



Statement of Principles

Calmaroi GmbH

Forellenstrasse 4
63452 Hanau

This code of conduct applies to all locations and business units of Calmaroi GmbH. At the same time, Calmaroi GmbH also demands that its cooperation partners adhere to the principles anchored in this code.

Goal / self-declaration:

At a time when the business world is constantly changing and expertise and talent play crucial roles, it is important for us not only to attract the best talent to our team, but also to do so with integrity and respect. We would therefore like to emphasize that we consistently follow the guidelines and standards of "Fair Recruitment Care Germany". It embodies our commitment to ethical business practices and underscores the promise to our partners, customers and employees to always maintain the highest standards of professionalism and respect.

Our goal as an organization is to ensure the fulfillment of obligations and rules in the overall process during your recruitment and placement process, which are based on the following guiding principles of the "Fair Recruitment Care Germany" seal of quality:

Our commitment to fair and ethical recruiting and placement practices:

- o Written form for verifiability
- o The placement process for nursing professionals is free of charge
- o Limiting the economic risk for nurses
- o Transparency regarding structures, services and costs
- o Sustainability and participation
- o Overall responsibility for the entire service chain

To adhere to the WHO Code of Conduct for the International Recruitment of Health Professionals:

- o We strictly adhere to the WHO Code of Conduct for International Recruitment of Health Professionals. This Code sets ethical and practical standards for the recruitment of health workers in an international context, in order to protect both the rights of workers and the health systems of the countries of origin and destination.

To adhere to the ILO core labor standards, in particular the ILO core labor standards, the ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs, the United Nations Guiding Principles on Business and Human Rights, as well as the international UN human rights agreements.

- o We are committed to the core labor standards of the International Labor Organization (ILO). These standards set basic minimum standards for working conditions worldwide and cover issues such as freedom of association, forced labor,



child labor and occupational discrimination. By adhering to these standards, we ensure that the rights of our employees are respected and protected.

To apply the “employer pays” principle:

o We are committed to the “Employer Pays” principle. This means that ALL applicable recruitment and placement fees are borne by us as the employer and are not passed on to the employees. This principle ensures that the rights and welfare of workers are protected throughout the recruitment process.

Self-commitment regarding placement and employment contracts:

- o We undertake not to demand any preventative payments such as deposits or deposits - nor any subsequent payments such as contractual penalties - from nursing professionals.
- o We waive any commitment and repayment obligations in any contracts relating to the nurse
- o We strictly avoid placing employment contracts that contain commitment and repayment obligations that relate to the costs of the placement.

The policy statement is publicly available at www.calmaroi.de.

The company communicates its specifications to business partners and customers and checks their receipt and approval.

Extended corporate principles

International Organization for Migration (IOM) IRIS standards

We are committed to complying with the International Organization for Migration (IOM) IRIS standards. These standards set benchmarks for ethical and professional practices in international workforce recruitment and placement. By following the IRIS standards, we ensure transparency, fairness and the protection of the rights of everyone involved in the recruitment process.

Demand and promote without reservation:

- ethical recruitment of nursing staff from abroad
- Transparency in the personnel recruitment process by and for everyone involved

Respect without reservation:

- Human rights
- Labor and social standards

Protect without reservation:

- Confidential company information
- Personal data
- Corporate ownership



Communication

The company management and all managers are responsible for communicating the associated requirements to all of its employees and cooperation partners.

Groups in particular need of protection receive special attention.

The company ensures that regulations on labor relations, support in the recognition process, support in the relocation process and, if necessary, special cases are regulated in writing in the employment contracts it brokers.

Accompaniment

The company accompanies the international nurse and, if necessary, the customer throughout the entire recruitment and placement process, is a constant contact and also offers possible solutions to conflict situations after consultation with the parties.

Repayment clause

Under no circumstances may the employment contracts of the jobs brokered/offered contain provisions on commitment and repayment clauses for international nursing staff that conflict with the current legal situation/case law.

Law and order

Calmaroi GmbH complies with the applicable rights and laws in which it operates and also demands this from its cooperation partners.

Transparency and partner dialogue

Calmaroi GmbH recognizes the right of cooperation partners to receive important service information. Where possible, it will determine the relevant relevant information and make it publicly available.

Integrity and anti-corruption

Calmaroi GmbH bases its actions on generally applicable ethical values and principles, in particular on integrity, honesty, respect for human dignity, openness and non-discrimination of religion, ideology, gender and ethnicity. The company rejects corruption and bribery in accordance with the relevant UN convention (from 2005). It appropriately promotes transparency, acting with integrity and responsible management and control within the company.

Child labor

Child labor is not used. No people are employed who are still of school age or younger than 18 years.

Harassment

Employees are not subjected to any physical, sexual, psychological or verbal harassment or abuse.

**Non-discrimination**

In all employment decisions, including but not limited to hiring and promotions, compensation, fringe benefits, training, layoffs and terminations, all employees are treated strictly based on their skills and qualifications.

Health and occupational safety

In order to avoid accidents and personal injuries, employers provide safe and healthy working conditions that, as a minimum, meet the applicable legal requirements.

Environment

The company uses environmentally friendly practices that it continually improves. It complies with environmental protection regulations and standards and uses natural resources responsibly.