

## EMPLOYEE VOLUNTEERING ENGAGEMENT

### GRI Standards :

413-1: Local Communities

### EXECUTIVE SUMMARY

In many countries, Sanofi employees are highly committed contributing to the strength of our global commitment as a responsible company. Supporting access to healthcare for disadvantaged populations through promotion of education and access to healthcare or donations in the event of humanitarian crises is part of our mission. Thanks to various global and local initiatives that are described in this factsheet, Sanofi employees volunteer their time, energy, talents and skills in programs that benefit communities in need all over the world.

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## 1. BACKGROUND

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Through global or local initiatives, employees make a difference and contribute to their communities.

Sanofi encourages employees' commitment and call on their generosity in case of humanitarian crises and to support access to healthcare for disadvantage populations. Moreover, through different global and local initiatives, employees can apply their personal expertise and take on a one-off or even a long-term commitment by volunteering for solidarity projects.

### **Sanofi Global Volunteering 2019**



## 2. GLOBAL INITIATIVES

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### 2.1. Sanofi Season of Solidarity

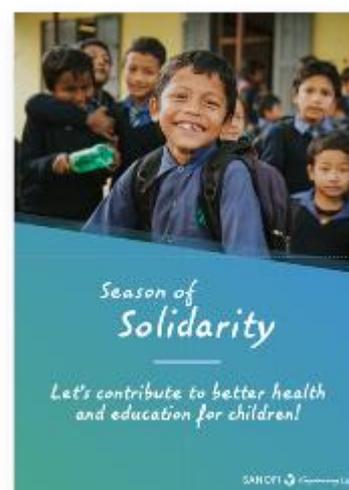
Since 2012, Sanofi Season of Solidarity is an annual international event dedicated to solidarity, is an opportunity for employees to volunteer their time, energy, creativity and talent to make a difference and support children in need and contributes to building sustainable relationship with communities.

In 2019, employees were encouraged to engage in initiatives dedicated to empowering the next generation of citizen by supporting children through education and access to health.

Employees had the option of collaborating with an external organization, or with Enfants de Sanofi, an internal not-for-profit organization that provides support to employees' children with medical, educational or social needs.

During the Season of Solidarity, many events organized across Sanofi affiliates with the active contribution of volunteer employees.

Below some examples of country initiatives organized in 2019.



### 2.1.1. FRANCE

33 French sites and more than 60 activities (solidary sales, in-kind donations, awareness animations) organized on behalf of 28 regional and local NGOs (i.e. shelter workplaces, Unicef, SamuSocial, Secours Populaire, La Maison des femmes, Gaia94, Emmaüs, A.D.S.F., Chaussettes orphelines, Dr Clown, Les Blouses Roses, APF France Handicap, Rire Clown, Enfants de Sanofi etc.)

Total funds collected in France reached more than 82 000 € distributed to the partners NGOs.



Charity market at Campus Croix de Berny, France

### 2.1.2. RUSSIA

More than 100 employees from Moscow's offices and Orel plant in Russia participated in various initiatives to empower local communities and employee volunteering. Solidarity homemade breakfasts, charity fair, Miracle tree and volunteering activities on behalf of non-profit organization Arifmetika Dobra and internal charity Enfants de Sanofi.



27 prepared homemade dishes for a solidarity breakfast.

60 employees participated in the on-line Miracle Tree in partnership with local charity fund Arifmetika Dobra.

### 2.1.3. JAPAN

#### **THE HAPPY DOLL Project for children in hospitals**

The campaign aims to make the hospital a warmer place and relieve the stress of hospitalized children who cannot spend Christmas holiday season at home.

Sanofi volunteers and their families and friends donated gifts but also created colorful mascots, the “Happy Doll”

Christmas gifts offered to **524 children in 12 hospitals** all over the country.

**170 Sanofi volunteers** including retired employees

Volunteers created **657 Happy Doll** mascots

The Happy Doll project in running since 2007 in partnership with NGO Wonder Art Production

Wonder Art <http://wonderartproduction.com>



*Sanofi volunteers distribution of Christmas presents at Center Hospital of the National Center for Global Health and Medicine*

### 2.2. Stay in School – Stay in Society

**Stay in school**  
**Stay in society**

**SANOFI VOLUNTEERING PROGRAM DRIVES AND PROMOTE ACCESS TO EDUCATION AND EMPLOYMENT FOR YOUTH. THROUGH THIS PROGRAM, WE WILL CONTRIBUTE TO ADVANCING HEALTH, WELL-BEING AND SUSTAINABLE DEVELOPMENT IN LOCAL COMMUNITIES.**



This program gathers local initiatives and addresses children and youth, strengthens Sanofi’s community relations around its sites and encourages employees’ volunteering engagement.

Helping children and youth to stay or succeed in school or participate in a tutoring program increases their chances of finding employment, remaining healthy and thus, staying in society. Facilitating access and pursuing education also benefits the whole community by reducing social inequalities.

More than 30 initiatives in 12 countries are running in Sanofi’s affiliates addressing the criteria of the program.



## EXAMPLES of Country Initiatives

**IRELAND Waterford site:** Reading sessions at communities schools, Mentoring on STEM and Maths' Week

- local partner Junior Achievement Ireland.
- 851 primary and secondary schools students.
- 28 volunteers employees worked with 20 schools across the region.

**BRAZIL Carta e Carreira:** Volunteers establish a epistolary relationship with students from disadvantaged backgrounds, then meet them at Sanofi's offices.

- local partner NGO ATADOS.
- 60 teenagers from unprivileged backgrounds for 60 Sanofi mentors.

**COLOMBIA, Cali site:** Improving the learning environment in community school.

- 20 volunteers participated in 2 volunteering days to paint the walls of the rooms in a local primary school Colegio Bautista. The HSE team organized a workshop on security.

**US** Provides STEM Education Programs to Somerset County Students in partnership with New Jersey-based Students 2 Science (S2S).

Partnership with the Raritan Valley Community College supporting a mentoring program in the field of science, technology as well as business and finance. 10 Sanofi mentors are proposing support to the students.

**FRANCE, Campus Sanofi Val de Bièvre:** a community of **40 volunteers** is providing support to children and youth from the community around the site, with local institutions and NGOs:

- Maison Gaia94 : Minor refugee's shelter place, Sanofi volunteers support with school tuition on French and STEM. Evening games organized to improve French language and discover French culture.
- Collège Rosa Parks, host 13 mid-school students (STAGE 3ème) to discover business word and career.



Early 2019, Sanofi signed engagement with PAQTE, French government initiative for urban's renewal policy to develop or consolidate partnerships in support of youth employability and inclusion. Since, French Sanofi's sites are working closely with local NGOs and public education institutions to build sustainable relationships and create volunteer opportunities for our employees on behalf of teenagers from disadvantaged areas.

All French Sanofi sites are taking an active role in this initiative. 167 middle-school students were hosted by Sanofi volunteers for their discovery week (stage de 3em). Around 184 young people had been mentored or accompanied thanks to partnerships with national NGO's Télémaque, Nos Quartiers ont du Talent, Sports dans la Ville, Capital Filles and other local NGOs closed to Sanofi's sites.

For more information <http://www.pacte.fr/>

### 2.3. Enfants de Sanofi / Caring for employees' children



Enfants de Sanofi is a non-for-profit organization under the French law funded by both Sanofi and employees. Its purpose is to help employees' children who are experiencing difficulties such as medical problems, social troubles or educational difficulties.

The program provides individual support to families worldwide. It also carries out collective actions within Sanofi subsidiaries, which are tailored to meet local needs through health programs and education & awareness campaigns.

Enfants de Sanofi supports employees' children up to age 25 by responding to individual requests in four areas :

- Health : Medical costs not or partially reimbursed by local medical insurance companies.
- Expenses related to disability: Rehabilitation centers, specialized institutions, medical devices, prosthesis.
- Family support : In case of social difficulties, help with childcare.
- Education : in case of family difficulty or for children with disability.

A strong network of volunteers is involved in the program, in addition to their professional responsibilities.

#### Since its creation in 1993



For more information on Enfants de Sanofi : <https://www.sanofi.com/en/our-responsibility/corporate-citizenship/>.

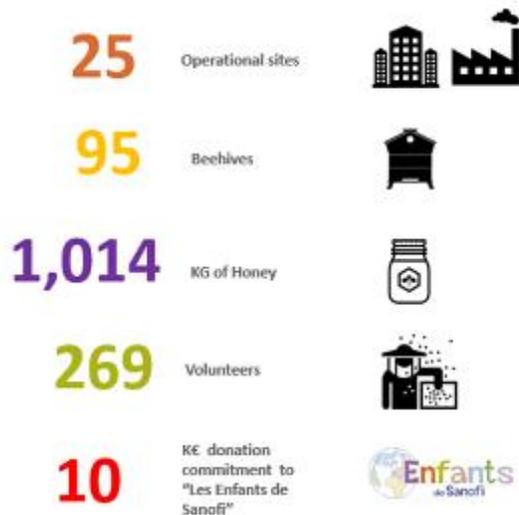
## 2.4. Volunteers for PLAN BEE® Project



Plan Bee® project consists in setting up Beehives on Sanofi's sites according to a calibrated governance and process which embarks, volunteers across the world and sponsors.

Plan Bee® is an incubator platform deployed across 26 sites with the participation and **strong commitment of 269 volunteers** who are going through a learning curve, with the seasons.

Year 2019 honey harvest was of 1 014 Kg, the honey was sold to the employees on behalf of internal charity "Enfants de Sanofi". This project contributes to reinforce the circular economy ".



Sanofi volunteers beekeepers in Val de Reuil, France

## 3. REGIONAL AND GLOBAL TEAMS' INITIATIVES

### 3.1. LATAM AWAY DAY



On November 2019, LATAM Away Day was a regional initiative where the Latin American teams joined forces in a unique experience of transformation, living our purpose together, positively impacting our communities.

3 200 employees in 17 countries throughout Latin America went out together to support local communities and participated in volunteering missions on access to health, education and environment protection.



Volunteers from Cali plant in Colombia painting the playground of public school

### 3.1. CHC PURPOSE DAY

On September 2019, Consumer Health Care teams launched their first CHC Global Purpose Day. Sharing their journey with local communities globally. Aiming to inspire more people across our organization and the communities we are committed to.



In 52 countries over 3 000 volunteers participated in missions supporting 50 NGOs and reaching 25 000 beneficiaries. A wide range of activities like blood donations, visiting sick children in hospitals, supporting local schools & communities (building playgrounds, improving amenities, introducing water systems), collecting unsold food, serving meals to those in need and protecting the environment (clothes donations / recycling, planting gardens & trees, cleaning beaches).

## 4. VOLUNTEERING LOCAL INITIATIVES

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### 4.1. UK / IRELAND

Sanofi UK agreed an Employees' Volunteering Policy in 2017, setting out the approach to employee volunteering and occasions on which paid time off may be granted.

Employees may request one day paid leave from work (or equivalent for individuals who work part-time) in any calendar year in order to carry out a volunteering activity of their choice. This may be taken as two half days, if appropriate to the activity. In addition, employees will be entitled to one more paid leave, on a day nominated by the Company, to enable them to participate in a Company or team-based volunteering activity, providing it supports the Company CSR strategy and selected charities.

Since, Company Volunteering day is organized for chosen causes. In 2019, around 100 volunteers supported Pennies for Heaven, local food bank, Movember for prostate cancer etc.

### 4.2. AUSTRALIA

In Sanofi Australia employees can take 5 days each year to volunteer or apply for project volunteering (local or abroad) that may require up to 4 weeks' time commitment. Around 203 employees participated in volunteering missions in partnership with the NGO The Smith family.

### 4.3. FRANCE “Je m’engage!” Volunteering platform



In France, a digital platform proposes volunteer's missions and skill-based volunteering in partnership with local non-profits.

Five topics, proposing engagement for patients, youth access to education and employment, underserved population, environment protection and support for start-ups & entrepreneurship.

#### 4.4. ITALY GIVE BACK

The employee volunteering program GIVE BACK, for Sanofi Italy launched in 2018, supports local communities and raises awareness on how helping people in need is an opportunity to empower each other's lives and reinforcing team-building efforts.

the second edition involves three associations, Fondazione Sodalitas, Associazione Nocetum and Associazione Fratelli di San Francesco d'Assisi, through 9 days of corporate volunteering, with an expected attendance of about 90 colleagues from Milan and Origgio industrial site.



*Sanofi Volunteers in Nocetum farm*

#### 4.5. ROMANIA

In Romania, more than a third of the population is at risk of poverty and social exclusion. The most vulnerable categories are children and elderly people, who are financially and emotionally challenged.

In 2019, Romania signed and launched an employee volunteering policy with 2 two types of volunteering day available to all employees: an individual volunteering day per year and a company volunteering day for a registered charity.

Through activities in partnership with NGO MagiCamp and SOS Children's Villages, Sanofi volunteers participated including Sales Force employees.

#### 4.6. CZECH REPUBLIC & SLOVAKIA: "More Than Words Can Say" Program



Since 2013, an online portal, "More Than Words Can Say," supports the volunteer activities of the employees at Sanofi Czech Republic and Slovakia.

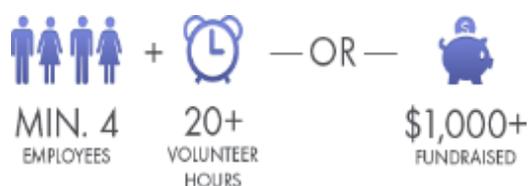
Employees can engage in a wide range of activities at non-profit organizations—paint a fence at a children's home, prepare a fun program for children with disabilities at a daycare center or bake Christmas sweets for a charity bazaar.

In 2019, 73 employees spent 584 hours on volunteer initiatives supporting local non-profit community organizations.

#### 4.7. UNITED STATES

Sanofi "all volunteering" initiative mobilized around 1 600 employees from all American sites on behalf of local communities. More than 6 400 hours of volunteering in partnership with local NGOs working for children, elderly and environment protection causes.

## 4.8. SANOFI GENZYME GIVE PROGRAM



GIVE is a program of worldwide scope and local focus that recognizes and values the impact of team volunteerism. Through GIVE, Sanofi Genzyme provides unrestricted funds to nonprofit organizations based upon employee volunteer involvement. GIVE supports teams of 4 or more Genzyme employees who volunteer or fundraise for the benefit of a charitable organization.

GIVE grants are calculated based upon the total number of employee volunteers, volunteer time and/or amount fundraised, and gifted directly to the nonprofit.

In 2018, 246 employees participated in GIVE eligible events logging a total of 1051.5 volunteer hours in support of 16 nonprofits that ultimately received donations totaling \$37,000.00.

## 4.9. CHINA VOLUNTEERING GROUPS

Sanofi China Hope Volunteer Groups had been established since 2012, including nine volunteer teams across the country, with more than 600 regular members. Over the years, with the great support from professional NGO partners, more than 4,000 Sanofi volunteers have launched over 300 volunteer activities for at least 40,000 children and other groups in need, fulfilling its purpose of giving love and Empowering Life.

With the objective of Empowering children and 'Jumping Off' Diseases, Sanofi volunteers went deep into local communities, hospitals and rehabilitation institutions with 15 professional charity organizations to improve and support sick children through meaningful volunteer activities.



@KidStrong in Shanghai with NGO Roots&Shoots Shanghai



Camp Activities for Leukemia rehabilitation patients with NGO Golden-Ribbon in Beijing