

Sanofi doubles down on access and inclusion with latest Accessibility Action Plan

Australia, 22 February 2024. Sanofi Australia has released its latest Accessibility Action Plan. Endorsed by Australian Disability Network (ADN) and developed in collaboration with Sanofi's Ability+ employee resource group, the Accessibility Action Plan is designed to ensure accessibility barriers in the workplace are removed and Sanofians continue to make a positive impact across the community.

The new Action Plan focuses on four key priority areas: *Leadership and Culture*, *Our People*, *Our Workspace*, and *Our Community*. Each priority area includes short-term and long-term actions, and a governance process that integrates accessibility into the way we do business.

This release of the Action Plan is another step in Sanofi Australia's aspiration to contribute to an inclusive and non-discriminatory society where everyone, including more than 2.1 million people of working age who live with a disability¹, share the same access and opportunity. Including in our workplace.

It builds on our progress, made since 2019 when Sanofi first partnered with Australian Disability Network and participated in the *Positive Action Towards Career Engagement (PACE)* and *Stepping Into Programs*.

Corene Strauss

Chief Executive Officer, Australian Disability Network

"At Australian Disability Network, we're constantly coming up with new and innovative ways to increase diversity and inclusion in the workplace but need businesses and government to embrace and develop these ideas to make the most impact. As a partner on Sanofi's journey since 2019, we're inspired by their 'never settle' attitude and the updated person-centered Accessibility Action Plan. Efforts like these are what will help create a more equitable and inclusive Australia."

Karen Hood

Country Lead, Sanofi Australia & New Zealand

"Our Accessibility Action Plan builds on our ambition to support a better future for people with disability. With the support of our dedicated Ability+ Employee Resource Group, we've made progress with mentoring, training, and listening to where we can make a unique impact. And, we're building more inclusive spaces at work. Whether a need exists on an employee's first day or 10 years into their career, our Accessibility Action Plan keeps us accountable and ensures that flexibility and workplace adjustments are part of our every day conversation."

"Australian Disability Network has been a trusted advisor through this process and we're excited to have their full support to tackle our new Action Plan and help build a more inclusive society."

A summary of Sanofi's Accessibility Action Plan framework

- *Leadership and Culture* – Building a culture of continuous improvement by creating opportunities to annual review policies, provide annual updates to Country Council and provide a twice-yearly update to all employees via online seminar or event.
- *Our People* – Make adjustments and resources readily available to all employees and new starters and measure use of these resources with quantitative measurements.
- *Our Workspace* – create a more accessible and inclusive experience.
- *Our Community* – elevate our efforts to share Sanofi's ambition to support people with disability through procurement actions, volunteering opportunities and education.

1. Australian Bureau of Statistics. (2018). *Disability, Ageing and Carers, Australia: Summary of Findings*. ABS. <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/2018>.

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 centre of our ambitions.

Sanofi is listed on Euronext: SAN and Nasdaq: SNY

About Australian Disability Network

Australian Disability Network is the peak body for disability inclusion in the workplace. Australian Disability Network works with its 450 member organisations - who in combination employ around 2.2 million people or 18% of Australia's workforce - to remove barriers that limit opportunities and prevent the employment and career advancement of people with disability.

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