

Business Responsibility and 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 2023 – December 2023
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital:	230 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, Head of Legal and 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
14.	Name of assurance provider:	Not Applicable
15.	Type of assurance obtained:	Not Applicable

II. Product/Services

16. 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%

17. 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

18. Number of locations where plants and/or operations/offices of the company are situated:

Location	Number of Plants	Number of Offices	Total
National	1	2	3
International	0	0	0

19. Markets served by the company

a. Number of locations

Location	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 18.5% of our total turnover during the Financial Year 2023.

c. A brief on types of customers

Our Company serves a diverse customer base including stockists, Health Care Professionals (HCPs), and Government Institutions. We supply our products to these stakeholders and actively engage with them to ensure efficient distribution and utilization of our offerings. Our approach fosters collaborative relationships founded on reliability, quality, and mutual benefit. By prioritizing excellence and customer satisfaction, we aim to cultivate strong relationships across all sectors, thereby contributing to the progress of healthcare delivery and public health.

IV. Employees

20. 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)
EMPLOYEES						
1.	Permanent(D)	1,812	1,517	84%	295	16%
2.	Other than Permanent (E)	37	9	24%	28	76%
3.	Total employees (D+E)	1,849	1,526	83%	323	17%
WORKERS						
4.	Permanent(F)	361	349	97%	12	3%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	361	349	97%	12	3%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	2	25%
Key Management Personnel*	4	2	50%

* 3 out of 4 KMPs are also Board Members.

22. Turnover rate for permanent employees and workers:

	CY 2023			CY 2022			CY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	16%	13%	13%	17%	13%	16%	14%	15%
Permanent Workers	0%	0%	0%	1%	0%	1%	2%	0%	2%

V. Holding, Subsidiary and Associate companies (including joint ventures)**23. 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 by company	Does the company indicated at column A, participate in the Business Responsibility initiatives of the company? (Yes/No)
1.	Hoechst GmbH	Holding company	60.37%	No
2.	Sanofi S.A.	Ultimate holding company	0.02%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 28,511 Million

(iii) Net worth (in ₹): 10,155 Million

VII. Transparency and Disclosures Compliances**25. 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)	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
		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
Communities	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link Sanofi India (sanofiindia.com))	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link Contact Us - Sanofi India (sanofiindia.com))	20	Nil	-	28	Nil	-
Employees and workers	Yes, we have an internal mechanism in place to receive and redress stakeholder complaints.	4	1	-	23	9	Includes anonymous complaints
Customers	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link https://www.sanofi.in/)	756*	1	-	791*	47	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.

26. 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:

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.)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> 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 endeavour 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
Policy and Management processes									
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 www.sanofiindia.com 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?	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.	Policies have been formulated taking into account pertinent national standards such as the Factories Act, 1948, Companies Act, 2013, Listing Regulations, and various other statutes. Additionally, these policies have been aligned with various global standards, including those established by the United Nations, the International Labour Organization, and various ISO standards. Sanofi is committed to the principles of the UN Global Compact and has signed a pact with the United Nations Decade of Action for Road Safety. Moreover, Sanofi has joined the Alliance for Water Stewardship (A4WS), a global network of public, private, and civil society organizations actively engaged in effective water stewardship initiatives. Furthermore, Sanofi pledges to following frameworks and initiatives for a sustainable economy.								



<p>5. Specific commitments, goals and targets set by the company with defined timelines, if any.</p>	<p>Globally, Sanofi is working to minimize the impact of its activities on the environment by committing:</p> <ul style="list-style-type: none"> ▪ 100% Renewable Electricity by 2030 across all global operations and; ▪ Net Zero emissions by 2045. ▪ As part of the global commitment, Sanofi India will also accelerate its sustainability journey. ▪ Achieve ZERO landfill status
<p>6. Performance of the company against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Sanofi India has set up solar energy project at Mumbai office and Goa site in CY 2022 as per our alignment with Sanofi Global commitment towards renewable energy and emission reduction.</p> <p>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 plant.</p>
<p>Governance, leadership, and oversight</p>	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</p>	<p>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 endeavour to deliver products and services of the highest quality to our customers, in the most responsible manner ensured by the highest standard of governance, 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.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Rodolfo Hrosz - Managing Director, reports to Board periodically on progress made on the ESG agenda of the Company.</p>
<p>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.</p>	<p>Mr. Rodolfo Hrosz, Managing Director</p> <p>A Committee at the Management level oversees ESG matters, consisting of the Managing Director, Chief Financial Officer, Company Secretary, HR representative, Head of Health, Safety and Environment, Head of Ethics and Business Integrity, Manufacturing Site Director, and Head of Communication and CSR. This group convenes at regular intervals to assess the advancements made in ESG initiatives.</p>

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 and performance undergo periodic review								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The policies undergo periodic review for ensuring compliance with statutory requirements								

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 BRSR 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
The majority of our policies are internal, with only a few falling under Sanofi Global policies. Our Company adheres to these policies and conducts regular internal reviews, excluding external partners from the review process.								

12. 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)									
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: Principal wise Performance Disclosure

Principle 1: Business 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:

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	6	During Board/Committee Meetings, directors receive regular presentations covering a range of topics essential to the Company’s operations. These include the Company’s strategy, business operations, market performance, organizational structure, product brands, finance, risk management framework, quarterly and annual financial results, human resources, technology, health safety & environment, regulatory updates, whistleblower complaints and future outlook.	100%
Key Managerial Personnel	6	Furthermore, updates are provided on: <ul style="list-style-type: none"> ▪ Internal Controls and Compliance ▪ HR Policies, Compensation & Benefits, Talent - Management, and Succession Planning programs ▪ Cybersecurity and Internal Controls related to Cybersecurity Risk Management Strategy and Framework. 	100%
Employees other than BoD and KMPs Workers	44	Through PDLi training, we offer instruction in various areas including career management, leadership, human rights, the Code of Conduct, POSH, safety, creating an inclusive workplace, and environmental awareness. Additionally, sales training is provided during induction, transitions between functions, brand launches, and through annual refresher sessions focusing on our core business brands.	100%

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:

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					
Settlement			Nil		
Compounding fee					

Non-Monetary

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in case 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, The Anti-bribery policy within the Company's Global Code of Conduct articulates the firm's dedication to conducting business with integrity, adhering to relevant anti-bribery laws and standards. These policies aim to provide clear guidance, ensure compliance with anti-corruption laws, foster an ethical culture, and protect its employees' reputations while minimizing the risk of fines and penalties. As an integral part of the Global Code of Conduct, the Anti-bribery policy applies universally to all employees. The Company also expects adherence to these principles from its business partners, which include suppliers, service providers, agents, and channel partners (such as dealers and distributors). Sanofi's Global Code of Conduct is accessible globally which can be accessed in the link - <https://www.codeofconduct.sanofi/>

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

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	CY 2023 Current Financial Year		CY 2022 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

8. Number of days of accounts payables [(Accounts payable *365) / Cost of goods/services procured]:

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Number of days of accounts payables	89	109

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties:

Parameter	Metrics	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	85%	88%
	b. Number of dealers distributors to whom sales are made	3,215	3,405
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	9%	12%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	65%	57%
	b. Sales (Sales to related parties/ Total Sales)	20%	16%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties/ Total Investments made)	100%	0

* Sanofi purchases directly from suppliers, and opts for direct procurement.

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
As part of Onboarding process, 100% of our value chain partners are made aware of Sanofi's supplier Code of Conduct. Additionally 107 programs were held in CY 2023	<ol style="list-style-type: none"> Counterfeit Medication Paramedic Educational Program for better patient care like nurses education program Cold chain management & Medicine Disease awareness program like Sepsis care meet, Pulmonary care meet, DVT awareness meet 	All value chain partners are trained on supplier code of conduct

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.

Sanofi upholds the highest standards of corporate governance through the implementation of a robust Code of Conduct for the Board. This foundational document meticulously defines and addresses conflicts of interest, providing preventive measures and guidelines for resolution. During Board meetings, a proactive stance is taken with Members transparently disclosing any potential conflicts related to agenda items. A dedicated policy governs related party transactions, ensuring accountability and integrity. In any conflict scenario, Board members abstain from voting on pertinent matters. For detailed insights, interested parties can refer to our Code of Business Conduct and Ethics for Directors and Sr. Management, highlighting our commitment to ethical leadership and governance excellence. For in depth insights, follow our weblink: [Code of Conduct and Policies - Sanofi India \(sanofiindia.com\)](https://www.sanofiindia.com/code-of-conduct)

Principle 2: Business 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.

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	
Capex	0	7.11%	

During the reporting year, proposals are approved for chiller replacements targeting both operational efficiency and reduced carbon footprint.

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

Yes, at Sanofi we proudly uphold our Supplier Code of Conduct, endorsed by Sanofi Global, which underscores our commitment to sustainable procurement practices. Our dedication extends beyond mere compliance; we actively seek to bolster our environmental and societal footprint by proactively mitigating risks through a meticulously crafted, risk-based strategy.

Sanofi assess the supplier in key areas such as Health, Safety, and Environment (HSE), Corporate Social Responsibility (CSR), Anti-Bribery, Due Diligence (ABDD), cyber security and financial stability. We conduct the assessments related to CSR and HSE through the third-party platform. Sanofi recognizes the risk of significant adverse impact which may be associated with extracting, trading, handling, and exporting minerals from conflict-affected and high-risk areas. We are committed to our social responsibility to respect human rights and not contribute to conflict. We have identified these critical suppliers, who are audited each year. In addition, sustainability team has also identified suppliers with higher emission and are regularly assessed to measure the environmental impact.

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

Our practices are aligned with the global Supplier Code of Conduct laid down by Sanofi Global. As part of this commitment, 6.5% of total suppliers were audited globally out of which many suppliers are from India.

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.

At our manufacturing site and office, a robust waste management program is in place, ensuring responsible handling and disposal of all waste materials. From the point of generation, waste is segregated and managed according to its nature, adhering to strict protocols. Non-hazardous materials such as plastic, paper, wood, metal, and glass are carefully collected and provided to authorized recyclers, while e-waste is entrusted to Pollution Control Board approved facilities for recycling. Pharmaceutical waste and ETP sludge are efficiently utilized in co-processing at cement plants, while used oil undergoes refining through approved agencies. Through our diligent efforts, we have achieved a zero landfill outcome from our operations. Moreover, adherence to Plastic Waste Management Rules ensures that plastic waste from product packaging in the market is effectively managed, underscoring our commitment to environmental sustainability and regulatory compliance.

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, Sanofi adheres to the Plastic Waste Management Rules, as periodically amended and mandated by the statute. The Company engages with a waste management agency to gather post-consumer plastic waste, sourced from municipal garbage. Additionally, Sanofi has presented a collection plan delineating its strategy for retrieving plastic waste and multilayered packaging resulting from its products, by the stipulations of the Plastic Waste Management Rules. To fulfil the obligations outlined in Extended Producer Responsibility (EPR) regulations, the Company has made necessary arrangements.

Leadership Indicators

1. Has the company conducted Life Cycle Perspective / Assessments (LCA) for any of its products? If yes, provide details:

NIC Code	Name of Product / Service	% 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 and End of life)	No	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, 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 / Service	Description of the risk / concern	Action Taken
TOUSTAR	Weight of plastic, use of natural resources, Emissions generated at different stages	<p>TouStar Toujeo® has garnered prestigious accolades such as the Eco-Design award at Pharmapack and the Good Design award in 2022 as the first-in-class reusable pen. It marks a significant advancement as the inaugural reusable injection pen for concentrated insulin, featuring a dedicated replaceable cartridge system.</p> <p>In the Indian market, TouStar outperforms SoloStar, demonstrating its superiority as a three-year reusable device. The potential environmental benefits are substantial, including a 57% reduction in climate change impact, a 74% decrease in water usage, and a 58% decline in fossil resource depletion. These results stem from the efficient utilization of plastics, which are saved and reused within a closed loop over the span of three years.</p> <p>Moreover, TouStar contributes to environmental conservation by minimizing airfreight during component imports to India, optimizing device packaging, and incorporating recyclable/takeback features.</p>

Sanofi group has embraced an eco-design approach aimed at enhancing the environmental performance of products or services from their inception throughout their entire life cycle. This approach encompasses a holistic perspective covering raw materials, manufacturing, packaging, distribution, use, and end-of-life considerations. Products are assessed based on multi-criteria indicators such as climate change, ecosystems, resources, water, and human health, with the overarching goal of reducing environmental impacts on a global scale.

Sanofi believes that integrating eco-design principles into projects can stimulate innovation, lower costs, and mitigate the environmental footprint of its operations while also enhancing the social dimension of its endeavors.

3. Percentage of recycled or reused input material to total material (by value) used in production:

Indicate input material	Recycled or re-used input material to total material	
	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
	Not Applicable	

Being a pharmaceutical products manufacturer, utilizing reused or recycled input materials poses challenges for our production process, limiting our options.

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

The packaging of our Company's products plays a crucial role in ensuring the safe delivery of medicines that are stable and trusted. In line with our commitment to environmental sustainability, we adhere to Extended Producer Responsibility (EPR) obligations. We have collected a total of 1166 metric tons of post-consumer plastic waste from the market, which is then recovered and recycled through authorized third parties. This process aligns with the guidelines issued by the Central Pollution Control Board.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.26%	0.29%

2. Details of retirement benefits, for Current financial year and Previous financial year

Benefits	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
	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
Others		-		-	-	-

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? If not, whether any steps are being taken by the company in this regard.

Yes, 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 including 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. Some of the specific focus areas are as follows:

Specially Abled Parking - Accessible parking spots for specially abled individuals are located on all three basement levels. Each spot is strategically chosen to allow for a full turning radius, ensuring maximum convenience for users. Additionally, a charging point is installed for electric vehicles (EVs), catering to the needs of environmentally conscious individuals within this community.

Visual Contrast Staircase to reduce risk of slip injury – All the stair cases are coated with contrasting anti-skid paint to the edges of steps. This measure enhances visibility and reduces the risk of slip injuries.

Braille Signages – Braille signages are installed in essential common areas such as the cafeteria, washrooms, and fire exits. This initiative assists visually impaired colleagues in navigating these spaces effectively.

Inclusive Reception Desk - A reception desk tailored for wheelchair users has been created to ensure accessibility.

Employee Resource Groups (ERG) actions: Awareness and sensitisation programmes are conducted on 'Embracing Equity'. Three prioritised Employee Resource Groups (ERG) as a part of 'All In+' Approach on viz Gender+, PRIDE+ & Ability+ were launched. Workshops were conducted in partnerships with Humsafar Trust & PRIDE Circle on Being more Inclusive towards LGBTQ+ Community during Explore More Week. Workshops focussing on 'Demystifying the subject of Disability' during Explore More Week is conducted to enhance basic understanding of the barriers preventing people with disabilities from full participation in society in collaboration with Trinayani foundation. Few sessions were conducted for promoting inclusive work environment and equal opportunities for all. These include Beyond Barriers: An interactive & Experimental Workshop with New Horizon Solutions

The Company's measures reflect its commitment to creating an inclusive and accessible environment for everyone at Sanofi.

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.

At Sanofi, our steadfast commitment to fostering diversity, equity, and inclusion is exemplified through our 'All In' initiative. We recognize the inherent value of embracing diverse perspectives and experiences, understanding that it enriches our workplace culture

and drives innovation. Grounded in our Code of Conduct and guided by the principles of 'Reflect,' 'Unleash,' and 'Transform,' we are dedicated to cultivating a workforce that mirrors the vibrant tapestry of our global communities.

Through concerted efforts, we strive to cultivate an inclusive environment where trust, compassion, and mutual respect flourish. Our approach

encompasses multifaceted strategies aimed at building representative leadership, empowering our workforce, and catalyzing positive societal change. Few initiatives include the extension of maternity leave, implementation of robust safety measures, and the facilitation of bias sensitization workshops to foster awareness and understanding.

Weblink: <https://www.codeofconduct.sanofi/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	95%	Nil	Nil
Female	100%	87%	Nil	Nil
Total	100%	93%	Nil	Nil

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

Sanofi India upholds the Global Code of Conduct, applicable worldwide, which serves as a guiding beacon for employees and contractors, ensuring adherence to the highest ethical standards in conducting business. Additionally, the Company has implemented a robust Prevention of Sexual Harassment policy, affirming the following commitments:

- (a) All employees are entitled to dignity and respect.
- (b) Sexual harassment in the workplace is strictly prohibited.
- (c) Individuals experiencing harassment have the right to lodge grievances, with the assurance of appropriate action in accordance with legal provisions.
- (d) Comprehensive training is provided to all employees, with proactive measures taken to address and prevent instances of harassment.
- (e) Fair treatment is extended to all stakeholders regardless of gender, with all forms of harassment handled justly and equitably.
- (f) A culture of mutual respect, dignity, and equality is actively fostered within the organization.
- (g) The Company swiftly intervenes to prevent and address instances of sexual harassment.
- (h) In appropriate and exceptional cases, concerns may be raised directly to the Chairperson of the Audit Committee at: Chairman.SILauditcommittee@sanofi.com

Moreover, Sanofi maintains a Vigil Mechanism/Whistle blower policy under its Code of Conduct, providing employees with a platform to raise concerns or report any irregularities.

7. Membership of employees and worker in association(s) or Unions recognised by the company:

Category	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
	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)
Total Permanent Employees	1,812	0	0%	2,445	165	7%
Male	1,517	0	0%	2,075	159	8%
Female	295	0	0%	370	6	2%
Total	1,812	0	0%	2,445	165	7%
Total Permanent Worker	361	306	85%	206	142	69%
Male	349	300	86%	200	142	71%
Female	12	6	50%	6	0	0%
Total	361	306	85%	206	142	69%

8. Details of training given to employees and workers:

Category	CY 2023 Current Financial Year					CY 2022 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,517	1,517	100%	310	20%	2,075	2,075	100%	405	20%
Female	295	295	100%	154	52%	370	370	100%	110	30%
Total	1,812	1,812	100%	464	26%	2,445	2,445	100%	515	21%
Workers										
Male	349	349	100%	349	100%	200	200	100%	0	0%
Female	12	12	100%	12	100%	6	6	100%	0	0%
Total	361	361	100%	361	100%	206	206	100%	0	0%

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

Category	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,517	1,517	100%	2,075	2,075	100%
Female	295	295	100%	370	370	100%
Total	1,812	1,812	100%	2,445	2,445	100%
Workers						
Male	349	349	100%	202	202	100%
Female	12	12	100%	6	6	100%
Total	361	361	100%	208	208	100%

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 such system?**

Yes, the Company is firmly committed to adhering to the guidelines and principles outlined in ISO 45001. This commitment extends to providing a secure working environment for employees, contractors, sub-contractors, visitors, and neighbouring communities at both our Mumbai office and Goa site. We implement measures to prevent work-related injuries and illnesses, reduce risks, and consistently enhance safety performance. Sanofi India's Goa site holds certifications for both ISO 45001 and ISO 14001, underscoring our dedication to occupational health and safety standards.

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

Sanofi has established robust procedures to identify workplace hazards and evaluate associated risks. This involves the development and implementation of our unique strategies, Health, Safety, and Environment (HSE) manuals, and Standard Operating Procedures (SOPs). Through comprehensive risk assessments, the organization ensure the effective management of HSE risks. Additionally, Sanofi conducts regular audits and inspections of its occupational health and safety management systems to uphold stringent standards. The organization's on-site team has autonomously instituted an internal review mechanism to assess performance. This system gets audited on a timely basis. This proactive approach aligns with Sanofi's commitment to maintaining a safe and secure work environment, reflecting our dedication to the well-being of our employees and the overall success of our operations.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

The Company has established provisions allowing employees and workers to report work-related hazards and hazardous situations. These reports are diligently reviewed by the Health, Safety, and Environment (HSE) management system, following a predefined protocol. To mitigate such risks, we have implemented life-saving rules that are expected to be adhered to by all Sanofi employees. These rules serve as a crucial framework to enhance safety across our organization, emphasizing our commitment to fostering a secure working environment.

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

Yes, the Company places a high priority on the well-being of all its employees, extending this focus to encompass everyone associated with the organization. The provision of access to non-occupational medical and healthcare services, along with comprehensive medical insurance coverage during hospitalization, underscores the commitment to ensuring the health and safety of the entire team. In addition to conventional healthcare measures, the Company has established cutting-edge occupational health centres at both its Goa site and corporate office in Mumbai, each staffed by dedicated visiting physicians. As part of a holistic approach to employee welfare, the Company has introduced the 'All Well' program—a transformative initiative concentrating on cultivating a 'healthy mind' and a 'healthy body.' This program aims to address non-communicable diseases and reduce absenteeism through four key initiatives. These initiatives actively promote a balanced and varied diet, regular physical activity, support for smoking cessation and disease prevention, and improvement in sleep quality coupled with effective stress management.

11. Details of safety related incidents:

Safety Incident/Number	Category	CY 2023	CY 2022
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.82	2.20
	Workers	0.61	0
Total recordable work-related injuries	Employees	11	12
	Workers	1	0
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.

Sanofi embedded the guidelines and principles of ISO 45001: 2018 OSHA standards, and other level regulatory requirements within its Environment Health and Safety (EHS). Our EHS policy advocates the provision of safe working environments to all employees of Sanofi. The following steps are undertaken in Sanofi India business to ensure a safe and healthy workplace:

- Establishment of HSE policy, targets, and management system.
- Safety initiatives are promoted through safety champions and site-level safety committees.
- Periodically HSE performance reviews are conducted, with findings discussed in country HSE committee meetings led by the Managing Director and senior leadership.
- Robust audit mechanism in place for monitoring safety performance.
- Hazard Identification and Risk Assessment (HIRA) is used to identify hazards, risks, and control measures.
- Resources allocated to eliminate identified risks during activities.
- Incident investigations are conducted with the implementation of corrective and preventive action plans.
- Safety competence is ensured through education, work experience, and training requirements.
- Arrangements are maintained to ensure all individuals are competent in the safety and health aspects of their duties.

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

	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment 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 & and safety practices and working conditions.

All safety related incidents and near misses are investigated as per HSE management system. Identified Corrective and Preventive Action (CAPA) are defined and implemented horizontally across our operations to prevent incidents. We keep track on safety related incidents and is reviewed periodically to check the implementation and effectiveness.

Road risk has been recognized as key risk and targeted measures to mitigate potential hazards are implemented to ensure the safety of our employees, customers, and communities. These include Training Programs (Induction, Theoretical, Practical Defensive Driver training), Road Safety Coaching Program, Helmet distribution to all riders, Preventive Maintenance Allowance etc.

We have also signed pact with “United Nations Decade of action for Road safety” to work with different stakeholders in community.

Leadership Indicators

1. Does the company extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers(Yes/No).

Yes, the Company extends life insurance or any compensatory package for its workforce in the event of death for its Employees & Workers.

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

At our organization, we prioritize compliance with statutory requirements by ensuring that all applicable statutory dues are deducted and deposited in accordance with relevant regulations. This crucial activity undergoes thorough review during both internal and statutory audits to maintain the highest standards of accountability and transparency. Moreover, we hold our value chain partners to similar standards, expecting them to uphold business responsibility principles and prioritize transparency and accountability throughout their operations. Through these collective efforts, we strive to foster a culture of integrity and adherence to legal obligations across our entire value chain.

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 are 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	
	CY 2023 Current Financial Year	CY 2022 Previous Financial Year	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
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	Sanofi prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Health, Safety & Environment (HSE), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability. A multi-pronged approach is employed, involving direct assessments for critical and high-emitting suppliers, and leveraging third-party platforms for CSR and HSE. The scope of this assessment program demonstrates Sanofi's commitment to responsible sourcing.
Working Conditions	

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.

Our rigorous supply chain assessments have revealed no significant risks in health and safety practices or working conditions. Through due diligence, we identify and mitigate risks across our supply chain. Our Active Pharmaceutical Ingredient (API) suppliers and third-party logistics partners undergo assessment by auditors to ensure compliance with our standards.

Principle 4: Business 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.

Engaging with stakeholders is crucial for us at Sanofi in addressing sustainability related concerns. We strongly believe that engaging with diverse stakeholder groups introduces a wide array of perspectives. This inclusivity fosters trust and understanding among stakeholders. Within our organization, we identify key internal and external stakeholders through peer review and analyse stakeholder groups that may have a potential impact or influence on our business operations.

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Patients	No	<ul style="list-style-type: none"> ▪ Market research surveys ▪ Grievance redressal mechanism ▪ Workshops and conferences with patient advocacy group ▪ Patient support / assistance programs 	Continuous (but limited and on need basis)	<ul style="list-style-type: none"> ▪ Insights on strengthening R&D and improving product quality ▪ Responding to queries and complaints
HealthCare Professionals	No	<ul style="list-style-type: none"> ▪ Regular business interactions ▪ Customer satisfaction surveys ▪ Feedback system ▪ Grievance redressal mechanism ▪ Workshops and conferences ▪ Educational programs 	Continuous	<ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> ▪ Need assessment surveys ▪ Regular meeting ▪ Trainings and workshops ▪ Emails and telephonic conversations ▪ CSR reports 	Continuous	<ul style="list-style-type: none"> ▪ Increasing awareness and understanding of disease ▪ Providing access to affordable healthcare ▪ CSR Activities
Suppliers	No	<ul style="list-style-type: none"> ▪ Emails and meetings ▪ Training workshops and seminars ▪ Supplier assessment and review ▪ Supplier grievance mechanism 	Continuous	<ul style="list-style-type: none"> ▪ Supplier development ▪ Promoting local suppliers ▪ Supplier assessments ▪ Promoting shared growth
Employees	No	<ul style="list-style-type: none"> ▪ Townhall meeting ▪ Training programmes ▪ Employee engagement surveys ▪ Employee engagement programs ▪ Performance appraisal reviews ▪ Grievance redressal mechanism ▪ Emails and meetings 	Continuous	<ul style="list-style-type: none"> ▪ Employee health, safety and well-being initiatives ▪ Providing E-learning and development platforms for behavioral and skill development ▪ Employee engagement and satisfaction ▪ Updates and communication on policies, processes, systems
Shareholder/ Investors	No	<ul style="list-style-type: none"> ▪ Integrated annual report ▪ Annual General Meetings (AGM) ▪ One-on-one interactions ▪ Announcement through stock exchanges and media releases ▪ Company website ▪ Dedicated email ID for Investor Grievances ▪ Investor/Analyst meet ▪ Quarterly financial statements 	Continuous/ Need Basis	<ul style="list-style-type: none"> ▪ Financial performance ▪ Operational performance ▪ New product launches ▪ Business Outlook ▪ Sustainability ▪ CSR programs ▪ Corporate Governance ▪ Material disclosures ▪ MoU, partnerships
Trade Partners	No	<ul style="list-style-type: none"> ▪ Emails and Meetings 	Periodically/ Need Basis	<ul style="list-style-type: none"> ▪ Constant evaluation of GTM models ▪ Ensure availability of products ▪ Explain emerging channels of trade

Leadership Indicator

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 part of our standard business practice, departmental heads engage in regular interactions with both internal and external stakeholders. Insights gathered from these engagements are diligently shared with top management and subsequently with Board Members to facilitate informed decision-making and appropriate actions. Additionally, we have established a dedicated Stakeholder Relationship Committee to address matters concerning shareholders and investors, ensuring transparency and accountability in our operations. Moreover, we conduct quarterly meetings with our Board members to assess Environmental, Social, and Governance (ESG) factors, including safety metrics, environmental performance, and Company-wide safety practices. Our CSR Committee maintains close communication with local communities to address their concerns and issues effectively, with regular updates provided to the Board during meetings which happens thrice in a year. Through these structured processes, we uphold our commitment to stakeholder engagement, corporate governance, and responsible business practices.

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 the policies and activities of the company.

Yes, as a part of our Materiality Assessment, engagements were conducted in collaboration with our key stakeholder groups, both internal and external. Through one-on-one dialogues, we solicited input from these stakeholders to identify and prioritize sustainability issues relevant to our business operations. This inclusive approach ensured that we comprehensively understood the concerns and perspectives of our stakeholders, enabling us to focus on addressing the most significant issues that align with our business strategy and values.

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

We have CSR programs focusing on two key areas:

- a. Promotion of healthcare, with a particular emphasis on preventive solutions for non-communicable diseases.
- b. Advancement of educational initiatives in healthcare services or systems.

Through these programmes, we are dedicated to improving access to quality healthcare and enhancing the well-being of underprivileged communities. Our commitment lies in making a tangible difference in people's lives by fostering healthier communities and promoting education for sustainable healthcare solutions.

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, in the following format:

Category	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,812	1,812	100%	2,445	1,449	59%
Other than permanent	37	0	0	64	0	0
Total Employees	1,812	1,812	100%	2,509	1,449	59%
Workers						
Permanent	361	361	100%	206	109	53%
Other than permanent	0	0	0%	0	0	0
Total Workers	361	361	100%	206	109	53%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	CY 2023 Current Financial Year					CY 2022 Previous Financial Year				
	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)
Permanent Employees										
Male	1,517	-	-	1,517	100%	2,075	-	-	2,075	100%
Female	295	-	-	295	100%	370	-	-	370	100%
Other than Permanent										
Male	9	-	-	9	100%	20	-	-	20	100%
Female	28	-	-	28	100%	44	-	-	44	100%
Permanent Workers										
Male	349	-	-	349	100%	200	-	-	200	100%
Female	12	-	-	12	100%	6	-	-	6	100%
Other than Permanent										
Male	Not Applicable									
Female	Not Applicable									

3. Details of remuneration/ salary/ wages:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	-	-	-	-
Key Managerial Personnel (KMP)**	2	19,040,000	2	8,856,169
Employees other than BoD and KMP	1,515	1,259,618	293	1,530,653
Workers	349	618,593	12	544,817

*The Independent Directors of the Company are entitled to Sitting Fees and Commission as per the statutory provisions. The details of remuneration of Non-Executive Directors are provided in the Corporate Governance Report. Sitting fees is paid based on the number of meetings attended by an Independent Director and hence the % increase is not comparable.

**Non-Executive Directors who are employees of Sanofi group do not receive any Sitting Fees or Commission.

**KMPs include the Executive Directors on the Board of the Company.

**KMP who resigned or changed designation during the year have not been included in the above statement.

b. Gross wages paid to females as % of total wages paid by the company:

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Gross wages paid to females as % of total wages	17.9%	17.60%

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.

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

Regular meetings with employees are conducted across various forums, both collectively and individually. These sessions include innovative platforms like Open Mic, facilitated by our Senior Leadership team, fostering open dialogue and engagement. Additionally, we maintain ongoing bilateral dialogues with unions to ensure effective communication and collaboration.

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

	CY 2023 Current Financial Year			CY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	NA	Nil	Nil	NA
Discrimination at workplace	1	0	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. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	-
Complaints on POSH as a % of female employees / workers	1.0%	-
Complaints on POSH upheld	2	-

8. Mechanisms to prevent adverse consequences to the complaint in discrimination and harassment cases.

In handling all complaints, confidentiality of the complainant's details is strictly maintained. Investigations are conducted with the utmost sensitivity to prevent any inadvertent exposure of the complainant's identity. Our commitment to privacy and respect ensures a safe and secure environment for all involved.

9. Do human rights requirements form part of your business agreements and contracts?

At our organization, rigorous due diligence is carried out to ensure compliance with human rights standards. We prioritize active communication of our human rights framework both internally and externally, embedding these principles within agreements, contracts, and our comprehensive Code of Conduct. Through these measures, we reaffirm our commitment to upholding human rights at every level of our operations and relationships. By fostering transparency and accountability, we strive to create a culture where human rights are respected and upheld in all aspects of our business endeavours.

10. Assessment for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks/ concerning arising from the assessments at Question 10 above.

Not Applicable

Leadership Indicators

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

No grievances or complaints related to Human Rights principles and guidelines have been reported. In a proactive stance, we have implemented a paternity leave policy and travel guidelines for the safety of our female colleagues at the workplace and during commute.

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

All employees and workers on the Company's roll are encompassed within our human rights due diligence framework. This encompasses assessments on Freedom of Association, Prohibition of Forced Labour, Prohibition of Child Labour, POSH policy, and more. Annually, the internal controls team meticulously uploads a comprehensive report onto the global tool, detailing adherence to the Human Rights policy.

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?

We prioritize accessibility for differently abled visitors at our premises by providing dedicated parking, security support, wheelchair accessible washrooms, ample space for movement, visual and audio alarms, emergency evacuation chairs, ramps at entry points in basements, and Braille signage in lifts. Constantly identifying and addressing visitor needs, we strive to enhance accessibility standards throughout our office premises. Our ongoing efforts reflect our commitment to ensuring inclusivity and accommodating diverse needs within our community.

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	Sanofi prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Health, Safety & Environment (HSE), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability. A multi-pronged approach is employed, involving direct assessments for critical and high-emitting suppliers, and leveraging third-party platforms for CSR and HSE. The scope of this assessment program demonstrates Sanofi's commitment to responsible sourcing.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others-please specify	

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

Not Applicable

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:

Parameter	Unit	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	GJ	12,673.15	5,391
Total fuel consumption (B)	GJ	28,408	25,648
Energy consumption through other sources (C)		0	0
Total energy consumed from renewable sources (A+B+C)	GJ	41,082	31,039
From non-renewable sources			
Total electricity consumption (D)	GJ	37,079	40,605
Total fuel consumption (E)	GJ	5,507.03	6,633
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	42,586	47,238
Total energy consumed (A+B+C+D+E+F)	GJ	83,668	78,276
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million INR	2.94	2.82
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million INR adjusted to PPP	0.13	0.12
Energy intensity in terms of physical output	GJ/Million Tablets	21.87	19.60
Energy intensity (optional)- the relevant metric may be selected by the company		-	

Note: Limited assurance was carried out for the year 2023 by Ernst & Young.

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 any sites or facilities identified as designated consumers under the Perform, Achieve, and Trade (PAT) scheme.

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

Parameter	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	1,404	12,785
(iii) Third Party Water	117,342	89,967
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	118,746	102,752
Total volume of water consumption (in kilolitres)	118,746	102,752
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) in kL/Million INR	4.17	2.72
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) in kL/Million INR adjusted to PPP	0.18	0.12
Water intensity in terms of physical output in kL/Million Tablets	31.04	18.89
Water intensity (optional) – the relevant metric may be selected by the company		

Note: Limited assurance was carried out for the year 2023 by Ernst & Young.

4. Provide the following details related to water discharged:

Parameter	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
ii) To Groundwater		
- 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	-	-
Total water discharge (in kilolitres)		

Note: Limited assurance was carried out for the year 2023 by Ernst & Young.

5. **Has the company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

At the Goa site, we have installed a state-of-the-art and implemented an effluent treatment plant to responsibly manage the wastewater generated from production processes. Following treatment, the effluent is utilised for gardening purposes, aligning with our commitment to sustainable water management practices. Across our Mumbai site, we have installed a sewage treatment plant to effectively treat domestic sewage. The treated sewage effluent is then utilized for toilet flushing and gardening, minimizing our environmental impact while maximizing resource efficiency. Any excess quantity beyond our internal requirements at the Mumbai office is discharged in accordance with regulations set forth by the Pollution Control Board, ensuring compliance with environmental standards. Through these initiatives, we uphold our dedication to environmental stewardship and sustainable business practices, actively contributing to the preservation of our natural resources and the well-being of our communities.

6. **Please provide details of air emissions (other than GHG emissions) by the company:**

Parameter	Unit	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
NOx	MT	2.87	1.67
SOx	MT	6.32	5.43
Particulate matter (PM)	MT	3.68	3.16
Persistent organic compounds (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify			

*SOx includes SO2 only

Note: Limited assurance was carried out for the year 2023 by Ernst & Young.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	486.63	484.01
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,476.77	9,282.79
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	emission intensity per million rupee of turnover	0.31	0.35
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.014	0.015
Total Scope 1 and Scope 2 emission intensity in terms of physical output	emission intensity per million tablets	2.30	2.40
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the company		-	-

Note: Limited assurance was carried out for the year 2023 by Ernst & Young.

8. Does the company have any project related to reducing Green House Gas emission? If Yes, then provide details.

Sanofi India has taken significant steps towards sustainability by installing solar energy panels at both our Mumbai office and Goa site during the year 2022. These solar plants have substantially reduced our reliance on the grid for purchased electricity consumption, aligning with our commitment to minimizing our environmental footprint. Additionally, we have proactively transitioned towards green energy procurement at Sanofi House, our Mumbai office, starting from the year 2022 wherein we sourced green energy from Tata Power to meet 100% requirements. This strategic shift underscores our dedication to environmental stewardship and sustainability, reinforcing our position as responsible corporate citizens committed to minimizing our carbon footprint.

9. Provide details related to waste management by the company:

Parameter	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	33.21	40.38
E-waste (B)	2.40	1.30
Biomedical Waste (C)	0.01	0.01
Construction and demolition waste (D)	-	-
Battery waste (E)	0.00	3.21
Radioactive waste (F)	-	-
Other Hazardous Waste (Process Waste, ETP sludge, etc.) (G)	83.37	31.02
Used Oil (H)	0.00	13.21
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Paper & Cardboard (I)	75.14	92.04
Metal Scrap (J)	146.92	157.22
Glass Waste (K)	1.85	2.07
Wood Waste (L)	36.32	44.32
Miscellaneous Non-Hazardous (M)	69.74	46.79
Total (A+B + C + D + E + F + G + H + I + J + K + L + M)	448.96	418.36
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.015	0.015
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.703	0.696
Waste intensity in terms of physical output (MT/Million Tablets)	0.117	0.108
Waste intensity (optional) – the relevant metric may be selected by the company	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	365.58	400.55
ii) Re-used	0.00	0.00
iii) Other recovery operations (Co processing)	83.37	31.02
Total	448.95	431.57
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	0.01	0.01
ii) Landfilling	0	0
iii) Other disposal operations	0	0
Total	0.01	0.01

Note: Limited assurance was carried out for the year 2023 by Ernst & Young.

10. 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 wastes.

Sanofi has implemented a comprehensive waste management strategy in line with its commitment to creating a cleaner and more environmentally friendly setting. The Company has embraced the 3R approach, focusing on reducing, reusing, and recycling, which has significantly minimized waste generation and fostered a culture of circularity across its operations.

At Mumbai Office we are ensuring to go paperless in our transactions by implementing digitalization across the operations & electronic payments. All hazardous waste produced on-site, including ETP sludge, e-waste, used oil, batteries, and biomedical waste, undergo appropriate disposal methods such as co-processing, recycling, refining, or incineration, depending on the waste category. Notably, the Company has successfully eliminated the practice of landfilling hazardous waste from its operations. For non-hazardous waste such as plastic, paper, wood, glass, and metal, Sanofi follows recycling practices and adheres to the applicable Plastic Waste Management rules. We also abide by Extended Producer Responsibility (EPR) by collecting end-use plastic and ensuring approved disposal methods sanctioned by the Central Pollution Control Board. Additionally, all non-saleable pharmaceutical products at distributor locations are collected and sent for incineration.

11. 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 office location are strategically situated away from ecologically sensitive areas. We prioritize environmental stewardship by ensuring minimum environmental footprint and maximising value for all stakeholders.

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

Name and brief details of the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant Web link
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During the reporting period, Sanofi India has not conducted any environment impact assessment.

13. 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 and Mumbai office has got Valid Consent to Operate, issued by the respective state Pollution Control Board.

Leadership Indicators

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

For each facility/ plant located in areas of water stress, provide the following information:

- i) Name of the area
- ii) Nature of operations
- iii) Water withdrawal, consumption and discharge:

At Sanofi, none of the sites falls under the purview of Water Stress areas.

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

Sanofi India is currently not tracking its Scope 3 emissions, however shall start mapping the same across its operations in the upcoming years.

3. With respect to the ecologically sensitive areas reported at Question 11 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.

Not Applicable as our business operations do not operate in any of the ecologically sensitive zones.

4. 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.	HVAC optimization project	Road map to reduce 2,952 MWh	Reduced 2,352 MWh of Energy
2	LEED platinum	Sanofi House has been awarded the LEED Platinum Certification, making it one of the first 100 environmentally friendly buildings in India.	Savings include water conservation, water recycling, water reuse, Improved indoor air quality, noise protection, energy efficiency, ground water recharge, and safe chemical use.
3	Solar Energy	All energy requirements in Mumbai office are met from renewable energy sources. Solar power plant installed at roof top of Mumbai office is having capacity of 104.16 KWp. Additionally, for our operations in Goa, we have implemented a solar panel project generating 1,800 KWh to partially meet energy needs	Solar energy utilised from these establishments stands at 9,435.39 kWh in CY 2023
4	Bio-diversity park	In line with Sanofi's global Planet Mobilization program, we are committed to nurturing biodiversity across all our sites 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.	In collaboration with the Goa Bio-diversity Board, a government organization dedicated to preserving local ecosystems, we brought to life our vibrant butterfly garden.

5. Does the company have a business continuity and disaster management plan? Give details in 100 words/ web link.

Sanofi has a robust disaster management plan, addressing Health, Safety, and Environment (HSE) emergencies with a defined command structure for efficient crisis response. A global business continuity and impact assessment guides the formulation of disaster recovery plans, covering life safety, health, product crisis, cyberattacks, customer service, revenue, public image, regulatory compliance, and product development. This proactive approach ensures preparedness to safeguard operations, employees, customers, and the community in times of crisis. Furthermore, Business Continuity and Impact Assessment is carried out periodically for all functions and operations across the global, basis which business continuity and disaster recovery plans are reviewed and strengthened further.

6. 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 ensure regular due diligence for mapping risks across our supply chain to maintain the resilience and business continuity across operations. Our assessments in the reporting period indicated no significant risks or concerns with respect to violation of human rights, environment and health and safety across the value chain.

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

Sanofi prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Health, Safety & Environment (HSE), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability. A multi-pronged approach is employed, involving direct assessments for critical and high-emitting suppliers, and leveraging third-party platforms for CSR and HSE. The scope of this assessment program demonstrates Sanofi's commitment to responsible sourcing.

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.

There are 8 affiliations with trade and industry chambers/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/International)
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 and International
5.	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National and International
6.	US India Strategic Partnership Forum (USISPF)	National and International
7.	Bombay Chamber of Commerce & Industry (BCCI)	National
8.	Pharmaceutical Supply Chain Initiative (PSCI)	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, as no cases of anti-competitive conduct were identified during the reporting period.

Leadership Indicators

1. Details of public policy positions advocated by the company:

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1.	Sanofi India works closely with various trade and industry associations to put forth industry representations to the government and regulators. We ensure that policy advocacy is carried out in a transparent and responsible manner considering national interests.	We have representation across key industry and business associations. We also actively participate in policy advocacy on important sectoral topics for the benefit of all.	No	NA	NA

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:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
KiDS program - Goa	-	-	Yes	Yes	CSR (sanofiindia.com)

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your company, in the following format:

Not Applicable

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

At Sanofi, we value engagement with communities and have a dedicated grievance redressal correspondence email corporate-responsibility@sanofi.com. Our CSR team diligently manages incoming emails, ensuring prompt responses and appropriate redirection to relevant departments wherever required for a quick resolution.

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

	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	5%	6%
Directly from within India	47%	65%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	CY 2023 Current Financial Year	CY 2022 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

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):

Details of negative social impact identified	Corrective action taken
Nil	NA

2. Provide the following information on CSR projects undertaken by your company in designated aspirational districts as identified by government bodies: None

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable group? (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
-	-	-	-	-

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.

Name of authority	Brief of the Case	Corrective action taken
-	-	-

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Type 1 Diabetes Programme	1,406	100%
2.	KiDS Goa	143,130,520	NA
3.	Mobile Medical Units in Maharashtra	2,97,525	100%
4.	ASPIRE. NCD awareness & screening in Hyderabad	28,811	100%
5.	Awareness on Cervical and oral cancers	32,524,716	NA
6.	Himachal floods support	1,000	100%

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

Essential indicator

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

At Sanofi India, we have established a systematic approach to address consumer complaints. When it comes to product-related issues, our dedicated Quality Team takes charge. They diligently engage with customers, ensuring thorough follow-up and swift resolution, which may include providing replacements for any defective products. On the other hand, complaints concerning personnel, supply, or service matters are channelled directly to the respective specialized teams. These teams handle the complaints promptly, leveraging their expertise to provide effective solutions tailored to the specific nature of each concern. This structured process allows us to uphold our commitment to customer satisfaction and maintain the highest standards across all aspects of our operations.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

Sanofi is committed to utilizing environmentally sustainable, recyclable, and reusable materials. This includes the responsible recycling and safe disposal of products, ensuring alignment with the Pollution Control Board approved protocols.

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

	CY 2023*			CY 2022*		
	Current Financial Year		Remarks	Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	4	1	Nil	-	-	-
Advertising	0	0	Nil	-	-	-
Cyber-security	0	0	Nil	-	-	-
Delivery of essential services	289	0	Nil	-	-	-
Restrictive Trade Practices	0	0	Nil	-	-	-
Unfair Trade Practices	0	0	Nil	-	-	-
Other (Products defects reported)	463	0	Nil	-	-	-

* The mechanism for the receipt and resolution of consumer complaints has been set up during the current financial year. Hence, there are no comparable figures for the previous financial year.

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

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

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

The Internal Auditor conducts multiple annual assessments to ensure operational integrity. In addition to traditional audits, we employ penetration tests and BugBounty programs to fortify our security measures. Any identified deviations and risks are precisely documented and promptly addressed to uphold our commitment to excellence and mitigate potential vulnerabilities.

The organization has implemented an international Privacy Policy regarding data confidentiality for its operations, which can be accessed via the provided web link: [Privacy & data protection \(sanofi.com\)](https://www.sanofi.com/privacy)

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.

Not Applicable as no such instances were recorded.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable

Leadership Indicator

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

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

Each product is accompanied by packaging or information labels that clearly communicate essential details to our consumers. These labels include instructions for safe use, composition, effects, and guidance on appropriate storage conditions, among other pertinent information. Furthermore, we enhance consumer access to in-depth product information by incorporating QR codes that open links containing comprehensive details related to product safety and proper usage. This commitment reflects our dedication to transparency and ensuring the well-informed use of our products. Consumers are effectively communicated on the critical significance of procuring genuine products exclusively from authorized distributors rather than opting for unverified online platforms. This concerted effort underscores our commitment to ensuring consumer trust and upholding the integrity of our brand.

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

In adherence to the regulations set forth by the National Pharmaceutical Pricing Authority, we adhere to a transparent process regarding the discontinuation of any scheduled formulation. This entails issuing a public notice to relevant stakeholders and notifying the Government at least six months in advance of the intended discontinuation date.

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.

Yes, we have implemented product information for our products ranges as per the local laws viz., pregnancy warning labelling across our Sodium Valproate range of products marketed in India. By prominently displaying clear and concise warnings on product packaging, we aim to enhance awareness among healthcare professionals and patients.