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

To whom it may concern,

The University of Bremen fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

We hereby declare our commitment to further implement these principles of Charter and Code via the Human Resources Strategy for Researchers (HRS4R).

The University of Bremen not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general. 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.

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

Best regards,



Bernd Scholz-Reiter  
President