

European Commission DG Research & Innovation Open Innovation and Open Science B-1049 Brussels BELGIUM Instituto Politécnico de Setúbal Campus do IPS - Estefanilha 2910-761 Setúbal PORTUGAL

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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)

The Instituto Politécnico de Setúbal (Polytechnic University of Setúbal), represented by its President, Ângela Maria Gomes Teles de Matos Cremon de Lemos, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Many of these principles have already been implemented in our Institute.

The Instituto Politécnico de Setúbal hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

The Instituto Politécnico de Setúbal not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general.

We strongly believe that implementing these principles of the Charter and Code will contribute to further develop the European Research Area.

Yours faithfully,

Signature

President of the Instituto Politécnico de Setúbal