

## HEALTH AND SAFETY IN THE WORKPLACE

### GRI Standards :

403-1,403-2,403-3,403-4 : Occupational Health and Safety

### EXECUTIVE SUMMARY

Sanofi is committed to protecting the health and safety of all persons working in the company from risks to which they may be exposed during their work. To this end, Sanofi implements risk prevention actions seeking to reduce occupational accidents, injuries or hazardous exposures to chemical and biological products to the lowest possible level. This involves risk identification and assessment actions in accordance with the requirements of global standards, as well as solid information and training programs for employees on health and safety.

At the same time, Sanofi focuses on stress management and employee fitness programs to encourage employees to improve their own health and well-being. These measures are constantly adapted to circumstances in order to maintain or improve the level of protection.

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## 1. BACKGROUND

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**The men and women of Sanofi are the real drivers of our business performance, and their well-being is essential to our success. We are committed to ensuring the health and safety of all people working at Sanofi.**

Sanofi care about its employees' health and safety, and know it is an essential component in the success of its business. Limiting the occurrence of diseases and injuries has a direct positive impact on productivity and costs by avoiding repeated absences, medical expenses and insurance premiums.

To provide a safe environment and healthy conditions for our workforce as well as outside contractors, Sanofi implements measures designed to limit the risk of disease and injury that cause pain and suffering and affect employees' quality of life. The Company takes a preventive approach by seeking to avoid accidents and minimize exposure to hazardous agents. At the same time, Sanofi focuses on stress management and employee fitness programs to encourage individuals to improve their own health and well-being.

### 1.1. Safety in the workplace

Creating a safe working environment is first and foremost a matter of reducing workplace accidents and injuries to the lowest possible level. Sanofi's safety approach includes:

- Conducting risk assessments as of the initial phases of our activities and for each change;
- Applying risk minimization methods in all situations, for all processes and projects;
- Using the hazard vetting method each time manufacturing or equipment is scaled up;
- Focusing on organizational and human factors in safety management;
- Providing continuous employee awareness and training programs about prevention and protection systems;
- Providing support for managers while taking specific steps to ensure the safety of independent contractors;
- Making constant progress on our road safety record with the support of the Sanofi Road Safety Committee;
- Developing initiatives to improve employees' health and safety during business travel;
- Sharing Injuries Learning Experiences through all Sanofi's sites;
- Promoting Safety routines for employees to engage dialog about the hazards consciousness and prevention.

**The Sanofi Road Safety Committee** determines our global road safety program by analyzing worldwide road safety results and setting objectives for our affiliates. Each site then implements a program to address its specific road and motor vehicle safety issues, based on the committee's guidance and its own risk assessments. Proven success factors to improve road safety include: strong support from management, sufficient resource allocation, clear objectives, and regular reviews. Fleet safety and driver training programs are also important, as are the accurate reporting and analysis of all motor vehicle accidents and work-related injuries.

## 1.2. Health in the workplace

Ensuring the physical and mental health of each employee consists of minimizing exposure to chemical, biological, radiations, physical risks, ergonomics constraints, and well-being at work. It also involves occupational hygiene assessments and control strategy to protect employees' health.

Our approach to health in the workplace is based on:

- Identifying jobs and occupational hazards;
- assessing workplace;
- controlling the risks, including the hierarchy of control: elimination, substitution, engineering, administrative controls including medical surveillance and the use of personal protective equipment.

Our approach is built on a solid foundation, Sanofi's Health, Safety and Environment (HSE) management system. Central to our occupational health responsibility is the expertise, facilities and global requirements/standards that have been established to assure robust programs globally.

Occupational health departments and HSE departments, with occupational hygiene competences, are working together to prevent any health effects on employees.

Baseline and routine worker monitoring programs of occupational health risks is a key responsibility for our Medical and HSE experts, guided by our global requirements/standards.

Sanofi's Regional deployed Occupational Physicians / Nurses and occupational health clinics located in our operations to provide the health expertise and facilities needed to support this important area of responsibility. Working with our HSE experts, these occupational health experts partner to assure all aspects of employee health are managed properly.

Occupational hygiene programs are managed by HSE department in order to maintain a good knowledge of all potential exposure on hazardous agents for health of employees. It includes a constant vigilance on the effectiveness of risk control.

Our pro-active initiatives also include health programs and ways to share best practices among our key medical doctors, who provide leadership for the network of occupational physicians working at Sanofi sites around the globe.

Where appropriate, both occupational hygiene monitoring, air exposure, and biomonitoring technologies are in place to track occupational exposure. We intend to improve workplace knowledge on hazardous agents and their effects. Training sessions organized for employees and managers are designed to enhance well-being at work. We also rely on the guidance of in-house expert committees.

## 2. ACTION

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### 2.1. Safety

We maintain a safe working environment for our employees and seek to reduce as far as possible the occurrence of workplace accidents by monitoring injury rates and developing a wide range of initiatives including in human and organizational factors management.

Occupational health-safety	2020	2019
Lost Time Injury Frequency rate (LTI-FR) worldwide (Sanofi employees)	0.9	1.3
Lost Time Injury Frequency rate (LTI-FR) for temporary employees	1.7	1.9
Lost Time Injury Frequency rate (LTI-FR) for independent contractors	1.7	2.1
Lost Time Injury Frequency rate (LTI-FR) all workers	1.1	1.5

The LTI-FR for total personnel as well as for the individual types of personnel strongly improves vs. 2019, mainly due to less slip-trip-fall injuries and less injuries related to motor vehicle accidents.

In addition, Sanofi defined criteria for the potential severity of occupational accidents to better target the types of actions to be implemented to reduce the number of potentially serious injuries (PSI) and to integrate human and organizational factors into the in-depth analysis of these events. Our target is to focus the company's efforts on actions to pro-actively prevent potentially serious accidents rather than limiting efforts to post-accidental corrective measures. PSI have been systematically characterized, reported and analyzed in-depth.

### 2.2. HSE management and leadership training

The HSE Culture Training aims to promote the HSE culture amongst the employees of all Sanofi entities. In total, more than 95% employees have participated in the programs since its launch, including the Life Saving Rules.

- Site heads and members of the site management committees have taken the Safety & Leadership cycle at the Centre Européen d'Education Permanente (CEDEP);.
- As part of the leadership training, a specific module has been developed, training for managerial safety visits, followed by more than 900 employees;
- For the technical and regulatory part, a basic training on basic explosive atmosphere risk prevention (ATEX) has been developed and deployed and was completed by more than 1200 people worldwide;
- A Special Safety Culture program was implemented in 2019 and was continued in 2020: "The Rules That Save Life" followed by more than 84400 Sanofi employees worldwide. The program is mandatory for all new comers;
- In 2019, the rollout of the "Safety Management Visit" programme has been continued with new management training sessions, and is now in place at all sites with more than 17,000 visits made.
- An onboarding HSE managers remote training program has been developed and deployed in October, 30 HSE collaborators worldwide have started or completed the program by the end of 2020.

- In 2020, following the COVID-19 crisis, elearning training modules have been developed for the return on the workplace for commercial operations and have been completed by about 11200 people worldwide.

### 2.3. Improved monitoring and analysis of potentially serious injuries (PSIs)

Since 2016, prevention measures for serious and potentially serious injuries have been strengthened by developing a methodology to analyze the root causes of serious or potentially serious injuries. The aim is to avoid any recurrence of these events and to gradually develop a safety culture for all Sanofi staff, outside company personnel and temporary workers.

To this purpose, a training program has been designed to create a network of experts worldwide specialized in the in-depth analysis of events.

In 2020, the number of PSI (Potential Serious Injury) is 70 (versus 54 in 2019)

### 2.4. Health at work

The broad range of initiatives to ensure our employees' health and well-being includes a well-being program to promote healthy living and prevent diseases, programs to prevent psychosocial risks, training for occupational hygienists and biosafety officers, and monitoring of occupational health.

#### 2.4.1. Occupational health - medical surveillance

Occupational diseases and their causes are collected according a formal new classification based on international classification of jobs and diseases.

The recognition of the occupational nature of a disease in France may take quite long (over six months).

As of December 31, 2020, 34 occupational diseases have been declared worldwide: 26 in France, six in Germany and two in North America, where recognition and declaration systems are well established. 9 occupational diseases reported late for 2019 are contained in the 2020 figures.

In 2020, 14 occupational diseases in France were recognized out of 26 diseases that had been declared as of January 25, 2021. In North America, two were recognized out of two declared. In Germany, no occupational disease was recognized out of six declared so far.

The Occupational illness rate (Number of illness / number of working hours within Sanofi \* 1 million) has increased - due to the inclusion of 9 late reported cases from 2019 into the 2020 figures - from 0.15 in 2019 to 0.19 in 2020. If the occupational diseases are allocated to the original year of declaration, the occupational illness rate has decreased from 0.20 to 0.14.

#### 2.4.2. Recognizing professionalism in occupational hygiene training

Sanofi continued to strengthen employees' skills on site with respect to occupational hygiene. Training programs are provided by Experts and international training modules offered by the Occupational Hygiene Training Association (OHTA). Each session is an intense week of lesson validated by an exam validated by an external organization BOHS. Training have been proposed in China, India, Europe, Tunisia, Brazil and France.

From 2012, 548 trainings have been performed. These trainings aim to provide core knowledge on W201 Basic Principles in Occupational Hygiene, W501 Measurement of Hazardous Substances, W503 Noise - Measurement and its Effects, W505 Control of Hazardous Substances, Health Effects of Hazardous Substances, Asbestos and Other Fibres, Ergonomics Essentials.

### 2.4.3. Health in the workplace is a key topic in Sanofi

Our key control and monitoring programs in this area include, but are not limited to, chemical and biological exposure, radiation, noise, ergonomics, temperature, illumination...

In 2019, a worldwide intensive campaign have been conducted to quantify the exposure on a specific API in 10 production sites located in China, India, Turkey, Italy and France. This protocol intends to have a global overview of potential risks in all similar installations. Both strategy, sampling and analyses of samples have been performed by qualified external companies.

As part of our work identifying potential Occupational Hygiene (OHy) improvement opportunities and action plans, we routinely address ergonomic risks in the workplace through systematic diagnoses by ergonomists. Ergonomic risks are mapped and prioritized for risk reduction action plans.

Occupational Hygiene programs are in place to manage all risks for health, including tertiary sites. It includes indoor air quality (IAQ) programs and Legionella controls.

The assessment of these Health Risks, and all others occurs routinely as part of our HSE Audit programs Site risk assessments, improvement priorities, gaps and actions plans are reviewed and validated. When necessary, Corrective actions and Preventive actions are managed and progress is monitored as part of the Sanofi HSE Audit program.

*For more information, see in our [Documents Center](#):*

- *Chapter 4 of the Universal Registration document 2020- section 4.3 with all figures and analysis on injuries*
- *HSE Management System Factsheet*
- *HSE Policy*
- *Implementation of REACH regulation Factsheet*
- *CSR indicators Evolution and auditors' report*
- *Factsheet Health and Wellness program in the workplace*