

European Commission DG Research & Innovation Open Innovation and Open Science B-1049 Brussels BELGIUM Lomza State University of Applied Science 14 Akademicka Street 18-400 Lomza Poland

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

Lomza State University of Applied Science welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. We hereby declares its commitment to implement the principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R). It is one of the top priorities of our university during 2020-2022.

We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles Lomza State University of Applied Science aims at attracting outstanding researchers within the European Research Area and beyond $_0$ 

Yours faithfully,

dr hab Dariusz Swawik, prof. PWSIiP

Rector of Lomza State University of Applied Science