



Sanofi's Accessibility Policy

Sharing the story of Accessibility at Sanofi



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Introduction

Sanofi's Accessibility Commitment

At Sanofi, we are committed to accessibility and disability inclusion through a holistic and best-in-class approach.

We want all Sanofi employees, patients, consumers, and communities to be included and valued, regardless of their ability or disability, their technological requirements, cultural background, education, and experience.

This Accessibility Policy outlines the policies and procedures that Sanofi promotes as we strive to ensure accessibility and disability inclusion across our physical spaces, digital world, and Sanofi culture.

What is Accessibility?

Accessibility is the practice of designing environments, products, services, in-person and digital experiences in a barrier-free way that ensures inclusivity and equal access for all individuals, regardless of their physical, cognitive, sensory, or socio-economic abilities and disabilities.

Our Strategy

Three pillars guide the implementation of our approach to accessibility:

- **Maintaining an inclusive culture:** We embed accessibility through awareness, education and community, harnessing the power of our global employee resource groups.
- **Ensuring equal access for all:** We provide accessible products and services, digitally and physically to our patients, customers, and all our employees.
- **Being best in class:** We see accessibility as a core enabler of our culture that helps support our high performing teams.



Physical Spaces

We are committed to ensuring all our work sites are fully accessible, designing spaces without barriers and offering flexibility to adapt to diverse needs and preferences. We aim to ensure that all our employees have full workplace accessibility.

Workplace Accessibility Standards

The Sanofi Global Workplace Accessibility Standards outline the specific requirements that all sites must implement to create barrier-free environments that accommodate diverse physical and cognitive needs. These Standards include 209 criteria designed to embed inclusivity in all parts of Sanofi workplaces, including building layouts, interior design, information design, equipment, health and safety protocols, operational processes, and working conditions.

In conjunction with our WorkX (Workplace Experience) 3.0 strategy, we're crafting vibrant spaces where every Sanofian thrives, feels included, valued, and inspired to bring their best selves to work every day.

Accessibility for All

At the workplace, we provide support to enable all employees to thrive. This includes providing easy access to ergonomic tools, assistive technology, digital accessibility solutions, private consultancy and expert guidance.

In 2025, we launched the Accessibility Lounge, our first dedicated space for accessibility in our site at Gentilly, France. It serves as a hub where employees can explore assistive technology, workplace tools, receive personalized support, and contribute to a culture of continuous improvement in accessibility practices.



Digital World

Digital accessibility encompasses the inclusive approach of eliminating barriers that hinder interaction with or access to websites, digital tools, and technologies. We aim to ensure all digital solutions are accessible and support the inclusion of all Sanofi employees, patients, customers, and stakeholders regardless of their ability or disability, their technological requirements, cultural background, education, and experience.

Digital Accessibility Standard

Launched in 2024, Sanofi's Digital Accessibility Standard provides a comprehensive set of requirements for Sanofi employees, partners, and suppliers to adhere to, enhancing accessibility of our digital solutions and digital content. The Standard incorporates practices aligned with international Web Content Accessibility Guidelines (WCAG) 2.2 level AA, with select level AAA additions. The Standard is complemented by best-practice recommendations to go above and beyond compliance and fulfill Sanofi's Best-in-Class accessibility ambition.

To support our accessibility efforts, Sanofi has partnered with Deque Systems, providing our teams with industry-leading accessibility tools and expertise to evaluate, remediate, and enhance the accessibility of our digital products and content.

Design System Accessibility

Sanofi's Elements design system is a set of established design patterns, user-interface rules, and design guidelines. In addition to strengthening brand consistency and significantly reducing development time, using Elements ensures our digital products are uniform in behavior and appearance, and aligned with UX industry best practices. We went beyond the standard UX industry by embedding Accessibility (WCAG 2.2) into our design system, a first in the pharmaceutical industry. All Elements components meet 100% accessibility criteria – and our teams work to



ensure that accessibility and inclusion continue through implementation and launch of the final products.

Inclusive Brand Identity

At Sanofi, we recognize that our corporate brand identity is a powerful enabler for inclusion. We are committed to making our brand elements more accessible by implementing inclusive design principles across all visual and communication assets. By embedding these accessibility principles into our brand guidelines, we ensure our identity is not only consistent but representative and accessible to all employees, patients, healthcare professionals, suppliers and audiences we serve.

Sanofi culture

We are guided by our purpose of improving the lives of patients, the planet, and our employees. Keeping this top of mind, we strive to do the right thing to create healthier futures for everyone.

At the Workplace

At the heart of our workplace culture is creating an environment where every employee feels they can bring the best of their whole selves to work.

We implement the necessary actions to integrate and retain employees with disabilities within Sanofi around the world, complying to local legislation as a minimum with additional measures where possible to empower employees to succeed and thrive in their career. This includes providing resources and support for their learning and development and overall well-being.

Employee Resource Groups and Affinity Groups

Supported by executive sponsors at global and local levels, our Employee Resource Group (ERG) Ability+ around the world, and sub-groups such as



AWARE for neurodiversity, facilitate open dialogue, training, and communications to create an inclusive and welcoming work environment for all employees. We also collaborate alongside our affinity groups, which are focused on the following specific topics: Women’s Life Stages and Work, Cancer and Work, Diabetes and Work, and Parents and Work.

On top of our ERG and Affinity Groups, we have partnered with external networks and organizations to widen our disability inclusion practices. These include the Valuable 500, the International Labour Organization’s Global Business and Disability Network, PurpleSpace, and Disability:IN.

Tools and training

Accessibility is foundational to creating the best experiences in digital and physical spaces, and everyone should infuse it in everything they do and build. We invest in the necessary tools and training across our three pillars physical, culture, and digital to develop awareness and expertise across the company. Our learning and development teams continually launch new courses to expand the knowledge and skillset across job roles.

Beyond the Workplace

We all depend on healthcare but not everyone can access it in a way that makes them feel safe and supported. We recognize that to provide the best healthcare experience requires understanding and adapting to the needs of the people we serve.

A Million Conversations

The aim of this global initiative is to rebuild trust with under-supported communities by creating a more representative and equitable healthcare system. Trust between patients and healthcare professionals is essential because when trust is lost diagnoses are delayed, treatment suffers, and people disengage from care altogether.



Our three-pillar approach involves the NextGen scholarship, dialogue events with the communities facing the issues to co-build action plans and policy proposals to influence the healthcare system, all supported by an external Advisory committee.

Socio Economic Impact Sourcing (SEIS)

Our Socio-Economic impact sourcing has an ambition to create a fair and accessible platform to support Sanofi. We strive to create an inclusive Supply Chain with Small Business Engagement that helps to drive positive impact in the communities we operate in.



Conclusion

At Sanofi, we aim to create an environment where everyone is included and valued. Our workplace experience matters, and we have made sure that our Accessibility Policy is fully integrated with our people and culture strategy and our commitment to society, and we have focused our efforts in these areas:

- **Physical Spaces**

We aim to build an inclusive workplace that goes beyond compliance with local laws and legislation by transforming our work culture through digital enhancements and workplace improvements.

- **Digital World**

We launched our Digital Accessibility Standard and provided training on accessible communication practices and disability etiquette to all Sanofi employees.

- **Sanofi Culture**

We continuously act and put the norms in place for our company to reflect all facets of society in the world so that we can better serve everyone no matter where they are on their health journey.

For more information about Accessibility at Sanofi, you can contact:

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