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**Endorsement of the European Charter for Researchers and commitment to its implementation via the HR Excellence in Research award process**

Institute of Photonics and Electronics Czech Academy of Sciences formally endorses the 20 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and we are committed to implementing these principles in our institution through the HR Excellence in Research award process.

As an organisation dedicated to excellence in research, we prioritise the well-being and career development of our researchers. We recognise the importance of creating a stimulating and supportive environment that fosters researchers' growth, mobility, and success.

By engaging with the HR Excellence in Research award process, we aim to embed the Charter's principles into our institutional policies and practices, ensuring a stimulating and supportive environment for our researchers.

**Kind regards**

Assoc. Prof. Pavel Peterka, Ph.D.  
Director of the Institute