

2026

GENDER EQUALITY PLAN

GENOS d.o.o. za vještačenje
i analizu

2023



GENOS

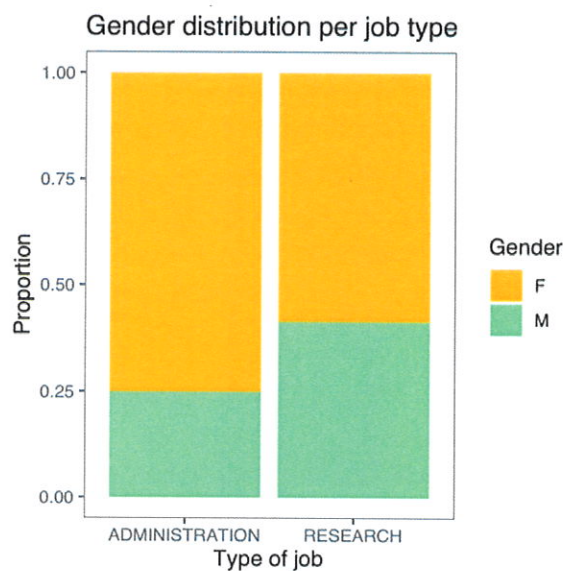
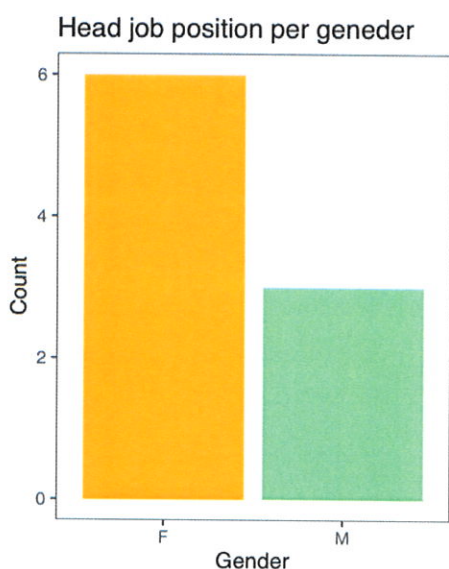
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Introduction

GENOS d.o.o. za vještačenje i analizu (hereinafter: GENOS) has adopted its Gender Equality Plan for the period of 2023-2026. This plan underscores our unwavering commitment to fostering gender equality within our organization. Our goal is to establish an inclusive environment in which individuals of all genders, whether they are employed by GENOS or external associates engaged in our initiatives, are treated with equity. Furthermore, we strive to enhance broader societal awareness about the significance of promoting women's involvement in science by challenging and dispelling stereotypes that may discourage them from pursuing careers in this field.

The gender distribution among GENOS employees and program participants for the year 2023. is as follows:



Ensuring gender equality

INSTITUTIONAL GOVERNANCE

Established as an academic startup in 2007, Genos is the first private DNA laboratory in the region and one of the leading scientific institutions in Croatia in the field of DNA analysis, as well as a global leader in glycan analysis. Since its inception, Genos has been committed to gender equality, with both genders participating equally in its activities. A pleasant working environment, and continuous opportunities for professional advancement, make Genos an extremely attractive place to work. This was recognized in 2013. by the prestigious scientific journal "The Scientist," which declared Genos the "best place to work for researchers in the world." The structure of Genos includes the Head of Genos, Heads of departments, and auxiliary roles, who, through collaborative efforts, achieve success.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To maintain balanced gender representation in leadership positions	Inclusion of gender balance representation among the criteria for the appointment of permanent and ad-hoc activities	Reports on the work of individual activities	<ul style="list-style-type: none">• heads of department• head of Genos

RESEARCH AND DEVELOPMENT

The majority of Genos employees are involved in the research and development sector. Genos has a strong track record of scientific research in the field of glycobiology, leading to significant international collaborations with globally renowned institutions, where Genos participates as an equal partner in large consortia. Additionally, the company's DNA laboratory has contributed to the development of high-quality products in human and animal genetics.

Remarkable scientific and business achievements have led to company growth, both in terms of personnel and activities. As a result, the DNA Laboratory now exclusively focuses on the development of products and services for private clients and institutions, while the Laboratory for Glycobiology maintains its primary focus on scientific research.

Since its inception, Genos has been committed to encouraging women to pursue careers in the field of science. Throughout this period, the organization has been attentive to the needs of all genders, providing equal opportunities for career advancement. This commitment extends to fostering a workplace environment where individuals of all genders are empowered to thrive. As part of our ongoing dedication to gender equality, we are committed to implementing initiatives that promote equal participation and advancement for all employees, irrespective of gender, in our research and development endeavors.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To maintain balanced gender representation in research and development activities	Inclusion of gender balance representation among the researchers and analysts, as well as all project participants	Reports on the work of individual projects members	<ul style="list-style-type: none">• heads of department• head of Genos

ADMINISTRATIVE AND TECHNICAL SUPPORT DEPARTMENT

In Administrative and Technical Support Department, gender equality at GENOS is ensured through adherence to relevant legal provisions, including the Labor Law, the Act on Scientific Activity and Higher Education, the Intellectual Property Law, the Data protection law, the Gender Equality Act, the Anti-Discrimination Act, as well as applicable collective agreements and GENOS' internal regulations, all of which are aligned with the primary legislation.

GENOS upholds a recruitment policy founded on objective criteria tailored to specific positions. This approach ensures equal access to employment opportunities for both men and women, and is explicitly outlined in every recruitment process. Our regulations mandate equal pay for all individuals performing work of equivalent complexity. Regarding staff grade progression procedures, they adhere to relevant regulations and rely on objective criteria related to administrative, research, and professional activities. This approach ensures equal career advancement opportunities for individuals of all genders. Trends in historical statistical data indicate that there has consistently been a higher representation of women among GENOS employees, both in research and support services.

To promote gender equality in employment, we are actively promoting initiatives to encourage female scientists to explore research that we are conducting in Genos. This effort contributes to achieving a more equitable gender representation in science and employment prospects. Ultimately, it dismantles the gender stereotypes associated with specific professions being exclusive to one gender.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To maintain the commitment to objective and transparent recruitment and career progression for men and women	Consistent application of the relevant regulations and collective agreements in recruitment and career progression	Dignity at work procedures	<ul style="list-style-type: none">• Heads of departments• Head of Genos• Office of Administration
Employee Reward System	Establishment of a supportive framework to encourage the participation of both genders in competitive projects	Employees rewards given based on objective criteria	<ul style="list-style-type: none">• Heads of departments• Head of Genos• Office of Administration
To promote gender equality in employment	Promotion of a more balanced gender employment in Genos	Enrolment statistics by gender	<ul style="list-style-type: none">• Heads of departments• Head of Genos

Work-life balance

Employee rights and employer obligations, influenced by personal employee circumstances, are meticulously outlined in the Labour Act, the Maternity and Parental Benefits Act, as well as the collective agreements and internal regulations adopted by Genos. Consistent application and enforcement of these provisions ensure that employees of all genders can exercise their rights without detriment to their employment status or career advancement opportunities.

Therefore, action is required to facilitate the reintegration of female employees into the workforce after utilizing these rights, and to increase awareness among employees regarding the eligibility of both parents for specific benefits.

An environment that views employees holistically, valuing them not solely as job performers but as individuals, contributes to increased employee job satisfaction and, consequently, heightened enthusiasm among employees, leading to higher-quality employers.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To facilitate employee access to information regarding their rights in situations conditioned by personal circumstances	Consistent provision of information to employees on their rights with respect to annual leave, paid leave, maternity and parental benefits etc.	Statistics concerning employee uptake of maternity and parental benefits by gender	• Office of Administration

Countering gender-based harassment and discrimination

Consistently applying and enforcing the provisions of the Labor Act, the Gender Equality Act, the Anti-Discrimination Act, along with other relevant regulations, ensures an adequate level of protection in cases of suspected sexual harassment and sexual discrimination.

Genos maintains an established system for safeguarding its employees. Here, it should be noted that the administrative department, in collaboration with all other departments, each within their respective areas of expertise, receives reports of such suspicions. They then proceed to take legally mandated actions and measures aimed at eradicating such behavior, imposing sanctions on individuals identified as responsible, and providing support to the affected parties.

There is a pressing need to enhance awareness regarding the importance of reporting instances of sexual harassment or discrimination, and to implement additional mechanisms to facilitate this process.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To raise the awareness on the need to report suspected sexual harassment or discrimination	Guidance to workshops and dissemination of additional information on what constitutes sexual harassment and discrimination, along with mechanisms for protection, offered by competent bodies	Statistics of relevant bodies	• Office of Administration

Conclusion

Genos consistently enforces the regulations and internal guidelines related to gender equality across various aspects of its operations. In 2013., the prestigious recognition of Genos by 'The Scientist' magazine as the 'best place to work for researchers worldwide' provided concrete evidence of our commitment to cultivating a pleasurable work environment, along with our steadfast dedication to offering equal pathways for career advancement, regardless of gender. This Plan is designed to guarantee sustained and uniform action in promoting gender equality and further advancements in areas where such progress is both necessary and attainable. Department heads will oversee the implementation of this Plan once a year.

*Dr. Gordan Lauc
Founder and CEO*

 **GENOS d.o.o.**
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