

Declaration of Commitment

We hereby confirm that all information provided in our concept paper and the associated documents accurately reflects the actual processes and standards of our company.

We expressly commit to complying with the requirements of the "Fair Recruitment Care Germany" quality seal and to regularly reviewing and improving our recruitment and integration practices in the spirit of transparency, fairness, and sustainability.

As part of this self-commitment, we guarantee:

- No placement fees or hidden costs for the nursing professionals
- Full coverage of costs for language courses, exams, visas, and travel
- We do not claim compensation unless a professional ends the contract early without valid reason – in which case, we reserve the right to request reimbursement of already incurred costs
- No use of binding clauses that violate ethical standards
- Recruitment only from countries not listed on the WHO Health Workforce Support and Safeguards List
- Support with all integration-relevant measures in Germany
- Promotion of a positive arrival culture and individual support
- Transparent communication of all rights, obligations, and framework conditions
- Processing of personal data in accordance with the GDPR, including reference to our data protection policy
- Explicit consent for the use of image material for public relations purposes – revocable at any time
- Exclusive cooperation with Heinz Personnel Solutions GmbH throughout the recruitment process

We promote a culture of openness, critical reflection, and continuous improvement. Feedback from professionals, partners, and clients is actively solicited, evaluated, and integrated into the optimization of our processes.

Berlin, 15.05.2025

Ort, Datum

gez. Geschäftsführung

Unterschrift der Geschäftsführung