

# COMMUNICATION ON PROGRESS REPORT

For the period ended 31st May 2022





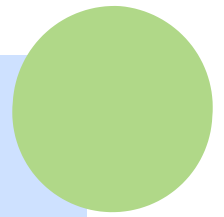


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# ABOUT CURIS NETWORK



**Company Name:** C.H.G Cyprus Healthcare Group Ltd  
**Operating as:** Curis Network  
**Sector:** Healthcare  
**No. of Employees:** 10  
**Contact Person:** Popi Psaliou  
**Address:** 6 Georgiou Davari Street, 2024 Nicosia, Cyprus

**Period covered by this COP:** 01 June 2021 – 31 May 2022

**Report date:** 09 June 2022



# Statement of Support

To our Stakeholders

09 June 2022

Dear Stakeholder,

Curis Network has been aligning with UN efforts for corporate social responsibility and sustainability.

Taking this opportunity, we, at Curis Network, would like to thank all stakeholders for their efforts, support and positive contribution in promoting health and wellbeing. On behalf of all members of our organization, I am reaffirming Curis Network's support to the Ten Principles of the United Nations Global Compact for corporate responsibility in the areas of Human Rights, Labour, Environment and Anti-Corruption. We are proud to be part of this effort.

In this annual Communication on Progress, we have summarized our efforts to continually improve the integration of these principles into our business strategy, culture and day to day operations. The contents of this progress report will be communicated to our stakeholders.

For and on behalf of  
CHG Cyprus Healthcare Group Ltd



Andreas Savvides  
Chief Executive Officer



# Organisational Governance



Curis Network is a registered trade name given to interrelated health and wellness services offered by our organization. Services are delivered both physically or through digital means, by professionals from Europe, Middle East and the US.

We are an innovative healthcare network seeking to optimize and enhance delivery of healthcare, protecting community health in the regions we operate, promoting Excellence in Healthcare.

Curis Network trade name is owned and managed by CHG Cyprus Healthcare Group Ltd, a private holding, founded in Europe in 2010, with the vision to be a premier, diverse healthcare group, recognized for its innovation, transparency and value for money.

Our strategy is to innovate, create, restructure and consolidate resources and capabilities, to extent healthcare to encompass people where they live, work and play.

*We are dedicated in promoting individual and community health in the regions we operate*



A photograph of a globe being held by two hands from below. A row of white, stylized human figures is positioned across the middle of the globe, appearing to hold hands. The globe shows a map of Africa and surrounding regions. The background is a solid teal color.

# HUMAN RIGHTS





# HUMAN RIGHTS



## Principle 1:

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



## Principle 2:

Business should ensure that they are not complicit in human rights abuses

Our values define who we are. We adopt a Code of Conduct to enable us achieving the standards set for doing business with respect and support to human rights.

- It is our responsibility to support a successful and sustainable society through giving quality and credible services.
- Any form of bribery is highly prohibited as we consider that such an act violates directly human rights.
- No reports are altered under any circumstance on human rights violations in our sphere of operation.
- Implementation of highly automated systems that ensures no illegal alterations are made as well as continuous training to our team on identification of human rights violation.
- Providing quality services to anyone who cooperates with us.
- We are very keen on the wellbeing of our staff providing a healthy and safe working environment.
- We provide periodic health checks to all members of our staff.
- The company ensures that all its employees have a medical cover.
- The employees are given frequent trainings on first aid, response to emergency and fire-fighting.
- At Curis Network, employees can express themselves in terms of their religious beliefs and necessary support is provided.
- There are guidelines to ensure fair resolution of disputes.
- Manuals have been made available to all staff on sexual harassment.

- A Code of Conduct is in place for enforcing employees integrity and zero tolerance to abuse of human rights and working conditions violations and child labor.
- Employees are provided with the means to freely complain about possible violations of human rights through channels that support their privacy and anonymity (suggestion box and electronic hotline)
- Curis Network services are accredited for:
  - 1.ISO 9001:2015 Quality Management System for Primacy,Outpatient, Home Health and Digital care services
  - 2.ISO 15224:2016 Quality Management System in Healthcare
  - 3.ISO 45001:2018 Occupational Health and Safety
  - 4.ISO 27001:2013 Information Security
  - 5.ISO 56002:2019 Innovation Management

Providing quality wellbeing services to any individual or community is of utmost priority. We make determined steps towards delivering services that are known for their high quality. We aim to continually improve that quality through maintaining a Quality Management System in line with the requirements stated by the standards referenced above.





# The Quality Policy is based on the following guidelines and principles:

- 1.To support patients, communities and interested parties in enhancing their health and wellness status through the offering of health-related services
- 2.Develop and provide services that are trusted and preferred by our interested parties
- 3.Follow technological advances and international good practices in the delivery of care
- 4.Comply with laws and regulations set by the local Ministry of Health
- 5.Constant training of staff members to ensure a high level of expertise in terms of their scientific expertise as well as knowledge regarding quality, health and work safety
- 6.Maintenance and continual improvement of our quality systems, operational procedures and offered services to follow international standards, best practices and literature that are relevant to the field of activity of Curis Network.

*All members of the organisation are actively involved in activities and procedures that are set out by the Quality Management System.*

*Curis Network Quality Policy is communicated with all members and stakeholders of the organisation.  
The Policy is available on [curis.health](https://curis.health) website*



## **During the past year**

**the following actions were made towards protecting Human Rights**

- Curis Network has been accredited with ISO 27001:2013 Information Security. To continually improve our security standards, we have been accredited with ISO 27001:2013 for Information Security. This standard allows Organization to establish, implement, maintain, and continually improve our information security management system. Accreditation with ISO 27001:2013 preserves the confidentiality, integrity, and availability of information. Risk identification and management process allow Organization to minimize exposure to risk giving confidence to interested parties that risks are adequately managed.
- Curis Network has been accredited with ISO 56002:2019 Innovation Management. Our vision to be a premier, diverse healthcare group, recognized for its innovation and transparency, valuable to all stakeholders has led us to be accredited with ISO 56002:2019 for Innovation Management. Our ability to innovate enables us to offer our clients products and services that meet their evolving needs supporting sustained growth, economic viability, increased wellbeing, and the development of society. Innovation increases our ability to respond to changing conditions, to pursue new opportunities and manage the process needed to achieve the intended outcomes.



- Curis Data Protection Officer has been certified by TÜV Austria Hellas.
- To protect health and safety of Curis Network staff members and interested parties, ensuring business continuity during the pandemic outbreak, we have created Covid-19 Policy for Health and Safety at Work as an addendum to our Health and Safety Policy. The purpose of this Policy is to provide guidance during the Covid-19 pandemic and to outline additional measures implemented to contain the spread of the disease within the workplace.
- We joined the European Network for Workplace Health Promotion, that aims to promote the development of workplace health in Europe.
- Conducted the annual Customer Satisfaction Survey.
- Conducted the annual Suppliers and Subcontractors Evaluation.
- Conducted a GDPR Compliance Internal Audit.
- Conducted Third-party Due Diligence to our suppliers, associates and providers to ensure that they comply with our requirements for the protection and promotion of human rights.
- Employees have been trained on:
  1. "ESG: A focus on Each Initial".
  2. "CSRD: A Step Changing in Corporate Reporting".
  3. "Demystifying ESG Reporting".
  4. "Legal Obligations Under the new CSRD & EU Road Map on Corporate Compliance".
  5. "Communicating Sustainability Actions".
  6. "Happiness at Work".



- During the pandemic, we ensured that all employees were trained and supplied with adequate protective equipment to safely perform their duties. Specific training was given on issues like hygiene and protective measures against Sars-Cov-2 virus. We collaborated with the national authorities and immediately complied with guidelines to prevent spread of disease among our employees.
- Curis upgraded its Internal Operations Manual (IoM) to implement additional procedures, policies and control systems. The IoM contains policies, procedures and guidelines regarding all operations, so that, on the best effort basis, no omissions and ambiguities exist as to the services rendered and the professional conduct towards all Network's stakeholders.





As part of Workplace Wellbeing, employees are advised on any relevant Occupational Health and Safety issues. Staff members are actively involved in identifying any hazards and investigating any incidents.

Employees participate in the development and review of the Occupational Health and Safety policies and objectives and the organization ensures that all employees are aware of the Occupational Health and Safety representative. We plan our operations from a safety perspective ensuring that operations are performed under the appropriate controls.

As part of this planning, documented procedures have been implemented for determining and managing risks in regards to existing or planned workplaces, processes, installations, machinery, workflows, working materials that are used, and for procuring goods, equipment and services. Incidents, accidents, near-misses, accident-related downtimes, work-related injuries, illnesses and adverse events of health are recorded and analysed, and corrective measures are taken.

The causes of such incidents are analysed to identify opportunities for both continuous improvement and preventive actions. The results are communicated within the organization, which has defined responsibilities and authorities for dealing with nonconformities, initiating corrective and preventive actions and taking actions to mitigate Occupational Health and Safety consequences.



# NEXT STEPS

For next year we are committed to:



Continue efforts on awareness and knowledge dissemination through training and publications



Encourage discussion with relevant stakeholders on material issues towards defining required actions

## Indicators

During the previous year:

- Zero violations of Human Rights have been reported
- Five seminars on Human Rights have been offered to employees
- Five trainings on hygiene and safety have been offered to employees

For the months to come:

We will make available at least 3 educational sessions to employees on Human Rights

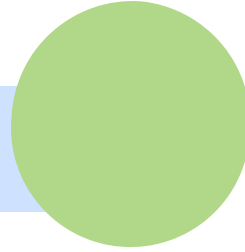


# LABOUR RIGHTS





# LABOUR RIGHTS



## 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.



# EQUALITY







# Our values...

**define who we are. The Code of Conduct provide guidelines for achieving the standards set for our business through respect and support for working conditions. In more details:**

- Ensure all employments standards are upheld by adherence to the national labor law
- Reference to ILO Core Conventions as well as other international instruments
- Support to the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination
- Human resource policy that clearly state employee rights and responsibilities and their compensation and benefits related to CSR and Sustainability issues among others
- Dissemination of the Code of Conduct and HR Policy to contractual business partners and to critical suppliers to adhere to the 10 principles
- Assessment of labour-related risks in the industry sector and country(ies) of operations
- Working hours are limited according to the applicable law. Overtime is infrequent and remunerated
- We ensure that employees are paid at regular intervals by the end of each month, they are paid holiday leave and sick leave according to the legislation
- All employees are treated equally. No discriminations are applied based on gender, age, religion or ethnicity. Women employees are equally paid, they are actively supported in lifelong learning and education, and they are promoted in managerial positions in the hierarchy of the company
- Employees are comparable paid for comparable work
- We employ healthcare professionals who are licensed in the area of their expertise. Our company actively supports and assists potential employees in obtaining their occupational license
- Benefits and rewards are offered to employees who meet their targets

- Employees are offered long-life education and training through participation in relevant seminars and conference
- Employees are actively supported in obtaining further education. They are offered study leave and other facilitations during their study periods

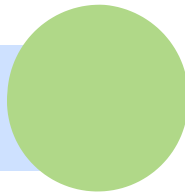
## **During the past year the following actions were taken considering Labor Rights:**

- Employees were encouraged to participate in seminars to upkeeping with the developments in their sector, enhance their knowledge and advance their capabilities.
- Employees have been trained on how to collect, manage and store personal data in accordance with the requirements of the GDPR Regulation.
- Employees have been evaluated based on performance and ethical criteria. Constructive feedback has been provided to them with suggestions for improvement.
- Employees have been offered protective equipment to safely perform their duties.
- Monthly staff meetings were organized giving employees the opportunity to express their thoughts, experiences and suggestions for organizational growth.
- Curis Network has become a member of the Cyprus HR Association (CyHRMA) in an effort to keep informed about developments in the sector, expand knowledge and gain practical advice on how to optimize its approach toward its people.
- Employees have been participated in a seminar titled “Work Re-imagined. The future of work and the future of skills”.
- Employees participated in a training “Explore the value of materiality”.
- We conducted survey among internal and external stakeholders to identify material issues.





# NEXT STEPS



For next year, we are committed to:

- Continue awareness-raising through training of employees on Working Conditions
- Describe how health and safety of all employees is ensured and ensure improvements through consultation with internal stakeholders and external affected parties on material issues in order to identify priorities
- Include in the Human resource policy and procedures how the company prevents discrimination of all kinds and ensures comparable pay for comparable work
- Participate in international framework agreements and other agreements with labour unions
- Enhance employees' participation in designing internal policies and strategies

## Indicators

During the previous year:

- Employees participated in at least six seminars to upkeeping with the sector's development
- An inhouse training on GDPR legislation has been offered to employees

For next year the following targets have been set:

- Conduct at least one internal workshop to identify employees' material issues.
- General Manager to conduct individual meetings with employees giving them the opportunity to suggest improvements and provide feedback.



A top-down view of seven hands of different skin tones (light, medium, and dark brown) arranged in a circle, each cupping a small pile of dark brown soil with a tiny green seedling growing from it. The hands are positioned around a central point, creating a sense of unity and collective effort. The background is a dark, textured surface, possibly soil or a dark cloth. The word "ENVIRONMENT" is written in large, white, bold, sans-serif capital letters across the center of the image, partially overlapping the hands and soil.

# ENVIRONMENT





# ENVIRONMENT

At Curis Network, we believe that our environment is our greatest asset and must be taken care off. We believe that we have an obligation to leave our planet not in the same but in a better condition for future generations.

With this belief, we have adapted practices that encourage and utilize energy conservation; such as the use of energy-efficient light bulbs in our facility, using recycled products and proper disposal procedures. We also, apply a paperless policy, encouraging electronic communication and exchange both internally and externally.



## **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

We are committed to safe environmental practices in every location that we do business. Our employees are trained and receive continuous education on safe environmental procedures. We will share with our partners any technology that assist in the global fight against environmental destruction.

As part of our policy and procedure, we train every employee on the proper technique for disposal of hazardous materials. This is handled as part of our orientation program and also our continuous education program for all employees.



# During the past year

**the following actions were taken considering Environment:**

- Employees have been trained on “Hazardous Waste Management”
- No-plastic use and recycled paper policy has been developed as part of Organization's IoM
- Employees have been trained on “Road to Net Zero”
- Curis reported to National Authorities about hazardous waste management

## Indicators

During the previous year:

- All plastic waste was recycled
- Zero medical waste
- 80% of paper was recycled
- 80% of communication performed through the electronic platform





# NEXT STEPS

For next year, we will:

- Disposal of all Medical Waste
- No plastic use
- 90% of paper to be recycled
- 90% of communication to be performed through the electronic platform





SUSTAINABILITY

ENVIRONMENT

FUTURE

# ANTI-CORRUPTION

NATURE

ECONOMIC

SOCIAL

RESPONSIBILITY

EQUALITY

ETHICS





# ANTI-CORRUPTION



## Principle 10:

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

Curis Network culture does not encourage any practices or acts of corruption, extortion and/or bribery. All partnerships and client relationships are based on contracts, are fully transparent, aligned with the national and European regulatory framework. We do not tolerate any form of corruption in our business practices and anyone found to be involved in such practices will be dismissed from his/her duties. Any form of corruption is against our company's Code of Conduct and a zero-tolerance commitment is included in the updated version. The Code of Conduct handbook is distributed and made available to all employees.

Curis Network states that has never been involved in any litigation regarding corruption and or bribery.

## During the past year

**the following actions were taken considering Anti-Corruption:**

- Employees have been trained on how to identify corruption
- Zero corruption incidents have been reported

## Indicators

During the previous year:

- Zero violations of Human Rights have been reported
- Five seminars on Human Rights have been offered to employees
- Five trainings on hygiene and safety have been offered to employees

# NEXT STEPS

For next year we will:

- Provide continuous training and practical exercises for educating employees in identifying, better understanding and avoiding corruption
- Promote integrity in every organizational aspect
- offer at least one training and practical exercise to employees on how to identify corruption





# COMMUNICATION OF THIS REPORT

Curis Network will disseminate the COP to its Stakeholders by :

- uploading it in the official portal of the UN Global Compact
- making available on company's main website, with links in any other websites and channels of communication maintained by Curis Network.
- printing it for further distribution alongside with the company's brochure
- creating a special link to the COP in all future Newsletters published.

