

Gender Pay Gap Report

2020

SANOFI  Empowering Life





The difference between equal pay and the gender paygap

Equal pay has been a legal requirement since 1970. It means that everyone must receive the same wages for the same job or for work of equal value, regardless of gender.

The gender pay gap looks at the average pay for men and women across an entire organisation and compares the two.

Gender Balance at Sanofi

As a health journey partner, Sanofi aspires to bring together the best minds, leaders and innovators in the healthcare industry to enable us to deliver exceptional healthcare solutions focused on empowering the lives of the people, patients and consumers who use our treatments.

Achieving gender balance is a strategic priority for Sanofi. As well as the importance of ensuring all our colleagues are supported to have the confidence and capabilities to achieve their ambitions and reflect our key value of courage, we know that gender balance drives innovation, matches customer needs and enables us to attract and retain top industry talent.

We offer employees the opportunity to develop, progress and fulfil their career aspirations based on their talent and drive, not their gender. Nevertheless, we do have a gender pay gap, one that stems not from unequal pay, but from a disparity in women filling senior positions. Although our gender pay gap is lower than the national average*, we remain focussed on achieving equal representation of male and female leaders.

Globally, our aim is that by 2025 will we have true gender balance, with 50/50 male and female Senior Leaders and we are working to understand what the blocks are, as well as identifying programmes to ensure we can support achievement of this goal.

Gender balance is more than just a women's issue; it is crucial that we are an inclusive and diverse company and, where needed, we must ensure we foster new mind-sets to enable this to happen. We believe every employee's responsibility to act for change will allow us to succeed in becoming a truly gender balanced company.

* The national average shows that women earn 18.4% less than men.

Gender Balance in the UK

Across the UK, Sanofi has 2 main operations:

- **Commercial Operations (Aventis Pharma Limited)** - which includes our office-based employees (primarily functions such as finance, HR, communications, marketing and legal) and our field teams across the UK.
- **Industrial Operations (Genzyme Limited)** - which includes manufacturing, quality assurance and distribution.

Across Sanofi UK, our gender pay gap is **-0.3%** (median). This is a consolidated picture of our 930 employees. (April 2020)

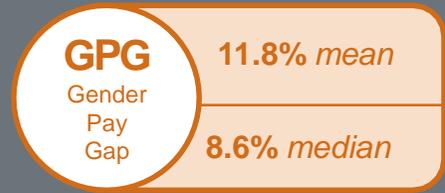
As our organisation has changed, our gender pay gap has changed from year to year. A more representative picture is to look at our gender pay across our commercial operations and separately across our industrial operations. This picture is shown in the following pages.





Gender Balance at Sanofi UK

Commercial Statistics



99% of eligible male employees received a bonus

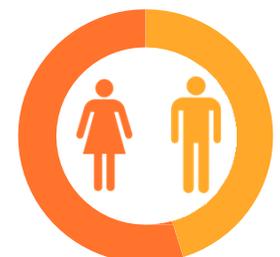


98% of eligible female employees received a bonus

Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



Gender Balance at Sanofi UK

Industrial Affairs Statistics

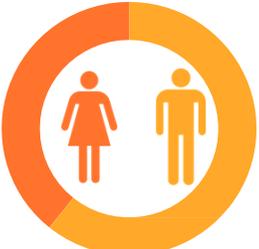


99% of all male employees received a bonus



95% of all female employees received a bonus

Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



