

Ladies and Gentlemen

In the course of recruiting and deploying nursing staff from different countries in our company, we would like to make the following statement:

**1. Obligation to carry out fair and ethical recruitment and placement practices:** We are committed to carrying out fair and ethical recruitment and placement practices in accordance with the principles of the “Fair Recruitment Care Germany” quality mark. We pay particular attention to clarity, education and the protection of the rights of nursing staff.

**2. Aligning our corporate practices with the World Health Organization (WHO) Global Code of Conduct:** We are committed to aligning our corporate practices for the international recruitment of healthcare professionals with the World Health Organization (WHO) Global Code of Conduct. This includes taking into account moral principles, protecting human rights and preventing exploitation.

**3. Compliance with international agreements:** It is our obligation to comply with the core labor standards of the International Labor Organization (ILO) and international human rights conventions. We pay particular attention to the ILO's General Principles and Operational Guidelines for Fair Recruitment.

**4. There are no placement costs or fees charged to the nursing staff:** We promise not to charge caregivers any direct or related placement costs or fees. In addition, we only provide support to placement and recruiting companies that adhere to the Employer Pays Principle, with employers covering the expenses.

**5. We undertake not to enter into any contractual relationships that do not meet the standards of the “Fair Recruitment Care Germany” quality mark if repayment and binding clauses are not compliant.** We are committed to fair and transparent contract design that respects the rights of nursing staff.

Our commitment to fair and ethical international nursing recruitment and placement practices is reinforced by this written statement. We strive to protect the rights of nurses and ensure that they work in our company in fair conditions.

Karray GmbH in October 2024