

Policy Statement German Supply Chain Due Diligence Act Germany, January 2024

As a company with international business relationships, we have a responsibility to ensure human rights and environmental protection along our supply chains. We design collaboration with suppliers based on the United Nations 2030 Agenda for Sustainable Development.

Global sourcing and sales markets offer opportunities, but also present challenges. We cannot absolutely rule out risks due to lack of transparency and the lack of enforcement of human rights and environmental standards in global supply chains. Therefore, Sanofi is expressly committed to respect human rights and the environment and to comply with the corresponding requirements.

Through our risk management, we take responsibility for people and the environment with the following measures:

- Regular risk analyses: Sanofi is a member of the Pharmaceutical Supply Chain Initiative (PSCI) for risk assessment, setting common standards, providing support and training programs to suppliers and organizing joint audits.
- The identified risks are minimized by preventive measures that include the entire Sanofi company and its suppliers after prioritization has been carried out.
- Immediate dangers to people and the environment in the supply chain are banned by immediate measures. Together with the direct supplier, we develop an action plan to reduce or eliminate the hazard in the event of serious and immediate dangers to humans and the environment.
- If developed action plans are not implemented or do not lead to the agreed objective, we reserve the right to terminate the business relationship with the direct supplier.
- Our suppliers are also selected for compliance with human rights and environmental protection goals and their prevention measures to protect human rights and the environment.
- We describe the expectations of our employees and our suppliers in the Sanofi Code of Conduct and secure them through internal and external training.
- Complaints about human rights violations or the violation of our environmental standards can be made via the link accessible on the

homepage of the website www.sanofi.de to the contact form [SPEAK UP! Confidential | Trustworthy | Safe \(convercent.com\)](#), which can be set in various languages. Incoming complaints about human rights violations or the violation of environmental standards are forwarded to the responsible human rights officers of Sanofi-Aventis Deutschland GmbH, who can also be reached directly via the following email address: Menschenrechtsbeauftragte@sanofi.com or by telephone at +49 (0)69 305 5011.

In addition, complaints can also be directed to Sanofi via the contact forms available at [EthicsPoint - Sanofi-Aventis Group](#) or <https://www.sanofi.de/de/kontakt>. These will also be forwarded to the responsible human rights officers. In addition, complaints may also be sent by mail to

Frank Stein / Claus Keller
Industrial Park Höchst, Bldg. D681
D-65926 Frankfurt am Main, Germany.

- If we obtain information about violations, it is reviewed, evaluated and countermeasures taken.
- An annual report to management captures risks, measures and their effectiveness and provides an effectiveness assessment. This report will be published on our website for seven years and until 04/30 of the following year.

We also review and further develop all described measures once a year and on occasion for their usefulness.



Heidrun Irschik-Hadjieff

Vorsitzende der Geschäftsführung

General Manager Vaccines Deutschland

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