European Commission DG Research & Innovation Open Innovation and Open Science B-1049 Brussels BELGIUM Laurea University of Applied Sciences Ratatie 22 01300 Vantaa Finland

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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 Institute of Laurea University of Applied Sciences, represented by its Director, Jouni Koski, 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 Institute of Laurea University of Applied Sciences hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

The Institute of Laurea University of Applied Sciences 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,

Jouni Koski

Jouni Koski Director of the institute, CEO and President Laurea University of Applied Sciences