



**To Whom It May Concern,**

I am writing on behalf of Azerbaijan HR Institute to formally endorse and commit to the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We are dedicated to fostering a research environment that upholds the highest standards of ethics, integrity, and professional conduct.

We recognize the pivotal role of researchers in advancing knowledge, innovation, and societal progress. Embracing the principles outlined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers is a demonstration of our unwavering commitment to providing an environment where researchers can thrive, contribute, and excel.

By endorsing these principles, we affirm our dedication to fostering:

- A stimulating and open research culture.
- Transparent and merit-based recruitment and evaluation processes.
- Support for professional development and continuous learning.
- Recognition of the importance of work-life balance for all members of the research community.
- Equal opportunities and diversity in our research workforce.

We hereby commit to initiating the procedure and undergoing all subsequent cycles of the implementation of the Human Resources Strategy for Researchers (HRS4R). This commitment reflects our determination to continuously improve our HR practices, align with international best practices, and enhance the quality and impact of research within our organization.

We believe that the HRS4R award represents a vital step in our journey toward creating a world-class research environment and is a testament to our pledge to be at the forefront of global research and innovation.

We look forward to embarking on this journey and working closely with the HRS4R framework to ensure that we maintain the highest standards of HR practices within our research community.

Sincerely,

**Director of Azerbaijan HR Institute**

**Emil Huseynov**

