

Genos operates on the principle of avoiding conflicts of interest.

This means that individuals who are in a conflict of interest in relation to affiliated companies[1] and related persons[2] should be excluded from procurement procedures, which include the conclusion of contracts/issuance of purchase orders, except in cases where the affiliated company or related person (covered by the term: related entities) is the only one able to deliver the goods, works, or services due to technical reasons or the existence of exclusive rights to the subject being procured, which the NOJN is obliged to prove.

[1] Includes related persons as defined by general tax law, as well as relatives by blood in the direct line or in the collateral line up to the fourth degree, relatives by marriage up to the second degree, spouses or common-law partners (regardless of whether the marriage has ended), as well as adoptive parents and adoptees of representatives of the NOJN when it concerns the head or a member of the management, governing, or supervisory body of the NOJN.

[2] Includes the head and members of the management, governing, and supervisory body of the NOJN, members of the expert committee for procurement (if established and active), other persons involved in implementation or who may influence the contracting authority's decision-making in the procurement procedure, as well as persons with procurement service providers acting on behalf of the NOJN.

List of entities with which Genos has a potential conflict of interest:

- GENOS GLYCOSCIENCE d.o.o. for research and services
- GlycanAge Ltd. for research and development
- VUČEDOLSKA JAREBICA d.o.o. for services
- E-GLAS Ltd. for research and development
- Selectio Solutions d.o.o. for consulting
- Electus DGS d.o.o. for temporary employment
- Centar poslova d.o.o. for temporary employment
- SELECTIO d.o.o. for employment mediation
- ELECTUS USLUGE d.o.o. for services
- InovaLab Ltd. for services
- Artemis alfa Ltd. for services