



Our ambition is to become a global healthcare company. In the past, we started with researching a compound or technology that met a medical need and then determined the market, like others in our industry. Today, I want us to say: "There are six billion people on the planet that could one day become our customers. How can we help them? What can we do to answer public health challenges competently and profitably?" That is why we must be open to different healthcare options worldwide and not just stay focused on our traditional pharmaceuticals. When we talk about healthcare, we're talking about helping people. That's my vision of our business.

Christopher VIEHBACHER, Chief executive officer of sanofi-aventis.

## Group Profile

- 2008 sales: € **27,568** million
- **N°5** worldwide (double-digit growth in US and Japan)
- **N°1** in Europe, with double-digit growth in emerging markets
- Present in more than **100** countries
- Almost **100,000** employees

## Approach and performance recognized and rewarded

Sanofi-aventis' sustainability approach takes on full significance when seen alongside the Group's strategy and values, within a context of improvement and long-term performance.

- Sanofi-aventis' sustainability performance is assessed by many different agencies. The best ratings are included in global and ethics indexes in terms of Corporate Social Responsibility (CSR).
- In 2008, sanofi-aventis confirms its place in the most important global index measuring leading companies' performance, the Dow Jones Sustainability Indexes (DJSI World). Among 2,500 companies worldwide, this rating index recognizes the 10% with the best sustainability performance.

## FOR MORE INFORMATION

ON THE WEB SITE → <http://sustainability.sanofi-aventis.com>

Download the Sustainability Report 2008  
and have a look at our activities.



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# Our sustainability approach

2009 Edition



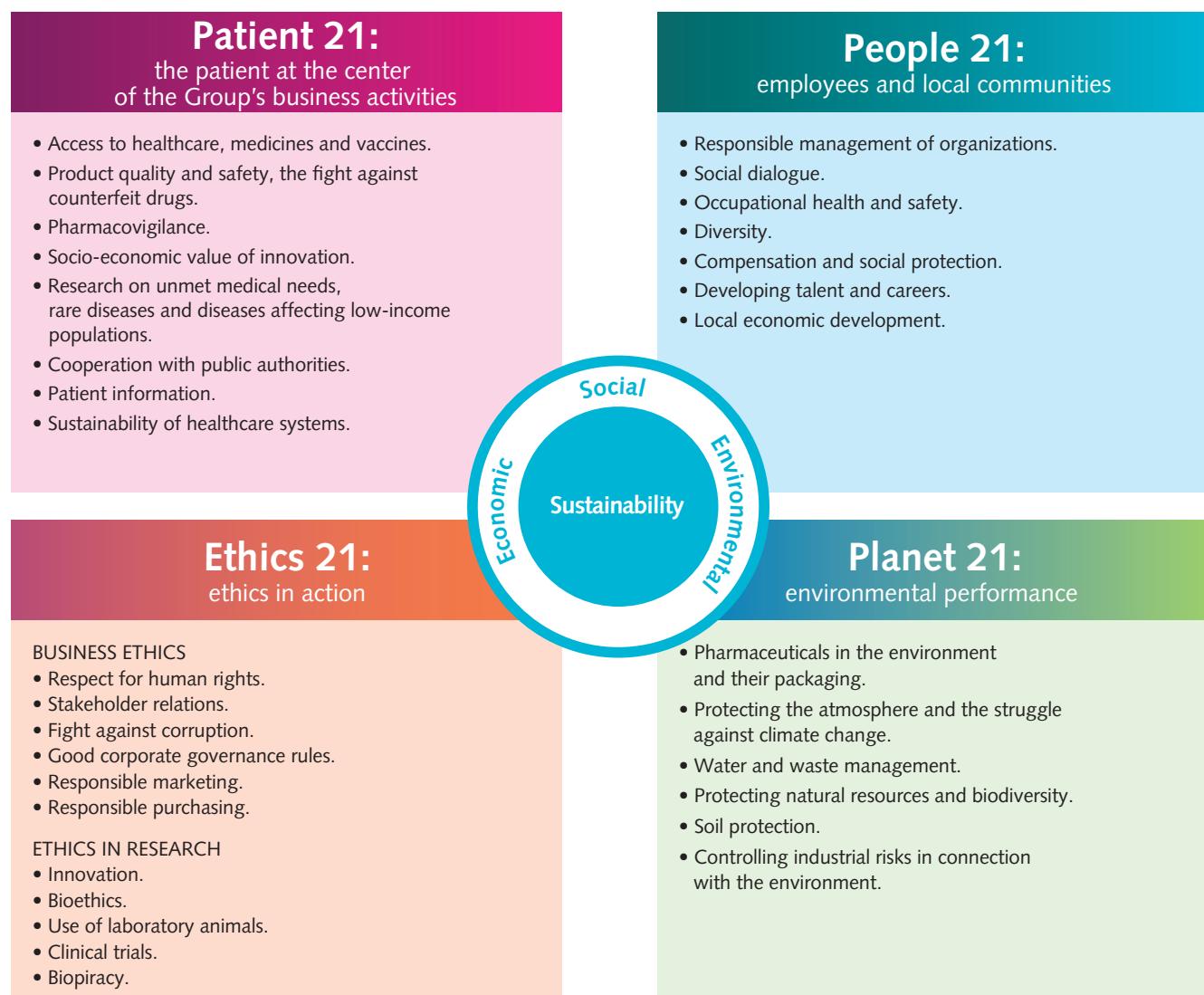
« Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. »

... This is the definition of sustainability that was first presented in 1987 by **Gro Harlem Brundtland** (Chair of the World Commission on Environment and Development in the United Nations).

Being a global healthcare leader involves working for social progress, economic development and respect for the environment. In practical terms, the Group's sustainability approach is based on **four key** areas:

- Responding to patients' needs « **Patient 21** »,
- Acting ethically in business and research « **Ethics 21** »,
- Promoting the social engagement « **People 21** »,
- Limiting the impacts of Group's activities on the environment « **Planet 21** ».

## The key challenges of sustainability for sanofi-aventis



# Patient 21

## The patient at the center of the Group's business activities

The rationale behind Patient 21 is to develop sanofi-aventis' social contract with patients, patient organizations and the general public, today and tomorrow.

### COMMITTED TO ACCESS TO HEALTHCARE, MEDICINES AND VACCINES

Some 80% of the global population has no access to appropriate healthcare. In response to this issue, sanofi-aventis takes proactive steps to develop access to healthcare, medicines and vaccines, based on certain pathologies, for vulnerable people.

In the developing countries the Group supports programs on seven principal areas: malaria, sleeping sickness, tuberculosis, leishmaniasis, epilepsy, mental illnesses and vaccines (polio, measles, mumps, rubella, etc.).

#### → THESE PROGRAMS INCLUDE:

- training for physicians and healthcare personnel;
- screening for pathologies and patient medical treatment;
- information for community authorities, families, and patient caregivers;
- the development of products that are better adapted and easier to administer;
- medicine and vaccine donations, and differentiated pricing policy;
- a strong partnership policy for an optimized presence in the field.

This involvement constitutes an important part of sanofi-aventis' strategy, and represents a significant investment, which has provided care to more than three million people in 70 countries.

### FOCUS

#### ↓ Tuberculosis

Sanofi-aventis has introduced specific programs to combat three major pandemics affecting developing countries, notably tuberculosis. In collaboration with the Nelson Mandela Foundation, the Group has developed the *TB Free Program* in South Africa:

- 9 training centers for volunteer supporters set up to monitor patients' treatment compliance;
- 20,000 volunteers trained, making it possible to monitor over 500,000 patients since 2005.

Informing the public about the TB Free program, South Africa



# Ethics 21

## Ethics in action

The Group's economic performance cannot be dissociated from sanofi-aventis' increasing social and ethical responsibility standards, which apply to all Group activities in more than 100 countries.

### RESPECT OF HUMAN RIGHTS

When it comes to human rights, pharmaceutical companies must address the issues facing all business sectors, such as labor conditions (fair compensation, working conditions, employee safety, the abolition of forced labor and child labor, etc.). At the same time, they must speak to issues that are specific to the pharmaceutical industry:

- improving access to medicines and vaccines;
- preventing biopiracy;
- respecting ethics rules during clinical trials;
- health and safety of the employees.

Over several years, the Group developed a set of policies to ensure the respect for human rights. Sanofi-aventis took this commitment one step farther in 2007, when the Group became a member of the EdH initiative (the EdH "Businesses for Human Rights" initiative comprises seven French-based international groups).

### RESPONSIBLE PURCHASING

The sanofi-aventis Purchasing Department has adopted a program designed to ensure that suppliers comply with social, ethical and environmental standards. Training for buyers is essential in order to integrate this approach into supplier selection and monitoring practices.

#### FOCUS

#### Supplier evaluation

This evaluation is based on questionnaires and site audits. An interview is organized with the supplier to present the results that apply to them and if necessary develop an improvement plan.

At the end of 2008, 1,363 suppliers representing more than 25% of the value of Group purchases had been evaluated or were undergoing evaluations in 27 countries.

### ETHICS IN RESEARCH TO CLINICAL TRIALS

Clinical trials are an important step in the pharmaceutical research. The Group carries out nearly 23% of its clinical trials in developing countries, which have a specific environment when it comes to access to healthcare and disease treatments, populations' standards of living, and regulations. In addition, the growing number of clinical research projects in these countries prompts ethical and practical considerations concerning various aspects of conducting the trials, such as monitoring ethics rules and related quality standards.

#### FOCUS

#### India's advantages for clinical research

India has many advantages in term of infrastructures, human skills and patient recruitment potential. Actually, near to 5,000 patients participate to 42 clinical trials in India, led by sanofi-aventis in pathologies which are areas of increasing public health concern. These clinical trials meet the same ethical rules and quality standards that apply to industrialized countries.

In addition, the trials contribute to providing appropriate medical care to patients and the Group ensures that infrastructures developed within the framework of the trials serve all patients and healthcare professionals.

### RESPONSIBLE MARKETING

The Group is committed to providing relevant and high-quality information to meet the growing expectations of healthcare professionals and patients. Information communicated to healthcare professionals must allow them to make an informed decision about the product risk/benefit ratio and must include information about its proper use.

Sanofi-aventis has instituted controlled promotional processes in respect of external and internal regulations, designed to increase transparency. They primarily are the following issues:

- presentation of information and arguments used by medical sales representatives;
- organization of congresses and seminars;
- promotional material content;
- relationships with patients and patient organizations.

# People 21

## Employees and local communities

This focus area illustrates our approach to the social commitments that sanofi-aventis makes to its employees and local communities where the Group operates (research and development, manufacturing, marketing and distribution).

### DIVERSITY - A KEY CHALLENGE OF THE GROUP

Sanofi-aventis is committed to promoting diversity among teams in the broadest sense possible (in terms of gender, age, training, origins, disability, etc.) in order to improve performance and become increasingly innovative and competitive. Group policy on this issue is part of a corporate citizenship progress-based approach in line with the commitments of a socially responsible business.

#### Two important goals have been largely carried out in 2008:

- continued employment of disabled persons;
- gender equity.



### FOCUS

#### Gender equity

Awareness-raising initiatives and specific programs have been organized among the various Group entities. Collaboration projects outside the company to promote actions in support of gender equity have also been established. In addition, succession plans to fill key positions will include gender indicators.

The proportion of women in the Group worldwide reached 46.7%. Sanofi-aventis continues its efforts to ensure that women are promoted to positions of responsibility.



### TALENT AND CAREER DEVELOPMENT

Attracting future talent is a key challenge for the Group. Sanofi-aventis continues to strengthen its reputation and become a preferred employer. In this context, the Group's strategy is based on fostering relationships with schools and universities.

### FOCUS

#### School and university partnership

Sanofi-aventis is an active participant in job fairs and forums in numerous countries and is present on many campuses within the framework of school and university partnerships in Brazil, China, Egypt, France, Greece, Italy, Spain, Switzerland and the United States.

In 2008, the Group boosted its employer communication initiatives by making various types of communication tools available to Group affiliates. Thanks to this approach, in France sanofi-aventis was chosen as the number one company by students in the category Natural Science, Medical and Pharmacy schools.

# Planet 21

## Environmental performance

Environmental performance is an ongoing objective for sanofi-aventis. It aims to limit the impact of the Group's activities to protect health of populations and our planet.

### PHARMACEUTICALS IN THE ENVIRONMENT

Sanofi-aventis has pursued in 2008 its efforts to reduce the environmental impact related to its site operations, and also the environmental footprint for the entire life cycle of our products.

#### → Eco-design of drugs:

Throughout the product development stages, issues related to health, safety and the environment are part of process optimization to make them safer and more environmentally friendly, as well as to reduce raw material consumption.

- at the earliest stages of product development, tools are made available to sanofi-aventis chemists to encourage them to use reagents and solvents posing the smallest possible HSE hazard;
- throughout the development process and during the entire industrial production phase, decisions are made about the processes used, based on economic and HSE criteria, in order to reduce the impact of syntheses.

#### → Decrease use of packaging:

Drug packaging must protect the product's integrity in order to ensure pharmaceutical-grade quality for the product's entire life cycle. The Group is pursuing efforts to improve and optimize packaging while taking into account constraints that are both technical (product stability, material resistance, etc.) and regulatory (labeling information required on the package, patient information, etc.) which must be considered in the choice of materials and formats.

### FOCUS

#### Responsible use of plant and animal resources

Several active ingredients in the Group's key products are derived from natural plant or animal extracts. For example, Taxotere® is an oncology drug extracted from the needles of yew plants. Artesunate® is a malaria drug derived from wormwood, and Lovenox® an anticoagulant extracted from animals. All these products are manufactured using specifically cultivated plants or animals housed in controlled breeding facilities. The use of wild plants and animals is generally considered insignificant and to date has not been controversial.

#### → Reducing active pharmaceuticals in the environment:

The presence of pharmaceuticals in the environment, in very small concentrations, is linked to several sources, the principal one being patients' use of medicines.

To limit the risk of this impact, the sanofi-aventis Group is pursuing efforts through programs to evaluate new medicines, research university partnerships, or supporting programs for the collection of unused medicines.

### FOCUS

#### Natural resources and waste management

