

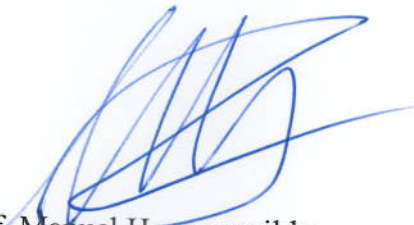
Subject: Declaration of commitment of IMDEA-SOFTWARE to the European Charter for Researchers and to the Code of Conduct for the Recruitment of Researchers.

The Madrid Institute for Advanced Studies in Software Development Technologies (IMDEA SOFTWARE), having examined the general principles contained in the Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers, hereby expresses its full support to this Recommendation.

In accordance with its internal policies, IMDEA-SOFTWARE commits itself to follow the principles laid out in the document in its human resources policy as well as in its selection processes.

By adhering to this Recommendation, IMDEA-SOFTWARE wishes to create an adequate framework for all its researchers, to improve the conditions for the incorporation of researchers and to contribute to enhance the attractiveness of the research career in the European Research Area.

Signed in Madrid in duplicate
Date:

A handwritten signature in blue ink, appearing to be "M. Hermenegildo", written over a horizontal line.

Prof. Manuel Hermenegildo
Director