

European Commission
DG Research - RTD Charter
Covent Garden
1210 - Brussels
Belgium

Your reference:
Charter and Code

Our reference:
HRAS/SCIENCE/KV/15-66

Datum:
02/11/2015

Subject: Endorsement of the Charter and Code by VITO

Dear Sir, Madam,

In the management agreement for the period 2014-2018 signed between VITO and the Flemish government, VITO has endorsed the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. Researchers are VITO's biggest asset and they determine the success of VITO. Therefore VITO is committed to establish a great research environment for them. Compliance with the European Charter and Code for researchers is seen as an excellent way to achieve this.

In this writing, we would like to formally express to the EC VITO's agreement with the key principles underlying the Charter & Code for researchers (2005) of the European Commission. Since the end of 2014 VITO is intensively working on an HR strategy for researchers and an action plan to improve the VITO policies and procedures to be in line with the charter and code.

Yours sincerely,



Dirk Fransaer
Managing Director VITO



Agnes Bosmans
Director HR and general services VITO