

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

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

In accordance with its internal policies, IMDEA Energy 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 Energy 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: 28 February 2008



David Serrano  
Director of IMDEA Energy