

Endorsement of the European Charter & Code for Researchers

IMDEA Networks Institute

To whom it may concern,

Mr. Juan Ramón Girona Galiana, acting as Legal Representative of IMDEA Networks Institute, declares the following:

That the IMDEA Networks Institute is willing to initiate the application for the "HR Excellence in Research Award" and commits itself to undergo the subsequent phases to obtain the award, implement the policies and procedures recommended by evaluators, and renew the award after the corresponding interim-assessments and audits.

That IMDEA Networks Institute expressly endorses the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and that, to the best of his knowledge, are already being implemented by the Institute and, if not, the Institute is willing to incorporate them to its Human Resources policies and practices.

The 11th January 2021, in Leganés, Spain

Mr. Ramón Girona Galiana
General Manager of IMDEA Networks Institute