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The French National Research Institute of Science and Technology for Environment and Agriculture (IRSTEA), 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.

By signing up the Charter and the Code for European researcher, Irstea commits itself to applying the stated principles to its human resources management for researchers and scientific employment considered as a strategic priority of the institute, in terms of the contract of objectives.

In accordance with its internal policy, and in collaboration with its partners, Irstea will continue to guarantee transparency, accessibility and equity for the recruitment of researchers in line with international criteria.

By subscribing to the principles of the Charter and the Code, Irstea confirms that it will make attractiveness of research careers one of the major tenets of its strategy, in order to contribute to the construction of the European Research Area.

Le Président d'Irstea

Jean-Marc BOURNIGAL