

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

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" seal of approval.

Our self-commitment also includes:

1. WHO Global Code of Conduct:

We align our corporate practices with the World Health Organisation's (WHO) Global Code of Conduct for the International Recruitment of Healthcare 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 Labour Organization \(ILO\)](#). Our practice is based on the [ILO core labour standards](#).

3. Recruitment and placement free of charge:

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](#).

4. 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.