



Cracow, 20th January 2017

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

Declaration of Endorsment of the Institute of Metallurgy and Materials Science of Polish Academy of Sciences to The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers.

The Institute of Metallurgy and Materials Science of Polish Academy of Sciences (IMMS PAS), represented by Director, Professor Paweł Zięba, support the Recommendation of The European Commission 2005/251/EC on *The European Charter for Researchers and The Code for Conduct and Recruitment of Researchers*. The Institute of Metallurgy and Materials Science hereby declares its commitment to the principles laid down in *The European Charter for Researchers and The Code of Conduct for the Recruitment of Researches*.

The Institute of Metallurgy and Materials Science of Polish Academy of Sciences recognizes the importance of all principles and values expressed in *The European Charter for Researchers and The Code of Conduct for the Recruitment of Researches* and intends to respect and promote the mentioned documents among its employees and researchers.

For over a year The Institute of Metallurgy and Materials Science of Polish Academy of Sciences is in the process of introducing the principles contained in *The European Charter for Researchers and The Code of Conduct for the Recruitment of Researches* and intends to undertake all necessary actions to align its human resource policy with the principles set out in *The Charter and The Code*.

With kind regards

DYREKTOR

Prof. dr hab. inż. Paweł Zięba