

Korian continues to promote European dialogue to strengthen social commitment and reduce absenteeism

As a result of discussions held in 2021 and 2020, the Executive Management and the European Works Council (EWC) of Korian have formalised in a common statement a series of recommendations aiming at reinforcing the social dialogue and reducing absenteeism. This work will continue to be carried out in the new European Company Committee, which was set up on 18th November 2022 and replaced the EWC.

A shared diagnosis

Since the Covid-19 crisis, the whole industry is observing an increase in absenteeism, in the sense of unanticipated absence, and its negative effects on operational activity.

The initial work carried out has enabled to identify causes which can explain this phenomenon. Identified factors include working conditions and environment, quality of management, work habits, personal situation of the employee, unsuitability of the workstation and mental or physical overload.

Concrete commitments to reduce absenteeism

Stakeholders agreed on three main themes of commitment: the quality of management and the working atmosphere, the organisation of work and schedules, and social and psychological support.

The sharing of successful experiences within the Group's seven countries has led to identification of concrete recommendations such as: deep attention to the quality of new employees onboarding, continuous on-site training, better involvement of employees in drawing up schedules, or creation of a climate of listening fostered by local management to prevent psycho-social risks.

Further strengthening of the social dialogue at European level

On Friday 18th November 2022, Korian became the first player in the sector to establish a European Company Committee, two years after the first EWC started its activities in June 2020. This new entity will allow to continue a qualitative dialogue on the social and environmental policy (ESG) of the Group.

Bonaventure Muhigana, delegate of Belgium, and **Nadia Laili**, delegate of the Netherlands, were appointed respectively as Secretary and Deputy Secretary of the European Company Committee, allowing for a rotation in the European Company Committee governance. The European Federation of Public Service Unions (European trade union organisation representing the social services sector) was reappointed in its permanent role of assisting and accompanying the European Company Committee.

In addition to the statement on absenteeism reduction, signed on November 21st by a majority of the Committee delegates, a first European statement including 25 measures to reduce work-related accidents and to prevent professional risks has been signed in November 2021. Both statements are followed by a joint committee of the European Company Committee.

Statement by **Rémi Boyer**, Chairman of the European Company Committee: *"The establishment of the European Company Committee is not only a continuation of the previous agreement, which has already enabled good progress in the European social field at Korian since it was set up, but also complements it by improving the involvement of the employees of the European Company in the running of the company and the desire to build a quality social dialogue in all countries, at all levels, in accordance with the principle of subsidiarity and an objective of social progress for all the employees of the Group."*

Statement by **Jan Willem Goudriaan**, EPSU (European Federation of Public Service Unions) General Secretary: *"The elderly care sector is growing rapidly across Europe in response to the ageing population. Providing high quality care requires a people-centred approach and a highly skilled and resilient workforce. Social dialogue is essential. We are ready to continue to support the development of social dialogue within Korian European Company Committee."*

About Korian

Korian, the leading European Care Services Group for elderly and fragile people.
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