

**European Commission**  
DG Research and Innovation  
RTD.DDG2.B.2-Skills  
B-1049 Brussels  
Belgium

San Sebastian, 10<sup>th</sup> of March, 2016

**DECLARATION OF COMMITMENT TO THE PRINCIPLES OF "THE EUROPEAN CHARTER OF RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

Fundación Centro de Tecnologías de Interacción Visual y Comunicaciones-Vicomtech-IK4 is an applied research centre specializing in Computer Graphics, Visual Computing and Multimedia technologies, founded in 2001 and based in the San Sebastian Technology Park. Vicomtech-IK4 aims to respond to the innovation requirements of companies and institutions and is one of the few Research Centres that holds both the ISO 9001:2008 and UNE 166002:2014 certification (Innovation Management). Additionally, Vicomtech-IK4 contributes to the creation of knowledge by training new researchers and disseminating its results through world-renowned publications and conferences. The centre manages a portfolio of over one hundred research projects per year with approximately 100 researchers and an annual turnover of 7M EUR.

Vicomtech-IK4 having considered the general principles laid out in the Recommendation of the European Commission on *The European Charter for Researchers* and on *The Code of Conduct for the Recruitment of Researchers*, hereby expresses its full support for these principles.

In accordance with its internal policies and within its legal boundaries, Vicomtech-IK4 is hereby committed to contribute to the career development of researchers in the field of ICT, according to the principles and recommendations of the Charter and the Code of Conduct and recognising the importance of providing the best possible framework for researchers, while at the same time contributing to the continued development of the European Research Area.

**vicomtech**  
IK4 Research Alliance

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