



## **MAX PLANCK SOCIETY** **CORE VALUES**

The Max Planck Society is a non-university institution dedicated to fundamental research, predominantly publicly funded. We are a highly diverse group of scientists, students, administrators, technical and support staff, and guests.

### **Our core values are:**

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- We treat each other with respect.
- We act honestly, ethically and with integrity.
- We communicate transparently and respectfully both internally and externally.

We expect all visitors and partners to reflect the Core Values of the MPG in their actions.

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## Max Planck Society Code of Conduct

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The Max Planck Society expects all staff, scientists, directors, guests, and partners to adhere to the following principles:

**1. Our mission is to conduct cutting-edge, fundamental research for the benefit of all humankind, in keeping with our motto: „Insight must precede application“.**

The Max Planck Society looks back on a long tradition of performing high-risk highreward fundamental research. We are committed to giving our scientists the best possible conditions for conducting their research in our Institutes. Despite the diverse research interests of our scientists, we all pursue a common goal: understanding the world around us for the benefit of all humankind.

**2. We treat each other with respect and do not tolerate any forms of discrimination based on ethnicity, gender, disability, religion or belief, age or sexual orientation or identity.**

Discrimination has no place in the Max Planck Society: not in the lab, not in the workshop, the office or during the hiring process. We believe that science is a diverse endeavor: diversity provides new impulses, new ideas, new perspectives and innovation.

**3. We conduct our research and support the research of others with integrity and according to the highest scientific standards.**

We are committed to scientific integrity and abiding by the guidelines of good scientific practice. We value scientific quality over quantity. To monitor our progress and standards, we invite external experts (Scientific Advisory Board) on a regular basis to evaluate the quality of our research and the state of our Institutes.

**4. We discuss problems and implement solutions openly and respectfully; we communicate the principles and processes that underlie our actions and decisions.**

We are committed to providing a work environment within our Institutes in which all employees feel valued and know they can address problems openly without fear of reprisal. When issues arise within the Institute or the Society, we discuss them openly and respectfully with the goal of finding a solution amenable to all parties.

**5. We recognize the achievements of others, give credit where it is due and offer constructive feedback when necessary.**

Science and innovation depend on an open and constructive discourse in which new ideas can be freely exchanged and old wisdoms challenged. Thus, we discuss our research openly and criticize constructively. We give credit to those who help us with their ideas and their criticism. We recognize that the people who support our scientists in the labs, the administration and the workshops are integral to the success of the Max Planck Society. We take pride in the achievements of the scientists and staff of the Institutes and the Society.

**6. We support each other in achieving our goals by nurturing trust and cooperation, and by respecting individual capabilities and needs.**

We are aware that research is often highly competitive and people can feel under pressure to produce results. Because of these circumstances, we are committed to being mindful of personal boundaries and contributing to a nurturing work environment based on trust and mutual respect.

**7. We honor our responsibilities towards our colleagues, employees, the public, and the environment by acting supportively and sustainably.**

We are committed to supporting each other scientifically, in matters of leadership and mentoring, as well as career development. We are aware that our research is predominantly funded by the taxpayer and respect the boundary conditions of public funding. Whenever possible we pledge to conduct our research in an environmentally sustainable fashion.

**8. We communicate openly and transparently with each other and with the public.**

Scientific discovery must be communicated in order for it to be valued by the public. Since we are predominantly funded by the public while also benefitting from private donations, we see it as our obligation to inform the public openly and transparently about our research. We use many different channels for our public outreach: newspapers, websites, social media, public lectures, tours of the Institutes or educational programs.