

Statement of Principles

Principles for the Fair Placement of Nursing Professionals

SBP Management haftet nicht für Übersetzungsfehler.

SBP Management is committed to maintaining the highest ethical and qualitative standards in the placement of nursing staff. Our policy statement is based on the following principles and guidelines:

1. Adherence to the Guiding Principles of the Seal of Approval We are committed to adhering to the following principles to ensure verifiability, transparency and fairness in our mediation process:

- Writing for verifiability: All our processes and agreements are documented in writing to ensure transparent and traceable mediation.
- Free placement process for nurses: We do not charge any placement fees to nurses. All costs are borne by the employer and SBP (see Employer Pays Principle). Limiting the economic risk for nurses: We are committed to ensuring that nurses do not have to bear any financial risks in connection with their placement.
- Transparency on structures, services and costs: We inform all parties involved clearly and comprehensively about the structures, services and costs of our placement process.
- Sustainability and participation: We promote sustainable placement practices and the active participation of nurses in the placement process.
- Overall responsibility for the entire service chain: We take responsibility for the entire mediation process and ensure that all partners and service providers meet our high standards.

2. Compliance with the WHO Global Code of Practice We are committed to complying with the WHO Code of Conduct for the International Recruitment of Health Professionals. For more information, visit the WHO website.

3. Compliance with international human rights standards Our work is guided by the highest international human rights standards, including:

- ILO Core Labour Standards: We comply with the International Labour Organization's core labour standards as described on the ILO website.
- ILO General Principles and Operational Guidelines for Fair Recruitment: Our placement practices are in line with the ILO's General Principles and Operational Guidelines for Fair Recruitment.
- United Nations Guiding Principles on Business and Human Rights: We follow the United Nations Guiding Principles on Business and Human Rights as presented on the UN website.
- UN international human rights treaties: We respect and promote the international human rights treaties of the United Nations.

4. Waiver of placement and repayment costs* (*Exceptional cases of general terms and conditions - §3 repayment clause)

We do not charge any placement costs directly or indirectly from the nursing staff and waive binding and repayment agreements (exceptions see terms and conditions). For more information, please visit our website.

5. Promotion of integration and support We are committed to providing measures and tools for the operational and social integration of nursing staff, including language support and support for induction.

6. Quality assurance and monitoring of compliance with the policy statement SBP reserves the right to monitor compliance with the policy statement by our partners or clients. Part of quality management consists of terminating cooperation in the event of repeated non-compliance with this policy statement.

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In this way, we ensure compliance with our corporate standards.

Contact and further information For more information, please visit our company website or contact us by e-mail: info@sbp-management.com.