



Our Principle

Fair Mediation – Taking Responsibility



The bpa service company is fully committed to fair and ethical recruitment and mediation practices that meet high international standards. As part of our operations, we commit to consistently implementing the six guiding principles of the “Fair Recruitment for Nursing in Germany” quality seal. These principles form the foundation of our actions and are a central part of our corporate philosophy:

1. **Written Documentation for Verifiability:** We ensure that all relevant agreements and processes are documented in writing.
2. **Free Recruitment Process for Nursing Personnel:** We guarantee that the entire recruitment process is free of charge for nursing personnel, with no financial burdens placed on professionals.
3. **Limiting Economic Risk for Nursing Personnel:** We are committed to minimizing economic risk for nursing personnel and ensuring a secure start for professionals in Germany.
4. **Transparency in Structures, Services, and Costs:** We place great value on open and clear communication about our structures, services, and associated costs.
5. **Sustainability and Participation:** Our recruitment and mediation practices focus on long-term success and active involvement of all parties to foster sustainable and successful integration processes.
6. **Full Responsibility for the Entire Service Chain:** We take full responsibility for the entire recruitment and mediation process and act as a reliable partner to nursing personnel and employers alike.

Additionally, we commit to strict adherence to the WHO Global Code of Practice on the International Recruitment of Health Personnel. This means we do not recruit nursing personnel from countries listed on the current WHO list for the support and protection of



healthcare workforce resources. This list includes countries where active recruitment of healthcare and nursing personnel is prohibited. In this respect, we base our recruitment on individuals' usual place of residence and respect national and international regulations.

Our statement of principles also includes adherence to international human rights standards, which we consider essential. These include, in particular:

- ILO Core Labour Standards, which define fundamental principles and rights at work.
- ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs, which establish fair recruitment practices and cost regulations.
- The United Nations Guiding Principles on Business and Human Rights, which provide guidelines for business conduct in line with human rights.
- International UN Human Rights Conventions, which we acknowledge as binding and consider in all our activities.

A central concern for us is the Employer Pays Principle: neither directly nor indirectly should nursing personnel be charged any recruitment fees or costs for related services. This principle applies to the entire service chain to protect the financial integrity of nursing personnel.

Finally, in our mediation contracts, we avoid any binding or repayment obligations related to recruitment costs. Exceptions are only permissible under certain, clearly defined circumstances, particularly for costs incurred in the home country of the nursing professional. Likewise, we do not mediate employment contracts that contain such obligations.

With this statement of principles, we reaffirm our commitment to fair, ethical, and responsible recruitment and mediation of international nursing personnel.