



KInIT Code of Ethics

Who We Are

[Kempelen Institute of Intelligent Technologies](#) (KInIT) is an independent, non-profit research institute that conducts cutting-edge research on intelligent technologies, primarily focusing on artificial intelligence and its intersections with other disciplines. KInIT combines the excellent competencies of academic researchers and educators with innovative companies, their needs and experience. By involving the private sector, we seek to create a healthy research ecosystem that is connected to existing universities, the Slovak Academy of Sciences and above all to the international community. Drawing inspiration from leading institutions in other countries, KInIT serves as a center of expertise that encourages companies to engage in research, strengthens their connections with the academic sector, and attracts talent to Slovakia.

What is KInIT Code of Ethics

This Code of Ethics (hereinafter referred to as the Code) serves to conceptualize and articulate our stance on responsible research and development of intelligent technologies. The Code introduces a set of values and principles intended to act as a moral compass for our researchers and engineers and to guide the research and development and innovation (R&D&I) practices with our partners.

At its core, the Code functions as a set of recommendations rather than strict regulation. Its nature is more general, offering overarching guidelines rather than exhaustive details of specific actions. Focused primarily on the core aspects of KInIT culture, the Code provides key values and broad principles to steer the moral conduct of our R&D&I practices. It emphasizes guidance over punitive measures, reflecting our commitment to fostering a culture of responsible R&D&I while allowing flexibility for diverse contexts and methodologies.

This Code also seeks alignment with other esteemed European Codes of ethics for research integrity, such as [The European Code of Conduct for Research Integrity](#) (ALLEA). Our Code explicitly covers some aspects of ALLEA and more detailed practices are outlined in other KInIT policies and guidelines, including Research Data Policy, Open Science Institutional Policy, Ethics Plan, and Publication Guidelines. Specific standards of behavior in the workplace and towards partners can be found in the KInIT Code of Conduct.





This Code serves as a moral compass and we acknowledge that interpreting and implementing its principles may vary within the specific nuances of R&D&I practices. However, we encourage our employees to contact the KInIT Ethics Committee in case of uncertainty, doubt, or suspected violations of this Code immediately.

Values

Responsible research and development and innovation should be future-oriented and sensitive to possible impacts and consequences on people and their well-being. Responsible researchers and engineers should proactively consider various alternatives and choose those which will lead to a sustainable development of our society without imposing significant harms on people or the environment. In our eyes, responsible R&D&I is built upon the [values to which KInIT is committed](#) in its everyday and long-term practices.

Quality

We demand the best from ourselves and our partners to ensure that we constantly improve. We nurture our employees to grow and lead by example. We aim to cultivate a working environment for excellent research and development and innovation where the best researchers and engineers can thrive to positively impact the prosperity and development of our society.

Transparency

We make our decisions, verify our hypotheses, and present our results in a transparent manner. We consider transparency in what we do, how we do it, and why we do it in our workplace. KInIT is transparent about its mission, values, goals, and responsibilities. We are also transparent in the communication and cooperation with other researchers, partners, institutions, and the general public.

Honesty

We support honesty and fairness in our communication with people and handling data. Our research and development and innovation practices are responsible and we always take ethics into account. We perform all our practices with the emphasis on openness, manifesting in open communication and information sharing. All our employees are honest and transparent about their relations and roles within and outside the organization. At the same time, we keep the confidentiality of data and information when necessary.

Diversity

We consider our research and development and innovation practices from various points of view and cooperate with researchers and experts from diverse disciplines. We believe that only a diverse perspective ensures quality. We believe that everyone has the right to participate in the fulfillment of R&D&I goals to the best of their abilities and capabilities. We



keep focusing on the importance of strengthening the team spirit, whereby our projects are cross-team, stimulating diversity and collaboration. Such diversity stimulates openness which significantly benefits our responsible research approach.

Curiosity

We are open to questions and new ideas. We seek out challenges and get excited about every discovery. We strive to continuously push the boundaries of knowledge and remain curious. We believe in an environment of creativity and trust, where mistakes are meant to teach us and make us better. Curiosity can also lead to harm, so we systematically cultivate and guide it to serve our goals and, above all, the creation of excellent and responsible R&D&I.

Red Lines and Prohibited Practices

Although we understand that research and development and innovation should be conducted as a free and open human endeavor, we are aware of red lines and prohibited practices that exist also in the field of intelligent technologies. We respect red lines formulated in existing or proposed regulatory frameworks as are [prohibited practices from AI Act](#) and avoid domains that pose harm to human life or health or directly manipulate human beings and violate basic human rights. Therefore, we avoid collaboration in R&D&I that supports such practices. In general, we declare that we will not knowingly conduct R&D&I that directly or indirectly leads to unfair harms to others and we will not partake in activities that may lead to such harms, such as:

- Support of undemocratic processes and regimes
- Bribery and fraud in all other forms of corrupt behavior
- Gambling and narcotics
- Offensive military operations
- Irresponsible plundering of natural resources
- Exploitation of human vulnerabilities, especially when dealing with children and marginalized groups
- Other practices endangering fundamental democratic values

Principles

As KInIT employees, we are committed to upholding the following principles when conducting various R&D&I practices:

- We maintain excellent quality in the process and outputs of our research and development and innovation.
- We strive to achieve the right competencies to strengthen our excellence and integrity.
- We make our decisions in a transparent and responsible manner.
- We support honest and fair methods that respect people and their rights.
- We value multidisciplinary and we respect the needs of various stakeholders.



- We create an inclusive and respectful work environment.
- We cultivate curiosity and freedom to seek new challenges.
- We support the solutions with positive impacts on people and society.

Principle 1: We maintain excellent quality in the process and outputs of our research and development and innovation

- We prefer R&D&I that is aligned with our strategic areas where we can deliver the highest added value.
- We aim to conduct R&D&I where research goals are well formulated, and the purpose of the research should be clear from its early phases.
- We value the open-science principles formulated in our Open science policy as they promote collaborativeness, knowledge sharing between experts and enable putting work into the public sphere.
- We aim to publish results within the most recognized international non-predatory scientific venues and with world-class researchers.

Principle 2: We strive to achieve the right competencies to strengthen our excellence and integrity

- We facilitate internal processes to enable the development of our researchers and engineers to continuously maintain their professional and personal competencies.
- We aim to develop and nurture skills or do not hesitate to seek advice when necessary to make responsible choices that can be justified to avoid unfair harm to people and society.
- We care for each other to create an environment where no one is left behind and where everyone has someone who can guide them to personal and professional growth.

Principle 3: We make our decisions in a transparent and responsible manner

- We support an environment where people are not afraid to transparently make decisions, assume their own responsibilities, and at the same time are not afraid to fail in their endeavors provided that they learn from their failures.
- We put a strong emphasis on R&D&I that is based on mutual reflection and rational discussion while supporting proper feedback and review mechanisms where every voice has the right to be heard.
- We are transparent to our R&D&I partners regarding important decisions that should be made and with responsible roles clearly defined at every stage of our cooperation.
- We avoid any form of misconduct or other unacceptable R&D&I practices such as fabrication of data and results, falsification of research materials or processes and any form of plagiarism.



Principle 4: We support honest and fair methods that respect people and their rights

- We approach others who participate or can be affected by our R&D&I practices with maximum candor but at the same time with full respect to them as human beings who deserve mutual respect and no intention to harm.
- We collect data from fair sources and do not use them against the will of its subjects or in a fashion that could pose considerable harm to them.
- We honor intellectual ownership of ideas while respecting copyrights, patents, trade secrets, license agreements, and other methods of protecting authors' works.
- We are honest about potential conflicts of interest in our R&D&I and about the moral dilemmas that we could face when performing these practices.

Principle 5: We value multidisciplinary and we respect the needs of various stakeholders

- We aim to foster R&D&I collaborations that take into account the whole quadruple helix with stakeholders from the academic sector, industry, government, and with people from non-profit organizations.
- We support the cooperation and synergy between our teams, having different backgrounds (be it STEM or humanities), in solving problems and achieving our goals.
- We welcome out-of-the-box thinking and exchange of ideas enabling people to consider challenges outside their domain and incorporate those into their work.
- We approach solving problems in our R&D&I with openness to a plurality of methods and procedures to find optimal solutions.

Principle 6: We create an inclusive and respectful work environment

- We create a trusted environment for our R&D&I with respect to each other which condemns prejudiced behavior, any forms of harassment, abuse of power, or any other activities that would limit people in fair development of their talents.
- We support cultivated discussion across differences between people and their expert opinions with an emphasis on authentic and respectful relations in the workplace.
- We reject and try to avoid any form of discrimination based on age, sex, color, sexual orientation, ethnicity, nationality, disability, religion, gender or other grounds based on law.

Principle 7: We cultivate curiosity and freedom to seek new challenges

- We are aware of the costs of our R&D&I inquiries and we try to avoid unnecessary waste of our time, finances, human labor, or any other resources we operate with.
- We cultivate practical curiosity in R&D&I with the help of proper mentoring in which we are able to interconnect excellent science with industry.



- We are also aware that curiosity and its execution should not go beyond the red lines that violate fundamental human rights or pose unnecessary harm to others.

Principle 8: We support the solutions with positive impacts on people and society

- We prefer R&D&I practices that are socially and economically relevant to our region and country, capable of connecting our region internationally.
- We support R&D&I topics that address actual societal problems or promote democracy and inclusion.
- We value R&D&I practices that focus on societal and environmental sustainability and challenge malicious attempts to undermine an open and democratic society.

This Code of Ethics is approved by KInIT CEO Mária Bieliková and is effective July 1, 2024.