



Communication on Progress Report

For the period ended 31st May 2018

Company Name:	C.H.G Cyprus Healthcare Group Ltd
Operating as:	Curis Network
Sector:	Healthcare
No. of Employees:	10
Contact Person:	Andreas Savvides
Address:	6 Georgiou Davari Street, 2024 Nicosia, Cyprus
Period covered by this COP:	2017 - 2018
Report date	15 June 2018



Statement of Continued Support

To our Stakeholders

14th June 2018

I am pleased to confirm that Curis Network reaffirms its support on the **Ten Principles of the United Nations Global Compact** for corporate responsibility in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress - COP, we describe our actions to continually improve the integration of the above principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Andreas Savvides".

Andreas Savvides
Chief Executive Officer
Curis Network



ORGANISATIONAL GOVERNANCE: Brief description of business

Curis Network is a trade name describing an international group of diverse healthcare businesses in Europe and the US promoting Excellence in Healthcare. We are an innovative healthcare network seeking to optimize and enhance delivery of healthcare, protecting community health in the regions we operate.

The name is owned by CHG Cyprus Healthcare Group Ltd, a private holding, founded in Europe in 2010, dedicated to the international healthcare and wellness arena by offering innovative, quality services by working closely with industry leaders towards a single goal, that of offering the best setting for the best outcome.

Our vision is to be a premier, diverse healthcare group, recognized for its innovation, transparency and value for money. Our strategy is to restructure and consolidate existing resources, develop branded centers of excellence to serve the local and the international community.

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 are currently reviewing our code of conduct to enable us achieving the standards set for our business through respect and support for human rights. More analytically:

- 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 violation 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 cooperate 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 ensured 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.
- There is a code of conduct under revision for enforcing employee integrity and zero tolerance to abuse of human rights and working conditions violations and child labor.

For next year we foreseen the:

- ❖ Implementation of a suggestion box, on human rights and working conditions issues as well as an electronic hotline (e-mail) for anonymous reporting of possible violations
- ❖ Awareness raising through training of employees on Human Rights
- ❖ Consultation with internal stakeholders and external affected parties on material issues in order to identify priorities
- ❖ Allocation of responsibilities for the protection of Human Rights and Working Conditions within your company
- ❖ Human resource policy and procedures supporting Human Rights and Working Conditions
- ❖ Health and safety policy and committee and provision of medical care

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

Our values define who we are, with a code of conduct under revision that will guide us in achieving the standards set for our business through respect and support for working conditions. More analytically:

- 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

For next year we foreseen the:

- ❖ Implementation of a suggestion box, on human rights and working conditions issues as well as an electronic hotline (e-mail) for anonymous reporting of possible violations
- ❖ Awareness raising through training of employees on Working Conditions
- ❖ Describe how the 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



- ❖ Allocation of responsibilities for the protection of Human Rights and Working Conditions within your company
- ❖ Health and safety policy and committee and provision of medical care
- ❖ Participation in international framework agreements and other agreements with labour unions

ENVIRONMENT

- **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

At Curis Network, we believe that our environment is our greatest asset and must be taken care of. 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 are committed to safe environmental practices in every location that we do business. Our employees are trained and continue to receive continuing 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 continuing education program for all employees.

ANTI-CORRUPTION

At Curis Network, we do not engage in practices of corruption, extortion and/or bribery. All our partnerships and client relationships are based on contracts and are fully transparent respecting the national and European regulatory context. 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 which is under revision and a zero tolerance commitment will be included in the updated version. The code of conduct handbook is distributed and made available to all employees.

Curis Network confirms that non past or current litigation has taken place which Curis Network was or is involved.



COMMUNICATION OF THIS COP REPORT

Curis Network will disseminate current COP to its Stakeholders by

- upload it in the official portal of the UN Global Compact
- upload it in company's main website, creating a reference with a direct link in all other company's websites and other channels of communication under our control.
- printing it for further distribution alongside with the company's brochure
- create a special link for the COP in our Newsletters.