

European Commission  
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**Paris, 5th of July 2019**

**Declaration of Endorsement and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)**

The Ecole Supérieure de Physique et de Chimie Industrielles de la Ville de Paris, represented by its Director, Vincent CROQUETTE, 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 Ecole Supérieure de Physique et de Chimie Industrielles de la Ville de Paris hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

The Ecole Supérieure de Physique et de Chimie Industrielles de la Ville de Paris 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,

**Vincent CROQUETTE**



**Director of ESPCI**