

---

●

# *Employee Volunteering Engagement*

●

**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.

Every day at Sanofi, we chase the miracles of science to improve people's lives. That reflects our commitment to society: to shape a better quality of life for people and communities around the world. Because we can do more and we want our people to have a purposeful experience, we are taking this mission to the next level with "We Volunteer," our company-wide employee volunteering program.

# TABLE OF CONTENTS

- 1. Background.....3*
- 1.1. SANOFI WE VOLUNTEER PROGRAM..... 3**
  
- 2. Volunteering local initiatives..... 4*
- 2.1. INDIA ..... 4**
- 2.2. THAILAND..... 5**
- 2.3. IRELAND..... 5**
- 2.4. EGYPT..... 6**
- 2.5. LATAM SOUTH CONE ..... 7**

# 1. Background

Sanofi has a history of engagement with communities through volunteering. Thousands of employees have contributed, and many continue to do so. Run by Sanofi and our partners, our volunteering activities support our CSR goals, which are all about social and economic engagement in all communities where we operate.

Sanofi Global Volunteering 2022



**6,825 Volunteers**



**46,976 Hours**



**371 Partners**



**33 Countries**

## 1.1. 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, R&D for unmet needs, Planet Care and In and 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 as spending time for the communities we care about. Employees in all countries 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.

Employees can join year-round volunteering opportunities organized by Sanofi's affiliates and/or engage during **We Volunteer Month** each year in October, the opportunity to promote and celebrate volunteering engagement across the Company.

## 2. Volunteering local initiatives

### 2.1. INDIA

A “paper bags making” was launched in all sites across the country. Volunteers did paper bags as a replacement for plastic to protect the environment. The bags were handed it over to the pharmacies stores around our sites to be used instead of plastic bags with the message of preserving the environment.

The overall activity involved 463 volunteers who jointly made around 25000+ bags.



Sanofi volunteers in Goa during a paper bags making session.

## 2.2. Thailand

In Thailand during WeVolunteer month, **36 Sanofi volunteers** partnered with Foundation for Children Thailand and prepare a healthy lunch for the children, organized session to teach the children about nutrition and healthy life style. Plant a vegetable garden and renovated and decorated the recreational children's area



Sanofi volunteers supporting Foundation for children Thailand

## 2.3. IRELAND

Sanofi volunteers from Waterford industrial site participated numerous packing food parcels and assisting with the delivery of food parcels to beneficiaries' families from Waterford in Food Bank.

**125 Sanofi volunteers** committed 2 hours of their time during WeVolunteer month to support the organization.





Sanofi volunteers supporting Waterford Food Bank

## 2.4. EGYPT

Sanofi Egypt participates to VeryNile project, the first initiative to develop large scale means to clean the Nile while raising awareness on the importance to protect our environment. VeryNile organizes cleaning events and develops eco-friendly solutions to remove trash from the river.

VeryNile innovates different ways to clean the Nile, such as building the first cleaning boat in the Nile, collaborating with Cairene fishermen to collect garbage from the Nile, and partnering with recycling initiatives to create eco-friendly bags that can be used to limit the use of single-use plastic bags.

In 2022, **28 Sanofi volunteers** participated in river cleaning campaigns to physically clean the banks of the Nile.



Sanofi volunteers clean-up day with Very Nile project

## 2.5. 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.

In 2022, **31 Sanofi volunteers** participated animating learning activities for children and adults on hygiene habits in community centers.



Sanofi volunteers animating an activity with children