

Health Research Institute of Malaga (IBIMA)  
Instituto de Investigación Biomédica de Málaga (IBIMA)  
Avenida Jorge Luis Borges, 15, 3, 3 Planta  
Málaga, Spain

Málaga, 10<sup>th</sup> March 2016

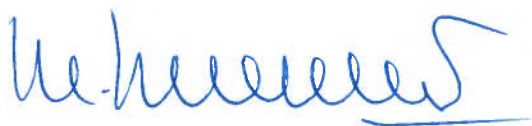
**DECLARATION OF COMMITMENT BY IBIMA TO THE PRINCIPLES OF "THE EUROPEAN CHARTER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

The *Instituto de Investigación Biomedica de Malaga (IBIMA)-Health Research Institute of Malaga (IBIMA)* is oriented towards translational research, fostering results transferable to clinical practice and biotechnological applications. IBIMA, having examined the Commission Recommendation on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, expresses its full support to this recommendation.

Within its legal boundaries, IBIMA hereby commits itself to follow the stated principles via its human resources policies for researchers and to promote transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers.

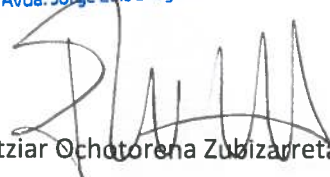
By adhering to this recommendation, IBIMA wishes to create an adequate framework for recruitment and working conditions for researchers and to promoting our Institution as a stimulating and favorable work place.

Signed



María Isabel Lucena González

Scientific Director IBIMA



Itziar Ochotorena Zubizarreta

Managing Director IBIMA