

European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

Paris, May 9<sup>th</sup>, 2023

**Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)**

The École Supérieure des Professions immobilières (ESPI) welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers.

Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the *Human Resources Strategy for Researchers* (HRS4R). Many of these principles have already been implemented in our School, but we seek for further consolidation and recognition of our efforts in this direction.

The ESPI is one of the growing research entities dedicated to Real Estate and Planning issues at the national level, with an increasing international outreach. Recent agreements for research, built on currently running ERASMUS+ programs and research projects, have ensured this European and international policy for our School. We strongly believe that implementing these principles of the Charter and Code will contribute to further develop the European Research Area, to which we intend to belong more and more intensively.

The ESPI not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general. A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of our School. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

The application process will be continuously monitored by M. LAM ([recherche@groupe-espi.fr](mailto:recherche@groupe-espi.fr)), assistant for research and innovation at the ESPI.

Best regards,



p/o, Samuel DEPRAZ  
Head of Research  
Director of the ESPI2R Research Unit