



Prof. Jarosław Poznański,  
Director of IBB PAS

Warszawa, August 10, 2023

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

Institute of Biochemistry and Biophysics of the Polish Academy of Sciences (IBB PAS), represented by Professor Jarosław Poznański, Director, express full support and declares its commitment to the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, recommended by the European Commission on March 11, 2005.

The general principles listed in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers are in line with the Institute's strategy, which aims to still improvement of the working environment to enhance the quality of the research and increase the attractiveness of the Institute for all employees, especially in terms of work balance and international mobility.

Some Charter and Code recommendations have already been implemented in the IBB PAS. However, we are ready to initiate the official procedure and undergo all subsequent implementation cycles of the Human Resources Strategy for Researchers (HRS4R).

Sincerely

Prof. Jarosław Poznański  
Director  
Institute of Biochemistry and Biophysics  
Polish Academy of Sciences