



2021 GRI Content Index

Index to be read as a navigation tool to find the information in the relevant documents.

IR [2021 Integrated Report](#)

URD [2021 Chapter 4](#) of the “Document d’Enregistrement Universel”
(Registration Document – audited by an independent third party)

20F [2021 Form 20-F](#)

CoE [Code of Ethics](#)

FCT Factsheets in our [Document Center](#)

@ [Email address](#)

		GRI STANDARDS		SOURCE	OMISSION
UNIVERSAL STANDARDS					
GRI 101: FOUNDATION 2016					
GRI 102: GENERAL DISCLOSURES 2016					
ORGANIZATIONAL PROFILE					
102-1	Name of the organization	Core	20F	Front Cover	
102-2	Activities, brands, products, and services	Core	20F	P.15 - Item 4 - B/ Business overview	
102-3	Location of headquarters	Core	20F	P.14 - Item 4 - A/ History and development of the Company	
102-4	Location of operations	Core	20F	P.36 - Item 4 - B.6. Markets	
102-5	Ownership and legal form	Core	20F	P.14 - Item 4 - A/ History and development of the Company	
102-6	Markets served	Core	20F	P.15 - Item 4 - B/ Business overview	
102-7	Scale of the organization	Core	IR	P.9 - Discover who we are P.52 - Our 2021 performance	

GRI STANDARDS			SOURCE		OMISSION
102-8	Information on employees and other workers	Core	URD	P.10 - Section 4.3.1.2.1. A glance at our global workforce	
102-9	Supply chain	Core	URD	P.68 - Section 4.4.14. Procurement and subcontracting	
			FCT	P.3 - Sustainable Procurement	
102-10	Significant changes to the organization and its supply chain	Core	20F	Notes to the consolidated financial statements - P.F-32 D.1. Changes in the scope of consolidation in 2021 P.F-100 G/ Events subsequent to December 31, 2021	
102-11	Precautionary principle or approach	Core	URD	P.5 - Section 4.2. Statement of Extra-Financial Performance P.59 - Section 4.4. Vigilance Plan	
			FCT	P.3-5 - Risk Management	
102-12	External initiatives	Core	IR	P.4 - Our ambition to make positive changes in society	
			URD	P.60 - Section 4.4.6 Fundamental human rights at work	
			FCT	Sanofi UN Global Compact Communication On Progress (COP)	
102-13	Membership associations of	Core	FCT	P.7-10 - Stakeholder Engagement	
STRATEGY					
102-14	Statement from senior decision-maker	Core	IR	P.3 - Foreword of the CEO	
ETHICS AND INTEGRITY					
102-16	Values, principles, standards, and norms of behavior	Core	CoE	P.1-45 - Code of Ethics	
			URD	P.42 - Section 4.3.8. Ethics and business integrity	

GRI STANDARDS				SOURCE	OMISSION
			FCT	P.3-6 - Ethics & Business Integrity	
GOVERNANCE					
102-18	Governance structure	Core	20F	P.77 - Item 6 - Directors, Senior Management and Employees	
STAKEHOLDER ENGAGEMENT					
102-40	List of stakeholder groups	Core	FCT	P.3 - Stakeholder Engagement	
102-41	Collective bargaining agreements	Core	URD	P.16 - Section 4.3.1.4. An engaging work environment	
102-42	Identifying and selecting stakeholders	Core	FCT	P.3-4 - CSR Materiality, Strategy & Governance	
102-43	Approach to stakeholder engagement	Core	FCT	P.1-3 - Stakeholder Engagement	
102-44	Key topics and concerns raised	Core	FCT	P.4-7 - Stakeholder Engagement	
REPORTING PRACTICE					
102-45	Entities included in the consolidated financial statements	Core	20F	Notes to the consolidated financial statements - P.F-96 F/ List of principal companies included in the scope of consolidation during 2021	
102-46	Defining report content and topic boundaries	Core	IR	P.4 Our ambition to make positive changes to society	
			URD	P.6 - Section 4.2.2. Table of SEFP risks and issues	
			URD	P.71 - Section 4.6. Methodological note on data reporting	
102-47	List of material topics	Core	IR	P.4 - Our ambition to make positive changes in society IR 2020 - P.58 - Materiality matrix	

GRI STANDARDS			SOURCE		OMISSION
102-48	Restatements of information	Core	URD	P.71 - Section 4.6. Methodological note on data reporting	
102-49	Changes in reporting	Core	URD	P.71 - Section 4.6. Methodological note on data reporting	
102-50	Reporting period	Core	URD	P.71 - Section 4.6. Methodological note on data reporting	
102-51	Date of most recent report	Core	URD IR	2022 (2021 data)	
102-52	Reporting cycle	Core		Annually	
102-53	Contact point for questions regarding the report	Core	@	corporate-responsibility@sanofi.com	
102-54	Claims of reporting in accordance with the GRI Standards	Core	IR	P.61 About this report	
102-55	GRI content index	Core	FCT	GRI Content Index	
102-56	External assurance	Core	URD	P.75 - Section 4.7. Report of the Independent Third Party	
GRI 103: MANAGEMENT APPROACH 2016					
THIS REFERENCE TO GRI 103 AND THE CORRESPONDING DISCLOSURES 103-1, 103-2 AND 103-3 APPLIES TO ALL MATERIAL TOPICS COVERED BY THE FOLLOWING TOPIC-SPECIFIC STANDARDS: GRI 203: INDIRECT ECONOMIC IMPACTS 2016, GRI 205: ANTI-CORRUPTION 2016, GRI 302: ENERGY 2016, GRI 303: WATER 2016, GRI 305: EMISSIONS 2016, GRI 306: EFFLUENTS AND WASTE 2016, GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016, GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016, GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016, GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016, GRI 408: CHILD LABOR 2016, GRI 409: FORCED OR COMPULSORY LABOR 2016, GRI 413: LOCAL COMMUNITIES 2016, GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 ET GRI 416: CUSTOMER HEALTH AND SAFETY 2016.					
103-1	Explanation of the material topic and its boundary	Material	IR	P.4 - Our ambition to make positive changes in society IR 2020 - P.58 - Materiality matrix	
			URD	A table of all material topics considered as risks is presented in P.6 - Section	

GRI STANDARDS		SOURCE		OMISSION
				4.2.2. Table of SEFP risks and issues The risks are developed in P.7-69 - Section 4.3. Detailed description of SEFP issues and risks
103-2	The management approach and its components	Material	URD	P.1-80 - All our material topics are included in the Chapter 4 of the "Document d'Enregistrement Universel" in which policies, commitment, goals, targets, responsibilities, resources, grievance mechanisms and specific actions are described. This report is audited by an independent third party.
103-3	Evaluation of management approach	Material	URD	
TOPIC-SPECIFIC STANDARDS - MATERIAL TOPICS				
ECONOMIC				
GRI 203: INDIRECT ECONOMIC IMPACTS 2016				
203-1	Infrastructure investments and services supported	Material	IR	P.36 - Improving People's Lives
			20F	P.48 - Item 4 - D/ Property, plant and equipment
			URD	P.25 - Section 4.3.2. Access to healthcare
GRI 205: ANTI-CORRUPTION 2016				
205-1	Operations assessed for risks related to corruption	Material	URD	P.42 - Section 4.3.8. Ethics and business integrity
			20F	P.1 - Item 3 - D. Risk factors - Risks relating to legal and regulatory matters
			FCT	P.7 - Ethics and Business Integrity
205-2	Communication and training about anti-corruption policies and procedures	Material	CoE	P.38-39 - Code of Ethics
			FCT	P.1-7 - Anti-Bribery Policy
			FCT	P.7-8 - Ethics and Business Integrity

GRI STANDARDS			SOURCE		OMISSION
			URD	P.42 - Section 4.3.8. Ethics and business integrity	
205-3	Confirmed incidents of corruption and actions taken	Material	20F	P.139 - Item 8 - Financial Information - Information on Legal or Arbitration Proceedings	
ENVIRONMENTAL					
GRI 302: ENERGY 2016					
302-1	Energy consumption within the organization	Material	URD	P.48 - Section 4.3.10.2.1. Energy	
			FCT	P.15 - ESG Key Performance Indicators	
			FCT	P.4 - Carbon Footprint	
302-4	Reduction of energy consumption	Material	URD	P.48 - Section 4.3.10.2.1. Energy	
			FCT	P.15 - ESG Key Performance Indicators	
302-5	Reductions in energy requirements of products and services	Material	FCT	P.1-3 - Transporting Medicines and Vaccines	
			FCT	P.1-2 - Eco-Design and Eco-Packaging	
GRI 303: WATER 2016					
303-1	Water withdrawal by source	Material	URD	P.52 - Section 4.3.10.3.2. Water consumption	
			FCT	P.16 - ESG Key Performance Indicators	
			FCT	P.4-9 - Water Stewardship	
303-2	Water sources significantly affected by withdrawal of water	Material	URD	P.52 - Section 4.3.10.3.1. Water resource management plan	
GRI 305: EMISSIONS 2016					
305-1	Direct (Scope 1) GHG emissions	Material	URD	P.48 - Section 4.3.10.2.2.1. Direct and indirect emissions: Scopes 1 & 2	

GRI STANDARDS		SOURCE		OMISSION
			FCT P.4 - Carbon Footprint	
			FCT P.16-17 - ESG Key Performance Indicators	
305-2	Energy indirect (Scope 2) GHG emissions	Material	URD P.48 - Section 4.3.10.2.2.1. Direct and indirect emissions: Scopes 1 & 2	
			FCT P.4 - Carbon Footprint	
			FCT P.16-17 - ESG Key Performance Indicators	
305-3	Other indirect (Scope 3) GHG emissions	Material	URD P.49 - Section 4.3.10.2.2.2. Other indirect emissions: Scope 3	
			FCT P.7-9 - Carbon Footprint	
			FCT P.17 - ESG Key Performance Indicators	
305-5	Reduction of GHG emissions	Material	URD P.45 - Section 4.3.10.1. The Planet Mobilization roadmap	
			FCT P.4 - Transporting medicines and vaccines	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Material	URD P.57 - Section 4.3.10.5.4.3. Managing air emissions: optimizing the use of solvents and control over volatile organic compound emissions	
			FCT P.18 - ESG Key Performance Indicators	
			FCT P.4 - Protection of the Atmosphere	
GRI 306: EFFLUENTS AND WASTE 2020				
306-2	Waste by type and disposal method	Material	URD P.53 - Section 4.3.10.4.1. Waste generated	
			FCT P.3-5 - Waste management	
			FCT P.18-19 - ESG Key Performance Indicators	

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GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
308-2	Negative environmental impacts in the supply chain and actions taken	Material	URD	P.59 - Section 4.4.1. Methodology for selecting risks for the duty of vigilance	
			FCT	P.25-27 - Vigilance Plan	
			FCT	P.4-12 - Sustainable Procurement	
SOCIAL					
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
403-1	Workers representation in formal joint management-worker health and safety committees	Material	URD	P.62 - Section 4.4.7. Employee health and safety	
			FCT	P.3-7 - Health and Safety in the Workplace	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Material	URD	P.65 - Section 4.4.7.2. Workplace health and safety programs	
			FCT	P.11-14 - ESG Key Performance Indicators	
403-3	Workers with high incidence or high risk of diseases related to their occupation	Material	FCT	P.3-4 - Health and Safety in the Workplace	
403-4	Health and safety topics covered in formal agreements with trade unions	Material	URD	P.17 - Section 4.3.1.4.2.1. Social dialogue	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
405-1	Diversity of governance bodies and employees	Material	IR	P. 12 - Our Board of Directors P.16 - Building representative leadership	
			FCT	P.2-9 - Corporate Governance	
			URD	P.19 - Section 4.3.1.5. Creating our Diversity Edge	

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GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Material	URD	P.60 - Section 4.4.6. Fundamental human rights at work and P.68 - 4.4.14. Procurement and subcontracting	
			FCT	P.4-8 - Fundamental Human Rights at Work	
			FCT	P.5-6 - Sustainable Procurement	
GRI 408: CHILD LABOR 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	Material	FCT	P.5-7 - Children's Rights	
GRI 409: FORCED OR COMPULSORY LABOR 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Material	URD	P.60 - Section 4.4.6. Fundamental human rights at Work	
			FCT	P.1-12 - Human Rights Due Diligence	
			FCT	P.5 - Fundamental Human Rights at Work	
GRI 413: LOCAL COMMUNITIES 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	Material	FCT	P.4-5 - Economic, Environmental and Social Footprint	
			FCT	P.1-10 - Employee Volunteering	
			FCT	P.1-12 - External CSR Awards & Recognitions Received	
413-2	Operations with significant actual and potential negative impacts on local communities	Material	URD	P.54 - Section 4.3.10.5. Environmental releases	
			20F	P.12 - Item 3 - D. Risk Factors - Environmental and safety risks of our industrial activities	

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GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016				
414-1	New suppliers that were screened using social criteria	Material	FCT	P.4 - Sustainable Procurement
414-2	Negative social impacts in the supply chain and actions taken	Material	URD	P.68 - Section 4.4.14. Procurement and subcontracting
GRI 416: CUSTOMER HEALTH AND SAFETY 2016				
416-1	Assessment of the health and safety impacts of product and service categories	Material	URD	P.62 - Section 4.4.7. Employee health and safety
			FCT	P.4-8 - Medical Ethics and Bioethics and Clinical Trials
			FCT	P.3-4 - Implementation of REACH regulation
			FCT	P.1-5 - Quality Management System
			FCT	P.3 - Serialization: Medicine Identification, Authentication & Traceability
			FCT	P.1-8 - Fight Against Falsified Medicines and Illicit Trafficking
			FCT	P.3-4 - Pharmacovigilance
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Material	20F	P.139 - 20-F Item 8 - Financial Information - Information on Legal or Arbitration Proceedings