

European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
Open Science and ERA Policy  
ORBAN 4/71  
B-1049 Brussels/Belgium

Vitoria – Gasteiz, 07<sup>th</sup> March 2018

Dear Dr. Irmela Brach,

I am writing this formal letter as General Manager of CIC energiGUNE to inform you that:

We the center of research, CIC EnergiGUNE, having endorsed the 40 principles of Charter and Code, notify you about our commitment to get involved into the process of implementing a Human Resources Strategy for Researchers (HRS4R) in our institution.

For this reason, within 12 months of this notification letter, the institution commits itself to send you an application composed of:

- A gap analysis (Template 1)
- Action plan (Template 2)

Thanking in advance for your kind collaboration, we remain at your disposal for any further information you may need.

Yours faithfully,



Nuria Gisbert

General Manager