

Sanofi Australia certified as Family Inclusive Workplace™

Sydney, 15 February 2022

Sanofi Australia has been certified as a Family Inclusive Workplace™ by Family Friendly Workplaces. As a certified workplace Sanofi has shown that it meets the National Work and Family Standards launched by Parents At Work and UNICEF Australia.

The certification is another step on the business' ongoing gender equity journey. Last year Sanofi was accredited as an Employer of Choice for Gender Equality by the Australian Government's Workplace Gender Equality Agency and in 2020 was named one of the country's Top 10 Workplaces for Dads.

Karen Hood

Country Lead Sanofi Australia and New Zealand

"We've always worked hard to make sure Sanofi is a supportive organisation for families, so we are extremely proud to be officially recognised as a Family Inclusive Workplace."

"We recognise that families come in all shapes and sizes and are dedicated to creating an equitable workplace that is inclusive and supportive of all family configurations."

"In 2022 there's no reason why our people have to choose between having a career and being a carer. By intentionally building the space for our people's family life and experiences, I hope we show them that the health and wellbeing of their family matters."

"Our certification recognises our commitment to the ongoing implementation, measurement and management of our [Family Friendly Workplace Action Plan](#). We're committed to continuing to create a sustainable family friendly workplace culture now, and into the future."

"We have made ongoing changes to our family friendly policies over recent years to ensure we're keeping pace with and exceeding best practice to support our people."

"In 2021 we removed gender assumptions from our parental leave policies and also made updates to ensure all family types were supported."

"In January this year we extended our paid parental leave to 14 weeks for any Sanofi employee welcoming a new child, due to childbirth, adoption, or surrogacy, irrespective of gender or sexual orientation."

Sanofi continues to offer its employees: flexible options to take leave in a way that works for their family in the first years of their child's life; additional leave for surrogates; a childcare allowance payable to eligible parents for children up to the age of 4, superannuation paid on unpaid portions of parental leave; ongoing accruals of Long Service Leave and more.

Karen said the recognition as an accredited Family Inclusive Workplace was the result of ongoing work by the business' Gender Equity employee working group.

"Our diversity and inclusion approach is predicated on hearing our people's voices and delivering on our commitment to society," Karen said.

"While gender equity is a point of passion for a number of our leaders, I'm grateful to our employee working group for their ongoing work to help us always do better. Their incredible work is reflected in our Family Inclusive Workplace certification and why we are proud to release our Family Friendly Workplace Action Plan, which will guide our ongoing action to 2024."

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

Contacts

Rebekah Cassidy (she/her) | 0402 397 498 | rebekah.cassidy@sanofi.com
