

European Commission DG Research & Innovation Open Innovation and Open Science B-1049 Brussels BELGIUM

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

The Institute of Cyprus Marine and Maritime Institute (CMMI), represented by its CEO, Zacharias Siokouros, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this institute. 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.

The Institute of CMMI hereby declares its commitment to implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

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

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

Yours faithfully,

CEO of the institute

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