

## written statement by the company for the recruitment and use of international nurses



### Our values and our behavior

We are committed to fair and ethical recruitment and placement practices.

We act responsibly, because our motto is "Responsible action can only be taken by those who are aware of their responsibility" and we are aware that our thoughts and actions influence our nurses, our customers and our company.

We attach great importance to trust, because everyone who works with us can be sure of our loyalty and reliability. We treat our customers and partners as we would like to be treated, regardless of whether they are business people or unskilled workers.

We communicate actively with our candidates and partners to ensure a good and sustainable cooperation.

We support and accompany our candidates in activities, we accommodate them, provide security and address their needs.

We are convinced of life-long learning and are therefore able to implement fair and ethically justifiable recruitment and placement practices.

Treating our customers and partners with respect is very important to us - this is the basis for our success!

We strive to treat our candidates and partners fairly and humanely, which is why we pay attention to changes and adapt our behavior and processes to these changes.

Honesty is the basis of trust. Our candidates can expect sincerity and truthfulness from us, and that is exactly what we want.

### Commitment to the WHO Code of Conduct for the International Recruitment of Health Professionals

We are committed to that

we organize international recruitment in a way that is fair, transparent and sustainable and that negative effects on the health systems of developing countries are avoided and the rights of migrants are protected.

we do not limit the right of professionals to international mobility. We compensate for the shortage and strive for a sustainable supply of health professionals.

## **Commitment to the employer pays principle**

We are committed to

we will bear all costs for recruitment, language training, transfer as well as adjustment measures. This also applies to possible side agreements, arrangements, commitment and repayment clauses. Thus, the candidate is released for all occurring costs of the placement.