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

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

We hereby notify you that we, Malmö University, represented by Vice-Chancellor Kerstin Tham, have endorsed the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We are committed to implementing these principles through the Human Resources Strategy for Researchers (HRS4R) process.

Malmö University is Sweden's youngest university, located in the southern part of the country. Our overarching goals for education and research are

- long-term, nationally and internationally outstanding research, which — together with doctoral education — constitutes one third of the University's activities;
- education grounded in research that provides the conditions for inclusive, active, and life-long learning;
- strong, coherent and cross-boundary international academic environments in which education, research and collaboration are integrated.

We welcome the opportunity to review our human resources activities and related policies as well as the working conditions and career opportunities for researchers through the HRS4R framework as part of our commitment to continuous quality improvement.

Best regards,



Professor Kerstin Tham  
Vice-Chancellor



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