

Gliwice, 13-01-2020

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**European Commission
Directorate-General for Research and Innovation**

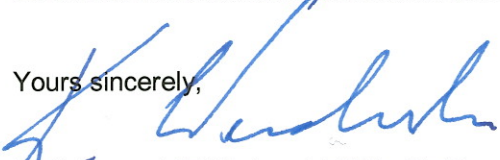
Declaration of commitment to adopt principles underlying The European Charter for Researchers, The Code of Conduct for the Recruitment of Researchers and Human Resources Strategy for Researchers (HRS4R)

On behalf of the Maria Skłodowska-Curie National Research Institute of Oncology Gliwice Branch (MSCNRIO Gliwice Branch) I would like to declare our support for the principles expressed in the Recommendation of the European Commission 2005/251/EC on *The European Charter for Researcher* and *The Code of Conduct for the Recruitment of Researchers* (hereinafter referred as the Charter and the Code). I also commit to start the procedure and to undergo all subsequent cycles of the implementation of the *Human Resources Strategy for Researchers (HRS4R)*.

MSCNRIO Gliwice Branch fully recognizes the value of principles of the Charter and the Code and intends to respect and promote both documents among its employees. Many of the recommendations have already been implemented in MSCNRIO Gliwice Branch. MSCNRIO Gliwice Branch believes that the researchers at various stages of their scientific carrier deserve honest treatment facilitating their advancement on the basis of well defined, fair and transparent rules.

MSCNRIO Gliwice Branch declares to take on the next steps to implement the principles of the Charter and the Code and confirms its intension to support the efforts of the European Commission to make the careers of researchers more attractive in European Research Area.

Yours sincerely,



Prof. Krzysztof Skłodowski M.D., Ph.D.

Director of the Maria Skłodowska-Curie National Research Institute of Oncology Gliwice Branch