

June 28th, 2016

Ms Irmela BRACH
B2 "EURAXESS Rights Team"
DG Research & Innovation
European Commission
ORBN 04/31
B-1049 Brussels
Belgium

Your reference: Charter and Code

Subject: Endorsement of the Charter and Code by VTT

Dear Sir, Madam,

**Declaration of commitment to the principles of the European Commission's Recommendation
*the European Charter for Researchers and the Code of Conduct for the Recruitment of
Researchers***

Research scientists are VTT's biggest asset and they determine the success of VTT. Therefore VTT is committed to establish a great research environment for them. Compliance with the European Charter and Code for research scientists is seen as an excellent way to achieve this.

We commit to work actively with the development of our HR strategy in accordance with the basic principles and spirit of "Charter and Code". Our goal is to be an attractive workplace for people with knowledge and will. By implementing the Charter & Code principles, VTT intends to contribute to the realization of an open and attractive European labour market for research scientists.

In this writing, we would like to formally express to the European Commission VTT's agreement with the key principles underlying the Charter and Code for researchers of the European Commission.

Yours sincerely,



Antti Vasara

President & CEO



Riitta Tolvanen

Senior Vice President, Human Resources