

CHILDREN'S RIGHTS

GRI Standards:

408-1: Child Labor

EXECUTIVE SUMMARY

Sanofi's commitment to respect and promote children's rights is a constituent part of our human rights vision and approach. Its aim is to align with the **10 Children's Rights and Business Principles**¹ developed by UNICEF in March 2012 together with the United Nations (UN) Global Compact and Save the Children.

This factsheet describes Sanofi's commitments to address each of these 10 principles, applicable in all countries where it operates or acts with particular attention to protecting and improving their health and access to health care for all children.

¹ The first comprehensive guidance to companies on how to integrate children's rights into their policies and business processes.

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1. PRINCIPLE 1: ALL BUSINESSES SHOULD MEET THEIR RESPONSIBILITY TO RESPECT CHILDREN'S RIGHTS AND COMMIT TO SUPPORTING THE HUMAN RIGHTS OF CHILDREN

1.1. A commitment embedded in our human rights statement and approach

Sanofi's commitment to respect children's rights is embedded into the business from the top, through the endorsement of Sanofi's human rights statement by the Senior Vice President in charge of Corporate Social Responsibility (CSR).

The statement specifies that as a multinational healthcare company keenly aware of its social responsibility; Sanofi is committed to integrating respect for human rights into all its business operations and public positions. We are convinced that, while states and governments have a duty to protect human rights through adequate laws and policies, businesses also have a role to play, which begins with identifying their own impacts on human rights and taking measures to prevent human rights violations.

Among other relevant international standards, Sanofi is committed to upholding the two emerging international reference frameworks that are the United Nations Guiding Principles on Business and Human Rights and The Children's Rights and Business Principles developed by UNICEF, the United Nations Global Compact and Save the Children.

Sanofi's commitment to respect human rights is the foundation of our CSR approach. It provides Sanofi with an inspirational framework and guide for analysis and action towards continuous improvement in our CSR pillars. In line with the United Nations Guiding Principles, Sanofi pays a particular attention to the rights and needs of, as well as the challenges faced by, groups or populations that may be especially vulnerable, such as children.

1.2. What are children's rights for Sanofi?

As a global healthcare leader operating in over 100 countries, the company brings heightened attention to:

- **Human rights at work**, including the right to safe working conditions and the elimination of child labor, whether for Sanofi's employees or those of its suppliers and business partners;
- **The right to health**, and all human rights related to, or constitutive of, this right, such as access to healthcare or the issue of pharmaceuticals in the environment. Children under the age of 18 account for nearly one-third of the global population, and we are committed to protecting and improving their health, and support governments and other stakeholders' efforts to reduce the barriers to access to healthcare for children;
- **The whole spectrum of human rights of patients and clinical trial participants**, going beyond the right to health to encompass, for instance, the right to access information or the right to privacy.

1.3. Raising awareness about the impact of human and children's rights on our value chain

Since 2013, the company issued an awareness-raising guide, Human Rights in our Activities, for all its employees.

Built from the results of the participatory self-assessment conducted at company level, the Human Rights in our Activities guide maps Sanofi's potential human rights impacts along the four steps of a drug's lifecycle, with a transverse section on human rights at work, including issues related to child labor.

It was designed with four aims:

- To inform and familiarize all Sanofi employees with the key concepts and principles of respect for human rights;
- To raise awareness about the spectrum of human rights risks related to the functional responsibilities of our personnel and business partners;
- To describe a selection of relevant best practices implemented at Sanofi;
- To act as a reference point for Sanofi managers making decisions about potential issues linked to human rights in their daily activity.

The Human Rights in our Activities guide is deployed through internal tools such as a slide kit for managers and a dedicated website to help Sanofi managers better understand their role and responsibilities in applying human rights principles.

For more information, see the Human Rights in our Activities guide and The Human Rights Due Diligence Fact Sheet in the [Document Center](#).

2. PRINCIPLE 2: ALL BUSINESSES SHOULD CONTRIBUTE TO THE ELIMINATION OF CHILD LABOR, INCLUDING IN ALL BUSINESS ACTIVITIES AND BUSINESS RELATIONSHIPS

2.1. Adoption of a new policy on child labor

Since 2015, we have continued our human rights due diligence process in line with the UN guiding principles with a focus on strengthening our internal guidelines on human rights at work.

We therefore integrated human rights in our internal control manual with the implementation of a dedicated control covering child labor and put in place human rights training for the internal auditors covering the Europe, Africa, Middle East and South Asia regions.

In order to ensure a common understanding of this control across the company, a new global policy on Child Labor Policy was released in 2015.

According to this new Child Labor Policy, Sanofi commits to respect at a minimum the provisions of the International Labour Organization (ILO) conventions 138 and 182 on the prohibition of child labor, without prejudice to more favorable national provisions. It rejects all forms of child labor as defined by these international labor standards and requires its suppliers to comply with the same standards.

This means that:

- (1) Sanofi is not engaged in and does not support any form of child labor;
- (2) Employment of persons under the age of 15 or under the legal age for finishing compulsory schooling is prohibited;
- (3) No hazardous work can be performed by a person under the age of 18.

This global policy applies to all Sanofi corporate functions, regions, countries and divisions worldwide. Specific measures must be defined to implement this policy in the supply chain.

For more information, see Fundamental Human Rights at Work Factsheet in the [Document Center](#).

2.2. Our commitment to eliminate child labor is also expressed in our internal reference documents

The human rights principles and Sanofi's commitments, including those applicable to children, which Sanofi upholds, are also listed in our key internal reference documents, such as:

- The Social Charter;
- The Code of Ethics;
- The Suppliers' Code of Conduct.

These documents present human rights as a core element of Sanofi's company values and contribute to embedding human and children's rights in our company culture. The Sanofi Social Charter, for instance, sets out employees' fundamental rights in accordance with the relevant ILO conventions related to child labor:

- C138: Minimum Age Convention, 1973;
- C182: Worst Forms of Child Labour Convention, 1999.

They also set forth our expectations towards our stakeholders to meet their responsibility to respect human rights — explicitly stating that the mentioned criteria are to be considered as the minimum applicable standard should local regulations be less stringent in any of Sanofi's countries of operation.

In addition, Sanofi's Suppliers' Code of Conduct stipulates that:

- The minimum working age must never be less than 15 years of age, regardless of the type of activity;
- The minimum age of employment for labor which, due to its nature or to the conditions in which it is exercised, may jeopardize the health, safety or morality of children or teenagers, must never be less than 18 years of age.

Every employee must therefore be aware of and commit to individually respect principles of the reference documents upheld by Sanofi, both internally and externally.

For more information, see the Code of Ethics, the Suppliers' Code of Conduct and the Social Charter in the [Documents Center](#).

2.3. Establishing grievance mechanisms

As described in the Code of Ethics, any employee must inform his or her superior or the Ethics & Business Integrity Department representative of any case or suspected case of child labor.

2.4. Implementing a due diligence process

Sanofi implements a global "child labor" due diligence process:

- At every level of the company, vigilance must be reinforced to ensure appropriate mitigation of the risk of use or benefit from child labor;
- Adequate internal control measures must be in place to ensure no use of child labor;
- The Procurement Risk Management Model must identify and assess suppliers according to their respect of the prohibition of child labor.

3. PRINCIPLE 3: ALL BUSINESSES SHOULD PROVIDE DECENT WORK FOR YOUNG WORKERS, PARENTS AND CAREGIVERS

3.1. Providing our employees with a decent standard of living

Sanofi's compensation policy aims at providing wages that are sufficient to cover employees' basic needs (food, children's education, family expenditure on goods and services, etc.), thus contributing indirectly to the avoidance of child labor, often used as a complementary resort to compensate family revenue.

Sanofi also seeks to provide all employees worldwide with high-quality benefits covering health, pension, incapacity, disability, and death. In all countries, employees (as well as, in general, their spouses and children) receive reasonable reimbursements of medical expenses, as well as death benefits.

For more information, see the section 4.2.1.4.2.2 Employee Benefits in the Declaration of Extra-Financial Performance in our [Document Center](#).

3.2. Improving employees' work-life balance

Sanofi is committed to improving the work-life balance of its employees, including those who are parents. We are aware of the challenge of managing work accountabilities and career aspirations while handling parenthood and associated responsibilities. Sanofi affiliates in several countries have deployed initiatives to increase workplace flexibility and improve the work-life balance: for example, in Latin America, Sanofi extended maternity and paternity leave beyond legal requirements;

During 2020, a Global Flexible Work Culture initiative was signed off by our Executive Committee to support flexible working through two global policies: Flex at Work (flexible hours, homeworking, etc.) and Flex From Work (time off for family reasons, parental leave, carers, etc). So far, these flexible working policies have been adopted by Sanofi in over 75 countries.

For more information, see the Diversity and Inclusion factsheet and the section 4.2.1.6.1.2 Inclusive work environment in the Declaration of Extra-Financial Performance in our [Document Center](#).

3.3. Enfants de Sanofi: Supporting our employees' children and families

Sanofi is committed to helping employees' children up to the age of 25 who are experiencing difficulties as a result of medical problems, educational difficulties, or social and family troubles.

Sanofi's *Enfants de Sanofi* program is an association under French law (charitable organization) that provides individual support to our employees' families worldwide by responding to individual requests, and also takes collective actions in many subsidiaries like vaccination, dental care, and eyesight test campaigns and educational programs.

In 2020, Enfants de Sanofi supported 102 employees' children in 25 countries, and organized collective actions in 16 countries for 3 400 children such as:

- Vaccinations in Egypt, Hungary, the Philippines and Vietnam;
- Medical checkups in China;
- Sight and ear tests in Hungary and Vietnam;

- Digital events for employees' children were organized during covid-19 lockdowns in Turkey, Iran, Russia, Colombia, Argentina, Paraguay, Uruguay and Chile; proposing educational and awareness activities like importance of reading habits, healthy eating, hygiene and health literacy, science discovery as well as environment protection through home recycling;
- In Lebanon, Enfants de Sanofi agreed a special educational allowance for 139 employee's children supporting families to cope with hyperinflation (out-of-control price increases of goods) in the country.

Since its creation in 1993, over 3 600 children have received individual support in 87 countries and more than 50 000 children in 35 countries have benefited from collective support through health programs and awareness campaigns.

For more information, [Enfants de Sanofi, Rapport Annuel 2019.](#)

4. PRINCIPLE 4: ALL BUSINESSES SHOULD ENSURE THE PROTECTION AND SAFETY OF CHILDREN IN ALL BUSINESS ACTIVITIES AND FACILITIES

4.1. In our business activities: Protecting children participating in Sanofi's clinical trials

We are committed to conducting exemplary clinical trials worldwide by applying the most stringent quality standards. Our responsibility is also to ensure that all participants in clinical trial programs have provided genuine, individual, informed consent.

More specifically, we make a particular effort to ensure that children's fundamental rights, such as the right to information on the benefits and risks prior to giving consent, are respected and protected. We engage in different kinds of actions:

- Sanofi provides specific texts to children that explain the rules of informed consent in a simple and understandable way.
- Sanofi has set up specific tools tailored to children, such as adapted pain scales.

For example, Sanofi France produced a film for people who are considering taking part in a clinical trial, including in pediatric clinical trials, which explains the rules of informed consent, gives trial-related information, and describes the documents that must be delivered to patients, the restrictions, and the importance of taking one's time to decide.

4.2. In our facilities: Ensuring the safety of young workers

Through its health and safety policy, Sanofi deploys actions and measures to safeguard the physical and mental health of all employees, including young workers as permitted by Sanofi's internal reference documents, by minimizing their exposure to chemical, biological and physical factors, and by taking measures to ensure their well-being at work.

As described above, the Suppliers' Code of Conduct, which refers among other instruments to the ILO conventions on child labor, sets out the standards we expect our suppliers to comply with in order to fight against child labor and protect workers' health and safety. The minimum age for employment is set at 15 years; workers under the age of 18 shall not perform tasks that are likely to jeopardize their health, safety or morality.

For more information, see the *Health and Safety in the workplace factsheet* and *4.3.14 Procurement and subcontracting in the Declaration of Extra-Financial Performance* in our [Document Center](#).

5. PRINCIPLE 5: ALL BUSINESSES SHOULD ENSURE THAT PRODUCTS AND SERVICES ARE SAFE AND SEEK TO SUPPORT CHILDREN'S RIGHTS THROUGH THEM

Finding innovative solutions to improve access to quality healthcare, including to essential medicines and vaccines, is an everyday objective for Sanofi.

Sanofi pays particular attention to the rights and needs of, as well as the challenges faced by, children.

5.1. A large portfolio of medicines covering a wide range of pediatric health issues

Today, Sanofi's portfolio covers a large part of the molecules and vaccines in the World Health Organization's (WHO) list of essential medicines for children:

- Prevention (pediatric, meningococcal and rabies vaccination);
- Acute infections (respiratory, gastrointestinal and urinary infections; typhoid fever; meningitis; pain and fever);
- Endemic disease (malaria, tuberculosis, sleeping sickness, leishmaniasis);
- Chronic disease (epilepsy, diabetes, allergies);
- Genetic disease (Genzyme).

We provide medication and healthcare tools to address numerous fundamental childhood health issues, from the routine to the life-threatening, offering major therapeutic solutions in many areas of pediatrics, such as: pain and fever; gastrointestinal disorders and parasitology; allergic and respiratory diseases; epilepsy, diabetes and vaccine-preventable diseases.

For example, we produce a pediatric version of the drug combination artesunate + amodiaquine (ASAQ) launched by the company for the treatment of malaria, a disease that particularly affects children. Adapted formulae of soluble tablets of ASAQ Winthrop® for children has allowed easy case management of infants and children. ASAQ Winthrop® has been used to treat over 515 million cases of malaria since it was launched in 2007, including more than 210 million babies and children aged under five thanks to our special pediatric formulation. In 2020, more than 15 million ASAQ Winthrop® malaria treatments were sold at preferential prices, despite a slowing of demand under major programs caused by COVID-19.

On the same track, Sanofi is currently working on developing Primaquine water-soluble tablets for children. This molecule which is widely used for Plasmodium vivax malaria radical cure is also recommended as transmission blocking agent in Plasmodium falciparum malaria elimination. In order to ensure ease of use and compliance, it is key to make children adapted dosages and formulae for this essential drug.

Sanofi Global Health Program involves in this development its development center of Luleburgaz (Turkey) as well as its industrial site currently manufacturing Primaquine tablet 15mg in Cali (Colombia).

5.1.1. Promoting behavior communication for change with children

In 2019, there were 229 million recorded cases of malaria, and over 400,000 died from the disease. Children aged under 5 are the most vulnerable and accounted for 70% of malaria-related deaths worldwide.

Children are the primary victims of malaria, and they are also the adults of tomorrow. Educating them is an essential part of the fight against malaria. A total of over 340 000 schoolchildren, mostly between 10 and 12 years of age, have taken part in these initiatives. Over time these children are expected to convey their acquired knowledge about malaria to their peers and families. It is difficult to estimate the total number of people reached indirectly through such an initiative, since knowledge dissemination can take many different forms.

The overall program is called Schoolchildren against Malaria program. This program aimed to use schoolchildren as change agents to lead to individual behavior change and engage the community in the fight against malaria.

The Schoolchildren against Malaria program was first developed through collaboration between Sanofi and the NMCP in Côte d'Ivoire. Between 2008 and 2020, seventeen sub-Saharan African countries adopted the program: Burkina Faso, Burundi, Cameroon, Côte d'Ivoire, Democratic Republic of the Congo, Gabon, Ghana, Guinea, Kenya, Madagascar, Mozambique, Niger, Nigeria, Senegal, Tanzania, Togo and Uganda.

- <https://www.youtube.com/watch?v=nBp9xMZV1Gc> (Niger – French version)
- <https://www.youtube.com/watch?v=t831zJxNVwo> (Niger – English version)

Three years ago, Sanofi took the opportunity of new technologies to initiate digital solutions development and to complete the range of tools for children and significantly increase the population reached by prevention messages on malaria. Those innovative materials are available on YouTube or on the web. In addition, these digital tools were disseminated proactively through a YouTube campaign in 4 African countries (Senegal, Ghana, Ivory Coast and Cameroon) and various TV programs late 2020. Such of dissemination increased significantly the number of people reached.

A comprehensive range of digital learning tools:

MOSKI KIT®: With the Moski Kit®, Sanofi offers children the opportunity to learn essential information about malaria, its dangers, and its prevention in a fun and interesting way. Presented in a school carrying case, the Moski Kit® contains several complementary tools to teach key messages and remember key points.

In 2016, the first prize in the Most Valuable Patient Initiative or Service Award at the Eyeforpharma Barcelona Awards:

<https://www.reutersevents.com/pharma/content/sanofis-moski-kit-wins-most-valuable-patient-initiative-or-service-eyeforpharma-barcelona>

In 2017, Moski Toon®, the educational cartoon, has been nominated for the 2018 Eyeforpharma Awards for the Most Valuable Patient Initiative category.

In 2020, Flash Malaria and Moski Memory, the newly developed flashes for social media and digital game received the award in the education category at the International Society of Neglected Tropical Diseases (ISNTD) festival.



For more information, see:

- *Seven ways to prevent malaria*: [Sanofi – Flash malaria – 7 key-messages - YouTube](#)
- [Let's play with the Editorial MOSKI MEMORY game \(moski-memory.com\)](#)

Building on the success of the MOSKI KIT®, Sanofi has expanded its range of youth-oriented tools with a didactic cartoon called MOSKI® TOON. This new awareness tool focusses on a boy who teaches his young cousin about the various methods for prevention and management of malaria. Its impact on children's malaria knowledge attitudes and practices has been evaluated through a dedicated Knowledge Attitudes Practices (KAP) study in December 2016, on 410 children from 7 to 12 years old, in a mix of urban and rural households in Cote d'Ivoire and Kenya with IPSOS. This cartoon available in French or English allowed children to acquire a better level of knowledge on the disease. It also encouraged them to change their behaviors regarding malaria, and to convince their relatives to do the same.

See Moski® toon:

- <https://www.youtube.com/watch?v=i8Nq0B2CRD0> (cartoon – French version)
- <https://www.youtube.com/watch?v=6z1YxpoyGoU> (cartoon – English version)

The Flash Malaria videos pursue Sanofi's range of Moski® edutainment digital tools to raise malaria awareness. Their very short duration (about 35 seconds) is perfectly adapted to social media. These eight episodes can be watched successively or on a regular basis. The aim is to disseminate simple and short key messages related to prevention, environment, and management of malaria via social media to increase the reach in malaria endemic-countries.

See Flash Malaria (English versions):

- #1: The mosquito net: https://m.youtube.com/watch?v=fjf3rb5LF_k&feature=youtu.be
- #2: The wire mesh: <https://m.youtube.com/watch?v=y42lZByh1cw&feature=youtu.be>
- #3: The environment: <https://m.youtube.com/watch?v=i78nJM7xWQY&feature=youtu.be>
- #4: The insecticide: <https://m.youtube.com/watch?v=SWMXVDHXC08&feature=youtu.be>
- #5: Pregnant women: [Sanofi – Flash malaria 5 – Pregnant women - YouTube](#)
- #6: The diagnostic: <https://m.youtube.com/watch?v=Zz2gOEPWLKc&feature=youtu.be>
- #7: The medicines: <https://m.youtube.com/watch?v=w26Qyd5Yjro&feature=youtu.be>

For more information, see the [Fighting Malaria factsheet](#) in our [Document Center](#).

5.2. Sanofi Pasteur Vaccines: Immunizing children against vaccine-preventable diseases

More than 22 million children worldwide (one child out of five, mostly in low-income countries) currently do not have access to even the most basic package of childhood vaccines². At the same time, in other parts of the world, including high-income countries, the benefit of vaccination is

² GAVI Alliance Library & News, Mid-term review, October 30, 2013.
https://www.gavi.org/sites/default/files/document/2019/GAVI_MTR%202013_En.pdf

becoming less obvious to some populations. Because of lower vaccination coverage, we see the resurgence of diseases that had almost disappeared, such as measles or pertussis.

Access to vaccination is hampered by multiple barriers that may be structural (e.g., health systems, conflicts, affordability, etc.) or societal (behaviors, education, beliefs). This multifactorial challenge can only be addressed by committed partnerships between all the actors with a stake in the sustained success of vaccination and prevention programs.

True to our vision of a world where no one suffers or dies from a vaccine-preventable disease, Sanofi Pasteur is committed to working on multiple levels to optimize the impact of vaccination:

- Developing a broad portfolio of vaccines and solutions to address worldwide epidemiological challenges;
- Playing an active role in key public-private partnerships;
- Providing effective and affordable vaccines and protection to all populations, regardless of their level of wealth; and
- Contributing to local capacity building of healthcare systems to prevent infectious diseases.

Polio eradication is in sight



Sanofi Pasteur has partnered with the Global Polio Eradication Initiative (GPEI) (<http://polioeradication.org/>) for nearly 30 years and supplies UNICEF with polio vaccines at preferential prices via GAVI, the Vaccine Alliance, which aims to vaccinate the populations of 73 of the poorest countries on the planet, thereby eradicating polio.

The polio eradication program is a remarkable success story: the number of countries where polio is endemic has fallen from 125 in 1988 to just two in 2020. The number of cases continued falling through 2019, raising the world's hopes of progress towards eradication. However, the epidemiology has worsened since then, and the COVID-19 crisis has had negative repercussions for polio eradication programs.

Sanofi has played a pivotal role in the polio eradication campaign from the outset and has supplied vast numbers of doses of oral polio vaccine (OPV) – over 14 billion in total – to support the GPEI.

In preparation for the final stage in the campaign against wild polio, we have made substantial investments in our industrial capacity during the last decade; we are now able to supply 50% of the injectable polio vaccine (IPV) doses required by UNICEF, even in the two-dose regimen currently recommended by the WHO. This is an unparalleled effort among the various suppliers that support the GPEI. We sell to UNICEF at the lowest possible price, so that the program can be affordable for all.

A long term partner in the Global Polio Eradication Initiative

As the leading supplier of polio vaccines, Sanofi has produced more than 6 billion doses of Oral Polio Vaccine (OPV) and 1.5 billion doses of Inactivated Polio Vaccine (IPV).

In 2020, Sanofi supplied 66 million doses of IPV to UNICEF for GAVI-eligible countries (enabling around 66 million children, representing 87% of children born in GAVI countries, to be vaccinated against polio) and 345 million doses of OPV to UNICEF for GAVI-eligible countries.

Sanofi Pasteur also supplied 33 million doses to Brazil, India, Indonesia and the Philippines for their national polio vaccination campaigns.

For more information, see the [sanofi.com/polio](https://www.sanofi.com/polio) and section 4.2.2.3 Availability - Innovation and Patent Management in the Declaration of Extra-Financial Performance in our [Document Center](#).

6. PRINCIPLE 6: ALL BUSINESSES SHOULD USE MARKETING AND ADVERTISING THAT RESPECT AND SUPPORT CHILDREN'S RIGHTS

Sanofi is committed to ethical marketing practices through:

- The adherence to the codes governing our industry in Europe (EFPIA), the United States (PhRMA) and worldwide (IFPMA)
- Our own internal codes governing our promotional activities

Our overarching concern is ensuring patient safety and the proper use of our products. In the marketing of our products, including drugs available without a prescription, we are committed to provide accurate, complete and reliable information to physicians, pharmacists and other healthcare professionals. All our promotional materials are based on scientifically proven results and undergo an internal (by the Global Quality Direction) and external (by health authorities) review process, in order to ensure that the information provided is objective and fair.

7. PRINCIPLE 7: ALL BUSINESSES SHOULD RESPECT AND SUPPORT CHILDREN'S RIGHTS IN RELATION TO THE ENVIRONMENT AND TO LAND ACQUISITION AND USE

To safeguard the health of communities and of children everywhere, we continually seek to limit the environmental impact of our activities along the entire life cycle of our products, from development through marketing, and monitoring pharmaceuticals in the environment.

Because Sanofi believes that reducing greenhouse gas emissions and using energy responsibly are part of our mission to help protect life on the planet, we are committed to optimizing our energy consumption and energy security, and reducing our carbon footprint. We are also committed to managing water responsibly in the interest of future generations and their continued access to the resource.

Pharmaceuticals found in the environment due to human activity — such as patients' disposal of medicines or effluents from drug production facilities — are the focus of growing attention. Even in trace amounts, their presence represents a potential health concern for adults and children alike, and this is a challenge that Sanofi takes seriously. Sanofi addresses this challenge through a multifaceted program ranging from supporting take back programs of unused medicines to

implementing cutting-edge technologies to reduce discharge from our chemical and pharmaceutical sites in India, for example.

8. PRINCIPLE 8: ALL BUSINESSES SHOULD RESPECT AND SUPPORT CHILDREN'S RIGHTS IN SECURITY ARRANGEMENTS

Sanofi does not use public forces to ensure the security of its premises.

When necessary, Sanofi hires private security forces, and ensures that their behavior is in line with Sanofi's security policy, which includes respect for children's rights.

9. PRINCIPLE 9: ALL BUSINESSES SHOULD HELP PROTECT CHILDREN AFFECTED BY EMERGENCIES

The Sanofi Espoir Foundation was created in October 2010 to capitalize on over 20 years of international commitment to solidarity. It is tasked with helping reduce health inequalities among populations who are most in need by means of a socially responsible approach. Its work focuses on three main areas: fighting childhood cancers in developing countries, improving maternal and neonatal health, and ensuring access to healthcare for the most vulnerable communities in France.

In addition, when natural disasters or conflicts strike, an emergency response is essential for addressing healthcare requirements. To help adults and children who are injured, homeless, or displaced, the Foundation works in coordination with the authorities, with Sanofi's own teams, and with health workers and non-governmental organizations (NGOs) in the field.

In December 2020, the Sanofi Espoir Foundation launched a €500,000 solidarity fund to support medical and social aid associations affected by the COVID crisis. It already mobilized its resources in April by creating an exceptional emergency fund of one million euros for health actions in response to COVID-19. These actions both in France and internationally have benefited more than 55,000 people, including professionals, volunteers and beneficiaries. They have also raised awareness of the pandemic and the need for social distancing measures among nearly 2.5 million people.

10. PRINCIPLE 10: ALL BUSINESSES SHOULD REINFORCE COMMUNITY AND GOVERNMENT EFFORTS TO PROTECT AND FULFILL CHILDREN'S RIGHTS

Sanofi participates in numerous projects, in close cooperation with local governments and institutions, to protect and fulfill children's right to health and education.

10.1. Fighting childhood cancer

As part of our new social impact strategy we are reinforcing our R&D innovation to help vulnerable communities such as childhood cancer. A child living in a low- and middle-income country is four times more likely to die from childhood cancer compared to a child raised in a high-income country. To combat this inequality, we will develop innovative medicines with the ambition to ultimately eliminate cancer deaths in children.

In addition, the My Child Matters program was initiated by the Foundation in 2006 to enable children with cancer in low- and middle-income countries in Africa, Asia and Latin America to benefit from

better diagnostic and therapeutic care. It aims to strengthen the capacities of local teams. The program is deployed in partnership with St. Jude Children's Research Hospital, SIOP (International Society of Pediatric Oncology), UICC (Union for International Cancer Control), GFAOP (Groupement Franco-Africain d'Oncologie Pédiatrique), the Children Cancer Institute (CCI), the Global Alliance against Cancer (AMCC) and World Child Cancer. It acts closely with the WHO Global Initiative for Childhood Cancer.

The My Child Matters program provides financial support and expertise to ensure that all children have access to diagnosis and treatment. Through this program, the Sanofi Espoir Foundation is helping to increase the number of trained healthcare professionals, with more than 30,000 beneficiaries to date. Fifteen years after its was launched, the My Child Matters program has already provided care for 100,000 children and supported more than 80 projects in some 60 countries.

For more information, see <https://www.fondation-sanofi-espoir.com/en/who-benefits-from-our-actions/children-with-cancer-in-poor-countries>

10.2. Improving maternal and newborn health

The Foundation created the Midwives for Life initiative to combat maternal and neonatal complications and deaths, which are largely preventable in developing countries through the use of more and better trained midwives, who are key players in this fight.

Since 2014, Sanofi Espoir Foundation has introduced the Midwives for Life Awards to recognize initiatives developed by midwives to reduce maternal and newborn mortality and improve the health of women and infants in developing countries.

For nearly ten years through its Midwives for Life initiative, the Foundation has supported [35 projects in 24 countries](#). These have helped care for 4.5 million women, including nearly 1.2 million pregnant women.

For more information, see <https://www.fondation-sanofi-espoir.com/en/who-benefits-from-our-actions/mothers-and-newborn-children-in-poor-countries>

10.3. Raising awareness about Diabetes

In 2019, the International Diabetes Federation estimated that 463 million adults and over one million children were living with diabetes. Rising rates of obesity and reduced physical exercise among young people in many countries mean that type 2 diabetes is affecting people at ever younger ages, making it a global public health issue with grave consequences.

School plays an important role in supporting these children, but for many of them, a lack of knowledge about diabetes within schools can lead to feelings of isolation, stigmatization and discrimination.

Since 2013, Sanofi created the Kids and Diabetes in School project (KiDS), a school-based education program designed to improve the treatment and integration of children with type 1 diabetes, and to increase awareness of the benefits of a balanced diet and physical activity in preventing the development of type 2 diabetes.

In partnership with the International Diabetes Federation (IDF) and International Society for Pediatric and Adolescent Diabetes (ISPAD), it is established in 745 schools, across 9 countries, and provides training materials in 18 languages.

Since its beginning, the program has reached 189,000 school children and trained 13,000 teachers and other school staff.

In 2020, the KiDS program was impacted by school closures due to the COVID-19 epidemic. It was initiated in the Philippines via virtual sessions. Philippines is the tenth country to be added to the program after India, Brazil, the United Arab Emirates, Pakistan, Egypt, Poland, Japan, Hungary and Argentina.

For more information, see the <https://www.sanofi.com/en/about-us/our-stories/kids-program-diabetes>.

10.4. Supporting young people from underprivileged background through volunteering

Sanofi supports the social and economic development of the communities where we work through partnerships with local stakeholders, engaging with underserved populations and pursuing initiatives to inspire the next generation.

Through global and local initiatives our employees support access to health and education and improve quality of life for disadvantaged populations.

In China, Sanofi employees volunteered in “The Guangzhou Golden Ribbon’s Project”, animating sessions on Chinese traditions and arts and crafts in hospital for children with cancer.

Our employees also provide support for careers in the Science, Technology, Engineering, and Mathematics (STEM) fields. For many years in Waterford, Ireland, Sanofi volunteers have provided mentoring and encouragement to students wishing to pursue studies in STEM and partnering with the NGO Junior Achievement during Math’s Week.

In France, the Sanofi’s commitment to the government’s PAQTE program supports deprived urban areas, through the many initiatives already in place on our sites. The focus is on four key areas:

- Awareness: familiarizing youngsters with workplace life through work experience for 14-year-olds, sponsorship and tutorials;
- Training: helping young people find work, especially through apprenticeships;
- Hiring: encouraging non-discriminatory recruitment by providing training to hirers; and
- Purchasing: buying goods and services from SMEs in deprived urban areas to stimulate economic growth.

It’s essential to broaden the educational experience by opening our doors to young people. That’s why Sanofi welcomed nearly 200 school students from deprived urban areas onto our French sites in 2020.

In France, Sanofi employees have also invested time in sponsorship initiatives focused on equal opportunity, sponsoring 217 young people from deprived urban areas across France:

- 58 in association with “Nos Quartiers ont des Talents”, a non-profit organization that helps youngsters from deprived neighborhoods to find jobs;
- 69 with the Institut Télémaque, which supports talented and motivated young students from underprivileged backgrounds;
- 40 with Capital Filles, which supports girls from deprived urban and rural areas;

- 12 with Sport dans la Ville, which helps struggling young people find their place in society and begin their careers;
- 8 via the P-TECH project (in conjunction with IBM at Montpellier), which uses tutoring and internships to help vocational students train in science and technologies;
- 19 in link-ups with other local non-profits, including Maison Gaia and Proximité.
- Finally, 11 of our employees visit schools in deprived neighborhoods under the auspices of the Énergie Jeunes educational program.

For more information, see the section 4.2.1.6.1.3 Focus on diversity and inclusion in France in the Declaration of Extra-Financial Performance in our [Document Center](#).