

Sanofi continues its commitment to gender equality International Women's Day 2020

Sydney – 4 March 2020 – Sanofi Australia and New Zealand will mark International Women's Day 2020 by reasserting its long-held commitment to gender equality and launching its new gender equal family support policies.

Sanofi Australia and New Zealand Country Chair, Karen Hood, said our new policies reflected this year's global International Women's Day theme: *Each for Equal*.

"As this year's theme highlights, an equal world is an enabled world. It's important that business continues to take steps to remove gender bias and challenge stereotypes. That's exactly what our new policies seek to do."

"While we can be proud of the steps that we've taken over many years to support women in our workplace, removing gender and other biases from our family policies is a critical ongoing step toward equality."

Sanofi Australia and New Zealand Human Resources Director, Michelle Zimany, said the company's new parental and flexible work policies include a number of key changes:

- **No more labels and equal access to leave:** all references to primary and secondary carer have been removed. Maternity leave is now parental leave and all employees, regardless of gender, are eligible for 12 weeks paid leave when their child arrives.
- **Earlier access:** employees can now access Sanofi's family leave policies as soon as they have completed their probationary period.
- **Greater choice:** employees can now take parental leave at the same time as their partner. If both parents work for Sanofi, they can take parental leave at the same time if that suits their circumstances.
- **Families are families:** language is now inclusive of birth, adoptive, surrogate, foster and same-sex parents.

"In Australia, leave after the arrival of a child has long been seen as the domain of women. Encouraging, facilitating and supporting partners to share caring responsibilities is fundamental to achieving gender equality," said Michelle.

“By consciously removing bias, making our policies gender equal and removing unhelpful definitions like primary and secondary carer, we’re working to give women equal choice to make decisions that work best for them and their family.”

Sanofi’s family policies also continue to include:

- Continuation of superannuation contributions even during periods of unpaid parental leave.
- Long Service accrual even during periods of unpaid parental leave.
- A childcare support allowance to help families with daycare costs.
- Vacation care for children of Sanofi employees - Camp Sanofi (Sydney and Brisbane).
- Well established flexible work approaches.

“We know that gender equality requires ongoing review of policies and work practices,” said Michelle.

“At Sanofi Australia and New Zealand we remain committed to staying on the journey of gender quality and supporting *Each for Equal*.”

About Sanofi

Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions.

With more than 100,000 people in 100 countries, Sanofi is transforming scientific innovation into healthcare solutions around the globe.

Sanofi, Empowering Life

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