Vaucluse and Bouches du Rhône through French government economic revival agreements:
- joining initiatives that are innovative and mobilising such as the Cleantech Vallée initiative based in Aramon, which is part of an Ecological Transition Contract.

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**An exceptional environment**
The site enjoys a privileged environment, appreciated by the region’s tourists: the Rhône, the Pont du Gard, the towns of Avignon and Nîmes. A region whose cultural wealth is large and varied and where there are many leisure activities. Biodiversity and environmental conservation are major political stakes for the «Communes du Pont du Gard» Community. Sanofi must be exemplary in this aspect and limit its environmental impacts, which has been the case for several years.

It is by ensuring coherence between its initiatives and local objectives that the site will play its role as a locally engaged player.

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Occitanie
number one region in terms of number of companies accredited

1.5 million
tourists visit the Pont du Gard every year

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The site’s value chain

900 employees - 42 apprentices and 30 interns
150 subcontractors on site - 160 student visits
7 partnerships training-schools

Water consumption divided twofold since 2010, i.e. the equivalent to the yearly consumption of 4,000 households

99% of waste generated is recycled, half of this at the site

93,024 MWh per year, i.e. the equivalent to the yearly consumption of 18,000 households

A wastewater treatment plant with a capacity of 200,000 population equivalent

80 ha of which only 20 ha are surrounded by fencing

600 tons of active ingredients produced per year. A volume of production equivalent to 10 million patients treated per day

Managing natural resources

For several years now the site at Aramon has undertaken to effectively manage its environmental impacts. The site’s exceptional environment and its importance require additional measures. The Mediterranean climate involves the protection of water resources; the site’s consumption has been cut by half over the last few years and green areas are progressively being replaced by local species.

The energy transition is a major challenge for the area.

Sanofi is working on this by implementing several initiatives:

- Developing the production of alternative energy: the site’s car park is entirely covered by photovoltaic panels and to project to extend these is being studied in partnership with EDF Energies Nouvelles.

- Limit energy consumption: an energy savings plan, including an employee awareness-raising campaign, has been implemented. The site was one of the first to obtain a joint certificate for environmental ISO 14001) and energy management (ISO 50001) in 2018. An objective to lower energy consumption by 8% has been set for 2020.

- Promoting waste recycling: the overall waste recycling rate is 99%, most of which is recycled on site. The site is already equipped with a co-incineration unit and is gradually implementing solvent recycling processes to limit transportation by truck. In 2018, 5 million euros were invested in a solvent recycling unit.

100% of the on-site vehicles are electric

A specialist centre in environmental and analytical sciences is available for all Sanofi sites worldwide.
Encouraging direct and indirect local economic impacts

Direct and indirect economic impacts in the Gard, the Vaucluse and the Bouches du Rhône counties

<table>
<thead>
<tr>
<th>Impact</th>
<th>Value (in millions of euros)</th>
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<tbody>
<tr>
<td>Sanofi’s indirect impact</td>
<td>67</td>
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<tr>
<td>Site’s indirect impact</td>
<td>13.7</td>
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<tr>
<td>Site’s direct impact</td>
<td>55.4</td>
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221 local suppliers in the area
28% of procurement is conducted locally
67 million euros worth of indirect economic impact for the Gard, Vaucluse and Bouches du Rhône counties

Patient-focused, Sanofi Aramon’s production contributes locally to the area’s economic development by redistributing the value created by the site.

It is estimated that the indirect impact resulting from Sanofi’s procurement activities in the Gard, Vaucluse and Bouches du Rhône counties is worth 67 million euros, 13.7 million euros of which may be directly attributed to the Aramon site. 28% of procurement is conducted locally. 55.4 million euros worth of direct impacts can be added to this (jobs, taxes, etc.) in these same counties.

To reinforce its impact, Sanofi is involved in the development of a major project for the area, « Cleantech Valley » an ecosystem accelerating competitiveness, ecological growth and solidarity, and job creation. The project, initiated by EDF and supported by local authorities, is, in 2018, the third CFT (Contract for Ecological Transition).
Operational excellence through employee engagement

With subcontracting personnel and Sanofi employees, more than 1000 people work each day at the site, which operates 24/7. To maintain this level of excellence, the company is significantly investing in Safety and Quality fundamentals and procedures.

The quality of life in the work place is an important topic. A local committee has been implemented in order to coordinate an action plan in line with the Group’s «Fake Care & Be Well» initiative.

Awareness-raising and communication initiatives are implemented in order to enable employees to look further into topics related to health and well-being. Different actions are undertaken to encourage and maintain the employment of disabled persons (more than 7% of employees are considered as being in this situation). Specific follow-up is implemented in order to promote awareness on the diversity of situations. During recruitment, the company is systematically assisted by a specialist agency enabling the number of disabled applicants with the skills required to increase.

Finding candidates that are trained and operational is a daily challenge for the site’s activity. Sanofi Aramon trains 42 work-study students each year and welcomes 30 interns. Currently there are seven partnerships with schools in order to boost the attractiveness of jobs in the Chemical and Biotechnology Industry. A GREAL partnership in Istres (France) and temporary recruitment agencies enable the chemical industry to implement professionalisation contracts in the Chemical sector.

To attract qualified persons into the Chemical, Processes and Biotechnology professions and boost the attractiveness of local employment, the site seeks to pool requirements with local companies.

Direct and indirect economic impacts in the Gard, the Vaucluse and the Bouches du Rhône counties

- 900 employees of which
  - 42 are in work-study programmes
  - 30 are interns
  - 160 are visiting students

67 Permanent contract workers recruited in 2018
7 partnerships Training/School

900

Sanofi’s indirect impact

200

Site’s indirect impact

800

Site’s direct impact

in job creation

Economic, Environmental and Social Footprint
Factsheet
Published October 2020
Actions for the conservation of biodiversity and living conditions

The relationship with the local residents living near the site is very important. A site monitoring committee enables the site’s stakes and challenges to be discussed as well as the questions posed by the local residents. For example, in order to limit noise and olfactory nuisances, works have been implemented at the wastewater plant like, for example, the covering of tanks.

The site’s fences are limited in order to encourage the movement of species and conserve the scrubland (xerarquies) areas. 20 hectares out of the 80 are fenced off. The site is located in a suitable area, appreciated by the European Loriot, a protected bird species.

In addition to awareness-raising initiatives on biodiversity that are conducted, this is an opportunity to undertake discussions and partnerships with associations. The SANOLIVE initiative enables olive oil to be produced from the 800 olive trees at the site and to give the proceeds from its sale to local associations. Again at the site, the BEE initiative encourages the installation of sentinel bee hives and honey production. Through these projects, the company boosts the mobilisation of its employees and its collaboration with the local ESAT and charity organisations such as the Red Cross. It thereby participates in developing local solidarity and environmental projects that encourage biodiversity and the employment of disabled persons or persons from underprivileged backgrounds.

In 2018 the site at Aramon won the UIC Responsible Care® Méditerranée Trophy in the social responsibility category.
The local footprint at the heart of the Sanofi’s Sustainable Development strategy

Sanofi has a strong relationship with its different stakeholders because it is our responsibility to contribute to the sustainable development of our communities.

Within the framework of the Stakeholder Consultation programme which Sanofi has organised for the last few years at Group level, the local footprint of its sites has established itself as a strategic topic for the company.

The purpose of a local footprint is to measure the local environmental and social impact of the site’s activity, that of a company’s in a given local area, which it directly influences.

A methodology for measuring Sanofi’s local footprint has been specifically developed, based on about twenty indicators, defining the measurement of direct and indirect impacts. Aramon (France) was one of three pilot sites chosen to test the approach.

Measuring the local impact is above all a decision-making tool for the site’s Directors, enabling them to define or improve dialogue with their local stakeholders and to strengthen their local anchoring strategy and their social and environmental accountability.

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The Local Footprint at the Sanofi Chilly-Mazarin/Longjumeau site
Chilly-Mazarin Longjumeau

**A dynamic and attractive regional area**
This site is located across the towns of Chilly-Mazarin and Longjumeau, in the heart of a dynamic area, conducive to economic development and innovation, i.e. the community agglomeration of the Paris-Saclay and the Ile de France region. Present in the area for the last 60 years, Sanofi brings together here renowned international experts.

**Sanofi’s leading R&D site**
From research to development, the Chilly-Mazarin site develops innovative therapeutic solutions for public health and patient needs.

- **The R&D teams** work with the region’s hospitals and academic centres, which stimulate Translational Medicine, one of the underpinning areas of the R&D strategy.
- **The scientists at the site** are specialised in cardiovascular diseases and neurodegenerative disorders.
- **The experts in pharmacovigilance** based at Chilly-Mazarin are responsible for monitoring on a global scale, the safety of medical drugs during their clinical development and following their introduction onto the market place.

In order to keep and develop these talents and skills, the company intends to find solutions to the stakes and challenges that its activity faces and to those of its local area.

**1st**
employer in the towns of Chilly-Mazarin and Longjumeau

**34**
nationalities

**17**
hectares
local footprint:
20,000 m²
of laboratories
32,000 m²
of offices
Contributing in meeting local challenges

It is, in particular, due to its relationship with the Ile de France region near Paris that Sanofi, in Chilly-Mazarin, contributes to meeting its challenges in productivity, skills, and local foothold.

**Increasing productivity thanks to the local ecosystem**
Increasing productivity is a major challenge for Sanofi’s R&D. Its strategy is based on open innovation and translational medicine. Thanks to a fertile biomedical ecosystem, concentrated in the Ile-de-France region, the Chilly-Mazarin site is connected to an international network of innovation in the health field.

In the medium term, the development of the Paris-Saclay activity should boost the scientific influence in which Sanofi is a major player.

**The digital challenge in Sanofi’s businesses**
Clinical development is increasingly integrating digital skills, data to be processed and artificial intelligence tools. Patients are being treated at home more and more, thereby modifying the context of clinical trials.

The use of digital technologies enables the organisation of clinical trials to be accelerated. The proximity with IT and digital centres of excellence at the Saclay facility will make the digital transformation within Sanofi easier.

**A local foothold to be continued**
Due to its long-term presence locally, the site contributes to the image of the two towns of Chilly-Mazarin and Longjumeau. External events are held in its conference centre, which contribute in establishing a relationship with the region’s players.

Promoting Sanofi locally to stakeholders and ensuring its operational activities are in line with local objectives, enables the site to have better visibility for the future.
The site’s value chain

1,700 employees 160 work-study students and interns

Managed energy consumption with an objective to lower this by 15% between 2015 and 2020

99% of the waste generated is recycled

677 suppliers in the Île-de-France region

Research (2-4 years)  Development (1-2 years)  Development and Registration (2-6 years)

17 hectares at the heart of Chilly-Mazarin and Longjumeau

A dozen scientific partnerships with universities and hospitals in the Île de France region

Limiting the environmental impact

The Chilly-Mazarin site has undertaken a carbon balance exercise in order to better manage its environmental impacts. It manages its aqueous, gaseous and liquid discharges as required by the classification Order. Sanofi wishes to lower CO₂ emissions by 20% between 2015 and 2020.

The energy transition is a major challenge for the local area. The company is working on this by implementing several initiatives:

- Limit energy consumption: Certified ISO 50001, the site has implemented an energy consumption re-education programme which also enables costs to be reduced. The 2016 to 2017 energy policy succeeded in achieving a 9% decrease in gas and electricity consumption. The Chilly-Mazarin site has set an objective to lower consumption by 15% by 2020.
- Encouraging the use of alternatives to private vehicles: Since 1958 travels by bus to the site from Paris has been provided (Dentert Rochereau/Porte d’Orléans area), 300 to 350 people take the bus every day thereby limiting the use of private vehicles, which still remains the main method of transport (73% of employees).
- Fostered waste recycling: Sanofi clearly expresses its desire to recycle 90% of waste, with less than 1% going to landfill. Currently the energy and materials recovery rate is 100% for non-hazardous waste and lies between 85% and 90% for hazardous waste.
- A partnership on reuse has been set up with secondary schools who benefit from IT equipment given by the company.

100% of the site’s non-hazardous waste is recycled or recovered

3.1 million euros
The annual expenditure on energy consumption
Encouraging direct and indirect local economic impact

Direct and indirect economic impacts in the Île-de-France

- Sanofi’s indirect impact: 1,491 millions of euros
- Site’s indirect impact: 108 millions of euros
- Site’s direct impact: 192.6 millions of euros

677 local suppliers
1.5 billion euros of indirect impacts resulting from Sanofi’s procurement activities in the Île de France counties

Focused on R&D, Sanofi’s site at Chilly-Mazarin contributes to the development of the local economy by redistributing the value created by the site.

The indirect impact resulting from Sanofi’s procurement activity in the Île-de-France counties is estimated at 1.5 billion euros, 108 million of which can be directly attributed to the Chilly-Mazarin site, i.e. 74% of procurement in 2017 was local. 192.6 million euros worth of direct impacts can be added to this in these same counties.

To boost its influence on local economic development, Sanofi would like to sign a second economic revival agreement with Essonne county. The first agreement was signed in 2011 for 879,000 €. The current one would enable 1M euros to be invested in county level programmes over a 3-year period, especially for employment, one of the local government’s priority areas.

To meet tomorrow’s R&D challenges the company has developed an ambitious strategic policy on scientific partnerships with the region’s schools and associations, such as:

- The Pasteur Institute for several million euros, with the creation of a Sanofi-Pasteur prize.
- The Gustave Roussy Institute, with whom a partnership agreement was signed in 2016 to develop new molecules and their assessment in patients suffering from cancer.

• The AP-HP group of teaching hospitals, with whom an agreement was signed in 2017 aiming at optimising the time to implement and conduct clinical research studies.

Lastly, the Chilly-Mazarin site undertakes specific steps to support the local economy: Concierge services, dry cleaning and green areas maintenance services are managed by the ESAT (centers providing assistance to adults with disability through employment); it also calls upon local service providers: local taxis, sale of organic chickens and eggs by a former employee, preferential rates at certain shops in Longjumeau.
One R&D challenge is to develop staff mobility. An exercise in "strategic workforce planning" was undertaken in order to anticipate needs in the number of employees and skills required within the next 3 years. A survey recently conducted in France enabled certain obstacles to mobility to be identified as well as the resources required to boost this. A business forum, job-dating sessions and a temporary missions measure named "Mobility trampoline" were organised, 300 internal transfers took place between January 2017 and August 2018.

Special attention is paid to the integration of young people into the company. In 2017, the site welcomed nearly 160 interns, work-study students, apprentices and those with a CIFRE contract. Two sessions were organised; one for induction and one at the end of internships enabling quicker integration and adaptation to the company as well as allowing the feedback and first impressions of the young professionals to be gathered. The site also hosts a student forum for Sanofi’s R&D professions in France.

Thanks to voluntary work and skills sponsorship initiatives by employees, Sanofi’s local impact has been boosted. Two significant initiatives were supported here:

- **My camera with the pros** enables secondary school students to find out about the professions in pharmaceuticals.
- **My day as a patient** allows employees to spend a day as a voluntary worker with a patients’ association in the Île-de-France area.

**Direct and indirect social impacts in the Île-de-France**

- **20,176** → Sanofi’s indirect impact
- **1,461** → Site’s indirect impact
- **1,800** → Site’s direct impact

**Nearly 160 apprentices, interns and PhD students every year**
Actions for the conservation of biodiversity and living conditions

The site is part of Chilly-Mazarin’s green environment. Plant growth and an aesthetic aspect are therefore voluntarily maintained and the site blends well into the landscape. Many tree species and flowers are planted here. Sanofi is responsible for protecting this environment.

The relationship with the local residents living near the site is positive. A lot of effort has been made not to trouble them with atmospheric, noise or visual pollution. Sanofi remains receptive to any concerns, in particular in regards to flue gas emissions and the management of risks related to the transportation of hazardous substances, which has been the focus of particular attention in the town’s Local Urbanisation Plan (Plan Local d’Urbanisme).

The objective is to develop these awareness-raising operations as they present an opportunity in terms of discussions and openness to local environmental stakes, by inviting the local players involved to come along and present their project.

The company encourages local biodiversity especially thanks to the Bee project. Sentinel beehives have been installed at the Chilly-Mazarin site. An employee association takes care of the beehives and produces honey. The bees serve as an environmental sensor and also allow the quality of the local environment to be monitored.

Green Day
To raise employee awareness in environmental stakes and challenges

BEE project
thanks to the installation of sentinel beehives
25kg of honey is harvested

To raise the awareness of the site’s employees, a “Green Day” was organised in 2017 and renewed again in 2018. Awareness-raising focuses on energy consumption, sorting and environmental stakes and challenges, with highly collaborative and fun processes to accompany behavioural change.
The local footprint at the heart of the Sanofi’s Sustainable Development strategy

Sanofi maintains strong relations with its various stakeholders and we believe that it is our responsibility to contribute to the sustainable development of our communities.

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Measuring local impact is first and foremost a decision-making tool for the site’s Directors, enabling them to define or improve dialogue with their local stakeholders and to strengthen their local foothold strategy and their social and environmental accountability.

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The Sanofi Val de Bièvre Campus

A new standard for tertiary sites
The Sanofi Val de Bièvre Campus opened in 2015. This operational excellence center is located in Gentilly, in the Val-de-Marne.
It is home to several activities and legal entities:
• the corporate headquarters of Sanofi France
• the support divisions: Finance, Purchasing, HR, CSR, Audit, etc.
• Sales France
• the Global Industrial Affairs Division
• certain Research and Development Divisions.
This 52,000 sqm Campus focusing on sustainable development, hosts up to 3,000 occupants in buildings that have obtained HQE, ISO 50001, and BREEAM certification.

A pioneer in open innovation and well-being
The Campus opted for innovation with a dynamic workspace, a new type of layout that facilitates collaboration and fosters workplace well-being.
It is also home to Sanofi’s digital healthcare innovation lab. The lab is an internal accelerator for connected healthcare and serves as a bridge to numerous external specialists in the field.

3,000 occupants
52,000 sqm of ISO 50001 and HQE Outstanding certified buildings on 2 hectares.

4th private employer in the Val-de-Marne

At the heart of a thriving scientific community
The town of Gentilly, where 10,000 employees come to work every day, is a positive, fast-changing setting for the Campus. The site fits into the flourishing scientific community of the southern Paris suburbs: laboratories, research centers, a university excellence center, and more. One of the region’s stars is the Bièvre Science Valley, home to the highest concentration of research organizations in Europe, with Sanofi as its leading industrial partner.
Relations with local government exist on several levels: with the Grand-City Seine Bièvre public territorial establishment, the Grand Paris metropolis, the Val-de-Marne department, and the Île-de-France region.

Active involvement in local issues
The Campus works with local stakeholders on a wide range of issues including economic development, cooperation, employment, social inclusion of young people, innovation, digital mobility, environmental protection, solidarity, and more.

2. The Building Research Establishment Environmental Assessment Method, or BREEAM, was developed in the UK by the Building Research Establishment (BRE). It is the oldest building certification scheme and the most commonly used worldwide.
Optimized environmental footprint

The Campus is designed for a minimal environmental impact, as part of a drive for continuous improvement in line with the region’s objectives.

The buildings are ISO 50001 and HQE Outstanding certification and incorporate energy consumption management by design.

Smart sensors and monitors can be used to adjust energy and water use based on the outside temperature, humidity readings, and employee presence.

In 2019, the site used 1.1% renewable energy (compared to 5% for the Paris region). It has been on the Gentilly municipal geothermal grid since 2016 and solar panels are used to heat the hot water in the sanitary facilities.

The site’s commuting plan favors low-CO₂ transportation options: electric shuttles from the IER train station, reserved parking for electric vehicles, and incentives to use electric bikes. Employee commuting can also be reduced thanks to the remote work agreement. On average, 57% of occupants are present on the site.

The site applies practical solutions to reduce plastic use in foodservice, prevent food waste, reduce printing, recycle cigarette butts, and encourage occupants to recycle. All organic waste is sorted and used for methanation.

-18% drop in energy consumption between 2017 and 2019, better than Sanofi’s overall target by 3 percentage points

-14% decrease in CO₂ production compared to 2016

0% of waste landfilled

-28% less printing in 2019

980,400 Cigarette butts collected, processed, and recycled as fuel by the recycling company Cy-Clope in 3 years.

The cleaning contract requires the use of Ecocert-certified products.

Protecting biodiversity on the site

Eight beehives are maintained by employees trained by the company Centre d’Apiculture. The site’s green spaces are mowed late, to encourage the bees to browse in the clover. Watering uses collected rainwater and is done via drip irrigation, and of course no pesticides are used. The site’s green spaces also feature birdhouses, giving several bird species a place to flourish, and we have even seen water hen chicks hatch.

Employee awareness-raising days on environmental issues are held as part of the Sanofi “Planet Mobilization” program.
An international tertiary Campus

52,000 SQM of
ISO 50001 and HQE
Outstanding certified buildings on 2 ha

Dynamic workspaces equivalent to
MORE THAN
7 football fields

- 18% in energy consumption in 3 years
  Equivalent to the annual consumption of
  220 households

The site is Biodiversity certified.

2,500 EMPLOYEES including
60% women

4TH COMPANY IN
THE VAL-DE-MARNE
by number of employees
with over 300 work-study students
and interns

€2.5 M in local taxes
€86 K in apprenticeship taxes

NO WASTE landfilled

A strong commitment to integrating young work-study students

To fight youth unemployment in the Val-de-Marne,
the Campus aims to boost the employability of young people—particularly those from the underprivileged neighborhoods targeted by the government’s urban policy initiative (FaQiLe).

With the SB4Yth (Starting Block for Youth) program for Sanofi work-study students and interns in France, it provides step-by-step support for better integration into the company and to help them make the most of their experience while creating value for Sanofi.

For the past several years, Sanofi has also been involved in Autem-up, a competition founded by the Fondation des Innovations pour Les Apprentissages, which offers all young people the opportunity to pitch an idea for a new business at the end of their contract.
An engaged and supportive economic player

€90.6 M of indirect economic impact generated by Sanofi in the Val-de-Marne

€745 K currently invested in local economic development

€2.5 M of local taxes* (mainly office & parking property taxes)

€86 K of apprenticeship taxes paid in the Val-de-Marne

The Campus contributes, both directly and indirectly, to local economic development via redistribution of the value it creates.

The site’s total direct economic impact in the three closest departments is €177 M (€36.6 M in the Val-de-Marne, €59.1 M in the Hauts-de-Seine and €79.8 M in Paris).

Just 13% of Campus employees live in the Val-de-Marne, which is typical of major corporate headquarters in the Paris region.

Sanofi is committed to support the local economy, a commitment highlighted by its involvement in the organization Pacte PME. Sanofi’s purchasing in the Val-de-Marne department totals €90.6 M.

It maintains a dialog with local retailers and the Gentilly bakery is the Campus bread supplier.

The Campus draws on the expertise of a dedicated team formed by Sanofi to coordinate its strategy and initiatives on support of local economic development to boost its local impact.

It has invested €745 K in order to support the economy in the local employment pool by creating 127 jobs.

It works on health, employment, and entrepreneurship projects in partnership with local governments, organizations, and consortia including: Town of Marly, Town of Orly, CCI Grand Paris Sud Est, Avenir Chamber, Chamber of Trades and Handicrafts of the Artisanat, Orly International, Grand-Orly Seine Blévere, etc.
Involvement in local social and charitable projects

Site employees are encouraged to get involved in the local community. Forums held on the Campus provide an opportunity to discover and get involved in local organizations.

The site welcomes students in their final year of middle school, some of them from underprivileged neighborhoods. More than thirty employees have gone further by becoming mentors. They volunteer to host young people on the Campus and provide academic support. As part of a partnership with the Maison Gala 94 Association, 12 teens have been mentored by site employees. “It’s a great opportunity for the students to discover something new,” according to Gala 94.

Other employees have volunteered to mentor young refugees through Kodiko, a 6-month program designed to help them find work by introducing them to French culture, business culture, and workplace practices.

Employees’ children were also invited to workshops run by La Mine, the local recovery center, during which they made recycled objects to raise money for charity.

Partner organizations:
• Capital Filles
• Maison Gala 94 Association
• Institut Télémaque
• Kodiko
• La Mine
• Nos Quartiers ont du Talent (NGT)
• Sport dans la Vile

Opening doors, sharing knowledge

Certain lectures or special events are open to the public or to healthcare professionals to share and discuss health-related issues.

With the “Ma caméra chez les pros” program, middle school students can explore the company by interviewing volunteer employees.

Every year, Gentilly middle school students’ visits to the site get numerous employees involved in helping them explore the Campus.
Local footprint: at the heart of Sanofi’s CSR Strategy

Sanofi has a strong relationship with its different stakeholders because it is our responsibility to contribute to the sustainable development of our communities.

Within the framework of the Stakeholder Consultation programme which Sanofi has organised for the last few years at Group level, the local footprint of its sites has established itself as a strategic topic for the company.

The purpose of a local footprint is to measure the local environmental and social impact of the site’s activity, that of a company’s in a given local area, which it directly influences.

A methodology for measuring Sanofi’s local footprint has been specifically developed, based on about twenty indicators, defining the measurement of direct and indirect impacts.

The Sanofi Val de Bièvre Campus was one of the pilot sites chosen to test the approach.

Measuring the local impact is above all a decision-making tool for the site’s direction, enabling them to define or improve dialogue with their local stakeholders and to strengthen their local anchoring strategy and their social and environmental accountability.

Outstanding mobilization by the Sanofi Val de Bièvre Campus teams during the COVID-19 crisis

From the earliest days of the crisis, Sanofi’s public health role was more than ever before—to protect, treat, and care for everyone, alongside the health care professionals and care providers on the front lines. Like all the Sanofi teams in France and worldwide, the Campus teams immediately rallied round to the occasion.

All employees based on the site worked from home to slow the spread of the virus while keeping the business running. Their commitment also led them to take on numerous volunteer roles. With over 2,500 employees registered, the “Je m’engage” platform put employees and nonprofits in contact for remote assignments (APHP: the medical reserve and donation collection (SAMU, Social, Red Cross).