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Open Innovation and Open Science  
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**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

The Charter and Code form a central framework that strengthens the European Research Area, and Paderborn University explicitly supports the initiative of the European Commission by fully endorsing the 40 principles of the Charter and Code.

Many aspects of the Charter and Code have already been implemented in our institution. As we are highly committed to further improving and enhancing working conditions and career opportunities for our researchers in order to strengthen our future sustainability, we welcome the opportunity for a comprehensive internal analysis as part of the Human Resources Strategy for Researchers (HRS4R).

Therefore, we, at Paderborn University, represented by the president, Prof. Dr. Birgitt Riegraf, declare our commitment to further implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).

Best regards,

Prof. Dr. Birgitt Riegraf  
President