EXECUTIVE SUMMARY

Sanofi is present in more than 100 countries around the world, deeply influencing the local territories where we operate. Not only is our impact economic, it is also social and environmental. In order to foster a positive contribution to the local territories surrounding our sites and to contribute to the sustainable development of our communities, it is crucial to be able to measure such impact.
A Territorial Footprint Working Group composed of internal and external stakeholders has been created and developed a measurement process we rely on to assess and improve the direct and indirect impact of Sanofi’s activated on its surrounding territory.
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1. Measuring Sanofi’s economic, environmental and social footprint at site level

One of the questions raised by the CSR stakeholders’ panel which took place in 2017 was the need to measure Sanofi’s economic, environmental and social territorial footprint at local level.

A Territorial Footprint Working Group, composed of internal and external stakeholders, was created. It proposed a definition of the Sanofi ecosystem as well as a set of economic, social and environmental indicators to be used in the measurement process. Based on what had been produced by this working group, we defined an internal methodology to evaluate the territorial footprint of our sites. This methodology is based on around 20 environmental, economic, social and community-related indicators used to assess the direct and indirect impact of Sanofi’s activities on its surrounding territory. It involves highlighting the Company’s local commitment, which makes it possible to establish its contribution to wealth and define its involvement in the life of the territory.

This methodology was deployed in ten sites, including four sites in the Lyon region representative of the diversity of our activities (Pharma Manufacturing, R&D, Tertiary Site and Vaccine) and our locations: Aramon, Chilly Mazarin, Campus Sanofi Val de Bièvre, Campus Sanofi Bordeaux, Vitry-sur-Seine, Sanofi Marcy-l’Étoile, Sanofi Neuville-sur-Saône, Sanofi Lyon Gerland and Sanofi Lyon Campus (France) and Swiftwater (USA).

2. Testing of the methodology

The goal of the test on the different sites was to evaluate the methodology that was defined by the Territorial Footprint Working Group. The final objective of this project is to broadly deploy this in-house approach internally with site managers, site directors and operational staff who will be able to use it at their discretion:

- the territorial footprint aims to measure the environmental, social and economic impact of the activity of a site or a company on a given territory or its most direct area of influence;
- it also aims at evaluating exchanges between the site and its territory from a quantitative (m³ of water collected, number of school partnerships, number of jobs created) and qualitative (pro-activity of the site’s management on local issues, identification of common challenges) point of view. It will highlight the local commitment of the Company and stresses its contribution and implication to the wealth and life of the territory; and
- stakeholder perceptions are also assessed through interviews, and the Company’s involvement in territorial issues is measured by evaluating the principles and strategies implemented by the local public authorities (France: Local Agenda 21, Territorial-Energy Climate plans, Natural and Technological Risk Prevention Plans or Urban Travel Plan) and international standards (SDGs, Human Rights, etc.).

The measurement of the territorial footprint is, above all, a tool for decision-making intended for site directors. It will provide them with information to enhance dialogue with their local stakeholders and to strengthen their local foothold strategy and their social and environmental accountability.

For this, a Guide was developed in order to be provided to the site directors who can decide to measure their site’s territorial footprint. This Guide walks them through the implementation of the project. It covers all the steps, from building a project team to collecting information, analyzing and presenting the results. It also provides them with advice for the next steps: building on the results to implement operational action plans, create communication tools used both internally and externally and foster stakeholder dialogue and partnerships.
Implementing territorial footprint evaluation on our sites will greatly help us in the implementation of CSR roadmap at the local level, in strengthening the site interactions with stakeholders and developing action plans that will both benefit the local communities and the site.

3. Conclusion

The implementation on these ten sites has been successful and encourages us to continue our efforts, especially as the feedback from the sites has been very positive. The qualitative and quantitative approach has made it possible to define the most appropriate indicators regarding the needs of the sites in terms of economic, social/societal and environmental dimensions, but also, through stakeholder interviews, to define the areas of improvement and to put in place concrete action plans, extremely well received by the sites.

The directors of these sites now have at their disposal a decision-making tool that enables them to better characterize and manage the impacts of their site. For Sanofi, it is an essential step to illustrate our sustainable development commitments.

Now that we have developed, tested and approved our methodology, our objective today is to broadly deploy this in-house approach internally with site managers and operational staff who will be able to use it at their discretion.
Appendix: presenting the analysis realized in the Lyon region, Vitry-sur-Seine, Campus Sanofi Bordeaux, Campus Sanofi Val de Bièvre, Aramon and Chilly Mazarin
Local footprint of Sanofi in the Lyon region
Lyon: a strategic region for Sanofi

Much of Sanofi’s history has taken place in the Lyon region, which is home to one of the world’s biggest vaccine research, development, and production sites and the global headquarters of Sanofi’s vaccine entity. Sanofi is also developing the medicine of the future in the region, with major investments in R&D and vaccine production as well as gene therapy.

4 sites in the Lyon region

1. **Sanofi Marcy-L’Etoile**
   - R&D and Production Site
   - Vaccines

2. **Sanofi Neuville-sur-Saône**
   - R&D and Production Site
   - Vaccines

3. **Sanofi Lyon Gerland**
   - Bioproduction
   - Specialty care

4. **The Sanofi Lyon Campus**
   - Global headquarters of the vaccine entity and commercial operations in France
   - Vaccines and corporate support functions

Lyon: a global center of excellence in life sciences

The Lyon region sets national and global standards for excellence in health care and life sciences. Global industry leaders rub shoulders with SMEs, start-ups, and higher education and research organizations.

Health care and biotech account for 12% of jobs in the area, with 72,500 people working in the sector. Lyon is also home to France’s 21st biggest university hospital, the Hospices Civils de Lyon, and one of the greatest concentrations of university hospitals in Europe.

Lyonbiopôle is a global competitive cluster and a community of more than 200 public and private health care innovation players operating in the region.

Located in the south of the Metropolis of Lyon, the Lyon-Gerland Biodistrict brings together local leaders in life sciences and an exceptional number of key health care players. Two World Health Organization (WHO) entities are preparing to move to the district. The new headquarters of the International Agency for Research on Cancer is slated to open in 2022 and the WHO Academy will be inaugurated in 2023, further enhancing the region’s importance in the global health care ecosystem.

The Lyon region

Region: Auvergne-Rhône-Alpes
2nd region in France for medtech, biotechnologies, universities & hospitals
Department: Rhône
Metropolis: The Metropolis of Greater Lyon
2nd largest metropolis in France
City: Lyon, the main city of the metropolis
Sanofi, a global health care leader and a catalyst for innovation within the local ecosystem

**A key industrial player**

Lyons圣湘is Sanofi’s world center of excellence for vaccine production. 500 million people worldwide are protected against 15 diseases every year. More than 900 million vaccine doses were produced in the Metropolis of Lyon in 2020.

Sanofi’s sites in the Lyon region have world-leading production capacity for injectable vaccines against diphtheria-tetanus-pertussis and international expertise in hexavalent pediatric vaccines and respiratory diseases like influenza and bronchiolitis. Since September 2021, Sanofi has been serving public health by using its industrial capacity to produce Johnson’s COVID-19 vaccine.

While vaccines are a key part of Sanofi’s Lyon region activities, its other local operations include bioproduction of immunotherapy and gene therapy drugs.

**Catalyzing innovation**

Sanofi benefits from the Lyon region’s exceptional life sciences ecosystem, which offers researchers, clinicians, and start-ups an ideal environment to innovate and co-create the health care solutions of the future and gives patients access to innovative and effective therapies.

The MBBis innovation center is accelerating the digital transformation of health care by interfacing with the external health care, digital, and innovation ecosystem (start-ups, academic research, incubators, etc.).

Sanofi’s support for start-ups fosters the emergence of new digital solutions. One of those start-ups is Novadiscovery, a promising new business that performs simulated clinical trials on virtual patients.

**Massive investments in the health care of the future**

In 2020, Sanofi announced that it was investing over €500 M in the Lyon region to build a factory of the future that will revolutionize vaccine production and a new dedicated R&D center for vaccines and gene therapy development.

In 2021, it announced a €2 Bn investment over 5 years in an mRNA center of excellence, with teams on the Sanofi Marcq-L’Étoile and Cambridge (US) sites.

**France and Lyon are the best places in the world for this type of strategic investment. Sanofi is increasingly centering its strategy on France, to make France its world center of excellence for vaccine research and production.**

**A reliable and engaged regional partner**

Beyond the impact of its Lyon region sites, Sanofi is actively involved in the region through a wide array of partnerships with the public and private sector. It is a founding member of initiatives to promote the region, including BioStar (the first Institute for Technological Innovation in Microbiology), LyonBioGile (a global health care innovation competitive cluster), and MainDesign, which coordinates the immunotherapy sector.

Sanofi is also involved in regional patient support projects focused on pain management and diabetes, multiple sclerosis, and cancer care.

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**2 new centers:**

- **New mRNA center:** vaccines mRNA center of excellence and biotechnology development
  - The vaccines mRNA center of excellence, the first of its kind, will have a team of about 400 employees on the Sanofi Marcq-L’Étoile and Cambridge (US) sites working to bring a new generation of vaccines to market.
  - The new biotechnology development center will also be located at Sanofi Marcq-L’Étoile. With €120 M invested and 300 employees, this ultra-modern digital complex will boost Sanofi’s research and production capacity to meet public health needs and prepare for the risk of future pandemics.

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**Evolutionary Vaccine Facility**

This new factory of the future will be located on the Sanofi Nouvelle-sur-Saône site, with €490 M invested over 5 years and 200 new jobs created. Designed to be agile, flexible, digital, and totally unique, it will use ultra-innovative vaccine production technologies.

**The Goal:** To rapidly shift production and produce multiple vaccine antigens simultaneously to meet public health needs and address public health emergencies.

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**A gene therapy platform**

Sanofi’s worldwide first viral vector production platform is based on its Lyon Gerland site.

In 2020, it invested €15 M in upgrading the platform to produce clinical and industrial batches for the therapeutics of the future.
Economic impact, Influence and support for the local economic ecosystem

In 2020, Sanofi’s activities in France, including its 4 sites in the Lyon region, contributed to local economic development via redistribution of the value it created, both directly through salaries, taxes, and philanthropy and indirectly through local purchasing.

Sanofi also supports Lyon-based companies through its involvement in the Pacte PME organization. Internally, Sanofi’s employee entrepreneurship team fosters entrepreneurship by supporting employees interested in founding or taking over a business. In 2020 and 2021, it supported the 16 new local businesses.

Sanofi signed a three-year economic renewal agreement in 2020. It has invested some €570,000 to support the local economy and has already enabled the creation of several dozen jobs thanks to direct support like loans and subsidies as well as indirect support such as project financing and contributions to economic renewal funds.

No. 1
dependent employer in the Metropolis of Lyon

approximately
€400K
in apprenticeship taxes paid in the region, including €300K in the Metropolis of Lyon

1100
Suppliers in the region, including 670 in the Metropolis of Lyon

Source: Sanofi internal data
Environmental impact, Committed to footprint reduction

CO₂ Ambitious trajectories
CO₂ emissions are a major challenge for Sanofi’s four Lyon region sites. The plans implemented reduced CO₂ emissions by 26% on the Sanofi Marcy-L’Étoile site and 47% on the Sanofi Neuville-sur-Saône site from 2015 to 2020. Sanofi has reaffirmed its commitment to reducing its footprint by defining low-carbon trajectories for its sites.

In late 2021, the Sanofi Neuville-sur-Saône site began testing carbon-neutral heat production. The new factory of the future on the Sanofi Neuville-sur-Saône site, the Evolutive Vaccine Facility, also aims for carbon neutrality. It will be ecosdesigned to achieve Leadership in Energy and Environmental Design (LEED®) certification, one of the toughest international certifications.

Waste: initiatives & challenges
Sanofi has deployed practical waste reduction measures like eliminating plastic cups and introducing organic waste recycling. Plans for the Evolutive Vaccine Facility also include the development of solutions and the local recycling industry.

Raising employee awareness
Each site has its own mobility plan.

Different mobility events and initiatives occur throughout the year, including mobility day and the mobility challenge, multilateral agreements, carpooling, bike repair workshops, and more. Environmental awareness events are held on all the sites with the help of employees, who are increasingly invested in environmental issues.

Saving energy
The Lyon sites have launched energy saving programs, some of them certified: BREEAM®, HQE®, LEED®, ISO 50001 and ISO 14001.

The Sanofi Lyon Gerland site has 3,200 m² of solar panels that produce 400 MWh/year. All technical spaces on the site use 100% LED lighting.

A solar canopy project is under way at Sanofi Marcy-L’Étoile, and the site has been transitioning to biogas since the fourth quarter of 2020.

Water: responsible management
Sanofi is committed to responsible water resource management. The Sanofi Neuville-sur-Saône teams regularly monitor local wells, while the Sanofi Marcy-L’Étoile teams implement a safe water storage plan, publish an annual ecosystem analysis report, and coordinate a monitoring commission with local water stakeholders.

At the Sanofi Lyon Gerland site, rainwater is channeled into infiltration basins and the green spaces feature several infiltration trenches.

On the Sanofi Lyon Campus, water consumption is optimized. Water consumption is also part of the HQE environmental label process.

100% of sites are supplied with renewable electricity.

<1% of waste landfilled

All local Sanofi sites are involved in the Metropolis of Lyon’s mobility program.

Sanofi has also signed the Metropolis of Lyon’s Manifesto for industrial transformation and environmental protection.

And...

Protecting biodiversity
Thanks to the Bee project, sentinel hives have been installed on the Sanofi Marcy-L’Étoile and Sanofi Neuville-sur-Saône sites. Diversified plant species were selected for the landscaping on the Sanofi Lyon Gerland, Sanofi Marcy-L’Étoile, and Sanofi Neuville-sur-Saône sites, which also use green landscape management techniques.

The Sanofi Lyon Campus has also opted for optimized landscaping management.
Main impact on society

Contributing to a world where no one suffers or dies from a vaccine-preventable disease

Sanofi partners with the Lyon health care ecosystem on numerous projects with the overarching goal of healthier lives for everyone. These initiatives focused on three key areas have a powerful impact on the local, national, and global levels.

1 Advancing research
Sanofi is involved in numerous global projects in partnership with local players including its collaboration with the Hospices Civils de Lyon and the creation of an international expertise center on respiratory infection surveillance, participation in the Covid AuRA project on SARS-CoV-2 infections, work with the International Center for Infectiology Research, and more.

2 Developing innovative bioproduction processes
In Lyon, Sanofi contributes to joint global innovation projects on industrial bioproduction processes. CALIPSO is a large-scale pioneering project that will ultimately impact the industry as a whole. Funded by both public and private investors and coordinated by Sanofi, it will revolutionize health care bioproduction processes.

3 Supporting preventive care campaigns
Sanofi contributes to public health and awareness-raising campaigns throughout the region. The programs it supports include the “Immuniser Lyon” vaccination campaign, actions by the Lyon pharmacists’ network, and awareness-raising campaigns on flu vaccines for people living with diabetes.

“Having a major player that has both R&D and production capacity as well as political clout in the region is a tremendous asset for our ecosystem. It enables us to create a wide range of connections around Sanofi on projects that can be rolled out effectively.”

Supporting young people and the vulnerable population in the region

Sanofi’s national involvement in the PaQte* program extends to the Lyon area, where it gives young people from underprivileged neighborhoods access to better career opportunities with 9th grade internships, mentoring in partnership with non-profits associations (Sport dans la ville, Nos Quartiers Ont des Talents, Télémaque, Capital Filles, Proxité), and co-op placements in partnership with Mozaik RH.

Sport dans la ville is a particularly long-term partner for Sanofi, which has supported it for over 12 years. 40 group employees mentor young people from underprivileged neighborhoods or low-income families, providing educational support and help launching their careers.

Other employees attend job fairs and visit middle schools to talk about their careers. Sanofi also supports initiatives to serve the neediest people in the community and gives employees the opportunity to get involved, particularly through Entreprise des Possibles, of which it is a founding member. In 2020-2021, close to 500 days of paid leave were collected, matched, and monetized to support housing for the homeless and other vulnerable people. Sanofi made an additional donation of €70,000.

+500
9th grade students attended a “Sanofi careers” workshop during the 2020-2021 school year.

530
Employees took part in charity days to support 10 non-profits via the internal platform “Je m’engage”

€450K
Donated to Entreprise des Possibles in 2020-2021

* PaQte avec les Quartiers pour toutes les Entreprises (Part with Underprivileged Neighborhoods for All Companies)
Social impact: an activist, ambitious approach to HR

Innovation and better production processes require new technical and scientific skills. The sites are updating their management practices to support career changes and onboard new arrivals. At Sanofi Lyon Gerland, for example, new employees in technical roles complete an 8-month course that uses innovative learning techniques.

Like all Sanofi sites, the Lyon sites take safety seriously. Their high standards are reflected in their accident rates, with both frequency and severity rates below the industry average.

Occupational health physicians, dialog bodies, and Human Resources monitor and provide support for physical and mental health issues. During the Covid pandemic, the number of health, safety, and working conditions committees (CSSCTs) was increased to enhance vigilance on workplace risks. On each site, the “Cancer & Work: taking action together” centers offer a space for listening and sharing to support employees who are directly or indirectly affected by cancer.

As part of the national “Take care Be well” program, all four Lyon region sites offer employees services to enhance their well-being, including sports, relaxation, nutrition, osteopathy, courses on physical and mental health, and more.

One of the cornerstones of the group’s human resources policy is providing career opportunities to local students through partnerships with schools and universities: the École Supérieure de Biologie, Biochimie, Biotechnologies (ESTBB), the National Institute of Applied Sciences of Lyon (Insa), the Institut de Pharmacie Industrielle de Lyon (IPIL), University of Lyon 1, the LIVE (Leading International Vaccinology Education) master’s program, La Martinière Monplaisir scientific and technological public high school, and more.

In 2021, Lyon hosted the “Place d’avenir” recruiting tour, a full-day event dedicated to work-study students during which 240 students met with 60 employee volunteers.

The PaQte program focuses special attention on young people from underprivileged neighborhoods identified by the government’s urban policy.

Other types of diversity are also celebrated. For example, in 2021, LGBTQIA+ community contacts were named on the Sanofi Lyon Campus and the Sanofi Marcy-L’Étoile sites.

+5,000 employees, the top private employer in the Metropolis of Lyon

+450 interns and co-op students hosted and mentored, 8.4% of total headcount

+€8M allocated to improve working conditions at the company

Overall parity
51% women
49% men

Charitable work for Enfants de Sanofi

This non-profit association helps employees’ children who are experiencing medical, educational or family difficulties. Donations are collected at events and drives held on the Sanofi Lyon sites. More than 12 families have received assistance since 2020.
Sanofi Marcy- L’Étoile Vaccines

The world’s biggest vaccine R&D and production entity

Founded in 1917, the Sanofi Marcy- L’Étoile site, located near Lyon, is one of the world’s largest vaccine research, development, and production sites. The site is unique in bringing together all of the skills involved in the vaccine value chain from design to development, authorization, and manufacturing in a single location.

It is also Sanofi’s biggest research center, with unique expertise throughout the value chain, a center of excellence for new vaccine projects, and a cutting-edge biologics and industrial platform recognized for its expertise in bioproduction of vaccines.

Millions of people served worldwide:

- The site produces vaccines for 150 countries against a wide range of bacterial diseases (Haemophilus influenzae type B, tetanus, and pertussis) and viral diseases (hepatitis A, polio, and rabies).
- 1st injectable polio vaccine production site, with world-leading production capacity, and one of the main suppliers that contributed to eradicating polio.
- The site produces tetravalent, pentavalent, and hexavalent antigen vaccines for children, teens, and adults, some of which require more complex production processes.
- A center specializing in innovative mRNA vaccines, with the goal of applications in routine vaccination against diseases that present major medical needs.
- A center of excellence in immunology that covers the entire new vaccine value chain, including understanding the science, evaluating safety and preclinical efficacy, and measuring the immune response generated by vaccine candidates in the clinical phase.

A new biotechnology R&D center, which will be Sanofi’s first digital building, is currently under construction. It will be used to develop the vaccines of the future. This ultra-modern 14,000 m² digital complex will include biosecurity labs for the development of vaccines against emerging infectious diseases.

### Highlights

Marcy-L’Étoile is a global leader in preclinical research, pharmaceutical and clinical development, and vaccine production.

- The site is a frequent destination for visitors, including numerous visits from international delegations, due to its activities and its involvement in global public health programs like the WHO’s polio eradication efforts.
- Involved in the Metropolis of Lyon’s mobility program.
- Interacts with the local infectious disease and biotechnology ecosystem.

Source: Sanofi Internal data

Economic, Environmental and Social Footprint Factsheet

Published May 2022
Sanofi Neuville-sur-Saône Vaccines

A site entirely dedicated to biotechnologies

Sanofi Neuville-sur-Saône has successfully navigated an unprecedented industrial transition to become a site entirely dedicated to biotechnological vaccine production.

Thanks to state-of-the-art buildings and an agile organization, it can now host other new vaccine production in partnership with R&D and prepare for flexible, simultaneous production of new vaccines to meet future public health needs.

€100 M
That’s how much Sanofi is investing in renovating the old Sanofi Neuville-sur-Saône pharmaceutical chemicals site (15 hectares). The project, which will take about a decade to complete, will transform a historic chemical factory site into a site entirely dedicated to biotechnological vaccine production.

Source: Sanofi internal data

Highlights

The Evolutive Vaccine Facility

This brand-new cutting-edge industrial building will use the most innovative vaccine production technologies. With this new facility, Sanofi will be one of the first pharmaceutical companies to have a modular factory.

The EVF is designed to protect the environment, with the goal of carbon-neutrality and an intentional approach to the use of single-use plastic products.

Sanofi Neuville-sur-Saône, a multi-vaccine production site

After over 20 years of R&D, the dengue vaccine has been in production on the site since 2014. The site is currently undergoing a transformation to start production of a new rabies vaccine and a new generation of yellow fever vaccine.
Sanofi Lyon Gerland
Immunotherapy and gene therapy

The world’s only production site for an immunosuppressant used for transplants and hematology

The Sanofi Lyon Gerland site, which meets the strictest technological and environmental standards, is located in the heart of the Lyon–Gerland Biodistrict.
The site specializes in producing immunotherapy and gene therapy drugs.

**Highlights**

- **Sanofi’s first global viral vector production platform** thanks to its expertise in BPF/GMP bioproduction and manufacturing standards that meet the requirements of regulators like the FDA (U.S. Food and Drug Administration). The platform now produces clinical and industrial batches of the therapies of the future.

- **In 2008, the site earned the first Leadership in Energy and Environmental Design (LEED®) and Haute Qualité Environnementale (HQE®) certification, with solar power production capacity from day one.**

Source: Sanofi Internal data
The Sanofi Lyon Campus

Tertiary

Sanofi’s 2nd French tertiary center

The Sanofi Lyon Campus is also centrally located in the Lyon–Gerland Biodistrict, just a few hundred meters from the Sanofi Lyon Gerland site.

The Campus was built in 2015 to house the global headquarters of Sanofi’s vaccine entity, its vaccine teams, and its global and commercial functions on a single site. The site is also home to all of Sanofi’s shared services: purchasing, finance, information systems, communications, and human resources.

The Campus also features an innovation center, 14Bis, which focuses on sharing innovative and collaborative practices and accelerating internal projects (from idea to implementation) and is anchored in the regional and national innovation ecosystem.

A Cybersecurity Operations Center (SOC)

An SOC based on the Sanofi Lyon Campus protects the Sanofi Group from cyberattacks (Sanofi has two centers worldwide, including one in Lyon), with a team of 10 cyberdefense experts working in shifts to provide 24/7 coverage.

The Sanofi Lyon Campus Cyber SOC also works with its regional, national, and international peers and the IT and automation innovation centers on research and innovation.

Highlights

» The 14Bis innovation center provides a link to other players in the Lyon region’s health care, digital, and innovation ecosystem.

» The buildings are designed and operated with a focus on sustainable development, for an exemplary environmental footprint.
• The local footprint is a core component of the Sanofi CSR strategy •

Sanofi, a major global health care player, brings together passionate, talented teams who push the limits of science to transform medicine.

Sanofi is also committed to preserving the environment and cultivating dialog with local stakeholders (local governments, non-profits, residents, etc.) to do more for local communities’ well-being.

With a presence in over 100 countries worldwide, Sanofi manages its environmental, social, societal, and economic impact to support the local ecosystem and make positive contributions to the communities around its sites.

In 2017, Sanofi’s international stakeholder committee encouraged the company to do more on the local impact question and recommended that it develop an internal local footprint calculation tool that could be implemented across all its sites to help them positively expand their impact with local stakeholders.

The local footprint measures the environmental, social, societal and economic impact of a site’s activity on a given region or in the area where its influence is the most direct.

In 2018, a Sanofi-specific methodology was developed and has since been implemented at several group sites. It is based on about 20 indicators and defines how direct and indirect impacts are measured.

Sanofi’s 4 Lyon region sites were among the sites where this methodology was implemented: the R&D and vaccine production sites (Sanofi Marcy-l’Étoile and Sanofi Neuville-sur-Saône), the bioproduction site (Sanofi Lyon Gerland) and the office site (Sanofi Lyon Campus).

Local footprint measurement is, first and foremost, a decision-making tool for site directors, who can use it to define or improve their local stakeholder dialog process and enhance their strategies for building local ties and corporate social and environmental responsibility.

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www.sanofi.fr
Local footprint of the Vitry-sur-Seine site’s production activities

Val-de-Marne
Vitry-sur-Seine’s production activities

Boasting scientific expertise and cutting-edge technologies, the Vitry-sur-Seine site brings together the R&D and industrial activities. It has played a role in discovering, developing and producing important drugs. The local footprint approach presented in this brochure has been applied to the site’s production activities. Two types of manufacturing coexist there: synthesis of high-activity chemical compounds and bioproduction of monoclonal antibodies. The site has also introduced the manufacturing process for the recombinant protein-based COVID-19 vaccine.

Conversion to biotechnology

The launch of Biolaunch, the first major bioproduction center in France, required nearly €250 million in investments and €100 million in soil and groundwater remediation work. This state-of-the-art production facility is Sanofi’s gateway in France to biotechnologies for therapeutic applications: cancers, inflammatory diseases and cardiovascular diseases.

A national symbol of the biotech sector

In the coming years, biotechnology-derived drugs will represent more than 70% of the pharmaceutical industry’s production (versus 30% currently). Bioproduction is a key aspect of France’s efforts to develop its industrial sovereignty in health care.

As a symbol of this transformation, the Vitry site will house the Biotech Digital Campus’s center for design and expertise. Its mission is to develop French know-how in biotech production using innovative technologies. The first training courses will be available online in the first quarter of 2021. In partnership with a number of major players in the French biotech ecosystem.

A key role in the fight against COVID-19 and a global impact

The Vitry-sur-Seine site will play an important role in manufacturing Sanofi’s recombinant protein-based vaccine. The antigen, i.e., the active ingredient in the vaccine, will be produced there in a Biolaunch production workshop.

A core component of the Paris area science cluster

The site, along with the other Sanofi entities located in the region, plays an important role in the burgeoning scientific ecosystem south of Paris: laboratories, research institutes, university center of excellence, etc., including the Bèvres Science Valley which counts Sanofi as its first industrial partner.

Relations with local government exist on several levels: with the Vitry-sur-Seine city hall, the Grand-Île Seine Bèvres public territorial establishment, the Métropole du Grand Paris, the Île-de-France region and the Val-de-Marne department.

A long-standing site that has reinvented itself as a center of excellence

In 1968, the Roux family built a pharmaceutical plant in Vitry on the banks of the Seine. This is where penicillin (the precursor to antibiotics) was developed during World War II. Then came other discoveries, and the development and production of key drugs for public health.

652 employees onsite at end-2020 (versus 614 onsite at end-2019)

360+ new hires since 2018

Sanofi’s only site in France that uses synthetic biology to make active ingredients in oncology
Local footprint of the Vitry-sur-Seine site’s production activities

652 EMPLOYEES
59% of managers are women
100 NEW EMPLOYEES hired since 2020

240,000 M² of space
or more than 30 soccer fields.
Buildings certified ISO 50001 and awarded the Hidalgo Excellent label.

-28% in electricity consumption between 2018 and 2019

NO WASTE
is knitted

Producer of key drugs distributed in more than 90 countries
to treat cancers, inflammatory diseases and cardiovascular diseases.

Three major challenges

The critical issue of the COVID-19 vaccine
In response to the global health issue, the Vitry site accelerated the ramp-up of its production capacity to support the production process for the recombinant protein-based vaccine, in partnership with GSK. Addressing all the scientific, human, technical and organizational issues in record time was a real industrial challenge for the site. The goal is to have the site approved by the Health Authorities at the end of 2021.

The RAMP-UP program
This key program, intended to support the COVID-19 vaccine, aims to increase production capacity threefold in 2023. Its roadmap has three components:
• Project: multiple investments in facilities;
• Process: optimization of the new production rate;
• People: hiring and training of more than 100 people.
A “Prevention & Change Management” committee provides support.

The Biotech Digital Campus
Overseen by the Industry Strategic Committee and funded through a public/private partnership, the Biotech Campus is a one-of-a-kind initiative.
The Biotech Digital Campus covers the entire bioproduction chain and will help develop the skills needed in a sector that creates thousands of jobs.
The Campus will establish its resource and expertise center at the Vitry-sur-Seine site at the end of 2021.
The local economic impact

The Vitry-sur-Seine production site both directly and indirectly contributes to local economic development via redistribution of the value created.

€94m
of indirect economic impact generated in Ile-de-France*

€18.4m
of direct economic impact generated in the departments of the greater Paris region* (wages and local taxes)

€11m
of direct economic impact generated in the Val-de-Marne department* (wages and local taxes)

46%
of the site’s purchases are made in Ile-de-France

650
local suppliers

* according to internal Sanofi data

The impact of all of Sanofi’s entities in the Val-de-Marne department

Projects focused on health care, employment and entrepreneurship are carried out in partnership with a wide variety of actors: local authorities, development agencies, consortiums, incubators, project promoters, patient associations, start-ups, etc.

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Sanofi is the fourth-largest private employer in Val-de-Marne.

4th
Sanofi is the fourth-largest private employer in Val-de-Marne.

1. All of Sanofi’s activities in the department
2. Source: Insee and Val-de-Marne

The apprenticeship tax thus amounts to €69 thousand and funds invested to support the economic activity of the labor pool stand at €746 thousand.

At the end of 2020, Sanofi reiterated its commitment to economic revitalization for a three-year period. Its pledge of more than €23 million will help create 370 jobs in the department.

1. All of Sanofi’s activities in the department
2. Source: Insee and Val-de-Marne
Taking care of its people

Quality of worklife (QWL) is an important topic that has led to a number of concrete initiatives.

Health-care campaigns and consultations take place on a regular basis: lifestyle, smoking cessation, cancer prevention, vaccinations, nutrition, etc.

Managers are trained on issues of well-being and on the prevention of psychosocial risks. Topics monitored by two committees: the Psychosocial Risks Health Committee (tertiary prevention) and the Psychosocial Risks QWL Steering Committee (primary prevention).

Teleconsultations, conferences and workshops on mind-body balance were offered during and after the first lockdown.

Training is also an important issue. Every new employee participates in an onboarding training plan that combines in-person sessions and online training.

Gender diversity improved from 25% to 39% women between 2018 and 2020. Close and proactive attention is paid to encouraging women to apply. The site is also pleased that more than half of management positions are held by women.

The site is one of the top five Sanofi sites in hiring work/study participants from priority urban policy districts (Quartiers prioritaires de la Politique de l’Habitation). It would like to scale up this program to strengthen equal opportunities by hiring more work/study participants from these districts.

It therefore contributes to the commitments Sanofi made in the Pact with Neighborhoods for All Businesses (Pacte avec les Quartiers pour toutes les entreprises, or PaQte). The site also participates in campaigns to raise awareness among young people by holding events to help them learn more about pharmaceutical companies.

Recruiting talent is a global challenge as the biotech sector is in a growth phase: attracting talent is a major issue for the site, particularly as the trend toward digitization requires different types of expertise.

67% employees, technicians and supervisors
33% managers
59% of managers are women
17 nationalities represented
ONE OF THE TOP 5
Sanofi sites for new hires from priority urban policy districts
4 health consultations
• Nutrition 3/month (164 consultations in 2020)
• Osteopathy 2/month (71 consultations in 2020)
• Dermatology 1/year
• Addiction and smoking cessation: upon request
An intentional approach to limiting the site’s environmental impact

An energy action plan to reduce CO₂ emissions and energy consumption has been implemented in 2020 and 2021.

The water consumption reduction plan calls for a 10% decline in five years. Cooling towers were installed in 2020 to help reduce and safeguard withdrawals of water from the Seine and from drilling sites.

Other initiatives include the mandatory use of LEDs in all projects, the installation of an innovative micro-count solution, and efforts to reduce single-use plastics.

The site’s action plan is also designed to be consistent with the ambitions and agenda of the Métropole du Grand Paris (Greater Paris Metropolitan) and, more generally, with the national decarbonization of industry.

Accordingly, the Metropolitan Climate, Air and Energy Plan (Plan Climat Air Energie Métropolitain) targets carbon neutrality by 2050, a massive reduction in energy consumption, and the development of local production of renewable energy and energy from waste.

A restored site that has been greened and fully integrated into its surroundings.

The site’s soil and water were restored as part of a massive project launched in 2008.

Using highly innovative technologies, excavated soil was partially treated onsite. In addition, 7,200 tons of materials were recycled.

Biodiversity and new life for an industrial site

The site was selected for the 2020 Victoires du Paysage landscaping awards.

The Vitry-sur-Seine redevelopment, which involved planting more than 300 trees and 28,000 plants and shrubs, was recognized for its plan to re-green the site.

The BEE initiative supports the installation of sentinel hives and the production of honey. A beekeeper helps the site’s employees harvest honey twice a year. Proceeds from honey sales benefit the “Enfants de Sanofi” (Children of Sanofi) association.
Local social and charitable projects

COVID-19 crisis: distribution of 150,000 liters of hand sanitizer

From the earliest days of the crisis, Sanofi’s public health role was more than ever before—to protect, treat, and cure everyone, alongside the healthcare professionals and care providers on the front lines.

The site’s teams sprang into action to mass-produce hand sanitizer amid a shortage for front-line health workers at clinics and hospitals, but also by donating nearly 50,000 liters to French firefighters, who distributed it at the regional level. Vitry’s city hall and local universities benefited from the second phase of production.

Helping young people join the workforce

As part of the governmental Pa2Site project, employees are involved with local non-profit organizations supporting women, immigrants and local communities: Nos Quarters ont des talents, Capital Pâles and Maison Gaïa. They serve as mentors for young people from priority city policy districts.

Charitable work for Enfants de Sanofi

The non-profit organization helps employees’ children who may be experiencing medical, educational or family difficulties.

Donations are collected at events and drives held at the Vitry-sur-Seine site.

Vitry branch of “Cancer & Work: Joining forces”

This entity provides information and support for those directly or indirectly affected by cancer. From the moment of notification to their return to work, “Cancer and Work: Joining forces” supports those who are sick, their caregivers, their colleagues and their managers. In 2020, the Vitry branch was contacted by about 10 employees.
The local footprint is a core component of the Sanofi CSR strategy

With operations in more than 100 countries around the world, Sanofi has to manage its economic, social, societal and environmental impact in order to ensure it contributes positively to the local areas around our sites and to the sustainable development of local communities.

In 2017, Sanofi’s international stakeholder committee encouraged the company to engage further on the issue of local impact and recommended that Sanofi develop a local footprint calculation tool that could be implemented at all of the company’s sites to help them to work with local stakeholders to make a positive difference.

The purpose of a local footprint is to measure the local environmental, economic, societal and social impact of the site’s activity in the local area that it directly influences.

In 2018, a method specific to Sanofi was developed and has since been deployed at several of the Group’s sites. The method, which is based on some twenty indicators, defines Sanofi’s direct and indirect impact.

The Vitry-sur-Seine production site was one of the pilot sites for the method.

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Local Footprint of the Sanofi Bordeaux Campus

Bègles, Nouvelle-Aquitaine Site
The Sanofi Bordeaux Campus

A Campus recently opened in the heart of Bordeaux’ Cité Numérique

Previously located in Fiauc, the Sanofi teams moved to Cité Numérique (Digital City) in Bègles, one of Bordeaux’s neighboring cities, in 2019. Cité Numérique is French Tech’s flagship building in the Nouvelle-Aquitaine region. Supported by many institutions, this location was considered ideal for accelerating discussions and partnerships with the digital and e-health ecosystems.

A dynamic region attracting sectors of excellence

The Campus is strategically located in one of the most vibrant and innovative regions in France: Nouvelle-Aquitaine is France’s largest region and Gironde its largest département. Nouvelle-Aquitaine has an ambitious regional innovation development plan. In step with this plan, the Digital Aquitaine hub is committed to leading and encouraging innovative new projects.

Within the metropolitan area, the Bordeaux Inno Campus project is an innovation hub built around the three pillars of health, research, and innovation. It links university and hospital facilities with innovative companies.

The French Tech Bordeaux community is the hallmark of an effervescent digital ecosystem that accelerates the growth of digital companies.

The Sanofi Bordeaux Campus works with local stakeholders on a wide range of issues including innovation, digital technology, employment, youth work integration, mobility, environmental conservation, giving, and more.

Teams dedicated to the global digitalization of Sanofi’s manufacturing base

Campus employees work all over the world at Sanofi’s industrial sites. Well-versed in agile methods and remote collaboration, they work on the digitalization of industrial activities. They develop innovative digital solutions by integrating artificial intelligence and big data, and provide technical support to some 100 Sanofi production and distribution centers.
The site’s value chain

Local and listening

1,500 M² of offices connected meeting rooms, quiet zones, spaces for discussion and creativity

Located a few miles from 2 Sanofi industrial sites, Ambérieus and Saint-Loubès

-70% in energy consumption as a result of moving

Digital equipment and support in approximately 100 Sanofi production and distribution centers around the world

100 project-based employees

17% co-op students in 2020

Start-up support and collaboration

29 legal entities: SAG (support functions) and SWI (industry)

€9.3M of IT services committed to companies in Nouvelle-Aquitaine in 2020

Two Sanofi industrial sites nearby: an asset for innovation

The proximity of the Campus to the Ambérieus production site and the Saint-Loubès distribution platform means that it is easier to understand the problems experienced in the field and come up with innovative solutions.

At Saint-Loubès for example, the installation of mobile cabinets moved by robots is a first in France for Sanofi. They reduce both distance traveled and preparation time.

“...to move these projects forward, we have developed a close working relationship with the Campus teams.” says Isabelle Demolin, manager of the Saint-Loubès site.

A global impact on Sanofi plants and distribution centers

The Campus teams operate worldwide, deploying IT applications that harmonize Sanofi’s industrial processes. Taking both a project-based and matrix-based approach to the way they work, their technical support and solutions are deployed internationally.

“Sanofi is an essential link in health care innovation in the region.”

Philippe Metayer – Managing Director, French Tech Bordeaux
A Campus designed to foster digital innovation

An outstanding work environment

The new workspaces were designed in collaboration with employees, with ergonomic and comfortable design front of mind, including chairs that adjust to body shape and electrically adjustable sit-stand desks with docking stations and dual monitors.

In terms of acoustic comfort, an innovative noise absorption system means that employees can hold meetings at their desks without disturbing neighboring teams. Lastly, the layout of communal areas encourages social interaction, communication, and creativity.

Taking care of everyone

Many wellness and networking initiatives were available at the previous site, including relaxation therapy, sports activities at lunchtime, and other social events.

Although the health crisis has naturally curtailed these group-based health and wellness activities, more appropriate ones have gained a foothold on the new Campus, including yoga, treadmill running, indoor cycling, and outdoor sports.

There are regular opportunities to share information on business lines and innovations, and a monthly stand-up meeting provides a general overview of Health, Safety, and Environment (HSE) news and initiatives.

Decisions affecting the daily working lives of employees are made in a collaborative and constructive manner with fluid social dialog.

In 2020, particular attention was paid to organizational changes and the impact of COVID-19 on working conditions. Regular webinars and training on preventing psychosocial risks have been offered to managers.

The emphasis on well-being, quality of work life, and communication is reflected in the low staff turnover and high retention rates.

Promoting diversity and co-op student initiatives

Diversity and inclusion are values that the Campus holds dear, as they are throughout the Sanofi Group. As part of a partnership with the Microsoft Simpion school, the Campus has committed to recruiting a quarter of the students in the graduating class on a co-op basis.

This equal opportunity school trains job seekers to become Artificial Intelligence developers.

"The Campus was more open to Simpion’s recruitment methods than any other company. It was the only one to take an interest in those over 45 and be open to the idea of selecting people based on motivation rather than skills," explains Perrine Ferré, Project and Training Manager at Simpion.

Another example is Présence, a management tool that helped manage the return of employees to Sanofi’s sites in France after lockdown ended.

Mathieu and Tribaud, co-op students at the Campus, were encouraged and supported in their challenge of making this digital service operational within a month.

"The Sanofi Bordeaux Campus was designed by employees, for employees. I believe in good fortune, in diversity, in mixing ideas without a predetermined goal culminating in innovative projects. Innovation only thrives where it is treated appropriately."

Florence Mett, Sanofi Bordeaux Campus Director
Economic influence across the region

The Campus both directly and indirectly contributes to local economic development via redistribution of the value it creates.

- **Salaries**: €5.2M paid in 2020* (excluding social security contributions)
- **property tax in 2020**: €10.6K
- **€13.1M of indirect economic impact generated in the 12 départements in Nouvelle-Aquitaine**

*Indirect impacts represent regional purchases made by the Campus and in particular the IT services provided to companies in the region.*

*based on internal Sanofi data

**Boosting young companies**

The Campus is always on the lookout for innovative technologies and gives promising projects exposure. This was the case, for example, with FARI Analytics, a company we met through “Le Village by CA”, a relationship accelerator between start-ups and big companies. This start-up helps organizations use their data to be more competitive and successful.

Using Artificial Intelligence and Machine Learning, the Campus and FARI Analytics teams worked together to optimize transportation costs at the neighboring Saint-Loubès site. The result was a saving of around €200,000.

This collaboration won a jury prize and also provided the young start-up with exposure and a good reference.

**In addition**

Sanofi’s supportive role in the Aquitaine health and education ecosystem

The various Sanofi entities located in Nouvelle-Aquitaine are having a recognized impact on education and health. The €88.5K of apprenticeship tax paid to the region’s educational institutions is a case in point. Sanofi is also actively involved in providing sponsorship and establishing partnerships:

- Founding member of the Bordeaux University Foundation
- Sponsor of projects benefiting the University and University Hospital in Bordeaux
- Creator of the Biotech Chair in association with Bordeaux INP
- Partner of the Faculty of Pharmacy of the University of Bordeaux.
An environmental impact transformed by the relocation to Bègles

In May 2019, the Sanofi teams moved into the Cité Numérique building. “The old Poitou site had become unsuitable for our new working practices. The 3,500 m² of floor space was underutilized, home working has become more prevalent, the server room equipment was end-of-life, and our lease was coming to an end,” explains Campus Director Florence Mollin.

The previous site’s energy footprint also fell far short of the Group’s environmental standards. The indicators now show a very significant reduction in energy consumption, over and above relocating the servers to a data center.

### Energy consumption reduction

<table>
<thead>
<tr>
<th>Year</th>
<th>Energy Consumption (kWh)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>3000</td>
</tr>
<tr>
<td>2018</td>
<td>2500</td>
</tr>
<tr>
<td>2019</td>
<td>2200</td>
</tr>
<tr>
<td>2020</td>
<td>1800</td>
</tr>
</tbody>
</table>

Above, the decrease in energy consumption per m² between 2017 and 2020 (excluding servers)

### A travel policy that works

Relocating operations to the new site led to a rethink in how employees use transportation. All employees used a motor vehicle to travel to and from the old premises. Today, 43% use public transport, bicycles, or other modes of transport that minimize CO₂ emissions for their daily commute. Train travel is more attractive thanks to the nearby train station and new high-speed line, with Paris now just two hours away.

Online meetings are encouraged, and their use has accelerated during the health crisis.

### Practical measures to reduce waste

Practical solutions have been implemented to reduce waste.

- The move to the new site marked an end to the use of single-use plastic, eliminating the need for 26,000 plastic cups and reducing the CO₂ impact by 520 kg annually.
- Cité Numérique waste is collected communally, and residents are fully aware of the need to sort it.

### Upcycling

67 kg of waste per resident in 2017, reduced to 4.37 kg of waste per resident in 2020.

Office and meeting room chairs from the old premises were reused on the Campus after refurbishing the seat cushions.

### Environmental Impact

- 1000 kWh consumed per year and per resident
- -50% of employees using their cars since the relocation to Bègles
- -90% Paper usage cut by a factor of 10 in 3 years
  - 700 kg of CO₂ avoided, the equivalent of 130 return train journeys from Paris to Bordeaux
  - 1 printer for 50 people
  - 175 sheets/year per resident
Local social and charitable projects

Voluntary community involvement

Employees are involved as sponsors in the following associations:

Capital Filles, which supports young girls in working-class neighborhoods and rural areas.

Cravate Solidaire, which contributes to equal employment opportunities and the fight against discrimination by providing locker room facilities and coaching workshops to prepare for job interviews.

Télémaque, which promotes equal opportunities in education by supporting young people from less privileged backgrounds.

Opening up to high school teaching

The CGenial Foundation provides high school teachers with the opportunity of visiting manufacturing, innovation, and R&D sites in France. The Campus has welcomed around a dozen teachers, sharing knowledge, ideas, and practices.

Upcoming projects

The Campus plans to work with the neighboring Saint-Loubès distribution site to develop digital internship modules for 9th grade students.

The Campus also wants to encourage involvement in the Nos Quarters ont du Talent association, which supports young graduates seeking employment.

In addition

During the relocation

The Campus donated pieces of furniture that were not reused to:
- AIMA, an association that recycles furniture and professional equipment in the Basque Country
- Valdeko, a state-approved eco-organization in Béarn
- the Cenon branch of the Gironde Civil Protection Service.
Local footprint: a core component of the Sanofi CSR strategy

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The Sanofi Bordeaux Campus was one of the pilot sites for the method.

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Local Footprint at the Sanofi Val de Bièvre Campus

Gentilly - Val-de-Marne
The Sanofi Val de Bièvre Campus

A new standard for tertiary sites
The Sanofi Val de Bièvre Campus opened in 2015. This operational excellence center is located in Gentilly, in the Val-de-Marne. It is home to several activities and legal entities:
- the corporate headquarters of Sanofi France
- the support divisions: Finance, Purchasing, HR, CSR, Audit, etc.
- Sales France
- the Global Industrial Affairs Division
- certain Research and Development Divisions.
This 52,000 sqm Campus focusing on sustainable development, hosts up to 3,000 occupants in buildings that have obtained HQE, ISO 50001, and BREEAM certification.

A pioneer in open innovation and well-being
The Campus opted for innovation with a dynamic workspace, a new type of layout that facilitates collaboration and fosters workplace well-being. It is also home to Sanofi’s digital healthcare innovation lab. The lab is an internal accelerator for connected healthcare and serves as a bridge to numerous external specialists in the field.

At the heart of a thriving scientific community
The town of Gentilly, where 10,000 employees come to work every day, is a positive, fast-changing setting for the Campus. The site fits into the flourishing scientific community of the southern Paris suburbs: laboratories, research centers, a university excellence center, and more. One of the region’s stars is the Bièvre Science Valley, home to the highest concentration of research organizations in Europe, with Sanofi as its leading industrial partner. Relations with local government exist on several levels: with the Grand-Orly Seine Bièvre public territorial establishment, the Grand Paris metropolis, the Val-de-Marne department, and the Île-de-France region.

Active involvement in local issues
The Campus works with local stakeholders on a wide range of issues including economic development, cooperation, employment, social inclusion of young people, innovation, digital, mobility, environmental protection, solidarity, and more.

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1. Source: Insee and LeFragor.fr
2. The Building Research Establishment Environmental Assessment Method, or BREEAM, was developed in the UK by the Building Research Establishment (BRE). It is the oldest building certification system and the most commonly used worldwide.
Optimized environmental footprint

The Campus is designed for a minimal environmental impact, as part of a drive for continuous improvement in line with the region’s objectives.

The buildings are ISO 50001 and HQE Outstanding certification and incorporate energy consumption management by design.

Smart sensors and monitors can be used to adjust energy and water use based on the outside temperature, humidity readings, and employee presence.

In 2019, the site used 11% renewable energy (compared to 5% for the Paris region). It has been on the Gentilly municipal geothermal grid since 2016 and solar panels are used to heat the hot water in the sanitary facilities.

The site’s commuting plan favors low-CO₂ transportation options: electric shuttles from the RER train station, reserved parking for electric vehicles, and incentives to use electric bikes. Employee commuting can also be reduced thanks to the remote work agreement. On average, 57% of occupants are present on the site.

The site applies practical solutions to reduce plastic use in foodservice, prevent food waste, reduce printing, recycle cigarette butts, and encourage occupants to recycle. All organic waste is sorted and used for methanation.

-18% drop in energy consumption between 2017 and 2019, better than Sanofi’s overall target by 3 percentage points

-14% decrease in CO₂ production compared to 2016

980,400 Cigarette butts collected, processed, and recycled as fuel by the recycling company Cy-Clope in 3 years.

0% of waste landfilled

-28% less printing in 2019

The site is Biodiversity certified

Protecting biodiversity on the site

Eight beehives are maintained by employees trained by the company Centre d’Apiculture. The site’s green spaces are mowed late, to encourage the bees to browse in the clover. Watering uses collected rainwater and is done via drip irrigation, and of course no pesticides are used. The site’s green spaces also feature birdhouses, giving several bird species a place to flourish, and we have even seen water hen chicks hatch.

Employee awareness-raising days on environmental issues are held as part of the Sanofi “Planet Mobilization” program.
An international tertiary Campus

- 52,000 SQM of ISO 50001 and HSE Outstanding certified buildings on 2 ha
- Dynamic workspaces equivalent to MORE THAN 7 football fields
- 18% in energy consumption in 3 years
  Equivalent to the annual consumption of 220 households

TERTIARY & INTERNATIONAL
home to Sanofi’s key activities (Global Industrial Affairs, Sales, France, R&D teams, and support functions)

2,500 EMPLOYEES including
60% women

4TH COMPANY IN THE VAL-DE-MARNE by number of employees with over 300 work-study students and interns

The site is Biodiversity certified.

€2.5 M in local taxes
€86 K in apprenticeship taxes

NO WASTE landfill

A strong commitment to integrating young work-study students

To fight youth unemployment in the Val-de-Marne, the Campus aims to boost the employability of young people—particularly those from the underprivileged neighborhoods targeted by the government’s urban policy initiative (PaGte).

With the SB4Yth (Starter Block for Youth) program for Sanofi work-study students and interns in France, it provides step-by-step support for better integration into the company and to help them make the most of their experience while creating value for Sanofi.

For the past several years, Sanofi has also been involved in Alter’n’up, a competition founded by the Fondation des Innovations pour Les Apprentissages, which offers all young people the opportunity to pitch an idea for a new business at the end of their contract.
An engaged and supportive economic player

€90.6M of indirect economic impact generated by Sanofi in the Val-de-Marne

€745K currently invested in local economic development

€86K of apprenticeship taxes paid in the Val-de-Marne

€2.5M of local taxes*

*mainly office & parking property taxes

The Campus contributes, both directly and indirectly, to local economic development via redistribution of the value it creates.

The site’s total direct economic impact in the three closest departments is €177M (€36.6M in the Val-de-Marne, €59.1M in the Hauts-de-Seine and €78.8M in Paris). Just 13% of Campus employees live in the Val-de-Marne, which is typical of major corporate headquarters in the Paris region.

Sanofi is committed to support the local economy, a commitment highlighted by its involvement in the organization Pacte PME. Sanofi’s purchasing in the Val-de-Marne department totals €90.6M.

It maintains a dialogue with local retailers and the Gentilly bakery is the Campus bread supplier.

The Campus draws on the expertise of a dedicated team formed by Sanofi to coordinate its strategy and initiatives on support of local economic development to boost its local impact.

It has invested €745K in order to support the economy in the local employment pool by creating 127 jobs.

It works on health, employment, and entrepreneurship projects in partnership with local governments, organizations, and consortia including: Town of Marly, Town of Orly, CCI, Grand Paris Sud Est Avenir, Chambre des Métiers et de l’Artisanat, Orly International, Grand-Orly Seine Bèvre, etc.
Open innovation and well-being: the Campus’ DNA

In an increasingly fast-paced world, how can we reconcile the quest for performance with individual well-being? The Campus offers innovative responses to that conundrum, with its workspaces, management, and services.

When it comes to the workplace environment, the goal is to bring employees workspaces that are comfortable, ergonomic and fully connected. Employees can also choose to configure their workspace in line with their needs and current projects. The spaces are continually upgraded based on occupant feedback. They are designed to foster more collaborative, agile ways of working and facilitate interactions between teams.

A national remote working agreement for France also contributes to quality of life at work by reducing commute fatigue.

The Facility Management teams are committed to providing occupants with a high-quality environment and services. Managers are also trained on workplace well-being issues and psychosocial risk prevention, issues that are closely monitored by the occupational health department in partnership with the unions.

The “Take Care & Bwell” program provides access to a wide range of services: exercise, nutrition, relaxation, and health.

Prevention campaigns are held frequently, including support for quitting smoking, cancer prevention, and vaccination. Presentations and special events can draw hundreds of participants to learn from leaders on well-being.

This focus on well-being and quality of life is reflected in the site’s statistics:
- occupants’ satisfaction with their workspace environment and services,
- low levels of absenteeism,
- and impressive loyalty to the company: 70% of employees have over 10 years of seniority.

70 clusters, functional and flexible spatial units that enable different workstation configurations depending on current needs

540 meeting rooms with different configurations: pods, project, video-conference, remote presence, libraries, etc.
- 3 gyms and 400 members
- 4 types of healthcare consultation: dermatologist, osteopath, diettitian, and sophrologist
- A dietitian-approved catering offer, available from a company cafeteria and 5 themed kiosks
- 1 convenience store

78% of employees are proud to host visitors in their workplace.
Involvement in local social and charitable projects

Site employees are encouraged to get involved in the local community. Forums held on the Campus provide an opportunity to discover and get involved in local organizations.

The site welcomes students in their final year of middle school, some of them from underprivileged neighborhoods. More than thirty employees have gone further by becoming mentors. They volunteer to host young people on the Campus and provide academic support. As part of a partnership with the Maison Gala 94 Association, 12 teens have been mentored by site employees: “It’s a great opportunity for the students to discover something new,” according to Gala 94.

Other employees have volunteered to mentor young refugees through Kodiko, a 6-month program designed to help them find work by introducing them to French culture, business culture, and workplace practices.

Employees’ children were also invited to workshops run by La Mine, the local recovery center, during which they made recycled objects to raise money for charity.

Partner organizations:
- Capital Files
- Maison Gala 94 Association
- Institut Télémaque
- Kodiko
- La Mine
- Nos Quartiers ont du Talent (NDT)
- Sport dans la Ville

Opening doors, sharing knowledge

Certain lectures or special events are open to the public or to healthcare professionals to share and discuss health-related issues.

With the “Ma caméra chez les pros” program, middle school students can explore the company by interviewing volunteer employees.

Every year Gentilly middle school students’ visits to the site get numerous employees involved in helping them explore the Campus.
Local footprint: at the heart of Sanofi's CSR Strategy

Sanofi has a strong relationship with its different stakeholders because it is our responsibility to contribute to the sustainable development of our communities.

Within the framework of the Stakeholder Consultation programme which Sanofi has organised for the last few years at Group level, the local footprint of its sites has established itself as a strategic topic for the company. The purpose of a local footprint is to measure the local environmental and social impact of the site’s activity, that of a company’s in a given local area, which it directly influences.

A methodology for measuring Sanofi’s local footprint has been specifically developed, based on about twenty indicators, defining the measurement of direct and indirect impacts.

The Sanofi Val de Bèvre Campus was one of the pilot sites chosen to test the approach.

Measuring the local impact is above all a decision-making tool for the site’s directors, enabling them to define or improve dialogue with their local stakeholders and to strengthen their local anchoring strategy and their social and environmental accountability.

Outstanding mobilization by the Sanofi Val de Bèvre Campus teams during the COVID-19 crisis

From the earliest days of the crisis, Sanofi’s public health role was—more than ever before—to protect, treat, and cure everyone, alongside the healthcare professionals and care providers on the front lines. Like all the Sanofi teams in France and worldwide, the Campus teams immediately rallied round to the occasion.

All employees based on the site worked from home to slow the spread of the virus while keeping the business running.

Their commitment also led them to take on numerous volunteer roles. With over 2,500 employees registered, the “Je m’engage” platform put employees and non-profits in contact for remote assignments (AP-HP, the medical reserve) and donation collection (SAMU, Social, Red Cross).

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The Local Footprint at the Sanofi Aramon Site (Gard, France)
Sanofi in Aramon: local production, global impact

An atypical geographical position
Aramon is located on the banks of the River Rhône and at the border of three counties (départements): the Gard, the Vaucluse and the Bouches du Rhône. The Sanofi site has been located here for over 50 years. This atypical geographical position requires special attention to be paid to the stakes and challenges of both these local areas and stakeholders. Local relationships have been established at several levels of governance: the town of Aramon, The Community of the Pont du Gard towns, the «Pôle d’Équilibre Territorial et Rural L’Uzège – Pont du Gard» (the Uzège-Pont du Gard Local and Rural Equilibrium Division), the three counties and two regions.

Sanofi is a major player in the region’s economy
The Aramon site produces active pharmaceutical ingredients and synthesis intermediates for the Sanofi Group and third party clients. On a daily basis throughout the world, the volume of pharmaceutical active ingredients produced at the Aramon site enables 10 million patients to be treated. This worldwide impact is also reflected by the contribution to the dynamism of the local economy:

• 10% of Sanofi’s employees in France are located in the PACA and Occitanie regions, at the Montpellier, Sisteron and Aramon sites.
• Sanofi Aramon is one of the Gard county’s leading industrial companies and the fourth in the county.
• With more than 900 employees, it is a major local player who contributes to the local economy’s dynamism. 150 employees from external companies also work at the site everyday.

4th private sector company in the Gard
900 employees
150 Employees from external companies per day at the site
10 million people treated thanks to the active ingredients produced at the site
Contributing in meeting local challenges

Beyond demands in industrial excellence, Sanofi is committed to sustainable development in the local areas where the company is located. The Aramon site shares challenges at a local level and in which it has undertaken to take action.

**Employment, a priority**
The Gard has a unemployment rate of 12.3%*. Despite this, the Chemical and Biotechnology industry is experiencing difficulties in recruiting within the region and sometimes has to recruit from regions further away. To find an solution to this problem, Sanofi has engaged in partnerships with the region’s training centres and wishes to do the same with local businesses. The aim is to raise awareness in the opportunities provided by the sector in order to encourage local employment.

* Source: * DIRECCTE 2017

**Developing the local economy**
The Occitanie region is the number one region in France for creating companies. The dynamic local economic fabric is an essential factor for company growth locally. Sanofi takes part by:
- promoting local procurement, in particular from ESAT establishments (organisation specialising in the reintegration of persons into the labour market);
- supporting local entrepreneurs: more than 200 jobs have been subsidised in companies in the Gard, the Vaucluse and Bouches du Rhône through French government economic revival agreements;
- joining initiatives that are innovative and mobilising such as the Cleantech Vallée Initiative based in Aramon, which is part of an Ecological Transition Contract.

**Occitanie**
number one region in terms of number of companies created

1.5 million
tourists visit the Pont du Gard every year

**An exceptional environment**
The site enjoys a privileged environment, appreciated by the region’s tourists: the Rhône, the Pont du Gard, the towns of Avignon and Nîmes. A region whose cultural wealth is large and varied and where there are many leisure activities. Biodiversity and environmental conservation are major political stakes for the «Communes du Pont du Gard» Community. Sanofi must be exemplary in this aspect and limit its environmental impacts, which has been the case for several years.
It is by ensuring coherence between its initiatives and local objectives that the site will play its role as a locally engaged player.
The site's value chain

900 employees - 42 apprentices and 30 interns
180 subcontractors on site - 160 student visits
7 partnerships training-schools

99% of waste generated is recycled, half of this at the site

A wastewater treatment plant with a capacity of 200,000 population equivalent

93,024 MWh per year,
I.e. the equivalent to the yearly consumption of 10,000 households

80 ha of which only 20 ha are surrounded by fencing

600 tons of active ingredients produced per year. A volume of production equivalent to 10 million patients treated per day

Managing natural resources

For several years now the site at Aramon has undertaken to effectively manage its environmental impacts. The site’s exceptional environment and its importance require additional measures. The Mediterranean climate involves the protection of water resources; the site’s consumption has been cut by half over the last few years and green areas are progressively being replaced by local species.

The energy transition is a major challenge for the area.

Sanofi is working on this by implementing several initiatives:

- Developing the production of alternative energy: the site’s car park is entirely covered by photovoltaic panels and to project to extend these is being studied in partnership with EDF Energies Nouvelles.
- Limit energy consumption: an energy savings plan, including an employee awareness-raising campaign, has been implemented. The site was one of the first to obtain a joint certificate for environmental ISO 14001 and energy management (ISO 50001) in 2018. An objective to lower energy consumption by 6% has been set for 2020.
- Promoting waste recycling: the overall waste recycling rate is 99%, most of which is recycled on site. The site is already equipped with a co-incineration unit and is gradually implementing solvent recycling processes to limit transportation by truck. In 2018, 5 million euros were invested in a solvent recycling unit.

100% of the on-site vehicles are electric

A specialist centre in environmental and analytical sciences is available for all Sanofi sites worldwide.
Encouraging direct and indirect local economic impacts

Direct and indirect economic impacts in the Gard, the Vaucluse and the Bouches du Rhône counties

- 67 million euros
- 13.7 million euros
- 55.4 million euros

Sanofi’s indirect impact
Sita’s indirect impact
Sita’s direct impact

In order to prepare the plant’s future stake and accompany the development, Sanofi Aramon is moving even more strongly towards these trades, its production activity in biotechnology, by relying on local skills.

Patient-focused, Sanofi Aramon’s production contributes locally to the area’s economic development by redistributing the value created by the site.

It is estimated that the indirect impact resulting from Sanofi’s procurement activities in the Gard, Vaucluse and Bouches du Rhône counties is worth 67 million euros, 13.7 million euros of which may be directly attributed to the Aramon site. 26% of procurement is conducted locally. 55.4 million euros worth of direct impacts can be added to this (jobs, taxes, etc.) in these same counties.

To reinforce its impact, Sanofi is involved in the development of a major project for the area, “CleanTech Valley”, an ecosystem accelerating competitiveness, ecological growth and solidarity, and job creation. This project, initiated by EDF and supported by local authorities is, in 2018, the third CEF (Contract for Ecological Transition).
Operational excellence through employee engagement

With subcontracting personnel and Sanofi employees, more than 1000 people work each day at the site, which operates 24/7. To maintain this level of excellence, the company is significantly investing in Safety and Quality fundamentals and procedures.

The quality of life in the workplace is an important topic. A local committee has been implemented in order to coordinate an action plan in line with the Group’s « Take Care & Be Well » initiative.

Awareness-raising and communication initiatives are implemented in order to enable employees to look further into topics related to health and well-being. Different actions are undertaken to encourage and maintain the employment of disabled persons (more than 7% of employees are considered as being in this situation). Specific follow-up is implemented in order to promote awareness on the diversity of situations. During recruitment, the company is systematically assisted by a specialist agency enabling the number of disabled applicants with the skills required to increase.

Finding candidates that are trained and operational is a daily challenge for the site’s activity. Sanofi Aramon trains 42 work-study students each year and welcomes 30 interns. Currently there are seven partnerships with schools in order to boost the attractiveness of jobs in the Chemical and Biotechnology Industry. A GRETA partnership in Istres (France) and temporary recruitment agencies enable the chemical industry to implement professionalisation contracts in the Chemical sector.

To attract qualified persons into the Chemical, Processes and Biotechnology professions and boost the attractiveness of local employment, the site seeks to pool requirements with local companies.

Direct and indirect economic impacts in the Gard, the Vaucluse and the Bouches du Rhône counties

- 900 employees of which
  - 42 are in work-study programmes
  - 30 are interns
  - 160 are visiting students

- 900 Sanofi’s indirect impact
- 200 Site’s indirect impact
- 800 Site’s direct impact

67 Permanent contract workers recruited in 2018
7 partnerships Training/School
Actions for the conservation of biodiversity and living conditions

The relationship with the local residents living near the site is very important. A site monitoring committee enables the site’s stakes and challenges to be discussed as well as the questions posed by the local residents. For example, in order to limit noise and olfactory nuisances, works have been implemented at the wastewater plant like, for example, the covering of tanks.

The site’s fences are limited in order to encourage the movement of species and conserve the scrubland (garrigue) areas. 20 hectares out of the 80 are fenced off. The site is located in a suitable area, appreciated by the European Loriot, a protected bird species.

In addition to awareness-raising initiatives on biodiversity that are conducted, this is an opportunity to undertake discussions and partnerships with associations. The SANOLIVE initiative enables olive oil to be produced from the 800 olive trees at the site and to give the proceeds from its sale to local associations. Again at the site, the BEE initiative encourages the installation of sentinel beehives and honey production. Through these projects, the company boosts the mobilisation of its employees and its collaboration with the local ESAT and charity organisations such as the Red Cross. It thereby participates in developing local solidarity and environmental projects that encourage biodiversity and the employment of disabled persons or persons from underprivileged backgrounds.

In 2018 the site at Aramon won the UIC Responsible Care® Méditerranée Trophy in the social responsibility category.
The local footprint at the heart of the Sanofi’s Sustainable Development strategy

Sanofi has a strong relationship with its different stakeholders because it is our responsibility to contribute to the sustainable development of our communities.

Within the framework of the Stakeholder Consultation programme which Sanofi has organised for the last few years at Group level, the local footprint of its sites has established itself as a strategic topic for the company.

The purpose of a local footprint is to measure the local environmental and social impact of the site’s activity, that of a company’s in a given local area, which it directly influences.

A methodology for measuring Sanofi’s local footprint has been specifically developed, based on about twenty indicators, defining the measurement of direct and indirect impacts. Aramon (France) was one of three pilot sites chosen to test the approach.

Measuring the local impact is above all a decision-making tool for the site’s Directors, enabling them to define or improve dialogue with their local stakeholders and to strengthen their local anchoring strategy and their social and environmental accountability.
The Local Footprint at the Sanofi Chilly-Mazarin/Longjumeau site
Chilly-Mazarin Longjumeau

A dynamic and attractive regional area
This site is located across the towns of Chilly-Mazarin and Longjumeau, in the heart of a dynamic area, conducive to economic development and innovation, i.e. the community agglomeration of the Paris-Saclay and the Ile de France region. Present in the area for the last 60 years, Sanofi brings together here renowned international experts.

Sanofi’s leading R&D site
From research to development, the Chilly-Mazarin site develops innovative therapeutic solutions for public health and patient needs

• The R&D teams work with the region’s hospitals and academic centres, which stimulates Translational Medicine, one of the underpinning areas of the R&D strategy.

• The scientists at the site are specialised in cardiovascular diseases and neuro-degenerative disorders.

• The experts in pharmacovigilance based at Chilly-Mazarin are responsible for monitoring on a global scale, the safety of medical drugs during their clinical development and following their introduction onto the market place.

In order to keep and develop these talents and skills, the company intends to find solutions to the stakes and challenges that its activity faces and to those of its local area.
Contributing in meeting local challenges

It is, in particular, due to its relationship with the Île de France region near Paris that Sanofi, in Chilly-Mazarin, contributes to meeting its challenges in productivity, skills, and local foothold.

**Increasing productivity thanks to the local ecosystem**
Increasing productivity is a major challenge for Sanofi’s R&D. Its strategy is based on open innovation and translational medicine. Thanks to a fertile biomedical ecosystem, concentrated in the Île-de-France region, the Chilly-Mazarin site is connected to an international network of innovation in the health field.

In the medium term, the development of the Paris-Saclay activity should boost the scientific influence in which Sanofi is a major player.

**A local foothold to be continued**
Due to its long-term presence locally, the site contributes to the image of the two towns of Chilly-Mazarin and Longjumeau. External events are held in its conference centre, which contribute in establishing a relationship with the region’s players.

Promoting Sanofi locally to stakeholders and ensuring its operational activities are in line with local objectives, enables the site to have better visibility for the future.

**The digital challenge in Sanofi’s businesses**
Clinical development is increasingly integrating digital skills, data to be processed and artificial intelligence tools. Patients are being treated at home more and more, thereby modifying the context of clinical trials.

The use of digital technologies enables the organisation of clinical trials to be accelerated. The proximity with IT and digital centres of excellence at the Saclay facility will make the digital transformation within Sanofi easier.
The site’s value chain

1,700 employees and 160 work-study students and interns

Managed energy consumption with an objective to lower this by 15% between 2015 and 2020

99% of the waste generated is recycled

677 suppliers in the Ile-de-France region

17 hectares at the heart of Chilly-Mazarin and Longjumeau

A dozen scientific partnerships with universities and hospitals in the Ile-de-France region

Limiting the environmental impact

The Chilly-Mazarin site has undertaken a carbon balance exercise in order to better manage its environmental impacts. It manages its aqueous, gaseous and liquid discharges as required by the classification Order. Sanofi wishes to lower CO2 emissions by 20% between 2015 and 2020.

The energy transition is a major challenge for the local area. The company is working on this by implementing several initiatives:

- Limit energy consumption. Certified ISO 50001, the site has implemented an energy consumption re-education programme which also enables costs to be reduced. The 2015 to 2017 energy policy succeeded in achieving a 9% decrease in gas and electricity consumption.

- Encouraging the use of alternatives to private vehicles. Since 1968 travels by bus to the site from Paris has been provided (Dentert Rochereau/Porte d’Orléans area). 300 to 350 people take the bus every day thereby limiting the use of private vehicles, which still remains the main method of transport (70% of employees).

- Fostering waste recycling. Sanofi clearly expresses its desire to recycle 90% of waste, with less than 1% going to landfill. Currently the energy and materials recovery rate is 100% for non-hazardous waste and lies between 85% and 90% for hazardous waste.

- A partnership on reuse has been set up with secondary schools who benefit from IT equipment given by the company.

100% of the site’s non-hazardous waste is recycled or recovered

3.1 million euros
The annual expenditure on energy consumption
Encouraging direct and indirect local economic impact

Direct and indirect economic impacts in the Île-de-France

- Sanofi’s Indirect Impact: 1,491 million euros
- Site’s Indirect Impact: 108 million euros
- Site’s Direct Impact: 192.6 million euros

677 local suppliers
1.5 billion euros of indirect impacts resulting from Sanofi’s procurement activities in the Île de France counties

Focused on R&D, Sanofi’s site at Chilly-Mazarin contributes to the development of the local economy by redistributing the value created by the site.

The indirect impact resulting from Sanofi’s procurement activity in the Île-de-France counties is estimated at 1.5 billion euros, 108 million of which can be directly attributed to the Chilly-Mazarin site. I.e. 74% of procurement in 2017 was local. 192.6 million euros worth of direct impacts can be added to this in these same counties.

To boost its influence on local economic development, Sanofi would like to sign a second economic revitalization agreement with Essonne county. The first agreement was signed in 2011 for 879,000 €. The current one would enable 1M euros to be invested in county level programmes over a 3-year period, especially for employment, one of the local government’s priority areas.

To meet tomorrow’s R&D challenges the company has developed an ambitious strategic policy on scientific partnerships with the region’s schools and associations, such as:

- **The Pasteur Institute** for several million euros, with the creation of a Sanofi-Pasteur prize.
- **The Gustave Roussy Institute**, with whom a partnership agreement was signed in 2016 to develop new molecules and their assessment in patients suffering from cancer.

**The AP-HP group** of teaching hospitals, with whom an agreement was signed in 2017 aiming at optimising the time to implement and conduct clinical research studies.

Lastly, the Chilly-Mazarin site undertakes specific steps to support the local economy: Concierge services, dry cleaning and green areas maintenance services are managed by the ESAT (centers providing assistance to adults with disability through employment); It also calls upon local service providers: local taxis, sale of organic chickens and eggs by a former employee, preferential rates at certain shops in Longjumeau.
Operational excellence through employee engagement

One R&D challenge is to develop staff mobility. An exercise in ‘strategic workforce planning’ was undertaken in order to anticipate needs in the number of employees and skills required within the next 3 years. A survey recently conducted in France enabled certain obstacles to mobility to be identified as well as the resources required to boost this. A business forum, job-dating sessions and a temporary missions measure named ‘Mobility trampoline’ were organised. 300 internal transfers took place between January 2017 and August 2018.

Special attention is paid to the integration of young people into the company. In 2017, the site welcomed nearly 160 interns, work-study students, apprentices and those with a CIFRE contract. Two sessions were organised; one for induction and one at the end of internships enabling quicker integration and adaptation to the company as well as allowing the feedback and first impressions of the young professionals to be gathered. The site also hosts a student forum for Sanofi’s R&D professions in France. Thanks to voluntary work and skills sponsorship initiatives by employees, Sanofi’s local impact has been boosted. Two significant initiatives were supported here:

- **My camera with the pros** enables secondary school students to find out about the professions in pharmaceuticals.
- **My day as a patient** allows employees to spend a day as a voluntary worker with a patients’ association in the Île-de-France area.

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**Direct and indirect social impacts in the Île-de-France**

- 20,176 = Sanofi’s indirect impact
- 1,461 = Site’s indirect impact
- 1,800 = Site’s direct impact

**Nearly 160 apprentices, interns and PhD students every year**
Actions for the conservation of biodiversity and living conditions

The site is part of Chilly-Mazarin’s green environment. Plant growth and an aesthetic aspect are therefore voluntarily maintained and the site blends well into the landscape. Many tree species and flowers are planted here. Sanofi is responsible for protecting this environment.

The relationship with the local residents living near the site is positive. A lot of effort has been made not to trouble them with atmospheric, noise or visual pollution. Sanofi remains receptive to any concerns, in particular in regards to flue gas emissions and the management of risks related to the transportation of hazardous substances, which has been the focus of particular attention in the town’s Local Urbanisation Plan (Plan Local d’Urbanisme).

The objective is to develop these awareness-raising operations as they present an opportunity in terms of discussions and openness to local environmental stakes, by inviting the local players involved to come along and present their project.

The company encourages local biodiversity especially thanks to the Bee project. Sentinel beehives have been installed at the Chilly-Mazarin site. An employee association takes care of the beehives and produces honey. The bees serve as an environmental sensor and also allow the quality of the local environment to be monitored.

Green Day
To raise employee awareness in environmental stakes and challenges

BEE project
Thanks to the installation of sentinel beehives
25kg of honey is harvested

To raise the awareness of the site’s employees, a “Green Day” was organised in 2017 and renewed again in 2018. Awareness-raising focuses on energy consumption, sorting and environmental stakes and challenges, with highly collaborative and fun processes to accompany behavioural change.
The local footprint at the heart of the Sanofi’s Sustainable Development strategy

Sanofi maintains strong relations with its various stakeholders and we believe that it is our responsibility to contribute to the sustainable development of our communities.

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A methodology for measuring Sanofi’s local footprint has been specifically developed, based on about twenty indicators, defining the measurement of direct and indirect impacts. Chilly-Mazarin (France) was one of the three pilot sites chosen to test the method.

Measuring local impact is first and foremost a decision-making tool for the site’s Directors, enabling them to define or improve dialogue with their local stakeholders and to strengthen their local foothold strategy and their social and environmental accountability.

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