



Instituto de Geografia
e Ordenamento do Território
UNIVERSIDADE DE LISBOA

Lisbon, 15th october 2025

Institute of Geography and Spatial Planning
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1600-276 Lisbon
PORTUGAL

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

The Instituto de Geografia e Ordenamento do Território (Institute of Geography and Spatial Planning) represented by its President 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,

Mário Vale
President