

The French National Institute for Research in Computer Science and Control (INRIA), having examined the principles presented in the Commission's recommendation on the **European Charter for Researchers** and the **Code of Conduct for the Recruitment of Researchers**, dated 11 March 2005, hereby affirms its total adherence to this recommendation.

INRIA shall endeavour to apply the aforementioned principles to its HR management policy for all researchers, regardless of their status, with a view to encouraging an internationally recognised recruitment and career development system that is transparent, open and fair.

In accordance with its internal policies, and in collaboration with its partners, INRIA shall continue its efforts to encourage and enhance any type of international mobility and to guarantee efficient recruitment procedures that are in line with international criteria.

INRIA shall offer - and continue to develop - a quality research environment and optimum working conditions for its entire staff, with the objective of continuing to conduct its research at the very highest level.

INRIA undertakes to participate, as much as possible, in any initiative designed to develop a legislative or statutory framework that could be deployed to encourage the implementation of the Charter and the Code of Conduct.

By adhering in this manner to the Charter and the Code of Conduct, INRIA is enhancing its Attractiveness Policy, participating in the development of the European research community and contributing to the construction of the European Research Area.

Signed in Brussels in duplicate
20 December 2006



Michel Cosnard
INRIA
Chairman and CEO



Viviane Reding
European Commissioner
for Information Society and Media