



Curis Network

Communication on Progress Report

For the period ended 31st May 2024





This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.





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Introduction

C.H.G. Cyprus Healthcare Group Ltd (“CHG”) is a leading out of hospital and wellbeing service provider, headquartered in Cyprus. Our vision is to extend health and wellbeing to compass people where they live, work and play, seeking to positively contribute to the health sector to grow and transition sustainably into the Health 5.0 Era.

Operating as “Curis Network”, CHG commenced operation in 2013 through offering services to international patients, promoting Cyprus as a medical tourism destination. Through time we have evolved, creating a technology enabled, hybrid health and wellbeing ecosystem offering both physical and digital services.

We offer services utilizing own resources, enhanced through a selected number or affiliated professionals and organizations from the Cypriot and international arena. We work closely with professionals from Israel, UK, Greece, Germany and the US.

Our strategy is to innovate, create, restructure and consolidate resources and capabilities to create a Sustainable Health Community, assisting members of this community to manage their own health status. Furthermore, we aim to be a provider of choice, valuable to all stakeholders.

CHG is an active member of UN Global Compact since 2017, a founding member of CSR Cyprus and a member of the European Network for Workplace Health Promotion.

With this Communication on Progress Report we reaffirm our commitment to support the Principles of the United Nations for sustainable development in the areas of Human Rights, Labour Rights, the Environment and Anti-Corruption.

The report has been prepared for the period June 2023 to May 2024.





Statement of Support



"We are committed to create healthier and more sustainable communities"

To our Stakeholders

29th June 2024

Dear Stakeholders,

RE; Supporting UN Global Compact

Curis Network has been a proud active member of the United Nations Global Compact since 2017. Both personally and as a member of Curis Network family, I am a great supporter of the 10 principles that power up the UN Global Compact, and proud to present this Communication on Progress report, outlining the actions taken within the period under review, reaffirming Curis Network continued commitment.

The key tenets of Curis Network's business are innovation, quality and transparency. These are ensured through our Internal Operations Manual (IoM), a comprehensive guide inclusive of Code of Conduct, policies, procedures and performance evaluation. Through the IoM we follow best practices to respect human and labour rights, the environment and ensure a culture of anticorruption.

Curis Network IoM is accredited since 2018, audited annually by an independent international body. Taking this opportunity, we, Curis Network, would like to express our gratitude and thank our stakeholders for their continued support and trust in our organization.

For and on behalf of
CHG Cyprus Healthcare Group Ltd

Andreas Savvides

Andreas Savvides
Chief Executive Officer

Governance

Curis Network maintains a comprehensive Internal Operations Manual (IoM) outlining governance, policies and processes for all aspects of the organization. It is a complete guide to create and manage strategies, policies and processes.

The Board of Directors (BoD) assesses the overall direction and strategy of the business. Committees are formally formed, each focus on a specific area of interest with a primary role to advise the BoD. These Committees are:

- Advisory
- Governance
- Risk Management
- Scientific
- Information Security
- Innovation
- Sustainability and ESG
- Health and Safety

The IoM contains the Code of Conduct, policies, tools and procedures, that assist guide the quality and safety of operations. Currently, the IoM is accredited for the following:

- ISO9001:2015 Quality Management
- ISO15224:2016 Quality Management Systems in Healthcare
- ISO45001:2018 Occupational Health and Safety
- ISO27001:2013 Information Security Management
- ISO56002:2019 Innovation Management

CEO holds the overall responsibility for recruiting and deploying resources for implementing BoD's strategy. This Communication on Progress (CoP) report is prepared by the Chief Executive Officer.





Human Rights

Basic Human Rights are the right to life, the right to a fair trial, freedom from torture and other cruel and inhuman treatment, freedom of speech, freedom of religion, and the rights to health, education and an adequate standard of living.

Right to work

All employees are offered equal opportunities for development and career advancement.

Discrimination

We have Zero tolerance to discrimination and harassment. No employee is discriminated because of age, ethnicity, religion, sex, sexual orientation or disability. We do not tolerate verbal or other form of violence. Any form of bribery is highly prohibited as we consider that such an act violates directly human rights.

Diversity, Equity and Inclusion Policy

In an attempt to highlight the significance of building an inclusive culture, Curis Network has developed a Diversity, Equity and Inclusion Policy to demonstrate its commitment to protecting and promoting diversity, equity and inclusion within the workplace. The policy sets out the framework for equal treatment and respect to all individuals. Employees are expected to treat others with respect and dignity.

Education and Self Development

ALL members of Curis Network are expected to receive at least 10 days of training and personal development. As a support to the academia's link with the industry, we created partnerships offering internship opportunities to students.

Employee Wellbeing

We are committed in providing a workplace free of health and safety hazards. As part of our efforts to provide healthy working conditions, we are taking a step forward to promote employees' wellbeing. We provide a hybrid and flexible working environment.

Principle 1:

Business should support and respect the protection of internationally proclaimed human rights report

Principle 2:

Business should ensure that they are not complicit in human rights

Human Rights

During the reporting period:

- Continue promoting the Curis Sustainable Health Community (CSHC) initiative to inspire individuals and communities to protect and enhance their physical, mental and social wellbeing.
- Curis Network has conducted internal and external audits for policies and procedures to ensure implementation and compliance of relevant policies and procedures.
- Delivered to public, workshops on promoting workplace wellbeing in partnership with other organisations.
- Employees received training on:
 - Managing personal and sensitive data
 - Safety evacuation procedures
 - Introduction to Sustainability
 - Update on Sustainability Reporting Standards

Future actions:

- Take necessary action for maintaining the target for zero violations of the Human Rights
- Train and educate employees and associates on Human Rights
- Organise at least 1 event to encourage stakeholder engagement to issues related to the protection and promotion of Human Rights





Labour Rights

Every EU worker has certain minimum rights relating to:

- Health and safety at work
- General rights and obligations
- Workplace environment
- Specific risks and vulnerabilities

Respect of employment rights is at the core of our business. Our people is a priority, and we are committed to providing working conditions that are humancentered and promote human sustainability.

Compliance

We ensure that all employment standards are upheld by adherence to the national labour legislation with reference to ILO Core Conventions as well as other international instruments. Each employee is recognized the freedom to association and the right to collective bargaining with the organization to facilitate participation. Forced labour, child labour and employment discrimination are eliminated. Following the requirements of the ISO45001:2018 for Occupational Health and Safety, Curis Network has policies and processes in place that ensure a healthy and safe working environment, free of risks and hazards. We continuously monitor the workplace in terms of health and safety standards and we assess labour-related risks in the industry sector and country(ies) of operation.

Code of Conduct

The Code of Conduct is a set of guidelines and principles that define the expected behaviors and ethical standards for employees and affiliated contractors when interacting internally or with Curis Network stakeholders. We aim to promote a culture of trust and reliability, transparency and professionalism.

Principle 3:

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4:

Business should support the elimination of all forms of forced and compulsory labor

Principle 5:

Business should support the effective abolition of child labor

Principle 6:

Business should support the elimination of discrimination in respect of employment and occupation

Labour Rights

Memberships

Curis Network is member of the European Network for Workplace Health Promotion (ENWHP) and the National Human Resources Association (CyHRMA). These memberships provide us the opportunity of accessing and sharing knowledge for the development of healthy workplace.

Employee Wellbeing

We protect and promote employee wellbeing through policies outlining employee rights and responsibilities, compensation and benefit schemes, flexible working hours, adopt a hybrid working model (were applicable). Working hours are in line with the applicable legislation and any overtime is limited and remunerated. All employees are treated equally in terms of working conditions and career development.

Managing work related risks

We implement best practices, reflected in the policies and procedures included in the Internal Operations Manual. Curis Network is accredited with ISO45001:2018 Occupational Health and Safety.

Future actions:

- Continue efforts to maintain a working environment where employees feel respected and safe to perform their duties
- Enhance employee participation in work design processes
- Continue awareness-raising through training employees on working conditions
- Continue to encourage and support employees to pursue their career development through life-long learning and education





Environment

We feel accountable to future generations for taking any relevant actions for protecting the environment. Through policies, processes and procedures we ensure that Curis Network operations are environmentally friendly and safe.

Towards this belief, we have implemented practices for energy conservation, such as the use of energy-efficient light bulbs in our facilities and the implementation of proper disposal procedures.

We encourage electronic communication to eliminate paper consumption.

Curis Network promotes virtual health and wellbeing, educating and encouraging individuals to interact accessing medical and wellbeing services without the need of travelling. For facilitating this, the organization maintains digital platform for use by various user types (e.g patients, medical professionals etc).

During the reporting period:

- We maintain a contract outsourcing the hazardous waste management to a licensed contractor.
- Comply with the National requirements for reporting hazardous and medical waste.
- All plastic disposables and 85% of paper were recycled.

Future actions:

- Limit use of plastic materials
- Adopt paperless office policies (were applicable)
- 100% collection and disposal of medical waste through the licensed subcontractor
- Reduce fuel consumption by 10%

Principle 7:

Business should support a precautionary approach to environmental challenges

Principle 8:

Business should undertake initiatives to promote greater environmental responsibility

Principle 9:

Business should encourage the development and diffusion of environmentally friendly technologies



Anti - Corruption

Curis Network has developed an anti-corruption compliance program included in the Internal Operations Manual and Code of Contact Policy.

We maintain a culture that discourages any practices or acts of corruption, extortion and bribery. All partnerships and client relationships are contractually obligated, fully transparent and aligned with the national and European regulatory framework.

There is no tolerance to any form of corruption, and anyone found to be involved in such practices will be subject to disciplinary actions and immediate dismissal.

The Code of Conduct includes the anti-corruption policy and provides employees with recommendations on how to act in case of doubt and/or in situations that may represent a conflict of interest. Training on anticorruption is offered at least once a year to all employees to ensure that our practices are effective and remain relevant. Curis Network states that has never been involved in any litigation regarding corruption or bribery

During the reporting period:

- Employees have been trained on how to identify and react on attempts to get corrupted Zero corruption incidents have been reported

Future actions:

- Continue raising awareness on corruption, extortion and bribery through interactive training that will equip employees with practical guidance
- Continue and intensify effort to promote transparent and integrity in every organizational aspect

Principle 10:

Business should work against all forms of corruption, including extortion and bribery

Communication of this CoP



Curis Network will disseminate this Communication on Progress Report to all stakeholders through the following channels:

- Make the report available through the UN Global Compact official portal
- Uploading on CHG's websites
- Create a social media campaign with link to the report
- Email to all major stakeholders

"Developing a sustainable health community to inspire people lead a healthy lifestyle"

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