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# *Employee Engagement on Environment*

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**GRI Standards:**

N/A

## **EXECUTIVE SUMMARY**

Through its environmental sustainability program “Planet Mobilization”, Sanofi promotes an environmental culture across the organization to engage employees in environmental ambitions and support them to act in the work they do.

Sanofi is committed to mobilize its collaborators by integrating environmental sustainability in decisions and culture, and by raising awareness and sharing information on the main environmental concerns, goals and best practices.

A global engagement program has been launched in 2020, supported by a dedicated annual €3 million Planet Mobilization fund.

# TABLE OF CONTENTS

<i>1. Our approach</i> .....	3
<i>2. A global engagement program</i> .....	3
<b>2.1. PLANET MOBILIZATION IDEATION PROGRAM</b> .....	3
<b>2.2. WORLD ENVIRONMENT DAY</b> .....	4
<b>2.3. LAUNCH OF A DEDICATED TRAINING</b> .....	5
<i>3. Local awareness initiatives</i> .....	5
<b>3.1. A GLOBAL PROJECT: PLAN BEE®</b> .....	5
<b>3.2. ECO-GARDEN IN VIETNAM</b> .....	5
<b>3.3. GREENS TEAMS</b> .....	6

## 1. Our approach

As part of its environmental sustainability roadmap Planet Mobilization, Sanofi is committed to assess and limit the direct and indirect impacts of its activities and products on the environment, throughout the entire life cycle.

We are convinced that achieving our environmental objectives requires the commitment of all our colleagues.

Promoting and sharing a common environmental culture with Sanofi employees on all sites around the world is a key element in the success of our roadmap. We wish not only to raise awareness but also to provide them with the tools and knowledge that will enable them to consider the environment in their decision-making.

Sharing the main environmental concerns, objectives and best practices implemented on sites around the world is a key element of environmental awareness.

In order to make employees' projects a reality, an annual €3 million Planet Mobilization fund was created in November 2020.

## 2. A global engagement program

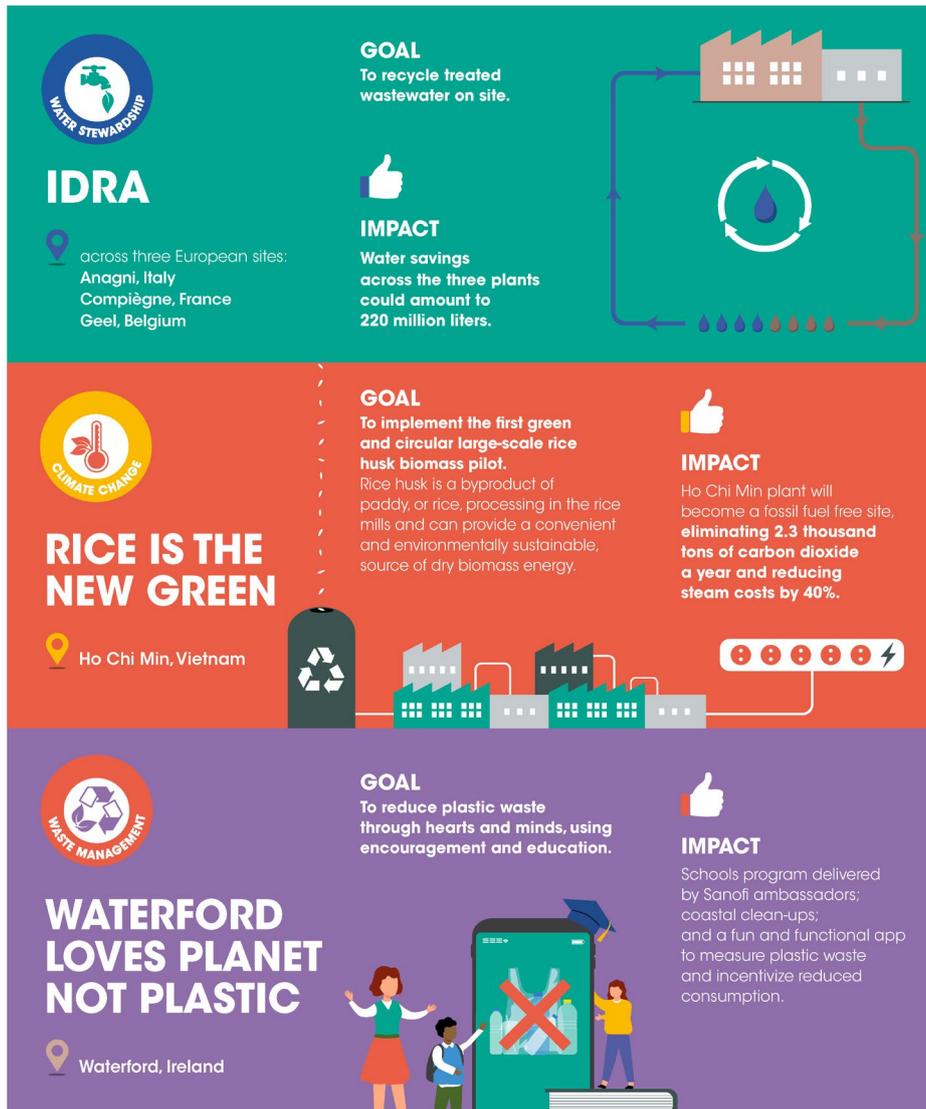
Sanofi strives to raise awareness and engages its employees to be actively part of the change. By sharing the main environmental challenges, its objectives and the best practices implemented on the field, Sanofi multiplies the impact of its efforts.

An ambitious program of engagement and collective intelligence was launched in November 2020. A Planet Mobilization "Tribe" of nearly 2,100 active ambassadors grouped together within a dedicated community on the Company's internal social network supports this program which enables everyone to better understand the issues and to share initiatives and best practices all around the world. Virtual events are organized by leaders of the Company to share the vision for the coming years on the Planet Mobilization program and to encourage all employees to join the community and take action. Specific webinars on environmental topics are also organized to share detailed information and knowledge with the community and to answer questions to enable employees to better understand Sanofi's environmental ambitions.

### 2.1. PLANET MOBILIZATION IDEATION PROGRAM

In 2021, a global call for ideas was launched to select the best projects to develop new solutions for the environment in a collaborative and agile manner. More than 500 employees from 63 sites in 29 countries participated in the first edition of the Ideation Program. A full program of bootcamps, hackathons, and design thinking workshops led by Sanofi's Innovation Lab helped the teams to turn their ideas into sustainable projects. The teams performed 5-minute live pitches in front of a multidisciplinary global jury of senior leaders. Of the 161 novel ideas pitched to reduce Sanofi's environmental footprint, three teams with employees from France, Belgium, Italy, Vietnam, and Ireland had their projects financed by the €3 million Sanofi's Planet Mobilization fund. As of today the implementation of the three awarded projects is in progress, with the objective of replicating these pilot projects worldwide.

In November 2021, Sanofi received the 2021 "disruptive participative innovation" trophy from *Innov'acteurs*, a French association for the development of participatory innovation in organizations.

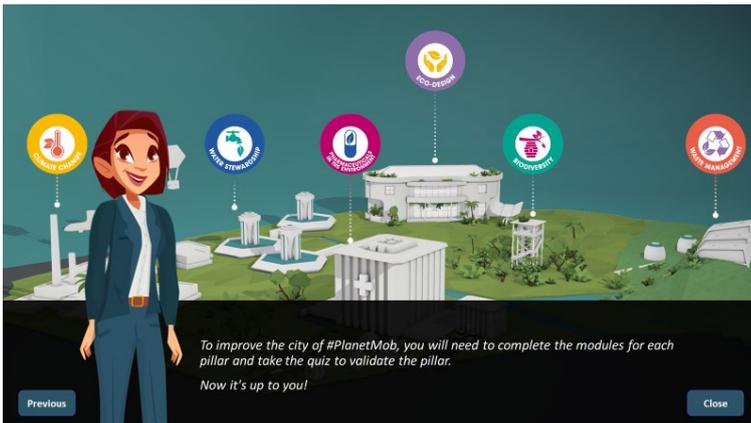


In 2022, Sanofi launched the second edition of the program by pre-selecting 12 existing environmental initiatives that employees around the world could implement at their site/unit or replicate at a global scale. Six initiatives out of the 12 were selected by Sanofi employees and project teams wanting to implement these six initiatives entered a full program of bootcamps, hackathons, and design thinking workshops led by Sanofi’s Innovation Lab. The project teams will then pitch to a multidisciplinary jury of senior leaders which will then select the projects to be financed with appropriate resources from the €3 million Planet Mobilization fund.

## 2.2. WORLD ENVIRONMENT DAY

On World Environment Day, Sanofi’s employees come out in force with actions to build a safer and greener planet. In 2021, employees across more than 120 sites in 50 countries used the international day to focus on biodiversity protection. With the aim of raising awareness on biodiversity, the sites had the opportunity to promote local biodiversity actions, initiatives, achievements, projects through virtual or in-person exhibition, organized learning and awareness events, or shared educational editorial content. They also engaged site employees in local initiatives such as tree planting, awareness sessions and webinars, natural sites cleaning-up and beehives installation.

## 2.3. LAUNCH OF A DEDICATED TRAINING



A training in environmental topics has been launched in 2021. The objective of the training is to strengthen the environmental culture by providing basic knowledge in each of the environmental pillars covered by the Planet Mobilization program.

Accessible to all, it is an opportunity given to all employees to take a closer look at today's environmental challenges and to better understand Sanofi's environmental ambitions.

## 3. Local awareness initiatives

In addition to the global awareness program, initiatives are deployed locally on sites and within various functions, units and countries, set up by volunteers committed to the environment.

### 3.1. A GLOBAL PROJECT: PLAN BEE®



Pollinator decline is not solely a governmental or individual problem, but one which urgently requires a multi-organizational solution. Starting in 2016, a Sanofi beekeeper employee has decided to have a direct impact on pollinator decline but also have an indirect impact by means of climate change through the Plan Bee® initiative.

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

Plan Bee® is an incubator platform deployed across 24 sites with the participation and strong commitment of 268 volunteers.

In 2021 over 400 kg of honey was sold to employees, for which the income was donated to the internal charity "Enfants de Sanofi" or re-invested in the Plan Bee® initiative. This project contributes to reinforce the circular economy.

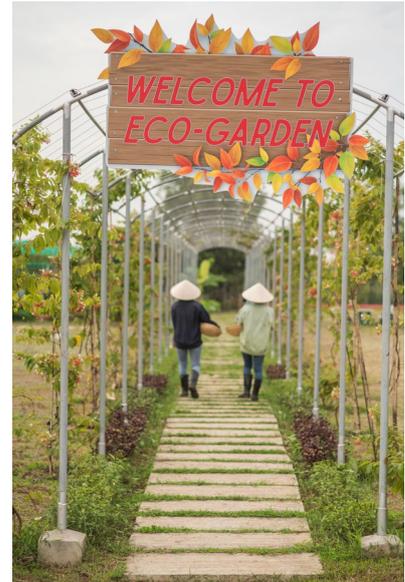
### 3.2. ECO-GARDEN IN VIETNAM

In 2020, the Sanofi manufacturing site in Vietnam started an eco-garden with the ambition to foster both environmental awareness and employee engagement.

From day one, a clear charter and governance had been set-up around three main ambitions: 100% organic, eco-friendly, and circular gardening. The project began with a simple plot gardening activity. Over the past two years employee engagement in the eco-garden has flourished with implementation of the following:

- built sunroof protection and a water dispensing system to limit water consumption;
- made compost from cafeteria organic waste to avoid use of chemical fertilizers;
- designed an aquaponics system to grow circularly fish and lettuce powered by solar panels;
- set-up a chicken coop to provide eggs to employees (the site even got chicks!);
- planted flowers, cactus, lotus all around the garden including an orchid corner;
- grew a self-service therapeutic garden to promote Vietnamese traditional medicines;
- installed a dovecote in response to the passion around birds in Vietnam and to welcome rabbits and ducks; and
- planted a forest around the garden, growing common south Vietnam fruit trees.

The eco-garden is now a land of passion and freedom where everyone is invited to bring new ideas and become involved. Half of the total site employee population is now directly involved in the garden activity and events are regularly organized with children to raise awareness on environmental protection. Everyone is enjoying the harvest which is shared between employees: vegetables, eggs and fishes are distributed. In addition, 55 species of tropical fruit trees popularly grown in Southern Vietnam have been collected and successfully grown.



### 3.3. GREENS TEAMS

In addition to the global Planet Mobilization “Tribe” gathering more than 2,100 active ambassadors, various Green Teams are in place at sites and global functions, which have implemented environmental initiatives globally and locally. Some examples are presented below.

#### 3.3.1. The “Amazon Tribe”

The “Amazon Tribe” created in 2020 has deployed several social initiatives such as a partnership with the French Red Cross (Health bank operation to collect hygiene products for people in need and donations to support homeless people through Phytoxil, Novanuit and Stress Resist brands), product donations and a volunteering day to help associations (*The Purpose Day*).

Regarding environment, the team also set up a partnership with Cyclamed, a French eco-organization which collects and treats unused medicines, returned by patients in pharmacies. This partnership included an initiative to raise awareness internally on sorting drugs and externally through CHC brands (Lysopaine). In addition, the team reduced paper use by eliminating leaflets on all CHC food supplements and medical devices and developed an innovation impact score card.

Amazon Tribes organized also many initiatives to raise awareness of CSR topic for our employees: CSR-themed meetings with external stakeholders and educational booklet, aiming to promote the sustainable use of medicines.

### 3.3.2. The Sustainable Supply Chain Tribe

Launched mid-2021, the Sustainable Supply Chain Tribe is composed of 90 volunteers from different Sanofi sites and expertise across the world. Aiming at collecting and sharing great ideas to limit the impacts of Sanofi supply chain activities on the environment, as well as supporting the Company roadmap, the Tribe meets every week and regularly invites internal and external speakers. As a result of sharing practices, the Tribe contributed to the deployment of two projects leading to greenhouse gases reduction in 2021: the use of Bioffex™ as 100% sustainable solution for shipping temperature-controlled products and the re-use of thermal blankets. *For more information, see our [Document Center: Transporting Medicines and Vaccines Factsheet](#).*

### 3.3.3. Waterford site Green Team

The team composed of 100 employees has engaged in various initiatives to raise awareness of environmental protection at the Waterford site. Several beach clean-ups of scenic amenity areas have been held in 2021 with more planned through the 2022 summer months when teams from across the Waterford site will take part – helping the environment while also engaging and connecting with colleagues. At Christmas and during St Patrick’s Day (Ireland’s national holiday), members of the Waterford site team and their families were encouraged to clean up areas near their homes with small incentives offered to those who took part.

The team is also one of the 2021 Planet Mobilization Ideation Program winners and has partnered with Junior Achievement Ireland (JAI) to deliver an in-school program called “One Small Change”. They are being supported in this work by Sanofi volunteers who will also help deliver the modules in schools. The teams are also continuing to work on the design and development of an app aimed at tracking consumer behavior to promote sustainable shopping, waste reduction and recycling.

### 3.3.4. UKIE Green Team

At the beginning of 2022 Sanofi UKIE established a “We Mean Green” project team whose objective is to create a sustainability vision and ensure Sanofi UKIE has a unified approach in protecting our environment. The project team is working on developing a UKIE sustainability roadmap to reduce carbon emissions, as well as to drive new sustainable initiatives looking at employee engagement, awareness and incentivization. In addition, the “We Mean Green” employee engagement team is acting as a support for Company events to ensure sustainability is a priority and that employees are challenged and incentivized to be sustainable. Education is an important objective of the team and they will be looking to host educational sessions and webinars on the impact of climate change, importance of the environment and what actions employees can take to become more sustainable throughout 2022.

Prior to the “We Mean Green” team, Sanofi UKIE also deployed a Green Team composed of UKIE Sanofi employees who are passionate about climate change action; they supported and proposed initiatives to educate employees in greener practice by running education workshops, an eco-fair, and reminding employees to generate less waste. The Green Team successfully encouraged employees to use public transport or car share where possible, supported further plastic replacement, worked with facilities to improve waste management, produced and run educational workshops for all employees based on topical environmental matters, and celebrated World Environmental Day and Earth Day. Today, initiatives are in place, aiming at encouraging employees to reduce their plastics and paper wastes, shift to an eco-fleet and foster biodiversity.

### 3.3.5. At our Brazilian affiliate

Planet Mobilization Program addresses Waste Management topic which embraces the challenge of reducing the usage of paper to the minimum essential to the business at Sanofi. In the Brazilian affiliate, different areas took the challenge and worked together towards a paperless mindset. Among the initiatives, the affiliate reduced its number of printers across different site locations, turned printed content into QR code messages or digital versions (including materials for point of sales and healthcare professionals). Along 2021, the Brazilian affiliate reduced more than 1.5 million of printings. An internal engagement campaign also amplified the initiative among employees.