



## Clariane Signs a European Agreement on Occupational Health and Safety

**Clariane announces the signing of a European agreement on occupational health and safety, on the occasion of the plenary session of its European Works Council (EWC). This agreement, a first for the sector, reflects the vitality of social dialogue at the European level within the Group. It follows on from initiatives launched since 2021, beginning with a first European Protocol on occupational health and safety, and followed by the signing of a Charter of Fundamental Principles of Social Dialogue in 2023.**

### Recognition and Mutual Care

In 2023, Clariane placed the protection of the health, safety and well-being of its teams at the heart of its commitments as a purpose-driven company. We are convinced that the care given to every employee is the very foundation of high-quality care for residents and patients.

### A Groundbreaking Approach at the European Level

The agreement signed today is the result of an ambitious transnational negotiation process carried out over the past year between Clariane Group management, employee representatives from the EWC, EPSU, and national trade unions.

It sets out a common set of recommendations aimed at identifying and preventing occupational risks, ensuring the provision of appropriate protective equipment, and delivering suitable training. It also provides for strengthened health support for professionals, particularly through the deployment of listening, social, and psychological support services in all the Group's facilities and headquarters.

The agreement establishes a pragmatic common framework at the European level while allowing for concrete adaptations to the local realities of each country and business segment.

Its implementation will be monitored in consultation with employee representatives and trade unions, both nationally and at the European level, based on indicators and quantified objectives defined through negotiation.

Sophie Boissard, CEO of Clariane, said: *"This ambitious agreement, which is a first of its kind at the European level in our sector, demonstrates the essential role of constructive and innovative social dialogue in advancing our professional practices. It reflects our shared commitment to creating a safe, sustainable, and respectful work environment in all countries where we operate, while also driving*

*progress in health and safety practices for the benefit of all our employees and the people we support."*

Bonaventure Muhigana, Secretary of the EWC, said: *"This European agreement strengthens the commitments made in the Health and Safety Protocol signed three years ago. It commits us to continue working with management to improve working conditions. The goal is clear: reduce the risk of accidents and bring down absenteeism across all countries in the Group. On behalf of the EWC members, I welcome this promising and forward-looking agreement."*

Jan Willem Goudriaan, General Secretary of EPSU: *"We welcome this important agreement, which aims to promote and ensure health and safety within the company. The agreement makes important reference to ILO Convention 190 on Violence and Harassment. It also draws special attention to work related stress and musculoskeletal disorders, which are the main causes of sick leave in the care sector. This agreement is an important European social dialogue tool for reducing accidents and work-related sick leaves."*

#### **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 63,000 professionals provide services to nearly 900,000 patients and residents in three main areas of activity: care homes (Korian, Seniors Residencias, etc.), healthcare facilities and services (Inicea, Ita, Grupo 5, Lebenswert, etc.), and alternative living solutions (Petits-fils, Âges & 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".

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