



2020 GRI Content Index

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

IR	2020 Integrated Report
URD	2020 Chapter 4 of the “Document d’Enregistrement Universel” (Registration Document – audited by an independent third party)
20F	2020 Form 20-F
CoE	Code of Ethics
FCT	Factsheets in our document center
@	Email address

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

GRI STANDARDS		SOURCE			OMISSION
UNIVERSAL STANDARDS					
GRI 101: FOUNDATION 2016					
GRI 102: GENERAL DISCLOSURES 2016					
ORGANIZATIONAL PROFILE					
102-1	Name of the organization	Core	20F	Front Cover	
102-2	Activities, brands, products, and services	Core	20F	P.13 - Item 4 -B/ Business overview	
102-3	Location of headquarters	Core	20F	P.12 - Item 4 - A/ History and development of the Company	
102-4	Location of operations	Core	20F	P.31 - Item 4 - B.6. Markets	
102-5	Ownership and legal form	Core	20F	P.12 - Item 4 - A/ History and development of the Company	
102-6	Markets served	Core	20F	P.13 - Item 4 - B/ Business overview	
102-7	Scale of the organization	Core	IR	P.43 - Our 2020 performance	
102-8	Information on employees and other workers	Core	URD	P.5 - Section 4.2.1.2. Workforce P.16 - Section 4.2.1.7. Additional workforce information	
102-9	Supply chain	Core	URD	P.58 - Section 4.3.14. Procurement and subcontracting	
			FCT	P.2 - Sustainable Procurement	

GRI STANDARDS			SOURCE		OMISSION
102-10	Significant changes to the organization and its supply chain	Core	20F	Notes to the consolidated financial statements - P.F-31 D.1. Changes in the scope of consolidation in 2020 P.F-100 G/ Events subsequent to December 31, 2020	
102-11	Precautionary principle or approach	Core	URD	P.2 - Section 4.1. Statement of Extra Financial Performance P.48 - Section 4.3. Vigilance Plan	
			FCT	P.2-5 - Risk Management	
102-12	External initiatives	Core	IR	P.7 - Extra-financial performance	
			URD	P.50 - Section 4.3.6 Fundamental human rights at work	
			FCT	Sanofi UN Global Compact Communication On Progress (COP)	
102-13	Membership of associations	Core	FCT	P.7-10 - Stakeholder Engagement	
STRATEGY					
102-14	Statement from senior decision-maker	Core	IR	P.3 - Foreword of the CEO	
ETHICS AND INTEGRITY					
102-16	Values, principles, standards, and norms of behavior	Core	CoE	P.1-48 - Code of Ethics	
			URD	P.33 - Section 4.2.8. Ethics and business integrity	
			FCT	P.1-3 - Ethics & Business Integrity	
GOVERNANCE					
102-18	Governance structure	Core	20F	P.76 - Item 6. Directors, Senior Management and Employees	
STAKEHOLDER ENGAGEMENT					
102-40	List of stakeholder groups	Core	FCT	P.3 - Stakeholder Engagement	
102-41	Collective bargaining agreements	Core	URD	P.6- Section 4.2.1.3 Agile and efficient organization	
102-42	Identifying and selecting stakeholders	Core	FCT	P.2-3 - CSR Materiality, Strategy & Governance	
102-43	Approach to stakeholder engagement	Core	FCT	P.1-3 - Stakeholder Engagement	
102-44	Key topics and concerns raised	Core	FCT	P.4-7 - Stakeholder Engagement	
REPORTING PRACTICE					
102-45	Entities included in the consolidated financial statements	Core	20F	Notes to the consolidated financial statements - P.F-97 F/ List of principal companies included in the scope of consolidation during 2020	
102-46	Defining report content and topic boundaries	Core	IR	P.6 - Key trends transforming the pharmaceutical industry	
			URD	P.3 - Section 4.1.2. Table of SEFP risks and issues	
			URD	P.62 - Section 4.5. Methodological note on data reporting	
102-47	List of material topics	Core	IR	P.6 - Key trends transforming the pharmaceutical industry	

102-48	Restatements of information	Core	URD	P.62 - Section 4.5. Methodological note on data reporting	
GRI STANDARDS			SOURCE		OMISSION
102-49	Changes in reporting	Core	URD	P.62 - Section 4.5. Methodological note on data reporting	
102-50	Reporting period	Core	URD	P.62 - Section 4.5. Methodological note on data reporting	
102-51	Date of most recent report	Core	URD IR	2019	
102-52	Reporting cycle	Core		Annually	
102-53	Contact point for questions regarding the report	Core	@	corporate-responsibility@sanofi.com	
102-54	Claims of reporting in accordance with the GRI Standards	Core	IR	Foreword - About the report	
102-55	GRI content index	Core	FCT	GRI Content Index	
102-56	External assurance	Core	URD	P.67 - Section 4.6. Report of the Independent Third Party	
GRI 103: MANAGEMENT APPROACH 2016					
THIS REFERENCE TO GRI 103 AND THE CORRESPONDING DISCLOSURES 103-1, 103-2 AND 103-3 APPLIES TO ALL MATERIAL TOPICS COVERED BY THE FOLLOWING TOPIC-SPECIFIC STANDARDS: GRI 203: INDIRECT ECONOMIC IMPACTS 2016, GRI 205: ANTI-CORRUPTION 2016, GRI 302: ENERGY 2016, GRI 303: WATER 2016, GRI 305: EMISSIONS 2016, GRI 306: EFFLUENTS AND WASTE 2016, GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016, GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016, GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016, GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016, GRI 408: CHILD LABOR 2016, GRI 409: FORCED OR COMPULSORY LABOR 2016, GRI 413: LOCAL COMMUNITIES 2016, GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 ET GRI 416: CUSTOMER HEALTH AND SAFETY 2016.					
103-1	Explanation of the material topic and its boundary	Material	IR	List of our material topics and their boundaries are presented on P.6 Materiality Analysis.	
			URD	A table of all material topics considered as risks is presented in P.3 - Section 4.1.3. Table of SEFP risks and issues The risks are developed in P.4 - Section 4.2. Detailed description of SEFP issues and risks	
103-2	The management approach and its components	Material	URD	P.1-70 - All our material topics are included in the Chapter 4 of the "Document d'Enregistrement Universel" in which policies, commitment, goals, targets, responsibilities, resources, grievance mechanisms and specific actions are described. This report is audited by an independent third party.	
103-3	Evaluation of management approach	Material	URD		
TOPIC-SPECIFIC STANDARDS - MATERIAL TOPICS					
ECONOMIC					
GRI 203: INDIRECT ECONOMIC IMPACTS 2016					
203-1	Infrastructure investments and services supported	Material	IR	P.4 - Our business model	
			20F	P.44 - Item 4 - D/ Property, plant and equipment	
			URD	P.18 - Section 4.2.2. Access to healthcare	

GRI STANDARDS			SOURCE		OMISSION
GRI 205: ANTI-CORRUPTION 2016					
205-1	Operations assessed for risks related to corruption	Material	URD	P.33 - Section 4.2.8. Ethics and business integrity	
			20F	P.1 - Item 3 D. Risk factors - Risks relating to legal and regulatory matters	
			FCT	P.7 - Ethics and Business Integrity	
205-2	Communication and training about anti-corruption policies and procedures	Material	CoE	P.38-39 - Code of Ethics	
			FCT	P.1-7 - Anti-bribery Policy	
			FCT	P.7-8 - Ethics and Business Integrity	
205-3	Confirmed incidents of corruption and actions taken	Material	URD	P.33 - Section 4.2.8. Ethics and business integrity	
			20F	P.135 - Item 8 - Information on Legal or Arbitration Proceedings	
ENVIRONMENTAL					
GRI 302: ENERGY 2016					
302-1	Energy consumption within the organization	Material	URD	P.39 - Section 4.2.10.2.1. Energy	
			FCT	P.16 - CSR Indicators Table and Auditor's report	
			FCT	P.4 - Carbon Footprint	
302-4	Reduction of energy consumption	Material	URD	P.39 - Section 4.2.10.2.1. Energy	
			FCT	P.16 - CSR Indicators Table and Auditor's Report	
302-5	Reductions in energy requirements of products and services	Material	FCT	P.1-3 - Transporting medicines and vaccines	
			FCT	P.1-2 - Responsible packaging	
GRI 303: WATER 2016					
303-1	Water withdrawal by source	Material	URD	P.42 - Section 4.2.10.3.2. Water consumption	
			FCT	P.17 - CSR Indicators Table and Auditor's Report	
			FCT	P.3-5 - Water Stewardship	
303-2	Water sources significantly affected by withdrawal of water	Material	URD	P.42 - Section 4.2.10.3.1. Water resource management plan	
GRI 305: EMISSIONS 2016					
305-1	Direct (Scope 1) GHG emissions	Material	URD	P.40 - Section 4.2.10.2.2.1. Direct and indirect emissions: Scopes 1 & 2	
			FCT	P.3-6 - Carbon Footprint	
			FCT	P.18 - CSR Indicators Table and Auditor's Report	
305-2	Energy indirect (Scope 2) GHG emissions	Material	URD	P.40 - Section 4.2.10.2.2.1. Direct and indirect emissions: Scopes 1 & 2	
			FCT	P.3-6 - Carbon Footprint	
			FCT	P.18 - CSR Indicators Table and Auditor's Report	
305-3	Other indirect (Scope 3) GHG emissions	Material	URD	P.40 - Section 4.2.10.2.2.2. Other indirect emissions: Scope 3	
			FCT	P.6-13 - Carbon Footprint	
			FCT	P.19 - CSR Indicators Table and Auditor's Report	

GRI STANDARDS				SOURCE	OMISSION
305-5	Reduction of GHG emissions	Material	URD	P.36 - Section 4.2.10.1. The Planet Mobilization roadmap	
			FCT	P.3 - Transporting medicines and vaccines	
305-6	Emissions of ozone-depleting substances (ODS)	Material	FCT	P.20 - CSR Indicators Table and Auditor's Report	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Material	URD	P.46 - Section 4.2.10.5.3.3. Managing airborne emissions: optimizing the use of solvents and control over volatile organic compound emissions	
			FCT	P.20 - CSR Indicators Table and Auditor's Report	
			FCT	P.3 - Protection of the Atmosphere	
GRI 306: EFFLUENTS AND WASTE 2020					
306-2	Waste by type and disposal method	Material	URD	P.43 - Section 4.2.10.4.1. Waste generated	
			FCT	P.2-6 - Waste management	
			FCT	P.20-21 - CSR Indicators Table and Auditor's report	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
308-2	Negative environmental impacts in the supply chain and actions taken	Material	URD	P.48 - Section 4.3.1. Methodology for selecting risks for the Duty of Vigilance	
			FCT	P.28-30 - Plan de Vigilance	
			FCT	P.4-11 - Sustainable Procurement	
SOCIAL					
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
403-1	Workers representation in formal joint management-worker health and safety committees	Material	URD	P.52 - Section 4.3.7. Employee health and safety	
			FCT	P.2-6 - Health and Safety in the Workplace	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Material	URD	P.54 - Section 4.3.7.2. Workplace health and safety programs	
			FCT	P.10 -14 - CSR Indicators Table and Auditor's Report	
403-3	Workers with high incidence or high risk of diseases related to their occupation	Material	FCT	P.4-5 - Health and Safety in the Workplace	
403-4	Health and safety topics covered in formal agreements with trade unions	Material	URD	P.6 – Section 4.2.1.3.1.1 Promoting social dialogue	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
405-1	Diversity of governance bodies and employees	Material	IR	P.15 - Governance	
			FCT	P.4-16 - Corporate Governance	
			URD	P.12 - Section 4.2.1.6.1. Diversity and inclusion	

GRI STANDARDS			SOURCE		OMISSION
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Material	URD	P.50 - Section 4.3.6. Fundamental human rights at work and P.58 - 4.3.14. Procurement and subcontracting	
			FCT	P.1-3 - Fundamental Human Rights at work	
			FCT	P.6 - Sustainable Procurement	
GRI 408: CHILD LABOR 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	Material	FCT	P.1-3 - Children's Rights	
GRI 409: FORCED OR COMPULSORY LABOR 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Material	URD	P.50 - Section 4.3.6. Fundamental human rights at Work	
			FCT	P.1-12 - Human rights due diligence	
			FCT	P.4 - Fundamental Human Rights at work	
GRI 413: LOCAL COMMUNITIES 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	Material	FCT	P.1-2 - Economic, Environmental and Social Footprint	
			FCT	P.1-12 - Employee Volunteering	
			FCT	P.1-13 - External CSR Awards & Recognitions Received	
413-2	Operations with significant actual and potential negative impacts on local communities	Material	URD	P.47 - Section 4.2.10.5. Environmental releases	
			20F	P.10 - Item 3 - D. Risk Factors - Environmental and safety risks of our industrial activities	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016					
414-1	New suppliers that were screened using social criteria	Material	FCT	P.5 - Sustainable Procurement	
414-2	Negative social impacts in the supply chain and actions taken	Material	URD	P.58 - Section 4.3.14. Procurement and subcontracting	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016					
416-1	Assessment of the health and safety impacts of product and service categories	Material	URD	P.52 - Section 4.3.7. Employee health and safety	
			FCT	P.4 - Medical Ethics and Bioethics and Clinical Trials	
			FCT	P.1-2 - Implementation of REACH regulation	
			FCT	P.1-5 - Quality Management System	
			FCT	P.1 - Serialization: Medicine Identification, Authentication & Traceability	
			FCT	P.1-8 - Fighting Falsified Medical Products	
			FCT	P.3 - Pharmacovigilance	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Material	20F	P.135 - 20-F Item 8 - Information on Legal or Arbitration Proceedings	