

## Corporate principles of apm medical GmbH for the recruitment and deployment of international nursing staff

The apm medical GmbH is committed to fair and ethical recruitment and placement practices in accordance with the six guiding principles of the “Fair Recruitment Nursing Germany” quality seal.

Our voluntary commitment still includes:

### 1. The WHO Global Code of Conduct:

We align our corporate practices with the World Health Organization's (WHO) Global Code of Conduct for the International Recruitment of Health Professionals. This includes respectful, transparent and ethical recruitment.

### 2. Compliance with international agreements:

We are committed to respecting [international human rights conventions](#), [the United Nations Guiding Principles on Business and Human Rights](#) and the [General Principles and Operational Guidelines for Fair Recruitment of the International Labor Organization \(ILO\)](#). Our practice is based on the [ILO core labor standards](#).

### 3. Transparency of structures, services and costs:

As part of our guiding principles, we are committed to complete transparency regarding the structures, services and costs of the placement process. We therefore use the following template for every placement to ensure the transparency of the entire process for all persons involved:

[https://pfliegerrecruiter.de/wpcontent/uploads/2024/05/MustervorlagePB\\_3\\_011021.pdf](https://pfliegerrecruiter.de/wpcontent/uploads/2024/05/MustervorlagePB_3_011021.pdf). In addition, the care professional is informed in detail about all services included in the placement process via a placement contract.

### 4. Sustainability and participation:

Our recruitment and placement approach focuses on the well-being and successful integration of each individual nurse. By accompanying nurses through every step of the process on their way into the German healthcare system and culture, we ensure that nurses feel comfortable in Germany in the long term. In this way, we not only ensure the satisfaction of the nurses, but also support our clients in meeting their staffing needs in the long term so that they can concentrate fully on running their healthcare facilities.

**5. Overall responsibility for the entire service chain:**

We are committed to ensuring the safety and protection of care professionals as well as compliance with laws, conventions and the aforementioned codes along the entire service chain. We reserve the right to check our partners' and customers' compliance with these principles.

**6. Free recruitment and placement:**

It is our policy not to charge any direct or indirect recruitment costs or fees to nursing staff. We only support placement and recruitment companies that adhere to the [Employer Pays Principle](#). This part of our self-commitment is also reflected in our

[general terms and conditions](#) and in the placement contract concluded with the care professional.

**7. Contractual relationships without counterproductive clauses:**

We undertake not to place caregivers in contractual relationships that contain repayment and commitment clauses that are not in line with the "Fair Recruitment Care Germany" quality mark, and to waive any commitment and repayment obligations ourselves, taking into account the exceptions mentioned in criterion 3.4.