



Clariane is certified Top Employer Europe for the third consecutive year

Clariane has been awarded the Top Employer 2026 certification at the European level and in each of its six countries of operation: Germany (6th consecutive year), France (5th consecutive year), Belgium and Italy (4th consecutive year), Spain and the Netherlands (2nd consecutive year).

Aligned with its mission to “taking care of each person’s humanity in times of vulnerability”, Clariane has made its human resources policy a strategic pillar of its corporate project “At Your Side”.

Its social commitment is reflected in particular through the actions carried out by the Clariane University, which brings together all training programs—continuing education, certification courses, and degree programs. 12% of the Group’s employees, representing more than 7,000 professionals, are currently enrolled in a qualifying pathway that can lead to one of the 120 degrees accessible through the University.

A solidarity fund, governed on a joint basis, also supports employees facing personal difficulties. In 2025, this fund will have supported nearly 800 employees.

The Top Employer distinction is awarded following audits conducted by the Top Employers Institute, an independent international organization. These audits cover 350 HR practices across 20 thematic areas.

According to Sophie Boissard, Chief Executive Officer of the Clariane Group:

“Employee development is at the heart of Clariane’s priorities. It is based on an ambitious and structured policy of recruitment, training, and retention. With a clear objective: to improve every day the quality of care provided to residents and patients. The renewal of the Top Employer Europe certification recognizes this commitment.”

Nadège Plou, Human Resources Director of the Clariane Group, adds:

“This certification highlights the quality of our human resources policy, particularly the work carried out in training, support, and professional development for our teams. Investing in skills, offering progressive career paths, and caring for those who care for others are concrete priorities for Clariane.”

Clariane key figures (2024):

- 6 countries: France, Germany, Italy, Spain, the Netherlands and Belgium.
- 63,000 staff members.
- Nearly 900,000 people cared for and supported
- 700 local communities served
- NPS for residents, patients and families: +44
- Consideration score: 8.3

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 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, etc.), and alternative living solutions (Ages & Vie).

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".

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