

**DECLARATION OF COMMITMENT BY FUNDACIÓN INSTITUTO DE HIDRÁULICA
AMBIENTAL DE CANTABRIA TO THE PRINCIPLES OF "THE EUROPEAN CHARTER FOR
RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF
RESEARCHERS"**

Santander, 01st July 2021

The **Fundación Instituto de Hidráulica Ambiental de Cantabria (FIHAC)**, represented by Prof. Raúl Medina Santamaría as Vice-President, welcomes and fully supports the initiative of the European Commission (EC) to ensure a favourable environment for researchers on mobility through its Recommendation of the European Commission 2005/251/EC on *"The European Charter for Researchers"* and *"The Code of Conduct for the Recruitment of Researchers"* ("Charter" and "Code").

The FIHAC is a public sector non-profit foundation created in 2007 to guard and provide administrative support to the Environmental Hydraulics Institute of Cantabria (IHCantabria). Having endorsed the 40 principles of the Charter and Code, the FIHAC wishes to confirm our commitment to implement a Human Resources Strategy for Researchers (HRS4R) in our institution.

Within its legal boundaries, one of the FIHAC's top priorities is its firm commitment to enhance its researcher's working conditions and career opportunities, through the application of the stated principles regarding human resources policies, promotion of transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers.

By adhering to the EC's Recommendation, the FIHAC will strengthen its capacity to create the most adequate framework to meet our two main objectives: providing a suitable environment for researchers to develop their careers and attracting outstanding researchers within the European Research Area and beyond.

Yours sincerely,

Prof. Raúl Medina Santamaría,

Vice-President of FIHAC

Parque Científico y Tecnológico de Cantabria

C/ Isabel Torres, Nº 15

C.P. 39011 Santander, Cantabria - España

Teléfono: +34 942 201 616

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