



**INSTITUTE OF  
MACROMOLECULAR  
CHEMISTRY**  
CZECH ACADEMY OF SCIENCES

European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
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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 Macromolecular Chemistry, Czech Academy of Sciences (IMC CAS), represented by its Director, Jiří Kotek, PhD, fully endorses the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The IMC CAS hereby declares its commitment to fully implement the principles of the Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

Numerous of the proposed principles are already in practice at the Institute of Macromolecular Chemistry, Czech Academy of Science; the remaining principles will be implemented during the HRS4R process.

The IMC CAS considers these rules and requirements a crucial pillar of support for the researchers to develop fully an European research environment.

Yours faithfully,

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Jiří Kotek, PhD  
director, IMC CAS

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