



**W. SZAFER INSTITUTE OF BOTANY
POLISH ACADEMY OF SCIENCES**

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

Declaration of support and commitment to adopt the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The W. Szafer Institute of Botany of the Polish Academy of Sciences, represented by its Director, Professor Konrad Wołowski, endorses the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code). This initiative was created to ensure the implementation of the general principles proposed by the European Commission, to enhance the professional development of researchers, and to create an optimal working environment.

The W. Szafer Institute of Botany recognizes the importance of the achievements and principles described by the Charter and Code. Many of them already have been successfully realized in the Institute through the years. The Institute has developed and implemented high quality research projects, has promoted ethical conduct in recruiting, and has established and run programmes for disseminating knowledge. These things have been priorities for all Institute directors, including myself. Many of these rules have been strictly followed for a long time as our obligations under Polish Labor Law.

The W. Szafer Institute of Botany hereby expresses the intention to follow the existing procedures and to implement any other principles added to the Charter and Code in the future. The Institute acknowledges that this is an important way to continue to achieve the highest excellence in research and to continue providing the best possible employment conditions for its staff. We are confident that the Institute's commitment to fully adopt the Charter and Code will increase the appeal of our research centre and will enhance the mobility of scholars within the European research network.

DIRECTOR OF THE INSTITUTE


Prof. Konrad Wołowski, PhD, DSc