



SENIOR MANAGEMENT TEAM MEETING

21 August 2024

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Florian Krampe, Kristina Sandberg, Dan Smith, Luc van de Goor

Note-taker

Sepideh Soltaninia

Format

Hybrid meeting

1. Minutes

- SMT approved the minutes of the 14 August meeting.

2. Report back

a. Sweden

- Dan met with the Qatari Ambassador on 15 August.
- On 19 August, Dan and Florian briefed the Swedish Defence Staff for the fourth time.
- On 20 August, Laura hosted an online launch of her publication, 'Towards a Two-tiered Approach to Regulation of Autonomous Weapon Systems: Identifying Pathways and Possible Elements'.
- Dan met with the Algerian Ambassador today to discuss the Algerian Foreign Minister's upcoming visit to Stockholm and a potential meeting with SIPRI during the visit.

b. Relations with other countries

- On 9 August, Florian, Sibylle, Barbara, Claire and Sepideh met to discuss Germany's upcoming UN Security Council seat bid and how SIPRI can potentially support Germany during its potential UNSC term.
- The PD cluster, Jason Mosley and Luc are discussing various potential engagements with the Somali government.

c. Relations with other organizations

- On 20 August, Sibylle spoke remotely at the Arms Control Negotiation Academy (ACONA), organised by a Consortium led by the University of Iceland's Peace Centre.
- Also on 20 August, SIPRI and the United Service Institution of India held a virtual roundtable on, 'The Nuclear Threat Matrix and Emerging Technologies: Impact on Nuclear Postures'.

d. Outreach

- Dan had interviews today with SVT and the Austrian newspaper, *Die Presse* on reports about the US nuclear strategy treating China as the USA's key adversary.
- Sofie and Anniek are supporting Outreach with media inquiries this week.
- The dates of the upcoming data launches for 2024 and 2025 have been set. These include:
 - o Arms Industry – 2 December (2024)
 - o Arms transfers – 10 March
 - o Military expenditure – 28 April
- The dates of the nuclear forces and peacekeeping operations data launches have yet to be determined.

e. Operations

- SIPRI is facing some issues with the office internet. IT is working on this.
- Cleaning of the garden has started.

3. All Staff Home Day

- SMT discussed the agenda for the substantive portion of the All Staff Home Day, scheduled for 3 September.

4. Outstanding topics

- SMT discussed several outstanding topics, including:

a. Updating of SIPRI policies

- The following policies require updating:
 - o Equal Opportunities, Diversity and Anti-Discrimination – should be updated by HR
 - o Travel and Travel Safety – will need to be updated after the draft Environmental policy is discussed
 - o Work Environment – needs to be updated by HR
 - o Anti-Corruption – will be checked against the Whistleblower policy by Operations
 - o Kristina will look into if we need a specific GDPR policy as other policies already cover GDPR-type issues
 - o No other policies require updating

b. A corporate Uber account

- SMT discussed potentially establishing a corporate Uber account. Priscilla will look into this.

c. Delegation visits

- SMT agreed to briefly discuss upcoming delegation visits at SMT meetings.

d. Moving allowance

- HR is looking into SIPRI's moving allowance for research staff.

e. Use of AI technology at work

- The Swedish Research Council's Guidelines on the use of AI tools at work will be linked on the intranet for easy access by staff.

5. HR issues

- Amirah Ahmad started as GAD Officer on 19 August.
- Thomas Bacchelli will take up his role as Project Management Officer on 26 August.
- SMT agreed to accept a Talos Fellow in the Governance of AI programme.
- SMT discussed SIPRI's Associates. Sepideh will liaise with Noel on Associate contract renewals.

6. Project issues

- N/A

7. Due diligence

- SMT agreed to potential funding from Luminate, an organization that is part of the Omidyar Group.

8. AOB

- Sepideh will share a request from EU Tech regarding SIPRI support for their SDG awards with the DoSes for their feedback.

9. Executive session

- N/A

Action items:

- Updating of policies:
 - o Equal Opportunities, Diversity and Anti-Discrimination – to be updated by HR
 - o Travel and Travel Safety –to be updated after the draft Environmental policy is discussed
 - o Work Environment – to be updated by HR
 - o Anti-Corruption – to be checked against the Whistleblower policy by Operations
 - o Kristina to look into if we need a specific GDPR policy.
- Priscilla to look into a corporate rideshare account for SIPRI.
- IT to include a link of the Swedish Research Council's Guidelines on the use of AI tools at work on the intranet.
- Sepideh to liaise with Noel on Associate contract renewals.
- DoSes to provide Sepideh with feedback on EU Tech's request.

Follow-up items:

- Potential programme on foresight
- Internships