

To the European Commission

Declaration of Commitment to the Principles of the European Commission's Recommendation *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers*

The Aalto University welcomes the initiative of the European Commission reflected in the Commission's Recommendation *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers* (*The Charter and Code*). Aalto University hereby declares its commitment to the principles laid down in the Recommendation. We are happy to report that most of the issues included are already implemented and praxis in Finland and at Aalto University.

At the centre of the Aalto University strategy, there are four tasks by which we strive to realise our mission and attain our goals: top-level research, pioneering teaching work, trendsetting art, and cooperation to regenerate society. The strategy of Aalto University is implemented through high performing faculty, enhanced internationality, effective service functions and infrastructure.

Employees are Aalto University's most important resource and success factor. For this reason, Aalto aims to create good working environment for its employees, provide them with challenging tasks, build career systems that offer opportunities for career development and increase the well-being of the community.

As faculty is in the heart of Aalto University's strategy, Aalto University is fully in line with Commission's policy aiming at making the researcher's career more attractive and at enhancing the quality of research and innovation. The signature of the Charter and Code underlines Aalto University's commitment to implement the principles of the Charter and Code.

Espoo, 23rd January, 2012



Tuula Teeri
President
Aalto University