



R E C T O R

BR-756/18

**European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
BELGIUM**

Declaration of Endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)

The Poznań University of Life Sciences (PULS), represented by the Rector – Professor Jan Pikul, fully endorses the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Our University has accepted and shared the principles contained in the Charter and Code since the publication of the Recommendation of the European Commission 2005/251/EC in 2005. Many of these principles have already been implemented in our institution.

The Poznań University of Life Sciences hereby declares its commitment to further implement all the 40 principles of the Charter and the Code via the Human Resources Strategy for Researchers (HRS4R). We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and undergo all the subsequent cycles of the implementation of the Human Resources Strategy for Researchers.

It is the priority of the Poznań University of Life Sciences to promote an attractive, open and sustainable research and labour environment for researchers. We strongly believe that incorporation of these principles of the Charter and Code into the human resources policy and practice at our University will contribute to further development of the European Research Area.

Kind regards,

Prof. dr hab. Jan Pikul
Rector of Poznań University of Life Sciences

Poznań, September 17, 2018