

**DECLARATION OF COMMITMENT TO THE EUROPEAN CHARTER FOR
RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF
RESEARCHERS**

The Fundación Instituto de Investigación Marqués de Valdecilla (IDIVAL) is a non-profit organization that promotes and manages biomedical research at the Marqués de Valdecilla University Hospital. IDIVAL has followed the model of the Spanish Biomedical Research Institutes of the Instituto de Salud Carlos III, who encourages translational research as a way to improve patient's assistance.

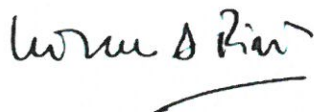
IDIVAL declares its commitment and support to the principles and recommendations laid down in the initiative of the European Commission the "European Charter for Researchers" and in the "Code of Conduct for the Recruitment of Researchers".

This endorsement is fully in line with IDIVAL's strategy to attract competent researchers and to foster the international collaboration and researcher's mobility.

In accordance with its internal policies, IDIVAL commits itself to apply the stated principles to the human resources policies for researchers and to guarantee transparency, accessibility and equity in the recruitment of researchers.

By adhering to this Recommendation, IDIVAL wishes to create a stimulating and favorable working environment for researchers enhancing the prestige and attractiveness of the research career in the European Research Area.

Santander, October 7, 2016



Miguel Ángel Piris Pinilla
Scientific Director



Galo Peralta Fernández
Managing Director