

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

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

In accordance with its internal policies, IBSAL supports the initiative of the European Commission and the recommendations given in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and express its intention to engage in this transnational effort to improve the working conditions for researchers throughout Europe, work to enhance quality of research and innovation by facilitation of international collaboration and transnational, interdisciplinary mobility of researchers.

By adhering to this Recommendation, IBSAL promote to create a stimulating working environment for researchers.

Signed in Salamanca,



Date: 21th October 2017

Rogelio González Sarmiento

Scientific Director