

Policy Statement on Fair and Responsible Recruitment

(in accordance with the quality seal “Fair Recruitment of Nurses Germany”)

1. Commitment and Corporate Responsibility

Adventus International GmbH is committed to fair, transparent, and responsible recruitment and placement of internationally qualified nursing professionals. We acknowledge the special responsibility associated with cross-border recruitment in the healthcare sector and align all our business activities with international human rights, labour, and ethical standards.

This policy statement applies to all business activities, all employees, and all business partners of Adventus International GmbH throughout the entire service and recruitment chain, both domestically and internationally.

2. Principles of the Quality Seal “Fair Recruitment of Nurses Germany”

Adventus International GmbH explicitly commits to complying with the six guiding principles of the state quality seal “Fair Recruitment of Nurses Germany”:

1. Written Documentation and Verifiability

All relevant information, contractual terms, processes, and agreements are documented in writing, made transparent, and provided in a timely and comprehensible manner to all involved parties.

2. Free-of-Charge Recruitment for Nursing Professionals (Employer-Pays Principle)

Nursing professionals must not bear any recruitment or placement fees or related costs, whether directly or indirectly

3. Limitation of Financial Risk for Nursing Professionals

Financial risks associated with international recruitment may only be transferred to nursing professionals to a strictly limited and clearly regulated extent. We reject inadmissible binding, repayment, or penalty clauses.

4. Transparency of Structures, Services, and Costs

We transparently disclose our recruitment processes, responsibilities, services, and cost structures to enable all parties to make informed decisions

5. Sustainability and Participation

We promote sustainable recruitment practices that support long-term employment, social and workplace integration, and respect the participation and autonomy of nursing professionals.

6. Overall Responsibility for the Entire Service Chain

Adventus International GmbH assumes responsibility for its own actions as well as for the actions of all commissioned partners throughout the entire recruitment and service chain.

3. Compliance with International Standards and the WHO Code

Adventus International GmbH commits to complying with the WHO Global Code of Practice on the International Recruitment of Health Personnel.

In particular, we ensure that:

- no active recruitment takes place in countries listed on the currently applicable WHO Health Workforce Support and Safeguards List,
- internationally recruited nursing professionals enjoy the same rights and working conditions as domestically trained staff,
- recruitment and contractual practices are fair, lawful, and transparent.

The decisive criterion is the habitual residence of the nursing professional prior to migration, not solely their nationality.

4. Respect for Human Rights and Labour Standards

Adventus International GmbH is committed to respecting internationally recognised human rights and labour standards, in particular:

- the ILO Core Labour Standards,
- the ILO General Principles and Operational Guidelines for Fair Recruitment,
- the United Nations Guiding Principles on Business and Human Rights, and
- relevant international United Nations human rights treaties.

We do not tolerate any form of coercion, deception, discrimination, exploitation, or abuse within the recruitment and placement process.

5. Employer-Pays Principle and Waiver of Inadmissible Binding and Repayment Clauses

Adventus International GmbH explicitly commits to:

- charging no recruitment or placement fees to nursing professionals, either directly or indirectly,
- not passing on any costs directly related to recruitment, such as language training, recognition procedures, travel, or visa costs,
- refraining from placing nursing professionals into employment relationships that contain inadmissible binding or repayment clauses.

Where repayment arrangements are permitted in legally defined exceptional cases, they are transparent, proportionate, time-limited, and fully compliant with the requirements of the quality seal.

6. Responsibility Towards Business Partners

Adventus International GmbH contractually obliges all business partners to comply with the requirements of this policy statement and the standards of the quality seal.

This includes:

- a general and event-related right of audit, and
- a right of termination in the event of repeated or serious violations.

Violations by business partners are not tolerated and will result in appropriate remedial measures, up to and including termination of the business relationship.

7. Communication and Accessibility

This policy statement is:

- made publicly accessible (e.g. on our website),
- communicated in an appropriate and target-group-oriented manner, and
- provided in the relevant languages of the countries of recruitment.

It serves as a binding framework for nursing professionals, employees, business partners, and all other stakeholders.

8. Final Provisions

Adventus International GmbH regularly reviews the implementation of this policy statement and continuously develops its processes to ensure fair, ethical, and sustainable recruitment practices.