

## SANOFI'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

### EXECUTIVE SUMMARY

Today we are faced with societal challenges, such as population growth and aging, differences in level wealth, climate change, as well as technological challenges and progress such as the advancement of digital technology significant opportunities. In this context of profound upheavals, companies are not only required to be efficient financially, but they must explain how they are supporting these changes and demonstrate their positive contribution to the society.

Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions.

Sanofi supports the World Health Organization's (WHO) promotion of universal health coverage to improve population coverage, service coverage and financial protection, as well as awareness-raising actions, the most effective tool to reduce the burden of disease. Sanofi also leverages its expertise and promotes an approach integrating innovation, availability, affordability and quality care and patient support.



In this context, Sanofi contributes in particular to the Sustainable Development Objective (SDG) 3 "Ensure healthy lives and promote well-being for all at all ages", in particular the SDG 3.3 on infectious diseases thanks to our portfolio of vaccines, as well as SDG 3.4 relating to non-communicable diseases thanks to our range of medicines treating diabetes, cardiovascular diseases and rare diseases.

This factsheet will present you with some examples on how we support thirteen Sustainable Development Goals relevant to our company.



## Our daily work mainly supports **SDG 3.3** and **SDG 3.4**

[Access to healthcare](#) is a priority for Sanofi. We help improve it through multiple activities, from R&D to fighting counterfeit as well as by deploying a responsible policy for setting the price of our medicines in order to make them economically accessible to all and by designing and carrying out initiatives for vulnerable populations.

These initiatives focus on the most important public health needs in Sanofi's areas of expertise, and target populations mainly in low- and middle-income countries. They are established in collaboration with public, private partners or non-governmental organizations, with a view to sustainable and measurable action.

In 2019, Sanofi conducted 74 healthcare access programs that benefited nearly 98 million people in more than 84 countries. Over the same period, more than 363,000 health professionals were trained.

### **SDG 3.3 (Fighting infectious diseases)**

We have developed substantial expertise in the field of infectious diseases and are committed to contributing to their control, eradication and elimination.

#### Breakthrough in sleeping sickness

Nearly 65 million people are at risk of contracting this parasitic disease, transmitted by a bite from an infected tsetse fly. Without early diagnosis and treatment, the parasite invades the central nervous system and the resulting disease is usually fatal. Since 2001, [Sanofi has contributed](#) to the WHO's target of the disease elimination as a public health problem by 2020. Thanks to an active collaboration between different public and private actors, the number of cases of sleeping sickness decreased from 26,950 in 2001 to 977 in 2018.

An innovative partnership with the non-profit Drugs for Neglected Diseases initiative (DNDi) has resulted in the development of a new oral treatment called fexinidazole. The drug received marketing approval from the Democratic Republic of the Congo in December 2018. A year later, in December 2019, the first orders of fexinidazole arrived in the country's capital, Kinshasa.

In order to support international efforts, Sanofi donates the drug.

#### Contributing to a polio free world

Sanofi has been a partner of the Global Polio Eradication Initiative (GPEI) for over 25 years alongside key partners including UNICEF, CDC, Rotary International, and the Bill and Melinda Gates Foundation. Since 1988, more than two billion children around the world have been immunized against polio. The number of paralysis due to the poliovirus has decreased by over 99% from an estimated 350,000 cases in 1988 to 125 cases in 2019, which were caused by the wild poliovirus type 1 in Afghanistan and Pakistan. As a result, more than 18 million people have been saved from paralysis.

As the leading supplier of polio vaccines, Sanofi has produced more than 6 billion doses of Oral Polio Vaccine (OPV) and 1.5 billion doses of Inactivated Polio Vaccine (IPV). In 2019, Sanofi [supplied 83 million doses](#) of IPV to UNICEF and countries eligible for support from Gavi, the Vaccine Alliance (GAVI), which will potentially immunize an estimated 70 million children against polio, representing 87% of children born in GAVI countries.

### A long-standing commitment in the fight against malaria

Malaria, a life threatening, preventable and curable disease, remains the fourth case of death among communicable diseases in low income countries. For decades, we have played [a key role](#) in fighting malaria in low and middle-income countries with a comprehensive range of drugs and disease awareness programs. Despite significant multiple efforts and approaches, malaria remains a key challenge in [many endemic countries](#).

We are stepping up to the fight by:

- Continuing to provide the only hemi-synthetic artemisinin combination therapy (ACT) with sustainable pricing and safety stock for all patients with uncomplicated Plasmodium falciparum malaria infection;
- Developing a prequalified primaquine formulation suitable to children;
- Providing the first prequalified artemether injectable for patients with severe malaria who do not have access to first line treatment;
- Strengthening disease awareness efforts with innovative and efficient programs and tools targeting children. These include [digital learning tools](#) to reach a larger number of children.

### **SDG 3.4 (Fighting non-communicable diseases)**

Underserved populations are vulnerable to epidemics of infectious disease, but they are increasingly impacted by non-communicable diseases, which kill 40 million people every year.

Sanofi is a founding member of the Accelerating Access initiative, an international coalition of major pharmaceutical companies that aims to reduce the cost burden of non-communicable diseases on low-income countries. Sanofi's commitment to the [Accelerated Access Initiative](#) is centered on five flagship programs: KiDS and Diabetes in schools, My Child Matters, Sanofi Mental Health Program (FAST – Fight Against Stigma), Diabetes and Hypertension Clinics in Sub-Saharan Africa and Ngao Ya Afya (Shield for Health) in Kenya (diabetes and cardiovascular diseases).

#### KiDS & Diabetes in schools

KiDS and Diabetes in school is a school-based education program launched in partnership with the International Diabetes Federation (IDF). It is designed to improve the management of children with type 1 diabetes and to prevent type 2 diabetes, as well as avoid discrimination in the school community.

Since its launch in 2013, the program has reached 745 schools across Brazil, India, United Arab Emirates, Pakistan, Poland, Hungary, Japan, Egypt and Argentina. [The KiDS program](#) offers training material available in 16 languages. It helped train 13,000 teachers and staff and reach 189,000 children.

#### Pediatric cancer: My Child Matters, giving everyone the same chance of survival

According to the WHO, more than 80% of children with cancer in high-income countries are cured, but in many low-and middle-income countries that number only reaches 20%. Since 2006, the Sanofi Espoir Foundation My Child Matters program has been a catalyst for the treatment of children with cancer in developing countries. The program helps strengthen local capabilities by training healthcare professionals and by producing and sharing information on pediatric cancers to promote early detection.

Since the launch of [My Child Matters](#), 75 projects in 48 countries have led to the training for more than 25,000 healthcare professionals and treatment for more than 85,000 children.

## But we also contribute to **SDG 3.1, SDG 3.2, SDG 3.8 and SDG 3.b**

### SDG 3.1 and 3.2 (Reducing maternal and neonatal mortality)

Sanofi Espoir Foundation supports mothers and their unborn children in low and middle-income countries. In this global approach to pre and post-natal monitoring, we need to be fully aware of our impact. We focus our commitment on specific countries in Africa and Asia so we could improve our performance by integrating more effectively into the local context.

[We support 23 projects](#), which means:

- 4.55 million women cared for, including 1.17 million pregnant women
- 8,746 health actors trained, including 4,380 midwives.

### SDG 3.8 (quality and affordable essential medicines and vaccines for all)

#### Fighting counterfeiting

[Falsified medical products](#) are a major concern for Sanofi. We coordinate international efforts to fight against falsification of our medicines in cooperation with many different health and enforcement authorities. Sanofi organizes a wide range of initiatives in support of a single, critical goal: contributing to the fight against falsified medical products to promote access to safe medicines and, whenever possible, preventing the phenomenon. Our approach simultaneously pursues many objectives: protecting the patient, preserving trust in the supply chain, cooperating with national and international organizations, using cutting-edge technology to ensure product quality and operating our own dedicated Anti-Counterfeit Laboratory.

Sanofi's LCAC is located at the company's pharmaceutical site in Tours, France. The laboratory started with 5 employees when it opened in 2008, and now operates with 15 employees. To reduce risks of falsification and rapidly authenticate our products, Sanofi has developed a specific label known as the Sanofi Security Label (SASL). It allows visible verification (by distributors and patients) as well as invisible verification (known by Sanofi only).

#### Medicine pricing principles

Our [approach to pricing](#) reflects our continued efforts to support patient access while minimizing our contribution to healthcare cost inflation. We are committed to ongoing transparency about how we set prices for our medicines, and to keeping price rises for our medicines in the US below the national health expenditure growth rate.

Our medicine pricing principles focus on three key areas:

- Clear rationale for pricing on a worldwide scale when we launch a new medicine;
- Limited price increases for our medicines in the US;
- Transparency about our gross and net prices in the US.

### SDG 3.b (research and development of vaccines and medicines)

#### Sanofi Mobilizes to Develop a Vaccine against COVID-19

Sanofi, along with other leading vaccine producers, entered into [a partnership with BARDA](#) (the United States Government's Biomedical Advanced Research and Development Authority), to select the COVID-19 strain sequence used in the design of the vaccine candidate, utilizing this recombinant technology. This public-private

partnership is a critical investment in basic science combined with regulatory decision-making to accelerate the development of a vaccine.

As well as using new breakthroughs, we are also building on previous efforts to fight pandemic disease with vaccines such as the work we and other companies did on SARS as COVID-19 belongs to the same family of coronaviruses. Leveraging this previous SARS work and our recombinant vaccine platform may unlock a faster path forward for developing a COVID-19 vaccine, allowing for the rapid production of large quantities of the COVID-19 antigen.

Sanofi announced also a strengthening of its [collaboration with Translate Bio](#), a biotech listed on Nasdaq which develops drugs based on messenger RNA, with the aim of developing a vaccine against the Covid-19. Messenger RNA (mRNA) carries the genetic code from DNA to cells. The collaboration will be based on Translate Bio's innovative mRNA platform and on Sanofi's know-how in terms of vaccines, as well as on research underway on Covid-19 with a view to rapidly bringing in an mRNA vaccine candidate in clinical phase. In 2018, the two entities signed an exclusive license agreement to develop messenger RNA vaccines to fight against up to five pathogens that cause infectious diseases.

In April 2020, [Sanofi and GSK](#) announced the signing of a letter of intent to develop an adjuvanted vaccine against COVID-19, using innovative technologies from the two companies to address the current pandemic. The two companies plan to launch phase I clinical trials in the second half of 2020 and, if successful and subject to regulatory requirements, complete all stages of development to be able to make this vaccine available by second semester 2021.

### New commitment to responsible patent management published

Responding to the growing expectations of the global health community to make a formal commitment on [patent management](#), we have recently embarked on a collaborative work and succeeded at publishing a formal commitment not to enforce patents in a range of least-developed countries last month. As part of this commitment, Sanofi also decided to abandon existing patents on two vaccine products in several LMICs.

Clarity about where patents are to be filed or will be enforced gives greater certainty to international drug producers and generic medicine manufacturers when planning the manufacture and/or supply of generic products, which can increase access to medicine for populations in need.

Furthermore, we are now publishing the patent statuses of our medicines that are listed on the World Health Organization's Essential Medicines List via our Access to Healthcare Factsheet and clearly state our support of TRIPs Agreement flexibilities. This increased transparency can support procurement agencies in making important decisions about which products to supply in developing countries.

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**SDG 3.1** - By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.

**SDG 3.2** - By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births.

**SDG 3.3** - By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.

**SDG 3.4** - By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

**SDG 3.8** - Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

**SDG 3.b** - Support the research and development of vaccines and medicines for the communicable and non-communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, in accordance with the Doha Declaration on the TRIPs Agreement and Public Health, which affirms the right of developing countries to use to the full the provisions in the Agreement on Trade-Related Aspects of Intellectual Property Rights regarding flexibilities to protect public health, and, in particular, provide access to medicines for all.



Through our programs, we support **SDG 4.3, SDG 4.4 and SDG 4.5**

### PAQTE

We take [an active role](#) in the French Government's PAQTE initiative to ensure better social and economic integration for young people from disadvantaged neighborhoods. Our commitment is primarily conducted via internships, mentoring and/or tutoring programs for students in partnership with charitable organizations. In 2019, the number of young people accompanied more than doubled to 1,802. In addition, we support training for young people through work-study programs. Apprentices make up 5% of our total workforce, a figure that will increase to 6% in 2020; 10% will come from disadvantaged neighborhoods.

To achieve these commitments, we will reinforce training against discrimination and unconscious bias for recruiters and managers. Our policy of responsible purchasing also supports small and medium sizes enterprises (SMEs) located in poorer neighborhoods.

### Stay in school, Stay in society

Stay in School, Stay in Society is a CSR umbrella 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.

Around 20 initiatives in 12 countries are running in Sanofi's affiliates (including the PAQTE project in France) addressing the criteria of the program : answer to local needs in terms of access to education and employability for children and youth of vulnerable populations, involve Sanofi's employees on volunteer missions and strengthen the relationships with the local community around the sites.

Some mentoring programs are built specifically to help girls get into STEM education and build self-confidence.

**SDG 4.3** - By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

**SDG 4.4** - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

**SDG 4.5** - By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.



We also support **SDG 5.5**.

### Gender Balance

Promoting gender equality is at the heart of Sanofi's strategy. Increasing female talents is one of the objectives included in the individual variable compensation of the members of the Executive Committee. Sanofi has made a [commitment](#) to achieve gender parity in its population of senior leaders by 2025. In 2019, we achieved 37.2%.

In terms of governance, the Gender Balance Board is made up of 10 managers (5 women and 5 men), 4 of whom are members of the Executive Committee. They support regional networks around the world, support and sponsor initiatives to promote gender in the business and serve as role models.

Gender Balance Board and network officials, as well as members of the Executive Committee, get involved by participating in events (such as International Women's Day, the Women's forum, the World Economic Forum), to awareness and training (such as 'I'm In, Challenge your Bias) and support local initiatives (such as mentoring or coaching).

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**SDG 5.5** - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



All our sites contribute to **SDG 6.3** and **SDG 6.4**.

### SDG 6.3: Improve water quality by reducing pollution

We have deployed several action plans to limit environmental impacts linked to the [release of products](#). We also strive to control liquid discharges, by implementing various programs to monitor and reduce at source the quantities waste as well as to set up advanced treatment on site when necessary.

Sanofi strives to prevent and reduce the environmental impact of pharmaceutical substances including antibiotics by acting on the whole life cycle of its drugs from their development, through manufacturing to their end of life after use by patients.

### SDG 6.4: Increase water-use efficiency

Clean water is essential for good health and its availability is becoming a challenge for mankind. Sanofi is committed to [managing this resource](#) responsibly, by implementing tailor-made water management plans for production sites. Specific attention is given to priority sites located in areas where water is scarce.

Sanofi was assessed in 2019 by the CDP water and obtained an A- grade.

#### [Management plan](#)

An in-depth analysis, based on local internal data and global external expertise, made it possible to refine the list of locations potentially concerned by a risk of water supply (water scarcity) and those for which additional investigations must be carried out locally to confirm the situation. The four sites considered as priority risks are Brindisi (Italy), Vertolaye (France), Karachi (Pakistan) and Jakarta (Indonesia). 13 other sites are in vigilance. This map was updated in 2019.

We have reduced the number of water scarcity priority sites by -28% since 2015.

#### [Water consumption](#)

Water used for production needs and for thermal uses (heating or cooling of contactless processes with production) comes mainly from direct samples taken by Sanofi from underground water bodies or from surface.

More than 50 sites reduced their water consumption in 2019, resulting in a reduction in water consumption in 2019 of 7% compared in 2018 and 19% compared to 2015, well beyond the targets set at 10%.

**SDG 6.3** - By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally

**SDG 6.4** - By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.



We also support **SDG 7.2**.

## SDG 7.2 Renewable energy in the global energy mix

### Improve energy efficiency and promote the use of renewable energies

Sanofi is committed to implement an [energy efficiency approach](#) and to decarbonize its energies by promoting the use of lower-carbon energies in projects and by purchasing electricity from certified renewable sources. Taking into account the constraints linked to the scarcity of fossil resources and climate change, Sanofi is committed in an energy efficiency approach (consume less and better) but also to decarbonize its energies (consume differently).

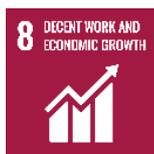
Sanofi is also committed to a low-carbon energy policy by promoting the use of lower-carbon energies in projects and the purchase of electricity from certified renewable sources.

As a result, at the end of 2019, 11% of the electricity purchased is electricity 100 % renewable. It is certified by Guarantees of Origin. Renewable electricity accounts for 17% of electricity consumption.

In addition, a renewable electricity purchase contract (PPA Power Purchase Agreement) has been put in place with the company ENEL at Mexico to supply energy to the 3 Mexican sites in Sanofi.

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**SDG 7.2** - By 2030, increase substantially the share of renewable energy in the global energy mix.



We support Human Rights in our activities through **SDG 8.7** and **SDG 8.8**.

### Supplier Code of Conduct

Sanofi is also a member of the Together for Sustainability (TfS) initiative, a global program that aims to assess and improve supplier practices sourcing by conducting assessments and audits, the results of which are shared among members on an online collaborative platform.

The responsible purchasing approach requires suppliers to respect Sanofi's commitments in terms of human rights, health and safety and the environment via the Suppliers code of conduct. In addition, due diligence in the fight against corruption is carried out before engaging with suppliers at risk.

### Human rights in our activities

Sanofi must comply with regulatory [human rights obligations](#), in particular international standards such as United Nations Guiding Principles on Business and Human Rights and national regulations, such as law French on the duty of vigilance.

As a company with more than 100,000 employees present in many countries and working with a large number of suppliers and of subcontractors, Sanofi must ensure respect for the [human rights of workers](#) in all its activities and in its chain supply. Human rights refer to the rights associated with the following ILO conventions:

- respect for freedom of association and recognition of the right to negotiate (ILO Convention No. 87 and No. 98);
- elimination of all forms of forced labor (ILO Convention No. 29 and No. 105);
- effective abolition of child labor (ILO Convention No. 138 and No. 182);
- elimination of discrimination in employment (ILO Convention Nos. 100 and 111);
- wages and benefits (ILO convention no. 95, no. 131 and no. 135);
- weekly rest (ILO Convention No. 14 and No. 106).

Sanofi must identify the nature and extent of potential human rights abuses in each country where the company, its suppliers and direct subcontractors operate, and prevent non-compliance with internal rules or policies.

Since 2015, three internal policies relating to freedom of association, the prohibition of forced labor and the prohibition of child labor have been validated and deployed. They recall the commitments of Sanofi which they translate operationally for employees and ask the implementation of due diligence processes. These internal policies are based on international ILO conventions, in particular:

- ILO Convention No. 87 and No. 98 on freedom of association, protection of the right to organize and the right to organize and collective bargaining;
- ILO Convention 138 and 182 on [child labor](#);
- ILO Convention No. 29 and No. 105 on Forced Labor.

**SDG 8.7** - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

**SDG 8.8** - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



**We also work on the [SDG 9.4](#).**

### Sustainable Building Charter

Through the definition and the implementation of the [Sustainable Building Charter](#) issued in May 2019, Sanofi wants to promote efficient working conditions and a pleasant working environment, in order to take part in our employees' health and wellbeing.

### Digital manufacturing facility

In October 2019, we celebrated the grand opening of our [Framingham digitally enabled](#) manufacturing facility in the US, one of the first of its kind in the world, making our industrial capabilities as innovative as the medicines in our pipeline. The new facility is 80 times more productive and has the potential to make medicines for twice the number of patients per year than a traditional factory, while its smaller footprint significantly reduces the impact on the environment. The transition to single-use technologies, which replace the largescale, fixed stainless steel equipment, reduces the need to clean equipment with water, chemicals, and solvents by more than 90% per year. The new technology also results in 80% less CO2 emissions and energy consumption, and makes a saving of 321 tons of waste every year.

### Energy efficiency approach

The [energy efficiency approach](#) is extended to all the company's activities, buildings, processes and utilities, design architectural and operational of new buildings but also to the fleets of medical representatives' vehicles. An energy saving program is implemented across all sites.

In 2019, 27 of them are certified according to ISO 50 001 standard to the Energy Management System. Various levers are activated depending on the activities of the sites, with specific attention to air treatment systems that ensure the quality of environment in production and R&D buildings and can represent up to 70% of energy consumption. However, these systems actively contribute to the quality and safety of medicines and any modification requires specific validations.

Standards are established integrating energy efficiency in the design and choice of energy consuming equipment. The Sanofi's "sustainable building charter" also promotes energy efficient buildings. At the end of 2019, more than ten buildings administrative staff are LEED or BREEAM or HQE certified.

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**SDG 9.4** - By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action.



## Our diversity and inclusion policy supports **SDG 10.2** and **SDG 10.3**.

Diversity and inclusion are at the heart of how Sanofi works and are anchored in its fundamental values: teamwork, courage, respect and integrity. We respect the diversity of our employees, their origins and their experiences.

The strategic pillars of the Global Diversity and Inclusion department are:

- work on inclusion and engagement;
- promote diversity at work across cultures;
- promote Sanofi's business and reputation.

Sanofi's inclusive work environment is based on work practices that strengthen the culture of the organization, and allow employees to engage and develop, giving the best of themselves and focuses on five areas:

- disability;
- LGBTI communities (Lesbian, Gay, Bisexual, Transgender, Intersex);
- gender parity;
- the multi-culture, multi-generation and multi-course environment;
- and the inclusive work environment.

In 2019, various initiatives and tools integrating these areas of intervention were implemented internally and externally:

- Global Flexible Work Culture, approved by the Executive Committee, which promotes flexible working with global Flex at Work policies (flexible working hours, telecommuting, etc.) and Flex From Work (leave for family reasons, parenthood, caregivers, etc.). To date, more than 75 countries have adopted or are implementing these flexible work policies;
- Inclusion Nudges: notifications integrated into HR processes to encourage managers to practice inclusion, for example during interviews hiring, assessment or career development;
- Challenge your Bias: training to raise awareness and reduce prejudices, with more than 4,030 employees trained, including 70% of positions executive and 36% of senior leaders;
- The Playbook and Instructional Guide to Activate Inclusion, a guide that defines the strategic pillars of diversity and inclusion and promotes diversity working between cultures;
- Global Colleague Resource Groups LGBTI and Disability: encourage employee engagement and strengthen inclusion practices key communities, both internally and externally;
- Developing Inclusion & Diversity Capabilities Curriculum: digital platform of the Academy of Human Resources, which raises awareness and informs about inclusion and diversity, fighting against prejudice and learning to communicate in a multicultural environment;
- Inclusion & Diversity Playlist: includes thought-provoking lectures, recent articles and white papers to promote inclusion in the business.

In France, as part of the PAQTE project, 60% of the managers have been trained with the "Recruit without discrimination" module.

**SDG 10.2** - By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**SDG 10.3** - Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.



**All our sites support [SDG 12.4](#) and [SDG 12.5](#).**

Research and development, manufacturing, storage and transport of raw materials, products and waste, carry various risks of potential impacts related to the release of toxic chemicals or biological pathogens on the environment and human health. Sanofi has rolled out [several action plans](#) to limit these impacts, to ensure compliance with regulations and internal guidelines and anticipate the impact of new and emerging regulations relating to environmental releases, in all the countries where it is present. Sanofi is also working on the impact after use by patients.

## **SDG 12.4: Reduce chemical release**

### Site environmental impact assessment

We have deployed several action plans to limit environmental impacts linked to the [release of products](#). We also strive to control liquid discharges, by implementing various programs to monitor and reduce at source the waste quantities as well as to set up advanced treatment on site when necessary.

An environmental impact assessment and reduction program linked to potentially released pharmaceutical substances by the production sites has been gradually deployed since 2016 – eg. implementation dedicated emission management plans including characterization of emissions, application of environmental thresholds and implementing adequate management measures, if necessary.

Our ambition is to monitor, manage and reduce our emissions on 100% of production sites by 2025. At the end of 2019, the program covered 37% of its chemical synthesis or formulation and 75% of its priority sites. Priority sites are defined based on a risk analysis by substance and by site.

### Pharmaceuticals in the environment / water

In direct relation with the company's policy on the management of [pharmaceutical products in the environment](#), Sanofi is committed to control its aqueous discharges, by implementing various programs to:

- monitor the evolution of the concentration of pollutants in the natural environment
- reduce at source the quantities released;
- set up advanced or even innovative treatment sites when necessary.

The wastewater produced by the company's activities is always treated before being discharged into the natural environment, either directly through equipment belonging to the company, either indirectly through treatment facilities belonging to partners (municipal or industrial) according to conventions established with them. Sanofi's own effluent treatment facilities are the subject of ongoing maintenance, monitoring, reporting and performance optimization through equipment modernization projects or better flow management (processing at source, segregation of dedicated flows and processing).

The compliance of discharges with regards to the Authorizations and applicable Conventions is ensured by the HSE teams of each site. These teams are also responsible for implementing environmental and health impact assessment programs. These programs include:

- characterization of pollution flows (source, quantities, composition);
- the pollution flow management strategy (reduction at source, segregation, outsourcing, dedicated or centralized treatment units);
- monitoring of discharges and monitoring of the performance of installations.

### Pharmaceuticals in the environment / air

The use of solvents (mainly for the synthesis of active ingredients and their pharmaceutical form) follows the good practice recommendations established at the company level. The solvents used in the production process are either purchased (quantities consumed) or regenerated on site.

Optimizing processes, regeneration when possible and thermal recovery are encouraged to reduce the quantities consumed.

This approach is based on an integrated approach at each stage of the development of research products at production, which aims to:

- prevent the use of solvents by replacing chemical processes with biological ones;
- promote the recycling of solvents;
- choose the least toxic solvents;
- reduce emissions at source by specific adaptation of manufacturing processes and maximum containment of the use of solvents;
- capture and treat residual VOC emissions on specific treatment facilities conforming to best techniques available depending on the physicochemical characteristics of the VOCs emitted (cryogenics, gas washers, thermal oxidizers, capture on coal).

The [company is committed](#) to controlling the emissions of Volatile Organic Compounds (VOCs) from synthesis and manufacturing activities medication. The total emissions to air of volatile organic compounds decreased by 8% between 2018 and 2019, thanks to a voluntary policy of monitoring and control.

### Marketed products

Sanofi voluntarily assesses the [environmental impact](#) of the active ingredients contained in its medicines marketed starting with its strategic products. Sanofi has prioritized its products and selected an initial list of more than 160 active substances. To date, the assessment program has already covered 34% of these listed substances.

Sanofi supports collection programs for unused drugs in many countries, such as Cyclamed in France. Of initiatives to educate patients about the proper use of medicines are also being carried out, in particular on antibiotics.

### SDG 12.5: Waste management

The key element of the company's [waste management policy](#) is to reduce the generation of waste at source, then systematically to reuse and recycle before considering any other sector such as incineration with energy regeneration. Landfill remains a final solution and must be subject to a control audit.

### Waste production

Integrated waste management approach has been carried out to optimize the waste streams of the various sites in the countries where the industrial presence is the most important and where the potential synergies are the strongest (France, Canada and United States especially).

Some waste is reprocessed on site to be reused. In 2019, 120,000 tons of solvents were regenerated and reintroduced into the industrial process. This also avoids generating the same amount of waste.

As part of our environmental strategy, Planet Mobilization, Sanofi has set two complementary objectives for 2025. The first is to reach a recovery rate greater than 90% and the second aims to lower the landfill rate to 1%. At the end of 2019, the waste recovery rate reached 75% (excluding solvents recycled on site). In 2019, the landfill rate is 8%. 59 sites no longer have landfill compared to 48 in 2018.

Overall, the company's total waste is down 15% compared to 2015. The 28% drop in the volume of hazardous waste between 2019 and 2015 can be explained by changes in activities and an investment in fine chemicals activity for in-situ biological treatment of biodegradable effluent.

The recovery rate of hazardous waste is 68% in 2019. The amount of non-hazardous waste is down 2% compared to 2018.

### Responsible packaging

Our [approach](#) is to carry out projects to simplify, harmonize and optimize primary packaging (blisters) and secondary packaging (cases) for all solid forms in tablets in order to a reduced consumption of plastic, aluminum, cardboard and reduced transport.

In 2017, Sanofi Pasteur won the "Eco-design - Pharmapack Europe" prize for its Compact Box. This innovation, developed with a partner, made it possible to reduce the volume of vaccine packaging by 50% and eliminated PVC plates. The Compact Box is also accompanied by an upgrade of the packaging allowing optimization of the cold chain for distribution.

### Fighting food waste

In France, many sites (tertiary, R&D and industrial) have already implemented actions to fight against food waste which revolve around three axes:

- reduction of waste at source, respecting the quantities planned in the contracts and by regular surveys;
- responsible management of the service; adapting the quantities to the fairest of needs, the establishment of a Just-in-time service at some booths, payment for bread to avoid waste, etc;
- management of residues and waste at the end of the chain; reworking the vegetables from the previous day, sorting bins for better waste management, the establishment of food donation contracts with associations approved for people in need.

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**SDG 12.4** - By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

**SDG 12.5** - By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



## Our efforts support **SDG 13.3.**

Extreme weather events due to [climate change](#) can pose a risk to both production facilities from the company and for the distribution chain of our products to patients. In order to guard against these risks, we implement best engineering practices and relies on the most demanding standards for the building of its facilities.

### Reducing carbon emissions

In 2015, Sanofi set up an advisory committee made up of climate and health experts with the aim of identifying the challenges linked to climate change and health and ensuring consistency of the strategy implemented.

Sanofi signed the call to mobilize businesses to stem climate change during the COP 21 in 2015, and reiterated its commitment during the One Planet Summit organized by the French government in December 2017. In 2019, Sanofi is one of the 99 major French companies to sign the French Business Climate pledge.

In parallel, in 2018 Sanofi joined the Science Based Targets initiative (SBTi) in order to align its targets for direct and indirect carbon emissions on the "1.5 ° C" trajectory recognized as essential to limit global warming. As part of the governance of Planet Mobilization, a Climate Committee was created to steer the program around the [recommendations](#) of the Task Force on Climate-related Financial Disclosures (TCFD).

Sanofi's ambition is to achieve carbon neutrality in 2050 on its emissions linked to sites and medical reps vehicles (Scopes 1 and 2). Sanofi's intermediate objective is to reduce its [CO2 emissions](#) by 50% on this same scope in 2025 (base 2015). In 2019, we reduced our emissions by 3% vs 2018 and 12% vs 2015.

### Climate change and health

[Climate change](#) is one of the great health challenges of our century. Between 2030 and 2050, the World Health Organization (WHO) Climate change is expected to cause almost 250,000 more deaths a year. The direct effects of change are increased heat stress, floods, drought and extreme weather events like cyclones. But it is also accompanied by indirect effects such as air pollution, the spread of disease transmitted by vectors such as mosquitoes, the multiplication of the allergenic potential of pollens, population displacements, and post-traumatic stress disorder caused by natural disasters.

Sanofi works on several research and development programs for climate-sensitive diseases, including:

- developing an oral treatment for sleeping sickness;
- the development of a new yellow fever vaccine (innovative in cell culture) specially for Latin America;
- the search for new malaria treatments to cope with potential resistance.

But also on prevention and awareness programs for the populations concerned:

- promotion of affordable treatment and prevention programs in the areas most affected by malaria;
- setting up medical education programs for health professionals in many countries around the world (India, Brazil, Mexico, Middle East...);
- the support of communities thanks to the Sanofi Espoir foundation, to help them in case of humanitarian emergencies resulting from climate disasters.

Finally, Sanofi is assessed by the Carbon Disclosure Project (CDP) through the "Climate change" questionnaire. As part of their 2019 campaign, based on 2018 data, Sanofi obtained a grade B.

**SDG 13.3** - Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning



**Our company is committed to support SDG 15.5**

### Nagoya Protocol

The company is committed to respecting the conventions relating to the protection of [biodiversity and the fight against biopiracy](#).

In 2015, a project team was established to monitor the global implementation of the Nagoya Protocol and analyze the implications for our activities, focusing on identifying biological materials used in the discovery, development, manufacturing and packaging of our products, and to document the country of origin and the date of their acquisition, in accordance with the Sanofi specific directives.

In 2016 and 2017, the project team created appropriate documents and policies regarding Nagoya. An intranet site dedicated, intended for all Sanofi employees, was launched to publicize the Nagoya Protocol. In addition, the key departments received training and special employee awareness was held in 2017. In order to continue internal implementation and to ensure Sanofi's compliance, a group of Nagoya experts has been set up and reports to the Sanofi Bioethics Committee.

### Plan Bee

The "[Plan Bee](#)" is one of the initiatives deployed within the framework of this program. It aims to protect bees by installing beehives in 6 countries where Sanofi operates (France, United States, Germany, Hungary, Belgium, India). Pollinating insects such as bees are in danger, while their action is decisive for agricultural yields. Without them, plants could disappear from our plates, with the risk of causing a series of impacts on our health.

### Awareness campaign

For its 3rd edition, the Worldwide Environmental Day was celebrated by more than 130 sites in 60 countries in 2019. The promotion of local initiatives and communication on the ambition of the "Planet Mobilization" program and its 5 pillars: water, CO2 and energy, waste, pharmaceuticals in the environment and biodiversity, as well as health and climate change, are part of many returns that have come down.

**SDG 15.5** - Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.



## Our governance also supports **SDG 16.5**.

At Sanofi, fighting all forms of corruption is a priority. Because we aim to act as a health journey partner, it is crucial for us, as Sanofi employees, to act with integrity in any situation we may face. Adopting the right behaviors is our commitment to society. Today more than ever, building sustainable trust with people is essential to the success and the competitiveness of our company.

[Our Code of Ethics](#), covers the domains which are essential to our culture of Integrity. It gives practical guidance on how to behave as a Sanofi employee when interacting with any kind of stakeholders. Beyond this code, the Ethics & Business Integrity organization has designed programs that provide, among others, on-line trainings, as well as, dedicated intranet site gathering key information aiming at instilling a culture of Integrity at all levels of the organization.

The Responsible Purchasing approach requires suppliers to comply with Sanofi's commitments in terms of human rights, health, safety and the environment via the Suppliers code of conduct. In addition, due diligence in the [fight against corruption](#) is carried out before engaging with suppliers at risk.

A network of 960 Compliance Champions volunteer employees in each country / GBU / fonction

- relays and reinforces the messages related to compliance developed by the E&BI Department,
- supports the implementation of the initiatives of the E&BI Department.
- monitor real-time participation in mandatory training.
- serves as a point of contact for employees, encourages reporting and
- promotes a culture of ethics and business integrity.

In 2019, 102,531 employees received at least one training on Ethics and Business Integrity. A total of 254,635 Ethics and Business Integrity training courses were taken.

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**SDG 16.5:** Substantially reduce corruption and bribery in all their forms.



## **We continue to strengthen our partnerships for our programs through SDG 17.16**

Please find below a few examples of some of our partnerships we have implemented.

### Polio:

Sanofi has been a partner of the Global Polio Eradication Initiative (GPEI) for over 25 years alongside key partners including UNICEF, CDC, Rotary International, and the Bill and Melinda Gates Foundation.

### Sleeping sickness:

An innovative partnership with the non-profit Drugs for Neglected Diseases initiative (DNDi) has resulted in the development of a new oral treatment called fexinidazole.

### Non-communicable diseases:

Sanofi is a founding member of the Accelerating Access initiative, together with 24 other pharma companies and 6 other partners such as The World Bank, the Union for International Cancer Control, the World Heart Federation, PATH, the NCD Alliance and BIO Venture for Global Health.

### Falsified medicines:

Sanofi collaborates with Organizations such as the World Customs Organization (WCO), Europol, the Organization for Economic Co-operation and Development (OECD); National and international health agencies; WHO (World Health Organization) and Professional federations, such as the International Federation of Pharmaceutical Manufacturers & Associations (IFPMA), the European Federation of Pharmaceutical Industries and Associations (EFPIA) and the Pharmaceutical Security Institute (PSI).

### COVID-19 - Coronavirus:

Sanofi, along with other leading vaccine producers, entered into a partnership with BARDA (the United States Government's Biomedical Advanced Research and Development Authority), to select the COVID-19 strain sequence used in the design of the vaccine candidate, utilizing this recombinant technology.

Sanofi announced a strengthening of its collaboration initiated in 2018 with Translate Bio, a biotech listed on Nasdaq which develops drugs based on messenger RNA, with the aim of developing a vaccine against the Covid-19. Messenger RNA (mRNA) carries the genetic code from DNA to cells.

In April 2020, Sanofi and GSK announced the signing of a letter of intent to develop an adjuvanted vaccine against COVID-19, using innovative technologies from the two companies to address the current pandemic.

### My Child Matters:

My Child Matters is a multi-stakeholder program involving International Society of Paediatric Oncology, International Union against Cancer / City Cancer Challenge, St Jude Children's Research Hospital, Alliance Mondiale Contre le Cancer and Groupe Franco-Africain d'Oncologie Pédiatrique.

### KIDS and diabetes in schools:

The program was built in partnership with the International Diabetes Federation (IDF) and International Society for Pediatric Adolescent Diabetes (ISPAD) at corporate level, and also involves local NGOs, Ministries and schools in each country.

### Sustainable procurement:

Sanofi is a member of the Pharmaceutical Supply Chain Initiative (PSCI) which aims to improve the practices of suppliers in the pharmacy sector by defining common requirements, carrying out supplier support and training programs, and pooling of audits.

Sanofi is also a member of the Together for Sustainability (TfS) initiative, a global program that aims to assess and improve suppliers' sustainable procurement practices by conducting assessments and audits, the results of which are shared among members on a collaborative online platform.

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**SDG 17.16:** Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.