

European XFEL GmbH, Notkestraße 85, 22607 Hamburg, Germany

European Commission  
Directorate General for Research  
Office SDME  
1049 Brussels  
Belgium

Hamburg, 3 December 2014


**Declaration of commitment of the European XFEL GmbH to the Charter for European Researchers and the Code of Conduct for the recruitment of Researchers**

The European XFEL GmbH welcomes and supports the initiative of the European Commission to improve working conditions for researchers and to ensure attractive research careers within the European Research Area.


Therefore the European XFEL GmbH is pleased to endorse the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and is thus voluntarily bound to adhere to them within its area of authority.

Several aspects of the Charter and Code have already been implemented and are common practice at the European XFEL GmbH to support the work of researchers and to maintain the high quality of research. Nevertheless, the adoption of the Charter and Code will provide additional guidelines of orientation for further improvements.

Adhering to the Charter and Code, will support our efforts to maintain and enhance high quality research and to provide a fair and attractive research environment throughout Europe.

A handwritten signature in blue ink, appearing to read "M. Altarelli".

Prof. Dr. Massimo Altarelli  
*Managing Director*

A handwritten signature in blue ink, appearing to read "Claudia Burger".

Dr. Claudia Burger  
*Administrative Director*