



INSTITUTE OF NATURE CONSERVATION

POLISH ACADEMY OF SCIENCES

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Declaration of support for the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The Institute of Nature Conservation, Polish Academy of Sciences, endorses the fundamental rules of *the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*.

The Institute of Nature Conservation, Polish Academy of Sciences, represented by Associate Professor Elżbieta Wilk-Woźniak, Director of the Institute, pledges its strong support for the value of the rights and the principles of *the Charter* and *the Code*, and furthermore demonstrates a firm commitment to apply its regulations within the Institute community.

The Institute of Nature Conservation, Polish Academy of Sciences, is a non-university research institution that is the only research centre in Poland in which biodiversity and nature conservation is thoroughly studied from the molecular to ecosystem level. We refer to *the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* for basic rules to support the work of researchers and to maintain the high standard of research. Many aspects of both *the Charter* and *the Code* are already common practice at the Institute of Nature Conservation, while others are currently being applied or will be addressed in the near future.

The Institute of Nature Conservation, Polish Academy of Sciences, supports entirely this initiative and declares that full implementation *the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* is an important step towards improving the working and research conditions for scientists.

Associate Professor Elżbieta Wilk-Woźniak
Director of the Institute