



## LINGUISTIC POLICY

In Euskadi we have two official languages which are legally equivalent, but they are not at the same level in daily practice. Given this imbalance, it is necessary to undertake promotion actions to guarantee the linguistic rights of all citizens.

In this context, NEIKER Technology Centre, considering the bilingual nature of our society, sets itself the challenge of continuing working towards the normalization of our two official languages, Basque (euskera) and Spanish. It also seeks a balanced linguistic coexistence with English, the hegemonic language in science and research. Furthermore, as a public institution, NEIKER has social responsibilities and assumes the commitment to serve as an example to society.

On the way towards the normalization of the two official languages, NEIKER's General Management assumes the following principles:

- **Service language.** Citizens have linguistic rights. It is NEIKER's responsibility to respect the linguistic choice of the citizens and to guarantee their linguistic rights.
- **Working language.** NEIKER will promote the use of euskera as a working language, both at informal and formal level, as well as at technical level.
- **Level of knowledge.** In NEIKER's Collective Agreement there is financial aid for the study of euskera, which will be periodically promoted through internal communications.
- **Verbal and written use.** Different initiatives will be activated to promote the use of the euskera both orally and in writing.
- **Welcome protocol.** From the first moment, the obligations and rights regarding euskera as service and working language will be explained to the staff. The importance that NEIKER wants to give to the euskera will be included.
- **Technical euskera.** NEIKER will raise its commitment to euskera to the technical level, assuming also the commitment to scientific dissemination in euskera.
- **Text creation in euskera** will be encouraged to the same extent that technology enables automatic translation in different directions.
- **Talent is welcome at NEIKER.** Talent that does not know euskera is also welcome. Managing the linguistic impact that this can generate is a challenge at NEIKER, as well as making the effort to create multilingual groups that can respond to the demands of our society.
- **Suppliers and subcontracted companies.** Collaboration is requested from those companies that provide services that affect the service and work languages.
- **Legal requirements.** Insofar the new Decree for euskera will affect NEIKER, it will be adapted to the comply with the legal requirements. In the structure of shared responsibilities of NEIKER, it will be essential that the knowledge and use of euskera will be transversal and the language requirements will be adapted to it.
- **Excellence.** In addition to pursuing a model of excellence in management and at the scientific level, the pursuit of excellence in language policy is a challenge at NEIKER. Likewise, we are committed to advancing in the BIKAIN-euskararen kalitate ziurtagiria- certification.
- **Implementing and rooting the management of euskera** in the General Management is a challenge in NEIKER. The Strategic Plans, the Euskera Use Plans, the Linguistic Criteria, the figure of euskera facilitator and the "Euskara Batzordea", endowed with a balanced budget, are resources for the adequate management of euskera in NEIKER.
- **Committed and involved members.** In NEIKER there are many staff who are militant in euskera issues. The Management emphasizes the need of these members to jointly build the path of normalization that will result in the improvement of all.





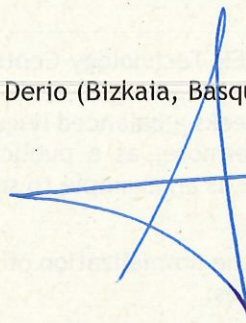
Consequently, the Management Committee of NEIKER, in compliance with the legislation and regulations in force, undertakes to provide the available and necessary means to continue working on the path towards the normalization of the two official languages, assuming as its own the motto "the Management as a model". And asks all staff to get involved in the path of linguistic standardization to exercise the ability to improve our organization.

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