

## SANOFI INDIA LIMITED

### Corporate Social Responsibility Policy

For Sanofi, being a global corporate citizen means doing business responsibly and sustainably. Our purpose is Empowering Life as a health journey partner, bringing value to society by protecting, enabling and supporting people with health challenges, through our drug treatments and healthcare initiatives. The Company believes in sharing the value it creates, by improving access to healthcare and making a positive contribution in our communities, focusing on important needs and on creating the most impact. Corporate Social Responsibility is a way of thinking and behaving, which is woven into the fabric of how the Company operates every day, securing the full commitment of the entire organization.

#### Policy

The intent of this policy is to outline the Company's approach towards Corporate Social Responsibility (CSR) and to highlight the company's commitments in specific areas. The policy also provides the framework for governance of the Company's CSR plans and fulfilment of its CSR commitment in accordance with the requirements of Section 135 of the Companies Act, 2013.

#### Approach

Our approach is based on three pillars:

1. Leveraging our expertise and resources to support the community in tackling primary healthcare issues, particularly in the area of non-communicable diseases like diabetes, hypertension and cardiovascular disease.
2. Partnering with Government, public and private institutions to help build capacity in the healthcare system and engaging in public-private partnership (PPP) projects aimed at effectively and transparently implementing preventive healthcare programs.
3. Engaging the passion and commitment of our employees to volunteer for initiatives which create a meaningful impact in the community.

#### Governance

##### **CSR Committee of the Board:**

The Board of Directors will nominate a CSR Committee comprising of at least three Directors, including at least one Independent Director. The Chairman of the CSR Committee will be nominated by the Board of Directors. It shall meet at such intervals as may be decided by the Chairman of the Committee but at least two meetings shall be held in a year.

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#### ***Responsibility of the CSR Committee of the Board:***

- Formulate the CSR policy and recommend its adoption by the Board of Directors.
- Provide strategic direction for the CSR initiatives of the Company.
- Select CSR projects to be supported by the Company which are in line the Companies Act, 2013 and recommend Annual CSR Plan to Board for approval.
- Recommend the CSR expenditure for priority projects and monitor implementation of the CSR policy and the CSR projects and provide inputs to the Board on monitoring of the CSR program.
- Recommend changes to the CSR policy as per prevailing legal requirements and environmental needs.

#### ***CSR Head:***

The Company will appoint a CSR Head who will be responsible for implementation of all CSR projects.

#### **Responsibilities:**

1. Scope and assess proposals for new CSR projects/ programs and recommend the same to the CSR Board Committee.
2. Ensure that the projects proposed are in line with the definition of the Corporate Social Responsibility in the Companies Act, 2013.
3. Ensure proportionate and impactful utilization of the CSR funds in alignment with the Company's CSR priorities and facilitate impact assessment of relevant CSR projects.
4. End-to-end CSR implementation starting from program identification, partner identification, due diligence of NGOs, finalising the operating model, active monitoring and reporting.
5. Implement regular and impactful employee volunteering initiatives.
6. Report to the CSR Board Committee on implementation of projects and spends; and also share CSR regulatory amendments and any other relevant updates.
7. Share and communicate the CSR initiatives to wider audiences within and outside the Company.

#### ***Guiding principles for selection, implementation and monitoring of activities:***

CSR programs will be selected based on the three pillar approach specified above.

#### **1. Implement CSR commitments:**

- Prepare and implement a CSR annual action plan
- Set measurable targets and identify performance measures
- Engage employees and others to whom CSR commitments apply
- Create internal and external communications plan
- Make commitments public

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#### 2. Report on progress:

- Measure performance through internal assessment as well as impact assessment through third parties, wherever applicable
- Report on performance, internally and externally

#### 3. Evaluate and improve:

- Evaluate performance
- Identify opportunities for improvement

The Committee shall monitor the implementation of the project with reference to the approved timelines and year-wise allocation and shall be competent to make modifications, if any, for smooth implementation of the project within the overall permissible time period.

The Company's Board of Directors shall ensure that in each financial year the Company spends at least 2% of the average Net Profit made during the immediately three preceding financial years. Average Net Profit shall be calculated in accordance with the provisions of Section 198 of the Companies Act, 2013.

The Company may collaborate or pool resources with its' group companies, other companies or other non-profit organizations to undertake CSR activities, if required.

### **CSR Projects**

The Company will undertake the following types of projects:

- a) Awareness building initiatives for preventive healthcare, primarily in the area of Non-Communicable Diseases.
- b) Capacity building of healthcare personnel through training, skill enhancement, education and public-private partnerships.
- c) Supporting skill development programs in the area of healthcare to increase employability especially among women.
- d) Supporting innovation and initiatives which improve access to healthcare for the underserved.
- e) Contribution of employee time and skills through volunteering to benefit the community.

### **CSR Reporting & Communication**

The Head- CSR will prepare and present CSR progress reports for review by the CSR Board Committee. Progress on CSR will also be reported in the Company's annual report.

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