



Clariane renews its European Works Council agreement

Clariane announces the unanimous renewal of the agreement governing its European Works Council (EWC), backed by the support of EPSU, the European trade union federation. The new agreement will be in effect for four years. This renewal confirms the Group's commitment to pursuing structured European social dialogue in support of its employees and the quality of care provided to residents and patients.

Established in 2022 following Korian's transformation into a European company, the European Company Works Council brings together employee representatives from the six countries where Clariane operates. As a European company, Clariane remains the only group in its sector to have such a body to date.

This renewal follows a first term marked by several key achievements in European social dialogue. Since 2020, the work carried out has made it possible to negotiate a common framework for social dialogue across the Group's six countries, strengthen managers' skills in this area — 68% of managers have now been trained, with a target of 95% in 2026 — develop a European guide for the prevention of absenteeism, sign a European agreement dedicated to preventing workplace accidents and supporting health, and adopt a charter promoting the reduction of carbon emissions.

The new agreement will make it possible to continue this work and launch new initiatives, notably the development of a European onboarding protocol for occupational health and safety, as well as the creation of a joint working group dedicated to artificial intelligence and its impact on organizations.

“The unanimous renewal of this agreement reflects the quality of the social dialogue we have patiently built within Clariane. Our professions are undergoing profound change, and responding to that change requires us to draw on collective intelligence. This European dialogue forum enables us to anticipate future developments together, learn from one another and devise meaningful solutions, both for our teams and for those we support every day,” said Nadège Plou, Group Chief Human Resources Officer at Clariane.

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 70 000 professionals provide services to 840,000 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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