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Employee Volunteering Engagement

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GRI Standards:

413-1: Local Communities

EXECUTIVE SUMMARY

Our commitment to support the social and economic development of the communities where we operate is built through partnerships with local stakeholders and the contribution of employees on behalf of underserved populations and pursuing initiatives to inspire the next generation.

Thanks to various global and local initiatives that are described in this factsheet, Sanofi employees volunteer their time, energy, talents and skills in programs that benefit communities in need all over the world.

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1. Background

Sanofi encourages employees' commitment and call on their generosity in case of humanitarian crises and to support access to healthcare for disadvantaged populations. Moreover, through different global and local initiatives, employees can apply their personal expertise and take on a one-off or even a long-term commitment by volunteering for solidarity projects.

In many countries, Sanofi employees contribute to the strength of our global commitment as a responsible company. Thanks to global and local initiatives our employees make a difference supporting access to health and improving quality of life for disadvantaged populations.

Sanofi Global Volunteering 2021



4975 Volunteers



26 906 Hours



36 Countries



253 Partners

2. Global initiatives

2.1. SANOFI WE VOLUNTEER PROGRAM

Sanofi has set up a Corporate Social Responsibility strategy fully integrated into the Play to Win business strategy and spread into four pillars (Affordable Access – Vulnerable Communities – Healthy Planet – Beyond the Workplace). This strategy defines Sanofi's commitments to society.

As part of the contribution to the social and economic engagement in the communities we operate in and to encourage employees to engage in volunteering activities, Sanofi launched in October 2021 a new global volunteering program: **"We Volunteer"**.

The program defines Volunteering in Sanofi as spending time for the communities we care about. Employees in all countries will have minimum 1 day paid-off per year, called VTO (up to 2 days according to country decision) to support volunteering activities organized by the company.

Employees can use their VTO for any Sanofi-approved volunteering activities aligned with CSR commitments to society:

- affordable access
- vulnerable communities
- Healthy Planet; and
- beyond the workplace.

Employees can join year-round volunteering opportunities organized by Sanofi's affiliates and/or engage during Sanofi's Global Month of Service, a month dedicated to promoting and celebrating volunteerism across the Company. The first Global Month of Service will happen in October 2022.

Local teams will support the program establishing partnerships with local non-governmental organizations (NGOs), public and community organisms.

To make it easy for the employees to choose and engage on volunteer activities, a global volunteering platform is being deployed across the Company.

2.2. ENFANTS DE SANOFI / CARING FOR EMPLOYEES' CHILDREN

Enfants de Sanofi is a non-for-profit organization under the French law funded by both Sanofi and employees. Its purpose is to help employees' children who are experiencing difficulties such as medical problems, social troubles, or educational difficulties.

This program provides individual support to families worldwide. It also carries out collective actions within Sanofi subsidiaries, which are tailored to meet local needs through health programs and education & awareness campaigns.

A strong network of 100 Sanofi's ambassadors is involved in the program, in addition to their professional responsibilities.

Since its creation in 1993



Over **3 700** children have received individual assistance in **90** countries



51 682 children have benefited from collective actions in **35** countries



More than **€2,6 million** employees' donations

More than **€11,2 million** in Sanofi's Fund



More than **120** local ambassadors



[Enzo, from Brazil](#)

For more information, see: [Enfants de Sanofi](#).

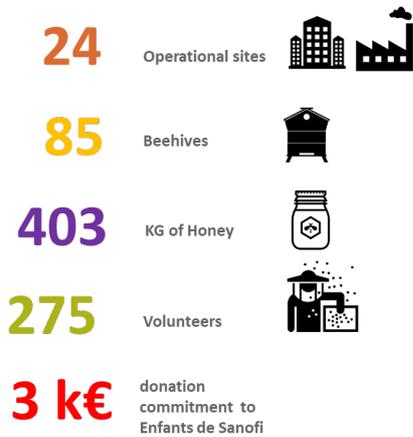
Volunteers for PLAN BEE® Project



Plan Bee® project consists in setting up beehives on Sanofi's sites according to a governance and process embarking volunteers and sponsors across the world.

Plan Bee® is an incubator platform deployed across **24** sites with the participation and **strong commitment of 275 volunteers**.

Year 2021, honey harvest was of **403** kg. The honey was sold to the employees on behalf of internal charity "Enfants de Sanofi" contributing to reinforce the circular economy and preservation of biodiversity.



Sanofi beekeepers in Val-de-Reuil, France

3. Regional and global teams' initiatives

3.1. CHC PURPOSE DAY

On September 2021, Consumer Health Care teams organized their CHC Global Purpose Day, sharing their journey with local communities.

Over 4,000 volunteers across all regions participated in missions supporting local communities. A wide range of activities like, cooking with sick children in hospitals, introducing safe water systems, mapping accessibility in public spaces, collecting unsold food, preparation hygiene kits for distribution in schools and protecting the environment.



French volunteers cooking with sick children with NGO partner Association Louise Rosier

4. Volunteering local initiatives

4.1. JAPAN

WONDER ART PRODUCTION CHRISTMAS CARD PROJECT

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.**

4.2. INDIA

During the Virtual Volunteering Week held on June 2021, 22 virtual activities were organized under four main categories: Health, Education, Environment and Capacity Building.

A large choice of activities on Health & community education: healthy lifestyle, good eating habits and exercising regularly.

Inspiring children to make healthy choices – with the KiDS (Kids & Diabetes in Schools) program.

Volunteers took one on one session with the students from grade five to ten (10 to 16 years old), explaining how to increase awareness of diabetes, improve the lives of children with diabetes and fight discrimination, and helping teachers to address the topic of diabetes and need for a healthy lifestyle.

1,140 volunteers spent 2,850 hours in the week reaching more than 30,000 beneficiaries.

4.3. CHINA VOLUNTEERING GROUPS

In 2021, 170 volunteers participated in 11 initiatives to support underserved communities, sharing their expertise and skills on various subjects, like healthy living habits, hygiene, drug safety, preparing handicrafts with children and adults with disabilities. These initiatives allow strengthen relationships with local NGOs and communities in need.

At Chengdu High-tech Zone with NGO Hope Community Center and under the goal of “Healthy China in 2030”, volunteer activities were carried out with the theme of green environment and healthy community. Sanofi volunteers accompanied ten groups of parent-child families in the community, to help residents improve their low-carbon and healthy living habits.

In Guangzhou, Sanofi volunteers made medical fabric picture books to distribute to hospitalized children in cancer care units mitigating fears about taking medicine and injections. This initiative done in partnerships with Guangzhou Golden Ribbon’s project aims to provide care for hospitalized cancer children.



[Sanofi volunteers for Golden Ribbon project](#)

4.4. 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 partnership with CSIRO, Flinders University, Nutrition Australia and Hort Innovation, a Sanofi colleague, a qualified nutritionist, lent her time and skills to support a program offering educational support and outreach to local communities to encourage the increase of children's vegetable intake. Our colleague spent a week (40 hours) with the organization, reviewing literature, creating a social media content plan and providing her expertise on how to engage more HCP's.

4.5. UK / IRELAND

“Sanofi Keep active” is an initiative where 19 Sanofi volunteers build the conversation around the importance of being active and then going through steps to gather data that how each of the individuals would like to be active and have their own personal goals and objectives defined in a SMART format.

In phase 2, Sanofi volunteers mentored 28 students from Highdown School (Caversham) during a seven-week virtual program helping them reaching their targets.

4.6. FRANCE PAQTE



Le Paqte Avec les Quartiers
pour Toutes les Entreprises



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/>

4.7. CZECH REPUBLIC & SLOVAKIA: “MORE THAN WORDS CAN SAY” PROGRAM



Since 2013, an online portal, “More Than Words Can Say,” supports the volunteer activities of the employees at Sanofi Czech Republic and Slovakia.

Employees can engage in a wide range of activities at non-profit organizations—paint a fence at a children’s home, prepare a fun program for children with disabilities at a daycare center or bake Christmas sweets for a charity bazaar.

In 2021, 42 employees shared their time on volunteering initiatives supporting local non-profit community organizations like Saint Mercy hospital, National Institute of autism and Home of visually impaired.

4.8. UNITED STATES

In 2021, around 793 volunteers were involved in initiatives to support local communities and in partnership with 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 participating in Mentors speakers' series.

The commercial team for the Neurology Business Unit participated in a social impact activity in their local communities across the US. The team engaged on the issue of food insecurity. The teams volunteered by serving meals in partnership with community organizations like Atlanta food bank, Community Servings, Ronald McDonald House, Happy Hope Factory, Breakthrough Urban Ministries of Chicago and San Francisco food bank.

4.9. LATAM SOUTH CONE

The Safe Water Project

Since 2019, Sanofi partnership with "**Proyecto Agua Segura**", a Social Company (Certified B Corporation) bringing safe water access and hygiene habits in South Cone countries (Argentina, Uruguay, Paraguay & Chile). A sustained partnership based on disease prevention combining education on hygiene and supporting underserved communities.

The project aims to provide and implement Hand Hygiene Stations and educating referents from vulnerable communities. As part of the project, the development of a set of educational materials to reinforce hygiene habits for disease prevention.



- ✓ 4 countries
- ✓ 12 institutions
- ✓ 1,9M litres of safe water
- ✓ 2,000 beneficiaries

170 volunteers set up **eight hand hygiene stations** in community shelter places and participated in animating digital and field workshops on hygiene habits.

Argentina, Volunteering for job seeking with Forge Foundation

Ten Sanofi volunteers participated in mock interviews 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.

Cali, Colombia Industrial site

Forty-five Sanofi volunteers participated to the initiative "*Apadrina un niño con discapacidad*" with partner local NGO Asociación de discapacitados del Valle, a shelter place for children with disabilities.

Volunteers prepared Christmas gifts and spent three hours sharing activities with the children.