

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24239MH1956PLC009794
2.	Name of the Listed Entity	Sanofi India Limited
3.	Year of incorporation	1956
4.	Registered office address	Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072
5.	Corporate address	Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072
6.	E-mail	igrc.sil@sanofi.com
7.	Telephone	(022) 28032000
8.	Website	www.sanofiindialtd.com
9.	Financial year for which reporting is being done	January 2024 – December 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	230 Million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. Kavita Chaudhari, Deputy Director - Corporate Social Responsibility & ESG Address: Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072, India Tel. No.: (022) 28032000 E-mail: igrc.sil@sanofi.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Product/Services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and sale of pharmaceutical products	Drugs and Pharmaceuticals	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Drugs and Pharmaceuticals	21002	100%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	1	2	3
International	0	0	0

19. Markets served by the entity**a. Number of locations**

Location	Total
National (No. of States)	27 States & 5 Union Territories
International (No. of Countries)	24 (The number of international countries served by Sanofi India is for products exported to its affiliates in the respective countries.)

b. What is the contribution of exports as a percentage of the total turnover of the entity?

20%

c. A brief on types of customers.

Our Company serves a diverse customer base including stockists, Health Care Professionals (HCPs), and Government Institutions. We supply our products to these stakeholders and actively engage with them to ensure efficient distribution and utilization of our offerings. Our approach fosters collaborative relationships founded on reliability, quality, and mutual benefit. By prioritizing excellence and customer satisfaction, we aim to cultivate strong relationships across all sectors, thereby contributing to the progress of healthcare delivery and public health.

IV. Employees**20. Details as at the end of financial year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	991	821	83%	170	17%
2.	Other than Permanent (E)	60	29	48%	31	52%
3.	Total employees (D+E)	1,051	850	81%	201	19%
WORKERS						
4.	Permanent(F)	234	226	97%	8	3%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	234	226	97%	8	3%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	1	0	0%	1	0%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	1	0	0%	1	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	2	25%
Key Managerial Personnel	3	1*	33.33%

*Ms. Radhika Shah ceased to be a Key Managerial Personnel w.e.f. November 15, 2024.

22. Turnover rate for permanent employees and workers:**(Disclose trends for the past 3 years)**

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	19%	12%	12%	16%	13%	13%	17%	13%
Permanent Workers	3%	0%	3%	0%	0%	0%	1%	0%	1%

V. Holding, Subsidiary and Associate companies (including joint ventures)**23. a. Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Hoechst GmbH	Holding Company	60.37%	No
2	Sanofi S.A.	Ultimate Holding Company	0.02%	No
3.	Sanofi Consumer Healthcare India Limited (SCHIL) *	Wholly owned subsidiary	100%	No

* Sanofi Consumer Healthcare India Limited ("SCHIL") was incorporated as a wholly owned subsidiary of the Company on May 10, 2023, to undertake the consumer healthcare business of the Company pursuant to the Scheme of Arrangement between the Company ("Demerged Company") and SCHIL ("Resulting Company") and their respective shareholders and creditors ("Scheme"). The Scheme became effective on June 01, 2024, pursuant to the order of Hon'ble National Company Law Tribunal, Mumbai Bench, dated May 07, 2024. Upon the Scheme becoming effective, SCHIL ceased to be a wholly owned subsidiary of the Company w.e.f. June 01, 2024.

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes****(ii) Turnover (in ₹):** 20,132 Million**(iii) Net worth (in ₹):** 8,606 Million**VII. Transparency and Disclosures Compliances****25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024			FY 2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link Sanofi India (sanofiindia.com))	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link Contact Us - Sanofi India (sanofiindia.com))	15	1*	-	20	Nil	-
Employees and workers	Yes, we have an internal mechanism in place to receive and redress stakeholder complaints.	20	17 [#]	-	4	1	-
Customers	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link https://www.sanofi.in/)	816	Nil	-	756	1	-

* The said shareholder complaint, which was received at the end of the quarter, remained unresolved as on December 31, 2024, however as on the date of publication of this report, the same stands resolved.

[#] 9 out of 17 complaints have been closed after close of the year. Investigation is under progress for remaining cases.

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Ethical Business Practices	Risk	Running our daily activities in an ethical way (e.g., ethical marketing, lobbying, anti-bribery measures etc.)	Development of Code of Conduct	Any instances of unethical practices have the risk of tarnishing our reputation and attracting fine / penalty / lawsuits which can in turn affect business continuity
2.	Safe and qualitative treatments for patients and clinical trial participants	Risk and Opportunity	Ensuring the safety of our patients and clinical trial participants by providing high quality, safe and effective medicines and recording and communicating on any safety or quality issues	We believe that it is our responsibility to provide our consumers with safe products that positively impact health outcomes for society. Our Quality and Pharmacovigilance teams proactively tracks regulatory and non-regulatory complaints and grievances and works towards redressing them in a timely and effective manner.	Any health and safety incident can lead to decreased trust amongst our customers and adversely impacted the demand of products. Moreover, instances of non-compliance with product marketing and labeling can lead to legal implications and reputation damage.
3.	Employee health, safety, wellbeing and working condition	Risk and Opportunity	Providing a safe & healthy (both physical and mental) work environment for all employees and ensuring fair employment practices (e.g., upholding labor rights, freedom of association)	i. Implementation of a Company-wide robust HSE management system ii. Ensuring periodic internal and external audits iii. Training all employees and workers on safe working practices iv. Investigation of each reported case and taking corrective actions to avoid reoccurrence	The nature of operations exposes Sanofi India's employees and contractors to a wide range of occupational health hazards as well as safety risks due to complexity of operational requirements.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Responsible governance practices	Opportunity	Governing our business in a responsible way by considering ESG factors in our operational and strategic business decisions (e.g., remuneration, providing transparency to stakeholders, capital allocation etc.)	-	Leadership oversight on the ESG strategy, action plan and performance promote the Sanofi India's positive impact on environment and community. It also enables us to further embed robust ESG mechanisms across our business operations.
5.	Health system strengthening	Opportunity	Contributing to improving healthcare infrastructure, healthcare access, and health education (e.g. health literacy, disease prevention awareness)	-	We strive to improve the healthcare system across our markets and understand the importance of being a responsible organization. We endeavour to solve the problems of lack of product availability and pricing and work towards business growth in the long term.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available.	Policies are uploaded on the website of the Company at www.sanofiindia.com and on the Company's intranet portal.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Sanofi India Limited has developed policies that align with key national standards, including the Factories Act, 1948, Companies Act, 2013, Listing Regulations, and other relevant statutes. These policies also adhere to global standards set by organizations such as the United Nations, International Labour Organization, and various ISO standards. Committed to the principles of the UN Global Compact, Sanofi has signed the United Nations Decade of Action for Road Safety pact and joined the Alliance for Water Stewardship (A4WS), a global network dedicated to effective water stewardship. Additionally, we are dedicated to supporting frameworks and initiatives aimed at fostering a sustainable economy.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sanofi is globally committed to minimizing the environmental impact of its operations, with key targets including 100% renewable electricity by 2030 and achieving net-zero emissions by 2045. In line with this global commitment, Sanofi India is accelerating its sustainability efforts, with the goal of achieving zero landfill status as part of our ongoing environmental responsibility initiatives.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Progress is on track								
Governance, leadership and oversight	We are committed to fostering a supportive workplace that promotes gender diversity, inclusion, non-discrimination policies, and work-life balance. We prioritize employee well-being and safety. Our goal is to consistently deliver high-quality products and services to our customers, adhering to the highest standards of governance and minimizing environmental and societal impact. Our strong business model, adoption of emerging technologies and automation, brand strength, and customer-centric approach drive our economic performance. We aim to enhance our ESG efforts, integrating them into our business ecosystem to position Sanofi on a positive path toward sustainability, as we pursue scientific breakthroughs to improve lives.								
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rodolfo Hrosz* - Managing Director, reports to the Board periodically on progress made on the ESG agenda of the Company.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	At Sanofi India Limited, Mr. Rodolfo Hrosz*, Managing Director, leads a dedicated committee at the management level overseeing Environmental, Social, and Governance (ESG) matters. The committee includes key members such as the Chief Financial Officer, Company Secretary, HR representative, Head of Health, Safety and Environment, Head of Ethics and Business Integrity, Manufacturing Site Director, and Head of Communications & CSR. This group meets regularly to evaluate the progress and impact of ESG initiatives across the organization.								

* Mr. Rodolfo Hrosz will cease to be Managing Director of the Company with effect from close of business hours on April 30, 2025.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Yes, the policies and performance undergo periodic review								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Yes, the policies undergo periodic review for ensuring compliance with statutory requirements								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

The majority of our policies are internal, with only a few falling under Sanofi Global policies. Our Company adheres to these policies and conducts regular internal reviews, excluding external partners from the review process.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Not applicable								

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	During Board/Committee Meetings, directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, market performance, organizational structure, product brands, finance, risk management framework, quarterly and annual financial results, human resources, technology, health safety & environment, regulatory updates, whistleblower complaints and future outlook.	100%
Key Managerial Personnel	4	Furthermore, updates are provided on: <ul style="list-style-type: none"> - Internal Controls and Compliance - HR Policies, Compensation & Benefits, Talent - Management, and Succession Planning programs - Cybersecurity and Internal Controls related to Cybersecurity - Risk Management Strategy and Framework. 	100%
Employees other than BoD and KMPs Workers	20	Through PDLi training, we offer instruction in various areas including career management, leadership, human rights, the Code of Conduct, POSH, safety, creating an inclusive workplace, and environmental awareness. Additionally, sales training is provided during induction, transitions between functions, brand launches, and through annual refresher sessions focusing on our core business brands.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in case where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Anti-Bribery Policy, part of the Company's Global Code of Conduct, underscores our commitment to ethical business practices and compliance with relevant anti-bribery laws. This policy serves as a framework for employees, promoting a culture of integrity and ensuring adherence to anti-corruption standards. It aims to protect the reputations of our workforce while reducing the risk of fines and penalties linked to corrupt practices.

The policy applies to all employees and extends to our business partners, including suppliers, service providers, agents, and distributors. We maintain a zero-tolerance approach to bribery in any form, emphasizing preventive measures, effective detection systems, and appropriate remediation actions to uphold integrity in our business dealings.

For further details, the Company's Global Code of Conduct is available to all stakeholders at the following link - <https://www.codeofconduct.sanofi/>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024	FY 2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
Not Applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024	FY 2023
Number of days of accounts payables	113	89

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0%	0%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	74%	85%
	b. Number of dealers distributors to whom sales are made	2,806	3,215
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	35%	9%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	71%	65%
	b. Sales (Sales to related parties/ Total Sales)	25%	20%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties/ Total Investments made)	0%	100%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Supplier Code of Conduct	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If yes, provide details of the same.

Sanofi upholds the highest standards of corporate governance through a robust Board Code of Conduct, which clearly defines conflicts of interest and outlines preventive measures and resolution guidelines. During Board meetings, Members proactively disclose any potential conflicts related to agenda items. A dedicated policy governs related party transactions, ensuring accountability and integrity. In conflict scenarios, Board members abstain from voting on relevant matters. Additionally, Directors must disclose any actual or potential conflicts and refrain from voting on related issues. These measures, along with compliance affirmations by Senior Management, reflect Sanofi's commitment to ethical governance. For more details, visit: [Code of Conduct and Policies - Sanofi India \(sanofiindia.com\)](https://sanofiindia.com).

PRINCIPLE 2: Business should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	0%	0%	NA
Capex	6.79%	0%	For energy optimization, upgradation of HVAC chiller at Goa site

R&D is managed at group level. Sanofi Group is focusing on enhancing the environmental and social impacts of its products and processes through several key initiatives. These include implementing an eco-design strategy, sustainable chemical management, reducing pharmaceutical waste and water pollution, and reducing volatile organic compound (VOC) emissions through optimizing solvent use and capturing emissions.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes

b. If yes, what percentage of inputs were sourced sustainably?
Our practices are aligned with the global Supplier Code of Conduct laid down by Sanofi Global. As part of this commitment, all key suppliers were audited globally out of which many suppliers are from India.
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**
 - (a) **Plastics (including packaging)**
 - (b) **E-waste**
 - (c) **Hazardous waste and**
 - (d) **Other waste**

At our manufacturing facilities and corporate offices, we have implemented a comprehensive waste management program that ensures the responsible handling and disposal of all waste materials. Waste is systematically segregated at the source and managed in strict compliance with regulatory guidelines.

Non-hazardous materials, including plastic, paper, wood, metal and glass, are meticulously collected and sent to authorized recyclers, while e-waste is processed through Pollution Control Board-approved facilities. Pharmaceutical waste generated at manufacturing facility and ETP sludge are effectively co-processed at cement plants, and used oil is refined through certified agencies.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The Company ensures full compliance with the Plastic Waste Management Rules, as amended, in alignment with Extended Producer Responsibility (EPR) requirements. The company has partnered with a waste management agency to facilitate the collection of post-consumer plastic waste from municipal sources. Additionally, Sanofi India has developed and submitted a structured collection plan detailing its approach to recovering plastic waste and multi-layered packaging linked to its products, as mandated by regulations. To meet its EPR obligations, the company has implemented necessary measures to ensure effective waste management and regulatory compliance. Collected plastic waste is managed in accordance with the CPCB prescribed disposal methods.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Nil, as LCA was not conducted in the FY 2024					

Sanofi Group has adopted an eco-design approach to improve the environmental performance of its products and services from inception through their entire life cycle. This comprehensive strategy considers raw materials, manufacturing, packaging, distribution, usage, and end-of-life stages. Products are evaluated using multi-criteria indicators such as climate change, ecosystems, resources, water, and human health, with the primary goal of minimizing global environmental impacts.

Sanofi believes that integrating eco-design principles into projects can drive innovation, reduce costs, and lessen the environmental footprint of its operations, while also enhancing the social dimension of its initiatives.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
	Nil, as LCA was not conducted in the FY 2024	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Name of Product/Service	Recycled or re-used input material to total material	
	FY 2024	FY 2023
	Not Applicable	

As a pharmaceutical manufacturer, we adhere to stringent regulations and quality standards that prohibit the reuse of input materials in production. This approach ensures the highest levels of safety, efficacy, and consistency in our products by preventing contamination, maintaining traceability, and guaranteeing uniformity in every batch.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	1,093	Nil	Nil	1,166	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste- non salable Pharmaceutical products waste	Nil	Nil	226	Nil	Nil	64.76

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Nil

PRINCIPLE 3: Business should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	821	821	100%	821	100%	-	-	821	100%	821	100%
Female	170	170	100%	170	100%	170	100%	-	-	170	100%
Total	991	991	100%	991	100%	170	17.15%	821	82.85%	991	100%
Other than permanent employees											
Male	29	29	100%	29	100%	-	-	NA	NA	NA	NA
Female	31	31	100%	31	100%	31	100%	NA	NA	NA	NA
Total	60	60	100%	60	100%	31	51.67%	NA	NA	NA	NA

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	226	226	100%	226	100%	-	-	226	100%	226	100%
Female	8	8	100%	8	100%	8	100%	-	-	8	100%
Total	234	234	100%	234	100%	8	3.41%	226	96.58%	234	100%
Other than permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format-

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.36%	0.26%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify		-		-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Sanofi India Limited is committed to fostering an inclusive and accessible workplace in alignment with the Rights of Persons with Disabilities Act. The Company ensures that its premises and offices are designed to accommodate differently-abled employees and workers, incorporating key accessibility features such as dedicated parking, security support, accessible washrooms, adequate wheelchair-friendly spaces, visual and audio alarms, emergency evacuation chairs, ramps at entry points, and Braille-enabled lifts.

Some of the key accessibility initiatives undertaken by the Company include:

- Dedicated accessible parking – Strategically located accessible parking spaces are available across all three basement levels, designed to provide sufficient turning radius for ease of movement. Additionally, designated charging points for Electric Vehicles (EVs) are installed, supporting sustainability-conscious individuals within this community
- Enhanced staircase safety with visual contrast – All staircases are equipped with contrasting anti-skid paint along the step edges to enhance visibility and mitigate the risk of slip-related injuries
- Braille signages for navigation – Braille-enabled signages have been installed in key common areas such as cafeterias, washrooms, and fire exits, ensuring that visually impaired employees can navigate the premises with greater confidence

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

At Sanofi India Limited, we are deeply committed to fostering diversity, equity, and inclusion through our 'All In' initiative. Guided by our Code of Conduct and the principles of 'Reflect,' 'Unleash,' and 'Transform,' we strive to build a workplace that embraces diverse perspectives, drives innovation, and reflects the communities we serve.

Our inclusive culture is reinforced through initiatives such as extended maternity leave, enhanced safety measures, and bias sensitization workshops, ensuring a supportive and equitable environment for all employees. Through these efforts, we continue to empower our workforce and drive meaningful societal impact.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	94%	-	-
Female	100%	94%	-	-
Total	100%	94%	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Sanofi India Limited upholds the Global Code of Conduct, ensuring employees and contractors adhere to the highest ethical standards in all business dealings. The Company has also implemented a robust Prevention of Sexual Harassment policy, which guarantees that all employees are treated with dignity and respect, and strictly prohibits harassment in the workplace. Employees have the right to file grievances, with assurance of appropriate action in line with legal requirements. Proactive training and measures are in place to prevent harassment, and fair treatment is extended to all stakeholders, regardless of gender. Sanofi fosters a culture of mutual respect and equality, swiftly intervening to address harassment incidents. In exceptional cases, concerns may be raised directly with the Chairperson of the Audit Committee at Chairman.SILauditcommittee@sanofi.com .
Other than permanent Workers	
Permanent Employees	
Other than permanent Employees	

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Category	FY 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	991	0	0%	1,812	0	0%
Male	821	0	0%	1,517	0	0%
Female	170	0	0%	295	0	0%
Total Permanent Workers	234	176	75%	361	306	85%
Male	226	175	77%	349	300	86%
Female	8	1	13%	12	6	50%

8. Details of training given to employees and workers:

Category	FY 2024					FY 2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	821	821	100%	122	15%	1,517	1,517	100%	310	20%
Female	170	170	100%	50	29%	295	295	100%	154	52%
Total	991	991	100%	172	17%	1,812	1,812	100%	464	26%
Workers										
Male	226	226	100%	226	100%	349	349	100%	349	100%
Female	8	8	100%	8	100%	12	12	100%	12	100%
Total	234	234	100%	234	100%	361	361	100%	361	100%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	821	821	100%	1,517	1,517	100%
Female	170	170	100%	295	295	100%
Total	991	991	100%	1,812	1,812	100%
Workers						
Male	226	226	100%	349	349	100%
Female	8	8	100%	12	12	100%
Total	234	234	100%	361	361	100%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such a system?

Sanofi India Limited is fully committed to complying with the guidelines and principles of ISO 45001, ensuring a secure working environment for employees, contractors, visitors, and surrounding communities at our Mumbai office and Goa site. We implement proactive

measures to prevent work-related injuries and illnesses, mitigate risks, and continuously improve safety performance. Health, Safety, and Environment (HSE) Management System ensures a safe workplace for all employees, contractors, and external partners. Covering all business areas, the system is aligned with international best practices, including ISO 14001 standards. Key elements include a comprehensive HSE policy established by the Global HSE department, collaboration with FM Global for risk assessments,

and a Leading Safety Program introduced in 2024. This program focuses on behavioral safety, leadership engagement, and proactive risk management, with seven key safety rituals. Occupational health programs include medical surveillance, vaccinations, and emergency response plans. The HSE system covers 100% of the workforce, with zero work-related fatalities recorded in 2024. Safety metrics targets, such as a Lost-Time Injury Frequency Rate (LTIFR) of 3.1 in 2024. It reflects the company's commitment to continuous improvement. Periodic internal audits and real-time tracking of safety incidents ensure compliance and performance enhancement across all facilities and operations globally, minimizing risks and enhancing overall employee well-being. Our Goa site holds both ISO 45001 and ISO 14001 certifications, reflecting our strong commitment to maintaining the highest occupational health and safety standards.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Sanofi India Limited has implemented comprehensive procedures to identify workplace hazards and assess associated risks, supported by our Health, Safety, and Environment (HSE) manuals and Standard Operating Procedures (SOPs). Regular risk assessments, audits, and inspections are conducted to ensure effective management of HSE risks. An internal review mechanism is in place to assess performance, with audits conducted on a timely basis.

The company has a structured and proactive approach to identifying work-related hazards and assessing risks. Routine hazard identification is conducted through programs such as the Proactive+ Program and Managerial Safety Visits, encouraging employees to report hazardous conditions (Safety risks reporting) and ensuring strict adherence to safety rules. Non-routine hazard identification involves joint safety walkdowns and HSE risk profiling before undertaking new activities. Monitoring and governance are achieved through real-time safety monitoring and periodical reviews. By incorporating these processes into its HSE Management System and ESG framework, the company effectively manages both routine and non-routine hazards, minimizing occupational health and safety risks and creating a strong safety culture.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Sanofi India Limited has established clear provisions for employees and workers to report work-related hazards. These reports are thoroughly reviewed by our Health, Safety, and Environment (HSE) management system, following a predefined protocol. To mitigate risks, we have implemented life-saving rules that all employees must adhere to, reinforcing our commitment to maintaining a secure and safe working environment. The company's Proactive+ Program and Safety Risk Reporting program encourages the early detection and correction of safety risks, documenting and tracking incidents and near-misses. Employees are trained to report hazardous conditions via an internal safety management system, with safety reports undergoing risk evaluation and corrective actions. All employees are empowered to stop any unsafe conditions, and report. Leadership ensures adherence to life-saving rules, allowing employees to escalate concerns. Managerial safety visits involve regular safety dialogues with employees. These processes create a strong safety culture, empowering everyone to report hazards and STOP unsafe work.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Sanofi India Limited offers a comprehensive healthcare benefits program for employees and their dependents, including medical coverage without exclusions for pre-existing conditions since 2023. The coverage includes chronic diseases, critical illnesses, mental health support, and pandemic-related treatments. Additionally, the 'All Well' program promotes a healthy mind and body, focusing on non-communicable diseases and reducing absenteeism. Preventive health and wellness programs encourage active lifestyles, healthy eating, and provide vaccination campaigns and cardiovascular risk screenings. Mental health support is available through the Global **Employee Assistance Program (EAP)**, offering 24/7 confidential counseling and the **Winning Healthy Minds** program for mental health awareness. Business travel medical insurance covers emergency assistance and evacuation. The **Cancer & Work Program** supports employees with cancer or critical illnesses, ensuring job and salary maintenance, flexible work arrangements, and 24/7 psychological support for them and their families. This holistic approach ensures medical care, preventive health, mental well-being, and financial protection for employees and their dependents. The Company has established occupational health centers at both its Goa site and Mumbai office, staffed by visiting physicians.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.31	1.82
	Workers	0	0.61
Total recordable work-related injuries	Employees	10	11
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The company has established a comprehensive Health, Safety, and Environment (HSE) Management System to maintain a safe workplace for employees, contractors, and stakeholders. This system includes:

1. HSE Policy and Governance: The Policy, validated by senior management and the CEO, applies globally across all operations and includes periodic monitoring and audits for compliance.
2. Workplace Safety Culture - "Leading Safety" Program: The program enhances safety awareness and proactive risk management through various initiatives, such as leadership-driven safety governance, hazard reporting, joint safety walks, adherence to life-saving rules, and managerial safety visits.
3. Risk Identification and Assessment: The HSE manual and risk profiling methodologies minimize risks and environmental impacts. Routine and non-routine assessments are conducted continuously.
4. Occupational Health and Wellbeing Programs: These programs include medical surveillance, vaccinations, disability and rehabilitation support, and 24/7 mental health support.
5. Compliance with International Standards: The company adheres to the principles of ISO 45001, ISO 14001 and ISO 50001 standards, collaborating with international organizations for risk assessments and loss prevention.
6. Safety Training and Continuous Improvement: Mandatory safety training, and upskilling programs for employees, and regular safety audits ensure continuous improvement and compliance.

These measures foster a strong culture of safety leadership and employee engagement while ensuring compliance with global safety standards.

13. Number of Complaints on the following made by employees and workers:

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

	% of your plants and offices that were assessed (by company or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

Sanofi India Limited has implemented corrective actions to address safety-related incidents, focusing on a proactive safety culture. Following the 2023 safety culture assessment, the “Leading Safety” Program introduced seven key safety rituals, including leadership involvement in safety decisions, hazard reporting, joint safety walkdowns, compliance with life-saving rules, the Proactive+ Program, managerial safety visits, and road safety coaching. The Safety & Leadership Upskilling Program aims to train leaders in hazard identification, incident prevention, and emergency response, regularly updating to include emerging safety concerns. Strengthening safety governance and accountability, the HSE policy and management system have been updated to align with global best practices, with regular audits and compliance checks.

The company targets zero serious injuries and fatalities (SIFs) by 2024 and a Total Reportable Injuries Frequency Rate (TRIFR) of 1.5 by 2025. Real-time safety monitoring tools and root cause analysis ensure targeted safety improvements. We have also partnered with the United Nations Decade of Action for Road Safety to collaborate with community stakeholders on road safety initiatives. Road Safety Program includes training programs, defensive driver training, helmet

distribution, and preventive maintenance. Continuous improvement and risk mitigation involve short-, mid-, and long-term action plans, periodic audits, and near-miss tracking. The Safety by Design approach integrates strict safety requirements from the design phase of new projects. Overall, these corrective actions aim to achieve a zero-injury workplace while enhancing safety culture and compliance.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the Company extends life insurance or any compensatory package in the event of death of its employees & workers.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

At Sanofi India Limited, we ensure strict compliance with statutory requirements by accurately deducting and depositing all applicable dues in line with regulations. This process is rigorously reviewed during both internal and statutory audits to maintain transparency and accountability. We also hold our value chain partners to the same high standards, emphasizing business responsibility, transparency, and accountability across operations. Through these efforts, we foster a culture of integrity and legal compliance throughout our value chain.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, we provide transition assistance on termination of employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Sanofi has not undertaken any such assessment for value chain partners but plans to do it in the upcoming years.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

There were no instances of risks/concerns identified on health and safety practices and working conditions of value chain partners. We assess our Active Pharmaceutical Ingredient (API) suppliers and third-party logistics partners through audits to ensure their compliance with Sanofi India Limited's standards.

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

At Sanofi, identifying key stakeholder groups involves a systematic approach that emphasizes inclusivity and engagement. Within our organization, we identify key internal and external stakeholders through peer review and analyse stakeholder groups, which help us to understand the potential impact on our operations. We prioritize ongoing engagement through various channels, ensuring that our interactions align with ethical principles and fosters trust.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Patients/ Patient Advocacy Groups	No	<ul style="list-style-type: none"> Market research surveys Grievance redressal mechanism Workshops and conferences with patient advocacy groups Patient support / assistance programs 	Continuous	<ul style="list-style-type: none"> Insights on strengthening R&D and improving product quality Responding to queries and complaints
Healthcare Professionals/ Healthcare Organizations / Medical Scientific Associations	No	<ul style="list-style-type: none"> Regular business interactions Customer satisfaction surveys Grievance redressal mechanism Workshops and conferences Medical educational programs Sales personnel touchpoints (physical/ virtual) 	Continuous	<ul style="list-style-type: none"> Information in and around the product and therapy area Insights on strengthening R&D and improving product quality Frequent engagement and understanding HCP and patient needs Responding to queries and complains
Local Communities / NGOs	Yes	<ul style="list-style-type: none"> Need assessment surveys Regular meetings through field work Trainings and workshops Emails and telephonic conversations CSR programs Responding to humanitarian crisis 	Continuous	<ul style="list-style-type: none"> Increasing awareness and understanding of disease Providing access to affordable healthcare CSR Activities Providing access to affordable healthcare CSR Activities

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers/ Vendors / Third Party Service Providers	No	<ul style="list-style-type: none"> Emails and meetings Training workshops and seminars Supplier assessment and review Supplier grievance mechanism Business Partner touchpoints Capability building engagements 	Continuous	<ul style="list-style-type: none"> Supplier development Promoting local suppliers Supplier assessments Promoting shared growth
Employees and Contracted Workforce	No	<ul style="list-style-type: none"> Townhall meeting Training programs Employee engagement surveys Employee engagement programs Performance appraisal reviews Grievance redressal mechanism Emails and meetings 	Continuous	<ul style="list-style-type: none"> Employee health, safety and wellbeing initiatives Providing E-learning and development platforms for behavioural and skill development Employee engagement and satisfaction Updates and communication on policies, processes, systems
Shareholders/ Members/ Investors Community	No	<ul style="list-style-type: none"> Integrated Annual Report Annual General Meetings (AGM) One-on-one interactions Announcement through stock exchanges and media releases Company website Dedicated email ID for Investor grievances Investor/Analyst meet Quarterly financial statements Participation in industry bodies Quarterly corporate governance disclosures 	Periodically, Need basis	<ul style="list-style-type: none"> Financial performance Operational performance New product launches Business Outlook Sustainability CSR programs Corporate Governance Material disclosures MoU, partnerships
Trade Partners	No	<ul style="list-style-type: none"> Emails Meetings Newsletters Governance meetings Business partner touchpoints 	Periodically, Need basis	<ul style="list-style-type: none"> Constant evaluation of GTM models Ensure availability of products Explain emerging channels of trade
Government Authorities	No	<ul style="list-style-type: none"> Meetings Representation through industry association Written communications 	Periodically, or Need basis	<ul style="list-style-type: none"> Share information transparently and with ethical adherence.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board?

At Sanofi India Limited, departmental heads regularly engage with both internal and external stakeholders through a structured process, ensuring that stakeholder insights are effectively shared with top management. This helps inform decision-making, which is then communicated transparently to the Board, ensuring alignment with stakeholder concerns and recommendations. To further enhance transparency and accountability, the Board of Directors of the Company have constituted a Stakeholder Relationship Committee to address shareholder and investor matters. Additionally, we hold quarterly meetings with the Board to review Environmental, Social, and Governance (ESG) factors, including safety metrics, environmental performance, and overall safety practices. Our CSR Committee maintains strong communication with local communities, providing regular updates to the Board three times a year. These processes reinforce our commitment to effective stakeholder engagement, robust corporate governance, and responsible business operations.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No)? If so,

provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, as part of our Materiality Assessment, we collaborated with key internal and external stakeholders to gather insights. Through one-on-one discussions, we identified and prioritized sustainability issues relevant to our operations. This inclusive approach helped us understand stakeholder concerns and perspectives, allowing us to address the most significant issues aligned with our business strategy and values.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

We are committed to improving access to quality healthcare and enhancing the well-being of underprivileged communities. By fostering healthier communities and promoting education for sustainable healthcare solutions, we aim to make a meaningful impact. Our key efforts focus on preventive healthcare for non-communicable diseases to reduce their prevalence and impact. Additionally, we implement empowerment programs like the Kids and Diabetes in Schools (KiDS) initiative, equipping children and communities with essential knowledge. Through these initiatives, Sanofi is dedicated to enhancing lives and ensuring equitable healthcare access.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	991	991	100%	1,812	1,812	100%
Other than permanent	0	0	0%	37	0	0%
Total Employees	991	991	100%	1,849	1,812	100%
Workers						
Permanent	234	234	100%	361	361	100%
Other than permanent	0	0	0%	0	0	0%
Total Workers	234	234	100%	361	361	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024					FY 2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	821	-	-	821	100%	1,517	-	-	1,571	100%
Female	170	-	-	170	100%	295	-	-	295	100%
Other than Permanent										
Male	29	-	-	29	100%	9	-	-	9	100%
Female	31	-	-	31	100%	28	-	-	28	100%
Permanent Workers										
Male	226	-	-	226	100%	349	-	-	349	100%
Female	8	-	-	8	100%	12	-	-	12	100%
Other than Permanent										
Male	Not Applicable									
Female										

3. Details of remuneration/ salary/ wages, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	-	-	-	-
Key Managerial Personnel**	2	19,736,598	1	7,576,934
Employees other than BoD and KMP	819	857,622	169	914,918
Workers	226	543,188	8	446,354

*The Independent Directors of the Company are entitled to Sitting Fees and Commission as per the statutory provisions. The details of remuneration of Non-Executive Directors are provided in the Corporate Governance Report. Sitting fees is paid based on the number of meetings attended by an Independent Director and hence the % increase is not comparable.

*Non-Executive Directors who are employees of Sanofi Group do not receive any Sitting Fees or Commission.

**KMPs include the Executive Directors on the Board of the Company.

**KMP who resigned or changed designation during the year have not been included in the above statement.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	19.9%	17.9%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, at Sanofi India Limited we follow and abide by the Group Human Rights Policy.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Sanofi India Limited fosters a culture of open communication through regular employee interactions across various forums, both individual and collective. Initiatives such as Open Mic, led by our Senior Leadership, encourage transparent dialogue and engagement. Additionally, we maintain continuous bilateral discussions with unions to ensure effective collaboration and alignment.

6. Number of Complaints on the following made by employees and workers:

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	2	Nil	NA
Discrimination at workplace	3	2	NA	1	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	2
Complaints on POSH as a % of female employees / workers	NA	1%
Complaints on POSH upheld	Nil	2

8. Mechanisms to prevent adverse consequences to the complaint in discrimination and harassment cases.

Sanofi India Limited is committed to maintaining strict confidentiality in handling complaints, ensuring the complainant's identity remains protected. All investigations are conducted with the highest level of sensitivity and discretion to prevent any unintended disclosure. This commitment to privacy and integrity fosters a safe and trusted environment for all stakeholders.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Sanofi India Limited conducts rigorous due diligence to ensure adherence to human rights standards across all operations. Our human rights framework is actively communicated both internally and externally, integrated into agreements, contracts, and our Code of Conduct. By embedding these principles into our business practices, we reinforce our commitment to transparency, accountability, and a culture where human rights are consistently respected and upheld.

10. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others-please specify	NA

11. Provide details of any corrective actions taken or underway to address significant risks/ concerning arising from the assessments at Question 10 above.

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

In FY 2024, no grievances or complaints related to Human Rights principles and guidelines were reported at Sanofi India Limited. Demonstrating our commitment to employee well-being, we have proactively implemented a paternity leave policy. We have established travel guidelines to enhance the safety of our female colleagues at the workplace and during commute.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Sanofi India Limited ensures that all employees and workers are covered under its human rights due diligence framework. This includes assessments on Freedom of Association, Prohibition of Forced and Child Labour, POSH policy, and other key areas. Each

year, our internal controls team meticulously reports compliance with the Human Rights policy by uploading a detailed assessment onto the global monitoring tool, reinforcing our commitment to ethical and responsible business practices.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Sanofi India Limited is committed to ensuring accessibility for differently-abled visitors across our premises. We provide a range of supportive features, including dedicated parking, security assistance, wheelchair-accessible washrooms, and ample space for easy movement. Additionally, our facilities are equipped with visual and audio alarms, emergency evacuation chairs, ramps at entry points in basements, and Braille signage in lifts to enhance navigation. We continuously assess and address the evolving needs of our visitors, striving to further improve accessibility standards across all office areas.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	-
Wages	
Others-please specify	

Note: Value chain partner's evaluation and program implementation is managed at group level. The company follows a structured risk-based approach to assess value chain partners, focusing on sustainability, ESG compliance, health & safety, and human rights. At global level, following actions were taken:

1. Percentage of Value Chain Partners Assessed

- In **2024**, the company assessed **865 suppliers**, a significant increase from **225 in 2023 and 273 in 2022**
- **89% of assessed suppliers met sustainability requirements** in 2024
- **Goal: 80% of high-risk and key suppliers to be assessed by 2025 and 100% by 2026**

2. Supplier Risk Assessment Process

- **Supplier Profiling:** Suppliers are classified based on **domain, country, economic indicators, and past risk data** to identify inherent risks
- **Mandatory ESG Assessments:**
 - Since 2022, all new suppliers bidding for tenders must undergo an ESG sustainability assessment (ESGiT)
 - ESG scores account for up to 20% of the supplier's scorecard in tenders
- **Onboarding Process:**
 - Uses the **COUPA digital platform** to collect supplier data
 - Evaluates **company registration details, country risk profile, policies on labor rights, health & safety, and environmental impact**
- **Continuous Monitoring & Reassessments:**
 - Suppliers **must undergo reassessment every two years**
 - Those with **significant compliance gaps undergo corrective action plans** or face contract termination

3. Supplier Audits & Corrective Actions

- HSE and Human Rights Audits: Conducted by the Sanofi HSE Department or third-party assessors
- Audit Findings (2024):**
 - 37 audits of Contract Manufacturing Organizations (CMOs).
 - 71 audits of Active Pharmaceutical Ingredient (API) suppliers.
 - 38 suppliers had critical findings, leading to corrective action plans or business termination.

4. Stakeholder Engagement in Value Chain

- Active participation in the Pharmaceutical Supply Chain Initiative (PSCI), focusing on labor rights, human rights, and sustainability in supplier operations
- Organized supplier conferences in India and China to address health & safety and labor rights issues

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 2024	FY 2023
From renewable sources			
Total electricity consumption (A)	GJ	11,952.3	12,673.15
Total fuel consumption (B)	GJ	27,109.20	28,408
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	39,061.5	41,082
From non-renewable sources			
Total electricity consumption (D)	GJ	39,328.73	37,079
Total fuel consumption (E)	GJ	6,869.27	5,507.03
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	46,198	42,586
Total energy consumed (A+B+C+D+E+F)	GJ	85,259.5	83,668
Energy intensity per million rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million INR	4.24	2.94
Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million INR adjusted to PPP	94.8	64.97*
Energy intensity in terms of physical output	GJ/Million Tablets	21.86	21.87
Energy intensity (optional)- the relevant metric may be selected by the entity		-	-

* Figures have been restated to streamline the approach as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core guidelines under SEBI issued Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Company does not operate any sites or facilities classified as designated consumers under the Perform, Achieve, and Trade (PAT) scheme.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	2,629.9	1,404
(iii) Third Party Water	108,694	117,342
(iv) Seawater / desalinated water	0	0
(v) Others (Rain water)	1445.7	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	112,769.6	118,746
Total volume of water consumption (in kilolitres)	112,769.6	118,746
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) in kL/Million INR	5.6	4.17
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) in kL/Million INR adjusted to PPP	125.47	92.21*
Water intensity in terms of physical output in kL/Million Tablets	28.90	31.04
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Figures have been restated to streamline the approach as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core guidelines under SEBI issued Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

*Following a more robust approach to reporting, Sanofi has started capturing rainwater data.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
ii) To Groundwater	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iii) To Seawater	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
v) Others	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
Total water discharge (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

At our Goa site, we have installed a state-of-the-art effluent treatment plant to responsibly manage wastewater from production processes thereby ensuring zero liquid discharge. The treated effluent is repurposed for gardening, reinforcing our commitment to sustainable water management. Similarly, at our Mumbai site, we have implemented a sewage treatment plant to efficiently treat domestic sewage. The treated sewage is reused for toilet flushing and gardening, reducing environmental impact and optimizing resource use. Any excess wastewater beyond internal needs at the Mumbai office is discharged in compliance with Pollution Control Board regulations, ensuring adherence to environmental standards. Through these initiatives, we remain committed to environmental stewardship and sustainable business practices, contributing to the preservation of natural resources and the well-being of our communities.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024	FY 2023
NOx	MT	1.28	3.68
Sox	MT	5.89	6.32
Particulate matter (PM)	MT	14.90	3.68
Persistent organic compounds (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	509.68	486.63
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,822	8,476.77
Total Scope 1 and Scope 2 emission intensity per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Emission intensity per million rupee of turnover	0.41	0.31
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)	9.27	6.96*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Emission intensity per million tablets	2.14	2.30
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Figures have been restated to streamline the approach as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core guidelines under SEBI issued Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Site is installing HFO based chillers for chilled water generation and estimated reduction of carbon footprint by 1,500 Tons per year.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	15.45	33.21
E-waste (B)	1.50	2.40
Biomedical Waste (C)	0.002	0.01
Construction and demolition waste (D)	894*	-
Battery waste (E)	0.00	0.00
Radioactive waste (F)	-	-
Other Hazardous waste (Process Waste, ETP sludge, Used Oil etc.) (G)	73.13	83.37
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Other Non-hazardous waste (Paper & Cardboard+Metal Scrap+Glass Waste+Wood Waste+Miscellaneous Non-Hazardous) (H)	322.86	329.97
Total (A+B + C + D + E + F + G + H)	1,306.94	448.96

Parameter	FY 2024	FY 2023
Waste intensity per million rupee of turnover (Total waste generated / Revenue from operations)	0.006	0.015
Waste intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.45	0.34**
Waste intensity in terms of physical output (MT/Million Tablets)	0.33	0.11
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	1,238.8	365.58
ii) Re-used	0.00	0.00
iii) Other recovery operations (Co processing)	73.1	83.37
Total	1,306.9	448.95
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	0.04	0.01
ii) Landfilling	0	0
iii) Other disposal operations	0	0
Total	0.04	0.01

*Construction and demolition waste of non-hazardous in nature was recycled and used for road making within plant premises.

**Figures have been restated to streamline the approach as per Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core guidelines under SEBI issued Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Sanofi is committed to creating a cleaner and more sustainable environment through the implementation of a robust waste management strategy. Aligned with our dedication to environmental stewardship, we have adopted the 3R approach—Reduce, Reuse, and Recycle—which has significantly minimized waste generation and promoted a culture of circularity across our operations.

At our Mumbai office, we are advancing sustainability by embracing digitalization to enable paperless transactions and electronic payments. For hazardous waste generated on-site, including ETP sludge, e-waste, used oil, batteries, and biomedical waste, we ensure safe and responsible disposal through methods such as co-processing, recycling, refining, or incineration, based on the waste category. Importantly, we have completely eliminated the practice of landfilling hazardous waste from our operations.

For non-hazardous waste, including plastic, paper, wood, glass, and metal, we adhere to recycling practices in line with applicable Plastic Waste Management Rules. We also comply with Extended Producer Responsibility (EPR) by collecting post-consumer plastic waste and ensuring its approved disposal, as mandated by the Central Pollution Control Board. Furthermore, all non-saleable pharmaceutical products at distributor locations are securely collected and sent for incineration, reinforcing our commitment to sustainable waste management practices.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, as none of our premises are situated in ecologically sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
During the reporting period, Sanofi India has not conducted any environment impact assessment.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N)? If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
During the reporting period, there were no cases of non-compliance of applicable laws, regulations, guidelines in India				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility/ plant located in areas of water stress, provide the following information:

i) Name of the area

ii) Nature of operations

iii) Water withdrawal, consumption and discharge in the following format:

At Sanofi, none of the sites are located under water stress areas, hence the disclosure is not applicable

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent	20,591	25,731*
Total Scope 3 emissions per million rupees of turnover	emissions per rupee of turnover	1.02	0.90*
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

Note: Emission categories for Scope 3 emissions includes Category 1, 3, 4, 5, 7, 9, 10 & 12.

**Numbers have been restated as Sanofi now has a mechanism in place to track its Scope 3 emissions.*

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable as none of our premises are located in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of RECD on all 4 generators	RECDs (Retrofit Emission Control Devices) are designed to reduce harmful emissions, including PM2.5, from diesel generators by capturing pollutants in the exhaust system, often using filters or catalytic processes	70% reduction in PM2.5
2	HVAC Optimisation	Manufacturing area HVAC optimization completed in Production -1 building and base line air chare rates reduced from 10 ACPH TO 6 ACPH	Saving on Electricity consumption (Direct power consumption on HVAC Motors and chilled water consumption reduced.)

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan in place. This plan focuses on effective risk management, including the identification and mitigation of risks across all functions and stakeholder groups. In cases where risks are deemed unacceptable, targeted mitigation measures are implemented within a defined timeframe to reduce them to acceptable levels. Additionally, periodic Business Continuity and Impact Assessments are conducted across all functions and global operations. These assessments help review and strengthen business continuity and disaster recovery plans, ensuring resilience and preparedness.

The company has a **Business Continuity and Disaster Management Plan** designed to mitigate risks and ensure operational resilience. The **Integrated Business Planning (IBP)** process involves key stakeholders across marketing, sales, supply chain, finance, and operations to identify and address medium- to long-term risks. The company maintains strategic inventory policies for life-saving drugs and conducts **biennial reviews** to optimize stock levels. Additionally, the company employs **alternative sourcing strategies** to reduce supply chain vulnerabilities, ensuring backup manufacturing sites and emergency logistics plans. Disaster response measures include **fallback manufacturing capacity and alternative transport solutions** to mitigate disruptions from natural disasters and geopolitical risks

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The Company has not experienced any significant adverse environmental impact incidents arising from the supply chain during the reporting period. The Company identifies and evaluates the actual or potential aspects of its activities, services, and facilities that may impact the environment. The Company constantly monitors existing and proposed regulations. Based on this, the businesses are informed of new developments and possible risks.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

This program is implemented at group level, Sanofi globally has taken following actions. These actions are not limited to Sanofi India Limited

- In 2024, the company assessed 865 suppliers on sustainability performance, including environmental impact
- 89% of these assessed suppliers met sustainability requirements, indicating compliance with environmental and social criteria
- The company aims to evaluate 80% of key suppliers by 2025 and 100% by 2026, focusing on high-risk suppliers and critical partners
- The supplier engagement program covers 75% of supplier-related emissions, representing 50% of procurement spend

These assessments are conducted through ESGiT evaluations, third-party audits (EcoVadis), and supplier-specific action plans.

8. How many Green Credits have been generated or procured:

a. By the listed entity

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

There are 8 affiliations with trade and industry chambers/associations.

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Organisation of Pharmaceuticals Producers of India (OPPI)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Confederation of Indian Industry (CII)	National
4	Indo French Chamber of Commerce and Industry (IFCCI)	National and International
5	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National and International
6	US India Strategic Partnership Forum (USISPF)	National and International
7	Bombay Chamber of Commerce & Industry (BCCI)	National
8	Pharmaceutical Supply Chain Initiative (PSCI)	National and International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as no cases of anti-competitive conduct were identified during the reporting period.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	The Company works closely with various trade and industry associations to put forth industry representations to the government and regulators. We ensure that policy advocacy is carried out in a transparent and responsible manner considering national interests.	We have representation across key industry and business associations. We also actively participate in policy advocacy on important sectoral topics for the benefit of all.	No	Not Applicable	Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No SIA was conducted during FY 2024.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

At Sanofi, we are deeply committed to fostering a positive impact on the community while upholding the highest ethical standards. We have implemented a comprehensive Code of Conduct that provides a structured framework for reporting and resolving concerns related to misconduct. This Code, available on our company's website, ensures transparency and facilitates an efficient grievance redressal process. Additionally, our dedicated CSR team actively manages incoming emails, ensuring timely responses and seamless coordination with relevant departments to achieve swift and effective resolutions. Grievances can be addressed by emailing us at corporate-responsibility@sanofi.com.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	24%	5%
Directly from within India	94%	47%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024	FY 2023
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	-	100%

(Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable as no projects were undertaken in the aspirational districts			

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable group? (Yes/ No)
No
While the company does not have a formal preferential procurement policy for marginalized groups, its ESG-driven procurement approach ensures fair labor practices, worker rights protection, and supplier accountability
- b. From which marginalized /vulnerable groups do you procure?
Not Applicable
- c. What percentage of total procurement (by value) does it constitute?
Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
-		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Type 1 Diabetes Programme	1,406	100%
2	KiDS Goa & Uttar Pradesh	172,054	Not Applicable
3	Mobile Medical Units in Maharashtra	454,311	100%
4	Awareness on Cervical and oral cancers	32,409,496	Not Applicable
5	Andhra Pradesh floods support	1,084	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Sanofi has a comprehensive Product Quality Management System to facilitate the timely resolution of consumer complaints received in terms of product quality. Complaints can be raised by the complainant via various methods, such as telephone calls received at toll-free no. and via emails. Complaints related to personnel, supply, or service matters are directed to a specialised team for prompt resolution. The team leverages their expertise to address each concern effectively, providing solutions tailored to the specific issue. This streamlined process reinforces our commitment to customer satisfaction.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

Note: Sanofi is dedicated to using environmentally sustainable, recyclable, and reusable materials. This commitment includes responsible recycling and safe product disposal in compliance with Pollution Control Board-approved protocols and group level strategic goals.

3. Number of consumer complaints in respect of the following:

	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	4	1	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	269	0	Nil	289	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other (Products defects reported)	547	0	Nil	463	0	Nil

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Our Internal Auditor conducts multiple assessments annually to ensure operational integrity and compliance. In addition to traditional audits, we implement advanced security measures such as penetration testing and Bug Bounty programs to strengthen our defences. Any deviations or risks identified during these evaluations are closely documented and swiftly addressed. The aforesaid policy on cyber security is as follows: <https://www.sanofi.com/en/privacy-and-data-protection>

and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable as no such instances were recorded for FY 2024.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers – Not Applicable
- Impact, if any, of the data breaches – Not Applicable

Leadership Indicators

- 1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Detailed information about our products and services can be accessed on our official website: <http://www.sanofi.in/>

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.**

We prioritize transparency and consumer safety by providing clear and informative packaging and labels for all our products. These labels include essential details such as usage instructions, composition, effects, and recommended storage conditions. To further enhance accessibility, we integrate QR codes that link to comprehensive resources on product safety and proper usage. Customers using insulin device Allstar pen with wrong insulin cartridges from other companies are informed about the importance of using the appropriate insulin pen meant for the prescribed insulin cartridges.

Our commitment extends to promoting the purchase of genuine products exclusively through authorized distributors, discouraging reliance on unverified online platforms.

- 3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.**

At Sanofi, we comply with the regulations established by the National Pharmaceutical Pricing Authority by maintaining a transparent process for discontinuing any scheduled formulation. This process includes providing prior notification to the Government and issuing a public notice to all relevant stakeholders at least six months before the planned discontinuation date.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Sanofi is dedicated to providing comprehensive and informative product labels that include key details such as the product name, manufacturer and marketer information, active ingredients, and specific pregnancy warnings. In particular, our Sodium Valproate range of products marketed in India features prominently displayed warnings on the packaging to raise awareness among healthcare professionals and patients. This approach underscores our commitment to promoting informed decision-making and ensuring the safe use of our products.