

ETHICS COMPASS



At RecruitMed, the focus is on people.

We know the challenges that a new start in Germany brings, because our intercultural team is made up of people from a wide variety of backgrounds. Combining professional and personal experience with migration, we know both sides of the integration process.

RecruitMed's mission is to address the acute shortage of medical professionals in Germany with the help of migration.

We are committed to respecting international human rights and other relevant global laws, such as the WHO regulations for the international recruitment of medical personnel. In compliance with these regulations, we only place personnel from countries where there is a surplus of caregivers.

In this context, RecruitMed GmbH commits itself in particular to:

- + The international human rights conventions ([UN](#)).
- + The WHO code of conduct for the international recruitment of health professionals ([WHO Code of Conduct](#)).
- + The „Employer-Pays“-principle ([definition by the ILO based on data from the Institute for Human Rights and Business](#)).
- + The ILO core labor standards ([overview, ILO report](#)).
- + The IRIS Standard of the International Organisation of Migration ([IRIS Standard](#)).

Our principles are supported and lived by all our employees, with the well-being of the people we place at the center.

At RecruitMed, we strive to follow the principle of «candidates first» as well as to meet all quality and testing requirements of the «Fair Recruitment Nursing Germany» seal of approval.

This guideline represents an important pillar in our objective. We are all required to live and implement the principles of this declaration in practice.

Policy statement of RecruitMed GmbH & Co. KG from 01.08.2022