

European Commission  
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**Date: 3 march 2021**

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

The FCIISC, represented by its General Coordinator of Administration, Central Services-Research, María Gómez Peñate, 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 FCIISC hereby declares its commitment to further implement these principles of Charter and the Code via the Human Resources Strategy for Researchers (HRS4R).

The FCIISC 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,

**Signature**

María Gómez Peñate  
General Coordinator of Administration, Central Services- Research