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Consumer Healthcare at Sanofi

Consumer Healthcare For The World

Our Sustainability Progress in 2022

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Our sustainability journey



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Globally, we are facing many challenges which we urgently need to tackle, including health inequality and the adverse effects of climate change. At Sanofi Consumer Healthcare, we recognize our responsibility to address these issues for the health and well-being of our people, our communities, and the planet.

That's why we have embraced a bold ambition: to be the best Fast-Moving Consumer Health (FMCH) company in, and for, the world. We believe we can contribute towards a healthier future by championing better self-care. By helping people play an active role in their own health, we will make a positive difference to communities and also contribute to alleviate pressures across our healthcare systems.

As a business, we are committed to sustainability and a journey of continuous improvement. Our purpose-led brands are supporting communities in need around the world and working with NGOs and charitable foundations, including a global collaboration with Save the Children. We want to use our brands as a platform to empower self-care, providing individuals and communities with education and support to increase understanding and enable better behaviors around a healthy lifestyle. And we're taking steps to minimize the environmental impact of our business and our brands.

"At Sanofi Consumer Healthcare, we are committed to using business as a force for good and positively impacting society and the environment. The health of our society, and of our planet, is in our hands."

A commitment to people and planet

We're incredibly proud that in July 2023, Sanofi Consumer Healthcare became the first large Consumer Healthcare business to become a certified B Corp, having achieved this accreditation in North America.

By securing B Corp certification, we join a global community of businesses that share similar values and demonstrate a strong commitment to people and the planet. The B Corp assessment now forms an integral part of our business transformation roadmap, called our Sustainable Care Pledge.

We believe that embarking on, and embracing, this journey of continuous improvement is the only possible way ahead that will allow us to both serve our purpose and our customers. This is why we are committed to embedding sustainability across all facets of our business.

Our Sustainable Care Pledge outlines the key areas where we believe we can have the most impact and contribute towards a healthier planet and society.



Our Sustainable Care Pledge

As guardians of personal health, we recognize our shared responsibility to create a healthier society and planet for all. Our Sustainable Care Pledge shows the areas where we believe we can make the most impact.



Enablers



Transparency

Proactive ingredient transparency for our top brands by 2025



Responsible Practices

Ensure responsible practices in marketing, science and industrial affairs activities

Empower self-care behavior change

We empower people to practice self-care by improving behaviors around prevention, awareness and diagnosis, and medicine misuse.

Our progress in 2022

	 Target	 2022 Progress
Health education, responsible marketing	Reach 100 million people every year to encourage prevention, awareness, diagnosis and responsible use of medicines, by 2025	47.5 million people reached
Product transparency	Proactive ingredient transparency for our top brands by 2025	Four brands with ingredient transparency by the end of 2023



Essentiale: A Brand Activation case study

In Poland, males aged between 40-60 years old are most likely to be affected by the condition non-alcoholic fatty liver disease (NAFLD)*. So our Essentiale team devised a campaign with a clear purpose: to inspire this group to take care of their liver...with the same care they give their cars!

'Drive Healthy' focused on three key steps:

1. Raise awareness of the function of the liver, using the faces of top rally drivers to grab attention
2. Encourage online self-testing with a recommendation on how to improve liver health, including information on further testing if required
3. Encourage men based in 16 cities across Poland to visit our 'Drive Healthy' buses equipped with NAFLD testing

The result? The campaign reached 29 million people, with 123,000 people taking the online self-test. 5,300 additional liver tests were physically completed onboard the 'Drive Healthy' bus.

Make an impact to communities

In 2022, Sanofi Consumer Healthcare through brand-led campaigns with Enterogermina, Icy Hot and Ostelin donated to NGOs to benefit communities in need across the globe. In 2023, we're taking action to make an impact beyond donations, and continue to activate purpose across our entire brand portfolio.

Our progress in 2022



Target

Make an impact to communities through purpose-led brands and access

Reaching 5 million people by 2030 with on-the-ground programs and partnering with NGOs



2022 Progress

394,800 beneficiaries

- Enterogermina 270 000
- Icy Hot 95 000
- Ostelin 25 000
- Pharmaton 4 800



Brands activating purpose

Diarrhea is a leading killer, accounting for approximately 9 percent of all deaths worldwide among children under the age of 5*. At the heart of the Enterogermina brand is a purpose to reduce associated illnesses and eradicate preventable childhood mortality related to this issue.

In Latin America, Sanofi Consumer Healthcare with Enterogermina partners with NGOs such as Save the Children, Agua Segura and UNICEF to support communities.

The support provided varies based on the needs of the country. In Vietnam and The Philippines, Sanofi Consumer Healthcare with Enterogermina provides hygiene education and supports the construction of toilets, handwashing stations, and kitchens. In Colombia, we provide hygiene education and deliver water filters alongside training on their maintenance.

*UNICEF, Diarrhea remains a leading killer of young children, despite the availability of a simple treatment solution, 2022

Our people: safety, wellbeing, DE&I

At Consumer Healthcare at Sanofi, we aim to create a working environment where each employee has the tools and the opportunities to reach their full potential, their safety and wellbeing are prioritised and there is potential for career development and growth.

Our progress in 2022

	 Target	 2022 Progress
Diversity & Inclusion at work	50/50 gender parity by 2025 in senior leader's positions	45.6% women in senior leadership positions
Quality of life at work		77% employees is satisfied/engaged (eNPS*) of which: 46% promoters 31% passive
Talent attraction and retention	Care for employee safety and well-being	15.1% attrition rate in the last 12 months
Health & safety at work		Injury frequency rate of 1.5* <small>*The injury frequency rate is calculated accounting for the number of lost-time accidents of one day or more per million hours worked over a 12-month period</small>

*eNPS: employee Net Promoter Score, ="Promoters" (employees who scored btw 9-10) -"Detractors" (employees who scored 0-6)



Progress highlights from inside

All Well Program

Launched in 2022, the program promotes healthier behaviors for our employees and aims to create an environment for our people to feel safe and cared for. Focused on healthy minds, bodies, financials and working culture, a few policies to highlight include:

- Global parental leave, ensuring that there is a global target for parental leave despite the different legislations existing in each country
- The Speak Up and Global Healthy Minds programs which enables employees to improve their public speaking skills and support their mental health.

Building the road to net zero

Climate change is one of the greatest challenges of our time and requires urgent action. Consumer Healthcare at Sanofi is building the road towards net zero across our business and supply chain. We're sourcing energy from renewable sources including solar, reducing emissions, and engaging our suppliers in an evolutionary path to adopt social and environmental sustainability standards.

Our progress in 2022



Target

100% renewable electricity sourcing by 2025

-70% CO2e emissions (scope 1&2) vs 2019 by 2025

Towards Carbon neutral (scope 1, 2, & 3) by 2030 & Net zero emissions by 2045



2022 Results

78% renewable electricity sourced from the grid

-37% scope 1 & 2 CO2e emissions reduction vs 2019

64% (SCAP* shared/sum of all top emitter suppliers)



Journeying to net zero together

We'll only be able to tackle climate change if we all work together to reduce warming emissions to reach net zero. We have set a target to reduce emissions across our value chain by 30% by 2030. To do this, we developed our Supplier Climate Action Plan. We want to help our suppliers understand where they can have the most impact in tackling climate change and will provide them with tools and training to help them achieve this. In 2022, we identified the suppliers in most need of our support and started working with two-thirds of them.

Reducing waste & embracing circularity

We are committed to taking action to reducing waste through our operations, products and value chain. We are taking steps to minimize waste going to landfill, reduce our point of sales materials, and make our products more sustainable, starting from the design phase right through to end of life.

Our progress in 2022

	 Target	 2022 Progress
	Have all our sites landfill free by 2025	7.7% waste going to landfill
Waste Management & recycling	100% of displays ordered from approved POSM* regional catalog by 2025 (baseline 2021)	Europe 84% AMEA 75% LATAM 36% North America N/A
Product Eco-design	Baseline assessment and action plan for 11 brands	3 brands with formal lifecycle assessment

*Point of Sales Materials



Upcycling with Terracycle

We are committed to helping to reduce used products and packaging from becoming waste. But recycling packaging from used products can be challenging.



That's why we partnered with Terracycle in the US to enable consumers to recycle used aerosol containers and other types of plastic packaging.

The used packaging is sent to Terracycle and upcycled to make new things like park benches, picnic tables and flower bed borders. What's more, consumers can redeem points for every shipment of waste sent to Terracycle, and exchange these for a donation to a school or charity of their choice.

Protecting natural ecosystems

The world has finite resources, and we know we must reduce our impact on the natural ecosystems we all rely on. We are taking action to minimize water use, adopt water management plans, and source more sustainable materials, and have set targets to keep us on the right track.


Our progress in 2022

	 Target	 2022 Progress
	20% reduction in water withdrawals by 2030	+0.4% increase in water withdrawal
Protect natural ecosystems	Action plans engaged to reduce pharmaceuticals in the environment (PIE) at all relevant sites by 2025	12/12 sites assessed pharmaceuticals in the environment risk
	100% of very high-risk sites with biodiversity management plans by 2025	100% of the sites assess their impact on biodiversity



Minimizing our environmental footprint

We're taking steps to make sure our brands are as sustainable as possible. That's why we're assessing the environmental footprint of all of our products and brands across their entire lifecycle, from design to end of use. This process will help us to take action to minimize the impact our products and brands have on the environment. By the end of 2023, each of our brands will have been assessed and will have sustainability action plans in place to guide our progress.



If you'd like to learn more about our sustainability commitments,
you can read our full 2022 report, available on our website

[Sanofi Consumer Healthcare Non-financial report 2022](#)



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