



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

Date: 29 January 2020

**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code) and Intention to implement the Human Resources Strategy for Researchers (HRS4R)**

I write on behalf of the Institute of Thermomechanics of the Czech Academy of Sciences to **notify you of our commitment** to start the procedure and to undergo all subsequent cycles of the implementation of the Human Resources Strategy for Researchers (HRS4R) and to apply for an HR Excellence in Research Award.

We **endorse and embrace the 40 principles** of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. We intend to conduct an internal review (and other relevant gap analysis / action plan documents) and submit it for your consideration in the next 12 months after receiving your acceptance of our application for an HR Excellence in Research Award and this letter.

We strive to enhance the working conditions and career opportunities of our researchers. By implementing the Charter and Code principles we intend to attract outstanding researchers, thus improving the quality of our research.

Should you require any further information from us while we are completing our internal analysis, please do not hesitate to get in touch with our HRS4R Implementation Team Leader and **HRS4R Organisation Administrator, Dr. Patrik Zima** (zimap@it.cas.cz, ph. +420 266 053 392).

Yours faithfully,

Dr. Jiří Plešek

Director of the Institute