

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 recruitment and placement activities with international human rights, labour, and ethical standards.

This policy statement applies to all activities of Adventus International GmbH relating to the recruitment and placement of internationally qualified nursing professionals. It applies to all employees, customers, business partners, subcontractors, and other parties involved 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 the respective parties concerned

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 nursing professionals are recruited whose habitual residence immediately prior to migration is in a country included in the currently applicable WHO Health Workforce Support and Safeguards List,
- internationally recruited nursing professionals are granted the same rights and equivalent working conditions as domestically trained staff in comparable positions
- recruitment and contractual practices are fair, lawful, and transparent.

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 and the Definition of Recruitment Fees and Related Costs,
- 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;
- ensuring that, where the recruitment and placement process is completed as intended, nursing professionals do not bear any costs for services directly related to recruitment and placement, including language training, recognition procedures, travel, or visa costs. This commitment applies throughout the entire service and recruitment chain;
- waiving binding and repayment obligations in recruitment and placement agreements with nursing professionals, except in the narrowly limited cases permitted under Criterion 3.4 of the applicable Quality and Testing Provisions;
- refraining from placing nursing professionals into employment relationships whose employment contracts contain binding or repayment obligations relating to recruitment or placement costs.

Any repayment provision permitted under Criterion 3.4 of the applicable Quality and Testing Provisions is limited to the exceptional cases permitted there. It must be fully transparent, proportionate, and time-limited, may cover only actual, paid, documented, and individually attributable eligible costs, and may not constitute a lump-sum payment or contractual penalty.

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.

Where any party in the service or recruitment chain unlawfully charges a nursing professional any costs covered by the Employer-Pays Principle, Adventus International GmbH shall ensure that these payments are reimbursed and that appropriate remedial measures are taken.

7. Communication and Accessibility

This policy statement is publicly available on our website, communicated in a targetgroup-appropriate manner, and provided to each nursing professional in a language they understand.

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.