

Fair recruitment care for Germany

FB 2 Terms of placement

Between the company *Vianova Personal*, owner Anett Repp, Harthblick 6, 04442 Zwenkau and Max Mustermann, Musterstraße 11, 65432 Musterstadt,

1. The company *Vianova Personal*, owner Anett Repp, is active in the field of private recruitment.
2. The applicant (m/f/d) commissions the company *Vianova Personal* to arrange employment subject to insurance in Germany as a nursing assistant with the aim of obtaining the professional certificate as a nursing specialist in Germany and submits the complete application documents.
On this basis, the preparation and implementation of the placement takes place. This also includes professional counseling and the determination of certain knowledge, skills and abilities.

The terms of placement are in accordance with the company's mission statement:

- Commitment to fair and ethical recruitment and placement practices.
- Commitment to align company practices with the WHO Code of Conduct for the International Recruitment of Health Professionals.
- Commitment to the "employer pays" principle.
- Respect international human rights conventions, ILO core labor standards, in particular the general principles and operational guidelines for fair recruitment of the ILO
- IRIS standards of the International Organisation of Migration.

4. No recruitment or placement fees are charged to foreign nurses.
5. The company *Vianova Personal* ensures that the employment contracts it arranges include written regulations on labor relations, support in the recognition process, support in the relocation process and, where applicable, special cases.
6. The company *Vianova Personal* ensures that in the employment contracts of the jobs it mediates/offers as well as in the entire context of the mediated/offered employment relationship, in no case regulations or agreements on commitment and repayment clauses for international caregivers are provided for, which contradict the legal framework given in the labor law for possible side agreements and/ or agreements that contradict the Employer Pays principle.
7. The company *Vianova Personal* accompanies the international caregiver during the entire recruitment and placement process, is the constant contact person and also offers possible solutions for conflict situations after consultation with the parties.

Vianova Personal, Inhaber Anett Repp
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8. The company Vianova Personal obliges its clients to submit a written company integration management concept with a job offer.
9. The recruitment agency is prohibited from storing, processing and using the data of which it becomes aware, except for the contractually agreed purpose.
Disclosure to employers is only permitted if it is related to the placement in an employment relationship.

The recruitment agency collects, stores, processes, uses and digitizes your personal data and keeps them for up to 24 months. After that, they are deleted and disposed of in accordance with data protection regulations.

10. The brokerage contract is unlimited and can be terminated at any time by both contracting parties in writing without giving reasons.
11. This placement agreement complies with the new EU General Data Protection Regulation (DSGVO).

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Vianova Personal

Anett Repp
(company owner)

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Applicant