

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

Date: 2<sup>nd</sup> September 2019

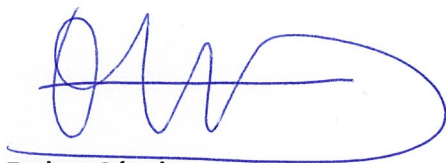
## **Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

Fundació ESADE welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).

We welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy. Within its legal boundaries, Fundació ESADE hereby commits itself to applying the stated principals via its human resources policies and to promoting transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers.

By implementing the Charter and Code principles, Fundació ESADE aims at attracting the most outstanding researchers within the European Research Area and beyond.

Yours sincerely,



**Esther Sánchez**

Director of People Management

