

General Terms and Conditions (GTC)

of Hans Leutenegger GmbH for the recruitment and placement of nursing professionals

§ 1 Scope of application

1.1 These General Terms and Conditions (GTC) apply to all contracts and services in connection with the recruitment and placement of nursing professionals by Hans Leutenegger GmbH.

1.2 The GTC are an integral part of all agreements between Hans Leutenegger GmbH and its business partners at home and abroad, as well as the nursing staff placed.

1.3. Any deviating, conflicting or supplementary terms and conditions of business partners or nursing staff shall only become part of the contract if Hans Leutenegger GmbH expressly agrees to them in writing.

§ 2 Guiding principles and voluntary commitment

2.1 Hans Leutenegger GmbH is committed to complying with international standards in the field of human rights and occupational safety. This includes, in particular, the UN Guiding Principles on Business and Human Rights.

2.2 Hans Leutenegger GmbH is committed to the guiding principles of the 'Fair Recruitment Care Germany' quality seal and is committed to implementing these in all recruitment and placement processes.

§ 3 Employer Pays Principle

3.1 Hans Leutenegger GmbH ensures that the nurse does not incur any direct or indirect costs in connection with the recruitment and placement.

3.2 The costs to be borne by the employer include in particular:

- Visa and processing fees
- Travel and relocation costs
- Training and education costs
- Costs for official permits and recognitions

3.3 Any costs incurred by the nursing professional will be fully reimbursed by Hans Leutenegger GmbH.

§ 4 Recruitment conditions

4.1 All recruitment conditions are set out in writing and made available to the nursing professionals in comprehensible language.

4.2 Hans Leutenegger GmbH is committed to providing the nursing professionals with complete transparency throughout the entire recruitment and placement process.

4.3 The care professionals have the right to check all information and contractual conditions before the conclusion of the contract and to receive them in their mother tongue if they wish.

§ 5 Right of inspection and right of termination

5.1 Hans Leutenegger GmbH reserves the right to regularly check business partners at home and abroad for compliance with the standards of the 'Fair Recruitment Care Germany' seal of quality.

5.2 Should a business partner violate the established standards, Hans Leutenegger GmbH has the right to terminate the contract without notice.

5.3 In cases of contract violation, Hans Leutenegger GmbH will take measures to prevent abusive practices and to protect the affected nursing professionals.

§ 6 Protection against abusive practices

6.1 Hans Leutenegger GmbH is committed to actively combating abusive practices in the recruitment and placement process.

6.2 Business partners who violate the principles of the seal of quality or the terms and conditions will be sanctioned. Sanctions may include contractual penalties, claims for damages or termination of the cooperation.

§ 7 Data protection and confidentiality

7.1 Hans Leutenegger GmbH undertakes to treat all personal data of the nursing staff and business partners confidentially in accordance with the applicable data protection laws.

7.2 Personal data will only be passed on to third parties if this is necessary to fulfil the contractual obligations and the person concerned has given their express consent.

§ 8 Final provisions

8.1 Should individual provisions of these GTC be or become invalid, the validity of the remaining provisions shall remain unaffected.

8.2 The invalid provision shall be replaced by a legally valid provision that comes as close as possible to the purpose of the provision.

8.3 The place of jurisdiction for all disputes arising from or in connection with these GTC is the registered office of Hans Leutenegger GmbH.

8.4 The law of the Federal Republic of Germany shall apply.