

Health, Safety, Environment Global Policy

February 2025

Our collective commitment is to ensure Sanofi is a safe and healthy workplace while minimizing the environmental footprint of our activities and products.

This policy defines Sanofi's commitment to carry out its activities in compliance with our Company Code of Conduct: specifically, Sanofi leverages **Health, Safety, Environmental and Energy management systems** focused on the elimination or reduction of occupational health, safety and environmental risks and impacts. These management systems foster continuous improvement and are audited regularly.

In our activities worldwide, Sanofi commits to **comply with applicable laws and regulations** wherever Sanofi operates and to implement relevant HSE and energy management requirements, expert recommendations, and best practices.

With our **Leading Safety** program, Sanofi encourages a proactive Safety Culture where employees actively collaborate and take collective responsibility to create a safe workplace for *everyone, everywhere, every day*; with the goal that every employee can go to work and return home safely to our families and loved ones, every day.

Embedded in our **All Well** program, Sanofi offers health and wellbeing support to all its employees. The "Healthy Bodies" and "Healthy Minds" pillars bring various global and local resources to promote healthy nutrition, physical activity, vaccination, health checkup and to provide a Global Employee Assistance Program.

Through our **Planet Care** program, Sanofi commits to minimize the environmental impacts of our products and all our value chain activities (Manufacturing & Supply, Distribution, R&D and Commercial), while strengthening our business resilience in the face of environmental changes:

- Fight climate change: build the road to net zero emissions by 2045 with an intermediate carbon neutrality goal for 2030 including the value chain,
- Limit our environmental footprint by aiming for circular solutions, optimizing the use of resources including water and by protecting ecosystems,
- Improve the environmental profile of our products through an Eco-design approach for all our new and top leading products and by fostering the sustainable use of medicines,
- Lead a **continuous improvement of our energy performance** by ensuring the availability of relevant data and resources to achieve our energy targets and supporting the design and procurement of energy efficient products and services.

Sanofi is mobilizing employees, suppliers & key partners to join forces and build joint action plans for environmental sustainability.

Sanofi engages its value chain partners, suppliers and contractors to adopt responsible health, safety and environmental sustainability policies in line with our ambitions. Sanofi drives this ambition through responsible sourcing to support delivery of our own public commitments.

Finally, Sanofi promotes a constructive attitude of **transparency and dialogue with stakeholders** through our health, safety, and environment global policy.



Paul Hudson
Chief Executive Officer



Annabelle Harreguy-Balace
Head of Global HSE