



Curis Network

Communication on Progress Report

For the period ended 31st May 2025





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 provider of community health and wellbeing services, with a vision of extending health and wellbeing into every part of people’s lives—where they live, work, and play—while actively shaping a more resilient and sustainable healthcare sector through an integrated ecosystem.

Operating under the brand “Curis Network,” CHG began its journey in 2013 by supporting international patients and promoting Cyprus as a trusted medical tourism destination. Since then, we have evolved into a dynamic, technology-enabled health and wellbeing ecosystem that seamlessly integrates physical and digital care.

We collaborate closely with experts from Cyprus, Israel, the UK, Greece, Germany, and the United States to bring world-class health solutions to our community.

Our strategy is driven by innovation, creativity, and continuous improvement. We focus on restructuring and consolidating resources to build a truly Sustainable Health Community—empowering individuals to proactively manage their own health and wellbeing. Through this approach, we aspire to remain the provider of choice and a trusted partner to all our stakeholders.

CHG is proud to be an active member of the 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 the United Nations’ principles for sustainable development in the areas of Human Rights, Labour Rights, the Environment, and Anti-Corruption.

This report covers the period from June 2024 to May 2025.



Statement of Support

Dated 02nd June 2025



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

Dear Stakeholders,

RE; Supporting UN Global Compact

As Chief Executive Officer of CHG Cyprus Healthcare Group Ltd, I am pleased to reaffirm our ongoing support for, and commitment to, the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment, and anti-corruption.

Since joining the UN Global Compact in 2017, we have worked to embed these principles into our strategy, organizational culture, and day-to-day operations. Our dedication to integrity, transparency, quality, and responsible governance is central to how we serve our patients, support our people, and engage with our partners. These values are incorporated into our internal policies, procedures, and performance systems, ensuring that respect for human and labour rights, environmental stewardship, and a culture of ethical conduct guide every aspect of our work.

Our commitment is further reflected in the initiatives we undertake to contribute to the United Nations Sustainable Development Goals, reinforcing our role as a responsible and forward-looking healthcare organization. We believe that advancing health and wellbeing must go hand-in-hand with advancing sustainable development.

We support public accountability and transparency and are pleased to present our Communication on Progress, outlining the actions and outcomes achieved during the period under review. In line with UN Global Compact requirements, we will continue to report annually on our efforts, progress, and ongoing commitment to these principles.

On behalf of CHG Cyprus Healthcare Group Ltd, I would like to express our sincere appreciation to our stakeholders for their continued trust and support.

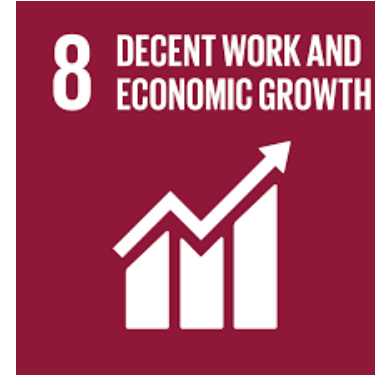
For and on behalf of
CHG Cyprus Healthcare Group Ltd

Andreas Savvides

Andreas Savvides
Chief Executive Officer



The six core SDGs we support



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

We hope that by 2027 we will be also accredited by ISO37001:2025 on Anti Bribery

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.
- Sponsored an one day training to nurses and other allied professionals on Burn Out
- Employees received training on:
 - Managing personal and sensitive data
 - Safety evacuation procedures
 - Human Rights

Future actions:

- Take necessary action for maintaining the target for zero violations of the Human Rights
- Continue educating 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. Towards this, we have entered into agreements with local Universities to create education opportunities for employees.





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 90% of paper were recycled.
- 100% of medical waste through a licensed subcontractor
- Adopted paperless office policies

Future actions:

- Continuing efforts to limit the use of plastic materials
- 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
- By 2027 receive accreditation for ISO37001:2025 on Anti Bribery

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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