

# Declaration of Commitment

We, Heinz Personnel Solutions GmbH, support nursing professionals from the Philippines in finding an employer, entering Germany, and especially integrating into their new professional and social environment.

We hereby confirm that all statements made in our concept paper and the related documents reflect the actual processes and standards of our company. We explicitly commit to ethical, lawful, and dignified international recruitment of nursing professionals and assume responsibility for all processes both in Germany and in the country of origin.

We explicitly commit to complying with the requirements of the quality seal “Fair Recruitment Healthcare Germany” and to the regular review and further development of our recruitment and integration practices in the spirit of transparency, fairness, and sustainability.

We further commit to the six guiding principles of the quality seal “Fair Recruitment Healthcare Germany”:

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## 1. Written Documentation for Verifiability

All essential information, agreements, contracts, and process steps are provided in written form, in a transparent manner, and in a language the nursing professional understands.

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## 2. No Fees or Costs for Nursing Professionals (Employer-Pays Principle)

We fully commit to the Employer-Pays Principle. This means:

- Nursing professionals do not bear any costs for services directly or indirectly related to the recruitment process.
- All recruitment-related costs — including language training, exam fees, visa and documentation costs, travel and transfer expenses, and recognition fees — are fully covered by the employer or the agency.
- This applies *without exception* across the entire service chain.

We contractually obligate all employers, cooperation partners, and subcontractors to comply with this principle. Any attempt to shift costs to the nursing professional is prohibited and renders such agreements immediately invalid.

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## 2.1 Reimbursement of Self-Paid Language Course Costs

In accordance with the Employer-Pays Principle, we commit to reimbursing nursing professionals for any self-paid language learning costs.

This includes, in particular:

- language course fees
- language examination fees
- necessary administrative fees incurred in the country of origin

Reimbursement may be claimed retroactively for up to one year from the signing of the German employment contract and is provided no later than upon commencement of employment in Germany, upon submission of valid payment receipts.

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## 3. Limitation of Economic Risks for Nursing Professionals

Repayment obligations are only permissible within the narrow scope of the RAL criteria and exclusively for actual, verifiable, and transparently communicated costs incurred in the country of origin.

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## 4. Transparency Regarding Structures, Services, and Costs

We communicate all rights, obligations, process steps, and services fully, in writing, clearly, and at an early stage to nursing professionals, employers, and partners.

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## 5. Sustainability and Participation

We accompany nursing professionals throughout the entire integration process — professionally, linguistically, and socially. Feedback is systematically collected and incorporated into continuous process improvement.

## 6. Overall Responsibility for the Entire Service Chain

We commit all partner agencies and subcontractors to uphold these standards and regularly review their compliance. In cases of violations, audit and termination rights are exercised consistently.

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## Compliance with International Standards

### 1. WHO Global Code of Practice

We adhere to the WHO Global Code of Practice on the International Recruitment of Health Personnel, the UN Guiding Principles on Business and Human Rights, and all relevant international human rights conventions.

We recruit exclusively from countries *not* listed on the WHO "Health Workforce Support and Safeguards List."

Current recruitment country: Philippines.

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### 2. ILO Standards and Guidelines

We comply with:

- ILO Core Labour Standards
  - ILO General Principles and Operational Guidelines for Fair Recruitment
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### 3. UN Guiding Principles & Human Rights / International Bill of Human Rights

We commit to:

- UN Guiding Principles on Business and Human Rights (UNGPR)
- relevant international human rights conventions, such as:
  - International Covenant on Civil and Political Rights (ICCPR)
  - International Covenant on Economic, Social and Cultural Rights (ICESCR)

- UN Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- UN Conventions against discrimination in employment

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### Within this Declaration, we further commit to:

- compliance with the ILO Core Labour Standards, ILO recruitment guidelines, and the WHO Global Code of Practice
- no direct or indirect recruitment fees or costs for nursing professionals — before, during, or after the recruitment process (Employer-Pays Principle)
- full coverage of costs for language courses, examinations, visas, travel, and recognition procedures
- repayment clauses only in accordance with RAL criteria and exclusively for actual, verifiable, transparently communicated costs
- no binding clauses that violate ethical or legal standards
- recruitment exclusively from countries outside the WHO critical shortage list
- ensuring that all contracted third parties (partner agencies, subcontractors) uphold the same ethical, legal, and quality standards; regular monitoring
- transparent communication of all rights, obligations, process steps, and potential costs from the beginning — in writing and in a language the nursing professional understands
- comprehensive support with all integration-related measures in Germany
- fostering a positive arrival culture, individual support, and long-term retention with employers
- active collection and evaluation of feedback from professionals, partners, and clients for continuous improvement
- processing personal data in accordance with the GDPR and our internal data protection policy
- obtaining clear consent for the use of images for public communication — revocable at any time
- exclusive cooperation with Heinz Personnel Solutions GmbH throughout the placement process

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We consider this Declaration of Commitment to be a binding foundation of our work and guarantee that all individuals within our company and our partner organizations comply with these standards.



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

Berlin, 13.11.2025

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Place, Date

gez. Die Geschäftsführung

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Signature of Management