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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)**

Paris, June 10, 2022

The Talan Group, represented by its President, Mehdi HOUAS, 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 research center, which is managed by Dr. Laurent CERVONI, within the Organization and Human Resources Direction, headed by Nicolas RECAPET.

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

The Talan Group not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general.

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

Yours faithfully,

Mehdi HOUAS

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