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**DECLARATION OF ENDORSEMENT AND COMMITMENT OF VALL D'HEBRON INSTITUTE OF ONCOLOGY (VHIO) TO "THE EUROPEAN CHARTER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

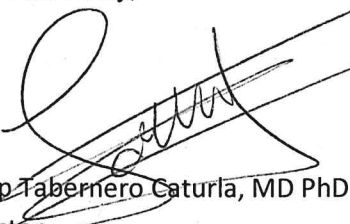
The Vall d'Hebron Institute of Oncology (VHIO) welcomes and fully supports the general values, and principles as stated in the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers" (hereinafter referred to as the "Charter and Code").

We highly value the work of the European Commission on this very important subject of researchers' recruitment, and consider it a step forward towards improved conditions for European researchers. We also strongly support the initiative of the HR Excellence in Research Award.

The VHIO has already set as a strategic objective the definition and management of the researchers' recruitment and promotion policies by means of a professional career and an assessment system. Therefore, in accordance with its Internal Policies and within its Legal Boundaries, VHIO hereby commits itself to applying the stated principles by its human resources policies for researchers and to promoting transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers.

By adhering to these "Charter and Code", VHIO recognizes the importance of providing an adequate framework, within which its researchers can develop their careers up to a high quality standard, contributing to the development and consolidation of the European Research Area.

Yours sincerely,



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Director



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