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2024-2025
Accessibility
Action Plan

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sanofi



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A message from the Australian Network *on Disability*

Congratulations to Sanofi Australia and New Zealand on the development and launch of your second Accessibility Action Plan (AAP) 2024-2025. All significant change needs a plan to succeed and becoming an accessible workplace is no exception. Sanofi's AAP recognises the important role you have as an organisation in building an inclusive environment for your employees, patients, consumers, and the diverse community you serve.

Sanofi's second AAP is person-centred and has a continuous improvement focus echoed across the four pillars of the plan: Leadership and Culture, Workplace, People and Community. The co-designed and collaborative approach taken, including consultation with your

employee resource group, stakeholders, and external experts, ensures people with lived experience have been included in the AAP's key decisions and strategies.

The new plan sets out impressive objectives for the next three years. It should not be overlooked however that there were many achievements from the previous plan that include creating an employee resource group, development of a workplace adjustments policy, participation in ADN's Positive Action Towards Career Engagement (PACE) and Stepping Into Program (SIP).

As a partner on this journey since 2019, the Australian Disability Network looks forward to continuing to support Sanofi to create a more equitable and inclusive Australia.

Corene Strauss

CEO, Australian Disability Network



A message from *our Country Lead*

I am pleased to release Sanofi Australia & New Zealand's new Accessibility Action Plan 2024 – 2025.

Sanofi has a proud history of improving people's lives, from our patients to our people and broader community. As we continue our work, we recognise the importance of listening to and understanding the diverse needs of our wider community and representing that diversity wherever we can.

Our new Accessibility Action Plan has been developed in collaborative consultation with our Ability+ Employee Resource group, key stakeholders, and external experts, who have all provided invaluable insight.

It has been designed to further build on the actions of our first Accessibility Action Plan. It provides us with a framework to hold ourselves accountable to our goals as we continue to embed access and inclusion across our business and sets the bar high by implementing

new commitments, while ensuring there is a clear pathway to meet them.

Sanofi globally has recently joined The Valuable 500, a worldwide campaign bringing together hundreds of business leaders in solidarity to ensure that disability inclusion and accessibility are incorporated into the agendas of some of the world's largest companies.

Here in Sanofi Australia and New Zealand, we partner with the Australian Disability Network (ADN), and we continue to work with them to achieve inclusivity and accessibility for our employees, patients, and community. We value playing a vital role in creating and supporting an inclusive and non-discriminatory society.

Thank you for taking the time to read our new Accessibility Action Plan. I look forward to supporting our team in delivering our commitments and sharing our progress with you in the future.

Karen Hood

Country Lead, Australia and New Zealand
Head of Foundation, Japan and Asia Pacific
General Manager, General Medicines



A message from our *Executive Sponsor*

People give purpose to our medicine, and it starts with the people who work for us. In 2019, as part of our first Accessibility and Inclusion Plan, we made a commitment to adopt rigorous accessibility standards across all of our recruitment, work policies and practices – to ensure accessibility barriers were removed for anyone working at Sanofi.

We worked in close partnership with ADN to complete their Disability Confident Recruiter program. The training gave Sanofi's People & Culture and Talent Acquisition Team the knowledge, confidence, and resources to clearly communicate the accessibility message throughout our company. This has

resulted in it being easier than ever for employees to get the appropriate support, whether through workplace adjustments, flexible ways of working, or more accessibility inclusion training.

This has shaped conversations that we would not have had in the past. Whether a need exists on an employee's first day or 10 years into their career, things like flexibility and workplace adjustments simply must be part of our everyday conversation.

Yogita Nath

Chief Financial Officer Australia and New Zealand
Finance Lead Foundation Japan and Asia Pacific



Progress against *our previous plan*

Our first Accessibility and Inclusion Plan, covering the period 2020-2021, saw us undertake commitments grouped into four priority areas.

The ambition of our first plan was to support a better future for people with disability and help build a more inclusive society. We did this by challenging ourselves to create solutions for the future and by partnering with accessibility advisors to help us raise awareness, build accessibility confidence and know-how. This helped provide employment for people with diverse abilities, ensuring our employees with disability have the support they need and lastly to innovate.

• **Our Employees**

We aimed to build an accessible and inclusive culture at Sanofi, through awareness, education and harnessing the power of our employee networks.

• **Our Workplace**

We wanted to help ensure our digital and physical environments are accessible to all, particularly in our new workplaces in Sydney and Melbourne, playing an advisory role in the office fit out.

• **Our Patients / Consumers**

We endeavoured to provide accessible products and services, both digitally and physically to our patients and consumers.

• **Our Corporate Social Responsibility**

Our ambition was to identify opportunities to increase our accessibility contribution to our local communities.

In our first Accessibility and Inclusion plan we delivered:

- Creation of an employee resource group (ERG) with an executive sponsor to endorse the development of Sanofi's inaugural accessibility action plan
- Compulsory training for People & Culture and our Talent Acquisition teams
- Internal online accessibility and inclusion training offered to all employees and contractors
- Mentoring for eight people across two states through the Australian Disability Network's Pace Mentoring program
- Employment for two interns through the Australian Disability Network's Stepping into Program

- Compulsory Accessibility Awareness training for all People Leaders
- Accessibility and Inclusion training as part of onboarding process for all new starters in their first three months
- Guidelines on new ways of working in a hybrid environment
- A new Workplace Adjustment policy
- Training in Mental Health First Aid for 160 employees.

We recognise there is still a lot more that we can do to support our employees, patients, and communities. This new plan highlights the actions we are taking to ensure equity and respect for people living with disability and will continue to advocate for health and to inspire change.

We are Sanofi

We are an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. Our team is dedicated to transforming the practice of medicine by working to turn the impossible into the possible. We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, while putting sustainability and social responsibility at the centre of our ambitions.

We aim to prevent, treat, and cure illness and disease throughout life. We are driven to improve the health of communities and to find new solutions for patients by combining breakthrough science with advanced technology.

Inspired by the resilience of our patients and strengthened by our heritage, we are always working for new ways to fight chronic, complex, and rare diseases with medicines that offer hope for patients and the future of healthcare.



Creating confidence, changing lives

MENTORING

One of my passions is to coach young professionals, so when Sanofi offered me the opportunity to mentor an intern living with disability I jumped at the chance. Throughout the experience, I worked closely with the Australian Disability Network (ADN) to source and support an intern for our finance team.

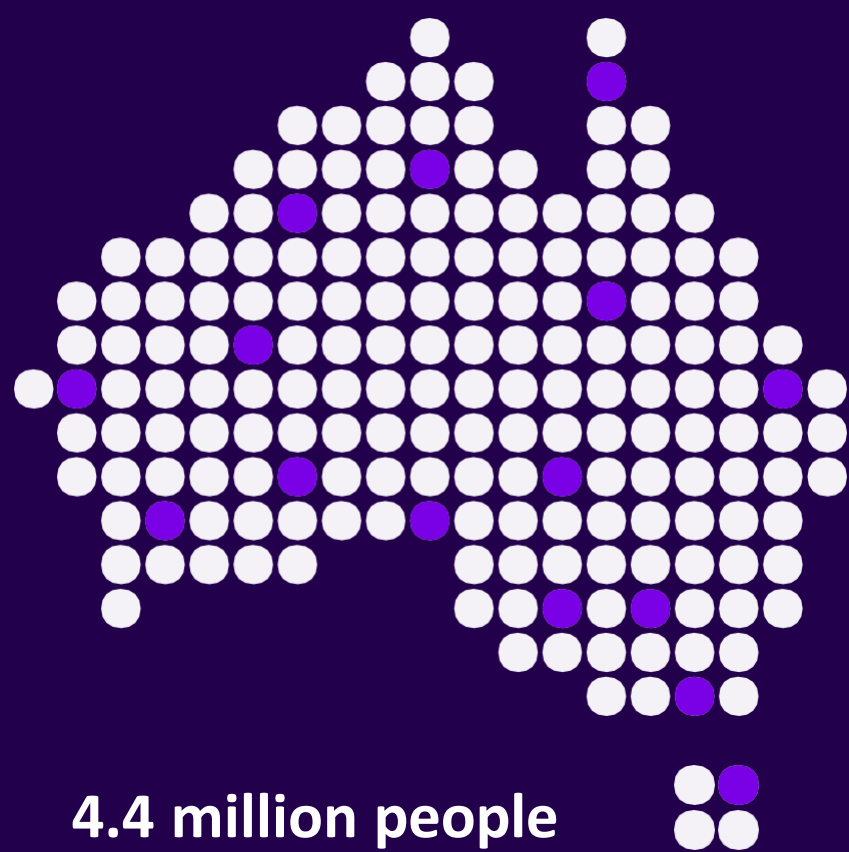
I found it to be a rewarding and enriching experience, and I learned a lot personally as a mentor. My young mentee had a hearing impairment, so we made a few simple adjustments to the workplace and the way I worked to ensure that our communication and work styles were efficient. It is a fitting example of how minor adjustments in the workplace can create an environment that is truly supportive and inclusive for people living with a disability.

Dion Liem

Head of Finance, General Medicines Australia and New Zealand



The current Australian context



4.4 million people have a form of disability. That is **17.7%** of the population

Australian Bureau of Statistics, 24/10/2019



17.8% females have a disability



17.6% males have a disability



2.1 million Australians of working age (15-64 years) have a disability



1 in 9 people aged between 0-64 have a disability, compared to those over 65, where it increases to 1 in 2.



Over 2 in 5 Australians aged 16-85 years (43.7% or 8.6 million people) have experienced a mental disorder at some time in their life



People with disability have a labour force participation rate of only 53.4%, in contrast to people without disability (84.1%)



5.7% of all Australians had a profound or severe disability.



There were **2.65 million carers**, representing 10.8% of all Australians.



Females were more likely to be carers, **12.3%** of all females compared to males at 9.3%.

Our aspiration *and commitment*

Sanofi is committed to the inclusion of people with disability and to the continual improvement of our policies, programs, services and facilities for our employees, their families, and members of the community.

In 2022, we began reaffirming our commitment by:

Updating our Accessibility Policy, which applies to all employees and contractors of Sanofi, to ensure our premises, events, information, products are inclusive and accessible.

Working with accessibility experts to complete a gap analysis and provide recommendations for improving accessibility at Sanofi; and

Forming a new Accessibility Employee Resource Group made up of representatives from several key business functions, to better inform our goals and objectives for the coming year.

In crafting this new Accessibility Action Plan, we engaged with key stakeholders to pinpoint where we can have the greatest impact. Consequently, certain

areas such as Digital and Human Resource practices are a particular focus for our priorities in this new plan. Our new approach allows us to align to our core strengths and priorities for the current period and plant the seeds for further targeted improvements across the business in subsequent years.

This plan encapsulates our priority activities during 2024-2025; however, we will remain open to changing priorities and ensure we take a nimble and open-minded approach to delivering accessibility to our employees, patients, customers, and consumers.

We also recognise that there will always be much more that can be accomplished to improve accessibility, but we believe that by first focusing on building capacity in key areas, we are establishing powerful momentum to carry Sanofi into the future.

It is within this new framework that we are excited to share our priorities to benefit our employees, patients, customers and consumers.



2024-2025

Key Priority Areas

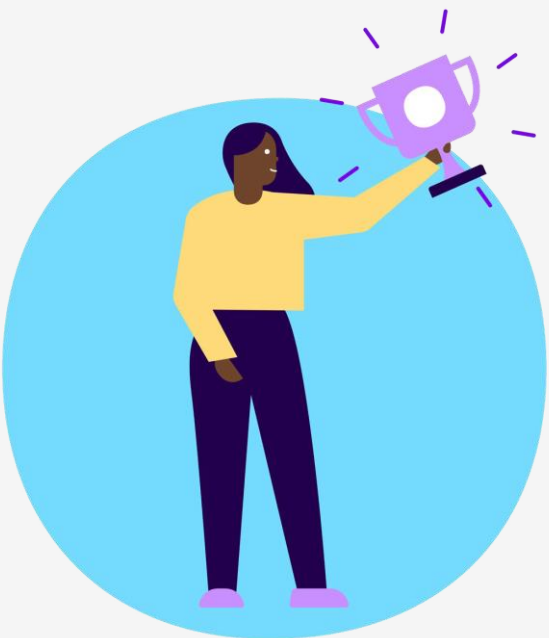
Our aim is to continue to create an accessible and inclusive environment where all employees feel comfortable to openly share and be able to ask for workplace adjustments and in return know that we will listen and act accordingly.

Following on from our first Accessibility Inclusion Plan, we will continue to develop action items under our four key priority areas to help us develop and uphold our access and inclusion

principles and responsibilities as an employer.

- Leadership and Culture
Our Workplace
- Our People
- Our Community

Each priority area includes a brief overview and includes both short term and long-term actions items that we will endeavour to achieve.



Leadership & Culture



Our People



Our Workspace



Our Community

Leadership and Culture

Our approach to accessibility and inclusion seeks to help people with disability by creating a culture of belonging, psychological safety, and respect, while designing our policies, practices, and workplaces with inclusion considerations.

Creating our new plan will allow us to continue to focus efforts on innovation as well as inclusive workplace practices and workspaces.

Measuring and tracking progress through an established governance process will help us integrate accessibility into the way we do business.

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
Promote a culture of diversity, equity and inclusion through leadership actions, communications, events, and training	Launch and promote the new plan and monitor and report on the implementation and achievements	Ability+ Employee Resource Group (ERG) and Executive Sponsor	<ul style="list-style-type: none"> • Publish 2024-2025 plan in Q1 2024. • Report key achievement to the Country Council • Storytelling internally and externally as appropriate
	Submit a self-assessment for the Australian Disability Network's Disability Access and Inclusion Index	Ability+ ERG and Executive Sponsor	Submission of index in Q1 2024
	Leverage global DE&I resources to ensure our local internal and external communications are inclusive of people with disability.	Corporate Affairs / Ability+ ERG	Ensure internal and external images include authentic depictions of disability
	Promote online and face-to-face disability confidence training for all people leaders.	Ability+ ERG People & Culture (P&C)	Track and monitor that all people leaders attend disability confidence training bi-annually.
	Run disability confidence training for all employees	Ability+ ERG	Coordinate with ADN to run a one-hour workshop available to all employees annually.

Leadership and Culture

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
	Participate in the review of our Appropriate Workplace Behaviour and Anti-Discrimination policies to ensure they are appropriate and effective.	P&C / Ability+ ERG	Coordinate the annual review of P&C policies with an accessibility lens
	Ensure our events are inclusive for people with disability	Business Operations and Services (BO&S) / Events team	Standard Operating Procedure (SOP) developed by BO&S / Events and shared with all external event partners
	Share progress with our employees	Ability + ERG	<ul style="list-style-type: none"> • Annual updates to Country Council • Provide a twice-yearly update to all employees with an online seminar or event.
Leverage accessibility best practice	Engage with industry professionals to learn from and contribute to discussions of accessible procurement practices	Procurement Operations	<ul style="list-style-type: none"> • Participation in ADN's Accessible Procurement Training • Identify opportunities to influence global Sanofi policies and share best practice

Our People

As part of Sanofi's DE&I strategy, we are striving to simplify our ways of working to empower our people and serve our patients, customers, and to simplify and improve our employees' experiences. This is especially relevant to employees with disability, who may historically have encountered barriers or obstacles to being truly included.

The following actions are intended to address the needs of our people, both by making the employee experience more accessible and by providing sets of tools to empower employees to better understand and apply accessibility principles in their work.

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
A more accessible and inclusive employee experience	Raise awareness of available support for candidates and employees with disability, including awareness of the centralised process and budget for workplace assessments and adjustments	People & Culture (P&C) / Talent Acquisition / Health Safety, Environment (HSE)r	<ul style="list-style-type: none"> • Increase in number of workplace adjustment requests • Visits to P&C & HSE website • Track visits to accessibility intranet pages
	Make policy and guidelines readily available for employees and people leaders to access	P&C / Talent Acquisition	Create a dedicated space on intranet to store accessibility guidelines and policies.
	Improve the effectiveness of the end- to-end onboarding process for new starters, graduates, and interns with disability	P&C / Talent Acquisition	<ul style="list-style-type: none"> • Delivery of new welcome pack to all new starters, graduates, and interns • Visits to P&C & HSE website • Include an accessibility guidance / information pack in all new employee and contractor induction materials

Our People

Priorities / initiative	Actions	Owners	Key measures of success / desired outcomev
Create an accessible and inclusive recruitment process to ensure greater diversity of skills and experience amongst our candidates	Retain Disability Confident Recruiter status through ADN	P&C / Talent Acquisition	Completion of all Year 2 activities on the Disability Confident Recruiter checklist
	Ensure the Sanofi careers website meets WCAG 2.1 A/AA accessibility standards	Corporate Affairs	Increase volume of content highlighting available support
	Raise awareness of recruitment and employee disability support via Sanofi careers websites and social channels	P&C / Communications /Ability+ Employee Resource Group (ERG)	Increase volume of content highlighting available support
	Provide targeted employment opportunities for people with disability	P&C /Talent Acquisition	Ensure our graduate intake is inclusive of people who identify as living with a disability <ul style="list-style-type: none"> • Exploration of a neurodiversity recruitment pilot program
Development and rollout of training and awareness programs	Annual training sessions on mental health first aid and annual disability confidence training	Organisational Development (OD)	<ul style="list-style-type: none"> • Monitor the number of mental health first aiders • Track the number of people attending annual disability confidence training

Our Workspace

We recognise the importance of having a workplace that is accessible to everyone. It enables a person with a disability to continue to strive to reach their full potential within the workplace, and our ambition is to remove barriers like inaccessible buildings, and the lack of appropriate technology. Removing these barriers gives people with disability more choice and control, and it unlocks their ability to be productive employees.

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
A more accessible and inclusive employee experience	Consult with all employees to improve the accessibility and usability of our workplaces, environment, facilities, and grounds	Health Safety, Environment (HSE) and Site Facilities	Delivery of consultation sessions with the Sanofi Ability+ Employee Resource (ERG) and employees with disability to introduce appropriate solutions
	Review the process for notifying facilities of access issues.	HSE and Site Facilities	Implement and communicate the revised process.
	Ensure our Emergency Evacuation Plan has procedures for people with disability	HSE & Site Facilities	Site Facilities and Fire Wardens review policy and practice to ensure evacuation plans are fully inclusive for people with disability.
	Ensure new and refurbished environments comply or where possible exceed the prescribed standards	HSE & Site Facilities	<ul style="list-style-type: none"> Accessibility requirements explicitly referenced within project documentation. Comply with prescribed standards and incorporate best practice where possible.
	Work with the appropriate team to identify and rectify issues and provide access to our systems and platforms to enable accessibility for all employees	Information Technology and Solutions	Capture and report to the Country Council on the number of issues raised, the solutions put in place to rectify, and the time taken to resolve.

Our Workspace

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
Identify opportunities within our existing, facilities and grounds with current accessibility standards.	Conduct regular audits of accessibility compliance and prioritise high impact issues.	HSE and Site Facilities	<ul style="list-style-type: none"> • Complete bi-annual audit for code change • Outline recommendations for improvement and lobby for change with Country Council
	Ensure that adequate signage is in place to assist people living with disability navigate our sites with ease.	HSE and Site Facilities	<ul style="list-style-type: none"> • Review and update existing signage to ensure it is inclusive.
Accessibly business travel	Review accessibility of preferred travel and accommodation policy	Procurement / Events Ability+ ERG Global Ability+ ERG	<ul style="list-style-type: none"> • Recommend the removal of providers who do not comply with Sanofi's minimum accessibility requirements • Ensure people with disability are empowered to access work-related travel without barriers. • Provide necessary workplace adjustments for business travellers.

Our Community

At Sanofi, we understand how disability can affect every aspect of life for the people in our community. We aim to help enable individuals living with disability to access, participate and contribute on an equal basis.

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
A more inclusive experience	<ul style="list-style-type: none"> Improve representation of people with disability in brand assets and imagery 	Marketing/Brand teams and Corporate Affairs	New brand images with authentic and inclusive depictions of disability
	<ul style="list-style-type: none"> Develop deeper stakeholder relationships 	Ability + Employee Resource Group (ERG)	Stakeholder forum established to provide feedback on Sanofi accessibility initiatives
	<ul style="list-style-type: none"> Develop internal processes for delivering key communications in Auslan 	Corporate Affairs	Established rules for classification or categorisation of “key” Sanofi messaging
	<ul style="list-style-type: none"> Create bespoke disability awareness training content 	People & Culture / Talent	<ul style="list-style-type: none"> Production of new educational material specifically relevant to Sanofi staff Addition or incorporation of material into existing disability awareness course
Clinical Trials	<ul style="list-style-type: none"> Establish a consistent approach to incorporate people with disability into clinical trials 	Clinical Studies Unit / Ability + ERG	Creation of customer segment profile and integration into patient research

Our Community

Priorities / initiative	Actions	Owners	Key measures of success / desired outcome
Elevate our efforts to share Sanofi's ambition to support people with disability through our procurement and ESG actions.	<ul style="list-style-type: none"> Maximise the impact on society through our procurement and supply chain practices by encouraging local supplier diversity. Take concrete actions and transform into a responsible, intentional, and inclusive organization that leads by example with our peers. 	Ability+ ERG / Procurement	Share Sanofi's ambition with our local major vendors through face-to-face meetings and the sharing of supplier portal: Sanofi Suppliers
Identify relevant community disability organisations to involve Sanofi employees in volunteering activities	Review our volunteering guidelines to ensure our employees can volunteer with disability service providers	Ability+ ERG	<ul style="list-style-type: none"> 10% of our population are involved with volunteering aligned with our community focus areas such as diversity and inclusion.
	Provide an accessible digital training for all digital practitioners	Sanofi Digital	<ul style="list-style-type: none"> Increase in number of Sanofi digital staff completing formal and informal accessibility training

Relevant Legislation

The Disability Discrimination Act 1992 (Cth) makes disability discrimination unlawful and promotes equal rights, equal opportunity, and equal access for people with disability.

Governance

Responsibility of the Accessibility Inclusion Plan sits with the Accessibility Executive Sponsor at Sanofi, a member of the Australian Country Council, with assistance from the Corporate Affairs team.

Our Accessibility Executive Sponsor provides leadership and guidance on Sanofi's accessibility ambitions, approves key priority areas and action items, and elevates to management on accessibility-related matters. This includes supporting the recommendations of the Ability+ Employee Resource Group to the Country Council when required.

We will report publicly on progress made against the actions in this plan and in subsequent Accessibility Action Plans.

Our Accessibility Action Plan is available on our Sanofi website at Sanofi.com.au

The Ability+ Employee Resource Group will share an annual progress report with all employees. Additionally, we make public our key milestones internally and externally through a range of communication activities.

To measure Sanofi's disability confidence over time, we will use several sources:

- Employee consultation (including people with lived experience of disability)
- People Survey results
- The Australian Disability Network's Access and Inclusion Index to be completed every three years.

Feedback

We value feedback from our people, patients, and community. If you have suggestions or feedback about this plan or topics discussed, please get in touch.

Call us on 02 8666 2000 or email communications.anz@sanofi.com

Key Terms

Accessibility is a principle that is applied to goods, services, and environments, such as, work, social, digital, and work environments. It describes the degree to which a person with a disability can participate in or access goods, services, or the environment.

Disability is defined by the Disability Discrimination Act 1992 broadly as:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation, or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or

- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour;

Diversity is any dimension that can be used to differentiate groups of people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, origin, disability, sexual orientation, education, and religion.

Inclusion is the act or state of being valued, respected, and supported within a team or workplace. It is about focusing on the needs of all individuals and ensuring the right conditions are in place for everyone to be able to achieve their full potential.

Workplace Adjustments are defined by the Australian Disability Network as a change to a work process, practice, procedure, or environment that enables a candidate or employee with disability to perform the essential requirement of their role.





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ALTERNATE CONTACT OPTIONS

National Relay Service
TTY/Voice: 1800 555 677

Speak and Listen
1800 555 727 NRS

Chat: nrschat.nrscall.gov.au

