



Corporate Responsibility

Stand: 12/21

K&K social resources and development GmbH recruits international nursing professionals worldwide and offers both employees and employers a comprehensive integration concept in which the promotion of integration and diversity to support sustainable and successful cooperation. This is an essential part of our corporate philosophy.

To support the integration of international professionals, particularly in the fields of nursing and medicine, we have developed a comprehensive integration concept that, in addition to language support, consulting services and organizational integration, also includes interactive training concepts that teach them sociopolitical and intercultural skills in dealing with the local workforce and the German host society.

With our training concepts and our consulting services throughout the recruitment phase and beyond, we pursue four main goals:

- Long-term retention of international skilled workers in German companies, which goes hand in hand with reducing the shortage of skilled workers and the shortage of nursing staff
- Strengthening the resilience and confidence of international professionals vis-à-vis employers
- Promoting sociopolitical and democratic participation of international professionals in Germany
- Supporting employers in establishing a diversity-appreciating and sustainable organizational and corporate culture.

Our concept is to advance the international and intercultural opening process in German companies. We are committed to a fair and ethically high-quality recruitment of international professionals, especially nursing staff.

K&K sees itself as a process facilitator for integration and diversity. It sets the professional and social course through the integration concept and thus makes a social contribution to improving the socio-economic conditions of international care workers and helps to reduce the shortage of skilled workers (especially the nursing shortage) in Germany.



1. Guidelines for "Fair Recruitment Nursing Germany"

According to the seal of quality "Fair Recruitment Care Germany" K&K agrees to follow the applicable regulations of a fair and ethically justifiable placement and recruitment practice in the private sector recruitment of care workers from abroad, respectively from third countries.

K&K is committed to providing the highest possible level of transparency to both international caregivers and clients throughout the entire placement and recruitment process.

K&K ensures comprehensive provision and sharing of all relevant information regarding the migration of care workers to Germany.

These principles are firmly anchored in our corporate principles and apply to all of the company's guidelines for action.

2. WHO Global Code of Conduct

Within the recruitment and placement of international nursing staff, K&K is committed to aligning its corporate practice with the five main aspects of the WHO Code of Conduct for the International Recruitment of Health Professionals:

- Aspect Recruitment practices: the staffing situation in recruiting countries is taken into account; for example, recruitment is explicitly not carried out in countries with staff shortages.
- Aspect of employment conditions: The importance of equality, or the equal treatment of domestic personnel, is emphasized.
- Aspect of international cooperation: Cooperation between host countries and countries of origin of healthcare personnel is strengthened.
- Aspect domestic personnel: The development of strategies to cover the personnel needs with domestic personnel is prioritized.
- Aspect research and evaluation: The international migration of health personnel will be accompanied by data collection, research programs and regular evaluations.

3. Employer Pays Principle

K&K undertakes to comply with the principle of the employer pays principle in all recruitment and placement work:

Under no circumstances should employees be prosecuted for the costs of finding a job. The costs for the entire recruitment and placement process must be borne exclusively by the client or employer



4. International Standards

K&K is committed to adhering to international standards within the nursing recruitment and placement process:

International Human Rights Conventions, which include, but are not limited to:

- The convention on the Elimination of All Forms of Racial Discrimination (ICERD).
- The convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- The convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT).

ILO Core Labor Standards of Fundamental Labor Rights and in particular the General Principles and Operational Guidelines for Fair Recruitment:

- Freedom of association and right to collective bargaining.
- Elimination of forced labor
- Elimination of child labor
- Prohibition of discrimination in respect of employment and occupation.

The IRIS Standards, which seeks to promote ethical and fair recruitment as the norm of migrant workers:

- Promote respect for the rights of migrant workers.
- Improve transparency and accountability in the recruitment process.
- Promoting the principle of "the employer pays" (see 3.)
- Strengthen public policies, regulations and enforcement mechanisms.

Transparency in the individual placement and recruitment process

Placement process

