

Policy Statement

At MEDWING, we believe in addressing the global healthcare workforce shortage while improving access to healthcare for everyone in the world.

MEDWING's most important guiding value is "Candidate first!" We understand and consider the needs of the candidate in detail, which makes our placements more sustainable compared to the "headhunting" approach. As MEDWING GmbH we are aware of our responsibility towards our candidates to respect human rights, various worldwide statutes (e.g. defined by the UN) as well as all international conventions supported and enforced by Germany. We commit ourselves to comply with all these statutes locally as well as globally. We are convinced that entrepreneurial success is only possible in the long term if human rights are recognized and protected. In this regard, we apply various measures and conventions in our operating facilities and commit our partners to respect them. We are committed to report regularly and transparently on the successes, progress and challenges in implementing these Guiding Principles.

In all business areas and especially in the context of international services of MEDWING GmbH, specific conventions are emphasized and lived with great care.

In this regard, MEDWING GmbH is specifically committed to:

- the international conventions on human rights ([UN Convention on Human Rights](#))
- the WHO Code of Conduct for the International Recruitment of Health Professionals ([WHO Code of Conduct](#))
- the "Employer Pays" principle ([ILO definition based on data from the Institute for Human Rights and Business](#))
- the ILO core labor standards ([ILO report](#))
- the IRIS Standards of the International Organization of Migration ([IRIS Standard](#))

MEDWING GMBH is committed to fair and ethical recruitment and placement practices in accordance with its "candidate first" approach.

This policy statement is another important step in this direction. Each and every one of us is called upon to put this policy statement into practice and move our company towards a sustainable future in every respect.

Declaration of Principles of MEDWING GmbH dated 15.11.2021