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To whom it may concern
Human Resources Strategy for Researchers
(HRS4R E-tool)

Móstoles, 03 December 2019

Commitment of *Fundación IMDEA Energía* to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Fundación IMDEA Energía welcomes the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers.

Through this letter we express our interest and commitment to initiate the process for the Human Resources Strategy for Researchers Award, which is already identified in the Institutional Strategy as a key instrument to foster the attractiveness of the centre as a provider and supporter a stimulating and favourable working environment for researchers, as well as a research institute that promotes the research career of top global standards. *Fundación IMDEA Energía* commits both the endorsement of the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as the commitment to start the procedure and to undergo all subsequent steps of the implementation of the Human Resources Strategy for Researchers (HRS4R).

We are aiming to undertake a throughout process of consultation to all our staff with a particular attention to the researchers and perform a Gap Analysis. Our Human Resources department will steer the process with the objective of drafting an Action Plan, which will guarantee that in the next two years we will be able to improve those important aspects that are considered by the staff.

This commitment is fully in line with our policy aiming at making researchers' careers more attractive and enhancing the quality of research and innovation. The signature for the Charter and Code underlines our institution's commitment to foster international collaboration and the *Fundación IMDEA Energía* recognition in the European Research Area.

Yours sincerely,

A blue ink signature of David Serrano Granados is written over the IMDEA Energía logo. The logo consists of a stylized blue globe icon to the left of the text 'IMDEA' in large blue letters and 'energía' in blue below it.

Fdo: David Serrano Granados