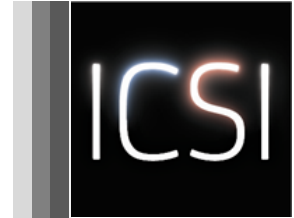


National Research and Development Institute for Cryogenic and Isotopic Technologies

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ICSI Râmnicu Vâlcea
April 9, 2024

Declaration of Commitment to The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers

The National Research and Development Institute for Cryogenic and Isotopic Technologies - ICSI Râmnicu Vâlcea, Romania, represented by its General Manager, Dr. Mihai VARLAM, declares its commitment to the principles agreed upon by the **European Charter for Researchers and the Code of Conduct for Recruitment of Researchers**.

By **endorsing the Charter & Code**, ICSI recognizes the value of its principles and intends to apply them in order to make the researcher's career more attractive and to enhance the quality of scientific research activities. Aware that Human Resource strategies are a basis for the quality and continuity of excellent research, we aim to adapt our institutional guidelines and procedures to the principles of the European Union policy in this area.

ICSI is constantly seeking to improve the quality of researchers' careers and expand their career opportunities, willing to contribute to the development of a more attractive and competitive European research area. Therefore, having endorsed **the 40 principles of Charter and Code**, we hereby notify you about our commitment to the process of implementing and certifying a **Human Resources Strategy for Researchers (HRS4R)** in our institution.

Yours Sincerely,

Dr. Mihai VARLAM
General Manager