

Sanofi takes pride in first-in-industry Gender Affirmation Policy

Sydney, 22 August. Sanofi Australia supports any employee who decides to affirm their gender at work. Today, we're proud to announce the launch of our Gender Affirmation Policy.

Our Gender Affirmation Policy provides a person planning to affirm their gender with up to eight (8) weeks paid leave, access to consultants who specialise in LGBTQ issues, and services through our employee assistance program. In addition, tailored training and support will be available to colleagues.

Designed with input from **Pride in Diversity**, Australia's national not-for-profit employer support program for LGBTQ workplace inclusion, the Policy aims to help ensure the process is a smooth, safe, positive and inclusive journey for all involved.

Karen Hood

Country Lead, Sanofi Australia & New Zealand

"Everyone has the right to be themselves and to feel safe at work. Our Gender Affirmation Policy provides the structural support, clarity and comfort needed for anyone navigating their gender affirmation at work, and those team members who surround and support them. Proudly, this Policy fits neatly within the wonderfully inclusive culture our people are building at Sanofi."

Nicki Elkin

Pride in Diversity

"Pride in Diversity is proud to have supported Sanofi Australia with the development of a market leading policy and guidelines, to support employees who want to affirm their gender. With eight weeks paid leave, this policy provides substantial support for its employees, and clearly demonstrates Sanofi's commitment to fostering an inclusive culture for LGBTQ people."

While the Policy and Guidelines provide clear advice, they also recognise that each person's journey is unique. In order to provide personalised support, all Sanofians are encouraged to understand our expectations and ensure the experience of someone who is affirming their gender takes place in a respectful and collaborative way.

About our Gender Affirmation Policy

- Gender affirmation refers to the process of a person who may take social steps (such as publicly changing their name, pronouns, and appearance), medical steps (such as hormones, and/or surgery) and/or legal steps (changing their legal sex and name in official documents) to live as their affirmed gender, based on what is right for them.
- Initially we encourage the person planning to affirm their gender, or a representative, to speak with their manager and/or HR Business Partner to commence their support. We will then provide comprehensive support including assisting our employees in the development of a workplace plan in collaboration with our external partners, Pride in Diversity.
- Employees can access up to eight (8) weeks paid leave. The leave may be taken in a block or in singular days and is in addition to all other types of leave available.
- Employees and their immediate families or household members may access our Employee Assistance Program (EAP) LIFEWORKS for confidential professional guidance and counselling support services, and a range of health and wellbeing resources.
- Additionally, our PRIDE+ employee resource group is available for peer support.

About Sanofi

We are an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. Our team, across some 100 countries, is dedicated to transforming the practice of medicine by working to turn the impossible into the possible. We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, while putting sustainability and social responsibility at the center of our ambitions.

Sanofi is listed on Euronext: SAN and Nasdaq: SNY

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