

To European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

Lisbon, 30 October 2025

**Subject: Declaration of Endorsement and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code), via the HR Excellence in Research award process**

The Institute of Social Sciences of the University of Lisbon, represented by its Director, Professor Marina Costa Lobo, formally endorses the twenty principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Many of these principles have already been implemented within our institute, and we are fully committed to implementing the remaining principles via the Human Resources Strategy for Researchers (HRS4R).

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 growth, mobility and success among our researchers.

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

Yours sincerely,

Marina Costa Lobo  
Director