

# Gender Pay Gap Report 2022



sanofi

# We are Sanofi UK

We have employees split across two main operations – Commercial and R&D.

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 682 and includes our office-based employees (primarily functions such as finance, HR, communications, marketing and legal) and our field teams across the UK.

**As the current number of employees within R&D is less than 250, we have not included this entity in this year's report.**

## 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.

Difference is the only thing we all have in common – making Sanofi a more diverse and inclusive employer, including narrowing the gender pay gap, is a strategic priority for us.

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 have started to 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

Achieving gender balance is a strategic priority for Sanofi.

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 and are monitoring progress through several meaningful indicators to ensure we meet our global 2025 ambition.



The overall UK median Gender Pay Gap is **14.9%**.<sup>1</sup> The pay gap in our industry is **13.9%**.<sup>2</sup> The Sanofi UK median pay gap is now **11.9%** - 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 (Aventis Pharma Limited)

### Gender Pay Gap

**19.1%**  
mean


**11.9%**  
median

### Bonus Pay Gap

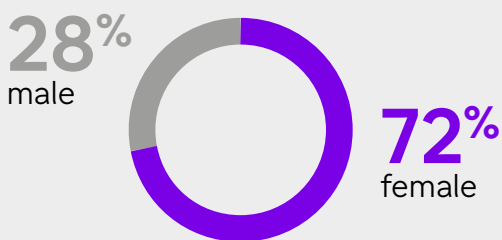
**32.9%**  
mean

**27.9%**  
median

 **98%** of eligible male employees received a bonus

 **99%** of eligible female employees received a bonus

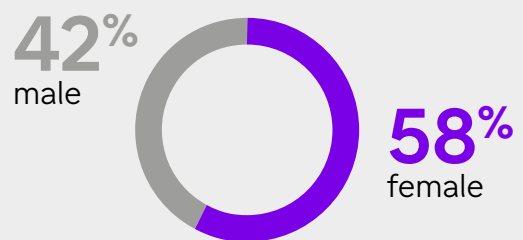
### Lower Quartile



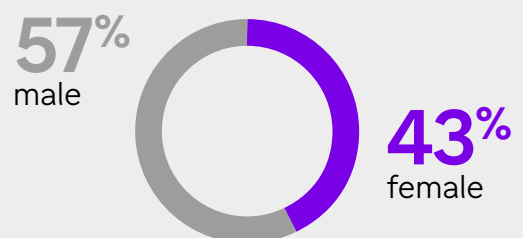
### Lower middle Quartile



### Upper middle Quartile



### Upper Quartile



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

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