



Policy of the DLR Management System

The policy of the German Aerospace Centre covers the original, general and long-term statements regarding objectives and primary measures. It is continuously adapted in a strategy development process and is binding for all DLR employees. The Executive Board has divided the organisational objectives into three areas analogous to the three fields in which DLR is active: research & technology, project management agency and space administration. In a systematic target cascading process, these strategies are broken down into concrete goals down to employees' level. The essential principles of the DLR management system are also derived from this.

Principles of the DLR Management System

1. The quality of research results, management activities and the underlying infrastructure are of fundamental importance for the performance and competitiveness of DLR.
2. DLR encourages the needs-oriented performance and development potential of its executive leaderships, specific target groups, teams and organisational units. The responsibility in this case lies with the executive leaderships of DLR. They ensure through various instruments the skills development and contribute to the promotion of employee motivation and job satisfaction. The HR and organisational development provide suitable instruments such as planning and development of appropriate measures for development of expertise, methodical, social and personal employee's competence. Recruiting and retaining qualified employees takes place through a wide range of measures, including, amongst other things, through activities of the HR and organisational development and HR marketing.
3. As a public funded federal research institution, and as a federal project management agency and space administration, DLR does not just have a social and political obligation to observe the principle of sustainability. In addition, DLR establishes a climate for equal chances and opportunities for all employees and establishes future-oriented operational processes.
4. To enhance the satisfaction of its customers, partners and employees, DLR is continuously improving its processes within the areas of quality, health, risk management, energy and environmental management, as well as in occupational safety and information security. DLR expects the same from its project stakeholders, service providers and suppliers. In the procurement, DLR sets for its own requirement within the current framework conditions to safety, energy-efficient and environment-friendly products and services.
5. DLR aligns its work conditions to the human's requirements. It designs the work, so that it can be performed as well as possible by the employees, not getting injured or rather affecting their health and contributes to their personal development. This also includes measures to ensure the safety and the long-term health maintenance of project partner, service providers, suppliers and visitors of DLR-locations and DLR production sites.
6. DLR stands up for a careful, efficient and responsible handling with their resources. Environmental pollution is minimised as far as possible or avoiding at best. Demand of energy and consumption is measured by a systematic approach, controlled, analysed and presented in a transparent manner. DLR obligates to continuous improvement of energy related performance and informs its stakeholder in an appropriate manner.
7. DLR provides resources and information for improving the DLR Management System and the achievement of the management objectives. Responsibilities on the part of DLR are provided with necessary authority. Communication and training measures to the DLR Management System serve for the sensitization among persons affected.
8. DLR informs actively, steady and in a comprehensible way customer, partners, employees as well as the public about its research results, performances, operated infrastructure as well as all aspects of the integrated DLR Management System.
9. DLR shows compliance to laws and obligations and applies relevant norms.
10. DLR steady evaluates its performance and effectiveness, the status of achievement although the implementation of the measures of the DLR Management System and implement corrective actions, preventive actions and improving activities

DLR Executive Board (02. Nov. 2021)

