

Statement of Principles of K&K social resources and development GmbH

For better readability, the generic masculine form is used in this contract. The terms referring to persons used in this contract apply to all genders, unless otherwise indicated.

K&K social resources and development GmbH (hereinafter referred to as K&K) responsibly recruits international nursing staff worldwide and offers a comprehensive concept to both employees and employers. In this concept, the promotion of integration and the idea of diversity to support sustainable and successful collaboration are essential components of our corporate philosophy.

1. Guidelines for "Fair Recruitment of Nursing Professionals in Germany"

K&K commits to responsibly recruiting nursing professionals from abroad in accordance with the applicable provisions of fair and ethically justifiable recruitment and placement practices. In line with the "Fair Recruitment of Nursing Professionals in Germany" seal of quality, K&K adheres to the following guiding principles:

1.1 Written Verification

All contracts and information for the entire service chain are documented in writing and digitally managed (CRM). In conversations with candidates, at least one recruiter who speaks both the native language and German is present.

1.2 No Recruitment Fees for Nursing Professionals

K&K adheres to the Employer Pays Principle as per the International Labor Organization (ILO). Nursing professionals do not incur any direct or indirect placement fees or costs for services directly related to the placement. No payments such as deposits or bonds are required from participants. K&K advances costs in case of subsequent matching. Nursing professionals incur no costs for language acquisition at K&K from the time of signing the employment contract, up to one year retroactively upon presenting proof of payment. The decisive date for reimbursing costs retroactively up to one year is the day of signing the employment contract. Binding and repayment obligations are waived, considering the exceptions stated in the "Candidate Placement Contract," § 6, paragraphs 6.1 & 6.2. These measures limit the economic risk for our candidates.

Further information: <https://kuk-medizin.de/internationale-bewerber/>

1.3 Limiting Economic Risk for Nursing Professionals

K&K adheres to the principle of "Limiting the Economic Risk for Nursing Professionals": By financing recruitment, language training, and travel, K&K limits the economic risk for our candidates. K&K does not place candidates in employment relationships that include binding and repayment obligations related to the costs of placement.

1.4 Transparency of Structures, Services, and Costs

The transparency of all processes and their progress, as well as structures, is ensured through software-based procedures (automation) at K&K. Effective communication with candidates is ensured through native-speaking recruiters. K&K's departments ensure quality control in the specialized field based on active quality management. Candidates receive the draft contract and the qualification agreement (form: Experiences-Requirements-Job Offer) 7 days before signing the contract, in accordance with the seal of quality's requirements catalog. K&K ensures the comprehensive provision and dissemination of all relevant information for labor migration into nursing in Germany.

1.5 Sustainability and Participation

To support the integration of international professionals, particularly in nursing and medicine, we have developed a comprehensive integration concept that, in addition to language promotion, includes counseling and organizational integration, as well as interactive training concepts. These trainings convey socio-political and intercultural competencies for interacting with the local workforce and the German host society. With our training concepts and consulting services throughout the entire recruitment phase and beyond, we pursue four main goals:

- Long-term retention of international professionals in German companies, which helps reduce the shortage of skilled workers, particularly in nursing.
- Strengthening the resilience and confidence of international professionals in dealing with employers.
- Promoting the socio-political and democratic participation of international professionals in Germany.
- Supporting employers in establishing an organizational and corporate culture that values and sustains diversity.

Our concept aims to advance the international and intercultural opening process in German companies. We advocate for fair and ethically high-quality recruitment of international professionals, particularly nursing professionals.

K&K sees itself as a process facilitator for integration and diversity. Through the integration concept, it sets the professional and social course and thus contributes to improving the socio-economic conditions of international nursing professionals and to reducing the shortage of skilled workers (especially the nursing shortage) in Germany.

1.6 Overall Responsibility

K&K is aware of the great responsibility of international placement and takes overall responsibility for its entire service chain. The responsibility for implementing this statement is managed by the management with the support of the leadership team. This ensures that every area of the company and the entire service chain is aware of the responsibility for respecting human rights and its daily implementation. In the interest of quality management, regular training on updates is conducted for all responsible parties.

2. WHO Global Code of Practice

K&K commits to aligning its corporate practices in the recruitment and placement of international nursing professionals with the five main aspects of the WHO Code of Practice for the international recruitment of health personnel:

- **Recruitment Practice Aspect:** The personnel situation in recruiting countries is considered; recruitment is explicitly avoided in countries with personnel shortages.
- **Employment Conditions Aspect:** The importance of equality, i.e., equal treatment of domestic personnel, is emphasized.
- **International Cooperation Aspect:** Cooperation between the receiving and origin countries of health personnel is strengthened.
- **Domestic Personnel Aspect:** The development of strategies to meet personnel needs with domestic staff is prioritized.
- **Research and Evaluation Aspect:** The international migration of health personnel is accompanied by data collection, research programs, and regular evaluations.

3. International Standards

K&K commits to adhering to international standards within the recruitment and placement process for nursing professionals:

The foundation consists of international human rights conventions, including but not limited to:

- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)
- United Nations Guiding Principles on Business and Human Rights

The ILO Core Labor Standards for fundamental labor rights, particularly the general principles and operational guidelines for fair recruitment:

- Freedom of association and the right to collective bargaining
- Elimination of forced labor
- Abolition of child labor
- Prohibition of discrimination in employment and occupation

The IRIS standards aim to promote ethical and fair recruitment as the norm for labor migrants:

- Promoting respect for the rights of labor migrants
- Improving transparency and accountability in recruitment
- Promoting the "Employer Pays" principle (see 3.)
- Strengthening public policies, regulations, and enforcement mechanisms