


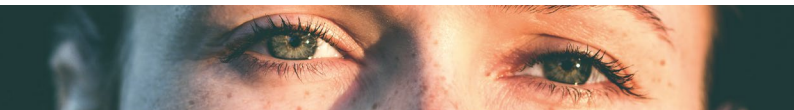
CDRmare Code of Conduct



CDRmare Code of Conduct

General intention

The CDRmare community developed this Code of Conduct to communicate our common understanding of basic values and rules for respectful cooperation and communication. These guidelines aim at identifying the core ethical values for conducting research within the CDRmare community, establishing an example and developing this further within the wider marine science community and partner institutions. The CDRmare Code of Conduct applies to everyone, regardless of their level or field of experience, gender or gender identity, age, national origin or nationality, cultural background, religious creed, sexual orientation, family status or health condition. We encourage all CDRmare members to implement and transmit the values of the Code of Conduct within and outside the CDRmare environment such as their working groups, research departments and institutes.



Welcoming working conditions

We promote a good work-life-balance. This includes scheduling meetings only during regular working hours, taking holidays, no work obligations during weekends, aside from research cruises or longer-term laboratory experiments, and regular compensation of overtime.

Support is provided for those with family obligations to the best extent possible. Meetings take place at family-friendly times whenever possible.

Principal investigators, supervisors, and scientists in leading positions are role models for practising a good work-life balance and should discuss with their team members ways of improving working conditions.

A CDRmare **counsellor** is available who can be asked for advise in case of conflicts and problems. All requests are handled anonymously. Further details on the counsellor's role and the request procedure can be found in the [CDRmare internal communication document](http://www.cdrmare.de/en/guiding_documents) (www.cdrmare.de/en/guiding_documents). The counsellor as well as the CDRmare governance bodies closely work together with the CDRmare partner institutions to solve issues of all kinds to support all members of the research mission.





Scientific ethics

We are aware of our responsibility with respect to freedom of research and research risks. By implementing the CDRmare **Innovative and Responsible Research Guidelines** (www.cdrmare.de/en/guiding_documents) we follow ethical principles, not only with respect to the way research is conducted but also with respect to the research output.

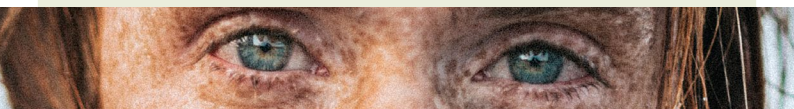
Scientific transparency and communication

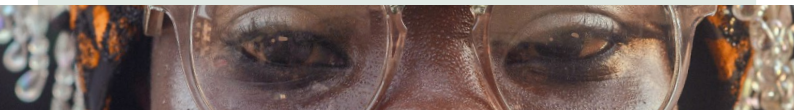
A core part of research transparency is to make research open. We therefore make our research methods, outputs and data open and available. We follow important guidelines, for example the fulfilment of regulations regarding (co-) authorship on publications and the FAIR* principle of data availability and accessibility. This is defined in the **CDRmare Data Policy** (<https://doi.org/10.3289/CDRmare.01>).

We are aware of the social responsibility of our science and participate actively in political and social debates concerning scientific fields in which we operate or to which we can contribute with our expertise.

We inform the public openly and transparently about our research.

**FAIR data = findable, accessible, interoperable, reusable*





Value of diversity and individualism

We encourage and acknowledge the importance of diversity in research teams by fostering staff with different backgrounds, ways of living, beliefs and nature to bring in diversified experiences, research ideas, ways to organise work and communicate.

A diverse working environment supports an open exchange of individual ideas and the development of diverse practises to improve the cooperation between scientists and to advance research.

Value of internationalism and interculturalism

We desire and value a highly international and intercultural research community bringing in different perspectives on scientific questions, research methods and experimental set-ups for the improvement of our research.

We endeavour to develop and maintain a respectful cooperation by acting and communicating in culturally sensitive ways within and outside the research community.





Zero tolerance for unjust treatment and harassment

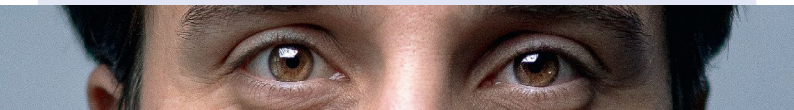
Everyone shall be treated equally and fairly.

Specific individual requirements such as different levels of familiarity with the German science system, different levels of experience, various contract situations and family obligations should be taken into consideration in our dealings with and expectations of each other.

Discrimination, mobbing and sexual harassment are under no circumstances tolerated in all working environments, including fieldwork and research cruises.

Everyone shall be free to speak up about inappropriate and unjust behaviour or make use of the formal (anonymous) channels provided by their respective institutions and the CDRmare Counsellor. Any form of harassment and discrimination can lead to official institutional complaint procedures and the exclusion from the CDRmare community.





Career development

We actively promote career development at all levels by supporting professional training and personal development.

Early career scientists at the doctoral level are encouraged to enrol in graduate schools and postdocs in existing peer-networks to receive training and structured career support.

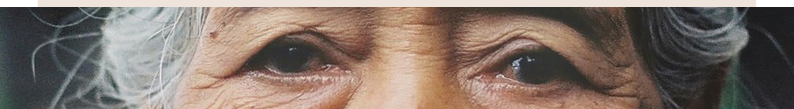
Career development support is expected from supervisors, mentors, principal investigators and all other scientists in leading positions.

Environmental responsibility

The aim of CDRmare is to develop methods to mitigate climate change.

We attempt to act as sustainably as possible when conducting our research and while working together. For example, at meetings, catering should be regional and vegetarian and disposable products should be avoided. Printing and other outreach materials and products should be climate and environmentally friendly produced.

The meeting and event venues are chosen so that they are easily accessible by train for all partners. For business trips, the train is generally preferable.





CDRmare

Research Mission of the German Marine Research Alliance (DAM) »Marine carbon sinks in decarbonisation pathways«

The research mission CDRmare (CDR: Carbondioxide Removal) will investigate whether and to what extent the ocean can play a significant role in the removal and storage of CO₂ from the atmosphere.

It will also consider the linkages with and impacts on the marine environment, Earth system, and society, as well as appropriate approaches for monitoring, attributing, and accounting for marine carbon storage in a changing environment.

The research mission is composed of 6 consortia investigating different methods of marine CO₂ removal and storage (alkalinisation, blue carbon, artificial upwelling, CCS) in terms of their potential, risks and trade-offs and bringing them together in a transdisciplinary assessment framework.

www.cdrmare.de

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