



National Institute for Research & Development in Chemistry and Petrochemistry

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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)

The National Institute for Research and Development in Chemistry and Petrochemistry ICECHIM, represented by its General Director, Mihaela Doni, 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 National Institute for Research and Development in Chemistry and Petrochemistry ICECHIM hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

National Institute for Research and Development in Chemistry and Petrochemistry ICECHIM 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,

Mihaela Doni, PhD

General Director of ICECHIM

