



Modern Slavery Statement

Sanofi Australia

2025

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Modern Slavery Statement 2025

This statement refers to the financial year ending 31 December 2025 and sets out the steps we have taken to address modern slavery risks in our business and supply chains.

1. Reporting entity

This statement relates to the following reporting entity: Sanofi-Aventis Australia Pty Ltd ABN 31 008 558 807 of International Tower 3, Level 23, 300 Barangaroo Avenue, Sydney NSW Australia

In 2025, Sanofi's workforce comprises approximately 75,000 employees, with approximately 253 based in Australia, mainly located in Sydney (the main office), Melbourne and Brisbane, including in the Translational Science Hub, a partnership with Queensland Government, Griffith University and the University of Queensland.

2. Structure, operations and supply chains

Structure

Sanofi Australia is part of the Sanofi Group an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. 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.

The Sanofi Group consists of nearly 260 companies and operates through office premises and research, production and logistics facilities in approximately 70 countries around the world. Our ultimate parent company is Sanofi S.A. Sanofi S.A. has its head office in Paris, France.

Sanofi Australia is organised into two business units, Pharma and Vaccines. These units are supported by business functions across Supply Chain, Corporate Affairs, Market Access, Medical, Legal, Ethics & Business Integrity, Regulatory, Quality, Patient Safety, People & Culture, and Finance.

Supply chain

Sanofi's supply chain is complex and global in nature, encompassing:

- **Raw materials and active pharmaceutical ingredients (APIs):** Sourced from suppliers across Asia (particularly India and China), Europe, and the Americas
- **Contract manufacturing organisations (CMOs) and contract research organisations (CROs):** Engaged across multiple geographies for outsourced manufacturing and clinical research

- **Logistics and distribution partners:** Operating across all regions in which Sanofi has a commercial presence
- **Indirect procurement:** Covering information technology, facilities management, professional services, and marketing

Sanofi Australia understands the global challenges related to modern slavery and works to minimise the risk of this in all parts of our business, including all suppliers and the supply chain.

3. Risks of modern slavery practices in our operations and supply chains

In 2025, Sanofi updated its salient human rights issues, taking into account the changes to the company and its operating environment since its last process to identify human rights priorities in 2017. This process resulted in the definition of the following five salient human rights issues:

1. Decent working conditions in Sanofi's own operations and value chain
2. Safety and wellbeing of patients, consumers and clinical trial participants
3. Privacy, in particular the protection of personal data, including for trial participants, patients, consumers and workers
4. Sustainable and healthy environment and communities;
5. Human rights impacts linked to access to medicine.

In relation to our operations, the following risks have been specifically identified as salient with respect to the fundamental rights of employees in manufacturing and distribution activities.

Operations

- **Manufacturing sites** located in regions with weaker labour protections, where enforcement of applicable standards may be inconsistent
- **Agency and contract workers** engaged in manufacturing and logistics, who may be more vulnerable to exploitation, debt bondage, or recruitment fraud
- **Clinical trial operations** in emerging markets, where participant protections and regulatory oversight may be less robust
- **Migrant workers** engaged in facilities management and construction projects associated with Sanofi's physical infrastructure

Supply Chains

- **API and raw material sourcing** from India and China, where labour standards and their enforcement can vary significantly across suppliers and regions
- **Tier 2 and Tier 3 suppliers**, where visibility and oversight are inherently more limited and the risk of undisclosed subcontracting is elevated
- **High-risk procurement categories** including chemicals, packaging, logistics, and facilities management
- **Suppliers operating in countries** with elevated modern slavery risk indices, as assessed against internationally recognised risk frameworks

Controlled Entities

- **Subsidiaries operating in jurisdictions** with less developed labour law frameworks or limited enforcement capacity
- **Joint venture partners and licensees** where Sanofi has partial but not full operational control, limiting the direct application of group-wide standards

4. Assessing and addressing risks

Sanofi Australia is committed to operating responsibly and sustainably in Australia. We have a strong focus on corporate social responsibility (**CSR**), including initiatives related to employee well-being, health and safety, community engagement, and environmental sustainability. Sanofi has implemented a multi-layered approach to assessing and addressing modern slavery risks across its operations and supply chains.

4.1 Human Rights Position Statement

In 2025, Sanofi published a [2025 Human Rights Position Statement](#), available on our corporate website and signed by the company CEO. It demonstrates our commitment to respecting human rights across its global operations and business partners' activities.

Sanofi aligns with the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines, and the International Labor Organization's (**ILO**) Core Labor Rights Conventions, covering all internationally recognized human rights.

In this statement, Sanofi recognizes that respecting human rights is foundational to responsible business. As a multinational organization with global reach, the company is committed to:

- Preventing and mitigating adverse human rights impacts in global operations and business partner activities
- Remediating any adverse impacts the company may inadvertently cause or contribute to
- Respecting human rights through engagements with patients, employees, suppliers, and communities.

4.2 Governance

The position statement was approved by the Sanofi Executive Committee. Overall accountability for the implementation of our human rights commitments sits with Sanofi's Global Head of Corporate Social Responsibility (CSR), who reports to our executive Vice President, Corporate Affairs, who in turn reports to our CEO.

We have set out effective cross-organizational and collaborative efforts to fulfil our commitment to respect human rights. A dedicated Human Rights and Diligence Global Lead within the CSR department is responsible for operationalization of Sanofi's human rights strategy and works closely with Procurement, People & Culture, Ethics and Business Integrity, Internal Audit, Environment Health and Safety, and Security.

Our executives, our managers, our employees, our suppliers, and our business partners bear a responsibility to act in a way that prevents adverse impacts to human rights as outlined in this statement.

4.3 Other policies

In addition, Sanofi regularly updates the following policies and websites:

- **Code of Conduct:** Sanofi's Code of Conduct explicitly prohibits all forms of modern slavery, forced labour, child labour, human trafficking, and discrimination. It applies to all employees, contractors, and business partners globally.
- **Supplier Code of Conduct:** All suppliers are required to comply with Sanofi's Supplier Code of Conduct, which mandates adherence to labour rights, health and safety standards, environmental requirements, and ethical business practices.
- **Sustainable Procurement Policy:** Embeds human rights and social criteria into procurement decision-making processes across all categories.

As European-based, France headquartered company with international reach, Sanofi reports yearly on its sustainability strategy:

- **2025 Sustainability Statement** – Sustainability statement in accordance with the EU Corporate Sustainability Directive (CSRD) and France's *Loi sur le devoir de vigilance* regime.

Additionally, Sanofi has implemented the following local policies and procedures:

- Domestic Violence Policy – aimed at supporting employees, agents and contractors in the workplace to ensure that everyone has a safe working environment;
- Recruitment Selection Policy – sets out Sanofi's sourcing and recruiting framework and principles; and
- Appropriate Workplace Behaviour Policy – aimed at ensuring that discrimination, harassment and bullying do not take place in Sanofi's operations.

The applicable Sanofi policies underpin our culture of zero tolerance attitude toward abuse of human rights within any part of our business or supply chains.

4.4 Due Diligence Processes

Our due diligence approach is under the joint control of the CSR and HSE departments. Global coordination is provided by our CSR department, who seek to ensure that there is a good fit between the various measures in the vigilance approach, and that those measures are implemented. The CSR department works closely with our People & Culture, HSE, Procurement, Legal and Ethics & Business Integrity departments; its remit includes global oversight of Vigilance Plan implementation. Monitoring of risk management policies and whistleblowing systems is the responsibility of the specific departments concerned, such as HSE.

- **ESGiT Sustainability Assessment Tool:** Since 2022, all new suppliers must complete a compulsory sustainability assessment using the ESGiT tool. This assessment includes evaluation of human rights policies, labour practices, and environmental performance, and contributes up to **20% of a supplier's score** in tender processes.
- **Risk-Based Supplier Profiling:** Sanofi profiles suppliers by domain, subcategory, and country of operation to identify those presenting elevated modern slavery risk. High-risk suppliers are subject to enhanced due diligence.
- **Third-Party Assessments:** Suppliers identified as high-risk are required to undergo independent third-party assessments (including EcoVadis, SMETA/Sedex audits). Non-compliant suppliers are required to develop and implement remediation action plans within defined timeframes.

- **Cross-Functional Risk Mapping:** Sanofi conducts cross-functional risk mapping across all procurement sub-categories to ensure human rights and health and safety risks are systematically reviewed and escalated where appropriate.

4.5 Supplier Engagement and Audits

Sanofi has improved its engagement with Suppliers to take into account modern slavery risks including by:

- Supplier onboarding requires formal acknowledgement of and commitment to the Supplier Code of Conduct.
- Critical and high-risk suppliers are subject to on-site audits and continuous monitoring.

This has resulted to Sanofi globally between **2020 and 2025** removing **82% of third parties** identified as creating potential health, safety, and environmental (HSE) risks, reducing the number of critical suppliers from **129 to 27**. The remaining 27 high-risk suppliers are subject to specific performance improvement plans and ongoing monitoring.

4.6 Training and Awareness

Employees in procurement, supply chain, and relevant operational roles receive targeted training on responsible sourcing, human rights due diligence, and the identification of modern slavery indicators. Sanofi's **Code of Conduct training** is mandatory for all employees globally and covers human rights obligations in detail.

Supplier-facing communications and engagement activities reinforce expectations regarding labour standards and ethical conduct throughout the supply chain.

4.7 Remediation

Where adverse human rights impacts are identified, Sanofi requires suppliers to develop and implement **corrective action plans** within defined timeframes. Persistent non-compliance can result in **contract termination** and removal from Sanofi's approved supplier list.

Sanofi is committed to supporting affected workers where remediation is required, consistent with the UNGPs' remediation framework.

4.8 Grievance Mechanisms

Sanofi operates a global ethics and compliance hotline, **SpeakUp**, accessible to employees, contractors, and third parties, including suppliers. Reports can be made anonymously where permitted by local law. Sanofi's Code of Conduct includes **non-retaliation protections** for individuals who raise concerns in good faith.

Supplier-facing grievance channels are also available to enable workers in the supply chain to raise concerns directly with Sanofi.

5. Assessing Effectiveness

Sanofi uses a range of quantitative and qualitative measures to assess whether its actions to address modern slavery risks are working.

5.1 Key Performance Indicators and Metrics

Metric	Detail
ESGiT assessment completion	Target: 100% of new suppliers since 2022
High-risk supplier assessments	For 2025, there were 32 supplier assessments performed with the following results: - Recommended to proceed: 20 suppliers - Recommended subject to action plan: 10 suppliers - Strongly not recommended: 2 suppliers.
Critical supplier reduction	From 129 (2020) to 27 (2025) — an 82% reduction
Supplier audits	Number conducted annually (SMETA/Sedex, EcoVadis)
Corrective action plans	Number issued and completion rates
Training completion	Employee completion rates for Code of Conduct and human rights training
SpeakUp reports	Number of reports received and resolution rates

5.2 Monitoring Frameworks

- Sanofi's **ESG reporting framework**, aligned with GRI Standards and the UN Guiding Principles Reporting Framework (UNGPRF), provides annual public disclosure of human rights and labour performance.
- The **Sustainability Statement 2025** reflects Sanofi's integrated approach to ESG, with human rights embedded as a core pillar.
- Sanofi's salient human rights risks assessment is reviewed and refreshed periodically, with findings validated through cross-functional workshops and senior leadership sign-off.
- Supply chain sustainability performance is monitored through the ESGiT tool and third-party assessment results, with trends tracked year-on-year to identify areas requiring further intervention.

5.3 Continuous Improvement

Sanofi demonstrates a year-on-year improvement trajectory, as evidenced by:

- The **82% reduction in critical suppliers** between 2020 and 2025
- The progressive embedding of sustainability criteria into procurement processes, including the mandatory ESGiT assessment for all new suppliers since 2022
- Recognition in **Gartner's 2025 Supply Chain Top 25** (ranked #4 in life sciences, up from #50 two years prior), reflecting the maturity and effectiveness of Sanofi's supply chain management, including responsible sourcing practices

Sanofi commits to ongoing enhancement of its due diligence processes, including expanding the scope of supplier assessments and improving visibility into Tier 2 and Tier 3 supply chains.

6. Consultation with Controlled Entities

The statement is developed through cross-functional collaboration involving Legal & Compliance, Procurement & Sustainable Sourcing, Human Resources, Corporate Social Responsibility, and the ESG/Sustainability function.

Regional and country-level affiliates are engaged through Sanofi's global governance structures to ensure that local operational risks and practices are reflected in the statement. Controlled entities, including wholly-owned subsidiaries operating in Australia and other reporting jurisdictions, are consulted in the preparation of this statement and are subject to the same group-wide policies and due diligence frameworks.

This Modern Slavery Statement is made by Sanofi Australia for the financial year ending 31 December 2025.

This Statement was approved by our Board of Directors of Sanofi-Aventis Australia Pty Ltd on 29 June 2026.

This Statement is signed by Liz Selby in her role as the Head of Pharma & Country Lead of Sanofi Australia on 30 June 2026.



Liz Selby
Head of Pharma & Country Lead
Sanofi Australia & New Zealand
June 2026