

Policy statement by TÜV Rheinland Academy

- Skilled Labour Retention Segment-

on the fair recruitment and placement of nursing professionals

TÜV Rheinland Academy is committed to working transparently, sustainably and in accordance with recognised standards in the field of placing and recruiting nursing staff from abroad. In doing so, we are guided by the six guiding principles of the RAL quality mark "Fair Recruitment Nursing Germany" and implement these in our placement practice. The aim is to promote safe, fair and humane working conditions, ensure transparency and make the professional integration of nursing staff sustainable.

The guiding principles are:

1. **Written documentation for verifiability**
2. **No fees for the placement process for nursing professionals**
3. **Limitation of economic risk for nursing professionals**
4. **Transparency regarding structures, services and costs**
5. **Sustainability and participation**
6. **Full responsibility for the entire service chain**

As a certified company with the RAL quality mark, we are committed to consistently adhering to the high standards and requirements of recruitment and placement practices. We ensure that compliance with these requirements is regularly checked and guaranteed through independent monitoring in order to ensure quality and trust in the long term.

Responsible corporate management

As TÜV Rheinland Academy, we are committed to complying with and implementing the following international standards and regulations:

[WHO Global Code of Practice on the International Recruitment of Health Personnel:](#)

We also undertake not to recruit in countries that are listed on the current [WHO health workforce support and safeguards list](#).

[ILO Core Labour standards:](#)

Promotion of fair working conditions, including the elimination of forced labour and discrimination.

[ILO General principles and operational guidelines for fair recruitment and Definition recruitment fees and related costs:](#)

Ensuring that nursing personnel are recruited fairly, ethically and without exploitation.

[United Nations Guiding Principles on Business and Human Rights:](#)

Ensuring decent working conditions and respect for fundamental rights.

[International UN human rights agreements:](#)

Respect, protect and promote the universal rights set out in the International UN Human Rights Agreement.

Employer Pays Principle:

We undertake not to charge nursing staff, either directly or indirectly, any placement fees or costs for services directly related to the placement. All costs in the service chain are borne by the employer. This applies to the entire service chain.

Retention and repayment clauses:

Binding or repayment obligations are generally waived in placement contracts with nursing professionals. In addition, nursing professionals are not placed in employment contracts that include binding and repayment obligations.

Risk management and human rights due diligence:

We take responsibility for the entire service chain, including any potential breaches by third parties acting on our behalf. As part of our quality management system, we carry out regular risk analyses in collaboration with the relevant department and the Corporate Sustainability team. These analyses include, in particular:

- The vetting of potential business partners,
- Regular audits of business partners,
- The establishment of feedback channels for nursing professionals
- Training measures for employees, particularly in the context of international standards such as the United Nations Global Compact.

We have established a systematic risk management framework that ensures the identification, assessment and management of human rights risks. This comprises specific tools and procedures that enable transparent and traceable risk analysis and prevention. We are committed to regularly reviewing and further developing these measures to ensure the highest standards in the recruitment and placement of nursing staff.

Transparency and Communication:

Our policy statement is communicated publicly and in a manner appropriate to the audience. It is available to all interested parties and is regularly updated to ensure that our practices meet the highest ethical standards.