

# SANOFI SOCIAL CHARTER

Innovation

Confidence

Respect

Solidarity

Integrity



Being open

Being focused

Being engaged

Being passionate

## The Sanofi social charter:

- Reflects the values and attitudes which are part of our Sanofi culture
- Applies to all employees of the Group worldwide to help guide their day-to-day professional activities
- Confirms the commitment of Sanofi in terms of its responsibility towards employees and environment

- 1 Sanofi aims to combine economic and social performance and recognizes these are inseparable.
- 2 Sanofi shall ensure equal opportunities for its employees, taking account of their individual skills and aptitudes, and will not tolerate any discrimination.
- 3 The health and safety of all is an obligation for the Group and its employees and all necessary means shall be employed to ensure compliance.
- 4 Workplace relations within the Group are based on mutual respect and dialogue.
- 5 The quality of management contributes to the good functioning of the Group. Management duties shall be performed with the constant aim of setting the best example and showing courage. Any action that might compromise the dignity of the individual is forbidden.
- 6 Achieving both improved working conditions and the necessary adaptations of the Group to its environment is a major obligation.
- 7 Sanofi undertakes to respect its employees' private lives.
- 8 Sanofi shall ensure that all employees receive the information and training necessary for the appropriate performance of their tasks.
- 9 Professional training is an essential part of development for both the employees and Sanofi. Everyone has a duty and a right to undergo appropriate training, and to this end the Group provides the necessary resources and commitment.
- 10 Sanofi's socially responsible approach entails anticipation and the ability to react quickly including being able to adapt to technological developments and broader change.
- 11 Sanofi shall take all necessary steps to extend social security cover to its employees and their families.
- 12 Sanofi applies the principles of the UN's Global Compact\* to which it has subscribed. In respect of the workplace, this refers in particular to:
  - the support of freedom of association and the recognition of the right to collective bargaining (Principle 3);
  - the abolition of compulsory labour (Principle 4);
  - the abolition of child labour (Principle 5);
  - the elimination of discrimination in employment and occupation (Principle 6).Mindful of the safety, physical and psychological health of children, the Group applies the ILO conventions 138 and 182 of 1973 and 1999 on the prohibition of child labour, in full.

\*The Global Compact is an initiative of the United Nations, creating a network of enterprises committed to applying ten principles in the areas of human rights, labour relations and protection of the environment.