



European Commission
DG Research & Innovation
Open Innovation and Open Science
Brussels
B-1049
BELGIUM

REPSOL, S.A.
Repsol Technology Lab
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SPAIN
Date: April 23th, 2020

Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)

Repsol Technology Lab welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to make our best efforts to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).

Repsol Technology Lab, as a part of Repsol, is one of the leading research centres at the national and international level, with an international outreach in the fields of multienergy (oil and gas and renewables) and petro chemistry development partnering with universities, research centres and companies all over the world to reach our goals of science and technological development. Link: <https://www.repsol.com/en/energy-and-innovation/technology-lab/index.cshtml>.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this research centre aligned with the human resources strategy of Repsol. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles **Repsol Technology Lab** aims at attracting the most outstanding researchers within the European Research Area and beyond.

Best regards,

Signature:

A handwritten signature in black ink, appearing to read "JM Juárez", written over a faint, illegible printed name.

Jaime Martín Juárez
CD Technology & Corporate Venturing
Repsol