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**European Commission**  
**DG Research & Innovation**  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

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**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code), and Commitment to Start the Procedure of the Implementation of the Human Resources Strategy for Researchers (HRS4R)**

The Institute of Czech Literature, Czech Academy of Sciences, represented by its Director, Dr Pavel Janáček, welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility.

Our institute fully endorses the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We hereby declare our commitment to applying these principles of the Charter and Code by starting the procedure and undergoing all subsequent cycles of implementation of the Human Resources Strategy for Researchers (HRS4R) in our organisation.

The Institute of Czech Literature, Czech Academy of 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 help us to attract the most outstanding researchers within the European Research Area and beyond.

Kind regards,

*Pavel Janáček*  
*Director of the Institute*