

# Business Responsibility & Sustainability Report

## Section A: General Disclosures

### I. Details of the Company

1.	Corporate Identity Number (CIN) of the Company	L24239MH1956PLC009794
2.	Name of the Company	Sanofi India Limited
3.	Year of incorporation	1956
4.	Registered office address	Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072
5.	Corporate address	Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072
6.	E-mail	igrc.sil@sanofi.com
7.	Telephone	(022) 28032000
8.	Website	www.sanofiindia.com
9.	Financial year for which reporting is being done	January 1, 2022 to December 31, 2022
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd and National Stock Exchange Limited
11.	Paid-up Capital	230.3 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Radhika Shah, Company Secretary Address: Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072, India. Tel. No.: (022) 28032000 E-mail: IGRC.SIL@sanofi.com
13.	Reporting boundary	The disclosures made in this report are on a standalone basis

### II. Products / services

#### 14. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Company
1.	Manufacture and sale of pharmaceutical products	Drugs and Pharmaceuticals	100%

#### 15. Products / Services sold by the Company (accounting for 90% of the Company's Turnover):

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Drugs and Pharmaceuticals	21002	100%

### III. Operations

#### 16. Number of locations where plants and / or operations / offices of the Company are situated:

Location	Number of Plants	Number of Offices	Total
National	1	3	4
International	0	0	0

#### 17. Markets served by the Company:

##### a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	28*

\*The number of international countries served by Sanofi India is for products exported to its affiliates in the respective countries.

#### b. What is the contribution of exports as a percentage of the total turnover of the Company?

Our contribution of export is 15% of our total turnover during the Financial Year 2022.

#### c. A brief on types of customers

Customers are important stakeholders in our business. Our Company's customer base includes stockists, Health Care Professional (HCPs) and Government Institutions to whom our Company sells its products.

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2445	2075	85%	370	15%
2.	Other than Permanent (E)	64	20	31%	44	69%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>2509</b>	<b>2095</b>	<b>83%</b>	<b>414</b>	<b>17%</b>
<b>WORKERS</b>						
4.	Permanent (F)	206	200	97%	6	3%
5.	Other than Permanent (G)*	0	0	0	0	0
<b>6.</b>	<b>Total workers (F + G)</b>	<b>206</b>	<b>200</b>	<b>97%</b>	<b>6</b>	<b>3%</b>

##### b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	0	0%	1	100%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>100%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

\* Sanofi India has always been an equal opportunity employer that looks at getting diverse talent into the organization. Our appointments have always been based on merit, with an aim to minimize biases. We have recently begun our journey of expanding our scope of diversity to include disability and have also started hiring employees who have physical disabilities. At Sanofi India, we will be focusing on this in the future and will put in place the measures to track and measure this going ahead.

#### 19. Participation / Inclusion / Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel*	1	1	100%

\*Key Management Personnel other than Board of Directors

**20. Turnover rate for permanent employees and workers:**

	FY 2022			FY 2021			FY 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.6%	17.3%	13.3%	15.6%	13.9%	15.4%	12.9%	11%	12.7%
Permanent Workers	1%	0%	1%	1.5%	0%	1.5%	56%	0%	55.2%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. Names of holding / subsidiary / associate companies / joint ventures:**

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held	Does the Company indicated at Column A, participate in the Business Responsibility initiatives of the Company
1.	Hoechst GmbH	Holding company	60.37%	No
2.	Sanofi S.A.	Ultimate holding company	0.02%	No

The Company does not have any subsidiary companies or associate companies or joint ventures.

**VI. CSR Details****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(ii) Turnover (in ₹): 27,701 Million

(iii) Net worth (in ₹): 12,758 Million

A detailed report on CSR projects undertaken during the Financial Year 2022 has been provided in 'Annexure - D' to the report of the Directors.

**VII. Transparency and Disclosures Compliances****23. Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	FY 2022			FY 2021		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Local Communities	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link <a href="https://www.sanofi.in/">https://www.sanofi.in/</a> )	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link <a href="https://www.sanofiindia.com/en/investors/contact-us">https://www.sanofiindia.com/en/investors/contact-us</a> )	28	-	-	15	-	-
Employees and workers	Yes, we have a mechanism in place to receive and redress stakeholder complains	23	9	Includes anonymous complaints	20	3	Includes anonymous complaints
Customers	Yes, we have a mechanism in place to receive and redress stakeholder complains. (web link <a href="https://www.sanofi.in/">https://www.sanofi.in/</a> )	791*	47	Product quality / technical complaints	687*	68	Product quality / technical complaints

\* Complaints are received from different stakeholders like Patients, Distributors, Pharmacists, HCPs via Phone, Email, Website & Social media. For Customer complaints we have only enlisted product technical complaints in the table given above. These include all received, including those that may later not be classified as a quality complaint (e.g.: lack of understanding on how to use the device) and are addressed with relevant response to the customer.

**24. Overview of the Company's material responsible business conduct issues:**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Ethical business practices	Risk	Running our daily activities in an ethical way (e.g., ethical marketing, lobbying, anti-bribery measures etc.)	i. Development of Code of Conduct ii. Development of policies, programs and mechanisms for avoiding unethical practices	Any instances of unethical practices have the risk of tarnishing our reputation and attracting fine / penalty / lawsuits which can in turn affect business continuity
2.	Safe and qualitative treatments for patients and clinical trial participants	Risk and Opportunity	Ensuring the safety of our patients and clinical trial participants by providing high quality, safe and effective medicines and recording and communicating on any safety or quality issues	We believe that it is our responsibility to provide our consumers with safe products that positively impact health outcomes for the society. Our Quality and Pharmacovigilance teams proactively tracks regulatory and non-regulatory complaints and grievances and works towards redressing them in a timely and effective manner.	Any health and safety incident can lead to decreased trust amongst our customers and adversely impact the demand of products. Moreover, instances of non-compliance with product marketing and labeling can lead to legal implications and reputation damage.
3.	Employee health, safety, wellbeing and working condition	Risk and Opportunity	Providing a safe & healthy (both physical and mental) work environment for all employees and ensuring fair employment practices (e.g., upholding labor rights, freedom of association)	i. Implementation of a Company-wide robust HSE management system ii. Ensuring periodic internal and external audits iii. Training all employees and workers on safe working practices iv. Investigation of each reported case and taking corrective actions to avoid reoccurrence	The nature of operations exposes Sanofi India's employees and contractors to a wide range of occupational health hazards as well as safety risks due to complexity of operational requirements
4.	Responsible governance practices	Opportunity	Governing our business in a responsible way by considering ESG factors in our operational and strategic business decisions (e.g., remuneration, providing transparency to stakeholders, capital allocation etc.)	-	Leadership oversight on the ESG strategy, action plan and performance promote the Sanofi India's positive impact on environment and community. It also enables us to further embed robust ESG mechanisms across our business operations.
5.	Health system strengthening	Opportunity	Contributing to improving healthcare infrastructure, healthcare access, and health education (e.g. health literacy, disease prevention awareness)	-	We strive to improve the healthcare system across our markets and understand the importance of being a responsible organization. We endeavor to solve the problems of lack of product availability and pricing and work towards business growth in the long term.

**Section B: Management and Process Disclosures**

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Principle 4: Businesses should respect the interests of and be responsive towards all its stakeholders

Principle 5: Businesses should respect and promote human rights

Principle 6: Businesses should respect, protect, and make efforts to restore the environment

Principle 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Principle 8: Businesses should promote inclusive growth and equitable development

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1. a. Whether your Company's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available:	Policies are uploaded on the website of the Company at <a href="http://www.sanofiindia.com">www.sanofiindia.com</a> and on the Company's intranet portal.								
2. Whether the Company has translated the policy into procedures (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle:	Yes. Policies have been developed considering relevant national standards acts like Factories Act, 1948, Companies Act, 2013, the Listing Regulations, and various other Statutes. Also, the Policies are compiled based on different global standards including that of the United Nations and International Labour Organisation and various ISO standards. Sanofi is a signatory to the UN Global Compact.								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any:	Globally, Sanofi is working to minimize the impact of its activities on the environment by committing: <ul style="list-style-type: none"> <li>- 100% Renewable Energy by 2030 across all global operations and;</li> <li>- Net Zero emissions by 2045</li> </ul> As part of the global commitment, Sanofi India will also accelerate its sustainability journey.								
6. Performance of the Company against the specific commitments, goals, and targets along-with reasons in case the same are not met:	Sanofi India has set up solar energy project at Mumbai office and Goa site in FY 2022 as per our alignment with Sanofi Global commitment towards renewable energy and emission reduction. We are recycling and reusing all wastewater generated at our manufacturing plant within the premises for gardening and flushing purpose. We have implemented a comprehensive program for the management of solid waste generated from our operations. We achieved zero waste to landfill by adopting 3R approach (Reduce, Reuse, Recycle) at our office and manufacturing plants.								

The Company has taken many initiatives towards the aforesaid commitments which are explained in the Integrated Report



**Governance, leadership and oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:**

We have embarked on the journey of disclosing our sustainability performance through the BRSR for FY 2022. As an organisation we are committed to integrating ESG into our organisational culture, business conduct, as well as across our value chain. In our endeavour to adopt and implement robust ESG structures and systems, we strive to align with our Global ESG practices so as to meet the industry best practices. To this end, we aim to reach 100% adoption of renewable energy by the year 2030, attain net-zero emission by 2045. We have adopted a circular approach to minimize our environmental footprint and developing a holistic vision. We believe our

strength lies in our efficient workforce and we give due importance to the well-being of our employees across our business operations. We believe in cultivating a nurturing workplace and encourage gender diversity and inclusion, non-discrimination policies, and work-life balance and further encourage employee wellbeing and safety. It is our constant endeavor to deliver products and services of the highest quality to our customers while ensuring minimal harm to the environment and society. Our robust business model, adoption of emerging technology and automation, brand strength, and customer-centric approach back our robust economic performance. We aim to continue strengthening our ESG efforts to accelerate the embedding of ESG in our business ecosystem to place Sanofi on a positive trajectory with regard to achieving sustainability across our operations as we chase the miracles of science to improve people's lives.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):**

Mr. Rodolfo Hrosz, Managing Director, reports to Board periodically on progress made on the ESG agenda of the Company.

**9. Does the Company have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details:**

Mr. Rodolfo Hrosz, Managing Director

There is a Management level ESG Committee comprising Managing Director, Chief Financial Officer, Company Secretary, HR representative, Head of Health, Safety and Environment, Head - Ethics and Business integrity, Manufacturing Site Director, Head - Communication and CSR. The Committee meets periodically to review progress on ESG.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The policies are reviewed on an annual basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annual basis								

Note: In line with Sanofi Code of Conduct, all Board level meetings and business meetings are led by the Managing Director for sustainability and business responsibility discussions on continual basis. The Directors and Senior Management members affirm compliance with the Code of Conduct on annual basis.

The Company publishes the Business Responsibility Report in its Annual Report. The Corporate Social Responsibility (CSR) Committee of the Company is responsible for formulating, implementing and monitoring the CSR Policy of the Company under the guidance of the Board. Managing Director is a member of this Committee. The Committee meets at least twice a year to review progress on various CSR initiatives. The CSR Committee also approves Annual CSR Report as per the provisions of the Act. CSR Report is part of the Directors' Report. The HSE Committee meets regularly to assess the health and sustainability aspects.

**11. Has the Company carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency:**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Most of our policies are internal and some of them are Sanofi Global policies which are adopted by the Company. They are reviewed internally on a periodic basis. No review is conducted through external partners.								



If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not consider the Principles material to its business (Yes / No)	Not Applicable								
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
The Company does not have the financial or / human and technical resources available for the task (Yes / No)									
It is planned to be done in the next financial year (Yes / No)									
Any other reason (please specify)									

### Section C: Principle wise Performance Disclosure

This section is aimed at helping companies demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every Company that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

##### Essential Indicators

##### 1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year 2022:

Our employees have lived up to the highest standard of business integrity, transparency, ethics and compliance. Our values are aligned with Sanofi Global's principles and guide our Company culture and operations. To further enhance this and ensure that the competency of our workforce is at par with the best industry practices, we provide online as well as offline training programmes and capacity building workshop to our entire workforce covering all various principles given by NGRBC. The coverage of our training programmes can be understood as follows.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	As a part of Agenda of Board / Committee Meetings presentations are regularly made to the Independent Directors on various matters <i>inter-alia</i> covering the Company's strategy, Business, operations, markets, performance, organization structure, product brands, finance, risk management framework, quarterly and annual financial results, human resources, technology, health safety & environment, regulatory updates and future outlook. We also provide trainings and updates as follows, - Internal Controls and Compliances update - HR Related – Policies, Compensation & benefits, Talent management and the Succession Planning programmes Cyber Security and Internal controls on Cyber security Risk Management Strategy and Framework. For further updates kindly refer to the weblink <a href="https://www.sanofiindia.com/dam/jcr:be06094a-ec56-46f8-9468-93350ec224e0/Familiarization-programme-for-Independent-Director-2022-n.pdf">https://www.sanofiindia.com/dam/jcr:be06094a-ec56-46f8-9468-93350ec224e0/Familiarization-programme-for-Independent-Director-2022-n.pdf</a>	100%
Key Managerial Personnel*	4	Curated training programs covering wide gamut spread across all principles including topics such as (but not limited to) Code of Conduct, PoSH, skill upgradation, health safety and environment etc. In addition to trainings on health and safety and skill upgradation, we provide training to our workers on various topics such as, - Current Good Management Practices (cGMP and Mixup) - Data Integrity - Manufacturing related Standard Operating Procedures (SOPs).	100%
Employees other than BoD and KMPs	24		
Workers	680		

\*3 out of 4 KMPs are also Board Members.

##### 2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the Company or by Directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year:

During the Financial Year 2022, no fines / penalties / award / compounding fees / settlement amount was paid in proceedings by the Company or by its Directors / KMPs as per the materiality policy and SEBI Regulations.

##### Monetary

NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine		Nil		
Settlement				
Compounding Fee				

##### Non-Monetary

NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment		Nil		
Punishment				

##### 3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed:

Not Applicable

##### 4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

Yes, Sanofi India has adopted the Global Code of Ethics (<http://www.codeofethics.sanofi/>) applicable worldwide which lays out the defining principles that guide each employee of the Company and its contractors on conducting business in line with the highest ethical standards.

Sanofi also has a standalone Anti-Bribery Policy ([Anti-bribery Policy](#)). This Policy is global in scope and applies to Sanofi worldwide, all Sanofi Employees and Third Parties engaged in activities with Sanofi.

Sanofi has zero-tolerance for bribery. Sanofi has been engaged for many years in fostering relationships not only throughout its organization, but also in its relationships with external stakeholders, an ethical culture aiming at reaching the highest standards in terms of responsibility and business integrity.

The purpose of this policy is to establish guidance for Sanofi's Employees and Third Parties interacting with Sanofi to comply with applicable anti-corruption and anti-bribery laws and regulations, as well as to promote a culture of ethics and integrity. This policy also aims at protecting Sanofi and Sanofi Employees' reputation and at avoiding potential civil and criminal fines.

Note: The Code of Ethics is now replaced by the Code of Conduct which will be implemented by first quarter of 2023.

##### 5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

	FY 2022	FY 2021
Directors	Nil	
KMPs		
Employees		
Workers		

**6. Details of complaints with regard to conflict of interest:**

During the Financial Year 2022, no complaints were recorded with regard to conflict of interest.

	FY 2022		FY 2021	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest:**

Not Applicable

**Leadership Indicators****1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

The Company's value partners / suppliers follow the Sanofi Supplier's Code of Ethics which is sent to them while onboarding them as suppliers and vendors. The Company is in process of setting up training for its value chain partners going forward.

interest and specifies actions to prevent any conflicts along with actions to be taken in case any conflict of interest arises.

At every Board meeting, the Board Members are requested to disclose on any conflicts in case of all Board matters discussed. Further, there is a policy on related party transactions. In case of conflict of interests the respective board member abstains from voting on the particular topic.

For further details, refer to the web link: [Code of Conduct for the Board](#)

**2. Does the Company have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes / No) If Yes, provide details of the same:**

Yes, the Company has put in place Code of Conduct for the Board. This document defines conflicts of

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the Company, respectively:**

	FY 2022	FY 2021	Details of improvements in environmental and social impacts
R&D	0	0	Not Applicable
Capex*	7.11%	16.28%	Installation of solar plant at Sanofi House and Goa site and upgradation of rainwater harvesting tank and Sewage treatment plant.

\* The details are provided as part of the Integrated Report.

**2. a. Does the Company have procedures in place for sustainable sourcing? (Yes/No)**

Yes, we are following the global supplier code of conduct laid down by Sanofi Global for sustainable procurement. We aim to minimize our risk through a risk-based approach to create stable, long-term business relationships with selected partners.

**b. If yes, what percentage of inputs were sourced sustainably?**

We are currently developing a mechanism to track and monitor the percentage of input materials that are sourced sustainably. Our practices are aligned with the global Supplier Code of Conduct laid down by Sanofi Global. Link <https://www.codeofconduct.sanofi/>

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:**

Structured waste management program is implemented across manufacturing site and offices. All waste materials are segregated at the point of generation, collected and managed as per the nature of waste material. All onsite generated non-hazardous waste materials like plastic, paper, wood, metal, glass etc. are given to authorized recyclers. All the e-waste generated is given to Pollution Control Board approved recyclers. All the pharmaceutical waste and ETP sludge are sent to cement plants for co-processing. Used oil generated is also sent to Pollution Control Board approved agencies for refining. We have successfully implemented the program and achieved zero landfill from our operations. Plastic waste generated in the market from product packaging is managed in accordance with Plastic Waste Management Rules.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the Company's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:**

Yes, EPR is applicable to us. Plastic waste generated in the market from product packaging is managed in

accordance with Plastic waste management rules. Sanofi India is registered with Central Pollution Control Board (CPCB) as a Brand Owner. We submit our EPR plan to CPCB and collect multi layered plastic wastes through waste management agencies and sent for recycling, co-processing or energy recovery as per guidelines issued by CPCB.

**Leadership Indicators****1. Has the Company conducted Life Cycle Perspective / Assessments (LCA) for any of its products:**

To better understand the environmental impact of medicines, Sanofi conducts life cycle assessments on key products, develops tools and performance indicators. This approach allows us to be more efficient on action plans. Sanofi group has been implementing an eco-packaging project which applies an eco-design to packaging. This approach starts by carrying out a life cycle assessment (LCA) to quantify the environmental profile of products, with a focus on the packaging across the entire value chain. This method is scientifically recognized and standardized and allows comparisons to be made. It is therefore possible to check whether the technical modification options on a package are beneficial for several environmental indicators. In 2021, a digital tool dedicated to eco-packaging was deployed, which enables us to complete a LCA on existing packaging and compare it with potential improvements.

NIC Code	Name of Product	% of total Turnover contributed	Boundary for which the Life cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.
21002	TOUSTAR – For India Market	0.04%	Cradle to Grave – Which includes all steps of the life cycle (Raw materials, Manufacturing, Packaging, Distribution, Use, End of life)	Yes	No

**2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same:**

Name of Product	Description of the risk / concern	Actions Taken
TOUSTAR	Weight of plastic, use of natural resources, Emissions generated at different stages	TouStar Toujeo® as first-in-class reusable pen won the Eco-Design award at Pharmapack as well as the Good Design award 2022. TouStar is the first reusable injection pen for a concentrated insulin, designed with a dedicated replaceable cartridge system TouStar as a 3 years reusable device performs better than SoloStar in Indian market. The potential environmental reduction is of: - 57% for Climate change - 74% for Water use - 58% for Fossil resource depletion These results are to the plastics saved & reused in a closed loop over 3 years. TouStar has further helped by avoiding Airfreight while importing components to India, optimizing the device packaging, having a recyclable / takeback device etc.

Eco-design approach being applied to the new devices which are in development to reduce the weight, assembly complexity, and the number of materials which in aggregate result in a significant reduction in the overall environmental impact.

Sanofi group has adopted eco-design approach that aims to improve the environmental performance of a product or service at the design stages throughout its whole life cycle. It is based on a holistic approach which considers: all steps of the life cycle (Raw materials, Manufacturing, Packaging, Distribution, Use, End of life); multi-criteria indicators (Climate change,

Ecosystems, Resources, Water, Human health); and reduction of the environmental impacts in a global perspective. Sanofi believes that implementing projects to promote eco-design principles can foster innovation, reduce costs, and decrease the environmental impact of its activities while developing the social dimension of its projects

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):**

Being a pharmaceutical products manufacturer, we cannot utilize reused or recycled input material in production. Based on the product's nature, its cruciality from the perspective of patients' health, safety, compliance with relevant regulations and clinical trials, there is no scope of reusing or recycling any input material directly associated with the products.

Indicate input material	Recycled or reused input material to total material	
	FY 2022	FY 2021
Not Applicable	-	-

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:**

The packaging of the Company's products plays an important role in delivering safe, stable and trusted medicines. However, the plastic used in product packaging has an impact on the environment. In alignment with our commitment to environmental sustainability, we comply with our Extended Producer Responsibility (EPR) obligation and collected back the total 877 MT of post-consumer plastic waste from the market and safely recycled and recovered it through authorized third parties in line with the guidelines issued by Central Pollution Control Board.

Sanofi India has a process in place for reclaiming the expired medicine stock from the direct distribution network. In 2022 total 56.4 MT of expired medicine stocks were collected back and then disposed in a safe manner, as per the regulatory guidelines.

Sanofi also has a process to safely reclaim products for reusing, recycling and disposing of the end-of-life e-waste, hazardous waste and other waste are in alignment with the waste handling Rules of the Central Pollution Control Board and other applicable local laws and regulations.

	FY 2022			FY 2021		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Nil	877	Nil	Nil	1,478	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste- Expired Pharmaceutical products waste	Nil	Nil	56.4	Nil	Nil	66.4

**5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic packaging material as per EPR	70%

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2,075	2,075	100%	2,075	100%	0	0%	2,075	100%	2,075	100%
Female	370	370	100%	370	100%	370	100%	0	0%	370	100%
<b>Total</b>	<b>2,445</b>	<b>2,445</b>	<b>100%</b>	<b>2,445</b>	<b>100%</b>	<b>370</b>	<b>15%</b>	<b>2,075</b>	<b>85%</b>	<b>2,445</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	20	20	100%	20	100%	0	0%	20	100%	0	0%
Female	44	44	100%	44	100%	44	100%	0	0%	0	0%
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100%</b>	<b>64</b>	<b>100%</b>	<b>44</b>	<b>69%</b>	<b>20</b>	<b>31%</b>	<b>0</b>	<b>0%</b>

Note:

- All permanent employees are covered by well-being measures such as life insurance, health insurance, accident insurance, maternity benefits, paternity benefits and day care facilities (if applicable).
- Other than permanent employees are also covered by well being measures, except the day care facilities.

**b. Details of measures for the well-being of workers:**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	200	200	100%	200	100%	0	0%	200	100%	200	100%
Female	6	6	100%	6	100%	6	100%	0	0%	6	100%
<b>Total</b>	<b>206</b>	<b>206</b>	<b>100%</b>	<b>206</b>	<b>100%</b>	<b>6</b>	<b>3%</b>	<b>200</b>	<b>97%</b>	<b>206</b>	<b>100%</b>
<b>Other than Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Note: All permanent workers are covered by well-being measures such as life insurance health insurance, accident insurance, maternity benefits paternity benefits day care facilities (if applicable).

**2. Details of retirement benefits, for current financial year and previous financial year:**

Benefits	FY 2022			FY 2021		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y



**3. Accessibility of workplaces:**

Are the premises / offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. We have required arrangements for the differently abled employees like:

- Dedicated Parking
- Security Support
- Washrooms
- Adequate space for Wheelchair movement
- Visual and Audio alarms
- Emergency Evacuation Chair
- Ramps in the basement at entry points
- Braille in Lifts etc.

We are constantly working towards identifying the need of differently abled employees and proactively supporting them on the same. We are also working on the overall Accessibility of our office premises to meet the highest standards possible.

**4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy?**

Yes. At Sanofi, we want to reflect the diversity of our communities, unleashing our bestselves every day to transform healthcare practices. Sanofi India is committed to bringing value through equality and to foster and promote human diversity across our operations. We encourage an inclusive work philosophy of creating a supportive professional atmosphere that promotes trust, compassion, and mutual respect. Our policy on Code of Ethics has been developed in line with our commitment. Refer to the web link – [Code of Conduct](#).

The efforts taken by Sanofi India in the space of Diversity, Equity & Inclusion are under the global banner of 'All In'. We want to reflect the diversity of our communities, and unleash our best selves every day to transform the practice of medicine. We truly believe that Diverse Teams lead to better outcomes and thus, we are working towards building a company

**5. Return to work and Retention rates of permanent employees and workers that took parental leave:**

Gender	Permanent employees			Permanent workers		
	No. of employees who availed of parental leave	Return to work rate	Retention rate	No. of employees who availed of parental leave	Return to work rate	Retention rate
Male	66	100%	100%	22	100%	100%
Female	10	100%	100%	1	100%	100%
<b>Total</b>	<b>76</b>	<b>100%</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>100%</b>

that is representative of the society, in other words, of the people and patients we serve. We aim to create a culture that allows people to unleash the very best version of themselves, every day.

Under the 'Reflect' pillar we aim to build a representative leadership which clearly reflect the diverse nature of the communities we serve, whilst through the 'Unleash' pillar we hope to create a thriving environment for our workforce to enable each one of them to work to their fullest potential. Lastly, under the 'Transform' pillar, we are looking to positively impact the society in a positive manner by advocating for our diverse set of communities.

When we started on this journey several years ago, we realized that there were a number of quick yet important wins in making Sanofi more inclusive, especially from the Gender Balance perspective. We were one of the first organizations to change our maternity leave from 3 months to 6 months, two years prior to the official government mandate. We also provided a number of enablers in the form of self-defense workshops, enhanced hotel and travel coverage security helpline numbers etc. to ensure our women employees felt safe and fully equipped to make meaningful contributions while at work. Furthermore, we ran sensitization workshops from the topmost leader right down to the first line manager, to make sure they understood what biases are, how each one of us has them and how they can negatively impact the person experiencing them. This in turn helped to create a culture where employees and managers were more sensitive to the needs of others. We also instituted development programs for women employees to help them overcome their own barriers so as to prepare them they were capable of and to take on the next level roles.

Today, we see sponsorship for DE&I from across the top business leaders and have instituted Employee Resource Groups which provide a platform for all employees to make their voice heard and contribute meaningfully to the initiatives introduced under DE&I. One of the achievements we are very proud of is compelling the Goa government to allow us to increase the shift timings for women employees so they can contribute fully during the evening shift.

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:**

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes, Sanofi India has adopted the Global Code of Ethics (<http://www.codeofethics.sanofi/>) applicable worldwide which lays out the defining principles that guide each employee of the Company and its contractors on conducting business in line with the highest ethical standards. Sanofi has a policy on Prevention of Sexual Harassment of employees. This Policy applies to all employees, both female and male, of Sanofi in India and will be deemed to form part of their conditions of employment. Sanofi believes and commits as follows: (a) All employees have the right to be treated with dignity. (b) Sexual harassment in the workplace will not be permitted or condoned. (c) Persons who have been subjected to sexual harassment in the workplace have a right to raise a grievance about it and to expect that the Company will take appropriate action as per legal provisions. (d) Sanofi will ensure providing of adequate training to all employees of the organization. It will act promptly and intervene appropriately whenever it observes any sign or communication of sexual harassment, whether formal or informal, written or verbal, during the employment or after the cessation of employment and will take necessary steps to arrest its potential escalation. (e) It will sincerely attempt fair treatment to all stakeholders irrespective of gender within the provisions of law. It will also deal with all situations of sexual harassment which do not find specific mention

in the law, in a just and fair manner, eg, any verbal complaints. (f) It will proactively work towards fostering a culture of mutual respect, dignity and equality. (g) It will act promptly and intervene appropriately in any situation that demands intervention to prevent and redress sexual harassment.

The Company also has Vigil Mechanism / Whistle Blower policy under the Company's Code of conduct which can be used by employees to raise any concerns or alerts.

**7. Membership of employees and worker in association(s) or Unions recognized by the Company:**

Our Company believes that all employees are important stakeholders and it is imperative to build a culture of mutual trust and respect, interdependence, and meaningful engagement. This approach helps in building, strengthening and sustaining harmonious employee relations across the organization. Your Company believes that in respecting the dignity of the individual and the freedom of employees to lawfully organize themselves into interest groups, independent of supervision by the management. It is ensured that employees are not discriminated against for exercising this freedom in a lawful manner and consistent with the Company's core values.

Category	FY 2022			FY 2021		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	2,445	165	7%	2,715	246	9%
Male	2,075	159	8%	2,363	236	10%
Female	370	6	2%	352	10	3%
<b>Total Permanent Workers</b>	206	142	69%	208	70	34%
Male	200	142	71%	202	70	35%
Female	6	0	0%	6	0	0%

## 8. Details of training given to employees and workers:

Category	FY 2022					FY 2021				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	2,075	2,075	100%	405	20%	2,363	2,363	100%	578	24%
Female	370	370	100%	110	30%	352	352	100%	149	42%
<b>Total</b>	<b>2,445</b>	<b>2,445</b>	<b>100%</b>	<b>515</b>	<b>21%</b>	<b>2,715</b>	<b>2,715</b>	<b>100%</b>	<b>727</b>	<b>27%</b>
<b>Workers</b>										
Male	200	200	100%	0	0%	202	202	100%	0	0%
Female	6	6	100%	0	0%	6	6	100%	0	0%
<b>Total</b>	<b>206</b>	<b>206</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>208</b>	<b>208</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

Note: Further details on the training are provided in Integrated Report.

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2022			FY 2021		
	Total (A)	No. (B)	% (B/A)	No. (C)	Total (D)	% (C/A)
<b>Employees</b>						
Male	2,075	2,075	100%	2,363	2,363	100%
Female	370	370	100%	352	352	100%
<b>Total</b>	<b>2,445</b>	<b>2,445</b>	<b>100%</b>	<b>2,715</b>	<b>2,715</b>	<b>100%</b>
<b>Workers</b>						
Male	200	200	100%	202	202	100%
Female	6	6	100%	6	6	100%
<b>Total</b>	<b>206</b>	<b>206</b>	<b>100%</b>	<b>208</b>	<b>208</b>	<b>100%</b>

Committed to providing required guidance to our employees and workers regarding their performance and career development trajectories at Sanofi India, we ensure to conduct complete performance and career development reviews. 100% of all our employees and workers are appraised year-on-year basis.

To help understand our employees' viewpoints and concerns, we conduct employee engagement surveys annually. The surveys, provided in an online mode, make use of the external platform Peakon.

The employees' responses are received on a scale of 0 (not at all) to 10 (absolutely), and they also have an option to provide a comment, if needed. One of our employee engagement surveys, titled 'Your Voice' looks into several parameters, such as culture, engagement, diversity and inclusion, and health and wellbeing. The results of all the surveys undertaken are communicated to the Board.

## 10. Health and safety management system:

## a. Whether an occupational health and safety management system has been implemented by the Company? (Yes / No). If yes, the coverage of such system?

Yes. Sanofi India has adopted and implemented the ISO 45001 by integrating all critical business activities and applying principles and processes in order to provide safe and healthy workplaces at

our Mumbai office and Goa site. We further take measures to prevent work related injury and ill health, minimize risks and continuously improve safety performance. Sanofi India's Goa site is certified with ISO 45001 and ISO 14001.

## b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the Company?

Health Safety and Environment (HSE) Strategy is monitored at Sanofi global as well as Sanofi India level operations. High-level strategies are decided by global teams to which countries later develop their own specific strategies. We have prepared Environment, Health and Safety (HSE) manuals, SOPs and conducted comprehensive Risk assessment to manage HSE risks effectively. We regularly conduct audit and inspections of our occupational health and safety management systems. The team at the site has individually set an internal review mechanism to check performance.

The HSE management system gets audited time to time. Leadership reviews are conducted on a quarterly basis. Injuries and HSE-related parameters are calculated as per Sanofi Global standards.



## c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y / N)

Yes, Sanofi India has a process in place where safety related incidents are reported and these include but are not limited to injury related incidents, near misses, road accidents, etc. These cases get reported and are investigated as per our HSE management system framework in a time bound manner.

We have life-saving rules which empower everyone to stop any unsafe actions and conditions. These life saving rules are minimum expected behavior to be followed by all Sanofi employees. The training on these rules are mandatory for all employees and workers on a periodic basis.

## d. Do the employees / worker of the Company have access to non-occupational medical and healthcare services? (Yes / No)

Yes, the employees and other than permanent employees have access to non-occupational medical and healthcare services and are provided medical insurance facilities in case of hospitalization. We have occupational health centers set up at the Goa site as well as the Corporate office in Mumbai which are attended by visiting physicians.

For wellbeing of our workforce, we have launched a program, wellbeing program called 'all well' which focuses on the 'healthy mind' and 'healthy body'. All Well program deployed by engaging with four initiatives to prevent non-communicable diseases and decrease absenteeism. The four initiatives include: a) encourage consumption of a balanced and varied diet, b) promote regular physical activity, c) support smoking cessation and prevent diseases, and d) improve quality of sleep and manage stress.

## 11. Details of safety related incidents:

Safety Incident / Number	Category	FY 2022	FY 2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.20	0.66
	Workers	0	1.51
Total recordable work-related injuries	Employees	12	4
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

## 12. Describe the measures taken by the Company to ensure a safe and healthy workplace:

We have established a well-defined HSE policy and HSE management system with a robust monitoring plan, operating with a multi-year approach, to ensure the effective implementation of the HSE policy. This system is designed according to the Plan-Do-Check-Act cycle of continual improvement. This approach includes the undertaking of assessments of various risks such as: workplace risks, fire risk, process safety, ergonomics machinery risk, occupational health and chemical risks and so on and so forth. We also have institutionalized an HSE system which is adopted from the global safety processes and policies. Our plant and offices are ISO 14001, ISO 50001 and ISO 45001 certified.

We conduct quarterly review of our HSE performance and the findings from this review are discussed during the country HSE committee meeting under the able leadership of our Managing Director and other Senior Leadership of Sanofi India.

Following steps are undertaken in Sanofi India business to ensure safe and healthy workplace:

- Established HSE policy, targets and HSE management system
- Driving safety initiatives through safety champions and site level safety committee members
- Robust audit mechanism through safety governance for performance monitoring and measurement of safety activities
- Identifying the hazards, risks and control measures through Hazard Identification and Risk Assessment (HIRA) and allocating required resource to eliminate the risks while performing activities
- Investigation of all incidents and ensuring implementation of identified corrective and preventive action plan to stop the reoccurrence of similar incidents
- The necessary safety competence which includes education, work experience and training requirements, and arrangements established and maintained to ensure that all persons have been trained and are competent to carry out the safety and health aspects of their duties and responsibilities



**13. Number of Complaints on the following made by employees and workers:**

	FY 2022			FY 2021		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Health and safety practices	0	0	-	0	0	-
Working Conditions	0	0	-	0	0	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working condition:**

All the safety related incidents and near misses are investigated as per our HSE management system. All the identified Corrective and Preventive Action (CAPA) are defined and implemented horizontally across our operations to stop reoccurrence of similar incident. We track all our safety related incidents and is reviewed on a periodic basis to check the implementation and effectiveness.

**Leadership Indicators****1. Does the Company extend any life insurance or any compensatory package in the event of death of (A) Employees (Y / N) (B) Workers (Y / N)**

Yes, Sanofi India extends compensatory packages to employees as well as workers in the event of death.

**2. Provide the measures undertaken by the Company to ensure that statutory dues have been deducted and deposited by the value chain partners:**

We ensure that all statutory dues as applicable to the transactions are deducted and deposited in accordance with applicable regulations. This activity is also reviewed as part of our internal and statutory audit. We expect our value chain partners to uphold business responsibility principles and value transparency and accountability.

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022	FY 2021	FY 2022	FY 2021
Employees	0	0	0	0
Workers	0	0	0	0

**4. Does the Company provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Yes, we provide transition assistance on termination of employment.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	13.75%
Working Conditions	13.75%

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners:**

No significant risks were observed through assessments conducted on health and safety practices and working condition of our supply chain.

We carry out supply chain due diligence to identify risks across our supply chain. Our Active Pharmaceutical Ingredient (API) suppliers and third-party logistic partners are assessed by third party auditors to ensure compliance.

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the Company:**

We have identified our key internal and external stakeholders through peer review and analysis of stakeholder groups that could have potential impact or influence on our business operations as well as the impact our Company might have on them. We commit to actively engage with our stakeholders to understand their key expectations and develop strategies to address them.

**2. List stakeholder groups identified as key for your Company and the frequency of engagement with each stakeholder group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website others)	Frequency of engagement (Annually / Half yearly / Quarterly / others - Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Patients	No	- Market research surveys - Grievance redressal mechanism - Workshops and conferences with patient advocacy group - Patient support / assistance programs	Continuous (but limited and on need basis)	- Insights on strengthening R&D and improving product quality - Responding to queries and complaints
Healthcare Professionals	No	- Regular business interactions - Customer satisfaction surveys - Feedback system - Grievance redressal mechanism - Workshops and conferences - Educational programs	Continuous	- Information in and around the product and therapy area - Insights on strengthening R&D and improving product quality - Frequent engagement and understanding HCP and patient needs - Responding to queries and complains
Local Communities / NGOs	Yes	- Need assessment surveys - Regular meeting - Trainings and workshops - Emails and telephonic conversations - CSR reports	Continuous	- Increasing awareness and understanding of disease - Providing access to affordable healthcare - CSR Activities
Suppliers	No	- Emails and meetings - Training workshops and seminars - Supplier assessment and review - Supplier grievance mechanism	Continuous	- Supplier development - Promoting local suppliers - Supplier assessments - Promoting shared growth

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website others)	Frequency of engagement (Annually / Half yearly / Quarterly / others - Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees	No	<ul style="list-style-type: none"> <li>- Townhall meeting</li> <li>- Training programmes</li> <li>- Employee engagement surveys</li> <li>- Employee engagement programs</li> <li>- Performance appraisal reviews</li> <li>- Grievance redressal mechanism</li> <li>- Emails and meetings</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Employee health, safety and well-being initiatives</li> <li>- Providing E-learning and development platforms for behavioral and skill development</li> <li>- Employee engagement and satisfaction</li> <li>- Updates and communication on policies, processes, systems</li> </ul>
Shareholders / Investors	No	<ul style="list-style-type: none"> <li>- Annual General Meeting</li> <li>- Quarterly investor reports</li> <li>- Annual Reports</li> <li>- Newsletter</li> <li>- One-on-one interaction</li> </ul>	Annually / Quarterly / Frequently	<ul style="list-style-type: none"> <li>- Enhancing enterprise value</li> <li>- Performance and finance results, strategy, and business operations of company</li> <li>- Corporate governance</li> <li>- Transparency in disclosure</li> </ul>
Trade Partners	No	<ul style="list-style-type: none"> <li>- Emails and Meetings</li> <li>- Newsletter</li> </ul>	Periodically / Need basis	<ul style="list-style-type: none"> <li>- Constant evaluation of GTM models</li> <li>- Ensure availability of products</li> <li>- Explain emerging channels of trade</li> </ul>

### Leadership Indicators

#### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board:

As a business practice, departmental heads interact with their internal and external stakeholders on regular intervals and stakeholder insights are shared with top management and subsequently with Board Members to take appropriate steps and actions as required.

We have a Stakeholder Relationship Committee to discuss shareholders and investors matter. The compliance report of our code of conduct is reviewed by our audit committee on a periodic basis. We also have a quarterly meeting with our Board members to review ESG and safety related aspects such as MIS, injuries, safety issues, environmental performance, etc. at our site and company-wide safety practices.

The CSR Committee communicates closely with the local communities to understand their concerns and issues and redress any issues. The CSR committee meets with the Board on a quarterly basis and appraises the Board regarding any updates regarding CSR.

#### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the Company:

Our Materiality Assessment was conducted in consultation with our key identified stakeholder groups. We engaged with our stakeholder groups (both internal and external stakeholders) through one-on-one interaction and gathered their inputs to determine and prioritize the sustainability issues that matters most to our business operations.

#### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups:

We have implemented several CSR programmes in FY 2022 under the focus areas:

- Promotion of healthcare including preventive healthcare solutions which are majorly concerned with non-communicable diseases, and
- Promotion of education initiatives related to healthcare services or systems. Through these programmes, we are committed to working towards enhancing the access to quality healthcare to improve the lives of people across communities and promote the welfare of the underprivileged segments of our societies.

## Principle 5: Businesses should respect and promote human rights

### Essential Indicators

#### 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:

Category	FY 2022			FY 2021		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2,445	1,449	59%	2,715	514	19%
Other than permanent	64	0	0	75	0	0
<b>Total Employees</b>	<b>2,509</b>	<b>1,449</b>	<b>58%</b>	<b>2,790</b>	<b>514</b>	<b>18%</b>
<b>Workers</b>						
Permanent	206	109	53%	208	NA*	NA
Other than permanent	0	0	0	0	NA*	NA
<b>Total Workers</b>	<b>206</b>	<b>109</b>	<b>53%</b>	<b>208</b>	<b>NA</b>	<b>NA</b>

\*No training was provided to workers in FY 2021.

Note: Sanofi is an equal opportunity employer and we have established systems and processes around the topic of Human Rights. Employees are periodically trained on the subject. With respect to other than permanent employees, these are not directly hired by Sanofi. They are provided by agencies with whom Sanofi has a contract and thus their respective employers are responsible for providing these trainings. Going forward, Sanofi will guide the agencies to conduct such trainings periodically.

#### 2. Details of minimum wages paid to employees and workers:

Category	FY 2022					FY 2021				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	2,445	-	-	2,445	100%	2,715	-	-	2,715	100%
Male	2,075	-	-	2,075	100%	2,363	-	-	2,363	100%
Female	370	-	-	370	100%	352	-	-	352	100%
<b>Other than Permanent</b>	64	-	-	64	100%	75	-	-	75	100%
Male	20	-	-	20	100%	27	-	-	27	100%
Female	44	-	-	44	100%	48	-	-	48	100%
<b>Workers</b>										
<b>Permanent</b>	206	-	-	206	100%	208	-	-	208	100%
Male	200	-	-	200	100%	202	-	-	202	100%
Female	6	-	-	6	100%	6	-	-	6	100%
<b>Other than Permanent</b>	Not Applicable									
Male										
Female										

#### 3. Details of remuneration / salary / wages:

Please refer to "Annexure B – Statement of Disclosure of Remuneration" of Director's report in the Integrated Annual Report for FY 2022.

#### 4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes / No)

Yes. There is Human Right policy in place at global level. For Sanofi India, Mr. Pankaj Khanna, Associate Director, HR Sales, is the focal point responsible for human right related aspects.

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

There is a structured platform called "SAY" that is institutionalized at Sanofi India. On this platform, Sanofi India's complete field organization is divided in 19 circles and for each circle there are 5-7 SAY champions appointed, who constantly stay in touch

with the field colleagues of their respective circles. For each circle a senior leader is assigned as a mentor so that any concern / grievance can be immediately shared by the SAY champion to the corporate team through this mentor. Additionally, there are regular SAY champion connects with regional leadership team to discuss and resolve local concerns.

**6. Number of Complaints on the following made by employees and workers:**

Category	FY 2022			FY 2021		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour / Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

The details of the complainant are kept confidential and the authenticity of the complainant's report is investigated by the assigned committee. The details regarding the investigation are also limited to the committee and kept confidential. The complainant is protected from any discrimination and harassment till the issue is resolved.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes / No)**

Yes, due diligence is conducted for the human rights compliance. It is ensured that the human rights framework is actively communicated internally and externally through agreements and contracts and further substantiated through Code of Conduct.

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Sexual harassment	100%
Discrimination at workplace	100%
Child labour	100%
Forced / involuntary labour	100%
Wages	100%

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:**

Sanofi India conducts reviews on an annual basis and collects declaration from all employees and workers. The declarations are recorded and shared with global team. Additionally, awareness programs on the global disciplinary frameworks are conducted for all employees and workers.

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints:**

Nil. We did not receive any grievances / complaints regarding Human Rights principles and guidelines. Maintaining a proactive approach, we have introduced paternity leave policy and travel guidelines for our women colleagues ensuring their safety at the workplace as well as travelling to and from work.



**2. Details of the scope and coverage of any Human rights due-diligence conducted:**

All on roll employees and workers are covered as part of human rights due diligence. This includes assessment on Freedom of Association, Prohibition of Forced Labour, Prohibition of Child Labour, POSH policy, etc.

**3. Is the premise / office of the Company accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes. We have required arrangements for the differently abled visitors like:

- Dedicated Parking
- Security Support
- Washrooms
- Adequate space for Wheelchair movement
- Visual and Audio alarms
- Emergency Evacuation Chair
- Ramps in the basement at entry points
- Braille in Lifts etc.

We are constantly working towards identifying the need of such visitors and proactively supporting on the same. We are also working on the overall Accessibility of our office premises to meet the highest standards possible.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	13.75%
Discrimination at workplace	13.75%
Child Labour	13.75%
Forced Labour / Involuntary Labour	13.75%
Wages	13.75%
Others – please specify	13.75%

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:**

We carry out supply chain due diligence to identify Human Rights related concerns and risks across our supply chain. No significant risks and concerns were identified from Human Rights assessments of value chain partners through these assessments. However, we carry out stringent vendor and distributor assessment through elaborate procedures to ensure that they adhere to all the relevant Human Rights laws and regulations.

**Principle 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022	FY 2021
Total electricity consumption (A)	45,995.68	46,081.03
Total fuel consumption (B)	32,224.12	31,155.64
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>78,219.80</b>	<b>77,236.67</b>
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	2.82	2.61

Note: No external assurance was carried out on environmental parameters for FY 2022

**2. Does the Company have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:**

Sanofi India does not have sites / facilities identified as designated consumer under PAT.



## 3. Provide details of the following disclosures related to water:

Parameter	FY 2022	FY 2021
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Ground water	12,785	39,657
(iii) Third party water	89,967	52,783
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>102,752</b>	<b>92,440</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>75,437</b>	<b>62,866</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>2.72</b>	<b>2.12</b>

Note: No external assurance was carried out on environmental parameters for FY 2022

## 4. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

At Goa manufacturing site, we have installed effluent treatment plant to treat the wastewater generated from production processes. We are using this treated effluent for gardening purpose post treatment. For Mumbai office location, we have installed sewage treatment plant to treat domestic sewage and it is then further reused for toilet flushing and gardening. Excess quantity at Mumbai office is discharged to the Municipal Corporation of Greater Mumbai (MCGM) drain as per the norms given by the Pollution Control Board.

## 5. Please provide details of air emissions (other than GHG emissions) by the Company:

Parameter	Unit	FY 2022	FY 2021
NOx	MT	0.053	0.010
SOx	MT	3.610	3.463
Particulate matter (PM)	MT	2.093	2.485
Non Methyl Hydrocarbon (NMHC)	MT	0.012	0.015

Note: No external assurance was carried out on environmental parameters for FY 2022

## 6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity:

Parameter	Unit	FY 2022	FY 2021
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	486.63	484.01
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	9,136.16	10,368.23
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>0.35</b>	<b>0.37</b>

Note: No external assurance was carried out on environmental parameters for FY 2022

## 7. Does the Company have any project related to reducing Green House Gas emission? If Yes, then provide details:

In FY 2022, Sanofi India installed solar plants at the Mumbai office and Goa site which are active since May 2022 and September 2022 respectively. This has helped us reduce our dependency on the grid for consumption of purchased electricity. Further, we started procuring green energy at Sanofi House (Mumbai office) in FY 2022, which is sourced from renewable sources (Tata Green power). 100% of our energy requirements at the Mumbai office are met via green energy procurement.



## 8. Provide details related to waste management by the Company:

Parameter	FY 2022	FY 2021
<b>Total Waste generated (in metric tonnes)</b>		
E-Waste (A)	1.30	0.00
Bio-medical Waste (B)	0.01	0.00
Battery Waste (C)	3.21	0.00
Used oil	13.21	1.47
Miscellaneous Hazardous Waste (Process Waste, ETP sludge, etc.) (D)	75.02	152.07
Paper and Cardboard Waste (E)	92.04	73.34
Plastic Waste (F)	40.38	36.84
Metal Scrap (G)	157.22	174.94
Glass Waste (H)	2.07	2.12
Wood Waste (I)	44.32	38.82
Miscellaneous Non-Hazardous Waste (J)	46.79	42.71
<b>Total (A + B + C + D + E + F + G + H + I + J)</b>	<b>475.58</b>	<b>522.31</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022	FY 2021
(i) Recycled	400.55	370.24
(ii) Re-used	0.00	0.00
(iii) Co-processing	75.02	152.07
<b>Total</b>	<b>475.57</b>	<b>522.31</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2022	FY 2021
(i) Incineration	0.01	0.00
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0.01</b>	<b>0.00</b>

Note: No external assurance was carried out on environmental parameters for FY 2022

## 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste:

Sanofi India has implemented a comprehensive program for the management of waste generated from our operations. All the waste streams are identified and segregated at source. We have adopted the 3R approach (Reduce, Reuse and Recycle), which helped immensely in reduction of waste generation and promote recycle and reuse across our operations. We are committed to use environmentally sound methods of the waste disposal. As a part of our resource optimization and waste minimization process, we have implemented a series of initiatives to minimize generation of waste in our manufacturing processes. At the Mumbai office, processes are identified to eliminate the use of paper by adopting digital alternatives, such as use of e-guides in place of paper based medical guides, e-transactions and billing, etc. All hazardous waste generated onsite like ETP

sludge, e-waste, used oil, batteries, biomedical waste, etc. are sent for co-processing, recycling, refining or incineration depending on the category of waste. We have successfully eliminated landfilling of hazardous waste from our operations. All non-hazardous waste like plastic, paper, wood, glass, metal etc. is sent for recycling.

Sanofi India adheres to the mandates of Extended Producer Responsibility (EPR), by way of collection of end-use plastic and dispose of by the methods approved by Central Pollution Control Board. All the non-saleable pharmaceutical products at distributor locations are collected back and sent for incineration.

## 10. If the Company has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

Sanofi India's manufacturing facility and offices do not fall in or around ecologically sensitive areas.

**11. Details of environmental impact assessments of projects undertaken by the Company based on applicable laws, in the current financial year:**

During the reporting period, Sanofi India has not conducted any environment impact assessment.

**12. Is the Company compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y / N). If not, provide details of all such non-compliances:**

During the reporting period, there were no cases of non-compliance to applicable laws, regulations, guidelines in India. Our Goa Site has got Valid Consent to Operate, issued by Goa state Pollution Control Board.

**Leadership Indicators**

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:**

Parameter	FY 2022	FY 2021
<b>From renewable sources (in GJ)</b>		
Total electricity consumption (A)	5,391	0
Total fuel consumption (B)	25,648	24,615
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>31,039</b>	<b>24,615</b>
<b>From non-renewable sources (in GJ)</b>		
Total electricity consumption (D)	40,605	46,081
Total fuel consumption (E)	6,576	6,541
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>47,181</b>	<b>52,622</b>

\*At our Goa plant, we use biomass as a renewable energy source for energy generation.

Note: No external assurance was carried out on environmental parameters for FY 2022

**2. Provide the following details related to water discharged:**

Parameter	FY 2022	FY 2021
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Ground water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – Tertiary Treatment	27,315	29,080
<b>Total water discharged (in kilolitres)</b>	<b>27,315</b>	<b>29,080</b>

Note:

- Treated water is not discharged outside the premises. It is used for gardening and other utility purposes.
- No external assurance was carried out on environmental parameters for FY 2022

**3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

None of our offices and manufacturing plant fall under areas of water stress.



**4. Please provide details of total Scope 3 emissions & its intensity:**

Sanofi India's Scope 3 emissions tracking mechanism is aligned with Sanofi Global's practices. We are currently in the process of quantifying our scope 3 emissions and will disclose it in the upcoming years.

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the Company on biodiversity in such areas along-with prevention and remediation activities:**

Sanofi India's manufacturing facilities does not fall in or around ecologically sensitive areas.

**6. If the Company has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	LEED platinum	LEED Platinum Certification was received. Through this certification, Sanofi House becomes one of the first 100 environment-friendly buildings in India.	The following was achieved: water conservation, water recycling, water reuse, indoor air quality, noise protection, energy efficiency, ground water recharge, and chemical use.
2.	Solar Energy	A solar panel project of 1800 KWH installed at our Goa site. This Project follows a BOOT (build, own, operate, transfer) funding model based on a financial agreement between a Fourth partner and Sanofi for fifteen years. Solar power plant of installed at roof top of Mumbai office is having capacity of 104.16 KWP	We will generate 1900 Kwh energy from installed solar panels and this will help us to reduce 9713 tons of CO2 emissions per year, along with total savings of more than 950 K Euros in 15 Years.
3.	Green Energy	Our Mumbai office, energy is completely obtained from renewable energy sources and for Goa operations, we have installed a solar panel project of 1800 KWH to fulfil our energy requirement partially in this FY 2022	
4.	Bio-diversity park	As part of our Planet Mobilization program laid down by Sanofi Global, we aim to nurture bio-diversity spaces at all our sites through dedicated initiatives by 2030. As a part of our commitment to fostering bio-diversity at our site, we have taken initiative for maintaining the ecosystem by developing a butterfly garden at our Goa site.	The butterfly arden was developed with the help of Goa Bio-diversity Board a government organization that has guided us in selecting species of plants that would attract butterflies.

**7. Does the Company have a business continuity and disaster management plan? Give details in 100 words / web link:**

Yes, we have a comprehensive business continuity and disaster management plan developed and deployed to manage any emergency, disaster, crisis and business interruption scenario. Emergency Response Plan has been systematically identified for all the HSE-related emergency situations and suitable handling mechanism has been defined. A line of command and procedure to be followed is established. A global business continuity and Impact assessment is carried out for all functions and operations. Business Continuity and Impact Assessment is carried out globally for all functions and operations, basis which business continuity and disaster recovery plans are formulated. The assessed operational impacts include those related to life safety, health, product crisis,

cyberattack, customer service, revenue / cash flow, public image, regulatory, product development, etc.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the Company. What mitigation or adaptation measures have been taken by the Company in this regard:**

We carry out supply chain due diligence to identify environmental risks across our supply chain. No significant risks and concerns were identified from Human Rights assessments of value chain partners through these assessments. Our HSE team has a forward-looking approach and ensures that any potential risks identified across the operations as well as value chain are addressed immediately.

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:**

Sanofi India has not monitored data on percentage of value chain partners assessed during year. However, we have adopted the Global Supplier Code of Conduct laid down by Sanofi Global through which we are following Supplier Code of Conduct. This document has laid few guidelines on environmental aspects. We are in the process of developing assessment in coming years at India level.

**Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

**1. a. Number of affiliations with trade and industry chambers / associations:**

Sanofi India is member of the six trade associations.

**b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the Company is a member of / affiliated to:**

Sr. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	Organisation of Pharmaceuticals Producers of India (OPPI)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Confederation of Indian Industry (CII)	National
4.	Indo French Chamber of Commerce and Industry (IFCCI)	National
5.	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National and International
6.	US India Strategic Partnership Forum (USISPF)	National and International

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities:**

Not Applicable since there were no cases of anti-competitive conduct by Sanofi India in FY 2022.

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company:**

We do not have any projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by Sanofi India Limited

**3. Describe the mechanisms to receive and redress grievances of the community:**

Communities and NGOs can reach to us through emails and corporate inbox [responsibility@sanofi.com](mailto:responsibility@sanofi.com) for any grievances. The grievances are responded by the CSR team or directed to the relevant department for resolution.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2022	FY 2021
Directly sourced from MSMEs / small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	Nil	Nil

We currently do not track input material sourced from MSMEs / small producers, the Company will take appropriate steps to do so in future.

**Leadership Indicators**

**1. Details of public policy positions advocated by the Company:**

We work closely with various trade and industry associations including industry representations to the government and regulators. We ensure that policy advocacy is carried out in a transparent and responsible manner taking into account our as well as the larger national interest.

**Principle 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

**1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company based on applicable laws, in the current financial year.**

Social impact assessments have not been currently conducted, but Sanofi plans on conducting them in the future once the projects reach an appropriate maturity level.



**Leadership Indicators**

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

**2. Provide the following information on CSR projects undertaken by your Company in designated aspirational districts as identified by government bodies:**

Sr. no	State	Aspirational District	Amount spent (in ₹)
1	Maharashtra	Jalgaon	52,55,469

**3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes / No)**

No

**b. From which marginalized / vulnerable groups do you procure?**

Not Applicable

**c. What percentage of total procurement (by value) does it constitute?**

Not Applicable

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your Company (in the current financial year), based on traditional knowledge:**

Sr. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	Nil	-	-	-

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:**

We did not have any case of intellectual property related disputes in FY 2022.

**6. Details of beneficiaries of CSR Projects:**

Sr. No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Type 1 program	1,236	100%
2.	KiDS program in Goa	Approx 500,000	-
3.	Mobile Medial units in Maharashtra	145,400	-
4.	NCD awareness and screening in Hyderabad	Awareness for 573,000 and screening of approx. 340,000 individuals	-
5.	Support patients with Head & Neck cancers	100 patients	100%
6.	Awareness on Cervical and oral cancers	22,500,000 reached out through media campaigns for oral & cervical cancers awareness and prevention	-
7.	Assam floods support	Golpara district. 1000 families	100%
8.	Employee volunteering	More than 30,000	-



**Principle 9: Businesses should engage with and provide value to their consumers in a responsible****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

We have a comprehensive process of Product Technical Complaint (PTC) Management to facilitate timely redressal of the consumer complaints received. The process is initiated once a product quality complaint is received and logged with the Company's system. Some of the salient features of put PTC management system can be enlisted as follows:

- On receipt of the product complaint, the complaint is logged in local tracker and acknowledgement is sent to the complainant through email / SMS

- Complaint is registered in the global tool, COMET and assigned to the manufacturing site
- Complaint sample availability is checked from complainant and the same is forwarded to the manufacturing site for further investigation
- Case is closed after the completion of investigation from the manufacturing site
- Response to the complainant is provided if requested
- Corrective actions may be taken depending on the issue and the decision taken by the manufacturing site / Business unit
- Example: Improving strength of AllStar pen cap to avoid breakage
- Analysis done on Number of PTC received and any adverse trend

**2. Turnover of products and / services as a percentage of turnover from all products / service that carry information about:**

As a percentage to total turnover	
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	100% of our products carry information about its responsible and safe usage. We display relevant information on the product labels as per the requirement of national and international regulatory bodies guidelines for responsible and safe consumption of medicines.
Recycling and/or safe disposal	Nil

**3. Number of consumer complaints in respect of the following:**

	FY 2022			FY 2021		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential Services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

In the regular course of business, we receive and resolve all our consumer queries in a timely manner. Currently, there are no litigations in the respect of the enlisted matters.

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

**5. Does the Company have a framework / policy on cyber security and risks related to data privacy? (Yes / No) If available, provide a web-link of the policy.**

Yes. We are aligned with Sanofi Global's policy related to data privacy. Link of website is given herewith <https://www.sanofi.com/en/our-responsibility/sanofi-global-privacy-policy>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:**

For FY 2022, there were no complaints received for issues pertaining to delivery of essential services, advertising, action taken by regulatory authorities on safety of products / services.

**Leadership Indicators****1. Channels / platforms where information on products and services of the Company can be accessed (provide web link, if available):**

Information related to our products and services can be found on our website: [www.sanofi.in](http://www.sanofi.in)

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and / or services:**

We adhere to relevant regulatory requirements by disclosing information to our stakeholders on the safe and responsible usage of products. The packaging or information label attached to each product informs the consumers about instructions for safe use, composition, effects, and guidance on appropriate storage conditions, among others. We also provide QR codes which opens a link that carries in-depth information related to product safety and proper usage. We empower our patients towards self-management of their conditions through education, support, technology and training that play a critical role in preventing acute complications and reducing long-term health risks.

**3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services:**

As per the guidelines of National Pharmaceutical Pricing Authority, we disclose discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation.

**4. Does the Company display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your Company carry out any survey with regard to consumer satisfaction relating to the major products / services of the Company, significant locations of operation of the Company or the Company as a whole? (Yes / No)**

Yes, we regularly carry our such surveys with doctors. This is used for assessment and improvement of processes internally. In case of any disruption / discontinuation of essential services like supply of medicine, we get the status of the product in the market from supply chain team and respond to our customers.

When we get queries about product shortage, either our Supply chain customer relations team to the customer or we get the status of the product in the market from supply chain team and respond to the customer accordingly.

**5. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact  
No data breaches were recorded in FY 2022.
- Percentage of data breaches involving personally identifiable information of customers  
No data breaches were recorded in FY 2022.