



Corporate Principles Holalemania

We at Holalemania are an international placement agency based in Hamburg with branches in the relevant urban centres in Germany: The focus of our work is on effective, productive, ethically and morally justifiable and long-term placement. We distinguish ourselves through close support, special proximity to our candidates and clients and many years of experience. We accompany our candidates and clients from their arrival until well after they have started work in Germany (for at least one year). We offer practical help, emotional support and are available for any kind of problem or question.

Holalemania places healthcare and nursing professionals as well as midwives/delivery nurses from abroad in domestic hospitals. The contractor's search for suitable professionals refers to the European market, but also to selected non-European markets and is carried out via research (internet and database), job advertisements on the internet, cooperation with universities and colleges, the employment agencies of the respective countries, via the websites of the respective partner network in the respective countries as well as via the contractor's own website and social networks, word-of-mouth recommendations of already placed persons as well as Holalemania's personal network.

Holalemania's brokering activities do not include any brokering that is required under §§ 292 SGB III i.V.m. § 38 BeschVO and the corresponding attachment (https://www.gesetze-im-internet.de/beschv_2013/anlage_1.html) may only be carried out by the Federal Employment Agency or are subject to authorisation.

Also excluded are placements from nations that are on the current WHO list (red list) or from countries that otherwise have problems meeting their own demand for care workers.

The following principles underlie all our actions and mediation activities:

- The observance of the International Human Rights Conventions
- Compliance with the ILO core labour standards, in particular the general principles and operational guidelines for fair recruitment of the ILO and thus

equal treatment of the recruited persons to national workers as well as protection against costs incurred by the recruitment for the worker
https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_456941.pdf

- Adhering to the IRIS standards of the International Organisation of Migration by ensuring that recruited people are employed ethically and fairly -> <https://iris.iom.int/fair-employers>

The focus of Holalemania's work is sustainability and the lasting satisfaction of both client and candidate. We ensure this through the following principles, among others, on which we check our clients as standard:

- Equal pay with all other employees, usually through collective agreements with a minimum term of 2 years, normally unlimited.
- No repayment obligations that represent a burden or a hurdle for the new employee, i.e. short terms (max 2 years after recognition) and reasonable costs (max. the costs of the language course)
- Structured familiarisation concept, especially in the phase of adaptation measures/preparatory courses
- Willingness to train the teams through Holalemania incl. testing of the teams for welcome culture
- Willingness to provide regular feedback and to accompany the onboarding together with Holalemania

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