

Corporate Affairs

Paris, 20 June 2008

Dear Stakeholders,

“Sanofi-aventis acts in an ethical and responsible manner to be a true healthcare partner today and tomorrow”. We respect the legal and cultural environment of the countries in which we operate. We continue to improve policies related to important matters within our business. Our 2007 Sustainability Report lists several examples of how we continually meet the spirit and intent of the Global Compact (GC).

Sanofi-aventis is committed to conducting its business in accordance with the highest standards of ethics and compliance with laws. These standards of excellence stem from our Code of Ethics which was based on the UN Global Compact principles. In an effort to meet and exceed these standards we continually train our employees on the Code both at the global and local levels. All chief compliance officers were assembled in late October 2007 to attend a seminar at which various presentations focused on compliance training and monitoring initiatives conducted in countries such as Brazil, Japan, Pakistan, Russia, Spain, and the United States. Additionally, specific training tools (presentations, case studies) about the topics identified by our affiliates as being the most sensitive were made available to them. In late 2007, an in-house survey evaluated the training activities organized by affiliate compliance officers in order to determine the training topics that were in highest demand.

Sanofi-aventis seeks to maintain high-quality social dialogue with all its employees in each country. To this end, a survey on social dialogue practices was organized in two successive waves, in February 2007 and February 2008, among Human Resources directors in countries considered by the International Trade Union Confederation (ITUC) as presenting social risk ranging from average to extreme. A total of 24 countries, including China and Russia, representing nearly 22,000 employees, were surveyed on their social practices. The survey findings revealed that 16 countries have one or more formal employee representative bodies.

Seventeen countries reported social dialogue practices including information/consultation to negotiations that focus on frequently mentioned topics such as working conditions, compensation and employee benefits. By continuing to track these matters throughout its affiliates, sanofi-aventis upholds its commitment to freedom of association and social dialogue.

In support of the GC principles and our sustainability activities, our Corporate Purchasing function has made huge strides in implementing our Supplier Code of Conduct. In 2007, over 600 purchasing employees were trained on sustainability awareness which included day to day practices in sourcing and supplier monitoring. In the area of supplier reviews, 464 suppliers were evaluated using specific questionnaires which include questions on Human Rights, labor standards, corruption, environment, health and safety. Through our Direct Promotional Sourcing program, 45 suppliers in China were audited with 34 action plans implemented and tracked.

Sanofi-aventis continues its commitment to safeguard and protect employee health and safety as well as the environment. Our Group has strong programs in these areas and strives for continuous improvement. Examples include, pursuing efforts to improve and optimize packaging based its impact on the environment. We continue to decrease water consumption especially in high water stress zones as well as decrease our direct and indirect CO2 emissions. Through the implementation of our Global Fleet Safety Program, we have seen a significant decrease (about 8%) in the number of motor vehicle accidents across the company. We continue to participate in research regarding pharmaceuticals in the environment (PIE) conducted by the pharmaceutical industry especially through the activities of the Pharmaceutical Research and Manufacturers of America (PhRMA) and the European Federation of Pharmaceutical Industries and Associations (EFPIA).

The sanofi-aventis Group continues to strengthen its commitment to the UN Global Compact principles including our Sustainability activities integrating them into the way we do business. In fully supporting the Global Compact initiative we are fulfilling our responsibility to our role in protecting Human Rights, abiding by core labor standards, supporting freedom of association, protecting against child and forced labor, combating discrimination and protecting the environment.

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