

Preamble

The German Aerospace Center e. V. (DLR) is the national research centre of the Federal Republic of Germany for aeronautics and space. Our extensive research and development work in aeronautics, space, transport, energy, digitisation and security is integrated into national and international collaborations. On behalf of the Federal Government, we are also responsible for planning and implementing German space activities and for representing Germany in international bodies, especially the ESA. In addition, we are the umbrella organisation for the largest national project management organisation. We carry out these responsible tasks in accordance with our self-image as a research institution geared towards scientific excellence. We are equally aware of our role in society and our responsibility towards our customers, business partners, members and employees, and we act in a sustainable manner. Against this background, we contribute to the solution of societal issues. We have therefore created a binding policy for ourselves. Against this background, we commit ourselves to the following principles, which apply to all our activities.

1. Scope and principles

The DLR Code of Conduct applies uniformly to all areas. It is supplemented by the existing and/o the (overall) company regulations to be created in the future. We strive to implement the contents at all levels in research and administration.

The essential elements of the Code describe how we deal with each other. This is based on mutual respect, mutual appreciation, fairness, honesty, tolerance, team spirit and openness. In addition, our social responsibility, which is characterised by professionalism and transparency, is outlined.

2. Ethics of scientific work

Based on the recommendations of the German Research Foundation (DFG), we have adopted rules to ensure good scientific practice and have declared them to be the basis of our research policy. All staff members respect the intellectual property of others at all times and do not use it to their own advantage. Deviations from good scientific practice as defined in this way are to be regarded as scientific misconduct. The "European Charter for Researchers - Code of Conduct for the Recruitment of Researchers" published by the European Commission is observed. In our scientific organisational units and projects, we adequately ensure that tasks of management, supervision, conflict regulation and quality assurance are clearly assigned. Out of diligence, primary data that form the basis of a scientific publication are stored for at least ten years. In our institutes and facilities, we pay special attention to the training and promotion of young scientists. The priority of quality over quantity in the evaluation of scientific achievements is our management principle, which we ensure comprehensively.

3. Act sustainably

We have anchored sustainability in DLR's overall orientation and guidelines. Based on this, two sustainability guidelines were derived for DLR: "Research for sustainability" and "Sustainable Research and Work".

Among other things, we support the United Nations Global Compact, which is valid worldwide, and share its basic principles on human rights, labour standards, environmental protection and anticorruption. It comprises ten principles.

We are committed to respecting human rights as defined by the German Supply Chain Duty Act (Lieferkettensorgfaltspflichtengesetz - LkSG) and to acting responsibly towards the environment. We expect our suppliers in the supply chain to comply with the respective applicable legal system, in particular the applicable human rights and environmental protection regulations (cf. DLR human rights strategy).

We strive to meet the constantly changing legal framework and requirements in all areas of our business activities. This includes compliance with all national and international laws, ordinances and comparable regulations.

United Nations Global Compact, Basic Principles Human

Rights

Principle 1: Support and respect international human rights within one's own sphere of influence

Principle 2: Ensure that your company is not complicit in human rights abuses.

Labour standards

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Abolition of all forms of forced labour

Principle 5: Abolition of child labour

Principle 6: Elimination of discrimination in respect of employment and occupation

Environment

Principle 7: Support a precautionary approach to environmental challenges

Principle 8: Take steps to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Fighting corruption

Principle 10: Commitment to counter corruption in all its forms, including extortion and bribery.

4. Work and family

We support our staff in reconciling work and family life. As a publicly funded institution, we are aware of our social responsibility and contribute to the realisation of equality and equal opportunities with our human resources policy. Instruments used for this are flexible working hours and working time models such as part-time work, teleworking, mobile working, regulations on parental leave and return to work. The quality of our family-conscious human resources policy has been confirmed several times by recognised certificates.

5. Partnership at work

We are a reliable employer that attracts employees, qualifies them in a timely manner, develops them appropriately and deploys them in the right place. In combination with performance-based pay, we create and maintain an attractive working environment that contributes to scientific excellence.

We are all respectful, loyal and honest with each other. Co-determination is an important aspect of achieving these goals.

6. Promoting the professional development of employees

The professional qualification and advancement of employees is a central component of our human resources policy. The aim is to identify and develop the knowledge, experience and skills of our employees and to adapt them to the constantly changing requirements of the workplace. In addition, we provide targeted support for career development both within and outside DLR.

All employees have access to local and cross-location training programmes and development measures that impart the necessary technical, methodological and social skills in a needs- and demand oriented manner.

7. Health and safety

We are working on the continuous improvement of our occupational and plant safety as well as health protection. We are all constantly challenged and jointly responsible for this.

8. Preservation and protection of the environment

Due to our regional and local significance, we actively assume our responsibility towards society and the environment and thus contribute to minimising environmental pollution, conserving resources and promoting environmental protection as well as the well-being of the community. This is not only done in the spirit of our sustainable success, but we also act as a vital and valuable building block in international, national, regional and local communities.

9. External relations

The DLR Code of Conduct applies within DLR. It is also intended to encourage all customers, clients, suppliers and all other business partners who have a relationship with DLR to act in accordance with this Code of Conduct. Through our actions, we work towards a broad dissemination of the principles set out in this Code of Conduct.

10. Compliance with the Code of Conduct

We can all view the DLR Code of Conduct on the DLR intranet at any time and call on each other to comply with and actively promote it.