SANOFI
Empowering Life
For the last three years Sanofi has been carrying out a profound transformation in its working environment based on the principle of the activity based workplace and this has since been deployed worldwide (France, Brazil, Japan…). We have seen a higher level of satisfaction among colleagues who have benefitted from this transformation and who do not wish to go back to the old methods.

The transformation is governed by rules and principals which are decreed in the Global Workplace Experience policy. They are updated regularly with the best innovative and successful ideas from projects.

We have chosen to draw up this policy because recent studies have shown that people will attach greater importance to the working environment in their choice of company.

The Global Workplace Experience will evolve in time and according to projects in order to accommodate Sanofi business transformations. This will contribute to and enhance the high level of attractivity for current and future talent wanting to work for Sanofi.

The working environment is thus at the heart of this transformation and incorporates both the human and the business dimension, hence our need for two executive sponsors who were: Dominique Carouge (BT) and Roberto Pucci (HR) in 2018.

This policy is totally in line with the “Empowering life” values and is designed for all Sanofi colleagues and partners who benefit from this working environment. The three pillars of this policy (Ambition, Lifestyle and Services) enable them to mobilize all their capacities to act as healthcare partners.

The document lays out one of the “raison d’être” of the first pillar (Ambition) and gives Corporate Social Responsibility (CSR) fundamentals for a “Green” Workplace.
Sanofi, a health journey partner

Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions.

With more than 100,000 people in 100 countries, Sanofi is transforming scientific innovation into healthcare solutions around the globe.

Sanofi, Empowering Life.
Through the definition and the implementation of the Sustainable Building Charter, the Sanofi Group wants to promote **efficient working conditions** and a **pleasant working environment**, in order to take part in our employees’ health and wellbeing.

This approach, which conveys the **values and ethics** of the Group, answers to the sustainable development stakes and aims at **attracting the brightest worldwide** in the long term.

Finally, the Sustainable Building Ambition helps to contribute to the **human community** and the **planet resilience** – as much as possible.

* Sustainable Building Charter
Sanofi Key Requirement S4 on Building Design acts as a prerequisite for all real estate projects:

- Buildings and their surroundings are designed, in accordance with local regulation and company requirements, to ensure a proper protection of personnel, of environment and to avoid business interruption.
- Buildings are designed in partnership with HSE and the Corporate Insurance Department.
- Buildings are particularly designed or selected:
  - For adequate fire and explosion resistance, and ability to withstand natural forces (e.g. earthquake, flood and storms, lightning, tsunami);
  - With emergency power and lighting, fire detection/alarms and fire protection systems, where indicated by risk assessment;
  - So that maintenance can be performed safely. Structural elements relevant for building stability and functionality are integrated in the maintenance plan;
  - With sufficient exits for means of egress. Emergency routes are clearly defined and marked with signs;
  - Accommodating disabled people with inside and outside access and egress routes;
  - And taking into account slip, trip and falls hazards.

SAFETY CONSIDERATIONS:

One of the primary objective of a site is to provide a safe working environment to its residents. This objective requires our offices to be aligned with all local safety regulations as well as the Sanofi safety standards.
KEY OBJECTIVES

WHY?

PEOPLE
Empowering life by providing a healthy, safe and comfortable work setting for our employees and stakeholders.
» HEALTH: Promote healthy work environments
» COMFORT: Provide comfortable workplaces for all
» MIND: Enhance psychological wellbeing through positive work environments

PLANET
Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is no "Planet B".
» RESOURCES: Reduce the asset consumptions and emissions
» BIODIVERSITY: Protect and develop local flora and fauna
» CLIMATE: Mitigate our impact on climate change and adapt to its effects

COMMUNITY
Involving employees and company stakeholders into long-term relationships within the communities where we operate.
» INCLUSION: Take on its role as an ordering party to have a positive impact on the society
» MOBILITY: Support public networks and promote environmentally-friendly means of transportation
» PARTNERSHIP: Develop constructive relations with the economic partners and local community