



## University of Zagreb School of Medicine



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### Declaration of Endorsement of and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)


On behalf of the University of Zagreb School of Medicine, I am miting to afürm our steadfast commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. This letter serves to confirm our institution's dedication to adopting the principles outlined in the Charter and Code, as well as to enhancing our research environment in accordance with European standards.

We are currently in the process of developing a detailed action plan, aimed at implementing the principles of the Charter and Code. This initiative is a testament to our proactive approach towards fostering research integritet, ensuring equitable recruitment practices, and supporting the carev development of our researchers. Our engagement in the HRS4R process, including the conduct of an internal analysis to identify areas for improvement, underscores our commitment to continuous improvement and stakeholder involvement. By involving researchers, administrativna staff, and management, we strive to uphold the highest standards of research excellence in a collaborative maser.

We believe that our efforts to adopt the principles of the Charter and Code not only enrich our research environment but also aligr with the European Commission's vision of promoting a competitive and innovative European Research Area.

Best regards,

Prof. dr. sc Slavka Oreškovina.,

Dean of the  of Zagreb School of  
Medicine