



Gender equality charter

Context

The Sanofi Espoir Corporate Foundation's mission is to improve the health of the most vulnerable populations in France and abroad.

Introducing a *gender equality* dimension to carrying out this mission is based on a three-fold observation:

- Biological characteristics related to gender have an impact on health and healthcare.
- Girls and women are among the primary victims of health inequalities.
- Women are on the front lines, either working as health professionals or providing the bulk of informal care within the family.

The search for equality in health is therefore unquestionably based on the fight against discrimination based on sex and gender, the latter being understood as the social construction of identities and social relations between the sexes:

- Sex and gender are factors that determine health inequalities, both alone and in association with socio-economic status, age, ethnicity, disability, sexual orientation, etc.
- Sex and gender impact all targets under Goal 3 of sustainable development because they interact with other determining factors, influence risk, exposure rates and behaviors, and elicit a differentiated response from the health system.

Lastly, any attempt to reduce inequalities in health also involves a quest for greater social justice to ensure that actions taken do not lead to new - particularly gender - inequalities.

Engagements

Parity is deeply rooted in the culture and values of the Sanofi Espoir Foundation, and operates at different levels of its commitment. The Foundation is committed to ensuring that this diversity is effective in the following ways:

- in its governance bodies (the pursuit of parity in expert committees, selection committees, and the identical remuneration of experts regardless of gender)
- during targeted actions in favor of women as well as through its strategic focus on improving maternal health,
- in its training or healthcare access initiatives, where the Foundation ensures that parity among beneficiaries is respected through quantified indicators.
- The Sanofi Espoir Foundation also expects its partners to be able to demonstrate their own commitment to gender equality.