

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

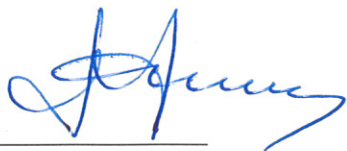
Lisbon, 29th September 2025

The University of Lisbon represented by its Rector 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,



Luís Ferreira

Rector