

## Press release

Paris, 11 september 2023

### Veolia implements unprecedented social protection programme for its 213,000 employees worldwide

## VEOLIA CARES

Employee benefits for all Resourcers



The new "Veolia Cares" programme aims to guarantee a common base level of social protection for the Group's 213,000 employees, even in countries where there are no such legal requirements. Unprecedented in terms of its scope and scale, it gives each Group employee access to parental leave, health and death cover, support for carers, and the opportunity to dedicate one day a year to a charity or an environmental protection project.

As a global champion of ecological transformation and a benchmark ESG company, Veolia manages its business with a "multifaceted performance" approach in which economic, environmental, commercial, social and societal issues are given equal consideration. "Veolia Cares" is therefore fully consistent with the Group's social commitment to ensure the professional and personal well-being of its employees.

"Veolia Cares" is available to all Veolia employees, whether they work in the field or in the office, and whether they have a permanent or a fixed-term contract.

It is unprecedented to implement such an initiative in a company with a large number of field employees, who form the core of the environmental business. It helps to overcome geographical disparities in social protection and ensures that all employees benefit from a common base of social protection.

**Estelle Brachlianoff, Chief Executive Officer of Veolia, said:** *"At Veolia, we are convinced that the professional and personal well-being of our employees is crucial to their commitment. They are the driving force behind the Group's performance and development. This is why we have launched this unprecedented programme for our 213,000 employees on 5 continents. In the years to come, the challenges of ecological transformation will become ever greater, and it is thanks to the strength, solidarity and inclusiveness of our collective that we will be able to meet them".*

"Veolia Cares" complements the company's other achievements in terms of social performance, such as employee engagement, which stands at 89% rate, and shareholding policy for the employees, who became Veolia's largest shareholders in January 2023.

Find Veolia's multifaceted performance progress report [online](#).

## About Veolia

Veolia Group aims to become the benchmark company for ecological transformation. Present on five continents with nearly 213,000 employees, the Group designs and deploys useful, practical solutions for the management of water, waste and energy that are contributing to a radical turnaround of the current situation. Through its three complementary activities, Veolia helps to develop access to resources, to preserve available resources and to renew them. In 2022, the Veolia group provided 111 million inhabitants with drinking water and 97 million with sanitation, produced nearly 44 million megawatt hours and recovered 61 million tonnes of waste. Veolia Environnement (Paris Euronext: VIE) achieved consolidated revenue of 42.885 billion euros in 2022. [www.veolia.com](http://www.veolia.com)

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