

Statement on the Fair and Ethical Recruitment of Nursing Professionals

Preamble

As a company, we are committed to the responsible, transparent, and ethically sound recruitment and placement of nursing professionals from Germany and abroad. Our work is guided by international standards as well as the principles of the RAL quality seal “Fair Recruitment of Nursing Staff in Germany.”

Voluntary Commitments

1. Fair and Ethical Recruitment and Placement Practices

We are committed to adhering to the six guiding principles of the RAL quality label “Fair Recruitment in German Care”

- **Written Records for Verifiability:**
All agreements and processes are designed to be traceable and documented.
- **No fees for registered nurses in the placement process:**
Registered nurses do not incur any costs in connection with the placement.
- **Limiting the financial risk for nursing professionals:**
Risks are minimized and not passed on to the recruited individuals.
- **Transparency regarding structures, services, and costs:**
All relevant information is communicated openly, clearly, and completely.
- **Sustainability and Participation:**
Recruitment is conducted with a long-term perspective, in a responsible manner, and with the involvement of all stakeholders.
- **Overall Responsibility:**
We take responsibility for the entire recruitment and placement process.

2. Compliance with International Recruitment Standards

We are committed to complying with the WHO Global Code of Practice on the International Recruitment of Health Personnel.

In particular:

- We do not recruit from countries listed on the current WHO “Health Workforce Support and Safeguards List.”

Reference/Download:

- WHO website: [World Health Organization \(WHO\)](#)
- Current “Health Workforce Support and Safeguards List” / WHO List: [Microsoft Word - Support and Safeguards List 2023 final web 4.docx](#)

3. Respect for Human Rights

We are committed to complying with internationally recognized human rights standards, in particular:

- ILO-Kernarbeitsnormen
- ILO-Grundsätze und operativen Leitlinien für faire Rekrutierung
- UN-Leitprinzipien für Wirtschaft und Menschenrechte
- as well as relevant international human rights treaties of the United Nations

Link/Download::

- ILO-Kernarbeitsnormen: [Normenkontrolle | International Labour Organization](#)
- ILO-Leitlinien für faire Rekrutierung: <https://www.ilo.org/media/429541/download>
- UN-Leitprinzipien für Wirtschaft und Menschenrechte:
https://www.globalcompact.de/migrated_files/wAssets/docs/Menschenrechte/Publikationen/leitprinzipien_fuer_wirtschaft_und_menschenrechte.pdf
- Auflistung sowie Allgemeine Erklärung der UN-Menschenrechte. [OHCHR | Universal Declaration of Human Rights - German \(Deutsch\)](#)

4. Employer-Pays-Prinzip

We are committed to ensuring that nursing professionals:

- do not bear any direct or indirect placement costs,
- do not have to pay for any placement-related services.

This applies throughout the entire service chain.

5. Handling of Lock-in, Repayment, and Liquidated Damages Clauses

We expressly undertake not to use, support, or make the inclusion of lock-in, repayment, or liquidated damages clauses the subject of our mediation services in employment contracts.

These principles apply as a binding part of our placement services, regardless of whether they are expressly stipulated in the contractual documents.

In particular, they are also taken into account when reviewing and drafting the terms of employment contracts. The goal is to ensure that the employment relationships we facilitate do not contain any retention, repayment, or contractual penalty provisions that are detrimental to employees.

6. No Poaching from Existing Placement Relationships

We undertake not to actively solicit or recruit healthcare professionals who are already in an existing contractual or placement relationship with another recruitment agency for the purpose of placing them through our company.

As a general principle, our recruitment activities are based on the healthcare professional's own initiative in making contact with us. If a healthcare professional is already being supported or placed by another recruitment agency and an existing contractual relationship is in place, we will not interfere with this placement relationship or engage in any active solicitation.

In doing so, we commit to fair and respectful competition among recruitment agencies and to respecting existing placement relationships.

Fridingen, 03.09.2026

Ort, Datum



Geschäftsführer