

Corporate policy

1 The Helmholtz-Zentrum Hereon Mission

Our aim is to preserve a world worth living in. To this end, we generate knowledge and research new technologies for more resilience and sustainability—for the benefit of the climate, the coasts and the people.

Our path from idea to innovation leads through experimental studies, modeling and artificial intelligence. In this way, we build an interdisciplinary bridge from the basic scientific understanding of elementary processes to scenarios and practical applications.

As an active member of international research networks and the Helmholtz Association, we provide support toward shaping a sustainable future through the transfer of our expertise to political, economic and societal institutions.

The Helmholtz-Zentrum Hereon comprises fifteen pioneering scientific institutes and is also responsible for the operation or residual operation, the decommissioning and dismantling of the nuclear facilities that were shut down in 2010 (research reactor, hot laboratory, radioactive waste storage, reactor pressure containment vessel for the *Otto Hahn* nuclear ship).

2 Company Policy

In order to make this mission a reality, a stable and secure regulatory framework is necessary as well as fundamental, pioneering principles. As company policy, these form the foundation for further concretizations and decisions.

2.1 Safety and a Culture of Safety

The extremely high demands placed on the operation of nuclear facilities have shaped the safety philosophy of the entire company for decades.

In pursuing these goals, human safety as well as environmental and material safety are of the utmost priority. We recognize the responsibility toward humanity and the environment that arises from our actions and strive to meet this responsibility in *all* activities by adopting a safety-oriented approach.

For us, the freedom of research and learning on the one hand and the compliance with legal requirements as well as the primary consideration of safety on the other are not at odds with each other.

In order to ensure that the safety objective is taken into consideration on all company levels, it is our duty to ensure a safety-oriented culture at our research locations by taking appropriate measures. We understand this to mean an active sensitivity to safety issues that permeates all levels of the company and is expressed in the values and behaviors of our employees and management. These values are further refined and strengthened through persistent critical consideration and discussion.

Of course, the well-being of our staff, business partners and neighbors plays a central role here. Existing health protection and occupational safety measures are continuously monitored and improved. We are also committed to protecting the environment to the same extent.

2.2 Economic Efficiency

As a recipient of funds under public law, we always handle the resources entrusted to us in a responsible manner.

In particular, we fulfill our responsibility to funding bodies and the public through the appropriate, economical and prudent use of funds, through careful future-oriented planning, and through appropriate monitoring. In all decisions made in this area, moreover, the long-term protection of economic viability and the preservation of jobs take precedence over short-term financial gains.

2.3 Personnel Development, Knowledge Management and Knowledge Dissemination

Our knowledge is a valuable asset. To preserve existing knowledge, to apply current knowledge and to create new knowledge is a central part of our identity. To this end, Hereon promotes the exchange of knowledge and provides ongoing training opportunities to maintain and expand skills. Future-oriented personnel planning creates the necessary foundation to achieve this goal. This especially ensures that the core competencies required for the safe operation/residual operation of the nuclear facilities are maintained at all times and that they are expanded in accordance with requirements for their dismantling.

2.4 Personnel Management

Our employees from more than fifty different nations are our most important asset. Each and every individual is a crucial part of the center. This diversity, mutual appreciation and respect define us and enrich our center in many ways. The motivation and capability of our staff are decisive success factors for us in the competitive national and international research realm.

As a research center, we attach great importance to the individuality of our employees and encourage them to develop their own innovative ideas as well as to contribute such concepts toward shaping the company. To reach this goal, we pursue an employee-oriented and task-oriented management style in which goals, hierarchies, assigned responsibilities, regulations and minimum standards to be observed are specified by the respective management levels. The staff is involved in the decision-making processes, such as through suggestions and feedback opportunities. Likewise, they are provided opportunities to creatively design and develop the prescribed structures.

The center supports the potential of all staff members in fulfilling their ambitious goals in equal measure through diversity, equal opportunity, work-life balance and inclusion as Hereon's embodied management principle.

Our varied offerings for work-life balance, preserving good health and strengthening our staff capabilities are an indispensable part of our company's culture and an essential component of our human resources policy.

2.5 Expectations and Requirements for Managers and Staff

The Hereon management bears a special responsibility. It is responsible for making decisions, embodying and communicating Hereon's aims, and providing direction to employees by clearly outlining requirements and expectations, creating frameworks, and monitoring compliance.

We all want our staff to identify strongly with the company's goals and promote them by communicating these goals and their foundations.

In particular, ensuring high safety standards requires that these principles be observed and implemented on all company levels. This can only become reality through a basic safety-oriented approach based on understanding and acceptance on the part of all staff.

2.6 Interaction with External Organizations and the Public

Only by continuously presenting ourselves to the outside world can communication of basic research and application-oriented scientific research succeed in the long term. To this end, we pursue a comprehensive communicative and public strategy.

The consensus-oriented dialogue with the public that Hereon has been promoting for many years, including in the context of dismantling and decommissioning the nuclear facilities, has made a substantial contribution in that those governing bodies, companies and social institutions interacting with us as well as the general public and other stakeholders, perceive the research center as a reliable, responsible and innovative partner.

Furthermore, clear communication and enforcing in-house safety standards with external suppliers and service providers, reliably fulfilling contractual obligations, professional exchange with government bodies and providing the public with safety-relevant information is a central aim in Hereon communication.

2.7 Responsibility for the former GKSS Research Center Nuclear Facilities

The Hereon Directors are aware of their responsibility for the safety of the nuclear facilities and their legal framework. Within this framework, a safety-oriented integrated management system is in place and maintained while its effectiveness is continuously undergoing improvement. To this end, the Directors provide sufficient resources and all necessary information. They are also actively responsible for conducting regular management assessments.

This obligation is embodied in the following:

- establishing and regularly reviewing the company's policy
- deriving goals and objectives for nuclear safety, environmental safety, occupational safety, health protection and quality
- clearly structured operational organization
- considering defined process flows
- assigning tasks, responsibilities and authorizations
- ensuring comprehensiveness, coherence and effectiveness of operational guidelines
- committing to continuous improvement, avoiding environmental pollution and preventing injury and illness
- complying with statutory regulations, official directives and the rules of technology

The integrated management system is a binding guideline and applies to the following:

- to the personnel directly and temporarily assigned to the operational organization of the nuclear facilities
- to the external personnel working at the nuclear facilities
- to all activities with an impact on nuclear safety, quality, environmental protection and occupational health and safety.

2.8 Continual Improvement

Exemplifying all of the above is the constant responsibility of the company's management in cooperation with funding bodies, supervisory and licensing authorities as well interested parties.

In pursuing all of our goals, we continuously subject ourselves to critical self-examination so that we can identify potential and implement improvement.

3 Company Goals

Our ambitious mission and associated policies can only be achieved and have an impact in science, society and the economy if they are embodied in measurable and tangible company goals aligned with fulfilling the aforementioned points. Implementing these goals is of central importance and is the decisive tool for actually attaining the Hereon mission.

- At the Helmholtz-Zentrum Hereon we conduct cutting-edge research in materials science, coastal, climate and environment research as well as in regenerative medicine.
- The complex challenges and scientific issues concerning our society require multidisciplinary research networks. As a member of the Helmholtz Association, we pursue long-term research goals on behalf of the state and society within a strong competence network. For our successful research, we also have reliable partners whom we successfully attract from universities and non-university research institutions within the national, European and non-European research landscape as well as from the commercial sector. We integrate our partners into our work on a long-term basis.
- We ensure the preservation and further development of our expertise by actively promoting junior scientists and by participating in attractive programs for emerging scientists.

- Our scientific insights impact society and the economy through active innovation management within the framework of knowledge and technology transfer.
- The operation/residual operation of the nuclear facilities as a scientific infrastructure, which has been significant in the history of the center, will be terminated in an organized manner. It will take into account safety, legal stipulations and avoid harm to the public and the environment. The facilities will be dismantled in accordance with legal requirements.