

# Sustainability Program

Roadmap towards a Sustainable World

## GLOBAL SUSTAINABILITY PROGRAM FOR SANOFI TERTIARY SITES

In 2020, the Real Estate - Facility Management - Records and Information Management (RE-FM-RIM) teams in collaboration with the Health, Safety & Environment (HSE) and Corporate Social Responsibility (CSR) departments launched the **Global 2020 Sustainability Roadmap for the Sanofi administrative sites** .

This roadmap aimed at tackling 10 priority topics in accordance with the Group **Sustainable Building Charter** for tertiary sites and supporting both the Group **Planet Mobilization Program** and **CSR commitments** toward our planet.

Despite the health crisis that the world is facing and thanks to the motivation and collective efforts of regional and local HSE, RE-FM-RIM and CSR teams, we were able to achieve **sound results**.

We are committed to continuously improving our workplace experience while taking advantage of the sanitary crisis to move forward a more sustainable way of living for the **benefit of our people, our planet and our communities worldwide**.



REAL ESTATE,  
FACILITY  
RECORDS &  
INFORMATION  
MANAGEMENT



# PEOPLE



Empowering life by providing a healthy, safe and comfortable work setting for our employees and stakeholders.

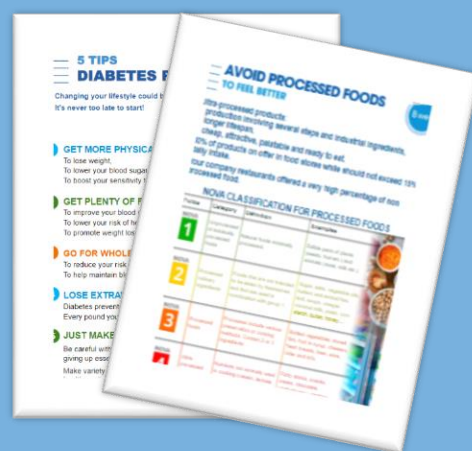
## SUPPORTING TAKE CARE & BWEL! PROGRAM



**100%** of our tertiary sites worldwide implemented either a **Green Apple** logo to indicate healthy food choices in the restaurants (in collaboration with our FM partners) or a **Walking Challenge**, or **World Days celebration**. A simple and efficient way to promote healthy habits among our employees.

Our tertiary sites were invited to celebrate the **World Food Day** on October 16<sup>th</sup> and the **Diabetes day** on November 14<sup>th</sup>.

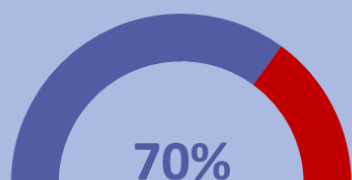
Our affiliates participated and provided tips to our employees on nutrition and physical activities.



DID YOU KNOW?

## INDOOR AIR QUALITY

...that the cognitive scores of workers, including **concentration capacity**, double in a green, well-ventilated office?\*



70%

At Sanofi more than **70%\*\*** of our offices measure their indoor air quality and implement action plans to improve it. The objective is to implement the best conditions for healthy indoor air for all building users.

\* WGBC, 2016, Health, Wellbeing and Productivity in Green Offices.

\*\* 30% remaining sites will be done in 2021 when sites will reopen.

# PLANET



Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is no "Planet B".

## MINIMIZE ENERGY CONSUMPTIONS

Our administrative buildings also contribute to reach global Sanofi Planet Mobilization ambition by implementing -when relevant- energy conservation measures.

# PLANET MOBILIZATION



**100%** of our tertiary sites monitor their utilities consumptions and **63%** have defined a reduction target...

... Building management systems are all set to provide the best balance between **comfort** and **environmental impact** (temperature settings, night/weekend modes).



**1°C less**



**7%** of energy saving

French tertiary sites have implemented a **smart energy management** solution enabling the site managers to **monitor** precisely the consumptions and quickly **implement actions** in case of anomalies.

### New Real Estate projects

Our **Real Estate teams** also contribute to minimizing our impact on the environment through the **site selection** and **footprint optimization**.

For any given Real Estate office project comprising a physical move & targeting a new office location, the office market scanning and option assessment is systematically including a **green rating** as part of the building selection checklist.

The green rating is considered as one of the key criteria for the **building selection**. As such a priority is given to certified buildings (**LEED, BREEAM, ...**) as well as building with **Zero fossil** primary energy (energy recovery, heat pumps, geotherm or biomass, etc.). Carbon footprint assessment will be also part of future projects SPE documentation.

DID YOU KNOW?

**18** administrative sites are **environmentally certified**. This is a guaranty that the buildings are respecting the environment through the design and operation phases.

## WHAT ABOUT RENEWABLE ELECTRICITY?

### Sanofi New Commitment

Sanofi has joined **RE100** initiative and by doing so is committed to use **100% of Renewable Electricity** by 2030.

Already in 2020, all Tertiary sites in France, Germany, Italy, Spain and in the UK have switched to claim 100% of their electricity coming from renewable source (Solar, Wind, Hydro...) joining some of our offices in Hungary and Canada.

We estimate that **36%** of major office buildings are sourced by **100% renewable electricity!**



## TOWARDS A COMPLETE BAN OF SINGLE USE PLASTIC

Knowing that plastic wastes are a terrible threat for our Planet with more than 150 million tons floating on the oceans often called as the **Great Pacific Garbage**, like a 7<sup>th</sup> continent 3 times the size of France, all tertiary sites decided to act!

Starting by **eradicating plastic cups** from our sites around the world, replacing 17 millions of disposable cups by **sustainable solutions** such as people bringing their own mug to the office.



**17 million** Plastic Cups replaced by...

... Thousands of smiles



# PLANET



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## TRANSITIONING OUR FLEET TOWARDS CARBON NEUTRALITY



Defining local roadmap based on:

Selecting low fuel vehicles



**47%** of sales fleet  
(below 120gCO<sub>2</sub>/km)



Promoting eco-driving

**70%** of countries

Reducing mileage



**-38%** vs 2019\*  
(\*partly due to pandemic situation)

Switching to new technologies



**12%** of fleet  
(Eco-Fuel / Hybrid / Electric)

**PLANET  
MOBILIZATION**



FOSTER  
AN ECO-FLEET

Target  
2015-2020

**- 25%**



By 2025

**- 50%**



**2030**