

STATEMENT OF PRINCIPLES

on the fair, ethical and responsible recruitment and placement of international nursing professionals

Medi International GmbH

Corporate commitment under the Quality and Testing Provisions RAL-GZ 912 “Faire Anwerbung Pflege Deutschland”

Preamble

Medi International GmbH is committed to the fair, ethically responsible, transparent and sustainable recruitment and placement of international nursing professionals. The dignity, self-determination, rights and economic security of nursing professionals are at the centre of this commitment, together with the realistic and reliable organisation of the entire recruitment, recognition and integration process.

This Statement of Principles specifies the corporate commitment of Medi International GmbH for all recruitment and placement processes for which it is responsible. It is guided by the applicable Quality and Testing Provisions of the RAL Quality Mark “Faire Anwerbung Pflege Deutschland” (RAL-GZ 912), by the WHO Global Code of Practice on the International Recruitment of Health Personnel in its applicable version, and by the international human rights and labour standards listed below.

This Statement of Principles is a binding standard of conduct for the management, all employees involved in recruitment, placement, qualification, recognition and integration and – within the scope of their contractual involvement – for business partners within the service chain.

1. Commitment to the six guiding principles of the RAL Quality Mark

Medi International GmbH undertakes to align its recruitment and placement practices with the six guiding principles of the RAL Quality Mark “Faire Anwerbung Pflege Deutschland” and to implement them effectively in all process steps for which it is responsible.

1.1 Written documentation to ensure verifiability

Material information, agreements, services, rights and obligations as well as key process steps are documented in writing in a traceable and verifiable manner. Information and contractual documents are provided to the nursing professional in good time and in a form that enables an informed decision. Oral side agreements that contradict the conditions documented in writing or alter them to the detriment of the nursing professional are not tolerated.

1.2 No-cost recruitment and placement process for nursing professionals

For nursing professionals, the placement and recruitment process is free of charge in accordance with the Employer-Pays Principle. Medi International GmbH does not charge, directly or indirectly, placement fees or other costs for services connected with recruitment or placement. This principle applies throughout the entire service chain and must also be ensured as binding for participating business partners.

1.3 Limitation of economic risk for nursing professionals

Medi International GmbH structures its processes so that economic risks for nursing professionals are avoided as far as possible and, in any event, limited to the extent permitted by the Quality and Testing Provisions. Financial commitments, deposits, security payments, contractual penalties or other

impermissible means of pressure are not required. Permissible exceptional cases of repayment obligations are governed exclusively by the applicable requirements of Criterion 3.4 of the RAL Quality and Testing Provisions and must be interpreted narrowly, presented transparently and structured fairly.

1.4 Transparency regarding structures, services and costs

Medi International GmbH informs nursing professionals transparently, comprehensibly and in good time about the structure of the recruitment and placement process, the entities involved, the services to be provided by Medi International and third parties, the key stages of the recognition and migration procedure and any costs that are not to be borne by the nursing professional. At all times, the nursing professional should be able to identify who is responsible for each process step and whom to contact in the event of questions or problems.

1.5 Sustainability and participation

The aim of Medi International GmbH is not merely the short-term filling of a vacancy, but long-term sustainable employment in Germany that succeeds professionally and socially. Nursing professionals are treated as self-determined participants in the process. Their professional preferences, personal circumstances and feedback are given appropriate consideration. Their freedom to decide on offered jobs and the possibility of rejecting offers without undue pressure are respected. Integration, language development, professional recognition and reliable support are understood as an interconnected process.

1.6 Overall responsibility

Medi International GmbH assumes responsibility for the recruitment and placement processes it manages, including third parties it uses or commissions. The requirements of the RAL Quality Mark are passed along the service chain through suitable contractual, organisational and monitoring measures. Identified violations or risks are reviewed, documented and addressed through appropriate remedial and preventive measures.

2. WHO Global Code of Practice and responsible recruitment

Medi International GmbH undertakes to comply with the WHO Global Code of Practice on the International Recruitment of Health Personnel in its applicable version. The principles set out therein concerning ethically responsible international recruitment, the protection of health systems in countries of origin and the fair treatment of internationally recruited health and nursing professionals form a binding framework for its recruitment practices.

Medi International GmbH does not recruit in countries listed on the currently applicable WHO Health Workforce Support and Safeguards List. Changes to the WHO list or to the relevant quality-related requirements are taken into account without delay.

3. International human rights and labour standards

Medi International GmbH undertakes to respect internationally recognised human rights and labour standards. Relevant reference frameworks include in particular:

- the ILO core labour standards and the fundamental principles and rights at work, in particular freedom of association and collective bargaining, elimination of forced labour, abolition of child labour, elimination of discrimination in employment and occupation, and the right to a safe and healthy working environment;
- the ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs;

- the United Nations Guiding Principles on Business and Human Rights;
- the relevant international human rights treaties of the United Nations.

Discrimination, exploitation, coercion, deception, intimidation and any other impairment of the nursing professional's free decision-making are not tolerated. Within its own sphere of responsibility, Medi International GmbH works to ensure that these standards are also complied with by all participating business partners.

4. Employer-Pays Principle and prohibition on shifting costs

Medi International GmbH undertakes to comply consistently with the Employer-Pays Principle. Nursing professionals must not bear, directly or indirectly, placement fees or costs that are directly or indirectly connected with recruitment and placement. This applies throughout the entire service chain.

In particular, such costs must not be shifted to the nursing professional or their relatives through wage deductions, deposits, security payments, contractual penalties, subsequent payment demands, hidden fees or other economic burdens. Business partners are contractually required to comply with the Employer-Pays Principle.

If, contrary to these principles, a nursing professional has made payments within a service chain attributable to Medi International GmbH, the matter will be examined without delay and – insofar as the requirements of the applicable Quality and Testing Provisions are met – reimbursement and appropriate remediation will be ensured.

5. Retention and repayment obligations

In placement agreements with nursing professionals, Medi International GmbH waives retention and repayment obligations unless an exception expressly permitted under Criterion 3.4 of the applicable RAL Quality and Testing Provisions applies. Such an exception must not serve to shift placement or recruitment costs to the nursing professional.

Medi International GmbH does not place nursing professionals into employment contracts containing retention or repayment obligations insofar as those obligations relate to recruitment or placement costs or circumvent the Employer-Pays Principle. Any repayment provisions permitted under the Quality and Testing Provisions must be presented in full, clearly, transparently, proportionately and comprehensibly before the contract is concluded.

6. Transparent and fair contracting and placement practices

Nursing professionals receive the information essential to their decision in good time, in a traceable manner and in a form appropriate to the recipient. This includes, in particular, information about the process and duration of recruitment, recognition and migration, the specific services of Medi International GmbH, the role of participating business partners, the intended job offer and the relevant terms and conditions of employment.

Medi International GmbH ensures that decisions by nursing professionals are made voluntarily and on an informed basis. Time pressure, misleading information or undue influence are avoided. Nursing professionals are given the opportunity to ask questions, make use of advisory services and review the documents provided to them before entering into a binding commitment.

7. Corporate due diligence and responsibility within the service chain

Medi International GmbH takes human rights and quality-related risks into account in its quality and process management. It requires its business partners in Germany and abroad to comply with the requirements of the RAL Quality Mark and this Statement of Principles that are relevant to the respective process, and reserves appropriate rights to information, audit and remediation and – in the event of serious or unremedied violations – rights of termination.

Within the service chain, in particular the taking or withholding of passports, the use of coercion, misrepresentation of facts and impermissible payment demands directed at nursing professionals or their relatives are not tolerated.

Medi International GmbH undertakes to maintain a freely accessible, transparent complaint procedure appropriate to the intended users. Reports and complaints are examined confidentially, impartially and without any disadvantage to the reporting or complaining person. Where a violation is identified, appropriate remedial and preventive measures are taken.

8. Public and audience-appropriate communication

This Statement of Principles is made publicly accessible and communicated in a manner that enables the respective recipients to take actual notice of it. Nursing professionals are provided with the Statement of Principles in a language in which they are proficient. It is made available as part of the placement documentation and published in an appropriate manner, in particular through the publicly accessible information channels of Medi International GmbH.

9. Implementation, review and further development

The management is responsible for ensuring that this Statement of Principles is implemented in the relevant business processes. Responsibilities, controls and evidence are structured within the internal quality and process management system so that compliance with the commitments can be verified.

The Statement of Principles is reviewed when the relevant legal, quality-related or international requirements change and when circumstances otherwise warrant review, and is amended where necessary. The currently applicable version is communicated publicly and in a manner appropriate to the intended recipients.

10. Entry into force and binding effect

This Statement of Principles enters into force upon its adoption by the management of Medi International GmbH. It applies to all activities of Medi International GmbH attributable to the international recruitment, placement, qualification, recognition and integration of nursing professionals. As an internal corporate commitment, it is a binding standard for the design of the relevant processes and contractual relationships.

Place, date

Ostfilden, 21.8.26

Medi International GmbH



Management / legally authorised representation

Normative reference framework (documentation note)

The above Statement of Principles has been aligned in particular with the following bases relevant to certification:

- German Act to Ensure the Quality of Recruitment of Nursing Professionals from Abroad (Gesetz zur Sicherung der Qualität der Gewinnung von Pflegekräften aus dem Ausland – AuslPflKrGewQSG), in particular Sections 1 to 3;
- Quality and Testing Provisions RAL-GZ 912 “Faire Anwerbung Pflege Deutschland”, March 2024 edition, in particular Criterion 2.1 and, additionally, Criteria 2.3 and 3.4;
- WHO Global Code of Practice on the International Recruitment of Health Personnel, 2010, further developed by Resolution WHA79.12 of 23 May 2026;
- the WHO Health Workforce Support and Safeguards List, as applicable from time to time;
- ILO Declaration on Fundamental Principles and Rights at Work (1998, amended 2022) and the Fundamental Conventions;
- ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs;
- United Nations Guiding Principles on Business and Human Rights (2011);
- the relevant international human rights treaties of the United Nations.

Note: This section serves to ensure the internal and external traceability of the normative reference points. The applicable legal and quality-related requirements remain authoritative.