

## Sanofi ranked one of Australia's top 10 workplaces for Dads

**15 December 2020 – Sydney:** Sanofi has been ranked one of Australia's best workplaces for dads - a nod to the company's exceptional gender neutral parental policies and benefits.

Health insurance company HBF's annual *Direct Advice for Dads* research, compiled by CoreData, aims to recognise the 20 best workplaces for new dads in the country. Now in its third year, the study analysed the largest 500 Australian companies by revenue to identify the workplaces that are leading the way with dad-friendly policies including parental leave, flexible work and other benefits.

Sanofi's Director of Human Resources for Australia & New Zealand, Michelle Zimany, said this year's ranking reflected Sanofi's commitment to support all employees irrespective of gender.

"We know that an equal world is an enabled world, which is why we've taken so many steps to equal the playing field for all parents," she said.

"Our family and flexible working policies take a no labels approach to family care meaning all employees, regardless of gender, are eligible for 12 weeks paid leave when their child arrives. Superannuation contributions continue and long service accrues while they are on their break.

"When our employees return they are well supported with childcare subsidies, flexible working and our long standing school holiday care program, called *Camp Sanofi*, among other benefits.

"All employees are offered the same support regardless of whether they are birth, adoptive, surrogate, foster or same-sex parents."

Sanofi Australia Supply Chain Business Partner, Ron Lane, has been able to access parental leave for each of his three children.

"It was a blessing that I could get three months paid parental leave that could be taken when it suited our needs, either at the same time as my wife or after she had returned to work," he said.

"Thanks to Sanofi, I feel I've bonded with my children in a way that wouldn't have been possible without that extra time off. We also felt financially secure having an income that meant my wife could start her own business while I looked after the kids."

"I've been at Sanofi for fifteen years and they are a fantastic company to work for. They look after their employees at all life stages, such as having children, and they also move quickly during crises like the COVID-19 pandemic making physical and mental health support available to employees in what has been an incredibly tough year for everyone."

Michelle Zimany said Sanofi would continue to stay on the front foot when it came to best in class employee benefits.

“We understand the role employee wellbeing plays in retaining and nurturing the best talent, which is why we’re constantly looking for improvements that will benefit everyone,” she said.

For a list of the top 20 ranked companies visit: <https://www.directadvicefordads.com.au/new-dads/top-20-australian-workplaces-for-dads-in-2020/>

**ENDS**

### **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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