



**Institute of
Sugar Beet Research**

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Institute of Sugar Beet Research (IfZ) - Code of Conduct

The Institute of Sugar Beet Research is a non-profit research institution.

The IfZ...

... as a team

We are a diverse team. In our day-to-day work, colleagues of different ages and nationalities with a wide range of expertise and experience work together to ensure sugar beet cultivation is still sustainable in the future. We value respectful, honest and non-discriminatory interaction and support each other. We discuss problems in our daily work and find solutions together. If support is needed, we have a team of ombudspersons in-house.

... as employer

We support a friendly working atmosphere in which all employees feel equally valued and can thus perform to the best of their individual abilities. Our employees receive training on current technical topics and participate in further training courses in the areas of personnel management, communication and safety at work. Respectful and transparent communication between employees in science, technology and administration is of central importance to us. Joint activities such as field days, company events and workshops contribute to this.

We have created conditions that allow for a good work-life balance through part-time models, flextime options and mobile working; this gives our employees the best possible flexibility and support in different life situations.

... as research institution

Our research focuses on sugar beet, with an emphasis on cultivation, digitization, plant diseases and variety testing. Our interdisciplinary approach enables us to conduct scientific work ranging from basic research to practical trials. This close connection makes us unique as an institute in the field of crop research. We are an important cooperation partner for other scientific institutions, companies and authorities. In addition to basic research, the central goal of our work is to develop application-oriented solutions to current issues in sugar beet cultivation (plant diseases, climate change, reduction of plant protection products). Our employees have access to state-of-the-art field and digitalization technology as well as laboratory equipment and methods for their research activities. Projects are mainly financed by public third-party funding. Publication of results and knowledge transfer to society is our priority. In addition, we are also responsible for the nationwide coordination of variety trials, which form the basis for variety approval and advice to farmers.

... as affiliated institute

Our institute has the status of an affiliated institute at the University of Göttingen which is regulated by contract. IfZ is also Associate Partner of the Göttingen Campus. We collaborate in teaching and research and follow the good scientific practice of the University of Göttingen. The infrastructure and administration of our institution are independent of the university. We actively participate in the training of young scientists by offering courses and supervising bachelor's, master's and doctoral students. In addition, we are involved in the academic self-administration of the Faculty of Agricultural Sciences at the University of Göttingen in various committees.

... as vocational training company

Our institution provides training in the professions of plant technologist and biology laboratory assistant. Qualified and dedicated trainers support the trainees and teach them a wide range of working methods. The focus is on familiarizing them with the latest technology in the field and in the laboratory. In this way, trainees can learn to work independently and responsibly in own field trials and in our laboratories and greenhouses. Additionally, they develop skills in experimental design and implementation.