



THE SILESIAIAN UNIVERSITY OF TECHNOLOGY

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**Robert-Jan SMITS**  
**General Director**  
**DG Research and Innovation**  
**European Commission**

**Declaration of Commitment**  
to ***“The European Charter for Researchers”***  
and ***“The Code of Conduct for the Recruitment of Researchers”***

The Silesian University of Technology represented by its Rector - Prof. Andrzej Karbownik, PhD, DSc - welcomes and supports the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The Silesian University of Technology hereby commits itself to develop and improve its internal human resources policy in accordance with the principles stated in the Charter and the Code, and to guarantee transparency and accessibility in the whole process of researchers recruitment.

By implementing the Charter and the Code principles, the Silesian University of Technology intends to contribute to the realization of an open, transparent and attractive European Labour market for researchers.

Yours sincerely,

Prof. Andrzej Karbownik