

External CSR Awards & Recognitions Received

GRI Standards:

103: Management Approach

413-1: Local BEYOND THE WORKPLACE

EXECUTIVE SUMMARY

In 2021 and early 2022, throughout the world, Sanofi and its affiliates received more than 60 external CSR awards and certifications.

Sanofi's CSR performance is also recognized through the most important international Socially Responsible Investment (SRI) indices.

We publish our [rankings and scores](#) from ESG rating agencies on our website.

Country	Award	Program description	Flagship
GLOBAL	Top Employer Award 2022	Top Employer recognizes companies which employs local talent and those offering best HR practices for the talent in terms of training, skills development, etc. Certification obtained in 12 countries .	BEYOND THE WORKPLACE
GLOBAL	Equileap 2022	Sanofi's global ranking continues to increase since 2019, from 30 to 25 with 68%, for its gender equality score. The Equileap report is an in-depth, cross-sector analysis that ranks businesses based on the Gender Equality Scorecard™ with 19 criteria which rates more than 3,500 companies in more than 20 developed economies and is inspired by the UN's Women Empowerment Principles.	BEYOND THE WORKPLACE
ARGENTINA	APERTURA Magazine ranking Best Place to work	Apertura Magazine is the best well known business magazine in Argentina. They perform an organic annual ranking with Best Employers. In 2021, Sanofi Argentina escalated five positions (from #25 in 2020 to #20 in 2021) due to our diversity and inclusion but also balance and wellness programs for our employees in Argentina, including parental leave.	BEYOND THE WORKPLACE
ARGENTINA	Fitwell Certification	Sanofi in Argentina is the first company to receive this certification based on wellness focus and benefits for employees at their offices, promoting healthy workplaces.	BEYOND THE WORKPLACE
ARGENTINA	LEED (Leadership in Energy and Environmental Design) Certification	Sanofi Argentina offices were renewed in 2020 and certified LEED in 2021 thanks to healthy, highly efficient, and cost-saving green building with energy optimization and biodiversity promotion.	HEALTHY PLANET
AUSTRIA	Zertifizierung berufundfamilie	Award for employee conditions and reconciling career and family life. Sanofi Austria was awarded the state quality mark "berufundfamilie" for its family-friendly human resources policy and for measures to improve the compatibility of family and career.	BEYOND THE WORKPLACE
AUSTRIA	EqualitA Gender Balance Award 2021	The equalitA award is given to companies which promote women within the company, which ensure gender equality. Sanofi was among the first companies in Austria which was awarded with EqualitA.	BEYOND THE WORKPLACE

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AUSTRALIA	HR Diversity Champion of the Year	Finalist - Linda Matthews Recognition of HR professionals who empower others and drive cultural change within their organization around equity, diversity and inclusion.	BEYOND THE WORKPLACE
AUSTRALIA	Top Employer Award 2022	Top Employer certification in reward for our excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
CHINA	Shanghai Daily	2021 Corporate Social Responsibility Contribution Award Reward for Sanofi pick-up activity, during Volunteer Season Program: the pick-up activity in Qingpu district in Shanghai and the help provided to improve the health of the rural environment.	HEALTHY PLANET
CHINA	2021 Responsible Brand Award <i>(by China Charity Festival Organizing Committee)</i>	Specific criteria (requires specific case proof): - the Company has a good record, good brand reputation and integrates the commitment of social responsibility and public welfare development into business and operations; - the Company has established a responsible brand image by mobilizing all sectors of society to devote themselves to public welfare undertakings; - the Company actively endows brands and services with rich moral and ethical connotations.	ALL
EGYPT	Top Employer Certification 2022	Top Employer certification in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
FRANCE	Santexpo Innovation "patient and resilience"	This award recognizes the program " <i>Cancer & Travail – Agir ensemble</i> " as an innovation in terms of 1) resource for the recovery and resilience of patients in the workplace including peer-to-peer support and 2) governance, since the program is piloted by an expert patient in CSR Department, includes employees, and has been initiated by concerned workers.	BEYOND THE WORKPLACE

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FRANCE	HQE Certification	Sanofi's Headquarters site, based in Paris, rue La Boétie, received the renewal of its HQE (High Environmental Quality) certification rewarding its outstanding sustainable management.	HEALTHY PLANET
FRANCE	Responsible Supplier and Purchasing Relations Label	Sanofi France received the "Responsible Supplier and Purchasing Relations" label from the Public Authorities. Thanks to its 32 sites in France, Sanofi can build lasting relationships and mutual trust with the economic ecosystem through constructive practices, sustainable and balanced purchases.	BEYOND THE WORKPLACE
GERMANY	Impact of diversity FKi Women Career index	Rank for more women in leadership as a core indicator for the openness of the Company as well as for other diversity characteristics.	BEYOND THE WORKPLACE
GERMANY	Potentialpark Germany 2021 - ranked	Award for digital talent communication.	ALL AREAS
GERMANY	Faires Trainee-Programm 2021	Award by the Trendence Institute, a consulting and market research company for employer branding, received for Sanofi's trainee programs.	BEYOND THE WORKPLACE
HUNGARY	Kreatív "Doing Good CSR Awards"	This award recognized the efforts of KiDS Hungary (KIDS Diabetes in School program) which project aims to bring diabetes education to schools to fight diabetes-related stigma and promote healthy lifestyles to tackle the preventable risk factors for type 2 diabetes. Sanofi received this award for implementing KiDS Hungary as one of the best practices in the field of health education and social affairs.	ACCESS TO HEALTHCARE
HUNGARY	Effekteam "Effekt 2030" Award – third place	KiDS Hungary received this award as a best practice contributing to social well-being and facilitating access to healthcare. The goal of KiDS is to provide a safe school environment for children with type 1 diabetes and tackle the preventable risk factors for the growing public health issue	ACCESS TO HEALTHCARE

Country	Award	Program description	Flagship
		of type 2 diabetes through interactive health education events.	
INDIA	Top Employer Certification 2022	Sanofi India received the Top Employer certification from the Top Employers Institute in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
INDIA	E4M Health & Marcom Awards 2021 - August 2021	#AllergyFree - A program to raise awareness of allergies, their causes and myths. The program was conducted in schools and through social media, print media and television. Sanofi bagged the Silver in the category of "Best CSR Initiative" and a second award "Best Integrated Campaign"	ACCESS TO HEALTHCARE
INDIA	BuzzInContent Awards - December 2021	#AllergyFree - A program to raise awareness of allergies, their causes and myths. The program was conducted in schools and through social media, print media and television. Sanofi won a Silver award in the category 'Healthcare & Pharma'.	ACCESS TO HEALTHCARE
ITALY	Top Employer Certification 2022	Sanofi Italy received the Top Employer certification from the Top Employers Institute in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
ITALY	A Sanofi il "bollino rosa" Winning Women Institute	Sanofi has been awarded, along with six other companies, the gender equality certification by the Winning Women Institute. The award was given through an innovative certification process called Dynamic Model Gender Rating, developed together with a scientific committee made up of industry experts, managers and academics. The Winning Women Institute awarded Sanofi the "Pink Label" for equal opportunities at work with an analysis for pay, access to work, career and maternity support.	BEYOND THE WORKPLACE
ITALY	CEOforLife Awards	On March 19, 2021, Marcello Cattani took part in the CEOforLife Awards, prestigious award given to CEOs who have set new standards of excellence in their SDGs projects to achieve a better and sustainable future. Marcello Cattani has been awarded for Good health &	ALL AREAS

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		Wellbeing, "Committed to People & Science".	
ITALY	ADCI Awards - Silver medal in the category "Healthcare - Awareness and Advocacy"	For the project "The Sneakers", born in 2021 in collaboration with AISM - Italian MS Association (PAG) – to raise awareness of multiple sclerosis in a creative and original way, and to support those who live with it every day, through the stories of Cristina, Federico and Rachel, spokespeople of the 130,000 Italian patients affected by this neurodegenerative disease. In September 2021, the three different pairs of sneakers with their stories calligraphed were presented during the Milan Fashion Week.	ACCESS TO HEALTHCARE
JAPAN	50 Best Class Office for environmental aspects	Hatsudai HQ office was nominated as 50 best class office for environmental aspects by the Tokyo metropolitan government.	HEALTHY PLANET
KOREA	Minister of Health & Welfare Award	Awarded by the CSR Film Festival for the Green Santa program – the Green Santa program is an intervention program based on arts & culture activities to improve the emotional/mental wellbeing of pediatric patients, siblings/caregivers. It was designed and provided online in response to the COVID-19 crisis.	BEYOND THE WORKPLACE
KOREA	Foreign Affairs and Unification Committee Prize	Korea Business Communication Awards awarded the Foreign Affairs and Unification Committee Prize in the CSR category for raising awareness of severe atopic dermatitis, through "Living with Atopic Dermatitis".	ACCESS TO HEALTHCARE
KOREA	Grand Prize in the COVID-19 Crisis Management	Korea Business Communication Awards Awarded the Grand Prize in the COVID-19 Crisis Management category for Helping Hands - flu vaccinations program for Seoul and Busan's homeless/housing-vulnerable people.	
MEXICO	Top Employer Certification 2021	Sanofi Mexico received the Top Employer certification from the Top Employers Institute in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
MEXICO	Las Empresas más Éticas - #1 in Most Ethical Companies -	Sanofi Mexico ranked #1 for the second time for our Ethics, Business Integrity,	ETHICS

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	ranking Spanish AMITAI	Compliance, Transparent practices, policies and programs.	
MEXICO	Empresas Responsables - #3 in Responsible Companies ranking by "Expansión" magazine	Sanofi Mexico ranked #3 for our Ethics, Business Integrity, Compliance, Transparent practices, policies and programs.	ALL AREAS
MEXICO	Top Employer certification 2021	Top Employer certification in reward for our excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
MEXICO	"Empresa Socialmente Responsable (ESR)" certification by Centro Mexicano para la Filantropía (Cemefi)	Cemefi, one of the most recognized institutions in Mexico, and LATAM, regarding CSR. Recognition for CSR, Ethics, Business Integrity, D&I practices, Sustainability, Transparent practices, Business practices and Employee value proposition policies and programs.	ALL AREAS
MEXICO	"Human Rights Campaign Equidad MX" certification	For the third time, Sanofi Mexico obtained this certification as one of the best places to work for LGBT+ community in Mexico.	BEYOND THE WORKPLACE
POLAND	The Responsible Companies Ranking	The Responsible Companies Ranking is a list of companies operating in Poland assessed in terms of the quality of the corporate social responsibility management system. Sanofi was ranked #3 in the category "Pharmacy and Medicines"	ALL
POLAND	The White CSR Leaves by POLITYKA weekly magazine	This distinction is awarded to companies that implement the most important management categories recommended by the ISO 26000 standard and that constantly improve their activities for the effective management of the company's impact on the environment.	ALL
RUSSIA	Top Employer Certification 2022	Sanofi Russia received the Top Employer certification from the Top Employers Institute in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
SINGAPORE	Top Employer Certification 2022	Sanofi Singapore received the Top Employer certification from the Top Employers Institute in reward for their excellence in working conditions, development of talents and continuous	BEYOND THE WORKPLACE

Country	Award	Program description	Flagship
		improvement of human resources practices.	
SOUTH AFRICA	Top Employer Certification 2022	Sanofi South Africa received the Top Employer certification from the Top Employers Institute for the fourteenth consecutive year in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
SPAIN	Top Employer Certification 2022	Sanofi Spain received the Top Employer certification from the Top Employers Institute in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
THAILAND	American Chamber of Commerce CSR Excellence Award 2020	This award was given to Sanofi Thailand for our efforts to support external stakeholders by building a strong partnership to tackle key health issues, and work hand in hand with patients and communities. For many years, Sanofi Thailand has worked closely with medical associations, patient advocacy groups, and local communities to provide the support needed, including disease awareness initiatives, soft skills development, health and self-care education, community work, etc.	ACCESS TO HEALTHCARE / BEYOND THE WORKPLACE
THAILAND	WE CARE - HR Asia Award 2020	During the COVID-19 pandemic, the Company supported employees with empathy and care. This award recognized the efforts to help our people, including flexible working environment, Care Pack and Welcome Back kits.	BEYOND THE WORKPLACE
TURKEY	Ista Environment-Friendly Pharmaceutical Company	As part of our global effort to minimize our environmental impact on our business through environmental sustainability, Sanofi's manufacturing center in Turkey use 100% renewable electricity since 2020. Since 2021, Sanofi Turkey's Head Office and Distribution Center use 100% green electricity.	HEALTHY PLANET
UK	CSR Supplier of the year 2021 from Superdrug Chain	For the partnership with TerraCycle to recycle medicine blisters in joint collaboration with Superdrug (collection points for blisters in Superdrug stores).	HEALTHY PLANET

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USA	DRIVE Program - Honorable Mention The Center for Sustainable Health Care in Quality and Equity (SHC), a subsidiary of the National Minority Quality Forum (NMQF)	Demonstrating Real Improvement in Value and Equity to address racial and ethnic disparities in flu vaccination coverage rates through collaboration. The DRIVE program is in its third year and is currently reaching over ten major cities throughout the US. It continues to develop local Community champions to reach some of the hardest hit as a result of the COVID-19 crisis.	ACCESS TO HEALTHCARE / BEYOND THE WORKPLACE
USA	100 Best Companies by Working Mother Media	Working Mother Media has surveyed the organizations who are committed to women's advancement, diversity and inclusion and family-friendly workplace culture. The results of these surveys set the standard for best practices in the US and continue to do so over 30 years later.	BEYOND THE WORKPLACE
USA	Top 70 Companies for Executive Women National Association for Female Executives - Working Mother	Organizations fill out an in-depth survey that measures female demographics at every level, with an emphasis on women in senior corporate roles, with Profit & Loss (P&L) responsibility, and those in the top 20% of the organization in terms of earnings. This list is in existence for more than 20 years.	BEYOND THE WORKPLACE
USA	Diversity Inc. Top 50 Companies for Diversity	Sanofi US is ranked #27 in the Diversity Inc's Top 50, which evaluates companies with more than 1,000 employees in the US on four key areas: talent pipeline, talent development, leadership accountability and supplier diversity.	BEYOND THE WORKPLACE
USA	Human Rights Campaign, Corporate Equality Index: Best Place to Work for LGBT Equality (Perfect Score of 100)	The HRC CEI rates workplaces on lesbian, gay, bisexual, transgender and queer equality. Rather than a ranking, the HRC issues a score, with the aim to achieve a perfect score of 100. HRC's CEI score is issued based on a survey submission reviewing policies, benefits, organizational competency around LGBTQ and I&D issues, public commitment to LGBTQ equality and responsible citizenship.	BEYOND THE WORKPLACE
USA	Fortune Best Big Companies to Work For	The 2021 Fortune - 100 Best Companies to Work For list honors the most heroic companies supporting their people and communities in the US during the COVID-19 crisis. Particular attention was paid to how employees' experiences varied depending on their job role, gender, race/ethnicity, payroll status, and other	

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		characteristics to ensure that the Company is creating a great workplace for all.	
USA	Plus (+) Best Companies for Multicultural Women	Bringing together mid- to senior-level multicultural women, women in tech careers, DE&I practitioners, and HR professionals, this event creates a one-of-a-kind forum for community building and equipping multicultural women with tangible tools for navigating the workplace and advancing their careers. The Best Companies for Multicultural Women survey evaluates companies in three key areas: Workforce Profile, Recruitment, Retention and Advancement, and Company Culture & Accountability.	ALL AREAS
USA	American Heart Association 2020 Workplace Health Achievement Index - Gold Level	The purpose of the Workplace Health Achievement Index recognition program is to recognize companies meeting criteria predefined by the American Heart. It highlights the efforts made to implement quality workplace employee health programs.	ALL AREAS
USA	Global Business Alliance	The CSR Award showcases the significant contributions that international companies make to local US communities. Sanofi's Trusted Messengers Project profiled on Global Business Alliance website. The application explains the details of the initiative, Sanofi's role and the impact of the initiatives on local communities.	ACCESS TO HEALTHCARE
USA	Ragan's	Ragan and PR Daily Award programs celebrate the most successful campaigns, initiatives, people and teams in the communication, PR, marketing and employee wellbeing industries. As the leading voice in organizational communications - both internal and external - Ragan Communications recognizes those who create and cultivate best practices.	ACCESS TO HEALTHCARE
VIETNAM	Top Employer Certification 2022	Sanofi Vietnam received the Top Employer certification for second year in a row in reward for their excellence in working conditions, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
VIETNAM	Vietnam Best Place To Work	For the sixth consecutive year, the results are based on the annual Vietnam Best Places to Work Survey conducted by	BEYOND THE WORKPLACE

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		Anphabe, the career network for management-level professionals.	
VIETNAM	Vietnam Excellence 2021 Award	<p>The certification “Program Vietnam Excellence” honors leaders and organizations successful in the transformation of their business through talent and workplace development.</p> <p>The program is organized by Anphabe in coordination with Vietnam Chamber of Commerce and Industry (VCCI), American Chamber of Commerce in Vietnam (AmCham), European Chamber of Commerce in Vietnam (EuroCham) and Australia Chamber of Commerce in Vietnam (AusCham).</p>	BEYOND THE WORKPLACE
VIETNAM	Saigon Times CSR 2021	Sanofi Vietnam received Saigon Times CSR 2021 certification from Saigon Times - a Top Tier Business online newspaper - to honor enterprises that have contributed significantly to the society and the community.	BEYOND THE WORKPLACE

Socially Responsible Investment recognition

See Sanofi [rankings and scores](#) on our website.