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To: European Commission
Directorate General for Research and Innovation

**Endorsement and Commitment Letter
to the European Charter for Researchers
and the Code of Conduct for the Recruitment of Researchers**

Institute of Paleobiology, Polish Academy of Sciences (IPAL PAS), represented by the Director Professor Jarosław Stolarski, expresses agreement and its full support for the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment for Researchers.

IPAL PAS fully recognizes the values of the principles of the Charter and the Code and their influence on development of researchers and the Institute, as well. Therefore, IPAL PAS voluntarily commits itself to apply all rules and principles contained in the Charter and the Code.

The policy of IPAL PAS is in line with the principles of the Charter and the Code because we aim to be an internationally attractive employer by offering researchers a friendly work environment, the transparent processes of recruitment, supporting development of already employed researchers and enhancing the quality of research and innovation.

By following the rules of the Charter and the Code we want to develop international and interdisciplinary cooperation with attractive job conditions for researchers. Moreover, IPAL PAS declares to take measures to assure full consistency of Institute's and the Charter and the Code's principles.

Yours sincerely,

Prof. Jarosław Stolarski