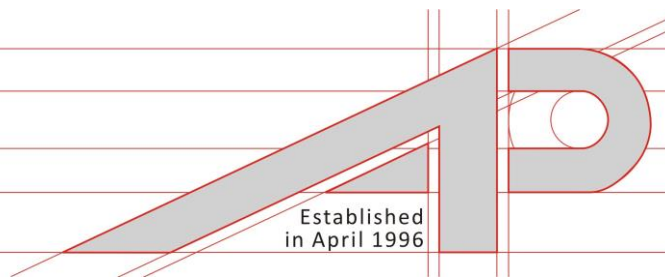


Research and Innovation Centre

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Konstancynow Lodzki, 13<sup>th</sup> March 2018

**Declaration**  
*of Endorsement of the Principles*  
*of the European Charter for Researchers*  
*and the Code of Conduct for the recruitment of Researchers*  
*and*  
**Notification**  
*of Commitment to implement the HRS4R process*

Hereby we declare our full support for the values, rules, regulations and demands concerning the researchers and employees which were enclosed in the European Charter for Researchers and in the Code of Conduct for the recruitment of Researchers (hereinafter referred to: the Charter & the Code)

As a small research institution, having a long-term research plan dedicated to a broadly defined sustainable energy, as well as a noticeable output in applied research and innovation & implementation works, testified by the patent applications, furthermore, having our own research staff and laboratory background, we oblige ourselves to obeying voluntarily to the regulations of the Charter & the Code.

We believe that the rules and regulations of the Charter & the Code will help us to increase the attractiveness of our institution by offering the researchers favourable work conditions, an access to the training and by providing the employees with the opportunities of the career development, as well they will contribute to enhancing the quality of the research we conduct and to the development of the innovations and they will build a basis to a proper protection of the copyright laws and to obeying the intellectual property rights. The Charter will have an influence on internalization of our institution and will contribute towards increasing of the interdisciplinary mobility of our staff.

European Charter for Researchers and the Code of Conduct for the recruitment of Researchers are compatible with the policy of RIC Pro-Akademia, therefore we declare making further commitments towards the implementation of the rules and regulations of the Charter & the Code.

**PREZES**  
  
dr Ewa T. Kochańska

Ewa Kochanska, PhD

President