

Health, Safety, Environment Global Policy

October 2026

Our collective commitment is to ensure Sanofi is a safe and healthy workplace while minimizing the environmental footprint of our activities and products.

This policy defines Sanofi's commitment to carry out its activities in compliance with our Company Code of Conduct: specifically, Sanofi leverages **Health, Safety, Environmental, Energy and Water management systems** focused on the elimination or reduction of occupational health, safety and environmental risks and impacts. These management systems foster continuous improvement and are audited regularly.

In our activities worldwide, Sanofi commits to **comply with applicable laws and regulations** wherever Sanofi operates and to implement relevant HSE, Energy and Water management requirements, expert recommendations, and best practices.

With our **Leading Safety** program, Sanofi encourages a proactive Safety Culture where employees actively collaborate and take collective responsibility to create a safe workplace for *everyone, everywhere, every day*; with the goal that every employee can go to work and return home safely to their families and loved ones, every day.

Embedded in our **All Well** program, Sanofi offers health and wellbeing support to all its employees. The "Healthy Bodies" and "Healthy Minds" pillars bring various global and local resources to promote healthy nutrition, physical activity, vaccination, health checkup and to provide a Global Employee Assistance Program.

Through our **Planet Care** program, Sanofi commits to minimize the environmental impacts of our products and all our value chain activities (Manufacturing & Supply, Distribution, Digital, R&D and Commercial), but to also **adapt our business** to the complex climate and nature-related challenges that we face. We are driving a meaningful change through innovation that embeds environmental sustainability & adaptation in our day-to-day operations and across our value chain.

- Fight climate change: we target to achieve Net Zero greenhouse gas (GHG) emissions by 2045 with a trajectory towards carbon neutrality by 2030.
- Limiting our impact on Nature by championing sustainable resources use and circularity, optimizing and turning waste into resources, responsibly managing water as a valuable local resource, preserving biodiversity and adopt a proactive approach to minimize the potential impacts on ecosystems of pharmaceuticals in the environment.
- Innovating with Purpose: Environmental Sustainability by Design for our medicines & vaccines through Eco-design.
- Lead a **continuous improvement of our energy and water performance** by ensuring the availability of relevant data and resources to achieve our targets and supporting the design and delivery of efficient facilities and services.

Sanofi is mobilizing employees, suppliers & key partners to join forces and build joint action plans for environmental sustainability and culture. Responsible AI at Sanofi for everyone (RAISE) includes also the commitment that AI systems should be designed to minimize environmental impact.

Sanofi engages its value chain partners, suppliers and contractors to adopt responsible health, safety and environmental sustainability policies in line with our ambitions. Sanofi drives this ambition through responsible sourcing to support delivery of our own public commitments.

Finally, Sanofi promotes a constructive attitude of **transparency and dialogue with stakeholders** through our health, safety, and environment global policy.



Belen Garijo
Chief Executive Officer



Franck Chassant
Head of Global Health, Safety & Environment

sanofi