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

University West (HV) in Sweden welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility.

Through this letter, we endorse the 40 principles of Charter and Code and hereby notify you of our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R). HV is an established and expanding teaching and research university at the national level in Sweden, with an increasing international outreach.

Continuous enhancements in areas such as working conditions and career opportunities are among the top priorities of our university. We therefore welcome the opportunity of performing the internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles, HV aims to attract the most outstanding researchers within the European Research Area and beyond.

Yours faithfully



Professor Martin Hellström  
Vice-Chancellor, University West