

Le Havre, 20th march 2023

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**PRESIDENCE**

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

**Endorsement of the european Charter for Researchers and Code of Conduct for the recruitment of researchers,**

The university Le Havre Normandie was built in connection with its territory, a port city open to the world. Its identity has therefore developed within an international framework favoring European and extra-European mobility and collaboration, both within the framework of training, particularly doctoral, and that of research.

This international vocation of the université Le Havre Normandie is based on an environment covering almost all academic fields (humanities and social sciences, mathematics, computer science, chemistry, biology, engineering sciences) and structured around 12 laboratories and five departments. Following a proactive policy in terms of international openness, the université Le Havre Normandie intends to consolidate its involvement in the European research area by committing to the European HRS4R labeling process.

The Université Le Havre Normandie thus recognizes the need to consult, evaluate and improve its recruitment practices and more generally Human Resources policy in order to build an attractive research environment for researchers on mobility. This priority will be developed within a reflective framework of consultation with all of our scientific community, thus guaranteeing our commitment to set up with determination the principles developed in the forty points of the European charter for researchers and code of conduct for the recruitment of researchers.

The Université Le Havre Normandie recognizes with this letter of commitment that the implementation of the HRS4R strategy is a priority.

The President of the University

M. Pedro LAGES DOS SANTOS

