

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

Cyprus University of Technology  
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CYPRUS

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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 Cyprus University of Technology, legally represented by its Rector, welcomes and supports the initiative of the European Commission to improve working conditions for Researchers and to ensure attractive research careers within the European Research Area.

Having endorsed the 40 principles of Charter and Code and the Code of Conduct for the Recruitment of Researchers, we declare our commitment to implement these principles via the Human Resources Strategy for Researchers (HRS4R).

At the Cyprus University of Technology, the working conditions and development of our Researchers are amongst our top priorities. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and we are convinced that through this process, the principles of the Charter & Code and the Code of Conduct for the Recruitment of Researchers will be embedded in the culture of the University, attracting outstanding researchers and promoting one of the most important strategic goals of the University; Research Excellence.

Yours faithfully,



Professor Panayiotis Zaphiris  
Rector  
Cyprus University of Technology