

AUSTRALIA & NEW ZEALAND

Accessibility Inclusion Plan

2020-2021



SANOFI



I congratulate Sanofi Australia and New Zealand on the development of their first Accessibility Inclusion Plan and welcome their approach and actions. I commend their four-pillar approach for the next 12 months focusing on employees, workplace, patients/consumers and corporate social responsibility.

The Australian Network on Disability is proud to be partnering with Sanofi Australia and New Zealand in the launch of the plan.

The plan will ensure that Sanofi patients/consumers with disability will have an accessible and inclusive experience. This is vitally important for economic, social and cultural inclusion.

The four pillars of the plan will build understanding of the diversity of people with disability and build capability to accommodate difference for employees and community members. It's pleasing to see that the plan also has a strong commitment to governance and reporting.

As a significant employer, Sanofi aims to have an inclusive and diverse workforce that actively engages with, and values, the perspectives of people with disability and this plan will enable people with disability to compete equitably for jobs and to experience an inclusive workplace.

The Australian Network on Disability seeks to promote the equitable inclusion of people with disability in all aspects of business.

Businesses that have the vision to welcome people with disability in their day-to-day operations have a powerful impact on the whole of society. In Australia this helps to create a level playing field for people with disability and boosts the competitiveness of our economy.

The Australian Network on Disability looks forward to supporting Sanofi and other leading organisations with a passion to create a more equitable and inclusive Australia.

Suzanne Colbert AM

Chief Executive

Australian Network on Disability

foreward
from the Australian Network on Disability



Message from our **Country Lead**

Sanofi has a proud history of supporting and empowering the lives of our people, patients, consumers and communities who have a diverse range of individual needs. For our people, we want them to feel welcomed and included, so they can reach their full potential. Our approach is founded on making access and inclusion a priority in the workplace, and on how we deliver our products and services to truly reflect the diverse populations we serve.

This is Sanofi Australia and New Zealand's inaugural Accessibility Inclusion Plan. It provides a framework to hold ourselves accountable to our goals as we continue to embed access and inclusion across our business. It builds on our history of inclusion and sets the bar higher by implementing new commitments and ensuring there is a clear pathway to meet them.

This plan will guide us as we continue to be innovative for our people and patients and consumers. By listening and acting on the feedback we receive from people with disability, we will continue to improve and consider accessibility needs in the decisions we make.

This plan is a collaborative effort, created in consultation with our working group, key stakeholders and external experts who have provided invaluable insight.

We celebrate a culture of collaboration at Sanofi and look forward to celebrating our achievements in this important area of diversity and inclusion.

Karen Hood

Country Lead
Sanofi Australia & New Zealand

Foreward from the Australian Network on Disability	2
Message from our Country Lead	3
Our vision and values	6
What is disability	7
Australian demographics	8
New Zealand demographics	9
Relevant legislation	10
Governance and leadership	10
Our priority areas	11
Priority 1	12
Priority 2	13
Priority 3	14
Priority 4	15
Key Terms	16

contents

We are Sanofi

At Sanofi, our passion is to prevent, treat and cure illness and disease throughout life. We are driven to improve the health of communities and to find new solutions for patients by combining breakthrough science with advanced technology.

Inspired by the resilience of our patients and strengthened by our heritage, we are always working for new ways to fight chronic, complex and rare diseases with medicines that offer hope for patients and the future of healthcare.

Our patients inspire us to pioneer.



“When I say severe atopic dermatitis, I mean dry skin to the point I couldn’t wear clothes, being unable to keep a job full-time and go out with friends.”

Talia, 26 years old, Atopic Dermatitis



Our vision and values

Sanofi is committed to **the inclusion of people with disability** and to the continual improvement of our **policies, programs, services and facilities** for our employees, their families, and members of the community.

We will continue to work on and develop our inclusion plan over the years, as we progress our accessibility journey.

We are committed to working together to ensure the inclusion of people with disability and to enable everyone to **achieve their full potential**. Together we all help to make a positive impact for our people, our patients, consumers, and communities.

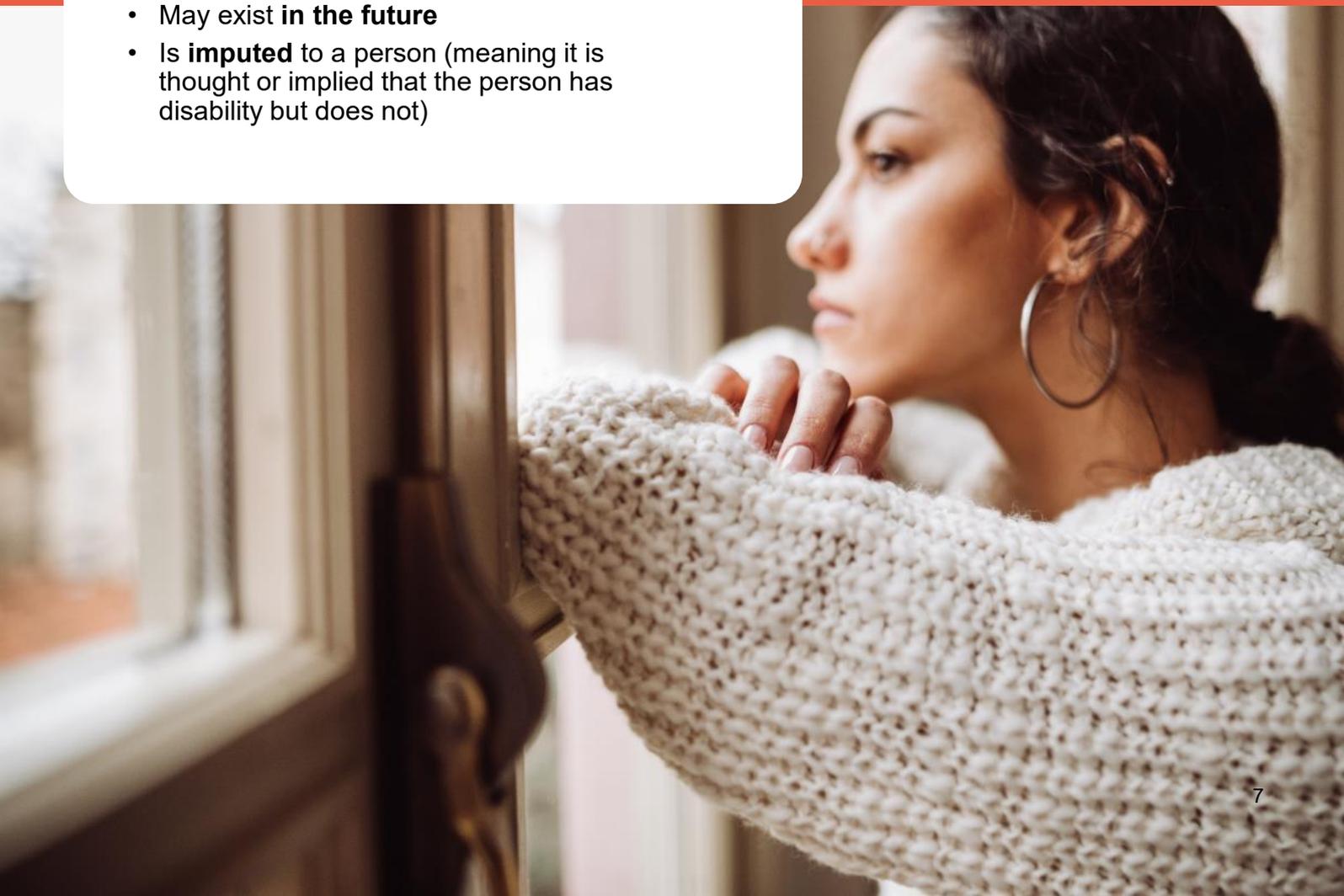
What is disability?

The Australian Disability Discrimination Act 1992 (Cth) defines disability as:

- Total or partial loss of the person's **bodily or mental functions**
- Total or partial loss **of a part of the body**
- The presence in the body of organisms **causing disease or illness**
- The **malfunction, malformation, or disfigurement** of a part of the person's body
- A disorder or malfunction that results in the **person learning differently** from a person without the disorder or malfunction
- A disorder, illness or disease that **affects a person's thought processes, perception of reality, emotions, or judgment**, or that results in disturbed behaviour

And includes disability that

- **Presently exists**
- **Previously existed** but no longer exists
- May exist **in the future**
- Is **imputed** to a person (meaning it is thought or implied that the person has disability but does not)



The current context

Australia



**1 in 5
people**

in Australia have a form of disability. That's over **4.4 million people**⁽¹⁾

Disability in Australia



17.8%

Females



17.6%

Males



2 in 5 people

with disability are 65 years or older. The likelihood of living with disability increases with age.



1.9 million

people with disability are 65 and over. That is **44.5%** of all people with disability.



2.1 million

of working age Australians (15-64 yrs) have disability



35.9%

of Australia's **8.9 million households** include a person with disability¹

[1] Australian Bureau of Statistics (ABS) 2016, 4430.0 - Survey of Disability, Ageing and Carers 2015, viewed 8 November 2019.

The current context

New Zealand



1 in 5 people

in New Zealand have a form of disability. That's over **1.1 million people**²



Maori and Pacific people

have higher-than-average disability rates, after adjusting for differences in ethnic population age profiles

42%

of adults had disease or illness as a disability

49%

of children had a condition that existed at birth

53%

of disabled people have more than one type of impairment

Physical limitations as impairment

18%

>15 years old

64%

of adults

Likelihood of disability

59%

>65 years old

21%

<65 years old

11%

<15 years old

Disability rates in New Zealand

19%

Auckland regional

27%

Manawatu-Wanganui

27%

Bay of Plenty

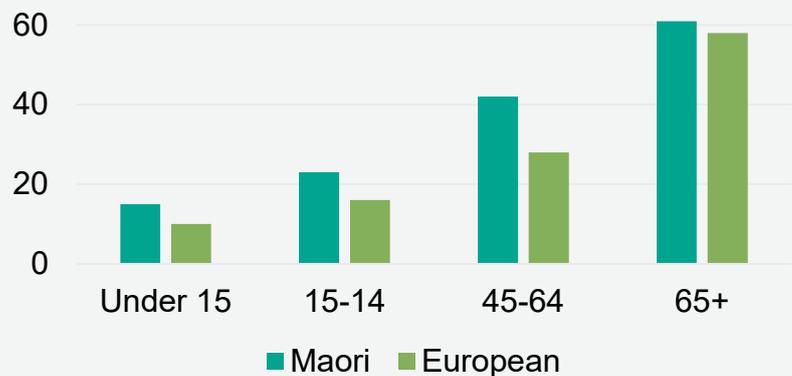
29%

Northland

30%

Taranaki

Disability rates for Maori and European ethnic groups by age group 2013



[2] 2013 New Zealand Disability Survey, Statistics New Zealand

Relevant legislation

The Disability Discrimination Act 1992 (Cth) makes disability discrimination unlawful and promotes equal rights, equal opportunity, and equal access for people with disability.



Disability rights are not specifically addressed by legislation in New Zealand. Instead, disability rights are addressed through human rights legislation. Human rights in New Zealand are protected by the New Zealand Bill of Rights Act 1990 (NZ BORA) and the Human Rights Act 1993.

Governance and leadership

Responsibility of the Accessibility Inclusion Plan sits with the Accessibility Action Plan Steering Committee at Sanofi, a working group of senior representatives from across the business, with oversight of delivery and assistance from the Communications team.

The Steering Committee works closely with Sanofi's disability employee resource group - Accessibility and Inclusion Network and support resources to implement the plan and reports on the progress to the Executive Sponsor, Yogita Nath, CFO. The Steering Committee will be responsible for reporting on progress quarterly and writing of an annual progress report to be published on the Sanofi Australia and New Zealand website. Our people, patients, consumers and community will be updated on the plan's progress through a range of communications activities

To measure Sanofi's disability confidence over time, we will use several sources:

- Employee consultation, (including people with lived experience of disability)
- People Survey results
- Australian Network on Disability's Access and Inclusion Index



Our Priority Areas

Our aim is to create an accessible and inclusive environment where all our employees feel comfortable to openly share, and be able to ask for, workplace adjustments and in return know that we will listen and act accordingly.

Within our **Accessibility Inclusion Plan**, we have identified four (4) key priority areas to help us develop and uphold our access and inclusion principles and responsibilities as an employer.

1. Our Employees
2. Our Workplace
3. Our Patients / Consumers
4. Our Corporate Social Responsibility



Framework

Each priority area includes a brief overview and has been developed with the view to be built upon in subsequent years.

The actions developed will represent the steps we will take to ensure each area is addressed. These will include both short and long term items depending on the complexity and development of a realistic timeline.



Our priority areas

Priority 1



Our Employees

Build an accessible and inclusive culture at Sanofi through awareness, education and harnessing the power of employee networks

Action	Who	Measure	Delivery Timeline
1.1 Build relationships with partner organisations to assist with the implementation of the Accessibility Inclusion Plan	HR	<ul style="list-style-type: none"> Creation and implementation of a strategy to support employees with a disability. 	2020
1.2 Provide disability confidence training	HR	<ul style="list-style-type: none"> Ensure disability confidence training is provided to: <ul style="list-style-type: none"> HR and Recruitment (year 1) People Leaders (year 1) General workforce (year 2) Provide annual refresher training to ensure employees remain informed 	Dec 2019 & ongoing
1.3 Review our recruitment practices to identify and remove any unintended barriers from the recruitment, selection and onboarding process	Recruitment & HR	<ul style="list-style-type: none"> Undertake a full review of our recruitment practices and create an implementation plan to remove any barriers. Ensure recruitment gives accessibility details to candidates about any barriers they may interact with when visiting the workplace for interviews to allow for adjustment requests. 	June 2020
1.4 Design and implement an inclusion module for all corporate onboarding	HR & AIN	<ul style="list-style-type: none"> Include an accessibility overview and training in our starter packs. Inclusion training is shared and completed at all employee onboarding days. 	Jan 2020 March 2020
1.5 Develop a Workplace Adjustment Plan	HSE & HR	<ul style="list-style-type: none"> Develop a Workplace Adjustment Procedure and Policy that will maximise the retention of existing employees who may acquire disability and facilitate the hiring of skilled candidates with disability. People Leaders are trained on how to implement a Workplace Adjustment. Create online resources to assist Managers and employees through the workplace adjustment process. 	Oct 2020 Dec 2020 March 2021

Our priority areas

Priority 1



Our Employees

Build an accessible and inclusive culture at Sanofi through awareness, education and harnessing the power of employee networks

Action	Who	Measure	Delivery Timeline
1.6 Create opportunities for people with disability with an internship, graduate or mentoring program	HR	<ul style="list-style-type: none"> Pilot <i>Stepping into Intern</i> program 	Mar - Dec 2020
1.7 Establish an employee resource group - Accessibility and Inclusion Network (AIN) - to connect people with lived experience, carers, and allies to assist with our access and inclusion goals, and to drive change	I&D	<ul style="list-style-type: none"> Quarterly review of actions contributing to the promotion of accessibility. Ongoing review our People Survey data to identify appropriate actions. Identify accessibility champions to actively support accessibility and raise awareness throughout the organisation. 	Jan 2020 Annually Feb 2020
1.8 Deliver Mental Health awareness training	HR	<ul style="list-style-type: none"> Deliver annual training sessions on mental health awareness to all employees, including mental health first aid, mindfulness and managing stress, and carer specific courses. 	Jan 2020 & annually

Our priority areas

Priority 2



Our Workplace

Ensure both our digital and physical environments are accessible to all

Action	Who	Measure	Delivery Timeline
2.1 Embed accessibility and inclusion into our procurement practices and develop a preferred supplier list that meet the accessibility standards	Procurement	<ul style="list-style-type: none"> Incorporate accessibility standards into our strategic sourcing and procurement including relevant tender and contract documentation. 	Jun 2020
2.2 All new sites to meet or exceed the Building Code of Australia requirements, with the aim to reflect dignified access	Facilities	<ul style="list-style-type: none"> Formalise inspection of new buildings. Participate in dignified access review. Ensure that appropriate wayfinding is in place to assist people living with disability navigate our buildings with ease. Review existing signage and update as required. 	2020 & Ongoing
2.3 Plan and remediate accessibility issues in our existing buildings and develop a dignified access guide as appropriate	AIN & Facilities	<ul style="list-style-type: none"> Participate in dignified access review of existing premises. 	As required

Our priority areas

Priority 3



Our Patients/Consumers

Provide accessible products and services, digitally and physically

Action	Who	Measure	Delivery Timeline
3.1 Develop accessibility guidelines for internal and external communications materials to ensure those with accessibility requirements have full access	Communications	<ul style="list-style-type: none"> Accessibility guidelines created and used when developing communications. Ensure website meets WCAG 2.1 A compliance. 	Q4 2020
3.2 Demonstrate Sanofi's commitment to Inclusion and Diversity	Communications & Business Operations & Support	<ul style="list-style-type: none"> Develop a diverse local portfolio of images reflecting the broad demographics of our people, patients and consumers. Add website messaging talking to Sanofi's commitment to being an accessible employer. 	Q4 2020
3.3 Include consideration of accessibility requirements in the development and review of product and packaging design so all consumers can realise the product benefits	Quality, Supply, Regulatory & Marketing	<ul style="list-style-type: none"> Embed access and inclusion considerations into the design of new products and services, including consultation with people with disability. 	From Q2 & ongoing

Our priority areas

Priority 4



Our Corporate Social Responsibility

Identify opportunities to increase our accessibility contribution to our local communities.

Action	Who	Measure	Delivery Timeline
4.1 Ensure our internal and external events are accessible	BO&S & Travel partners	<ul style="list-style-type: none"> Develop an accessibility checklist to be used for internal and external events. 	Jan 2020 & ongoing
4.2 Look to build partnerships with not-for-profit disability organisations	AIN	<ul style="list-style-type: none"> Partner with suitable not-for-profit organisations across Australia & New Zealand to raise awareness and improve experiences for those living with disability. Build confidence and capability to welcome people with disability as employees, customers, patients, and stakeholders. 	2020 & ongoing
4.3 Encourage and support aligned volunteering opportunities	AIN	<ul style="list-style-type: none"> Refresh the business around volunteering opportunities and offer volunteering opportunities for our people.. 	2020 & ongoing



Key terms

Sanofi defines accessibility, inclusion and diversity as:

Accessibility is a principle that is applied to goods, services and environments, such as, work, social, digital and work environments. It describes the degree to which a person with a disability can participate in or access goods, services or the environment.

Inclusion is a state of being valued, respected and supported. It is about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve their full potential.

Diversity is any dimension that can be used to differentiate groups of people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, origin, disability, sexual orientation, education, and religion.

The Australian network on Disability defines **Workplace Adjustments** as a change to a work process, practice, procedure, or environment that enables a candidate or employee with disability to perform the essential requirement of their role.

Feedback



We value feedback from our people, patients, and community. If you have suggestions or feedback about this plan, please get in touch.

Call us on 02 8666 2000 or email ANZinclusion&diversity@sanofi.com

Alternate contact options

National Relay Service on:

TTY/Voice: 1800 555 677 and ask for 1800 152 015

Speak and Listen: 1800 555 727

Need an alternative format?
We will be happy to help please reach out to us on the above-mentioned contact detail