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 Ten 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 ten 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.

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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; and
- **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; and
- 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 our in the Document Center: the Human Rights in our Activities guide and The Human Rights Due Diligence Factsheet

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 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; and
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 our Document Center: Fundamental Human Rights at Work Factsheet.

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; and
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; and

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; and
- 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 our Document Center: Code of Ethics, Suppliers Code of Conduct, Social Charter.

### 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; and
- 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 our Publications: section 4.3.1.4.1.2. High quality employee benefits, in the Declaration of Extra-Financial Performance.

### 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. In line with our D&I strategy, we are rolling out a global standard for inclusive and equal parental leave. From January 1, 2022, Sanofi will grant 14 weeks paid parental leave to any Sanofi employee welcoming a new child through childbirth or adoption, no matter which country they are working in and irrespective of gender or sexual orientation, as long as the employee is recognized as the child’s parent as per local legislation or practice.

Since pioneering this policy in Latin America in 2020, we have seen first-hand the concrete and positive impact it can have for employees becoming parents. It will give our employees the freedom to determine the childcare arrangements that work best for them as a family and provide quality time to better bond together: a step forward for driving equality in the workplace and greater choices beyond.

As part of the new D&I strategy, Sanofi’s "Global Flexible Work guidelines” have been updated based on a consistent global framework launched in May 2021. The global guidelines are applied locally through country-wide policies defined and implemented by Sanofi’s local country teams in full compliance with local labor law and practices.

By 2025, Sanofi is committed to offering access to flexible working arrangements to 100% of employees, subject to their job profile.

For more information, our Document Center: Diversity and Inclusion factsheet; and see our Publications: section 4.3.1.5. Creating our Diversity Edge, in the Declaration of Extra-Financial Performance.

### 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 2021, Enfants de Sanofi supported 134 employees’ children in 32 countries, and organized collective actions in 14 countries for 3 000 children such as:

- vaccinations in Egypt, the Philippines and Vietnam;
- medical checkups in China;
- sight tests in Hungary;
- digital events for employees’ children were organized during covid-19 lockdowns in Turkey, Russia, Colombia, Argentina, Paraguay, Uruguay and Chile; proposing educational and awareness activities like importance of reading habits, healthy eating, hygiene and health literacy, career choice as well as environment protection through home recycling; and
- in Lebanon, Enfants de Sanofi agreed a special educational allowance for 99 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 3,700 children have received individual support in 90 countries and more than 51,000 children in 35 countries have benefited from collective support through health programs and awareness campaigns.

For more information, see Enfants de Sanofi, Rapport Annuel 2020.

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, our Document Center: Health and Safety in the Workplace factsheet; and see our Publications: 4.3.14. Procurement and subcontracting, in the Declaration of Extra-Financial Performance.
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); and
- 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 2021, more than 8 million ASAQ Winthrop® malaria treatments were sold at preferential prices, despite a slowing of demand under major programs caused by COVID-19.

Fighting Malaria

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. 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.

See 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 eight African countries (Burundi, DRC, Tanzania, Ivory Coast, Madagascar, Senegal, Ghana, and Cameroon) and various
TV programs late 2020. Such dissemination significantly increased the number of people reached. Such digital campaign generated more than 70,000 views/country, more than 270,000 people have shown 50 to 100% of the Flash malaria, more than 36,000 clicks have been done by the audience to be redirected to the Moski® cartoon and more than 1.9 million (37%) showed engagement (like/share).

A comprehensive range of digital learning tools:

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 seven 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 the Moski® toon: 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=fjf3rb5LFe_k&feature=youtu.be
#2: The wire mesh: https://m.youtube.com/watch?v=y42lZ8yh1cw&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=SWnXVDHXC08&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=w26Qyd5YiYO&feature=youtu.be
New nirsevimab data analyses reinforce efficacy against RSV

RSV is the most common cause of lower respiratory tract infections (LRTI), including bronchiolitis and pneumonia in infants.\(^{(2)}\) It is also a leading cause of hospitalization in all infants, with most hospitalizations for RSV occurring in healthy infants born at term.\(^{(3)}\) Globally, in 2015, there were approximately 30 million cases of acute lower respiratory infections leading to more than three million hospitalizations, and it was estimated that there were 60,000 in-hospital deaths of children younger than five years.\(^{(4)}\) In recent months, there has been a resurgence of RSV following the ease of COVID-19 public health measures.\(^{(5)}\) Globally, in 2017, RSV-related direct medical costs—including hospital, outpatient and follow-up care—were estimated at €4.82 billion.

Nirsevimab is an investigational long-acting antibody designed to protect all infants from birth entering their first RSV season with a single dose. Due to its extended half-life technology, nirsevimab is being developed as a single dose for protection of all infants through their first RSV season. Nirsevimab is an immunization designed to provide direct RSV protection to all infants via an antibody to help prevent LRTI caused by RSV. Monoclonal antibodies do not require the activation of the immune system to help offer rapid and direct protection against disease.\(^{(6)}\)

In March 2017, Sanofi and AstraZeneca announced an agreement to develop and commercialize nirsevimab. Under the terms of the agreement, AstraZeneca leads all development and manufacturing activities and Sanofi will lead commercialization activities and record revenues. Under the terms of the global agreement, Sanofi made an upfront payment of €120 million, has paid a development milestone of €30 million and will pay up to a further €465 million upon achievement of certain development and sales-related milestones. The two companies share all costs and profits. Revenue from the agreement is reported as Collaboration Revenue in the Company’s financial statements.

Nirsevimab has been granted regulatory designations to facilitate expedited development by several regulatory agencies around the world. These include Breakthrough Therapy Designation by The China Center for Drug Evaluation under the National Medical Products Administration; Breakthrough Therapy Designation from the US Food and Drug Administration; access granted to the European Medicines Agency (EMA) PRIority MEdicines scheme; Promising Innovative Medicine designation by the UK Medicines and Healthcare products Regulatory Agency; and named “a medicine for prioritized development” under the Project for Drug Selection to Promote New Drug Development in Pediatrics by the Japan Agency for Medical


Research and Development (AMED). The safety and efficacy of nirsevimab is currently being evaluated under an accelerated assessment procedure by the EMA. Nirsevimab has not been approved by any regulatory authority.

For more information, see the Press Release: New nirsevimab data analyses reinforce efficacy against RSV - Sanofi.

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 vaccines\(^7\). At the same time, in other parts of the world, including high-income countries, the benefit of vaccination is 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 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 caused by wild poliovirus is endemic has fallen from 125 in 1988 to just two in 2021. The COVID-19 pandemic had negative repercussions for polio eradication programs during 2020. However, vaccination programs have now resumed, and the number of cases caused by wild poliovirus in 2021 gives grounds for optimism. Since

the start of 2021, there have only been five cases of polio caused by wild poliovirus, compared with 140 in the same period of 2020.

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. To permanently interrupt transmission of polio virus and lock in the historic gains achieved worldwide once eradication is complete, Sanofi has developed a new hexavalent vaccine containing IPV that has been specifically developed for GAVI countries. A prequalification application for this vaccine has been filed with the WHO.

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 2021, Sanofi supplied 50.5 million of inactivated polio vaccine (IPV) doses to UNICEF for countries eligible for GAVI funds.

Sanofi Pasteur also supplied 31 million doses to Brazil, India, Indonesia and the Philippines for their national polio vaccination campaigns.

For more information, see sanofi.com/polio; and see our Publications: section 4.3.2.3. Availability - Innovation and Patent Management, in the Declaration of Extra-Financial Performance.

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); and
- 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 and 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 2021, the Sanofi Espoir Foundation supported several humanitarian organizations working in countries in crisis to help affected populations. In Lebanon, for example, the Foundation implemented several emergency actions just after the explosion in the port of Beirut.

Between 2020 and 2021, nearly 6 tonnes of medicines were sent with the Ministry for the Armed Forces, in collaboration with the crisis center and with the support of the Ministry for Europe and Foreign Affairs, the Tulipe association, UNICEF and Order of Malta.

The Sanofi Espoir Foundation has also supported the Children’s Cancer Center of Lebanon in connection with UNICEF around several actions: the care of 300 children with cancer, the implementation of a general public awareness program around childhood cancer and the development of a project around the psychological well-being of children.
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**

Worldwide, nearly 400,000 cases of cancer are diagnosed in children under 19. Nearly 80% of them live in countries with limited resources where cure rates are only 20%-30%, compared with 80% in developed countries\(^8\).

As part of our new social impact strategy we are reinforcing our R&D innovation to help vulnerable communities such as childhood cancer. 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 Sanofi Espoir Foundation in 2006 to enable children with cancer whatever country they live into benefit from better diagnostic and therapeutic care.

This involves working with local teams to deliver enhanced training for healthcare professionals; raise public awareness; improve the quality and speed of diagnosis; reduce defaulting from treatment; develop pain relief and palliative care; improve data collection through cancer registers, allowing for better epidemiological tracking; and appropriate advocacy with the healthcare authorities in the relevant countries\(^8\). All the initiatives supported by the My Child Matters program continued during 2021. A total of 80 projects have been implemented under the auspices of the program, in around 60 countries. To date, this Sanofi Espoir Foundation program has treated more than 127,000 children with cancer globally, beating its target for combating childhood cancer. The Foundation also contributes to increasing the number of trained healthcare professionals; to date, nearly 50,000 have benefited, ahead of the initial target. In its roadmap for the 2019-2021 period, the Foundation intensified its support for initiatives in low-to-middle income countries; these now account for two-thirds of the projects supported, helping us to achieve the objectives set by the WHO\(^9\).


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.

From 2019 to 2021, the Sanofi Espoir Foundation moved from a healthcare services and quality strengthening approach (Midwives for Life program) to a revisit of performance key drivers of maternal and newborn health in low-and middle-income countries. The Foundation leveraged innovation towards impact by focusing on 17 countries and 15 projects.

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\(^8\) [https://www.who.int/fr/news-room/fact-sheets/detail/cancer-in-children](https://www.who.int/fr/news-room/fact-sheets/detail/cancer-in-children)

A global approach centered on women and their needs was launched with multiple stakeholders (authorities, healthcare professionals, universities, local communities and women) and integrated social determinants influence in health. A methodology inspired by ethnographic analyses and innovation methodologies was built for the first time in humanitarian field in Africa (Country sprint, design thinking and agile, publication in World Journal of Public Health in 2021) dedicated to maternal and newborn health.

The Sanofi Espoir Foundation supported digital and technological tools projects (WHO Antenatal care platform and the echoOpen low-cost ultra-portable ultrasound imaging connected probe dedicated to diagnostic orientation) and increased knowledge on breaks and levers in digital health (seven publications).

Institutions such as UNESCO and UNICEF, Oxford, Sorbonne and Barcelona universities joined in 2021 a program initiated by Sanofi Espoir Foundation in 2018 in Senegal to contribute to accelerate local actions and increase impact in maternal and newborn health. From 2019 the Sanofi Espoir Foundation supported globally 970,624 people (including 63% women) and 3,600 healthcare professionals (including 53% 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 2021, the International Diabetes Federation estimated that 537 million adults and 1.2 million children were living with diabetes. Rising rates of obesity and reduced physical exercise mean that type 2 diabetes is affecting people at ever younger ages, making it a global public health issue with serious consequences.

In 2021, the new WHO Global Compact to speed up action to tackle diabetes called on nation states to expand education at community level to improve understanding of diabetes, and of how it can be prevented and treated.

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.

The KiDS project was born of a partnership between the International Diabetes Federation (IDF) and the International Society for Pediatric and Adolescent Diabetes (ISPAD). It is a schools-based educational 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.

The KiDS project operates in each country through partnerships with various agencies (governmental authorities, patient groups, learned societies, NGOs, etc). Our partners organize briefings and schools-based activities, based on core messages delivered through educational material comprising information and awareness packs for teachers and school staff, and for schoolchildren aged 6-14 and their parents; these include a guide to nutrition and diabetes, and the NutriQuiz online game. This material is culturally adapted and translated, so that the target audience can buy into the key messages.

From its inception in 2013 through the end of 2021, the program has reached more than 340,000 children and nearly 19,800 teachers, in over 2,100 schools across ten countries.

During 2021, the program continued to be adversely affected by school closures due to the COVID-19 pandemic. However, in Colombia – the eleventh country to launch the program – the first awareness sessions have just begun. To encourage decision-makers to implement systemic actions and policies, the IDF and ISPAD – along with their local partners – have called on ministers of Health and Education in 20 countries to embed education about diabetes in schools, and an awareness toolbox has been developed and explained through open-access webinars. New partnerships have been struck with the Qatari and Algerian health ministers, and with stakeholders in Spain, to roll out the KiDS program in 2022.

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 make a difference supporting young people by improving quality of life and access to education for disadvantaged populations.

On September 2021, Consumer Health Care teams organized their CHC Global Purpose Day. Over 4,000 volunteers across all regions participated in missions supporting local communities. A wide range of activities were prepared: cooking with sick children in hospitals, introducing safe water systems, mapping accessibility in public spaces, collecting unsold food, preparing hygiene kits for distribution in schools, or activities to sensitize to environmental protection.

In Japan, remote Volunteering due to COVID-19 restrictions was the opportunity for volunteers to prepare handmade Christmas card for sick children spending Christmas at the hospital. The Sanofi Japan Volunteer group has been participating in this initiative since 2020. 63 Sanofi volunteers offered handmade cards to 186 hospitalized children in partnership with NGO Wonder Art Production.

In Australia, during 2021 in partnership with The Smith Family, 15 employees volunteered to support a multi-day immersion program for 20 students from disadvantaged communities. Over the period students learn about their personal goals and the different types of roles that they can explore in an organization like Sanofi, providing insights to students who may otherwise not have any opportunity to understand corporate roles.

In the United States, around 793 volunteers were involved in initiatives in 2021 to support local communities and in partnership to 20 local NGOs. Remote volunteering was the opportunity to support students on STEM through virtual sessions and remote classrooms.

Sanofi Corporate Mentor Program at RVCC (Raritan Valley Community College) engages ten students and ten Sanofi employees every year. The Program’s vision is to empower students to realize their full potential, gain confidence, develop self-efficacy, build-essential career competencies, social capital, and forge a path towards their personal and professional goals. Many of the students who go through this program are first generation college students and view this mentorship as a life-changing experience.
Sanofi helped partner NGO Junior Achievement volunteers participated in Mentors speakers series.

In Argentina, ten Sanofi volunteers participated in mock interviews in 2021 to provide tools and recommendations to young students from vulnerable communities to be better prepared for real job interviews in partnership with local NGO Forge Foundation.

Since 2019, Sanofi signed engagement with PAQTE, French government initiative for urban’s renewal policy to develop or consolidate partnerships in support of youth employability and inclusion. Since, French Sanofi sites are working closely with local NGOs and public education institutions to build sustainable relationships and create volunteer opportunities for our employees on behalf of teenagers from disadvantaged areas.

In 2021, all French Sanofi sites took an active role in this initiative, 313 Sanofi mentors supported young students (from middle school to young graduates, coming from priority districts to access education and employment in partnership with French NGOs Télémaque, Nos Quartiers ont du Talent, Sports dans la Ville, Capital Filles and other local NGOs closed to Sanofi sites.

For more information, see: http://www.paqte.fr/