OUR CORPORATE SOCIAL RESPONSIBILITY IN 2018
The Sanofi Group is among the world's leaders in health care, and thus caring for others is very naturally encoded into our DNA. Ethics and responsible behavior are reflected in all of our daily activities.

Our goal is to be socially responsible wherever we're active. We also involve our employees in our activities; they can each help out in the regions where they live and other regions close to their hearts. We teach them that helping others is an integral part of life.

We believe that sustainability is business of its own kind, and that business is tied to sustainability. We believe that Corporate Social Responsibility (CSR) contributes to the creation of new enterprise models.
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Libor Kytýr
Head of Communication Sanofi CZ&SK
WE COOPERATE WITH OUR PARTNERS TO PROTECT HEALTH, IMPROVE QUALITY OF LIFE, AND ADDRESS EVERYONE’S POTENTIAL HEALTH NEEDS.
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INTRODUCING SANOFI

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.

€5.5 billion invested into R&D in 2017.

9 potential submissions in the next 18 months.

Over than 10 pivotal studies will begin in the next 12 months.
OUR BEHAVIOR IS ALWAYS PRINCIPLED, TO ENSURE THAT WE CAN MEET THE HIGHEST OF ETHICS AND QUALITY STANDARDS.
WE FIGHT COUNTERFEITING

For patients, the difference between a name-brand medicine and a counterfeit can be a matter of life or death. Because our goal is to provide high-quality, affordable medicines, fighting counterfeits is a natural part of our activities. Counterfeits can not only worsen a patient’s state of health, but also permanently harm or even kill them.

Thus since 2008, we’ve been operating an anti-counterfeiting lab in Tours, France. We’ve also been supporting World Anti-Counterfeiting Day for many years. On that day, we inform professionals and the public of the dangers connected with counterfeit medicines, and also advise on how each citizen can reduce the risk of encountering such drugs.

SANOFI AND SOCIAL RESPONSIBILITY

WHERE WE HELP

We help in the areas we understand, since that’s where we can help the most. We contribute to improvements in health care accessibility within the public health care system. Our goals here are to be a responsible and reliable partner within the health-care systems of the Czech and Slovak Republics, increase awareness of illnesses among both professionals and the public, and cooperate on education with patient organizations and medical professionals.

We develop the communities where we’re active. We cooperate with the academic community to aid in the education of future doctors and pharmacists, and we support the projects of non-governmental organizations working for socially and physically disadvantaged citizens, but we also don’t hesitate to take off our suits and ties and dig gardens or paint canvases, helping wherever it’s needed.

CSR

We also work to reduce and prevent environmental and human-health impacts. We protect our future, and those of upcoming generations, by considering the environmental impacts of our company’s decisions at all times.

COMPLIANCE

HELP LINE

The Sanofi Group operates a help line that its staff can call whenever they have suspicions of illegal or unethical behavior.

Our behavior is always principled, so that we can meet the highest of ethical and quality standards.

OUR VALUES

When we’re cooperating with our partners, our goal is to protect health, improve quality of life, and address everyone’s potential health needs. Within our global presence and our determination to improve access to medicines and health care, we’re always trying to improve daily life for patients and people and to apply our scientific innovations and research and convert them into therapeutic solutions for patients.

We require that all of our employees, collaborators, and partners maintain the principled behavior that is required by Sanofi’s own code of ethics. We are also true to the principles of international declarations that govern citizens’ human, economic, cultural, and social rights.

Of the 10 best-selling medicines, half are from Sanofi, including the most widely used ones such as Paralen and Ibalgin.

MAIN THERAPEUTIC APPLICATIONS

- cardiovascular illnesses
- diabetes
- thrombosis
- central nervous system illnesses
- oncology
- internal medicine
- rare diseases
- vaccines
- immunology
- multiple sclerosis
- coughs and colds
- pain

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SANOFI’S SOCIAL RESPONSIBILITY RESTS ON THREE MAIN Pillars THAT HAVE OUR LONG-TERM SUPPORT.

IMPROVING HEALTH CARE ACCESSIBILITY
- Supporting health-care access in patient groups with limited access

DEVELOPING OUR COMMUNITIES AND IMPROVING EMPLOYEE ENGAGEMENT
- Supporting local communities wherever we’re active.
- Working to ensure our employees’ development and greater involvement

WORKING TO SOLVE ENVIRONMENTAL PROBLEMS
- Reducing CO₂ emissions
- Reducing waste
- Managing water consumption and reducing medicines’ presence in water
- Increasing awareness of climate change and its health consequences

HEALTH CARE ACCESS FOR PATIENT GROUPS WITH LIMITED ACCESS

COMMUNITY INVOLVEMENT

A HEALTHY PLANET

ETHICS AND TRANSPARENCY
CSR

CORPORATE SOCIAL RESPONSIBILITY DATES ALL THE WAY BACK TO THE 19TH CENTURY, WHEN ANDREW CARNEGIE PUBLISHED THE OPINION THAT THE RICH HAVE A MORAL DUTY TO SHARE THEIR WEALTH WITH OTHERS.

WHAT IS CSR?

Within Corporate Social Responsibility, companies take on voluntary obligations to behave responsibly towards the surroundings and society in which they are active. Their activities are thus then characterized by a willingness to do more than merely what’s required by law.

SANOFI

For over 10 years, Sanofi has been listed on the World Dow Jones Sustainability Indices (DJSI World): the most respected international sustainability indices among investors. The DJSI World Index lists roughly the world’s top 10% when it comes to performance in social responsibility, out of 2,500 companies worldwide.

DID YOU KNOW?

Corporate Social Responsibility (CSR) dates back to the 19th century, when Andrew Carnegie published the opinion that the rich have a moral duty to share their wealth with others.
Patients come first for us. Our medicines are always a guarantee of high quality, but that’s not the end of our interest in the patient. Sanofi supports access to health care, increased patient security, education for professionals and the public, and the prevention of a variety of diseases. We’re in contact with patient communities and we watch their views and viewpoints so that we can thoroughly understand their needs.

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1. PATIENT SUPPORT AND EDUCATION

Already today, patient awareness isn’t just a matter for doctors. Patients and their families are joining together into civic associations and patient organizations that share their experience, pass on information, and seek further treatment options. Sanofi tries to be a partner, support, and advisor to them in their difficult life situations, and thus creates prevention programs for patients and offers support focused on patient organizations, charity funds, and civic associations, as well as selected congresses, seminars, and workshops.

2. BACK TO THE PHARMACY!

In 2014, Sanofi teamed up with Radio Impuls for an information and education campaign called “Where Do Unused Medicines Go? Back to the Pharmacy!” This project also drew from the support of the State Institute for Drug Control, the Czech Association of Pharmaceutical Firms, the State Health Department, and the Ben pharmacy chain. This project’s aim was to inform the overall public of the right way to handle unconsumed medicines and medicines that are past their expiration date (use-by date). Expired packages of medicaments, drops, and syrups don’t belong among mixed waste (i.e. in the wastebasket, toilet, etc.), but back in pharmacies, which then hand them over for expert liquidation.

3. A FOCUS ON DIABETICS

Over 900,000 people in the Czech Republic suffer from diabetes, and their numbers are still growing. That’s why we’ve teamed up with diabetologists and non-profits to found Dialiga.cz, one of the first lifestyle projects for Czech diabetics patients to make strategic use of social media. Dialiga’s goal is to create a community of patients who wish to share experiences regarding how best to manage and compensate for this disease. Dialiga brings patients reliable and verified information on diabetes, as well as interesting tips on how to live a comfortable life despite this condition. A team of experts stands behind this project.

YOUR DIABETES GUIDES, LET’S KEEP IT UP WITH INSULIN, DIABETES AND CARDIOVASCULAR ILLNESSES, AND MORE = FURTHER EDUCATIONAL MATERIALS FOR DIABETES PATIENTS.
4. CHOLESTEROL
RISKS MUST BE TAKEN
SERIOUSLY

Czechs pay less attention than they should to caring for their health. A third of the nation’s citizens are overweight, and 60% of them engage in few to no sports activities. A quarter of them don’t attend regular checkups, and only 16% of them know that they have high cholesterol. These are the results of one Sanofi survey. Meanwhile, statistics show that nearly five times as many people suffer from dyslipidemia. People should determine their cholesterol levels during regular checkups at their GP. Yet not everyone goes to checkups, even though the Czech Republic has a very well developed system for preventive care that’s paid for by public health insurance. Because of all this, in 2015, Sanofi teamed up with the media to launch a campaign to draw attention to the importance of monitoring cholesterol levels during checkups and to show how important sufficient exercise is for prevention.

50%

According to the Ministry of Health, cardiovascular diseases have long been our nation’s main cause of death. Over 50% of the populace succumbs to them.

5. WORLD HEART DAY

A Heart Day prevention event is held in the Czech Republic each year on the occasion of World Heart Day. And each year, Sanofi participates in a number of educational projects connected with World Heart Day, including a press conference, and draws attention to the fact that the high cholesterol levels we’ve mentioned cause cardiovascular diseases.
In 2016, Sanofi received the Top Responsible Company title and first prize in the category “Socially Beneficial Project” for their support for the “STK pro chlapy” project – Technical Checkup Stations for Men.

For many years, only badminton fans knew Petr Koukal—he repeatedly won the title of national champion. However, in 2010 he had to win a much tougher struggle. A struggle for his life. Fortunately, he won his battle with cancer, and based on his experiences, he decided to found the Petr Koukal Charity Foundation, through which he works to educate the public on the prevention of oncological and lifestyle diseases among men. Because Sanofi considers prevention very important and is itself involved in it in the long term, it has decided to become a partner to the foundation in this campaign. Through a number of promotions, Sanofi also strives to motivate its employees to attend checkups in time.

Why the name “STK?” Through its name, this campaign for cancer prevention among men compares itself to the vehicle inspections—“STKs” in Czech—that are so critical for cars. It’s equally important to care for your own health and to regularly go for preventive checkups.

Within the STK Roadshows organized at music and sports festivals, and also on the internet, men could visit “STK” stations throughout the country for a free, while-you-wait preventive blood sampling aimed at preventing prostate and testicular cancer, diabetes, and high cholesterol levels.

“If only I’d visited the doctor the moment my hands felt it, an operation would have been enough. I only went three months later, and so besides the operation, I then had to also undergo difficult chemotherapy,” says Czech badminton player and three-time Olympic participant Petr Koukal.
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“ONCE GUYS START CARING FOR THEIR HEALTH LIKE THEY CARE FOR THEIR CARS, WE’LL HAVE WON!”

prof. MUDr. Jiří Vorlíček, CSc., chairman of the Czech Society for Oncology

“TOP RESPONSIBLE COMPANY

3 million
That’s how many Czech men ignore cancer prevention.

“ONCE GUYS START CARING FOR THEIR HEALTH LIKE THEY CARE FOR THEIR CARS, WE’LL HAVE WON!”

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7. WE BRING SMILES TO HOSPITALS

For over 10 years, Sanofi SK (formerly via the Zen-tiva Foundation) has been cooperating with the Children’s Cardio Center in Bratislava: Slovakia’s only specialized site of this kind. On two days each year—International Children’s Day and St. Nicholas’ Day—the foundation prepares an event at which it works with major Slovak celebrities to make children’s hospital stays more pleasant.

8. A PERSONAL INTERPRETER FOR SICK TOURISTS

Thirty million tourists visit the Czech Republic each year. When any of these tourists suffer health problems, our new Pharma Talk application is here to help. It eases communication between foreign visitors and doctors and pharmacists for determining correct treatment. The intuitive and uncluttered Pharma Talk app can translate descriptions of both health problems and their intensity and length. The user can also predefine their basic description: gender, age, and weight, i.e. the basic information that experts need to help a patient correctly. A web version of the app is available, as are versions for Android and iOS. The information is translated into either Czech or Slovak, as the user requests. The pharmacist can read it straight from the display, or the patient can email it or print it out.

PHARMA TALK CAN HELP SPEAKERS OF ENGLISH, RUSSIAN, CHINESE, AND GERMAN.

9. A MEDICINE CABINET FOR YOUR PHONE

In 2014, the Sanofi Group developed a new digital app to remind patients of when to take their medicine. This application, entitled Lékárnička (“Medicine Cabinet”), is available through Google Play for Android and the AppStore for iOS. The application is designed for any patient of any age who has to take any medicines regularly. For people who use multiple medicines and at different times of day, the digital app is a convenient solution—they no longer have to monitor timing, nor the number of tablets, drops, or injections, or amount of syrup. An audio notification from their smartphone with this app informs them of the right time to take their medicine, letting them focus on other daily responsibilities. The app not only monitors the type, number, and usage timing for all of a patient’s medicines, but also informs them if they miss a pill or if the supplies in their cabinet will run out soon.
“At Sanofi we’re well aware of our shared responsibility towards patients, and that’s why we’re constantly bringing them new treatment solutions, as well as the Medicine Cabinet Support App to ensure they use their medicine well.”

In the past, the Sanofi Group has also developed an allergen-alert app for its patients, named Alergo!.

Two further Sanofi apps, HAM-A and HAM-D, help pharmacists who treat patients with psychiatric problems; they evaluate depression on a psychiatric assessment scale.

10. Don’t hide—throw off your mask

A number of famous Slovak athletes, actors, singers, dancers, moderators, and publishers have decided to support the “Don’t Hide—Throw off Your Mask” project (“Neskrývej se—odhod masku”). This project also has a Facebook campaign, “Together We Can” (“Spolumozeme”). Its painted masks with original motifs support Slovak neurology units and centers for people with Multiple Sclerosis (MS). This project was organized by Slovakia’s Sanofi Genzyme, and the Slovak Neurological Society served as its patron.

There’s no need to be ashamed of the symptoms and difficulties that come with this illness. It’s important to talk about them with a doctor, because the sooner MS is revealed and you start your treatment, the sooner you’ll start to prevent complications and worsening quality of life. While MS isn’t curable, it is treatable. So there’s definitely no point in hiding it and isolating yourself. The goal of the “Don’t Hide—Throw off Your Mask” project is to support MS sufferers so that they aren’t afraid to step out of their own shadows and speak about their life with MS.

Sanofi SK has also taken complete information on multiple sclerosis—from the symptoms to how it’s treated—and put it in a comprehensive brochure, published with the same title (Don’t Hide—Throw off Your Mask) and the subtitle “My Life with Multiple Sclerosis.”
The Sanofi Group feels its strong obligation towards its employees, local communities, and educational institutions, and has an interest in strengthening it further. Sanofi primarily organizes activities focused on developing current and future employees and the communities where it is active.

Sanofi’s “One Swallow Does Not Make a Spring” project has entered its sixth year, and in autumn it changed its motto in style to “Swallows Fly Away, Kites Are Here to Stay.” Paper kites have thus taken over the imaginary baton from the swallows that have flown off to warmer climes.

98% of Volunteer Day participants want to do it again.

2/3 of the volunteers are women.

April and June are the main months. Thursdays and Wednesdays are the most popular days.
THE MOST POPULAR VOLUNTEER EVENTS ARE THOSE FOCUSED ON SOCIAL AND HEALTH MATTERS, HELPING SENIORS, AND REGIONAL OR CULTURAL DEVELOPMENT.

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INVOLVEMENT IN COMMUNITIES
VOLUNTEER AND CHARITY ACTIVITIES

For every company, its employees are the key to its success. Sanofi can rightly be proud of its employees, because besides fulfilling their work obligations, they don’t hesitate to offer a helping hand to society’s less fortunate citizens. They help by gathering materials or funds, as well as through our well-established More Than Words Can Say company volunteer program.

WHEN WORDS ARE NOT ENOUGH…
(Kde slova nestačí…)

In 2013, Sanofi set up a company volunteer program entitled More Than Words Can Say. It cooperates in this program with the specialized portal zapojimse.cz. This portal connects non-profit organizations that need help with companies that are willing to “lend” their employees for a day. Every employee can find something among this site’s offerings to match their wishes and abilities. Some prefer to trade their suit and tie for a brush or shovel, while others offer their organizing abilities or professional skills in areas like IT or marketing. Sanofi provides them with work tools, as well as insurance and refreshments.

1. WE’RE ALWAYS WELCOME AT THE BÖHNICE FARM

The PN Böhnice social-therapy farm is among our volunteers’ favorite destinations. They can find a place here raking leaves, weeding gardens, or planting and replanting vegetables and more.

2. OUR CHARITY CRAFT FAIRS ADD ATMOSPHERE AND JOY TO THE HOLIDAYS

Many of our employees appreciate a chance to purchase Christmas or Easter decorations or small gifts right at their workplace. And what’s more, their gift brings delight twice—to its recipient and to the non-profit behind its production. The crafts are manufactured by social enterprises that hold protective marks for the work of the handicapped and by non-profits that have been verified by two charity specialists: AVPO and Fórum dárců.

These fairs also bring employees a chance to stop for a while during Easter or Advent, talk to their colleagues over refreshments, and take in that perfect holiday atmosphere.

3. WHEN WE JOIN TOGETHER…

Organizing to collect money and materials for good causes is a natural part of our company’s culture. During floods, earthquakes, and tsunamis, our employees quickly mobilize and organize fund-raising campaigns or collect cleaning and disinfection agents or needed tools and equipment. Often the employees themselves initiate these activities, and Sanofi provides them a maximum of support.

But the company is active as well, and it helps people in need. In 2013, when a destructive typhoon struck the Philippines, taking thousands of lives and destroying tens of thousands of homes, the Sanofi group set up a bank account to which employees could contribute an amount of their choice. Sanofi doubled the overall amount and sent it to the typhoon’s victims.
4. IT’S WARDROBE CLEANING TIME
During our communication with non-profits in the course of More Than Words Can Say, we discovered yet another way to support their activities. In many households, nice clothing, toys, and sports or school supplies pile up that would be a shame to throw away, since they’re still useful and well-maintained and can be of help to somebody. This one-off event gradually became a regular one and, based on its timing, it took on the name “The Epiphany Collection.” In 2016 its aid was sent to the Children’s Center at the Thomayer Hospital in Prague, where it went to help mothers addicted to alcohol and other drugs and mothers with psychiatric illnesses, who cannot afford items for their children, or clothing for themselves.
For this year’s Epiphany Collection, we teamed up with the non-profit Borůvka Praha o.p.s., which runs the charity second-hand store Koloběž. We sent them clothing, bags, shoes, toys, and accessories that weighed a full 200 kilograms. About half of this was sold, with the proceeds paying the wages of two store employees who have serious health problems. The rest was received by other charity organizations. Unwearable clothing was recycled, and the seamstresses at the Fokus Vysočina sheltered workshop in Chotěboř sewed FOREWEAR recycled products from it. Thus everything gets put to use for a good cause.

5. WE CARE ABOUT REFUGEES
In 2016, our employees’ efforts let us gather a whole ton of materials for refugees in just 14 days. These included clothing, sanitary aids, and children’s toys, which were distributed among the facilities in Bělá pod Bezdězem and Drahonice.

6. SCIENCE SERVING CHARITY
Science can be beautiful if it’s transformed into works of art. At Sanofi, we decided to capture the beauty of science and the miniature world of generic medicine development in photos and to then offer these to our employees for purchase. Through this event we collected 111,400 crowns, which then went to help the Kolping Family Society, which helps children suffering from two incurable diseases: dystrophy and SMA.
www.dumrodin.cz

7. SUPPLIER GIFTS BROUGHT JOY TO PALATA CLIENTS
In accord with its code of ethics, the Sanofi Group performs a collection of gifts that our employees have received from our suppliers in the pre-Christmas period. These then bring joy through a selected non-profit organization. In 2016 and in 2018, for example, this was the Palata Home for Persons with Eye Disabilities, while in 2017, it was the U Vršovického nádraží Home for Seniors.

8. SANOFI AS EDUCATOR
The Sanofi Group has been cooperating long-term with a wide range of secondary and tertiary education institutions in the fields of chemistry, pharmacy, and medicine, to discover and also support young scientific talents. In 2014, Sanofi also expanded its educational activities to elementary schools, where it focuses mainly on first-aid education.
9. SANOFI AND ELEMENTARY SCHOOLS

EVEN KIDS CAN SAVE LIVES

That’s the main idea behind the First Aid for First Graders project prepared by the Sanofi group in cooperation with each Czech region’s Emergency Medical Services. The pilot project was launched in 2014, in the Central Bohemian region, and since it was a great success, it was gradually followed by others in the nation’s other administrative regions: Plzeň, Liberec, South Moravia, and Zlín.

The project’s aim is to acquaint students of the first several grades of elementary schools with the basics of providing first aid—above all in situations where there is an immediate threat to human life. The project has an “edutainment” teaching program that’s well-adapted for the children in the age and ability groups it works with.

10. THE SANOFI GROUP AND SCHOOLS

High schools—and especially those that are specialized in chemistry or pharmacy—produce graduates that have a chance to become Sanofi employees. Because of this, we give these students a chance to gain their mandatory practical training here at Sanofi. We then provide lectures that acquaint them with our work process and with how our medicines are developed.

We have long years of cooperation with, for example, the Masaryk Secondary School of Chemistry, the Prague School of Nursing, and the Secondary Vocational School in České Budějovice behind us. University students are likewise welcome to try out work in our labs, come for an internship, or attend seminars prepared by our field experts—both as mandatory elements of their studies, and as optional additions to them. Students know that in order to land their dream job after graduation, they’ll have to be active. And Sanofi significantly helps potential applicants from pharmaceutical, medical, chemical, and other schools. But it has much more to offer talented students as well.
11. IN VolVEMENT IN EDUCATION
The Sanofi Group has initiated the founding of a new course, Professionalization of Patient Organizations, at the Charles University Faculty of Humanities, and the University’s First Faculty of Medicine has been teaching Medicine and Research with Sanofi’s aid for the last five years.

12. ROOM FOR RESEARCH
University students can handle part or all of their Bachelors’ or other theses with us upon agreement. Within our post-graduate programs, we enable selected post-graduate students to actively participate in our research and development, so that they can gain valuable theoretical and practical experience. Our experts serve students as trainers and specialists, helping them prepare for independent scientific activity and carefully watching their progress.

13. JOB FAIRS
Job fairs are a popular opportunity for students to find information on their potential employers all in one place. At the Sanofi stands, students can find details on internship possibilities and trainee programs and other graduate opportunities, and they can also attend a lecture by our experts where they’ll learn things like how to improve their CVs, how to write cover letters, and how to succeed in interviews.

14. THE SANOFI PRIZE FOR PHARMACY
The Sanofi Prize for Pharmacy is a prize for the best student work in the pharmaceutical sciences. Since 2009, the French Embassy in Prague has been holding this competition in a number of categories and areas of the sciences in cooperation with such companies as Sanofi and Pierre Fabre Médicament. The competition’s jury evaluates the science work of Czech post-graduate students and young scientists active in pharmacy, medicine, IT, chemistry, and other fields. The winners receive both a financial reward and the opportunity for an internship at a research laboratory in France. It has become a tradition for Jean-Marie Lehn to present the awards to the laureates; this scientist won the Nobel Prize for Chemistry in 1987 alongside two of his colleagues.
15. THE STUDENT SCIENCE CONFERENCE
Since back in 2002, the International Student Science Conference has been held under Sanofi’s patronage. This conference is an excellent opportunity for students who are performing research at their schools to present it to their peers from other colleges and universities, thus gaining a rough idea of what it’s like to publish research results. The works are grouped into biology and chemistry sections as well as sections for other pharmaceutical disciplines.

16. THE STUDENT LEAGUE
The Student League is an interactive education program of the Sanofi Group. It is aimed at students of years three through six of the Faculty of Pharmacy and the Faculty of Medicine at Comenius University in Bratislava. Through seminars and workshops, it provides participants with considerable knowledge and practical experience, and additionally, the students who prepare the ten best projects for the seminars get a backstage look at medicinal production and head out on an excursion to one of Sanofi’s production plants. The winning student group also receives financial support for education in the amount of €4,000. All the participants of this educational program receive a certificate upon its completion as well.

SANOFI HAS SERVED AS A PATRON TO THE INTERNATIONAL STUDENT SCIENCE CONFERENCE SINCE 2002.
17. AN EC GRANT IS SUPPORTING COOPERATION BETWEEN ACADEMICS AND INDUSTRY
The Sanofi Group has received a European grant within the Horizon 2020 program, which supports exchanges of young research staff between the academic sphere and industry. The shared aim of this group, in whose work Sanofi/Zentiva participates as an industry partner, is to increase the quality of product development methods, while integrating multidisciplinary research into processes and technologies through the involvement of the academic sphere and manufacturing plants from the EU (Poland, Ireland, Finland, Germany, and the Czech Republic), EU associate countries (Ukraine), and the USA. In light of the areas in which Zentiva wants to further deepen its scientific expertise, our closest cooperation will be with Helsinki University, Trinity College, PUMS, and PRI.

18. AN ATTRACTIVE EMPLOYER FOR STUDENTS
The Universum Talent Survey has shown that the Sanofi Group has remained one of the most attractive corporate employers for university students of the natural sciences in 2017. Just like last year, it placed just behind the Czech Academy of Sciences. Google, Nestlé, and Kofola were all less attractive.

19. EMPLOYEE CARE
At our company, we consider employees to be partners: they enable us to remain a successful, growing firm. Care for them and support for their development is thus a natural, key investment into our future. Sanofi/Zentiva offers a broad package of benefits for all employee groups, perceives each employee as a unique person with specific needs, and takes this into account when planning its employee benefits.

WE’RE A TOP EMPLOYER
IN 2017, SANOFI WAS ONCE AGAIN THE MOST PRESTIGIOUS EMPLOYER IN THE AREA OF HEALTH AND PHARMACY. IT WON THE TOP EMPLOYER AWARD ONCE AGAIN. THIS RANKING OF THE MOST SOUGHT-AFTER COMPANIES AND INSTITUTIONS IS PREPARED BY THE ASSOCIATION OF UNIVERSITY STUDENTS AND GRADUATES.
DIVERSITY

Diversity is a natural part of society, and so we wish to support it. To create an environment in which people can develop with a view to their personal potential, an environment with understanding and mutual respect for differences. Within a work environment, this means moving beyond mere legal norms and truly developing and supporting diversity principles based on mutual respect and valuing the talents of individuals, independently of such things as gender, nationality, age, and state of health.
20. DIFFERENCES MAKE US STRONGER

Everyone is an individual, and as such, everyone has both unique abilities to offer and unique challenges to overcome. Our company wishes to aid all of its employees in successfully handling every life phase and situation, and due to this, we actively engage in diversity management.

Within our Diversity program, we have decided to focus on the needs of six main employee groups—parents, employees 50+, foreigners, the new generation, women, and the handicapped—and prepare customized programs for them.

21. THE DIVERSITY 2013+ MEMORANDUM

We’re a signer of the Diversity 2013+ Memorandum, and we thus support equal workplace opportunities and actively apply the gender balance principle.

22. A FOCUS ON PARENTS

Sanofi holds a Family Friendly Company certificate that confirms the quality of the care we provide to current and future parents, employees on family leave, and parents who are coming back to work. Not only has this successful program gained favor among parents and their children; it also has the broad support of individual teams’ managers.
23. A FOCUS ON EMPLOYEES AGE 50+
We strongly value the experience of our older colleagues, and because of this, we offer them a chance to work part-time even after they’ve retired to enjoy their golden years. Within Sanofi Health Week, they can consult their current state of health with experts right at the workplace, and they also have access to a selection of sports activities. Many of our employees have been working at Sanofi for a major part of their lives, and as a reward for this work, we provide them a retirement bonus.

24. A FOCUS ON FOREIGNERS
As an international company, we employ many foreigners, and therefore they, too, are on our minds when we design our support programs. Upon joining the company, foreigners obtain a guide to ease their lives in their new country, as well as a chance for them—and their families—to attend Czech language classes. We also help them with choosing accommodations and choosing schools for their children, acquaint them with tax and immigration issues, and provide continuing adaption care.

25. A FOCUS ON THE NEW GENERATION
We provide many ways for employees who are right at the beginnings of their careers to continue building their qualifications. Thanks to our Talent Management program, close cooperation with universities, a special Zentiva Graduate School Ph.D. program, and a wide selection of other educational opportunities, our young employees can launch their professional careers quickly and easily. We also try to offer the younger generation a modern work environment via the Sky Room Community Center and various sports activities.

26. TALENT MANAGEMENT
When employees grow, Sanofi grows. At Sanofi, every employee can fully develop their potential and grow professionally. Within our Talent Management program, we actively choose talents, identify their potential, and define an individual personal and professional development program aimed at raising a new generation of managers and highly qualified specialists. Transversal cooperation is a key element of these programs. Our future leaders thus can experience how our company works from many angles.

27. A FOCUS ON WOMEN
In harmony with the Diversity 2013+ Memorandum, we ensure that our job offers are open to both genders, and especially that the genders have equally balanced representation during the hiring process, and we take a view to candidates’ gender balance during final selection as well. We support women in their career development and arrange development programs for them, e.g. mentoring programs, coaching, and networking to share experience.
28. A FOCUS ON THE HANDICAPPED

Sanofi declared 2015 to be its Year for the Handicapped. Its aim was to better understand the specific needs of handicapped persons, find suitable opportunities for supporting their integration into working life, and thereby break down barriers on both sides. It thus held a workshop for its employees in cooperation with Maturus—a social company employing handicapped persons—and Tyflové servis—a non-profit providing rehabilitation for the blind.

At the end of 2016, our Campaign for Employing the Handicapped was launched; it showed that no good reason exists for not including handicapped persons on our team. Four handicapped Sanofi employees were approached to serve as the face of this campaign. We also approached these employees’ teammates and superiors and asked them to share their viewpoints on handicapped issues with the rest of us.

Among the other activities through which the Sanofi Group expresses its interest in the fates and above all the employment of handicapped persons, we should again emphasize the charity fairs mentioned earlier, and mention the volunteer breakfast organized on Rare Disease Day. It was prepared for us by the confectioners at Tichá Kavárna—Prague’s first café operated by the deaf, in operation since 2011. The proceeds from this breakfast helped the café’s employees to acquire a greatly needed car.
Environmental protection is one of the basic building blocks of Sanofi’s CSR. Therefore all of our production processes and sales activities are managed with a maximum respect for the environment. Within our production, we primarily focus on environmentally friendly use of energy and water. These projects not only protect the environment, but also reduce our production costs. We involve employees in these activities, so as to strengthen their sense of belonging with the company, as well as their awareness of sustainable development, and to motivate them to behave responsibly outside of the company as well.
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THE BEST WASTE IS THE WASTE THAT'S NEVER PRODUCED.
WE’RE WASTE SORTERS

Our motto is that the best waste is the waste that’s never produced. Therefore we try to turn waste into secondary raw materials for further use—for example, paper boxes become thermal insulation (our product leaflets and packaging travel to the domestic recycled-product manufacturer Ciur in Brandýs nad Labem) and e.g. the environmental classroom at the Prague 8 Elementary School is made of wooden pallets from Sanofi.

A GREEN COMPANY

We’ve joined the nationwide Green Company project, focused on effectively ensuring waste collection and effective recycling of waste from electric and electronic devices. This provides our employees with an opportunity to dispose of worn-out appliances and batteries right at their workplace, without having to head out to a collection center or other specialized collection point.

In 2017, worn-out cell phones were the focus of a quite exceptional Epiphany Collection that we organized in order to both support recycling and aid the children from Jedlička’s Institute. In the end, Sanofi and the other companies involved in this project jointly managed to earn 100,000 crowns for the Jedlička Institute and schools to equip their physical therapy room, because the recycler RETELA provided 10 CZK for these purposes for every worn-out or outdated phone we collected. Recycling the materials contained in these phones saved 299,000 liters of water and prevented the emission of the equivalent of 15,860 kilograms of CO₂.

WE’RE EDUCATING EMPLOYEES

Our waste sorting continues

In 2015, a wave of training classes and presentations by the recycler EKO-KOM took place in cooperation with our HSE and Communication departments for Sanofi employees. Our employees showed their colleagues how the waste sorting process works in-house, while EKO-KOM staff answered curious participants’ questions concerning waste sorting in everyday life.
HEALTH DAYS FOUR TIMES A YEAR

Our regular quarterly events focused on our employees’ health and work/life balance each begin with a healthy breakfast. This is followed by a chance for them to expand their horizons at lectures focused on a variety of areas of physical and mental well-being. During the day they can have measurements taken for their blood pressure, BMI, body fat percentage, and levels of lung CO$_2$, blood sugar, and cholesterol, and enjoy a massage from an experienced masseur or an interview with a nutritional consultant or a psychologist. Vision measurement, checks of moles, birthmarks, etc., and consultations about prevention and vaccinations are also available.

SANOFI ENVIRONMENT DAY

Sanofi makes a point of always doing something to improve people’s lives. Thus within its EKO Day in October of 2017, it motivated employees to take their experience and knowledge from work, where waste always gets recycled, and use it in their daily lives and their households. The main emphasis was on food wastage.

At environmental companies’ stands, employees could learn interesting facts about recycling and see what products from recycled materials look like. One extra bit of flair at the event was the presence of three electric cars from luxury brands. A demonstration of a practical composter with California worms that can be placed worry-free even in a living room helped to inspire employees to think about food composting.

70% OF CZECHS ARE LEARNING TO SORT WASTE

The number of citizens who sort waste has grown appreciably in the last ten years. Ten years ago, only 56% of Czechs sorted waste; today it’s 70%, and Sanofi doesn’t want to be left out of this. Meanwhile, waste sorting isn’t complicated—you just need to adopt a few principles that will eventually become a completely natural part of your daily life. And Sanofi tries to gradually pass these principles on to its employees.

Attractive products made from objects that were previously waste can serve employees as an inspiration.
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THE SANOFI GROUP CONSIDERS SOCIAL RESPONSIBILITY TO BE A PART OF ITS DNA—A PART INTO WHICH ALL THE ACTIVITIES OF EVERY BRANCH, DIVISION, AND DEPARTMENT ARE INTERWOVEN.