

**Institute of High Pressure Physics**

**Polish Academy of Sciences**

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European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
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BELGIUM

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

Institute of High Pressure Physics Polish Academy of Sciences (IHPP PAS) represented by its Director, Prof. Michał Boćkowski, fully supports the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

IHPP PAS is a leading research center in the field of semiconductor physics, technology, material science and engineering. IHPP PAS is recognized worldwide for its unique expertise in bulk gallium nitride (GaN) crystallization, fundamental and applied studies of nitride semiconductors, high quality research on biomaterials, soft matter and glass, THz physics and others. IHPP PAS develops and provides customized high-pressure equipment to the research laboratories all around the world.

The recommendations of European Commission contained in the Charter and Code through the Human Resources Strategy for Researchers (HRS4R) are crucial to our organization and will be analyzed in terms of the existing HR policy at the Institute. We will prioritize implementing any recommendations that have not yet been put into action.

We believe that an attractive, open and sustainable European labor market for scientists has a direct impact on the development of science and its quality and efficient operation of research institutions.

A handwritten signature in blue ink, appearing to read "Michał Boćkowski".

Prof. Michał Boćkowski  
Director of IHPP PAS