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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)**

CENTRALE NANTES, represented by its director, M. Jean-Baptiste AVRILLIER, declares its commitment to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of Centrale Nantes. 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.

We affirm our desire to implement an HR strategy in effective research and in line with the Charter and code principles.

By implementing the Charter and Code principles, CENTRALE NANTES aims at attracting the most outstanding researchers within the European Research Area and beyond.

Yours faithfully,

**Signature**

**Jean-Baptiste AVRILLIER, Director of the institute**

