



Sanofi Australia

# Reflect Reconciliation Action Plan

April 2021 - August 2022



# A message from our Country Lead



On behalf of Sanofi Australia, I am delighted to present our first Reflect Reconciliation Action Plan (RAP).

As the formal beginning of Sanofi's journey to help achieve a reconciled Australia, this Reflect RAP has been developed by a team of dedicated employees and with the full commitment of our Australian leadership team.

It provides a roadmap for Sanofi Australia to hear the stories and experiences of Aboriginal and Torres Strait Islander peoples and outlines clear actions to help build stronger connections across our employee group.

While we understand we have a lot to learn on this journey, we hope the opportunities for reflection and new community partnerships outlined in this document will lead to future improvements in health and economic participation determined by First Nations peoples.

As a healthcare organisation whose purpose is to improve the lives of millions of people around the world with the therapies we invent, we understand the extraordinary opportunity we have to create real change to

the lives of all Australians impacted by disease.

With 100,000 dedicated staff in more than 100 countries, and some 700 here in Australia, our breakthrough science, innovative technology and unique collaborations allow us to find new solutions and pioneer medicine to change, transform and benefit the lives of patient communities everywhere.

This RAP reinforces Sanofi Australia's commitment to foster an inclusive and respectful patient centred culture. I'm looking forward to working with our teams, customers and community partners as we deliver each of the initiatives we have outlined.

## **Karen Hood**

Country Lead  
Sanofi Australia & New Zealand

# Reconciliation Australia CEO Statement



Reconciliation Australia welcomes Sanofi Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Sanofi Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five

dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Sanofi Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Sanofi Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

## **Karen Mundine**

Chief Executive Officer  
Reconciliation Australia

# Acknowledgement



Sanofi acknowledges the importance of reconciliation and is committed to working towards an Australia where **all people have an equal voice**. We acknowledge the Traditional Custodians of Country throughout Australia, especially those on which our offices are located and recognise their continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

# Our business

At Sanofi, we work to improve the lives of millions of people with the products that we make. From the few with rare conditions, to the millions with chronic disease and those seeking protection from old and new infectious disease; it is the people our products treat, who inspire us to advance scientific discoveries and change the practice of medicine.



With **100,000** people working across **more than 100 countries** we innovate across a diverse range of therapeutic areas, from diabetes and cardiology to infectious disease, oncology, immunology and rare diseases. We invented the first ever vaccine, produced the first insulin for diabetes and helped near eradicate Polio by **99% globally**. Our breakthrough science, innovative technology and unique collaborations allow us to find new solutions and pioneer medicine to change, transform and benefit the lives of patient communities everywhere.

In Australia, our team is present in every state & territory and across most parts of the healthcare sector from primary health to hospitals and clinical trials. Our dedicated team of **700** people work from **6 offices** including

Sydney, which is the location of our country head office, and in Brisbane where our Consumer Healthcare team's manufacturing centre is located. Within our Sanofi team we do not currently have anyone who identifies as an Aboriginal and/or Torres Strait Islander person.

We hold ourselves accountable to transforming health and we strive for better outcomes for all. Not only through the development of novel medicines themselves, but through participation in humanitarian activities and being a champion of access to healthcare.

# Our RAP

At Sanofi, our vision for reconciliation is **equality in healthcare for all**

**Australians.** We will listen, learn and work along-side Aboriginal and Torres Strait Islander communities to ensure we support their health journeys, resulting in better health outcomes for all.

We believe we have identified an opportunity to develop a meaningful RAP where **we can support our employees, patients, customers,**

**and the communities we serve.**

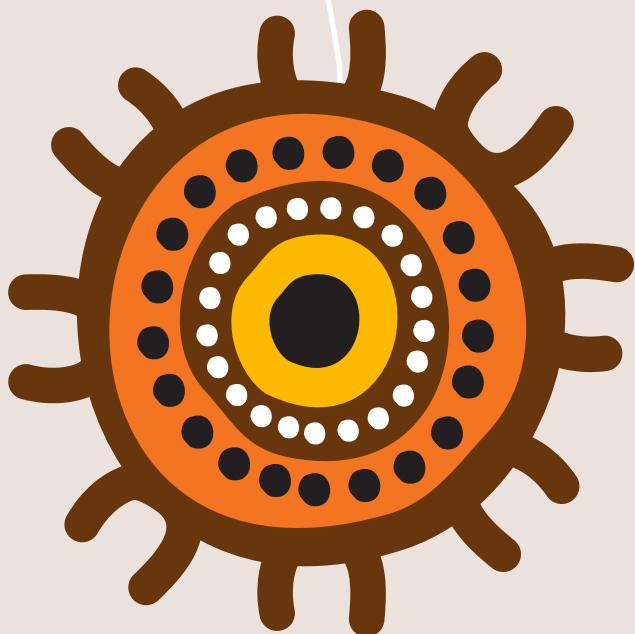
Over the course of our reconciliation journey we will seek to foster cultural awareness and safety within our workplaces through the continual improvement of our policies and programs, as well as by establishing meaningful partnerships with Aboriginal and Torres Strait Islander peoples.

**Sanofi Australia** recognises that, while we have previously undertaken some activities to support Aboriginal and Torres Strait Islander communities, we are still at the **very beginning of our formal reconciliation journey.**

We currently support the Baker Diabetes and Heart Institute through sponsorship of their annual **Educational Symposium in Alice Springs.**

**The Baker Institute** is an independent, internationally renowned medical research facility based in Melbourne. Their mission is to reduce death and disability from cardiovascular disease, diabetes and other related health disorders.

The Baker's 2019 educational symposium, called 'Language at the Centre', examined health literacy and the ability to obtain, read, understand, and use healthcare information. In addition to our work with the Baker Institute, we have invited a range of Aboriginal and Torres Strait Islander speakers into our business to provide **educational and listening opportunities for our people.**



# Our Partnerships

**In 2019,  
Sanofi Australia  
established its  
RAP Working  
Group (RWG).  
Current members  
are listed here.**



**Rebekah Cassidy**

Head of Communications, ANZ  
(RAP Sponsor)

**Siân Fussell**

Regional Performance & Quality Manager  
(also RAP Champion)

**Linda Matthews**

Reward, Performance & Inclusion Lead, JPAC

**Natasha Quirk**

Hospital Specialist Representative

**Lonnie Toia**

National Health, Safety & Environment Manager

**Samantha Shepherd**

Key Account Manager

**Teresa Yarnold**

Key Account Manager

**Robert Menzies**

Senior Medical Manager

**Norma Niccoli**

Customer Activation Manager

**Kaushalya Welikala**

Innovation Naturopath

We have also engaged Jason Mifsud, a leading consultant who advises clients across the community, government and private sectors on Aboriginal and Torres Strait Islander businesses. Jason has provided our RWG and leaders with insights into the sustainable design and implementation of potential partnerships with Aboriginal and Torres Strait Islander peoples.

# Our Partnerships

**Jeremy Donovan** is a Kuku-Yalanji and Gumbaynngirr Man from the First Nations of Far North Queensland and the Mid North Coast of New South Wales. A talented well-recognised artist, his work has been featured in several solo exhibitions. He has been described **as one of the most collectable young Aboriginal Artists of Australia.** Jeremy often describes his artwork as a medicine for his spirit, he sees his artwork as a gateway to connecting with his ancestors.

Jeremy is also one of Australia's most celebrated keynote speakers and performers, his exceptional skill with the didgeridoo, and extensive knowledge of his cultural heritage have earned him the recognition of his peers as a master storyteller and performer. He is truly **passionate about elevating the lives of Aboriginal and Torres Strait Islander people.**

Sanofi's journey began with Jeremy in August 2020 with a number of conversations about Sanofi's aspirations for its Reconciliation journey and role within the healthcare industry. Jeremy drew on this to create an inspiring artwork with a colour palette that was inspired by the

concept of the Aboriginal and Torres Strait seasons and the landscape across Australia.

Jeremy chose to use hands in the picture, to represent Sanofi's role as a healer, and traditional concepts were made relevant to Sanofi, the flowing arms of the rivers represent the forward movement of the company's inclusion journey. **The flames of yellow and orange represent the sun rise and sunset that is part of the dreaming story,** where the sun hits us in the chest each morning and touches us on the back before we go to sleep, the sun being critical in traditional healing. The **stencilled hands in the background represent all the people that we touch with our medicines,** the inclusive culture that we seek to nurture and the celebration of our connection to Aboriginal and Torres Strait Islander people moving forward.

# Our Artist

**ACTION AREA 1**

# Relationships

Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence	June, 2021	I&D Lead
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	June, 2021	I&D Lead
	Continue to engage with an external consultant to guide us through the community partnerships process to ensure we respectfully engage with the Aboriginal and Torres Strait Islander peoples	March 2022	I&D Lead
2 Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021, 2022	RWG Lead
	RAP Working Group members to participate in an external NRW event	27 May 3 June, 2021, 2022	RWG Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May 3 June, 2021, 2022	RWG Lead
3 Promote reconciliation through our sphere of influence	Continue to communicate our commitment to reconciliation to all staff	August, 2021	Head of Communications
	Update the external stakeholders that our organisation can engage with on our reconciliation journey	August, 2021	RWG Lead
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May, 2021	RWG Lead
	Continue participation with the Baker Institute and their conferences each year focussed on improving health outcomes for Aboriginal and Torres Strait Islander peoples	November, 2021	I&D Lead
4 Promote positive race relations through anti-discrimination strategies	Update our research into best practice and policies in areas of race relations and anti-discrimination.	October, 2021	I&D Lead/ RWG Lead
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs		

**ACTION AREA 2****Respect**

Action	Deliverable	Timeline	Responsibility
1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July 2021	RWG Lead
	Conduct a review of cultural learning needs within our organisation	August, 2021	I&D Lead
2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June, 2021	RWG Lead
	Continue to Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August, 2021	RWG Lead/ I&D Lead
3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	July, 2021, 2022	RWG Lead
	Introduce our staff to NAIDOC Week by promoting external events in our local area	July, 2021, 2022	Head of Communications
	RAP Working Group to participate in an external NAIDOC Week event	July, 2021, 2022	RWG Lead

**ACTION AREA 3**

# Opportunities

Action	Deliverable	Timeline	Responsibility
1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	October, 2021	RWG Lead
	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	August, 2022	I&D Lead
2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	October, 2021	RWG Lead
	Review Investigation into Supply Nation membership	December, 2021	Procurement Lead/ RWG Lead

**ACTION AREA 4**

# Governance

Action	Deliverable	Timeline	Responsibility
1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Review the RWG to govern RAP implementation	April, 2021	I&D Lead
	Draft a Terms of Reference for the RWG	May, 2021	RWG lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG	May, 2021	RWG Lead
2 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation	June, 2021	RWG Lead
	Engage senior leaders in the delivery of RAP commitments	December, 2021	Head of Communications
	Define appropriate systems and capability to track, measure and report on RAP commitments	August, 2021	RWG Lead
3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	September, 2021	I&D Lead
4 Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP	March, 2022	RWG Lead

# Contact details

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