

Gender Pay Gap Report 2023



sanofi

We are Sanofi UK

In 2017, the government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

Our report reflects gender pay gap data for Sanofi Commercial Operations, Aventis Pharma Limited, which currently has a headcount of 656 and includes our office-based employees (primarily functions such as finance, HR, communications, marketing and legal) and our field teams across the UK.

The difference between equal pay and the gender pay gap

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. This figure is expressed as the percentage difference between men and women's median hourly earnings.

In 2021, we revamped our Diversity, Equity, and Inclusion strategy - built around three key pillars: building representative leadership, creating a work environment where employees can bring their whole selves and engaging with the company's diverse communities - and set objectives toward 2025.

As part of this, Sanofi also launched a Global Pay Equity Action Plan to track and reinforce practices to ensure and promote pay equity across our organisation.

To measure our progress in our Diversity, Equity, and Inclusion journey, we gather and analyse our diversity data. Having access to this information will help us to ensure that the processes we have in place are fair and transparent and have no adverse impact on any group.

Gender Balance at Sanofi

Our vision is to reflect the diversity of our communities, unleash the full potential of our employees, and transform healthcare to be more inclusive and equitable.

For us, 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 mindsets 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.

We understand that gender balance drives innovation, matches customer needs and enables us to attract and

retain top industry talent. We aspire 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.

We have embedded gender balance in our hiring and succession planning processes. We're monitoring progress through several meaningful indicators to ensure we meet our global 2025 objectives to ensure women represent 40% of our executives and 50% of our senior leadership by 2025.



The overall UK median Gender Pay Gap is 14.3%.¹ The pay gap in our industry is 11.4%.² The Sanofi UK median pay gap is now 8.0% - although our gender

pay gap is lower than the national and industry average, we remain focused on achieving equal representation of male and female leaders.

Sanofi Commercial Operations

Gender Pay Gap


15.2%
mean

8.0%
median

Bonus Pay Gap

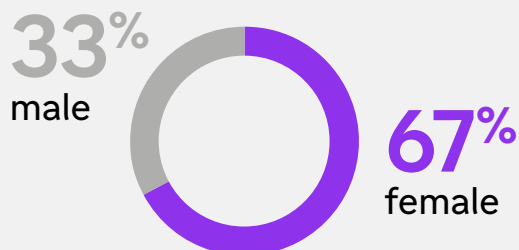
28.4%
mean

17.9%
median

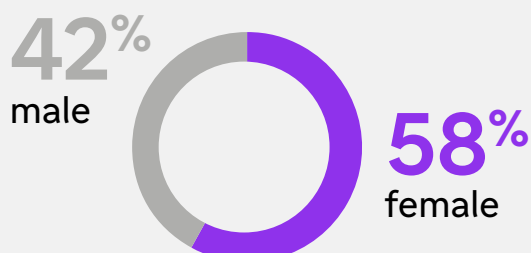
 **91%** of eligible male employees received a bonus

 **92%** of eligible female employees received a bonus

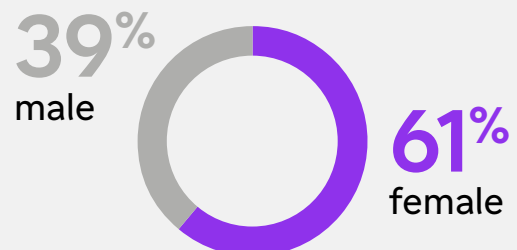
Lower Quartile



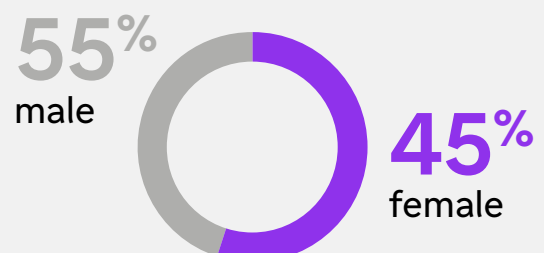
Lower middle Quartile



Upper middle Quartile



Upper Quartile



¹ Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

² Earnings and hours worked, industry by two-digit SIC: ASHE Table 4 - Office for National Statistics (ons.gov.uk)