

Lyon, Thursday 21 December 2017

Mr Carlos ROEDAS  
European Commissioner for Research  
Science and innovation  
European Commission  
200 Rue de la loi  
1049 BRUSSELS  
BELGIUM

**RE : Declaration of commitment to the principles of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers – Commission Recommendation of 11 march 2005**

Dear Sir,

By this declaration, the Ecole Normale Supérieure de Lyon wants to show its commitment to the principles laid down in the European Charter for Researchers and the Code of Conduct for the recruitment of researchers.

The Ecole Normale Supérieure de Lyon has already implemented several principles of the Charter and Code and will improve and develop other ones. The institution, in this letter, commits to engage in the transnational effort to improve the working conditions of researchers, to provide them a stimulating work environment, to facilitate their mobility, to make research careers attractive and to meet an open, transparent and merit based recruitment by implementing the HRS4R (Human Resources Strategy For Researchers) Process.

The President of the ENS

Jean-François Pinton

