

Clariane becomes the first company in its sector to be certified Top Employer Europe



Clariane has made its human resources policy one of the key components of its *At your side* corporate project, with the aim of making the Group's various entities benchmark employers in their respective sectors.

Receiving the Top Employer 2024 award at European level, a first for a group in the healthcare and medical-social sector, marks a major milestone for the Group.

Five of the Group's seven countries where the company is present have been honored: Germany for the 4th year running, France for the 3rd year running, Belgium and Italy for the 2nd time and the UK for the 1st time.

In line with its mission of *taking care of each person's humanity in times of vulnerability*, Clariane has made human resources strategy the cornerstone of its *At your side* corporate project. Obtaining Top Employer Europe certification is a recognition of the in-depth work carried out since 2019 by the teams in charge of human resources, operational teams and employee representative bodies around three main axes:

- ✓ The human resources policy implemented on a day-to-day basis in our facilities, to promote health and safety in the workplace and enable the successful integration of each employee, in line with the values of trust, initiative and responsibility and the humanistic approach to care that underpin the Group's project;
- ✓ Skills development, notably through the Clariane Universities network, which brings together all the training courses offered by the Group (continuing education, resulting in a certification or diploma) in every country;
- ✓ Promoting high-quality social dialogue at all levels of the company.

The Top Employers Institute is the international certification organization that recognizes excellence in HR practices. This certification is based on a survey of 350 HR best practices and 20 themes analyzing in depth the quality of a company's HR processes. The Top Employers is itself audited by an independent third-party organization.

For Sophie Boissard, Chief Executive Officer of Clariane: « *Assuming our mission of "taking care of each person's humanity in times of vulnerability" also means working alongside our teams to facilitate their work and create the conditions for each of our employees to develop and flourish in their profession. For us, symmetry of attention is of the utmost importance; it's by taking care of our employees that we can ensure that our patients and residents are well looked after. We are honored to be the first company in our sector to obtain European Top Employer certification.* »

Rémi Boyer, Group Chief Human Resources Officer of Clariane, comments: "*We are proud to have been awarded European Top Employer certification for the first time, in recognition of the maturity of our HR policies and teams at Group level, as well as the commitment of our operational teams to implementing them in the field. Every day, it's our field teams who make a difference for our residents and patients. It is crucial that*

they feel supported and developed in their missions by ambitious and differentiating HR policies."

Key figures Clariane

- ✓ 70,000 professionals in 7 european countries
- ✓ About 8,000 recruitments¹ in 2023
- ✓ More than 7,000 employees involved in training leading to a diploma or qualification

About Clariane

Clariane is the leading European community for 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: long-term care nursing home (Korian, Seniors Residencias, Berkley, etc.), healthcare facilities and services (Inicea, Ita, Grupo 5, Lebenswert, etc.), and alternative living solutions (Petits-fils, Les essentiels, Ages et 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

Matthieu Desplats
Press relations Director
+33 6 58 09 01 61

Matthieu.desplats@clariane.com

Julie Mary
Press relations manager
+33 6 59 72 50 69

julie.mary@clariane.com

Florian Bachelet
Press relations manager
+33 6 79 86 78 23

florian.bachelet@clariane.com

¹ On permanent contracts