

Caen, April 22nd, 2024

The Director
Reference : PP01_COD_2024_DIR_0031_JFH/VM

European Commission

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

Subject: 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)

To whom it may concern,

The National Graduate School of Engineering of Caen (ENSICAEN), both an engineering school and a research centre, represented by its Director, M. Jean-François HAMET, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

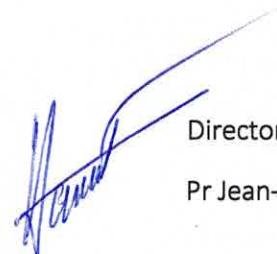
Many of these principles have already been implemented in our institute.

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

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

It considers the quality of recruitment, working and training conditions for its scientific community to be a priority and wishes to improve its human resources procedures to ensure that they are effective and in line with the principles set out in the Charter and the Code.

Yours faithfully,



Director of the institute,
Pr Jean-François HAMET