

HUMAN RIGHTS POLICY STATEMENT

Updated on December 22nd, 2024

Our commitment to Human Rights

Clariane is committed to respecting internationally recognised human rights principles as defined by the International Bill of Human Rights and the fundamental conventions of the International Labour Organization. To this purpose, Clariane has joined the UN Global Compact since 2019 and commits to implement the relevant policies and actions in line with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for the Multinational Enterprises on Responsible Business Conduct.

CLARIANE's Purpose and Mission

Through its social and societal nature, Clariane plays a specific role in the society. This relies on the sense of responsibility of each and every member of the Company facing the major challenges of Europe's ageing population, the increase in chronic diseases and mental health disorders, and the health impacts from climate change and biodiversity loss. Our purpose is defined as follows: *"taking care of each person's humanity in times of vulnerability"*. Combined with our 5 statutory commitments: Consideration, Fairness, Sustainability, Locality and Innovation, together they constitute our company's mission.

Ethics Charter

Our mission requires us to meet the daily expectations of people who entrust us with their health and well-being. Whatever our employees do, their professional conduct must be carried out with ethics, integrity and transparency, and at all times embody the corporate project and the Clariane culture and values: trust, responsibility and initiative.

These expectations are reflected in the Group Ethics Charter available at <https://www.clariane.com/en/the-group/ethics-compliance-gdpr>.

How CLARIANE contributes to Human Rights protection

- Caring about our residents and patients and their relatives

Clariane's goal is to reach operational excellence by combining service quality and residents and patients' satisfaction. We are committed to provide care excellence while ensuring dignity and choice. Through our *Positive Care* approach, we are committed to developing and providing person-centred care that empowers our patients and residents by using non-pharmaceutical interventions (NPIs), a personalized environment, an ethical approach and close collaboration between families and our teams. We innovate to offer our

residents and patients the most suitable care that fulfils their choices and needs. We are also committed to having at least 95% of our network ISO 9001 certified by 2026, ensuring a high-quality standard in all our facilities. We are also involving our stakeholders in an ongoing dialogue to ensure continuous improvement of the quality of care.

- Taking care of those who take care: our employees

Ensuring safe working conditions - We are committed to ensuring that the necessary safety measures are in place and that working conditions are fair and safe for all our employees. We make sure that the necessary measures for the health, security and quality of life at work of our employees are taken.

Standing against discrimination and promoting equal opportunities - We support equal opportunities and take a clear stance against discrimination. No one shall ever be discriminated against for any personal characteristics as defined in the International Bill of Human Rights and further specified in national laws, such as their race, colour of skin, gender, religion, political or any other views, national or social origin, economic status, birth, age, physical condition, disability, sexual orientation, appearance. We also do not tolerate discrimination due to membership of trade unions or works councils. Furthermore, Clariane is firmly committed against corruption in all its forms, both internally and externally. This commitment helps to promote equal opportunities.

Respecting freedom of association - We respect and encourage the freedom of association and the recognition of the right to collective bargaining, as implemented through the Clariane European Charter for the Fundamental Principles on Social Dialogue signed in 2023 by Clariane General Management, the Clariane SE European Works Council and the European Public Service Union. Our employees are free to join trade unions, seek representation and engage in collective bargaining in accordance with local laws.

- Protecting personal data

We respect the privacy of every person. We are accountable for the personal data of our residents, patients, employees, and suppliers and their sensitivity. To that extent, we have implemented and constantly improve processes to prevent, detect and/or quickly resolve any data breach.

- Procurement

We seek to prevent or mitigate adverse human rights impacts among our direct suppliers. From our preferred suppliers we request a formal commitment to uphold the core standards of the International Labour Organization by signing our Sustainable Procurement Charter, which was established in accordance with the Clariane Ethics Charter. In addition, the Group strives to select suppliers committed to sustainability.

- No exploitative nor illegal child nor forced labour

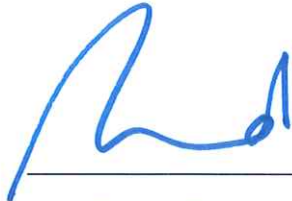
We do not tolerate the use or threat of violence, or any other form of coercion. In particular, we are committed to protecting children from exploitation. We strictly prohibit the use, support, or toleration of exploitative and illegal child or forced labour.

- Environment

Considering the influence we have on our environment, it is also part of our joint responsibility to protect nature as the basis of life, to preserve resources and to reduce our environmental footprint. To this extent, Clariane joined the Science-Based Target initiative in 2023 to ensure that its greenhouse gas emissions reduction objectives are in line with the Paris Agreements requirements to reduce emissions at a pace sufficient to limit global warming well-below 2°C by the end of this century, and ideally at 1.5°C.

How we monitor and report on Human Rights

We continuously monitor compliance with this statement and follow up on any issues of non-compliance by actively engaging with the individual or entity in question. Where these issues are not resolved within a reasonable timeframe, we reserve the right to terminate our relationship with that party. We externally report our performance regarding Human Rights primarily through our annual Communication on Progress to the United Nations Global Compact as well as in our Universal Registration Document (URD). The Group has also set up a whistleblowing mechanism, accessible to all internal and external stakeholders (among which primarily residents, patients and their loved ones, employees and suppliers) via <https://clariane.integrityline.app/>.



Mrs. Sophie Boissard

Chief Executive Officer