



# Biodiversity

**GRI Standards:**

304-1, 304-2, 304-3, 304-4: Biodiversity

**PLANET CARE**

At Sanofi, the dedication to improving people's lives goes beyond innovations in healthcare. As a global organization, Sanofi also bears great responsibility in caring for the planet. Every day, Sanofi is minimizing the environmental impacts of its products and activities while strengthening its business resilience in the face of environmental changes.

Through the Planet Care program, Sanofi sets clear goals and is mobilizing employees, partners to join in taking action for the planet.

**Fight climate change:** build the road to net zero emissions by 2045 with an intermediate carbon neutrality trajectory for 2030, on a 1,5°C science based emission reduction trajectory, on a 1,5°C science based emission reduction trajectory

- **Limit our environmental footprint and aim for circular solutions** by optimizing the use/reuse of resources and reducing impact of emissions
- **Improve environmental profile of products** by delivering eco-innovative products and by fostering a sustainable use of medicines
- **Mobilize our people for environmental sustainability** by promoting an environmentally conscious culture in the workplace
- **Engage our suppliers in our environmental ambitions** by sourcing responsibly and leading by example

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# 1. Our vision for biodiversity

“Biodiversity” or biological diversity, refers to the variety of life on earth. It encompasses three categories: genetic, species, and ecosystem diversity:

- **Genetic** diversity refers to the variation of genes within species.
- **Species** diversity refers to the variety of species within a region.
- **Ecosystem** diversity refers to the different communities or habitats found in each location.

The pharmaceutical industry places a great deal of importance on biodiversity because natural resources are important contributors to the discovery and development of new drugs. Despite the decline in the use of natural products for drug discovery, natural resources still have valuable potential as sources for new chemical substances and active ingredients.

Sanofi’s has identified Biodiversity as a pillar of our Planet Care program. Sanofi actively contributes to the protection of biodiversity on three key issues:

- **Ensuring the preservation of biodiversity** surrounding Sanofi sites and beyond, particularly in sensitive or protected areas.
- **Determining the fair distribution of benefits** resulting from products derived from biodiversity on the market.
- **The controlled use of natural plant and wild animal** species in research projects to discover new drugs.

To translate our approach into action, Sanofi:

- Complies with local regulations. Regarding the preservation of protected natural areas surrounding the concerned sites, Sanofi carries out relevant environmental impact assessments,
- Ensures that all new relevant contracts are in line with the Convention on Biological Diversity (CBD) and The Nagoya Protocol and take into account the Convention on International Trade in Endangered Species (CITES) and the International Union for Conservation of Nature (IUCN) Red List criteria;
- Verifies, prior to placing any order, that relevant plant species are not on the lists established by the CITES of Wild Fauna and Flora. See [www.cites.org](http://www.cites.org);
- Ensures that suppliers produce, if necessary, the official authorizations that allow them to collect the plants, animals or/and micro-organisms that have been ordered.

We have characterized risks related to biodiversity loss and placed them on our company’s emerging risk radar that is presented each year to our Executive Committee (ExCom), chaired by Sanofi’s CEO.

Our current biodiversity roadmap is focused on impacts by Sanofi direct operations. We are now assessing the opportunity to align our environmental strategy with best practice Nature frameworks such as the Science-Based Targets for Nature or the Taskforce on Nature-related Financial Disclosures (TNFD). As of 2023, we have several cross functional teams supported by external expertise, working on these new programs. Their conclusions will be decisive for the revision of our biodiversity roadmap.

In November 2021, Sanofi renewed its commitment to [Act4Nature international](#), a French initiative bringing together, companies, public authorities, scientists and environmental associations with the ambition of creating an international collaboration to accelerate concrete business action in favour of biodiversity protection. Sanofi has signed common commitments and defined [individual commitments](#) based on SMART objectives (Specific, Measurable, Attainable, Relevant and Time-bound) in line with our environmental sustainability program “Planet Care”.

## 2. Performance

### 2.1. BIODIVERSITY ON SANOFI SITES

#### 2.1.1. Planet Care & biodiversity

The infographic features a purple circular logo with horizontal lines and a central dot, followed by the word 'biodiversity' in a bold, black, sans-serif font. Below this, there are two columns of text. The left column is titled 'Our Objectives' and lists three bullet points: 100% of priority sites with specific biodiversity management plans by 2025; 100% of sites located near biodiversity sensitive areas with specific biodiversity management plans by 2030; and 100% of our sites with biodiversity initiatives by 2025. The right column is titled 'Global Performance 2023' and lists three bullet points: We assessed biodiversity risks at our sites and identified 13 priority sites; Biodiversity management plans completed in our priority sites of Aramon (France) and Swiftwater (USA); and 62% of our sites have implemented biodiversity initiatives. At the bottom center is the 'act4nature international' logo, with 'act4nature' in red and 'international' in black.

To limit its environmental impact, Sanofi considers local management of biodiversity. As part of the Planet Care program, Sanofi has set dedicated commitments to manage biodiversity on its sites. These commitments have been updated following the biodiversity risks mapping completed in 2022:

- **By 2025:** All our priority sites with highest potential impacts will implement specific biodiversity management plans aligned with local initiatives,
- **By 2025:** All our sites will implement at least one local initiative for biodiversity,
- **By 2030:** All sites located near sensitive areas will implement specific biodiversity management plans aligned with local initiatives.

Note: Sensitive areas are defined as regulated or non-regulated areas of high biodiversity value, such as International protected areas, Man and Biosphere protected areas, RAMSAR sites, IUCN I-IV Protected areas, Regional protected areas, Natura 2000, other regional protected areas, UNESCO World Heritage Sites, Alliance for Zero Extinction sites (AZE), Important Bird and Biodiversity Areas (IBA), IFC Critical Habitat, Key Biodiversity Areas (KBA) and ZNIEFF.

#### 2.1.2. Protecting biodiversity on Sanofi sites and beyond

A first assessment of the biodiversity sensitivity of our non-urban sites based on the Integrated Biodiversity Assessment Tool (IBAT, the world database on protected areas), was carried out from 2014 to 2016. In line with the new Planet Care roadmap, Sanofi completed the update this assessment in 2022 always considering IBAT but with a new perimeter and a new methodology, with the support of an external Consultant.

The updated biodiversity risks assessment on sites is based on 2 parameters:

1. **Exposure:** is required to identify Sanofi sites which overlap with areas of high biodiversity significance, using global-scale geospatial data. This assessment is based on 6 criteria:
  - Proximity to regulated areas of high biodiversity value (eg. Ramsar sites, IUCN I-IV protected areas, Natura 2000...)
  - Proximity to unregulated areas of recognised biodiversity value (eg. AZE, IFC Critical Habitat, ZNIEFF...)
  - Proximity to regulated areas of lower or undefined biodiversity value (IUCN other)
  - Number of threatened species with ranges that overlap the site (IUCN Red List: Critically Endangered,

Endangered, Vulnerable)

- *Habitat classification* (Habitat Cover: Natural or Modified)
- *Proximity to watercourses* (Rivers, Drains, Streams)

2. **Vulnerability**: is based on a specific survey answered by each site Team to collect and review key information that is not available through global-scale geospatial data. The questions are categorized by 4 thematic groups as follows:
- Habitat,
  - Species,
  - Biodiversity Management at site-level,
  - Stakeholders Engagement.

The list of priority sites was updated accordingly, to mobilize appropriate resources at the right place and in the right time:

- Priority sites located near sensitive areas and with highest potential impacts on local biodiversity are situated in France, Germany, Hungary, Mexico, Spain and the USA.  
→ These 13 sites have to implement a Biodiversity Management Plan by 2025.
- Other sites located near sensitive areas are situated in Australia, Brazil, Belgium, France, Germany, Ireland, Italy, Japan, Poland, Tunisia and the USA.  
→ These sites have to implement a Biodiversity Management Plan by 2030.

A Biodiversity Management Plan is a site-specific reference document that provides guidance for the characterization of local biodiversity features of interest, for the assessment of potential impacts by site activities and for the definition of relevant targets. In 2022, Sanofi has prepared a specific toolbox based on guidelines by the UNEP-WCMC (The United Nations Environment Program World Conservation Monitoring Center), to help our sites with the preparation of their BMPs.

In parallel, a dedicated standard on biodiversity management was integrated into Sanofi's environment management system. This document - applicable to all sites across the world - defines the minimum rules to foster biodiversity and limit the impact of our operations on local ecosystems.

## 2.2. BIODIVERSITY AND VALUE CHAIN<sup>1</sup>

In 2023, Sanofi updated the assessment of its biodiversity footprint and associated risks covering the entire value chain. This assessment enabled the identification and analysis of Sanofi main impacts and dependencies on biodiversity based on a methodology and a measurement tool that relies on existing reference frameworks and tools related to nature and biodiversity such as:

- The scientific framework provided by the IPBES report, "Global Assessment Report on Biodiversity and Ecosystem Services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services" (2019)<sup>2</sup>,
- The recommendations of the Science-based target Network methodology, which is a framework to set science-based target on nature-related issues. In particular, the requirements of step 1a) on materiality screening have been followed<sup>3</sup>,
- The guidance and recommendations provided by the Taskforce on Nature-related Financial Disclosure (TNFD) framework, a market-led, science-based and government-backed initiative providing organizations with the tools to act on evolving nature-related issues<sup>4</sup>,
- The recommendations of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS)<sup>5</sup>.

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<sup>1</sup> For more information, see our [Document Center](#): Climate-related Financial Disclosures on Risks and Opportunities related to Climate Change (TCFD) Factsheet.

<sup>2</sup> Global Assessment Report on Biodiversity and Ecosystem Services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services, IPBES (2019)

<sup>3</sup> Target-setting Tools and Guidance, SBTN v1 (2023)

<sup>4</sup> TNFD v1 (2023)

<sup>5</sup> CSRD Delegated Act Annex 1, European Commission (2023)

### 2.2.1. Impacts

An initial qualitative analysis was carried out to understand the impacts of our value chain; following TNFD LEAP principles as well as the materiality assessment required by the SBTN's step 1A.

Sanofi's value chain has been broken down into the main sectors of activity: upstream, direct operations and downstream. The impact levels of each of these sectors were then assessed using the ENCORE tool and SBTN's Materiality Screening Tool and synthesized for each of the 5 IPBES pressures. In order to obtain a less sector-based perspective and closer to the reality of Sanofi's operations, Sanofi refined this initial vision by measuring its biodiversity footprint. For this footprint measurement, Sanofi opted to use the CDC Biodiversité's Global Biodiversity Score (GBS) tool, as it was one of the early tools available in the market and was originally designed for businesses<sup>6</sup>.

Activities and pressures that are likely to be the source of Sanofi's main impacts were subsequently identified. Sanofi main impacts are most likely found in the upstream value chain, due to the supply of raw materials, but also, on the pressures of pollutions and climate change for direct operations. Finally, the downstream impacts of the value chain are likely to come from pollutions due to products use and packaging end-of-life.

### 2.2.2. Dependencies

The analysis of Sanofi dependencies highlighted that:

- Sanofi's supply chain has some dependency on ecosystem services for provisioning and regulation. Provisioning services support Sanofi's supply in raw materials such as timber derivatives used in products and packaging, as well as the availability of molecules used in chemicals. Regulating services on the other hand ensure the stability of natural raw material production and the resilience of the supplier's operations.
- Sanofi's industrial operations can rely on regulating ecosystem services to limit their main impacts (service of water quality and service of bioremediation). Sanofi needs water quality regulation services and bioremediation services for its own industrial activities. Sanofi also benefits from the services of nature's inspirations for its R&D activities.
- The Degradation and dilution of pharmaceutical substances from Sanofi products released in the environment during patients use and end-of-life require regulating services of bioremediation.

### 2.2.3. Risks analysis

#### a. Raw materials

Sanofi's risks are linked to its dependencies. As such, the risks identified are largely related to Sanofi raw materials whether they are plant, animal or mineral based. This is due to the rapidly strengthening regulatory context notably the European law on imported deforestation and the expectations of stakeholders regarding climate change and resource availability losses posing then some financial, reputational, commodity and regulatory risks.

The resources used for packaging may also pose regulatory risks in relation to the European laws on imported deforestation. Moreover, the expectations of stakeholders and industry trends on packaging issues are opportunities for our Planet Care program.

As per the TCFD Recommendations, Sanofi has identified several specific climate-related risks and opportunities for each time horizon identified in its risk management process. Natural resources scarcity as well as biodiversity loss are both identified in Sanofi's emerging risk radar since 2021, radar presented each year to our Executive Committee (ExCom), chaired by our CEO.

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<sup>6</sup> Officially launched on May 12, 2020, after 5 years of development, the GBS is continually updated based on identified needs from user feedback, testing, and evolving methodologies. As of July 2023, the tool is at version 1.4.6. The GBS tool follows an input-output model. It allows the input of various types of data, which are then used to model the output results in MSA.km2 or MSA.ppb, notably through the use of the GLOBIO and EXIOBASE databases. Global Biodiversity Score, CDC Biodiversité, <https://www.cdc-biodiversite.fr/le-global-biodiversity-score> (2023)

Mitigation plans are already in place to address identified risks related to our supply chain or to the sourcing of biomaterials, chemicals, or plastics.

#### **b. Sites management**

Industrial sites may face risks of disruption with increasing restrictions related to water supply. There are also reputational risks emerging due to rising expectations from stakeholders regarding water abstraction and consumption, as well as pollutants discharged in the vicinity of factories. This is coupled with regulatory risks as with the European Union Corporate Sustainability Reporting Directive (CSRD) and extended producer responsibility.

#### **c. Products & packaging end of life**

Regulatory and reputational risks emerge from increased scrutiny by stakeholders and strengthened regulatory requirements on pollution as growing expectations rise about the end-of-life management of products and packaging, including their reuse or recycling to mitigate pollution.

Associated risks are well-identified by Sanofi and mitigated through actions and commitments taken under the Planet Care program.

### **2.2.4. Adhering to the principles of biodiversity preservation**

Sanofi continues to adapt practices to ensure compliance with international agreements (such as the Nagoya Protocol and the Convention on Biological Diversity), and with applicable laws and regulations (such as the European regulation on deforestation and forest degradation). That calls for strict controls over the use of threatened natural resources, and of products derived from them.

Sanofi's ambition is to align its environmental strategy with the best sustainability frameworks as the Science-Based Targets for Nature or the Taskforce on Nature-related Financial Disclosures (TNFD). As of 2023, we have several cross functional teams supported by external Consultants working on these new programs. Their conclusions will be decisive for the revision of Sanofi's biodiversity roadmap and commitments in the course of 2024.

### **2.2.5. Natural substances used in R&D**

Sanofi is committed to respecting the Convention on Biological Diversity (CBD) and the Nagoya Protocol, as well as with Sanofi's position on biodiversity, focused on the use of natural substances to develop new drugs. The compliance with local regulations resulting from the Nagoya Protocol requires coordinated efforts between all Sanofi entities. The actions implemented focus on the use of natural substances to develop new drugs. They entail:

- Limiting the quantities of genetic resources used for research,
- Identifying protected natural substances (CITES list) and finding alternative solutions,
- Contracting with suppliers, who comply with international conventions and national regulations on preserving biodiversity,
- Adhering to the Nagoya Protocol principle of sharing benefits generated with countries that give access to their natural resources, as well as with local populations having specialized know-how, whenever products made from natural substances are commercialized.
- To facilitate these actions, Sanofi has developed and adapted process and tools to manage biological samples and ensure compliance with the Nagoya Protocol.

### **2.2.6. Recognition of the Convention on Biological Diversity (CBD) and the Nagoya Protocol**

The Convention on Biological Diversity (CBD) entered into force on December 29, 1993 (and has now been ratified by almost all countries except the United States). It has 3 main objectives:

- The conservation of biological diversity,
- The sustainable use of the components of biological diversity,
- The fair and equitable sharing of the benefits arising from the utilization of genetic resources.

The Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization is a supplementary agreement to the Convention on Biological Diversity. It focuses on the 3<sup>rd</sup> objective of the CBD.

The Nagoya Protocol objective is to create greater legal certainty and transparency for both providers and users of genetic resources by:

- Establishing more predictable conditions for access to genetic resources,
- Helping to ensure benefit-sharing when genetic resources leave the country providing the genetic resources.

The legal framework will ensure fair and equitable sharing of benefits arising from the utilization of genetic resources, directly addressing one of the three objectives of the CBD.

The Nagoya Protocol entered into force on October 12, 2014 and has been ratified in March 2023 by 139 countries including the European Union. National legislations are being adapted to ensure compliance with this protocol.

Sanofi recognizes the CBD and the Nagoya protocol principles for obtaining and using natural resources. Collaboration contracts set out conditions for sharing the benefits arising from the use of these resources.

*For more information, see: [www.cbd.int](http://www.cbd.int) and <https://www.cbd.int/abs/>*

#### **a. Compliance with Nagoya Protocol**

Compliance with the local regulations stemming from the Nagoya Protocol requires coordinated efforts across all Sanofi entities.

Since the entry into force of Nagoya protocol Sanofi has adapted its processes created appropriate documents and policies to comply with the protocol. A dedicated intranet site designed for all Sanofi employees has been launched, aiming to raise general awareness about the Nagoya Protocol. Key departments received regular and specific employee awareness/training to ensure compliance with the Nagoya protocol.

To continue the internal rollout and ensure compliance, a Nagoya expert group reports to our Bioethics Committee. The Nagoya expert group mission is to:

- Maintain appropriate level of knowledge within the company by organizing regular training,
- Work on issues arising from internal implementation of the protocol,
- Assist team as appropriate to ensure compliant use of genetic resources,
- Follow international implementation and arising issue of implementation in the signatory states.

Sanofi recognizes the importance to monitor how practices are changing in light of the reaction from stakeholders. For example, the use of digital sequence information on genetic resources is an issue still under review. Timely access to certain genetic resources such as emerging human pathogens is of paramount importance for public health to allow rapid development of diagnostic, therapeutic and vaccine.

Sanofi shares the concern expressed by IFPMA regarding inclusion of human pathogens into the Nagoya protocol (<https://www.ifpma.org/global-health-matters/its-time-to-put-an-end-to-pathogen-protectionism/>). Sanofi is following carefully current pathogen-sharing practices and the World Health Organization (WHO) recommendations to access pathogens in emergency situations.

Sanofi also follows with attention the possible evolutions of Nagoya on Digital Sequence Information, which might have a great impact on our R&D activities. The actions taken by Sanofi relate to the use of genetic resources to develop new medicines and vaccines.

#### **b. Biopiracy**

Biopiracy refers to the commercial utilization of endemic resources and local know-how without sharing the profits with the communities or countries that are the source.

The CBD and the Nagoya Protocol describe the principles governing such utilization, although national regulations vary to a great extent.



each time Sanofi investigates the use, for R&D purposes, of a new product isolated from natural sources, a due diligence is performed to comply with the CBD and the Nagoya Protocol. This commitment aims to safeguard against biopiracy.

### c. **Natural resources scarcity**

As per the TCFD Recommendations, Sanofi has identified several specific climate-related risks and opportunities for each time horizon identified in its risk management process. Natural resources scarcity is one of these risks. Furthermore, Natural resources scarcity and biodiversity loss are both identified in Sanofi's emerging risk radar since 2021, radar presented each year to our Executive Committee (ExCom), chaired by our CEO.

Indeed, climate change threatens natural resources such as biodiversity. A reduction in biodiversity could affect research & development potential when it comes to identifying new pharmaceutical molecules.

Mitigation plans are already in place to address identified risks related to our supply chain or to the sourcing of biomaterials, chemicals, or plastics.

For more information, see our [Document Center](#): Climate-related Financial Disclosures on Risks and Opportunities related to Climate Change (TCFD) Factsheet.

## **2.2.7. Inventory of natural substances and responsible sourcing**

Sanofi has a standard defining rules for managing the quality and safety of materials used in the manufacturing of its products. This document describes for example the level of information to obtain from the suppliers in order to clarify the nature of the material and to ensure the traceability on material origin. To ensure this traceability, our suppliers must provide:

- Botanical information, location and crops of origin for plant-based materials and to state that their materials are not from endangered or protected species and
- Information on the origin of animal-derived materials (animal species, tissues used, country of origin) and to state that they are not from endangered or protected species.

To avoid the use of materials originated from recognized protected or endangered species (according to CITES list), Sanofi has issued a position notifying that materials of animal or vegetal origin from species in CITES lists (endangered or recognized protected) are not authorized in Sanofi products.

In addition, Sanofi is developing processes to protect and preserve biodiversity that call for:

- Monitoring suppliers responsible for collecting natural resources used in research projects to discover new medicines,
- Sourcing biological materials and related services from suppliers who apply appropriate environmental and biodiversity protection standards.

Sanofi is now reinforcing its responsible sourcing policy to align procurement practices with the commitments of the Planet Care program. We are currently revising digital tools and procedures to ensure relevant ingredients' traceability and better appreciation of Sanofi's materiality towards Nature.

Our mapping of specific raw materials is based on the high impact commodities list defined by the *Science Based Targets* initiative. This assessment, supported by external Consultants, intends to characterize the material impacts if any on land use and deforestation. Results of the study are being considered to revise Sanofi's sustainable sourcing strategy.

Additional information available in Sanofi's "Procurement Sustainability Guide for Suppliers", [available here](#).

## 3. Actions

### 3.1. 2023 BIODIVERSITY INITIATIVES ON SANOFI SITES

#### 3.1.1. Opening of a new Eco-Garden in Mexico

In 2023 we have kicked off activities in a new Eco Garden at the Ocoyoacac CHC Site (Mexico) - a green oasis promoting sustainability and biodiversity.

This groundbreaking initiative, funded by the 2022 Planet Care Awards, includes traditional and hydroponic cultivation systems, a fishpond, a greenhouse, and a pollination area. Volunteers considered the use of reclaimed/recycled materials for construction and carefully designed the facility and its surroundings to foster and preserve local biodiversity (including the majestic monarch butterfly and bumblebees) with the plantation of a wide variety of native flora.

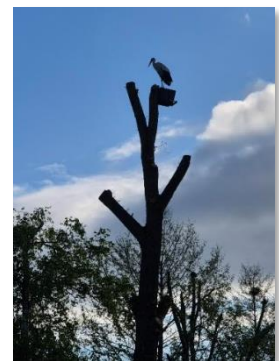


Year after year, we observe a snowball effect with an increasing number of sites implementing a similar initiative as it was also the case in our Suzano site (Brazil) in 2023 with the opening of the very first "Planet Care Center".

#### 3.1.2. Le Trait bird sanctuary

Our production site in Le Trait (France) has created a bird sanctuary in collaboration with the regional branch of the "Ligue de Protection des Oiseaux" (LPO), a nationally renowned bird and biodiversity conservation organization - part of the Birdlife international network - operating in France with support of Professionals and Individuals.

Motivated by a genuine interest of Sanofi's for birds and for biodiversity in general, the site HSE team (supported by the LPO) has organized three workshops for 10 volunteers from different departments to complete activities as the planning of a future conservation area called "ForêtNox" or birdwatching local species of interest as Common Kestrels or Robins. The next step is the site-assembly and installing of nesting boxes, as well as plantations of shrubs and other woody plants to ensure self-sufficiency.



This project is a way to raise awareness and engage local teams in the day-to-day actions for the conservation and enhancement of biodiversity, aligned with Sanofi's Planet Care ambitions. The "LPO Shelters" certification of our site will demonstrate that passion, motivation and limited resources are sufficient to have positive impacts on our environment.

### 3.1.3. Conservation program in Swiftwater (USA)

The site, a large 550-acre M&S Vaccines GBU facility, is situated within a geographical region known as the Poconos. It has always been a priority of site leadership to maintain that natural beauty, which main component is **the Niering Preserve**, a historically undeveloped 116-acre area.

Its integrity is assured by *the Nature Conservancy*, who administers the conservation easement, conducts annual monitoring to ensure that Swiftwater abides by the terms of the easement and protects the area from development.

It is a sanctuary for white-tailed deer, bears (as the cub identified here during the 2023 inventory campaign led by external Ecologists), foxes, and other small mammals and is home to a native hardwood forest filled with white oak, hemlock, and low-lying shrubs.



The easement provides a natural buffer between Sanofi industrial operations and the surrounding community and contributes to Swiftwater’s biodiversity and conservation goals. It guarantees conservation of 116 acres of natural beauty in a rapidly expanding region.

## 3.2. OUR EMPLOYEE AWARENESS PROGRAMS

### 3.2.1. World Environment Day

World Environment Day (WED) is celebrated very year at Sanofi to raise awareness on nature challenges and engage Sanofi volunteers in local initiatives to build a safer and more sustainable planet.

The 2023 edition was dedicated to issues related to the **responsible use of natural resources** (raw materials, energy, water) with conferences and local initiatives organized in most of our production plants and tertiary sites all over the world.

### 3.2.2. Plan Bee®



Bees are part of the biodiversity on which we all depend for our survival, as pollinators contribute directly to food security; the COP 27 biodiversity framework includes various sustainable initiatives with Bees as an essential way of combatting climate change.

Pollinator decline (as well as biodiversity, consequently) is not solely a governmental or individual problem, but one which urgently requires a multi-organizational solution. Starting in 2016, a Sanofi beekeeper employee has decided to have a direct impact on pollinator decline but also have an indirect impact by means of climate change through the Plan Bee® initiative.

Plan Bee® project consists in setting up beehives on Sanofi’s sites according to a calibrated governance and process which embarks volunteers across the world and sponsors.

Plan Bee® is an incubator platform deployed across 20 sites, for a total of 107 healthy and productive Beehouses, with the participation and strong commitment of 145 volunteers who are going through a learning curve across the seasons. Plan Bee®

Year 2023 enabled the production of 570 kg of honey, sold to the employees; income from the sales was donated to an in-house charity “Enfants de Sanofi”, or reinvested in the initiative. In addition to stimulate entrepreneurial mind-set through Sanofi employees, this project contributes to reinforcing the circular economy, as it creates a strong connection between the sites and their city ecosystem through local primary schools or associations for disabled patients for example.

### 3.2.3. A global awareness program around Planet Care

Promoting and sharing a common environmental culture with our employees at all Sanofi sites around the world is a key element in the success of our Planet Care program. By sharing the main environmental challenges, including on biodiversity, its objectives and best practices, Sanofi multiplies the impact of its efforts.

An ambitious program of engagement and collective intelligence was launched in November 2020. Initiated by volunteers on the enterprise social network of the Company, a community of active ambassadors supports this program, which enables everyone to better understand the issues and to share initiatives and best practices all around the world. An international call for ideas was launched to select the best projects to incubate to design new solutions for the environment in a collaborative and agile manner.

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For more information, see our [Document Center](#)

- HSE Policy
- HSE Management System factsheet
- Sustainable Procurement Factsheet
- Soil and Groundwater Remediation Factsheet
- Employee Engagement on Environment Factsheet
- Climate-related Financial Disclosures on Risks and Opportunities related to Climate Change (TCFD) Factsheet