

## Clariane is certified Top Employer Europe for the second year running



In 2025, Clariane was awarded Top Employer certification in Europe and in each of the six countries in which it operates: Germany (for the 5th consecutive year), France (4<sup>th</sup> consecutive year), Belgium and Italy (3rd consecutive years), Spain and the Netherlands (for the 1st time).

In line with its mission “*taking care of each person’s humanity in times of vulnerability*”, Clariane has made its human resources policy **a strategic focus of its corporate project ‘At your side’**.

Top Employer Europe certification recognises the in-depth work carried out over a number of years by the Clariane Group’s business communities working across the Group’s facilities in Europe – Human Resources departments, operational teams, staff representative bodies – with a common ambition: **to enable every staff member to fulfil their mission of providing care and support to vulnerable or ill people.**

Thanks to the Clariane University, which brings together all the training courses on offer (continuing education, certificates and diplomas) **almost 12% of staff members are enrolled in a training course** that will enable them to obtain one of the **120 qualifications** awarded by the University.

In the same way that Clariane's staff take care of residents and patients on a daily basis, Clariane is equally committed to supporting its staff, particularly at difficult times, with its **symmetry of attention** approach. For example, in 2023, the Group set up a special solidarity fund to help French staff members in emergency situations in four areas: emergency accommodation, emergency food, emergency mobility and funeral assistance. In 2024, this fund was able to provide assistance on 555 occasions.

According to Sophie Boissard, Chief Executive Officer of the Clariane Group: “*Clariane has made staff development its top priority, through an ambitious policy of recruitment, training and retention. In the six countries in which we operate, we are working hard to create attractive career opportunities and are focusing on developing the skills of our teams, so that they can provide the best possible care for our residents and patients. In this respect, we are honoured to have been awarded this Top Employer Europe certification once again.*”

Nadège Plou, Human Resources Director for the Clariane Group, adds: *“We are proud to have once again been awarded the Top Employer Europe distinction. This is a testament both to the effectiveness of our overall human resources policy and to our day-to-day work in all our facilities across Europe. We do our utmost to respond to the demand for qualified staff while guaranteeing excellence in care for our patients and residents.”*

The *Top Employer* distinction is awarded following audits carried out by the Top Employers Institute, an independent international body that certifies the excellence of HR practices in terms of working conditions. The audits cover 350 practices in 20 areas, including talent management strategy, work environment, talent acquisition, training and skills development, well-being at work, and diversity and inclusion.

#### **Clariane key figures** in 2024

- 6 countries: France, Germany, Italy, Spain, the Netherlands and Belgium.
- 60,000 staff members
- Nearly 900,000 people cared for and supported
- 800 local communities served
- €5,047 million turnover in 2023
- NPS for residents, patients and families: 44 (2023 data)
- Consideration score: 8.3 (2023 data)

#### **Our activities**

- Long-term care nursing homes: 667 including 269 in France;
- Healthcare facilities and services: 274 facilities including 103 in France;
- Shared living solutions: 377 facilities, including 176 Ages & Vie in France.

#### **About Clariane**

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

Relying on their diverse expertise, each year, the Group's 60,000 professionals provide services to 900,000 patients and residents in three main areas of activity: care homes (Korian, Seniors Residencias, etc.), healthcare facilities and services (Incea, 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: “taking care of each person's humanity in times of vulnerability”.

#### **Julie Mary**

Press Relations Manager

+33(0)6 59 72 50 69

[julie.mary@clariane.com](mailto:julie.mary@clariane.com)

#### **Florian Bachelet**

Press Relations Manager

+33(0)6 79 86 78 23

[florian.bachelet@clariane.com](mailto:florian.bachelet@clariane.com)