



## RLI Charter

### Preamble

Reiner Lemoine Institute is an independent non-profit research institution working towards a future with 100 % renewable energy. The shared goal of all people working at RLI is to give scientific support to a long-term energy transition and, thus, counteract human-made climate change.

### Article 1

#### **Our goal is 100 % renewable energy**

An energy system that is based on 100 % renewable energy is possible. At RLI, we are convinced that the implementation of such an energy system is the most fundamental step of meeting carbon reduction goals as soon as possible and, thus, stopping the human-made climate catastrophe. Our work's motivation is to help save our planet and keep it inhabitable for future generations.

## Article 2

### **Access to green energy is a human right**

We are convinced that access to green energy is a human right. Every person should have access to affordable, reliable, sustainable, and modern energy as stated in the UN's Sustainable Development Goal Number Seven. Our research aims to support the achievement of this SDG.

## Article 3

### **We use transdisciplinary working methods**

We are convinced that the energy transition is not only a technical, but also a social process that needs to focus on people. Energy is a prerequisite for a good life and the people who use it should always be able to comprehend and question aspects of the energy system. We therefore work on including a large range of stakeholders and affected groups into the energy transition process and communicate our findings as comprehensible as possible.

## Article 4

### **We are convinced of the open-science principle**

We are convinced that making methods and data transparent will make energy research more efficient by reducing double efforts. It also facilitates collaboration and helps to use public funding responsibly. Open-science principles form the technical and legal basis for scientific reproducibility and genuine participation in the transformation of energy systems – they also

help to legitimize policies that are based on scientific findings. We therefore orientate ourselves on the principles of open science, open source, and open data and try to make a large part of our scientific work accessible. We actively share our knowledge and experience.

#### Article 5

##### **We value genuine partnership**

We want to work at eye-level with our scientific and project partners – nationally and internationally. We are aware of (post-)colonial patterns and refuse to reproduce them. When working with partners from countries that have a history in which they became the victims of colonialism, we actively seek to include local partners into our work and will not accept partner settings, where local partners are excluded from the content work of the international project consortium or are disadvantaged in the distribution of funding. We constantly challenge our processes and ways of thinking in an effort to eliminate structural inequalities.

#### Article 6

##### **People come first**

The people who work at RLI are seen as individuals, not laborers. We are aware that individuals have personal, emotional, or health-related issues that may affect their work and productivity at RLI. We allow these aspects to have part in our corporate culture and will always offer support if any individual decides to share their issue with RLI. For this, we regularly elect two persons of

trust who are approachable for everyone. RLI will always seek to create a corporate culture that focuses on support.

#### Article 7

### **No to racism and discrimination**

We want the RLI to be a diverse place. We explicitly reject any form of racism and discrimination based on, for example, ethnicity, national origin, appearance, faith and religious beliefs, language, age, social status, sexuality, disability or state of health. We are aware of the multidimensional character of racism and discrimination. At RLI, we want to create a work environment that enables everyone to prosper and never be disadvantaged due to racist attributions or discriminatory behavior. We actively and frequently question our own behavioral patterns and institutional processes in order to identify discriminatory and racist behavior of which we may not be aware.

#### Article 8

### **No to sexism**

At RLI, all people work together as equals. Being aware of the imbalance of genders in the energy industry in general, we want to actively set a counter example and make women's work for the energy transition visible, as well as the work of non-binary people who are often made invisible. We are aware that there are more than two genders and seek to create a work environment and the necessary infrastructure that allows any individual to prosper and never face disadvantages because of their gender or sexual orientation. At RLI, people of all genders are welcome and will receive the institution's support wherever needed.

## Article 9

### **We value an inclusive work culture and cooperation**

RLI is proud of its inclusive work culture. We will always try to meet any need an individual may have in order to work as an equal member of the RLI team. We work together as a team and support each other. Open and honest communication is crucial for this. We seek to eliminate competitiveness within our team, as we are convinced that we will reach our shared goals only if we work together, not against each other. We adhere to agreed rules, processes, and deadlines and strive not to cause each other unnecessary work. We value the work and time of our colleagues.

## Article 10

### **Employee participation is important to us**

RLI employees should have the opportunity to help shape and determine the content and structure of their work. In order to create clear responsibilities, we only create hierarchies where necessary. They arise at the RLI bottom-up. We do not create positions of power.