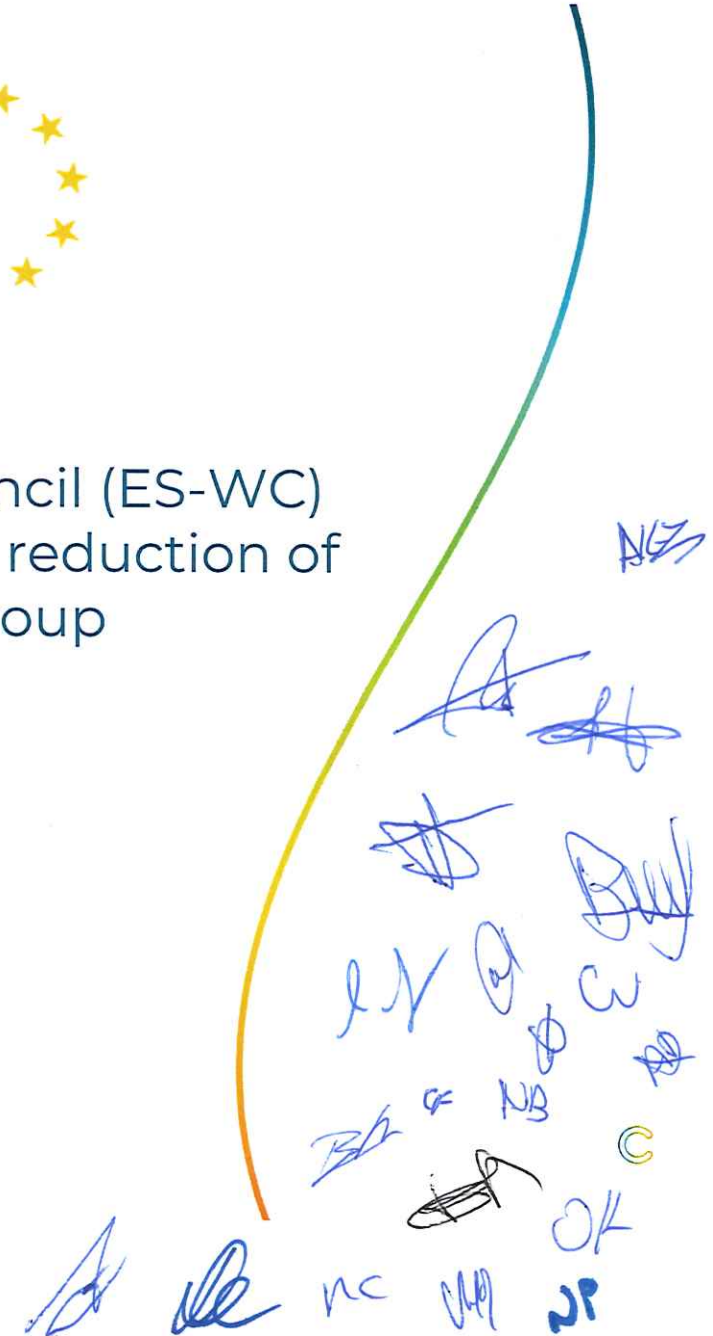




Charter of the European Society Works Council (ES-WC) and Clariane Management to accelerate the reduction of carbon emissions by the Clariane Group

ES-WC plenary meeting on 20th November 2025



Preamble

Since 2023, Clariane has been committed to reducing its carbon footprint as a mission-driven company. The carbon footprint is measured annually and is one of the non-financial indicators that Clariane reports publicly. These indicators, along with the measures implemented by the company, are presented each year to the members of the Works Council and at meetings of the Works Council's permanent working group dedicated to CSR.

The reduction measures implemented have focused on reducing energy consumption volumes and diversifying the energy sources used by the Group to increase its share of renewable energy.

In the interests of the company (energy savings, social commitment, living conditions of residents/patients) and to preserve the safety, health and quality of life of our employees (increased climate risks), **the members of the Works Council and Clariane's management wish to use this Charter to establish recommendations for action to accelerate the reduction of the carbon footprint.**

The document offers recommendations to all stakeholders in the company (management/employees/representatives), as everyone can do something at their own level to contribute to reducing carbon emissions in their daily work.

Social dialogue at European and national level must identify shared areas for improvement in order to preserve working conditions, safety and the health of employees and residents/patients.

The transformation is not limited to legal compliance or energy performance: it is based on recognising the efforts of everyone, at all levels, and on jointly building a fairer, more sustainable and more motivating model for all employees.

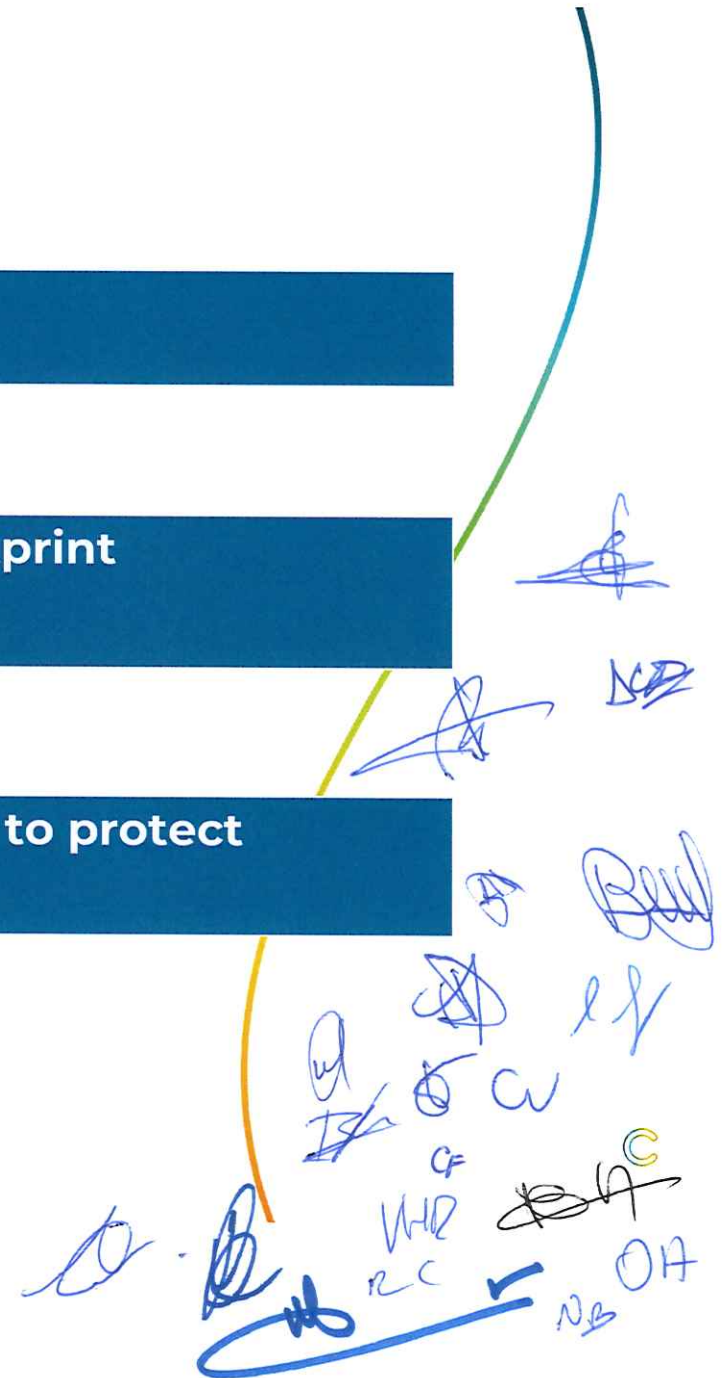
Presentation Title

company. The carbon footprint
These indicators, along with the
Works Council and at meetings of
nes and diversifying the energy
dents/patients) and to preserve
of the Works Council and
n to accelerate the reduction of
employees/representatives), as
their daily work.
n order to preserve working
ecognising the efforts of
model for all employees.

1/ Inform, raise awareness and train employees

2/ Develop practices to reduce the company's carbon footprint

3/ Analyse the impacts of climate change and take action to protect employees and residents/patients



1/ Inform, raise awareness and train employees

➤ Management:

- Be the **first point of contact** for the low-carbon initiative among teams.
- Encourage **employees to participate** in awareness-raising activities such as those organised during **European Sustainable Development Week** (events at work, webinars, workshops) **and promote actions and tools** (newsletters, practical information sheets, videos, quizzes, e-learning modules) to enable everyone to improve their knowledge.
- **Train** the professionals concerned (such as technical managers, purchasers, etc.) so that they integrate carbon reduction issues into their daily work.

➤ Teams:

- **Attend** events organised by Clariane (e.g. Sustainable Development Week) and **relay** key messages to the various stakeholders.
- Encourage and promote **local initiatives** (workshops, internal challenges, idea sharing).

➤ Employee representatives:

- Promote environmental culture in **European and national social dialogue** (bodies and agreements) in order to identify areas for joint improvement.
- Be a **driving force** in raising awareness and involving **local staff representatives** in the challenges of ecological transition.
- Make Sustainable Development Week a highlight of social dialogue: meetings, feedback, collective actions.



2/ Develop practices to reduce the company's carbon footprint

➤ Management:

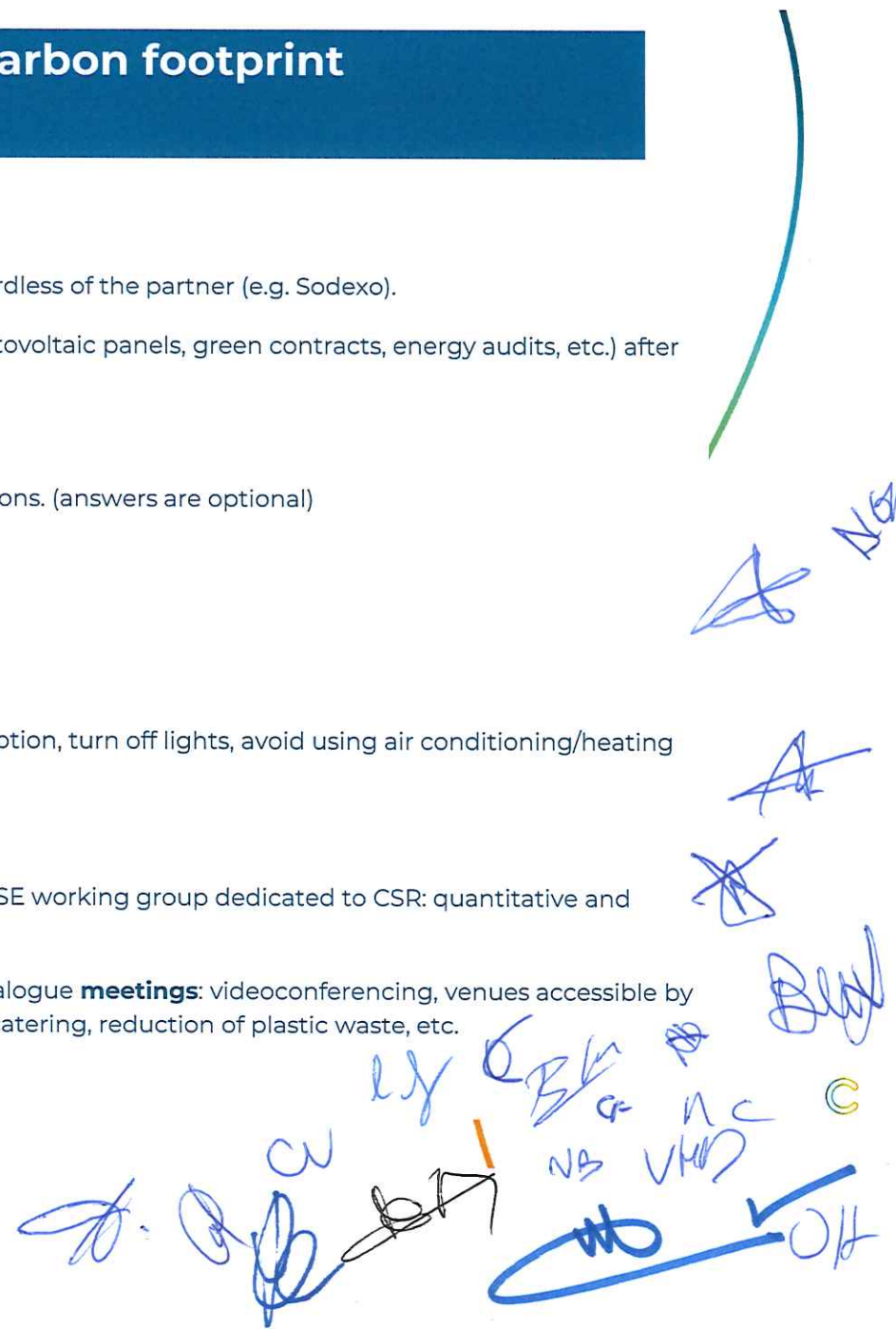
- Prioritise **responsible**, local and seasonal **purchasing** in policies and contracts, regardless of the partner (e.g. Sodexo).
- Implement **concrete and monitored action plans** (equipment such as solar or photovoltaic panels, green contracts, energy audits, etc.) after analysing and taking into account the risks associated with the use of materials.
- Establish car policies by country that encourage **energy efficiency**.
- **Survey** teams to understand their commuting practices and identify their expectations. (answers are optional)
- **Communicate** commitments and initiate action plans at each site.
- Offer **training in eco-friendly practices** in all countries.

➤ Teams:

- Adopt **eco-friendly practices** "as at home": avoid food waste, reduce water consumption, turn off lights, avoid using air conditioning/heating with windows open, sort waste, etc.

➤ Staff representatives:

- **Monitor** carbon footprint **indicators** within social bodies, particularly within the CE-SE working group dedicated to CSR: quantitative and qualitative indicators in line with the recommendations of this Charter.
- **Support energy efficiency initiatives/green solutions**, particularly during social dialogue **meetings**: videoconferencing, venues accessible by public transport, use of sustainable collective modes of transport, responsible local catering, reduction of plastic waste, etc.



3/ Analyse the impacts of climate change and take action to protect employees and residents/patients

➤ Management:

- Integrate **climate change adaptation** into every property project (construction, renovation).
- **Map** the exposure and vulnerability of establishments to climate risks (heatwaves, floods, droughts, fires, etc.) and update it regularly.
- Ensure that **working conditions** take climate impacts into account (extreme heat, floods, etc.). Implement adaptation measures for comfort, safety and job security in the most exposed areas, and adapt work organisations.

➤ Teams:

- Be **alert** to signs of vulnerability among residents/patients during extreme weather events and report any risky situations.
- Apply operational climate risk management **guidelines** to prevent impacts on residents and patients.
- Report alerts and best practices to managers.

➤ Staff representatives:

- Analyse the **mapping** of the exposure and vulnerability of establishments to climate risks at European and national level **and the** associated **action plans** presented by the property management department.
- **Monitor the consequences of climate events on working conditions** within local, national and European bodies and monitor the implementation of associated **action plans**. Be **a source of proposals** for measures to adapt to climate risks (adapted working hours, adaptation of premises, protective equipment).

