

A photograph of a man and a young girl sitting on the floor, reading a book together. The man is on the left, leaning over the girl on the right. They are both looking at the book. The background is a bright, indoor setting with a window.

●

Family Friendly *Workplace*

Action Plan 2022 -2024

●

sanofi

Sanofi acknowledges the Aboriginal and Torres Strait Islander peoples as the traditional custodians of Australia.

We acknowledge and pay our respects to Elders past, present and future of all the land on which we work and live, and recognise their ongoing connection to land, water and community.



Message from our Country Lead



We know that a diverse, inclusive, safe and equal workplace with equal power, resources and opportunities for our employees is crucial.

As a global healthcare organisation, whose purpose is to chase the miracles of science to improve people's lives, we also know it's our responsibility to lead from the front on the topics that matter to our people, business and communities.

This Family Care Action Plan outlines four key areas where we believe we need to take short, medium and long term action to bridge the work and family divide, close the gender equality gap, tackle discrimination, improve flexible working and continue to improve the overall wellbeing of our workplace.

This Plan represents the collaborative efforts of a number of our dedicated employees and external partners who provided invaluable counsel. I would like to thank them all for their work so far and look forward to keeping you updated as we measure and track our progress over coming years.

Karen Hood
Country Lead
Sanofi Australia & New Zealand

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We are **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 centre of our ambitions.

"Thanks to Sanofi, I feel I've bonded with my children in a way that wouldn't have been possible without the extra time off."
Ronald, Supply Chain





Our *vision* and *values*

Our vision is to create a diverse, inclusive, safe and equal workplace with equal power, resources and opportunities. Our employees are to be treated with respect, fairness and dignity.

The following family friendly workplace Action plan outlines **six key areas** and describes how we will measure and track our progress. We will consistently review our actions and report on our progress.

Sanofi employees at a
Team Event

What are Family Friendly Work Practices?

More than ever, Sanofi Australia recognises the challenges people in the daily juggle of professional and family commitments. Sanofi Australia's **Family Friendly Work Practices** are designed to provide our employees the opportunity to meet both their professional and personal commitments.

They range from, but are not limited to offering part-time work, remote working, job sharing, flexible hours and great employee benefits such as a childcare allowance.

Our Family Friendly Work Practices, are designed to be gender neutral and to provide mothers and fathers equal opportunity to balance the complex demands of career and family.

Sanofi employees at a Team Event



The current context

Australia



1 in 5

Employees have children between the ages of 0 and 18 or have elder care responsibilities

Workforce Gender Composition



57%
Females



43%
Males



Research has demonstrated the benefits of supporting people to thrive at work and home by helping employees bridge the work and home divide. Embedding flexibility, wellbeing, parenting support and wider caring benefits allows people to thrive and supports a strong culture of diversity and inclusion.

As an employer of choice for gender and family friendly workplaces we know we will see a continued improvement in productivity, innovation, and creativity in our organisation. By providing programs to educate and empower our parents and carers we will help our employees successfully balance the ongoing and interdependent demands of career, family and personal wellbeing.

To achieve this, with the support of our Country Council and Employee Resource Groups we will challenge the beliefs, attitudes, and unconscious biases that undermine our progress towards gender equality for all regardless of background.

Within our **Family Friendly Workplace Action Plan**, we have identified six (6) sustainable key priority areas.

1. **Leadership, Strategy & Accountability**
2. **Family Care & Parental Support**
3. **Flexible work**
4. **Policy & Process**
5. **Environment & Culture**
6. **Measurement**

Framework

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

The actions developed represent the steps we will take to ensure each area is addressed. These include short and long commitments depending on complexity.



Our priority areas

Priority 1



Leadership, Strategy and Accountability

Action	Who	Delivery Timeline
1.1 Ensure the Country Leadership Team and unit leadership teams actively promote our family friendly work practices and gender equality, and lead by example at all times.	HR, Country Council & Business Unit Leaders	Ongoing
1.2 Increase the Country Leadership Team's understanding of the importance of having a family friendly workplace, gender equity	Human Resources / Inclusion & Diversity Group	Year 1
1.3 Increase the Gender Equity Working Group understanding of gender equity and unconscious bias through the delivery of appropriate training targeted to leaders/champions	Inclusion & Diversity Group	Year 1
1.4 Endorse and support best practice policy and processes in regards to family friendly workplace, flexibility gender equity, family violence, inclusion and diversity	Country Council and Business Unit Leaders	Ongoing
1.5 Country Leadership Team members to continue to sponsor the gender equity working group as the mechanism to lead the implementation and development of this plan.	Human Resources Director, Country Council Members	Ongoing

Our priority areas

Priority 2



Family Care & Parental Support

Action	Who	Delivery Timeline
2.1 Increase paid parental leave from 12 weeks to 14 for all eligible employees and remove reference to Primary & Secondary Carers	D&I Lead	01/02/2022
2.2 Remove all references to Dad & Partner pay to allow any parent to take leave during first two years of child's life.	D&I Lead	01/01/2022
2.3 Provide separate leave for miscarriage and still birth	D&I Lead	01/01/2022
2.4 Implement a Buddy/Mentoring Program for returning to work parents	HR	01/03/2023
2.5 Implement a formal Return to Work program to support parents coming back to the workplace after parental leave. This could include 1:1s, coaching and group sessions and digital support.	HR & D&I Lead	31/1/2022
2.6 Provide Managers Stay in Touch techniques with staff on Parental leave including frequency of communication, invites to team events, meetings & webinars	HR & D&I Lead	30/06/2022
2.7 Train managers to understand Flexible working arrangements, family care benefits and the associated policies to support the uptake of these	HR	30/09/2022 & ongoing
2.8 Provide access to emails for those employees who wish to remain in touch whilst on Parental leave - Promote employee stories with a wellbeing focus via Sanofi Facebook page and Yammer internally	SBS / ITS	30/06/2022

Our priority areas

Priority 3



Effective Flexible Work Practices

Action	Who	Delivery Timeline
3.1 Formalise our flexible work opportunities by tracking and recording arrangements.	Human Resources	01/01/2023
3.2 Monitor best practice flexible work arrangements and where applicable adjust our policies and practices accordingly.	D&I Lead/ Human Resources	01/3/2023
3.3 Promote success stories – Regularly and consistently share the moments that matter with best practice and personal stories on Buzz and Yammer	ERG & Communications	31/3/2022
3.4 Engage and connect with Recruitment & HR to ensure flexible work opportunities are discussed with candidates and new employees when onboarding.	D&I Lead/ Human Resources	31/3/2022

Our priority areas

Priority 4



Family Wellbeing

Action	Who	Delivery Timeline
4.1 Support employees to return to work through Family Care benefits	Human Resources / People Leaders	Ongoing
4.2 Suitable EAP & Wellness Offerings to support working parents and those with carer responsibilities	Human Resources / People Leaders	Ongoing
4.3 Consider the possibility of expanding the Domestic & Family Violence Policy to include psychological support for DVF survivors and their families above and beyond existing EAP support.	Human Resources / D&I Lead	31/10/2022
4.4 Review relevant HR policies relating to Gender & Family Friendly workplaces annually and update accordingly	Human Resources / D&I Lead	31/12/2022 & Ongoing
4.5 Commitment to review the mental health and emotional wellbeing support to include pre-natal and post-natal health, provide wellbeing education and child and parent bonding education and support	Human Resources / D&I Lead	30/06/2023
4.6 Promote Mental health First Aid Accreditation and Employee Assistance Program services and offerings as well as stories on how staff are utilising the support that we offer via Sanofi Facebook page and Yammer internally and externally	Human Resources / D&I Lead	01/06/2022

Our priority areas

Priority 5



Policy and Process

Action	Who	Delivery Timeline
5.1 Organisational policy and procedure reflect best practice in relation to flexible working arrangements.	Human Resources	Year 1
5.2 Continue to provide and actively promote flexible work arrangements, including: <ul style="list-style-type: none">• Job share• Part-time opportunities• Work from home/Flexible hours	Human Resources	Ongoing
5.3 Update Parental Leave policy to promote to ensure best practice and gender equity, including: <ul style="list-style-type: none">• Gender Neutral Parental Leave Policy• Paid leave to increase from 12 weeks to 14 weeks• Childcare allowance• Camp Sanofi• Onsite childcare (Sydney)	Human Resources	Ongoing
5.4 Targeted recruitment workshops in gender dominant departments/areas. E.g. Industrial Affairs	Talent Acquisition & Gender Equity Working Group	Annually
5.5 Introduce gender bias language detection for job advertisements in gender dominant departments/areas	Talent Acquisition	31/12/2023

Our priority areas

Priority 6



Environment and culture

Action	Who	Delivery Timeline
6.1 Provide and promote parent's room to employees	People Leaders	Year 1
6.2 Provide and promote support for school holiday arrangements – leave options and school holiday program (Camp Sanofi)	Human Resources and People Leaders	Ongoing
6.3 Develop a framework for succession planning and talent identification to support equitable career development	Human Resources and People Leaders	Ongoing
6.4 Establish a Return to Work program for employees returning from parental leave – inclusive of Keeping In Touch elements	Performance & Reward Team and Gender Equity Workinggroup	Year 2
6.5 Track and report terminations including resignations annually to identify trends, including the departure of employees during parental or other leave associated with carer's responsibility	Human Resources	Annually

Measure: Retention strategies are developed in response to issues identified from monitoring of terminations data and exit interviews.

Measurement

Number of staff accessing **Family Care Benefits**

- Camp Sanofi
- Paid Parental Leave

Number of staff accessing Formal Flexible Work arrangements

- Job Share
- Part time
- Flexible Hours
- Flexible Work locations

Capture the number of social media posts

- Yammer
- Facebook
- LinkedIn

Record results relating to family care from **People Survey**

- Family Care Benefits
- Flexible Work
- Inclusive Employer

Gender analysis on:

- Talent Pools
- Succession Plans
- Gender Pay Equity





More Information



Relevant Sanofi *Policies*

- Family Care Policy
- Flexible Work Playbook
- Leave Policy
- Appropriate Workplace Behaviour Policy
- Family & Domestic Violence Policy