

Taking Action: Sanofi Australia launches Reflect Reconciliation Action Plan

27 May 2021 – Sydney: Sanofi has marked the start of National Reconciliation Week 2021, and recognised the theme *More than a word. Reconciliation takes action*, by releasing its Reflect Reconciliation Action Plan (RAP).

The Reflect RAP marks the formal beginning of Sanofi’s journey to help achieve a reconciled Australia. It sees the company join more than 1,100 corporate, government, and not-for-profit organisations that have committed to reconciliation through Reconciliation Australia’s official RAP program.

Sanofi Australia’s Country Lead, Karen Hood, said the Reflect RAP set a roadmap and actions for Sanofi to hear the stories and experiences of Aboriginal and Torres Strait Island peoples.

“This RAP commits our leaders and our people to clear actions that are designed to help us listen and learn as we work to build stronger connections with Indigenous communities,” she said.

“We know that many Aboriginal and Torres Strait Islander people continue to experience greater mortality and burden from chronic disease, experience poorer health, and die younger than other Australians.

“As members of Australia’s healthcare community, it’s important that we work to understand these gaps, listen to our partners within Aboriginal and Torres Strait Islander communities, and work with them to find the best ways we can contribute.

“While we know that we have a lot to learn on this journey, we hope the opportunities for reflection and new community partnerships our first RAP outlines will lead to future improvements in health and economic participation determined by First Nations peoples.”

The actions in Sanofi’s Reflect RAP are set out across the four pillars of Relationships, Respect, Opportunities and Governance. Among others, it includes commitments to:

- Establish and strengthen relationships with Aboriginal and Torres Strait Islander stakeholders and organisations
- Promote reconciliation and positive race relations
- Increase understanding of the value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through learning
- Demonstrate and build respect by observing cultural protocols and celebrating key events such as NAIDOC Week
- Improve employment outcomes and supplier diversity
- Continue the organisation’s reconciliation journey by developing its next RAP.

The creation of Sanofi's Reflect RAP was led by a dedicated employee working group, whose members partnered with Indigenous community advisors.

About Sanofi's RAP artwork

Sanofi's Reflect RAP artwork was created by acclaimed artist, Jeremy Donovan, a Kuku-Yalanji and Gumbayngirr Man from the First Nations of Far North Queensland and the Mid North Coast of New South Wales.

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 choose to use hands in the picture, to represent Sanofi's role as a healer. The flowing arms of the rivers represent the forward movement of the company's inclusion journey. The flames of yellow and orange represent the sunrise 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 stenciled hands in the background represent all the people that Sanofi's touches with its medicines, the inclusive culture that the organisation seeks to nurture and the celebration of connection to Aboriginal and Torres Strait Islander people moving forward.

For further information regarding Sanofi's Reflect RAP visit: [sanofi.com.au](https://www.sanofi.com.au)

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.

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