

Vianova Personal, Inhaber Anett Repp
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Fair recruitment care for Germany

FB 1 Policy statement: Mission statement of the company

The company *Vianova Personal*, led by the owner Anett Repp, undertakes to comply with and respect the following points:

- I am committed to fair and ethical recruitment and placement practices.
- I am committed to aligning company practices with the WHO Code of Conduct for the international recruitment of health professionals.
- I am committed to the "employer pays" principle.
- I note in my recruitment and placement practice:
 - international human rights conventions
 - the ILO core labor standards, in particular the general principles and operational guidelines for fair recruitment of the ILO (freedom of association and the right to collective bargaining, elimination of forced labor, abolition of child labor, prohibition of discrimination in employment and occupation)
 - IRIS Standards of the International Organisation of Migration
- No placement fees are charged to foreign nursing professionals.

These requirements are hereby defined for all business partners with whom Vianova Personal, owner Anett Repp, has a direct contractual relationship in the recruitment and placement process of foreign care professionals and written consent is required from all business partners.

Zwenkau, 15.11.2021
Anett Repp