

## Menara Recruiting GmbH's Policy

### on Fair and Ethical Recruitment of Nursing Professionals

**Integrity, fairness, and respect** are the cornerstones of our actions. We set the **highest standards** and work **transparently** and **openly** to earn the trust of our clients and applicants and to develop long-term partnerships. Our **ethical** approaches are based on these **fundamental principles**, which form the **basis** of our daily work. Therefore, we voluntarily commit to the **principles** of the "**Faire Anwerbung Pflege Deutschland**" seal of quality and the WHO **Global Code of Practice** on the International Recruitment of Health Personnel.

These **principles** include:

- Documentation for verifiability
- Free of charge recruitment process for nursing professionals
- Limitation of economic risk for nursing professionals e
- Transparency regarding structures, services, and costs
- Sustainability and participation
- Overall responsibility

#### Commitment to Compliance with the WHO Global of Practice

We commit to adhering to the [WHO Global Code of Practice on the International Recruitment of Health Personnel](#). In particular, we do not recruit in countries listed on the current [WHO health workforce support and safeguards list](#). We are currently focused on recruiting nursing staff from Morocco and Algeria.

#### Commitment to Compliance with International Human Rights Standards

Our recruitment and placement practices comply with international human rights standards, specifically:

- The [ILO core labor 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](#)
- The [International UN human rights treaties](#)

## **Employer-Pays Principle**

We commit to not charging any direct or indirect recruitment fees to nursing professionals. This also applies to all services directly related to the recruitment process. All costs within the service chain are borne by the employer.

## **Waiver of Binding and Repayment Obligations**

Our placement contracts with care professionals do not contain any commitment or repayment obligations in connection with the placement costs. We also do not place people in employment contracts that contain such obligations.

## **Public Relations**

Our declaration of principles is communicated publicly and appropriately to the target audience. It is accessible to all interested parties and is regularly updated to ensure that our practices meet the highest ethical standards.