



B2 "EURAXESS Rights Team"
DG Research & Innovation
European Commission
ORBN 02/143
B-1049 BRUSSELS

Leuven, October 4th 2013

Subject: Declaration of commitment to incorporating the "European Charter for Researchers" and "Code of conduct for Recruitment of Researchers"

Dear Sir, Madam,

Imec hereby declares its commitment to the "European Charter for Researchers" and "Code of conduct for Recruitment of Researchers" and its aim as quoted below:

"The aim of the Charter is to ensure that the nature of the relationship between researchers and employers or funders is conducive to successful performance in generating, transferring, sharing and disseminating knowledge and technological development, and to the career development of researchers."

Imec is already well aligned with the principles set out in the "European Charter for Researchers" and "Code of conduct for Recruitment of Researchers" by the imec HR Strategy and the practices and policies in place. Nevertheless imec wishes to use the "European Charter for Researchers" and "Code of conduct for Recruitment of Researchers" as a guideline to review and strengthen its HR Strategy, policies and practices to ensure the further development of these are in line with the aim of the Charter.

Imec has always felt strongly about ensuring the right work environment for its employees and specifically its researchers. Therefore the imec management fully supports the European Union's policy to make research an attractive career, which is a vital feature of its strategy to stimulate economic and employment growth by committing to the incorporation of the "European Charter for Researchers" and "Code of conduct for Recruitment of Researchers" in its HR Strategy is a commitment that deserves their full support.

Yours sincerely,



Luc Van den Hove
President & CEO imec



Hubert De Neve
EVP HR imec