



European Commission
DG Research and Innovation
Open Science and ERA Policy
ORBAN 4/71
B-1049 Brussels

RE: endorsement of the 40 principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Brussels, 05 February 2018

To Whom It May Concern,

As one of Europe's leading think tanks, the Centre for European Policy Studies (CEPS) is committed to:

- carrying out state-of-the-art policy research, addressing the challenges facing Europe
- achieving high standards of academic excellence
- building collaborative networks of researchers, policy-makers and business representatives across the whole of Europe

To support us in our mission, CEPS, represented by Chief Executive Officer Karel Lannoo, hereby recognises the value of and endorses the 40 principles underpinning the European Charter for Researchers and the Code of Conduct for their recruitment.

We also confirm our commitment to undertaking the process of implementing a transparent and coherent Human Resources Strategy in our organisation as outlined in the Guidelines for the Implementation of HRS4R.

A handwritten signature in dark ink, appearing to read 'Karel Lannoo', written in a cursive style.

Karel Lannoo
Chief Executive Officer