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# *Health and Safety in the Workplace*

**GRI Standards:**

403-1,403-2,403-3,403-4: Occupational Health and Safety

**EXECUTIVE SUMMARY**

Sanofi is committed to protecting the health and safety of all persons working in the Company from risks to which they may be exposed during their work. To this end, Sanofi implements risk prevention actions seeking to reduce occupational accidents, injuries or hazardous exposures to chemical and biological products to the lowest possible level. This involves risk identification and assessment actions in accordance with the requirements of global standards, as well as solid information and training programs for employees on health and safety.

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# 1. Background and Sanofi Safety Culture

**The men and women of Sanofi are the real drivers of our business performance We are committed to ensuring the health and safety of all people working at Sanofi.**

Sanofi care about its employees' health and safety, and know it is an essential component in the success of its business. Limiting the occurrence of diseases and injuries has a direct positive impact on productivity and costs by avoiding repeated absences, medical expenses and insurance premiums.

Sanofi has developed a **safety culture program** to engage leaders and workers at all levels of the organization to protect the health and safety of our employees, contractors and communities.

Sanofi has rigorous policies to identify and evaluate safety risks and to develop preventive safety measures, and methods for checking their efficacy. Additionally, Sanofi invests in training that is designed to instill in all employees a sense of concern for safety, regardless of their duties.

Health and safety programs aim to provide a safe and healthy workplace for employees, minimize injuries and illnesses and ensure compliance with applicable workplace health and safety laws and regulations.

According to its core value to ensure business continuity to deliver medicines to patients, Sanofi operates its activities by implementing program to prevent from fire, explosion and natural disasters.

Everyone is expected to integrate health and safety considerations into their day-to-day work activities:

- Apply Sanofi principles and business practices for health and safety, and management systems. Operate in full compliance with all applicable laws, rules and regulations
- Promptly report accidents, incidents of non-compliance, or any other matter posing a threat to health and safety
- Take responsibility for maintaining an incident-free workplace, and develop a safety culture in order to stay safe at work and help others do the same
- Make available Safety information relating to hazardous processes and materials, including pharmaceutical compounds in order to educate, train and protect workers from hazards.
- Participate and be involved by implementing strong business continuity programs and emergency preparedness and response

## 2. Safety in the workplace

Creating a safe working environment is first and foremost a matter of reducing workplace accidents and injuries to the lowest possible level. Sanofi's safety approach includes:

- conducting risk assessments as of the initial phases of our activities and for each change; applying risk minimization methods in all situations, for all processes and projects;
- using the hazard vetting method each time manufacturing or equipment is scaled up; focusing on organizational and human factors in safety management;
- providing continuous employee awareness and training programs about prevention and protection systems;
- providing support for managers while taking specific steps to ensure the safety of independent contractors;
- making constant progress on our road safety record with the support of the Sanofi Road Safety Committee;
- developing initiatives to improve employees' health and safety during business travel; sharing Injuries Learning Experiences through all Sanofi sites; and
- promoting Safety routines for employees to engage dialog about the consciousness and prevention of hazards.

**The Sanofi Road Safety Committee** determines our global road safety program by analyzing worldwide road safety results and setting objectives for our affiliates. Each site then implements a program to address its specific road and motor vehicle safety issues, based on the committee's guidance and its own risk

assessments. Proven success factors to improve road safety include strong support from management, sufficient resource allocation, clear objectives, and regular reviews. Fleet safety and driver training programs are also important, as are the accurate reporting and analysis of all motor vehicle accidents and work-related injuries.

**Monitoring and analysis of potentially injuries (PSI) are a key pillar.** Since 2016, prevention measures for serious and potentially serious injuries have been strengthened by developing a methodology to analyze the root causes of serious or potentially serious injuries. The aim is to avoid any recurrence of these events and to gradually develop a safety culture for all Sanofi staff, outside Company personnel and temporary workers.

To this purpose, a training program has been designed to create a network of experts worldwide specialized in the in-depth analysis of events.

In 2022, the number of PSI (Potential Serious Injury + Serious Injury) is 57 (versus 62 in 2021).

### *3. Health in the workplace*

Ensuring the physical and mental health of each employee consists of minimizing exposure to chemical, biological, radiations, physical risks, ergonomics constraints. It also involves occupational hygiene assessments and control strategy to protect employees' health.

Our approach to health in the workplace is based on:

- identifying jobs and occupational hazards;
- assessing workplace; and
- controlling the risks, including the hierarchy of control: elimination, substitution, engineering, administrative controls including medical surveillance and the use of personal protective equipment.

Our approach is built on a solid foundation, Sanofi's Health, Safety and Environment (HSE) management system. Central to our occupational health responsibility is the expertise, facilities and global requirements/standards that have been established to assure robust programs globally.

Occupational health departments and HSE departments, with occupational hygiene competences, are working together to prevent any health effects on employees.

Baseline and routine worker monitoring programs of occupational health risks is a key responsibility for our Medical and HSE experts, guided by our global requirements/standards.

Sanofi's Regional deployed Occupational Physicians/Nurses and occupational health clinics located in our operations to provide the health expertise and facilities needed to support this important area of responsibility. Working with our HSE experts, these occupational health experts partner to assure all aspects of employee health are managed properly.

Occupational hygiene programs are managed by HSE departments in order to maintain a good knowledge of all potential exposure on hazardous agents for health of employees. It includes a constant vigilance on the effectiveness of risk control.

In Sanofi, workers are regularly involved in workplace risk assessment related to health and safety matters to create a safe working environment. The consultation of workers and workers' representatives is a common practice in Sanofi, and mandatory by regulation in the main countries, on matters affecting their health and safety. This consultation ensures that decisions are made collectively, considering the expertise and perspectives of all stakeholders.

The workers' participation provides valuable insights and observations about potential hazards, as well as suggestions for improvements. A culture of management safety visits with workers is very strong on all Sanofi sites. Workers are typically involved in this process of risk assessment by providing input based on their first-hand experiences. They can identify hazards specific to their tasks, workstations, or equipment and propose practical solutions. Safety Committees are established to regularly involve workers in health and safety matters. These committees consist of both management representatives and elected worker representatives. They meet regularly, and several times per year to discuss safety issues, and review risk assessments, to address workplace hazards.

Our pro-active initiatives also include health programs and ways to share best practices among our key medical doctors, who provide leadership for the network of occupational physicians working at Sanofi sites around the globe.

Where appropriate, both occupational hygiene monitoring, air exposure, and biomonitoring technologies are in place to track occupational exposure. We intend to improve workplace knowledge on hazardous agents and their effects. Training sessions organized for employees and managers are designed to enhance well-being at work. We also rely on the guidance of in-house expert committees.

Our key control and monitoring programs in this area include, but are not limited to, chemical and biological exposure, radiation, noise, ergonomics, temperature, and illumination.

As a company, we continue to conduct worldwide intensive sampling campaigns to quantify the exposure to specific APIs in production sites, including locations in China, India, Turkey and France. These campaigns provide best practices that are then able to be shared globally and further reduce potential risks in all similar installations. Both strategy, sampling and analyses of samples have been performed by qualified external companies.

As part of our work identifying potential Occupational Hygiene (OHy) improvement opportunities and action plans, we routinely address ergonomic risks in the workplace through systematic diagnoses by ergonomists. Ergonomic risks are mapped and prioritized for risk reduction action plans.

Occupational Hygiene programs are in place to manage all risks for health, including tertiary sites. It includes indoor air quality (IAQ) programs and Legionella controls.

The assessment of these various Health Risks occurs routinely as part of our HSE Audit programs, Site risk assessments, and improvement priorities. The site action plans are developed, then reviewed and validated by the site leadership and the business. When necessary, Corrective actions and Preventive actions are managed, and progress is monitored as part of the Sanofi HSE Audit program.

*For more information, see our [Documents Center](#):*

- Declaration of Extra-Financial Performance (section 4.3 with all figures and analysis on injuries)
- HSE Management System Factsheet
- HSE Policy
- Implementation of REACH Regulation Factsheet
- ESG Key Performance Indicators Factsheet