

## Ethical Recruitment Policy

### 1. Purpose

MOR. Healthcare is committed to conducting all recruitment activities with integrity, transparency, and fairness.

This policy outlines our ethical principles, responsibilities, and standards to ensure that candidates, clients, and communities are treated with respect and professionalism at every stage of the recruitment process.

### 2. Scope

This policy applies to all MOR. Healthcare employees, contractors, and representatives involved in recruitment activities across nursing, allied health, and community care and support services sectors. It also extends to our partnerships with international and local candidates and relocation support services.

### 3. Guiding Principles

3.1 Transparency – Clearly communicate all role requirements, conditions, and expectations to candidates.

3.2 Fairness & Non-Discrimination – Ensure equal opportunity and promote diversity.

3.3 Respect for Candidates – Protect confidentiality and provide accurate information.

3.4 Responsible Recruitment Practices – No fees for candidates; source from aligned healthcare regions.

3.5 Client Partnership & Accountability – Collaborate ethically and support post-placement.

3.6 Compliance with Laws & Standards – Adhere to Fair Work Act, Migration Act, Employment Agents Act 1976 (WA).

### 4. Candidate Rights

Candidates engaging with MOR. Healthcare have the right to:

- Be treated with dignity and respect.
- Receive clear and accurate job descriptions and conditions.
- Be free from any recruitment fees or exploitative practices.
- Have their personal information protected.
- Access relocation support services through MOR. Relocation.

### 5. Responsibilities

5.1 Recruitment Consultants – Uphold this policy, ensure transparency, and maintain ethical practices.

5.2 Management – Provide training, monitor compliance, and correct breaches.

5.3 Partners & Clients – Work with MOR. Healthcare to uphold ethical recruitment practices.

### 6. Monitoring & Review

This policy will be reviewed annually to ensure alignment with changes in legislation, industry standards, and MOR. Healthcare's evolving commitments to ethical and sustainable recruitment.



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### **7. Commitment Statement**

At MOR. Healthcare, we believe ethical recruitment is not just about filling roles, it's about building a stronger workforce for Australia, supporting healthcare professionals in their careers, and strengthening communities.