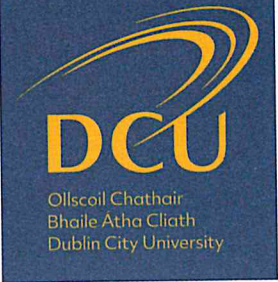


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Re: European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

8th April 2019

Dear Sir/Madam,

I am writing on behalf of Dublin City University to confirm our full support for the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The University fully endorses all 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We were proud to be awarded the HR Excellence Through Research Award in 2015, in recognition of our commitment to the Charter.

We continue to work in enhancing our policies and practices to commit to the principles of the Charter and Code. We look forward to working with the Commission in maintaining our award.

Yours sincerely,

A handwritten signature in blue ink that reads 'Marian Burns'. The signature is written in a cursive, flowing style.

Marian Burns
Human Resources Director