

# AI Policy for the Wuppertal Institute

as amended in March 2026

## Preamble

The Wuppertal Institute is committed to the responsible and future-oriented use of Artificial Intelligence (AI). Our AI Policy defines the framework in order to make the best possible use of the potentials of AI technologies in the Institute's work – always with a focus on transparent, ethical standards and societal benefit.



We promote the use of AI as a tool to support our work and ensure that these technologies are in line with our values:

**Integrity, openness, fairness and respect for human autonomy.**

In this context, humans always retain the decisive control function:

**AI complements our capabilities, but never replaces critical thinking or human oversight and control.**

Our aim is to establish the Institute as a paragon for the responsible use of AI in research, to clearly communicate our approach to AI both internally and externally, and thereby to create a trust-based working environment for all members of staff.

**We are committed to maintaining a high level of transparency,**

for example by clearly labelling AI-generated content, and to protect the privacy and rights of all those involved through strict data protection guidelines.

With this policy, we are setting out clear guidelines that are also flexible enough to allow scope for innovation – in this way, we are shaping and designing the transformation brought about by AI together, in a responsible, sustainable and human manner.

## Reputation and Trust

### Principle of transparency:

As an institution committed to social responsibility, we pay particular attention to the quality and authenticity of content when we present the results of our work to the general public or externally. We clearly and transparently label all content created with the aid of artificial intelligence (AI) – particularly in scientific publications and in external communications. The use of AI is openly explained in our work processes. In this way, we are building trust and enabling all stakeholders to understand the generation of results and their reliability.

### Quality assurance:

AI supports our research and daily work in many areas, but does not replace independent scientific analysis and evaluation. The established peer-review procedures – both internal and external – remain fully in place, ensuring that professional oversight, control and responsibility continue to rest with humans. In research and publication, we adhere to the principles of good scientific practice.

## Ethical principles

### Human-human relationships:

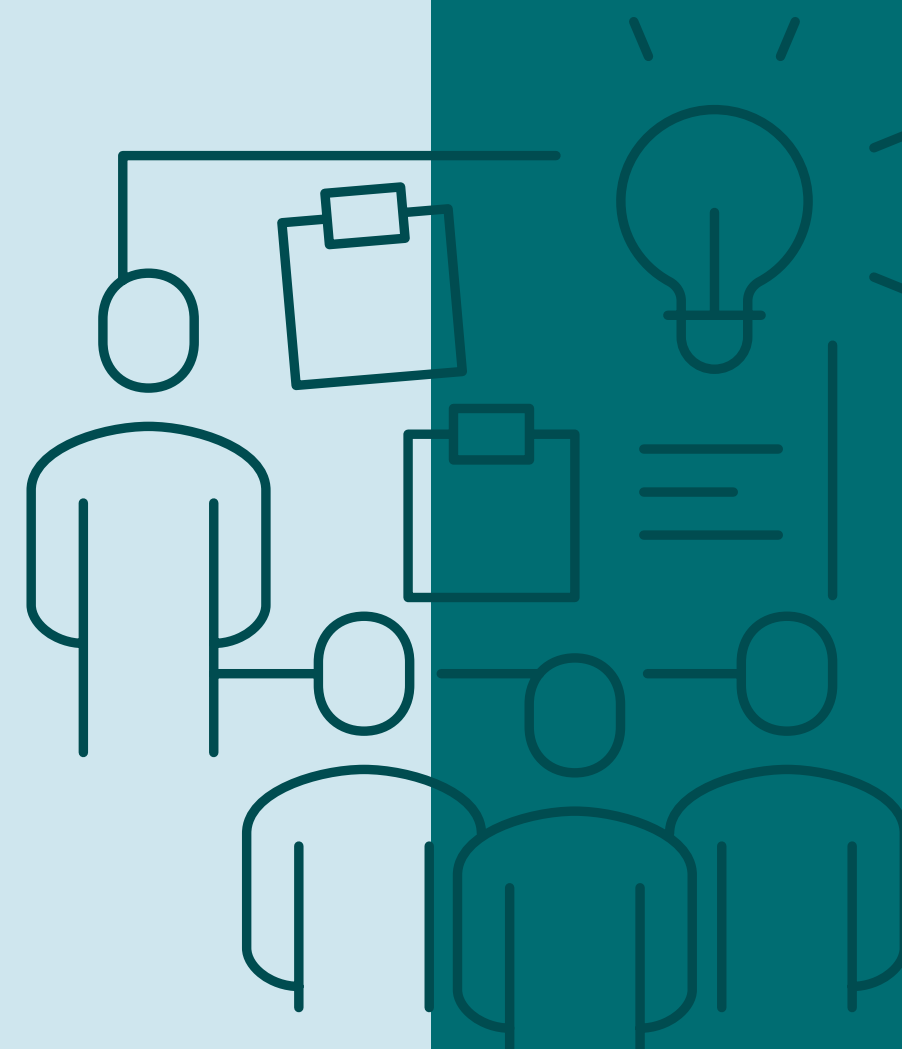
People are always at the heart of our collaboration. AI is intended to support us, but never to replace collaborative work (including cross-disciplinary and cross-departmental collaboration) or interpersonal interaction. We use AI specifically to relieve the workload of colleagues, for example through clear and readily comprehensible communication or the presentation of complex content and issues.

### Human-machine relationship:

Artificial intelligence expands our possibilities, but in no way replaces critical thinking, responsibility or the final judgement of a human being. The Institute's staff remain responsible for the results at all times, also if their development was supported by the use of AI.

### Rejection of AI-based staff scoring:

Automated assessments or scoring of work performance involving AI are prohibited at the Institute. The evaluation of work and the assessment of staff development prospects remain a human process.



## Sustainability

The conscious and sustainable use of AI is part of our responsibility. As the energy requirements of large language models (LLMs) are many times higher than those of other online services, we ensure that their use is as economical and targeted as possible. The more precise the query and the more carefully considered the use, the smaller the ecological footprint of our AI applications will be. Energy-efficient forms of knowledge generation always take precedence, provided the quality remains the same.



## Fairness and bias control

### Equal opportunities and responsibility

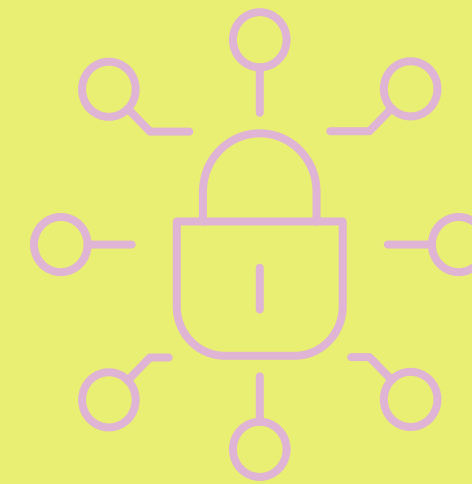
Our principles of equal opportunities also apply to our dealings with AI. With third-party AI models, it cannot be ruled out that these principles are not always guaranteed. For applications that have societal impacts, we carry out targeted checks for potential bias and implement measures to minimise discrimination.

### Training commitments & contact persons

We strengthen the AI competence of all employees through appropriate further training and provide relevant training materials. Questions or concerns can be directed at any time to the designated contact persons, who actively provide support and advice.

## Data Protection

All AI projects at the institute are based on the 'Privacy by Design' principle. Sensitive personal data is anonymised, and we protect all information in accordance with the GDPR – without any exceptions.



## Data minimisation

The use of AI is subject to strict confidentiality principles in place at our institute. We avoid entering sensitive or confidential data – including personal information, financial data, internal communications or research data – into third-party AI systems. In this way, we safeguard the privacy and intellectual property of the institute and its partners.

## Legal compliance and copyright

When creating content using AI, we check that copyright requirements are met and document the creation of texts or content accordingly.

## Exclusion of specific AI applications

We regularly assess AI applications for risks. Applications that do not meet our standards or pose a potentially excessive risk to the Institute are excluded from use by way of a blacklist.