

HEALTH AND WELLNESS PROGRAM IN THE WORKPLACE

GRI Standards :

N/A

EXECUTIVE SUMMARY

Employee health is a priority for Sanofi. This factsheet describes the “Take Care & Bwel!” program, which is dedicated to all Sanofi employees and aims to promote health and prevent or delay the onset of chronic diseases by focusing on a balanced diet, regular physical activity, sleep and stress management and the prevention of non-communicable diseases.

It has already reached nearly 50 % of our employees and Sanofi's objective is to keep developing this program in all countries where Sanofi is present by helping sites to implement best practices, as well as promoting the use of online health tools to monitor changes in employees' behavior.

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1. BACKGROUND

Take Care & Bwell is a company-wide health and wellness initiative and is intended to benefit all Sanofi Group company collaborators. The program was initiated in 2012 with the objective of promoting health and preventing or delaying the onset of chronic diseases by focusing on balanced nutrition, regular physical activity, sleep and stress management and prevention of non-communicable diseases. One of the major objectives of this program was to measure over time with the support of external academic expertise, the impact of proposed activities on collaborator's behaviors.

The initiative provides collaborators to become involved in their personal health and live healthier lives. This initiative builds upon a knowhow of providing health and wellness programs for collaborators. The health of employees is a top priority for Sanofi and a natural extension of our company mission is to discover new ways to improve and extend peoples' lives. Sanofi is focusing on prevention programs as part of Take care & Bwell!.

2. PROGRAM DESCRIPTION

The program is based on four pillars that aim to help collaborators to achieve optimal health:

MOVE OFTEN	Promote regular physical activity	
EAT WELL	Encourage consumption of a balanced and varied diet	
FEEL GOOD	Improve quality of sleep and manage stress	
STAY HEALTHY	Support smoking cessation, Prevent diseases and promote vaccination	

While activities are voluntary for collaborators, sites participating in Take Care & Bwell! proposes a range of health and wellness activities to encourage collaborators to exercise regularly (fitness rooms, sport classes, walking challenges, stair use promotion), choose healthy food offered in company restaurants, manage stress, improve sleep quality and participate in free screenings. The initiatives are different depending on countries and needs. All engaged sites are requested at the end of each year to provide key performance indicators (KPIs) to the global team. The site are asked questions on the organization, number of human resources involved, financial investments, level of participation to activities. This assessment is also the opportunity to collect feedback and ideas that can be used to develop best practices that will be share with all countries.

2.1. Focus on Cancer at work

Our “Tackling Cancer at Work” initiative supports and improves the lives of employees directly and indirectly affected by cancer, at all Sanofi sites in France. This initiative follows on from Sanofi France’s May 2017 signature of the French National Cancer Institute (INCa) charter, when the company signed 11 commitments to help support employees affected by cancer and to promote health.

This is delivered through a network of 30 listening booths where people can talk freely about cancer-related issues. Due to the pandemic, they operate online in a teleworking context and are totally confidential, and open to any Sanofi employee directly or indirectly affected by cancer. They can be accessed at any time on request. Participants work with the employee to develop solutions and pathways tailored to his or her situation.

Our people have shown long-term commitment to this scheme; the network now numbers over 150 volunteers, who have helped over 210 employees. Barely two years after the network was set up, the network has proved a resounding success: in a satisfaction survey, 98% of respondents found it helpful, and 100% would recommend it to a colleague.

We are also working to change perceptions of cancer. Our short film on the theme of tackling cancer at work, *Le choix du lien*, was a prize-winner at both the *Grand Prix Stratégies de la Production Publicitaire* awards and the Deauville Green Awards in 2019.

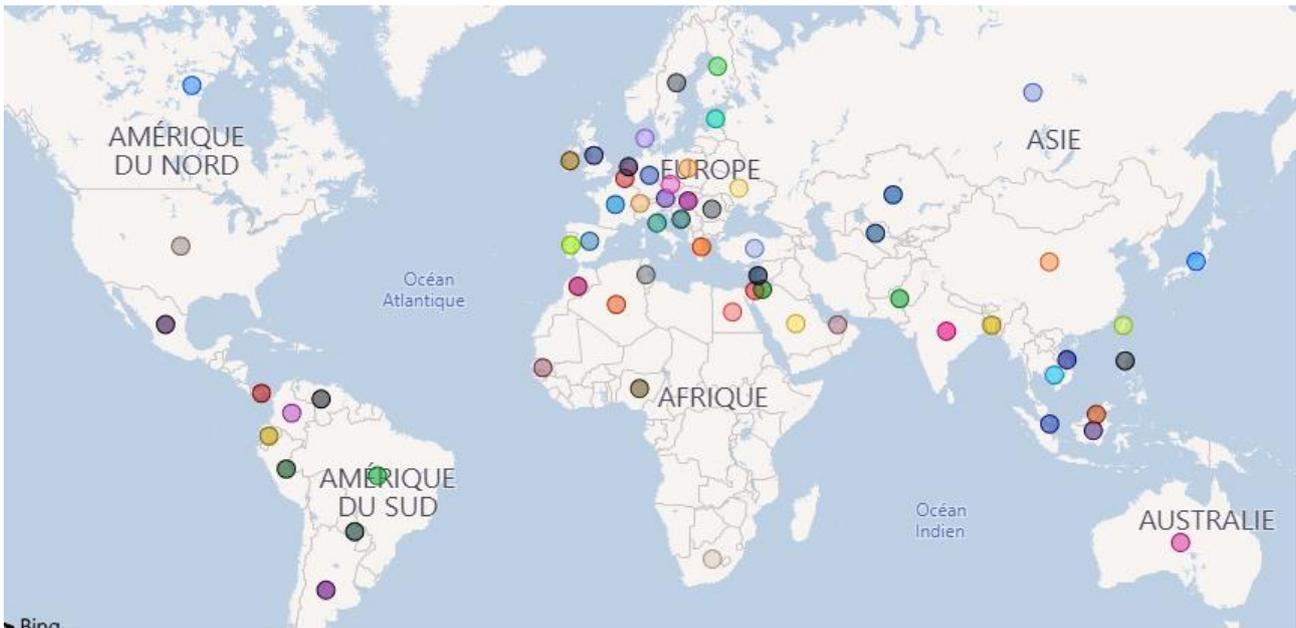
And in 2020, we opened up two new lines of research that will raise awareness and help our teams develop transformative practices to reconcile work and wellness:

- we are funding a thesis on “Cancer: Vulnerability and Performance” to help identify levers and brakes; and
- we are developing and piloting a back-to-work module for our “Cancer at Work” initiative, as part of the “Breast Cancer at Work” program led by researchers at Le Nouvel Institut and funded by the INCa, the DGT (Department of Labor), and AGEFIPH (an organization dedicated to employment opportunities for people with disabilities).

3. MAJOR ACHIEVEMENTS

Based on a flexible and simple methodology the program was deployed by the end of 2019 in 62 countries and 140 sites (see map enclosed). Take Care & Bwel! initiative reaches almost 50 % of our group company collaborators (48 000 collaborators). Along with numerous local awards and/or certificates in countries ranging from China, France, Ireland, UK, USA, Spain, Sanofi has been recognized internationally for the impact of the Take Care & Bwel! program. We earned the Global CEO cancer Gold Standard for the Chinese deployment.

Country presence of Take care & Bwel! on the basis of the survey conducted end of 2019



Algeria, Argentina, Austria, Australia, Bosnia and Herzegovina, Bangladesh, Belgium, Brazil, Canada, Cambodia, China, Colombia, Czech Republic, Denmark, Ecuador, Estonia, Egypt, Finland, France, Germany, Greece, Hungary, Indonesia, Ireland, Israel, India, Italy, Jordan, Japan, Kazakhstan, Lebanon, Morocco, Mexico, Malaysia, Netherlands, Nigeria, Panama, Paraguay, Peru, Philippines, Pakistan, Poland, Portugal, Romania, Russia, Saudi Arabia, South Africa, Spain, Sweden, Switzerland, Singapore, Senegal, Tunisia, Turkey, Taiwan, Ukraine, United Arab Emirates, United Kingdom, United States, Uzbekistan, Venezuela, Vietnam.

From 2017, Sanofi made a commitment by developing innovative interventions to help his employees to improve their lifestyle behaviors. These interventions integrated innovative mobile applications developed in association with "The European Institute of Innovation and Technology for Health". These actions, conducted in France, China, United Kingdom and Spain in Industrial, administrative and R&D sites, showed significant modifications of sleep behaviours(*).

In 2019, Sanofi co-developed a new digital tool (Walk Well) allowing the organization of walking challenges worldwide involving several thousand of collaborators. This tool was particularly used during the pandemic to increase the level of physical activity of collaborators and to improve social interaction and motivation to move more.

In 2020, We have also been able to scientifically demonstrate that simple nutrition signaling in our company restaurants are effective in guiding employees towards healthy food choices that are in line with international nutrition recommendations (**)

In 2020, in view of the health situation, the interventions offered to employees have evolved and been adapted to the context. Online services (physical activity classes, relaxation, mindfulness, etc.), webinars for psychological support and the adoption of a healthy lifestyle have been reinforced. Digital communications such as newsletters, tips, educational booklets have been intensified to reach as many employees as possible. Teleworkers, sales forces and workers with atypical working hours were particularly supported.* (Montagni et al, 2019 Effectiveness of has Blended Web-Based Intervention to Raise Sleep Awareness at Workplace: The WarmUapp™ Pilot Study. Journal of Occupational Health and Environmental Medicine).

** (Montagni (2020) Using Positive Nudge to Promote Healthy Eating at Worksite A Food Labeling Intervention Journal of Occupational and Environmental Medicine).

4. OBJECTIVES

Based on the WHO (World Health Organization) information on NCD (non-communicable diseases), evolution of company health costs and headcounts, top intervention countries are in Sanofi, for Asia (Pakistan, China, Vietnam, India), for Europe (France, UK, Poland, Russia), Middle East (Pakistan), Africa (Egypt), North America (Canada, USA, Mexico) and South America (Brazil, Argentina, Colombia).

Sanofi's objective is to sustain this program by helping sites and more specifically the above countries to implement good practices and to monitor changes in employee behaviors by promoting the use of e-health tools. In comparison to the previous plan, we will integrate preventive actions and awareness on deleterious impacts of air pollution as this is a leading cause to NCD such as CVD, respiratory diseases including asthma, chronic obstructive pulmonary disease and lung cancer. There is also recent evidence for its link to mental health disorders and diabetes.

To summarize, our 2025 roadmap is:

- To reinforce the program in countries considered as a priority because of the growing incidence of non-communicable diseases (NCD) and in particular NCD highly correlated to environmental and societal changes; In 2020 we saw how particularly vulnerable people with NCDs are to COVID-19 motivating even more actions for the reduction of NCDs ;
- To support efforts to expand services for mental health based on best practices. Devastating impact of the pandemic and the resulting lockdowns, economic security, and fear and uncertainty have highly increased the risk of issues on collaborator's mental health ;
- To target specific populations at risk of inappropriate behaviors because such as remote workers, collaborators with atypical hours and sale representatives ;
- To ensure sustainability of the program by proposing to sites new intervention ideas and global solutions ;
- To increase participation is a long-term process and a stated goal: by the end of 2025, the program will be offered to 95 % of company employees on a voluntary basis. As with most voluntary health promotion activities, it is relatively easy to encourage the first 20 % of any population to join in, we will tailor activities to attract the other 80 % who have not yet taken advantage of the program activities ;
- To improve KPIs collection and better follow up of indicator parameters such as absenteeism and health costs;

The program deployment will continue, be conducted with the support of HSE Regions Heads and Region Leaders in close collaboration with Human Resources, Compensation & Benefits, Facility Management, Occupational Health, Corporate Social Responsibility and Communication network as driving forces. Each year, a list of targeted sites will be the deployment driver.