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## *Mission Statement Medical Bridge Germany GmbH*

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Medical Bridge Germany GmbH is part of a Catholic social association through its shareholder, Kolping Bildungswerke Paderborn gGmbH. Therefore, we are guided by the example of Adolph Kolping, by the Christian view of man and the world, and by Christian social teachings.

The focus of our activities is the human being, the medical professional, who wants to move his or her center of life to Germany. Therefore, we understand our actions as a lifelong process that encompasses the whole person and respects and preserves the dignity of the individual.

Under these basic principles, it is self-evident for us that the migration process also takes place under the central condition of a sustainable, fair and ethically justifiable procedure. The specialist leaves his home country, his culture, friends and family on the basis of our placement and the job offer we make. This gives rise to a great responsibility, which is at the heart of everything we do.

**Fair** By a fair approach we mean that the legitimate interests of the foreign specialist and our client of the medical institution are taken into account in a balanced relationship. Only if the customer and the specialist know that their interests are equally taken into account, a sustainable success can occur.

**Ethic** For us, an ethical approach takes into account not only the personal circumstances of the specialist, but also the general conditions in the country of origin. Only if the migration of the specialist does not lead to a deterioration of the medical care situation in the country, a migration is justifiable. We therefore strictly observe the WHO Code of Conduct for the International Recruitment of Health Professionals (<https://www.who.int/publications/i/item/who-global-code-of-practice-on-the-international-recruitment-of-health-personnel>).

Equally, however, an ethical approach includes implementing and demanding measures that go beyond mere placement and promote operational and social integration.

Another aspect of proceeding ethically in a responsible manner is the "employers pays" principle. (<https://www.ihrb.org/employerpays/the-employer-pays-principle>), which we recognize.

We understand this to mean that the placement and all necessary steps are cost-neutral for the caregiver, i.e. borne by us or the employer.

**Sustainable** We attach great importance to the sustainable success of all processes for all parties involved. In order to make a labor migration successful in the long term, social and cultural integration is also required, of course without losing one's own identity and culture. For this reason, we continue to be available as a contact partner with our employees even after the program has ended. We also pay attention to sufficient integration concepts at the employers in order to achieve a sustainable satisfaction at the workplace.

The migration of skilled workers is a multi-layered topic, with many different interests, difficulties and problem areas. For this reason, international organizations and congresses have long been concerned with rules and guidelines for these processes. MBG is expressly committed to compliance with international agreements, in particular:

- WHO Code of Conduct for International Recruitment:

<https://www.who.int/publications/i/item/who-global-code-of-practice-on-the-international-recruitment-of-health-personnel>

- Employer pays principle

<https://www.ihrb.org/employerpays/the-employer-pays-principle>

- International human rights conventions

<https://www.institut-fuer-menschenrechte.de/menschenrechtsschutz/deutschland-im-menschenrechtsschutzsystem/vereinte-nationen/vereinte-nationen-menschenrechtsabkommen>

- ILO Core Labor Standards, in particular the ILO General Principles and Operational Guidelines for Fair Recruitment

<https://www.ilo.org/global/topics/labour-migration/fair-migration-agenda/lang--en/index.htm>

- The IRIS Standards of the International Organization of Migration

<https://iris.iom.int/sites/g/files/tmzbd1201/files/documents/IRIS%20Standard%20Report%20.pdf>

Validity for business partners:

Our mission statement, in particular compliance with the aforementioned international guidelines and conventions, but also the commitment to sustainable, fair and ethically justifiable action are fundamental principles of our actions. We therefore see this obligation as also applying to and expect them to comply with these guidelines.

Status of the Policy Statement 10/2021