



UNIVERSITÀ  
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DELLE MARCHE

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EUROPEAN COMMISSION  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
Belgium

*Ancona, date of the digital signature*

**Subject: Letter of Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

The Università Politecnica delle Marche (UNIVPM) welcomes and supports the initiative of the European Commission to improve working conditions for researchers and to ensure attractive research careers within the European Research Area. Therefore, UNIVPM is pleased to endorse the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

UNIVPM provides outstanding conditions for study in a welcoming and engaging setting. Due to a high standard in research and industrial collaborations for R&D and innovation, UNIVPM has grown its presence at the European level. UNIVPM has already implemented some elements of the Charter and the Code, improving the working conditions and career prospects. Therefore, we welcome the opportunity of the internal analysis inside the HRS4R framework, and we intend to integrate this process in the wide array of current activities in our Institution's human resources policy.

By applying the guiding principles of the Charter and Code, Università Politecnica delle Marche aims to attract the most remarkable researchers from the European Research Area and beyond.

Best regards,

**Prof. Gian Luca Gregori**

**Rector of Università Politecnica delle Marche**

*Digitally signed pursuant to Legislative Decree no. 82/2005 s.m.i*