



Puteaux, 13 February 2013

ORPEA, A COMPANY COMMITTED TO THE REGIONAL ECONOMIES AND SET TO CREATE 1,200 NEW JOBS IN 2013

ORPEA, the leading European player in Long-Term Care (nursing homes), Post-Acute Care and Psychiatric Care, is continuing its recruitment drive during 2013 and will create 1,200 net new (permanent) jobs and provide training for its teams.

ORPEA, a leading recruiter in 2013

In 2013, ORPEA will create another 1,200 new permanent jobs by opening 20 or so new post-acute, psychiatric and long-term care facilities, mostly in France. The Group will also offer 250 positions for students on work-study programmes, helping to give young people a pathway into the workplace.

Building on its active development policy and its drive to become an integrated part of local communities, ORPEA is committed to supporting regional economies.

Over the past five years, the Group has already created more than 7,000 sustainable jobs that cannot be transferred abroad.

With close to 8,000 beds under construction or being restructured, ORPEA is also helping to protect thousands of jobs in the construction industry.

The vast majority of the vacant positions at ORPEA are jobs in medical, nursing care, residential and catering services or administrative departments.

Recruitment is based on a combination of candidates' experience and their human qualities. In ORPEA's sector of people-based services, it is crucial for team members, as well as having professional qualifications, to share the Group's values including:

- A caring attitude, the foundation for good treatment, backed up by good listening skills, a willingness to engage, respect and trust;
- A warm, friendly and good-humoured temperament, to ensure that facilities are bursting with life, open to the outside world and conducive to the development of social ties.

ORPEA places great importance on the diversity of its teams, so that it can provide a high standard of care for its residents and patients and so knowledge can be passed on from one member of staff to another.

At year-end 2012, the Group had over 25,000 employees in Europe, including 78% in France.

Training and career development at the heart of the Group's HR policy

To improve constantly the quality of care provided while developing employees' abilities, training is the cornerstone of ORPEA's HR policy. Throughout the year, the Group provides in-house training at its facilities covering the latest developments and advances in the sector. The goal is also to improve working conditions at all times.

What's more, ORPEA offers its employees the chance to gain new qualifications (validation of prior experience, Level I and II Master's degrees, MBAs, etc.), to speed up their professional advancement. There are many examples of the career advancement possible within the ORPEA Group, such as facility directors being promoted to regional, then divisional manager, nurses becoming coordinating then directors, and carers qualifying as nursing assistants.

Lastly, to promote the appeal of its sector and bolster the professionalism of its teams, ORPEA has built partnerships with a number of leading schools and universities, such as the ESCP business school to train high-potential managers, Université Paris VI Pierre et Marie Curie for jobs related to care for the elderly, Institut Paul Bocuse for catering, and the nursing assistant and nurse training institutions run by the French Red Cross.

Dr Jean-Claude Marian, ORPEA's Chairman, sums up the situation as follows: *"Faced with the challenges posed by population ageing across Europe, care for the very elderly represents a source of jobs and unique career opportunities. ORPEA, a leading player in the sector, contributes every year towards the creation of hundreds of jobs owing to its growth momentum.*

Keenly aware that the Group's 25,000 employees are the source of its strength and success, ORPEA endeavours to spot talented employees, retain them and offer them training leading to qualifications, so that they have an opportunity to build a career with the Group."

About ORPEA (www.orpea.com)

Created in 1989, ORPEA is the leading European player in Long-Term Care (nursing homes), Post-Acute Care and Psychiatric Care.

At 31 July 2012, the Group had a unique European network of healthcare facilities with 38,348 beds (33,317 of them operational) at over 410 sites, including:

- 28,819 beds in France: 25,340 operational (including 2,296 being renovated) + 3,479 under construction, at 333 facilities,
- 9,529 beds in Europe (Spain, Belgium, Italy and Switzerland): 7,977 operational (including 754 being renovated) + 1,552 under construction, at 77 facilities.

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