



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. The five basic principles are:
 - o Freedom of association and the right to collective bargaining
 - o Elimination of forced labor
 - o Abolition of child labor
 - o Prohibition of discrimination in regard to employment and occupation
 - o Occupational health and occupational safety
 - The ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs.
 - 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.

The maximum duration of the contract commitment is two years.

A repayment obligation in the event of premature withdrawal of the nursing professional from the ongoing language course in the country of origin is only permissible if the withdrawal is due to reasons for which the nursing professional is responsible. The repayment amount may only include costs actually incurred for participation in the language course in the country of origin, the language examination in the country of origin, any payments made to the nursing professional to secure their livelihood while learning the language in the country of origin and the administrative fees for translations, certifications, visas and the equivalence assessment that were incurred in the country of origin up to the time of withdrawal.

If the language course is terminated, the maximum repayment amount is the costs of the language course, but only up to a maximum of € 2.500. In the event of termination within the first two years of employment, a pro rata repayment amount must be paid (e.g. repayment after 12 months of employment: € 1.250).

The responsibility for implementing and monitoring compliance with the declaration of principles is managed by the company's management.