

GLOBOGATE Social Principles

Principles for the recruitment of professionals from third countries.

Minimum requirement for compliance with human rights, migration and labor laws.

GLOBOGATE and its business partners are committed to their social responsibility in an open and fair recruitment process of nursing staff from third countries. The key to successful project implementation lies in a corporate culture characterized by integrity, ethics and personal responsibility.

The following social responsibility principles are the orientation framework for all business partners and for GLOBOGATE. They link the demand for compliance with law and order with the special requirements for ethical behavior that enable the respective project success. They make a claim on the involved business partners, at the same time they are a promise to the outside. In order to achieve these goals, GLOBOGATE and the business partners (hereinafter collectively referred to as the "Parties") confirm the following minimum requirements for compliance with human rights, migration and labor law in connection with the recruitment of professionals from third countries:

Preamble

The Parties want to show the human face in the globalization of the recruitment process of skilled workers. With a clear mission statement, the parties want to prevent the irreversible process of globalization from triggering fears among the people of this world that can be avoided.

The parties' mission statement is fundamentally based on recognition of the WHO Code of Conduct for the International Recruitment of Health Professionals, which - along with compliance with the International Convention on Human Rights – is the overriding guideline for the parties' corporate practices. In particular, it serves to uphold the right of individuals to migrate and is based on the understanding that the legitimate interests and responsibilities of foreign professionals, countries of origin, and employers in the destination country may conflict.

The parties voluntarily commit to both the ILO Core Labor Standards, specifically the ILO General Principles and Operational Guidelines for Fair Recruitment, and the IRIS Standards of the International Organization of Migration.

In addition, the Parties shall endeavor to ensure that the recruitment and placement process complies with the laws of all foreign countries involved in which the Parties operate, including relevant labor and immigration laws.

Since GLOBOGATE acts as an extended arm of the client and involves a variety of participating service providers (language schools, recruitment agencies, etc.) in the recruitment process, GLOBOGATE addresses the following social principles – which GLOBOGATE itself lives by - to all its business partners. The business partners have to observe and comply with these requirements - as far as they fall within their scope of application. Likewise, the business partners (including GLOBOGATE) have to observe the following guidelines, as far as they fall within their scope of application.

1. Human rights principles

1.1. Human Rights

The business partner advocates and supports the observance of internationally recognized human rights.

1.2. No discrimination

The business partner undertakes to ensure equal opportunities in the recruitment of international specialists and to refrain from any discrimination, unless national law expressly provides for selection according to certain criteria. Our goal is to ensure our commitment to non-discriminatory practices in the workplace where all qualified applicants and employees have the same right to employment and opportunities for advancement regardless of race, color, sex, age, religion, national origin, sexual orientation or any other category covered by applicable laws.

1.3. Equal Opportunity

Business Partner's policies include providing and ensuring equal opportunity in hiring, selection, training, compensation, promotion, transfer, and job assignment. Employment decisions shall be based on valid job requirements. These opportunities and other terms and conditions of employment apply to qualified applicants and employees regardless of race, color, sex, pregnancy, age, religion, national origin, genetic makeup, sexual orientation, gender identity/expression, and/or other protected categories under applicable laws.

1.4. Anti-harassment

Internationally recruited professionals are expected to have a work environment that is free from harassment (sexual harassment, bullying, etc.). Business partners are expected to help ensure that the work environment remains free of harassment. Retaliation against individuals who have raised a good faith concern about harassment or who have participated or cooperated in an investigation shall be prevented.

1.5. Forced or Compulsory Labor

Business Partner has a zero tolerance policy against any form of human trafficking or related activities, including any form of unlawful employee harassment retaliation, forced or compulsory labor, sex trafficking, or child labor. Business Partner shall strive to ensure responsible hiring and retention practices in its operations.

1.6. Health and Safety

Business Partner recognizes a responsibility to protect its employees and our planet. It is committed to providing a work environment that meets the highest health and safety standards.

1.7. Fair Wages/Remuneration

The Business Partner establishes internal policies to ensure fair compensation for all its employees and to provide them with comprehensive opportunities for professional development.

2. Labor Law Principles

2.1. Wages/Compensation

The right to fair remuneration is recognized for all employees of the business partner (ILO Convention No. 100). The remuneration/compensation and other benefits (social benefits, vacation, etc.) shall take into account the principle of fairness and shall at least comply with the respective national, legal standards or the level of the national economic sectors/industries.

2.2. Working hours

The business partner shall ensure compliance with the respective national regulations and agreements on working hours and regular paid vacations. Working hours including overtime shall not permanently exceed the existing legal and/or collectively agreed standards in the respective countries.

2.3. Occupational health and safety

Occupational health and safety shall have the highest priority. The business partner ensures occupational health and safety in the workplace within the framework of national regulations and supports continuous development to improve the working environment.

2.4. Qualification

The business partner supports and promotes measures for the qualification of employees, which are suitable for expanding and deepening the professional and technical knowledge essential for the work activity.

2.5. Legal requirements Source country

If applicable, there may be legal requirements that the home country of the foreign employees sets for the international migration of workers. The business partners comply with these requirements and implement them in the best possible synchronization with the domestic legal framework.

2.6. Recruitment of foreign skilled workers

Recruiting skilled workers from third countries is a cost-intensive, resourcedraining undertaking for German employers. By investing in foreign nurses, these employers are helping to alleviate the shortage of skilled workers in the German healthcare system. Therefore, the business partners of GLOBOGATE refrain from the targeted, active poaching of foreign professionals who are new to Germany and thus have only had a short period of employment with another employer.

3. Principles of Migration Law

3.1. Residence Permit

The business partner shall support any measures resulting from the requirements arising from the application for a residence permit of its internationally recruited employees. In particular, it shall provide the best possible support to ensure that the conditions necessary for long-term residence can be fulfilled by the internationally recruited employees.

3.2. Recognition of foreign vocational training

Recognition of foreign professional training is of the utmost importance for specialists from third countries. The business partner creates the appropriate framework conditions and enables measures to be taken so that the recognition of foreign professional training can be successfully completed within a reasonable time frame and with the best possible results.

3.3. Integration

International migration of labor is associated with various additional efforts and requires a great deal of commitment and flexibility from the parties involved. In particular, migrating professionals leave their homes and families with few possessions and financial resources and enter a completely unknown and in many ways (culturally, socially, linguistically, meteorologically, etc.) different working and living environment. The business partner provides a welcoming culture that enables the best possible integration of the foreign employees, both in the work environment and in their private lives. To this end, the business partner must draw up and implement a comprehensive integration concept.

3.4. Legal Requirements Source Country

There may be legal requirements that the home country of the foreign employees sets for the international migration of workers. The business partners comply with these requirements and implement them in the best possible synchronization with the domestic legal framework. In all texts, we generally refer to all genders with the general form of address as well as the functions. For better readability, we have used the masculine form of address. "Employee", "employer", "business partner", "parties", etc. are used as neutral terms for all genders.

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