Málaga, 10th 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 Investigacion 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

[Signature]

Maria Isabel Lucena González

Scientific Director IBIMA

[Signature]

Itziar Ochoa Lorenzo

Managing Director IBIMA