

## EMPLOYEE VOLUNTEERING ENGAGEMENT

**GRI Standards :**

413-1: Local Communities

### EXECUTIVE SUMMARY

Our commitment to support the social and economic development of the communities where we operate is built through partnerships with local stakeholders and the contribution of employees on behalf of underserved populations and pursuing initiatives to inspire the next generation.

Thanks to various global and local initiatives that are described in this factsheet, Sanofi employees volunteer their time, energy, talents and skills in programs that benefit communities in need all over the world.

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## 1. BACKGROUND

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Sanofi encourages employees' commitment and call on their generosity in case of humanitarian crises and to support access to healthcare for disadvantage populations. Moreover, through different global and local initiatives, employees can apply their personal expertise and take on a one-off or even a long-term commitment by volunteering for solidarity projects.

In many countries, Sanofi employees contribute to the strength of our global commitment as a responsible company. Thanks to global and local initiatives our employees make a difference supporting access to health and improving quality of life for disadvantaged populations.

### Sanofi Global Volunteering 2020



## 2. GLOBAL INITIATIVES

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### 2.1. Answer to COVID crisis

Beyond the actions taken by the company, the outbreak of COVID-19 in early 2020 encourage Sanofi volunteers across the world to organize fundraisings and in-kind collections to support local populations in need.

In some countries, Sanofi employees have mobilized to volunteer their medical expertise during the COVID-19 pandemic. Employees licensed medical professional were, on a volunteer basis, able to support their community hospital, relief organization, testing etc. while maintaining their Sanofi pay and benefits.

In France, during lockdown employees from support functions proposed their support to work at industrial sites operating at full capacity.

Sanofi Czech Republic & Slovakia's employees joined the project "A Tree of Fulfilled Wishes" collecting funds on behalf of six NGOs.

Sanofi Italy with the campaign **#NoiCiSiamo** ("We're Here") 2000 employees donated one hour or more of their work on a voluntary basis. The funds collected were donated to the National Civil Protection.



1 Employees from Italy

Sanofi US project, "**Discovery Education STEM Careers Coalition - Covid-19 Initiative**" is an example of the contribution of Sanofi scientists who filmed themselves focusing on problem-solving, innovation and the challenges presented by Covid-19. The videos were included for content and curricula made available to teachers and students across the US and Canada during lockdown.

**COVID-19 SOLUTION SEEKER** - Director of Clinical Development, Sanofi

<https://stemcareerscoalition.org/news/covid-19-response-initiative>

## 2.2. Enfants de Sanofi / Caring for employees' children



Enfants de Sanofi is a non-for-profit organization under the French law funded by both Sanofi and employees. Its purpose is to help employees' children who are experiencing difficulties such as medical problems, social troubles or educational difficulties.

The program provides individual support to families worldwide. It also carries out collective actions within Sanofi subsidiaries, which are tailored to meet local needs through health programs and education & awareness campaigns.

A strong network of 100 Sanofi's volunteers is involved in the program, in addition to their professional responsibilities.

## Since its creation in 1993



For more information on Enfants de Sanofi <https://www.sanofi.com/-/media/Project/One-Sanofi-Web/Websites/Global/Sanofi-COM/Home/common/docs/our-responsibility/documents-center/factsheets-pdf5-2020/Enfants-de-Sanofi-Annual-Report-2019.pdf?la=en>

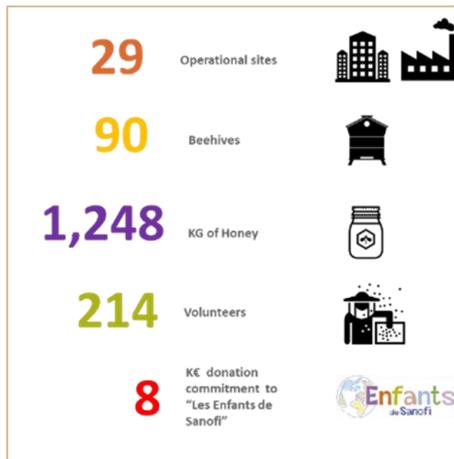
### 2.3. Volunteers for PLAN BEE® Project



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

Plan Bee® is an incubator platform deployed across 29 sites with the participation and **strong commitment of 214 volunteers**.

Year 2020 honey harvest was of 1 248 Kg, The honey was sold to the employees on behalf of internal charity "Enfants de Sanofi" contributing to reinforce the circular economy and preservation of biodiversity.



*Sanofi beekeepers in Val-de-Reuil France*

### 3. REGIONAL AND GLOBAL TEAMS' INITIATIVES

#### 3.1. CHC PURPOSE DAY

On September 2020, Consumer Health Care teams organized their second CHC Global Purpose Day. Sharing their journey with local communities globally. Aiming to inspire more people across our organization and the communities we are committed to.



In 50 countries over 4 600 volunteers participated in missions supporting 60 NGOs and reaching more than 20 000 beneficiaries. A wide range of activities like blood donations, visiting sick children in hospitals, supporting local schools & communities, introducing safe water systems, collecting unsold food, serving meals to those

in need and protecting the environment. Some countries also provide remote volunteering tuition for students.



*French volunteers with NGO J'accède*



*Vietnam volunteers at HCM pediatric hospital*

## 4. VOLUNTEERING LOCAL INITIATIVES

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### 4.1. JAPAN

#### THE HAPPY DOLL Project

Expressing our gratitude and cheer by delivering handmade “Happy Dolls” and “Thank You Cards” to healthcare professionals and hospital workers who are working hard to protect the lives of patients and prevent COVID-19.

**78 Sanofi volunteers** offered handmade dolls and cards to **274 hospital workers and healthcare professionals**. This activity was done remotely.

The Happy Doll project is running since 2007 in partnership with NGO Wonder Art Production

### 4.2. INDIA

During the Volunteering Week held on July 2020, 22 virtual activities were organized under four main categories: Health, Education, Environment and Capacity Building.

Volunteers could select maximum three activities and participate with their families and colleagues.



A large choice of missions on access to education and employment going from recording audio books for visually impaired people, translate stories into regional languages, support learning with digital aids, conduct a training session on management skills, support students with disabilities through a mock interviewed session.

Moreover, support to NGOs, with social media marketing tips, how to create communication tools etc.

Volunteers also joint remote sessions on how to re-use and upcycle paper, clothes, bags and how to create their own kitchen's garden.

986 volunteers participated in the week reaching more than 5 000 beneficiaries.

### 4.3. CHINA VOLUNTEERING GROUPS

Sanofi China Hope Volunteer Groups had been running since 2012, including nine volunteer teams across the country. with more than 600 regular members. Over the years, with the great support from professional NGO partners, more than 4,000 Sanofi volunteers have launched over 300 volunteer activities for at least 40,000 children and other groups in need, fulfilling its purpose of giving love and Empowering Life.

IN 2020, 233 volunteers participated in 22 initiatives to support underserved communities, sharing their expertise and skills on various subjects, like healthy living habits, hygiene, drug safety as well as sharing time and knowledge about Chinese traditions and preparing handicrafts with children and adults with disabilities. These initiatives allow strengthen relationships with local NGOs and communities in need.



Figure 2 Sanofi volunteers spending time with children suffering autism

#### 4.4. AUSTRALIA

In Sanofi Australia employees can take 5 days each year to volunteer or apply for project volunteering (local or abroad) that may require up to 4 weeks' time commitment.

During 2020 in partnership with **The Smith Family**, 20 employees volunteered to support a multi-day immersion program for 19 students from disadvantaged communities. Over the period students learn about their personal goals and the different types of roles that they can explore in an organization like Sanofi, providing insights to students who may otherwise not have any opportunity to understand corporate roles.

Sanofi employees also volunteered their time to join the **Road To Recovery** supporting communities affected by bushfires.



#### 4.5. UK / IRELAND

Sanofi UK agreed an Employees' Volunteering Policy in 2017, setting out the approach to employee volunteering and occasions on which paid time off may be granted.

Employees may request one day paid leave from work to carry out a volunteering activity of their choice. In addition, employees will be entitled to one more paid leave, on a day nominated by the Company, to enable them to participate in a Company or team-based volunteering activity, providing it supports the Company CSR strategy and selected charities. Since, Company Volunteering day is organized for chosen causes.

The lack of a prepared workforce is a significant problem for communities, and is particularly compelling in the Science, Technology, Engineering, and Mathematics (STEM) fields.

Support students by building the gap for careers on STEM is another leverage for Sanofi volunteers. For many years in Waterford, Ireland, Sanofi volunteers provide mentoring on STEM and during the math's' week in partnership with Junior Achievement NGO encouraging students to persists on STEM's careers.

## 4.6. FRANCE PAQTE



Le Paqte Avec les Quartiers  
pour Toutes les Entreprises



Early 2019, Sanofi signed engagement with PAQTE, French government initiative for urban's renewal policy to develop or

consolidate partnerships in support of youth employability and inclusion. Since, French Sanofi's sites are working closely with local NGOs and public education institutions to build sustainable relationships and create volunteer opportunities for our employees on behalf of teenagers from disadvantaged areas.

All French Sanofi sites are taking an active role in this initiative. 257 middle-school students were hosted by Sanofi volunteers for their discovery week (stage de 3em). Around 217 young people had been mentored or accompanied by 205 volunteers' employees thanks to partnerships with national NGO's Télémaque, Nos Quartiers ont du Talent, Sports dans la Ville, Capital Filles and other local NGOs closed to Sanofi's sites.

For more information <http://www.paqte.fr/>



In France, a digital platform proposes volunteer's missions and skill-based volunteering in partnership with local non-profits.

Five topics, proposing engagement for patients, youth access to education and employment, underserved population, environment protection and support for start-ups & entrepreneurship.

## 4.7. CZECH REPUBLIC & SLOVAKIA: "More Than Words Can Say" Program



Since 2013, an online portal, "More Than Words Can Say," supports the volunteer activities of the employees at Sanofi Czech Republic and Slovakia.

Employees can engage in a wide range of activities at non-profit organizations—paint a fence at a children's home, prepare a fun program for children with disabilities at a daycare center or bake Christmas sweets for a charity bazaar.

In 2020, 31 employees shared their time on volunteering initiatives supporting local non-profit community organizations. 14 employees also participated to the fight against Covid proposing their skills and knowledge in hospitals, covid sampling centers and call centers.

#### 4.8. UNITED STATES

In 2020 around 124 volunteers were involved in more than 30 initiatives to support local communities and in partnership to local NGOs. Remote volunteering was the opportunity to support students on STEM through virtual sessions and remote classrooms.

Sanofi helped partner NGO Junior Achievement of New Jersey quickly respond to the Covid-19 barriers to school programming by helping them to design and pilot a virtual mentoring event with Sanofi executive volunteers.

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During “**Martin Luther King day of Service**” volunteers shared their time contributing with local food banks, serving meals and cleaning shelter places.

#### 4.9. LATAM South cone

##### The Safe Water Project

Since 2019, Sanofi partnership with “**Proyecto Agua Segura**”, a Social Company (B Certified Corporation) bringing safe water access and hygiene habits in South Cone countries (Argentina, Uruguay, Paraguay & Chili). A sustained partnership based on disease prevention combining education on hygiene and supporting underserved communities.

The project aims to provide and implement Hand Hygiene Stations and educating referents from vulnerable communities. As part of the project the development of a set of educational materials to reinforce hygiene habits for disease prevention.



- ✓ 4 Countries
- ✓ 17 Institutions
- ✓ 2.340.000 L of safe water
- ✓ 2000 beneficiaries

Besides, in Argentina, setup of **5 hand hygiene stations** in community dining places with the participation of **300 volunteers** animating digital workshops on hygiene.