

**INESC MN - Inesc Microsistemas e Nanotecnologias -
Instituto de Engenharia de Sistemas e Computadores
Para Os Microsistemas e As Nanotecnologias**
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DG Research & Innovation
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**Declaration of Endorsement of and Commitment to the European Charter for
Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and
Code)**

INESC MN, represented by its Chairman of the Executive Committee Virgínia Chu and its Executive Director Susana Isabel Pinheiro Cardoso de Freitas, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Many of these principles have already been implemented in our institute.

INESC MN hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

INESC MN not only supports the work and development of individual researchers, but also aims to maintain a high quality of research in general.

We strongly believe that implementing these principles of the Charter and Code will contribute to further developing the European Research Area.

Yours faithfully,

Virgínia Chu
Chairman of the Executive Committee

Susana Isabel Pinheiro Cardoso de Freitas
Executive Director