



Sopot, 12<sup>th</sup> January 2016

European Commission

Directorate General for Research and Innovation

**Declaration of support**  
**for the European Charter for Researchers**  
**and the Code for Conduct for the recruitment of Researchers**

On the behalf of the Institute of Oceanology, Polish Academy of Sciences (IO PAN) I would like to welcome and fully support the Recommendation of the European Commission on "The European Charter for researchers and The Code of Conduct for the Recruitment of researchers" (hereinafter referred as the Charter and Code).

By endorsing the Charter and the Code, the IO PAN recognizes the value of their principles and voluntarily commits to apply them.

The principles of the Charter and the Code are in line with the IO PAN policy aiming to increase the Institute's attractiveness to researchers by offering them a favorable working environment, enhancing the quality of research and innovation and boosting international mobility.

By implementing the Charter and the Code the IO PAN intends to foster international collaboration and contribute to the development of an open and attractive European market for researchers.



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