

This statement was last updated on **30.06.2023**

Dear Sir/Madam,

In the context of our recruitment and deployment of international nursing professionals within our company, we hereby provide the following written statement:

1. **Commitment to fair and ethical recruitment and placement practices:** We are committed to implementing fair and ethical recruitment and placement practices in accordance with the principles of the "Fair Recruitment in Nursing Germany" certification. We place special emphasis on transparency, information provision, and the protection of nursing professionals' rights.
2. **Alignment of company practices with the WHO Global Code of Practice on the International Recruitment of Health Personnel:** We commit to aligning our company practices with the World Health Organization's (WHO) Global Code of Practice on the International Recruitment of Health Personnel. This includes adherence to ethical principles, the protection of human rights, and the prevention of exploitation.
3. **Compliance with international agreements:** We commit to complying with international human rights conventions as well as the core labor standards of the International Labour Organization (ILO). We particularly pay attention to the ILO's General Principles and Operational Guidelines for Fair Recruitment.
4. **No charging of recruitment or placement fees to nursing professionals:** We commit to not charging any direct or indirect recruitment or placement fees to nursing professionals. Furthermore, we only support recruitment and placement agencies that adhere to the employer-pays principle, where the costs are borne by the employers.
5. **Non-recruitment into contracts containing non-compliant repayment and retention clauses:** We commit to not recruiting into contracts that contain repayment and retention clauses that are not in line with the standards of the "Fair Recruitment in Nursing Germany" certification. We strive to ensure that all contractual conditions are fair, transparent, and respectful of the rights of nursing professionals.

With this written statement, we reaffirm our commitment to fair and ethical recruitment and placement practices regarding international nursing professionals. We are dedicated to protecting the rights of nursing professionals and ensuring that they work under fair conditions within our company.

Best regards,

Medical Workforce Cherif GmbH

Fathi Cherif (Chief Executive Officer)

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