

Talan[★]

CHARTER FOR RESEARCH AND INNOVATION

April 2023

PREAMBLE

Created in 2019, the Research and Innovation Center's mission is to encourage and support technological and methodological innovation initiatives within the entire Talan group.

The Research and Innovation Center facilitates collaboration between the Talan group entities, guides the research process, and coordinates the resources involved. The research projects may involve collaborators from all Talan entities, promoting transversal collaboration. By doing so, the Research Center offers the opportunity for collaborators from all entities to familiarize themselves with the scientific approach, to be confronted to original research questions, and to collaborate with researchers from the academic community.

To achieve its goals and to ensure the quality of its research, Talan has established the present charter specifying the commitments of its members. Through this charter, we seek to create a collaborative and supportive environment that fosters creativity and innovation in the ethical pursuit of knowledge.

This charter outlines our shared vision, principles, and values, and serves as a guiding framework for all our research activities. By making this charter available to the public, we hereby declare our commitment and affirm our dedication to adhering to its guiding principles and values throughout our research endeavors.



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OBJECTIVES AND APPLICABILITY

The objectives of this charter are to define the principles of the research center's governance and functioning, ensure the freedom and good practice of research, promote ethical and honest research practices, and encourage the dissemination of research results and public outreach.

These rules apply to all members of the Research Center and come in addition to the rules already applicable to all Talan members such as ethical principles, professional responsibilities, and professional conduct. The present charter can in no way replace legislative and regulatory texts but completes them if necessary.

Talan has the authority to modify the present charter in response to suggestions from qualified entities, changes in laws, regulations, legal precedent, and technological advancements.

I. Governing principles of the Research Center

a. Research Center structure and members

The research center is directed by a holder of a PhD degree, possibly complemented by an engineering degree. It is composed of permanent members, holders of a PhD degree, who manage and oversee the projects. The PhD students are also members of the Research Center for the duration of their doctoral research. External collaborators are also considered members of the Research Center for the duration of their involvement in the research projects.

b. Research projects and research topics

The research projects carried out by the Research Center meet the following criteria :

- The research projects must have an innovative character and start with an investigation of the subject's state of the art.
- The research projects may cover topics and sectors in which Talan operates and possess expertise. These subjects include but are not limited to data science, finance, management science, environment and climate change, insurance, banking, retail and luxury, transportation, energy and industrial sectors.
- Temporary or permanent collaborators can propose a new research project, the validity and feasibility of which will be examined by the research center managers.

c. Participation to a research project

Any Talan collaborator is encouraged to join the Research Center and participate in the various projects. Before committing to participate in a research project, the collaborator has access to the catalog describing the projects. They can then choose the project that best suits their motivation and/or skills and work under the supervision of a permanent member of the Research Center. It is also possible to change project if the participant wishes to do so.

Each member participating in a research project must agree to follow the Talan research protocol and the rules of ethics of scientific research. To the best of their capability, they must also complete in a timely manner any document or other task (development, experimentation, bibliography...) necessary for the proper conduct of the project. Members ensure that all information published on the project is available to other members and archived in the storage space dedicated to the project. During their participation in the Research Center, the members make themselves available to report on the progress of their work.

II. Responsibilities of the Research Center

The following are key responsibilities of the research center toward its members and funders. The Research Center must adhere to the following principles and insure their implementation.

a. Uphold the principles of academic freedom and the independent pursuit of knowledge within the Research Center. In particular, the Research Center must :

- Protect the autonomy of research members by supporting their freedom to choose their research topics and methods, and by respecting their intellectual property rights.
- Encourage open dialogue and debate among researchers and create a culture of critical thinking and inquiry.
- Ensure that research members are not subjected to any external pressure that might compromise the integrity or independence of their research.
- Provide resources and support for research members to conduct their research ethically and responsibly, including training in ethical research practices and access to institutional review boards.
- Ensure that research members have access to the necessary resources and infrastructure to conduct their research effectively, including funding, equipment, and data storage.

b. Provide a supportive and inclusive environment for all research members. In particular, the Research Center must :

- Clearly communicate the Research Center's commitment to diversity, equity, and inclusion to all research members.
- Develop and implement policies and practices that promote a supportive and inclusive environment, such as anti-discrimination and anti-harassment policies, accommodations for disabilities, and support for for underrepresented groups.
- Encourage open communication and feedback among research members and create channels for them to voice any concerns or issues they may have.
- Foster a sense of community within the center by organizing social and networking events and promoting opportunities for collaboration and teamwork.

c. Foster collaboration and teamwork among research members and support their professional development. In particular, the Research Center must :

- Offer resources and support for research members, such as training and mentorship programs and professional development opportunities.
- Promote a culture of collaboration and teamwork within the center by valuing and rewarding collaborative efforts and recognizing the contributions of all members to group projects.

d. Promote ethical conduct and responsible research practices. In particular, the research center must :

- Clearly communicate and uphold ethical principles and standards within the center, such as honesty, integrity, and respect for others.
- Develop and implement policies and procedures that promote ethical conduct and responsible research practices, such as guidelines for authorship, data management and avoiding conflicts of interest.
- Encourage open communication and dialogue among research members and create channels for them to report any concerns or issues related to ethical conduct.
- Foster a culture of transparency and accountability within the center and encourage research members to be open and forthcoming about their research methods and findings.
- Regularly assess and address any potential ethical issues or concerns that may arise within the center.

e. Properly manage and allocate funding in a transparent and accountable manner. In particular, the research center must :

- Clearly acknowledge all legal bodies participating in the fundings of the Research Center's research projects.
- Provide regular progress reports and financial updates to funders.
- Use funding in accordance with the terms and conditions agreed upon with funders.

III. Researcher's ethics and responsibility

Throughout their work and duties, researchers and collaborators must adhere to the researcher's ethics and principles. In particular, the researchers and collaborators of the Research Center must :

1

Assume scientific and ethical responsibility during the conduct of research and creative activities.

Demonstrate a thoughtful, balanced and consequence-oriented attitude from the conception of research projects to their completion.

2

3

Adhere to the principles of scientific rigor and integrity in obtaining, recording, validating, and analyzing data, and in reporting results.

Present and review scientific evidence, theories, or results honestly and faithfully, refraining from deliberately misleading the public or scientific community.

4

5

Make sure the research documents and articles produced must not contain any misrepresentation, omission, plagiarized or falsified results.

Report, when necessary, errors made in good faith in the conduct of the research. Reporting of such errors must be made through the channels specially provided for this purpose.

6

7

When applicable, strictly respect the norms and requirements relating to research on human beings, animal experimentation, prevention of biological and environmental risks.

IV. When applicable, strictly respect the norms and requirements

The results of the work in which the Research Center is involved are intended to be disseminated to the scientific community and the public. In particular :

a. It is expected that researchers, especially senior researchers, will disseminate and utilize the results of their research. In particular, the research center must :

- View peer-review publications positively and encourage researchers to pursue publications in peer-reviewed journals and conferences.
- Encourage collaboration and networking with researchers from other academic and private research institutions to facilitate the sharing and utilization of research results.
- Make available any data, or data analysis results if requested by a member of the scientific community for the purpose of advancing scientific understanding.

b. The research center and its members should make their research activities known to the general public in a way that is understandable to those who are not experts in the field. In particular, the Research Center must :

- Train researchers on how to effectively communicate their research to non-expert audiences, including using layman language and visual aids.
- Encourage researchers to participate in public events and activities, such as science fairs and community outreach programs, to share their research with the public.

c. Co-authorship and collaborative efforts should be viewed positively when evaluating researchers and collaborators, as it shows a constructive approach to research and research dissemination. In particular, the Research Center must :

- Encourage collaboration and co-authorship among internal and external researchers and collaborators.
- Include co-authorship as a positive factor in the evaluation of researchers and collaborators and consider it alongside other indicators of research productivity and impact.

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