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**Declaration of Endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code) and Commitment to implement them *via* the Human Resources Strategy for Researchers (HRS4R)**

The *Franciszek Górski* Institute of Plant Physiology Polish Academy of Sciences, represented by its Director, Franciszek Janowiak, hereby declares its endorsement of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

Many of these principles have already been implemented in our Institute.

The *Franciszek Górski* Institute of Plant Physiology Polish Academy of Sciences hereby declares its commitment to further implement these principles of the Charter and Code *via* the Human Resources Strategy for Researchers (HRS4R).

Our Institute not only aims to maintain a high quality of research, but also supports the work and development of individual researchers. 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 Institute's human resources policy.

We strongly believe that implementing the principles of the Charter and Code will contribute to further development of the European Research Area.

Yours faithfully,

Director of the Institute