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**Date: December 08, 2022**

## **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 Research and Development Institute for Industrial Ecology – ECOIND, represented by its General Director, Luoana Florentina Pascu, 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 Research and Development Institute for Industrial Ecology – ECOIND hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

The National Research and Development Institute for Industrial Ecology 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,

**Luoana Florentina Pascu**

**General Director**

