

Principles Declaration

In the international recruitment of skilled professionals for German employers in the healthcare and education sectors, we uphold the principles of fairness and transparency. We recognize the significant social responsibility of our work for both the host country and the countries of origin, particularly for the professionals themselves. Therefore, we are committed to ensuring that professionals do not bear any costs associated with securing employment in Germany (the "no fee policy" or "employer pays principle"). TalentOrange adheres to the rigorous ethical and professional standards of the ["Fair Recruitment Nursing Germany"](#) (only available in German) label in our processes and requires the same commitment from our business partners. This means that all contracts are drawn up in writing and that there are no verbal side agreements.

Our code of conduct is rooted in the ["WHO Code of Conduct for the International Recruitment of Health Personnel"](#). This code serves as the paramount guideline for fostering sustainable cooperation between TalentOrange, the professionals, and the employers. Its primary objective is to harmonize the interests of all stakeholders in a fair and equitable manner. TalentOrange exclusively recruits healthcare personnel from countries that the WHO deems to have a sufficient supply of medical professionals, thus not appearing on the ["WHO health workforce support and safeguard list"](#).

Additionally, we pledge to uphold international human rights conventions, particularly the [Convention for the Protection of human Rights and Fundamental Freedoms of the European Union](#). TalentOrange is committed to complying with the [ILO Declaration on Fundamental Principles and Rights at Work](#) as well as the [ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs](#) and the [UN Guiding Principles on Business and Human Rights](#) and the [IRIS Standards](#) of the International Organization for Migration. These commitments give rise to the fundamental principles guiding our recruitment of foreign workers:

- Respect for the laws of all participating countries, including bilateral agreements and relevant labor and immigration laws.
- Prohibition of recruitment fees or deposits (the "employer pays principle").
- Thorough preparation for integration into the new workplace, including intercultural preparation by the receiving institution, which has developed integration measures and fosters a welcoming culture.
- Transparency and written form regarding hiring and employment conditions to enable professionals to make well-informed decisions.
- Placement in employment relationships that provide the same working conditions, rights, and obligations for domestic and international professionals (anti-discrimination).
- Optimal support for professionals in the recognition of qualifications acquired abroad, obtaining residence permits, and language acquisition.

- Ethical and professional conduct.
- Avoidance of placement in contractual relationships that include repayment and binding clauses that do not meet the requirements of the "Fair Recruitment Nursing Germany" quality label.
- Limiting the economic risk for nursing staff
- Sustainability and participation
- Preservation of confidentiality and data protection.
- Provision of a complaints procedure.
- Respect for access to remedies.

Employees or business partners who violate these rules will be subject to appropriate disciplinary action. This may include terminating contractual relationships, disclosing misconduct to us and the authorities and repaying any deposits or fees withheld to the care professionals.