



## KORIAN – HUMAN RIGHTS POLICY STATEMENT

Paris, 13 October 2022

### **Our commitment to Human Rights**

Korian is committed to respecting internationally recognized human rights principles as defined by the United Nations Universal Declaration of Human Rights, the core standards of the International Labour Organization and the United Nations Guiding Principles on Business and Human Rights. Our policy also reflects our commitment to international general standards such as the United Nations Global Compact, which Korian signed on to in 2019.

### **KORIAN's Mission**

Through its social and societal nature, Korian plays a specific role in the society. This relies on the sense of responsibility of each and every actors of the Company facing the major challenges of an elderly population in Europe. Our mission is defined as follows: *“Provide care and support to elderly or fragile people and their loved ones, respecting their dignity and contribute to their quality of life”*.

### **Ethic Charter**

Our mission, to serve elderly or fragile people, requires to live up to the daily expectations of people who entrust their health and well-being to us. Whatever the occupation of our employees, their professional conduct must be carried out with ethics, integrity and transparency, which embody the corporate project and the heart of the Korian culture and values: trust, initiative and responsibility.

These expectations are reflected in the Group Ethics Charter available on [korian.com/sites/default/files/documents/KORIAN\\_Charte\\_Ethique\\_EN.pdf](https://korian.com/sites/default/files/documents/KORIAN_Charte_Ethique_EN.pdf).

### **How KORIAN contributes to Human rights protection**

Caring about our residents and patients and their relatives

Korian's goal is to reach operational excellence combining service quality and residents and patients satisfaction. We are committed to provide care excellence whilst ensuring dignity and choice. Through our Positive Care program we are committed to develop and propose non drug therapy built around our residents and patients and respecting their choice, well-being and quality of life. We innovate in order to offer our residents and patients the most suitable care that fulfill their choices and needs. We are also committed to have 100% of our network certified ISO 9001 by



2023 ensuring a high quality standard in all our facilities. We are acting with our stakeholders in a recurring dialogue to ensure quality of care.

Taking care about those who take care: our employees

**Ensuring safe working conditions** - We are committed to ensuring that the necessary safety measures are taken and that working conditions are fair and safe for all our employees. We make sure that the necessary measures for the health, security and quality of life at work of our employees are taken.

**Standing against discrimination and promoting equal opportunity** - We support equal opportunities and take a clear stand against discrimination. No one may ever be discriminated against, e.g. for the colour of their skin, race, gender, religion, political views, economic status, age, physical constitution, disability, sexual orientation, appearance, or other personal characteristics. We also do not tolerate discrimination due to membership in unions or works councils.

**Respecting freedom of association** - We respect the freedom of association and the recognition of the right to collective bargaining. Our employees can join labor unions, seek representation and engage in collective bargaining in accordance with local laws.

Protecting personal data

We respect the privacy of every person. We feel accountable for the personal data of our residents, patients, employees, and suppliers.

Procurement

We seek to prevent or mitigate adverse human rights impacts at our direct suppliers. From our preferred suppliers we request a formal commitment to uphold the core standards of the International Labor Organization by signing our Responsible Purchasing Charter, which was established in accordance with the Korian Ethics Charter. In addition, the Group strives to select suppliers committed to ESG issues.

No exploitative nor illegal child nor forced labor

We do not tolerate the use or threat of violence, or any other form of coercion. In particular, we are dedicated to protecting children from exploitation. We strictly forbid using, supporting, or approving of exploitative and illegal child or forced labor.

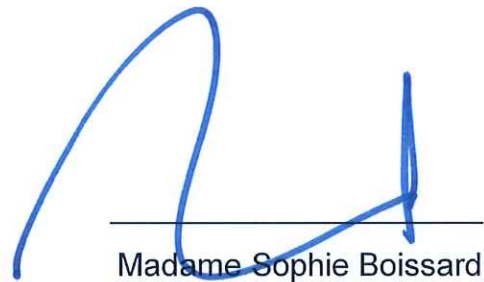
Environment

Considering the influence on our environment - It is also part of our joint responsibility to protect nature as the basis of life, to preserve resources and to reduce our environmental footprint - it is our mutual duty to protect resources for future generations.



### **How we monitor and report on Human Rights**

We continuously monitor compliance with this statement and follow up on any issues of non-compliance by actively engaging with the person or entity in question. Where these issues are not resolved in due time, we reserve the right to end our relationship with this party. We externally report our performance regarding Human Rights primarily through our annual Communication on Progress to the United Nations Global Compact as well as in our Universal Registration Document (URD). The Group has also set up a whistleblowing mechanism, accessible to all residents, patients, employees and suppliers via [korian.integrityline.org/](https://korian.integrityline.org/).



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Madame Sophie Boissard