

**Declaration of commitment and approval of the European Charter for Researchers
and the code of conduct for the recruitment of researchers.**

Clermont Auvergne INP has committed itself to a quality approach since its creation on January 1st 2021. In particular, Clermont Auvergne INP considers the quality of recruitment and the working environment offered to its teaching and researching staff as one of its priorities, by reinforcing the attractiveness of these professions. The institution expresses its commitment to respecting the principles laid down in the framework document of the European Charter for Researchers and the code of conduct for the recruitment of researchers published in 2005, on which the "HR Excellence in Research" approach is based.

Clermont Auvergne INP brings together three engineering schools under the authority of the Ministry of Higher Education, Research and Innovation (ISIMA, Polytech Clermont and SIGMA Clermont) and constitutes the engineering hub of the Clermont higher education community. Its scientific activities cover a wide range of engineering sciences, with a focus on partnership research combining fundamental and applied research for sustainable economic development. Clermont Auvergne INP has chosen to work jointly with the University Clermont Auvergne, of which it is an autonomous member institution.

An action plan is based on four major themes :

- Ethical principles and professional responsibilities.
- Recruitment, career development, mobility.
- Working and safety conditions, professional environment.
- Training.

Through this commitment, Clermont Auvergne INP aims to be part of a process of HRS4R (Human Resources Strategy for Researchers) labeling by the European Commission by 2024. This label will be a recognition of Clermont Auvergne INP's participation in the construction of the European Research Area, and of its contribution to the attractiveness for top-level researchers.

Aubière, 5/11/2021



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