Declaration of principles

Our actions are based on the following principles of responsible corporate governance:

1. We are committed to fair and ethical recruitment and placement practices in accordance with the six guiding principles of the "Fair Recruitment Healthcare Germany" quality mark, namely

    -Written form for verifiability

    -Free of charge placement process for nursing professionals

    -Limitation of the economic risk for nursing professionals

    -Transparency of structures, services and costs

    -Sustainability and participation

    -Overall responsibility for the entire service chain

2. We are committed to complying with the WHO Global Code of Practice on the International Recruitment of Health Personell and the WHO health workforce support and safeguards list (exclusion of placements from nations listed on the current WHO health workforce support and safeguards list).

3. We are committed to complying with international human rights standards, in particular

    -The ILO Core Labor Standards (International Labor Organization),

    -The ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs. The five basic principles are:

    -Freedom of association and the right to collective bargaining

    -Elimination of forced labor

    -Abolition of child labor

    -Prohibition of discrimination in regard to employment and occupation

    -Occupational health and occupational safety

    -The United Nations Guiding Principles on Business and Human Rights

    -As well as international UN human rights conventions

4 We are committed to the Employer Pays principle. Nursing professionals are not obliged to pay for

-any direct or indirect placement costs

-costs for services directly related to the placement.

This applies to the entire service chain.

5. We undertake to waive inappropriate commitment and repayment clauses and not to enter into employment contracts that contain commitment and repayment obligations relating to the costs of the placement.