



Normandie Université

Caen, 1st March 2021

Object: Letter of endorsement and commitment to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Dear Sir / Madam,

Normandie Université welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility.

Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).

A continuous enhancement of, amongst others, working conditions and career opportunities are one of our top priorities. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles, Normandie Université aims at attracting the most outstanding researchers within the European Research Area and beyond.

Your sincerely,

Mr Innocent Mutabazi,
Interim President of Normandie Université