

The human being is the focus of our actions.

We meet at eye level and we never stop learning. This characterizes the interaction with our customers, cooperation partners, the participants of training and further education and us, the team of HR ARENA GmbH. The constant promotion of open and transparent communication between all those involved is decisive for this.

For us, the focus is on people and we particularly promote the physical and mental health of our employees by avoiding excessive stress, pressure to perform and stress that causes accidents/illness.

The HR ARENA stands for equal opportunities - both for our team and for our customers. Everyone deserves the same opportunities and we do not tolerate discrimination of any kind, including on the basis of race, religion, sexual orientation or national origin.

Our central task is the integration of people into the training and job market. Our goal is to enable people to have a sustainable professional existence and thereby anchor them in society. These principles of our actions determine our daily work. We regularly review our Code to ensure our values are current and shared across the team.

### **Fair recruitment of foreign skilled workers**

Adherence to the WHO Code of Conduct for the International Recruitment of Health Professionals is the guiding principle for the collaboration between us, our collaborators and clients. In particular, the Code of Conduct is designed to uphold the right of individuals to migrate and the understanding that the legitimate interests and responsibilities of healthcare professionals, countries of origin and employers in the destination country cannot conflict with one another.

Of course, we are unequivocally committed to the international human rights convention. HR ARENA and its cooperation partners recognize the ILO core labor standards, in particular the General Principles and operational guidelines for fair recruitment of the ILO and the IRIS standards of the International Organization of Migration, and align their work accordingly.

As part of the recruitment and placement process, the laws and agreements of all participating countries in which HR ARENA and its cooperation partners operate are observed, including the relevant labor and immigration laws.

The HR ARENA follows a strict 'no fees policy' according to the employer-pays principle, which means that the nurses do not bear any costs in connection with recruitment and placement.

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