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Our Position on *Inclusion*

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We believe...

in **creating a culture where everyone belongs, beyond boundaries**, to unleash our full collective potential and transform the practice of medicine.

- To transform the practice of medicine, we must **continue to build trust and fairness in healthcare** by connecting with our patients' needs, ensuring representation in clinical studies, and making healthcare more accessible.
- To foster innovation through inclusion, **our teams must feel they can truly belong at Sanofi**: seeing fairness embedded in every decision, psychological safety built into the places in which they work, and experiencing the workplace as physically and digitally accessible for all.

We offer...

a positive impact through who we are, what we do, how we do it, and most importantly, why we do it – to chase the miracles of science to improve people's lives. We are committed to **a culture that embeds inclusion in every aspect of our business** to create a sense of genuine belonging.

- **Creating workplaces that set a Sanofi accessibility standard**, ensuring all physical and digital environments enable everyone to perform at their best.
- Building **economic opportunities through responsible sourcing**, aiming to create many thousands of jobs within small and medium enterprises.
- **Fostering psychological safety in every team**, ensuring all voices can speak up, are heard and are valued in decision-making.



- Developing **AI-powered solutions that promote fair and unbiased decision-making** across our ways of working.

We ask...

for a **partnership approach to drive systemic change and trust in healthcare**, bringing care to the historically under-supported and ensuring everyone has access to medicines and vaccines.

- Partnering with governments, academic institutions, NGOs, patient advocacy groups and researchers on **opportunities to close the trust gap and to make clinical studies reflect communities**. We value partnering with communities on projects that help us make a difference and have a greater impact.
- Our partners **to build inclusive and equitable supply chains, develop and foster people development and ensure that tangible positive actions** are taken to create an impact on society, together.