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Health Safety and Environmental Management System

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GRI Standards:

403-1: Occupational health and safety management system

EXECUTIVE SUMMARY

Sanofi has implemented a Health, Safety, and Environmental (HSE) management system. It covers all Sanofi operations (research, development, medical, manufacturing, supply chain, sales and marketing, support functions) at any locations (factories, offices and warehouses). This also includes activities carried out by contractors and subcontractors on behalf of Sanofi.

This system is designed to protect the health and safety of each employee working at Sanofi, to develop and to utilize safe industrial processes, and to limit the environmental impacts of Sanofi activities and products.

The Global HSE Department defines and develops an internal framework based on the HSE policy, internal requirements, standards, procedures and operational tools applicable across all Sanofi operations. It also oversees compliance with regulations.

Training programs have been set up to fully implement this framework on all levels of hierarchy. HSE performance is measured using reporting tools, self-inspections, and audits, to evaluate the system's effectiveness and review the goals and methods used as part of a continuous improvement approach.

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1. HSE policy

The HSE management system is continuously being improved. The HSE policy is signed by the Chief Executive Officer, to demonstrate the Company's strong commitment to addressing HSE issues.

The HSE policy establishes a framework for the actions that Sanofi implements for both employees and external partners. The HSE policy applies to all of Sanofi's activities.

Copies of the policy are posted and displayed in key locations and also on the company intranet.

For more information, please refer to our HSE policy in the [Document Center](#).

2. HSE management structure

2.1. HSE MANAGEMENT SYSTEM ORGANIZATION AND GOVERNANCE

In order to meet the HSE challenges and to accompany Sanofi's evolution, the HSE organization is based on the following principles:

- support of specific skills throughout the organization;
- greater proximity to sites and businesses activities; and
- collaborative and transversal mode of operation, in interface with other business lines.

The global HSE organization is based on three pillars under the management of one Global HSE Head.



2.2. HSE MISSIONS

In compliance with Sanofi's commitments as defined in its Code of Ethics, the main missions of the global HSE team are to:

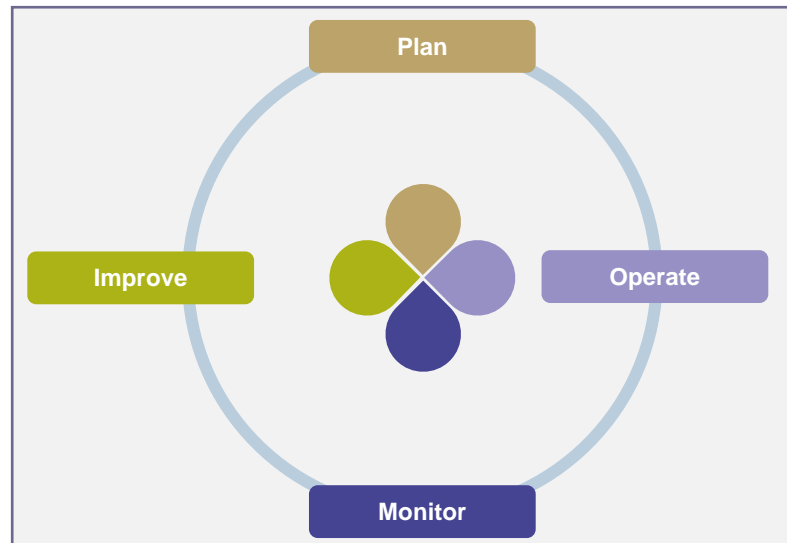
- define and implement action plans, documents (Global Policies, requirements, Operational standards and guidance), processes, methods, tools to prevent and limit HSE risks and impacts;
- ensure that current and emerging scientific, technical and regulatory issues as well as best practices are captured and communicated;
- point out significant HSE risks (operational including business interruption, financial, legal, reputational), alert relevant people and implement adequate mitigation plan;
- participate to merger and acquisition operations as well as assessment of environmental risks and management of risks directly retained or indirectly retained regarding given guarantees;
- support all sites and organizations in each business and along all the value chain (Engineering, Procurement, devices, suppliers, etc.) to carry out plans to achieve continuous HSE progress; and
- strengthen the HSE network and job family by developing core expertise and competencies as needed within Sanofi in relation to applicable regulations and HSE challenges.

2.3. PROCESS DESCRIPTION AND STRUCTURE

The Sanofi HSE Management System is a set of requirements and standards arranged into a pyramid.



The structure of the HSE Management System is based on the “Plan – Operate – Monitor – Improve” structure. This is equivalent to the management approach known as Plan-Do-Check-Act or PDCA cycle.



Plan

A risk-based approach is developed to enable the establishment of comprehensive objectives and plans to improve management of risks and compliance to applicable regulations and conformance to internal requirements.

Operate

Operational controls, procedures and processes are implemented to ensure safe work practices and effective control of risks.

Monitor

HSE results and KPIs are monitored on an ongoing basis to measure the performance against objectives and targets.

Audit are performed to evaluate the system effectiveness.

Improve

Regular management reviews are performed to ensure the achievement of targets.

Corrective and Preventive actions are implemented to participate to continual HSE performance improvement.

Transversal Support

Processes and programs are in place to ensure adequate document management, employees’ competencies and communication towards achieving the desired level of HSE performance.

2.4. RISK IDENTIFICATION, MANAGEMENT AND OPERATING CONTROLS

The process for risk identification and management is a pillar to the global Health, Safety and Environment management system. Its main purpose is to identify hazards and risks, assessing their likelihood and potential effects, establish a global risk mapping and implement risk mitigation measures, for process safety, occupational hygiene and environment.

Appropriate controls are identified and implemented following the hierarchy of risk control strategy, in order: Eliminate, Substitute, Technical measures & Engineering controls, Organizational measures, Personal Protective Equipment.

Risk assessments are reviewed annually or at each significant change and are consolidated yearly in a risk matrix.

Site level risks are consolidated yearly in a risk map at business level to list all remaining major risks and set priorities based on their potential impact on Sanofi's activities. Global HSE management consolidates all the risk maps coming from the Business Units to issue a unique HSE Risk Map of the Company. This ultimate Risk Map represents a global and synthetic view of the Company's HSE situation. Global HSE consolidates the HSE risks into the Company Risk Management process.



Following the kind of activity performed, specific programs are implemented to ensure a full HSE risk prevention in the following areas: Road Safety, Office Safety, Laboratory Safety, Warehouse Safety, Management of chemicals substances risks, Management of biological risk, Management of radiation. Documented procedures establish standard work practices, maintenance of infrastructures and equipment as well as safe operating parameters.

Operating control requirements related to Safety, Occupational Health and Hygiene as well as Environment are described in the Sanofi HSE key requirements.

2.5. CONTRACTOR AND SUPPLIER MANAGEMENT

HSE performance and management systems are factored into the selection of contractors or suppliers on a risk basis taking into account the nature of their activities.

Contractors and suppliers are required to manage HSE in line with Sanofi's HSE policy. Commensurate with risk, the selection of any new or significant key supplier or contractor includes a review of HSE criteria and an HSE assessment. Appropriate information is exchanged concerning the products and processes.

2.6. EMERGENCY PREPAREDNESS

Sanofi has developed, maintains, and periodically tests definitive plans and procedures for responding to emergency situations involving people, assets and the environment. Each site conducts a vulnerability assessment to identify all real and potential HSE related crisis/emergency scenarios.

2.7. TRAINING AND LEARNING PROGRAMS

Sanofi has developed processes to ensure that employees are properly trained on HSE topics and specific missions. The HSE Training Academy aims at developing core expertise and competencies in relation to applicable regulations, scientific and technological advances in the framework of HSE missions.

2.8. HSE CERTIFICATIONS

ISO 14001: In 2022, the HSE management system of Sanofi (Represented by Sanofi Winthrop Industrie, Campus Sanofi Val de Bièvre, 82 Avenue Raspail, 94255 GENTILLY, France) has been assessed and certified as meeting the requirements of ISO 14001:2015 for the following activities:

Research, development, manufacturing, supply chain, sales & marketing, administration, and related support functions performed in the Business Units: General Medicines, Specialty Care, Vaccines, Consumer Health Care; in the 35 listed sites.¹

ISO 50001: In 2022, the Energy management system of Sanofi has been assessed and certified as meeting the requirements of ISO 50001:2018 for the following activities Research, development, manufacturing, distribution centers and related support functions performed in the Business Units: General Medicines, Specialty Care, Vaccines, Consumer HealthCare; in the 28 listed sites.²

ISO 45000: 10 sites are certified. This represents 60% of our employees in Industrial Affairs, R&D, and corporate HQ premises.

3. HSE management culture in Sanofi

Sanofi is a global life sciences company committed to improve access to healthcare and supporting the people it serves throughout the continuum of care. For the development of its activities, the Company applies the same preventative approach with respect to their potential impact to the health & safety of its employees and contractors and/or to the environment in which Sanofi operates.

This approach to prevent risks and to minimize the impact of operations is deeply enrooted in Sanofi's way of doing: we could not be dedicated to make a difference on patients' daily life, wherever they live, and enable them to enjoy a healthier life without putting our efforts also in guaranteeing the protection of employees and third parties' personnel as well as the conservation of our natural environment.

This approach configures our HSE management culture focused in minimizing workplace risks and environmental impact throughout our business lifecycle. In this context, all Sanofi employees are invited to follow these principles, which underpin our Business Strategy as well in our following company business values: teamwork, courage, respect, integrity.

We truly believe that Sanofi cannot obtain a good business performance without an excellent management of the HSE aspects of our activity. To emphasize this aspect of our business, we created the HSE Culture program, aimed at helping managers to acquire the necessary knowledge and skills to properly control the

¹ Amilly Manufacturing, Anagni, Aramon, Beijing, Cairo, Csanyikvölgy, Frankfurt (SFB&O, Distribution platform, Insulin Cluster), Geel, Gentilly, Goa, Hangzhou, Milan (Italy Commercial operations), Karachi, Luleburgaz, Marcy l'Etoile, Mégrine, Narita, Origgio, Pilar, Ploermel, Rzeszow, Scoppito, Hyderabad, Shenzhen, Singapore, Barcelona (Spain Commercial operations), Swiftwater, Toronto, Val de Reuil, Veresegyhaz, Virginia, Waltloo and Waterford.

² Anagni, Aramon, Beijing, Cairo, Chilly-Mazarin, Cologne, Compiègne, Csanyikvölgyi, Frankfurt (Corporate offices, R&D, SFB&O, Distribution Platfrom, Insulin Cluster), Geel, Gentilly, Le Trait, Luleburgaz, Maisons-Alfort, Marcy l'étoile, Montpellier, Orel, Origgio, Pilar, Scoppito, Val de Reuil, Vitry R&D, Vitry Manufacturing and Waterford.

risks that employees are exposed to in their work environment. This program helps us improving our HSE performance by raising awareness of the HSE issues and by emphasizing the role and responsibilities of managers in driving performance.

For more information, please refer to the "Document d'enregistrement universel" in our [Financial & CSR reports](#).