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European Commission  
DG Research & Innovation  
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### **Endorsement of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers and Commitment to start the HRS4R process**

The Toulouse 1 Capitole University, represented by its Chancellor, M. Hugues Kenfack, declares its fully endorsement of the 40 principles of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers. We are already implementing many of these principles. The signature of the Charter and Code (following the decision of the Research Commission of the 3rd July 2020) confirms our commitment to continue our actions in this field.

By this letter, and in accordance with the decisions of the Research Commission (of the 25th January 2021) and the Administrative Council (of the 9th February 2021), we also declare our commitment to start the procedure and to undergo all the subsequent cycles of the implementation of the Human Resources Strategy for Researchers (HRS4R).

Yours faithfully,



**Hugues Kenfack**  
Chancellor