



## Joint Statement of the European Society Works Council (ESWC) and the Clariane Group

During its 23 November plenary session, the European Society Works Council (ESWC) of Clariane noted the refinancing strengthening action plan of the Company, leading to increasing the company's equity capital and reducing the debt. In that context, the Clariane Group Management Board reaffirms its commitment to the ESWC to preserve jobs and high quality of care.

The ESWC wishes to cooperate with the Company to support its employees in the best interest of all its stakeholders in front of the sector crisis.

In the case of the already announced divestments of activities, the ESWC and national representative bodies will be consulted, in accordance with the ESWC agreement and in full consistency with the recently signed Clariane European Charter for Social Dialogue principles. This will allow the ESWC to verify the conditions of the divestments and express its opinions to be taken into account.

In all circumstances, the ESWC and the Clariane Group Management Board jointly reaffirm that they will not accept any compromise with quality of care and service provided to residents as well as working conditions for the Clariane employees.

The Group Management Board and the ESWC agree that the ESWC will have access to the expertise of its choice in accordance with the provisions of the ESWC agreement with a view to assessing the company's projects and so that the ESWC's opinions can be taken into account.

### About Clariane

Clariane is the leading European community of care in times of vulnerability. It has operations in seven countries: Belgium, France, Germany, Italy, the Netherlands, Spain and the United Kingdom.

Relying on their diverse expertise, each year, the Group's 70,000 professionals provide services to over 800,000 patients and residents in three main areas of activity: care homes (Korian, Seniors Residencias, Berkley, etc.), healthcare facilities and services (Inicea, Ita, Grupo 5, Lebenswert, etc.), and alternative living solutions (Petits-fils, Les Essentielles, Ages & Vie, etc.).

In June 2023, Clariane became a purpose-driven company and added to its bylaws a new corporate purpose, common to all its activities: "To take care of each person's humanity in times of vulnerability".

### Press contacts

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