

Th. Sofouli 88, GR-551 31 Kalamaria, Thessaloniki, Greece Tel.: +30 2310 424 167 - Fax: +30 2310 424 149 office@ari.gr - www.chimar-hellas.com

Thessaloniki, 28th of December, 2015

## To the European Commission

Subject: Declaration of Commitment of CHIMAR HELLAS S.A. to the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers"

CHIMAR HELLAS S.A., duly represented by Mrs. Efthalia Markessini, President, and Mr. Dimitrios Alexandropoulos, Managing Director, welcomes and fully supports the initiative of the European Commission, reflected in the Commission's Recommendation of 11<sup>th</sup> March 2005, on the "European Charter for Researchers" and on a "Code of Conduct for the Recruitment of Researchers".

CHIMAR HELLAS S.A. is an R&D enterprise involved in industrial research and development in the field of polymers and chemicals for wood products. It provides innovative technology and services to field industries all around the world for over 38 years.

CHIMAR HELLAS S.A. considers that the recommendations included in the Charter and the Code contribute to the development of an attractive, open and sustainable European labour market for researchers, thus fostering and retaining high quality research, which will advance the scientific knowledge, technological progress and innovation potential of the European Union.

CHIMAR HELLAS S.A. commits itself to apply the stated principles to its human resources policies for researchers, so as to provide the working environment which will attract excellent researchers, helping it to maintain competitive advantage in its field of activities, and to play an active role in the development of a highly attractive European Research Area.

Mrs. Efthalia Markessini

President

Mr. Dimitrios Alexand<del>rop</del>oulos

**Managing Director**