

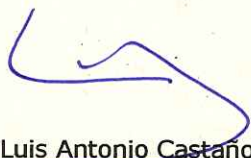
**Declaration of endorsement of the European
CHARTER FOR RESEARCHERS and THE CODE OF
CONDUCT FOR THE RECRUITMENT OF
RESEARCHERS.**

The Health Research Institute Association "BioCruces" is a non-profit organization created by four public Institutions in the Basque Country: the Health Department of the Basque Government, the Public Healthcare Provider Organization (Osakidetza), the Basque Public University (UPV-EHU) and the Basque Foundation for Health Innovation and Research (BIOEF) under the scope of the research activities in biomedicine, epidemiology, public health and healthcare services.

BioCruces, established in 2008 around Cruces University Hospital and accredited by the Institute of Health Carlos III (ISCIII, Spain) in January 2015, aims to promote, bring together and support research groups, enabling them to undertake a high-quality translational research and promoting effective innovation and collaboration with other organizations, in order to provide new tools, practices and knowledge to contribute to enhance healthcare, population health, wealth creation and economic development.

BioCruces hereby declares its commitment and support to the principles laid down in the European Commission's Recommendation of March 11, 2005 on the European "Charter for researchers" and the "Code of Conduct for the Recruitment of Researchers". BioCruces shall endeavour to implement the aforementioned principles to its Human Resources management policy for researchers, regardless of their status, with the purpose of encouraging an internationally recognised recruitment that is transparent, open, efficient and supportive, and is embedded within our internal quality system.

By adhering to this Recommendation, BioCruces aims to create a stimulating and favourable working environment for researchers enhancing the prestige and attractiveness of the research professional career in the European Research Area.



Dr. Luis Antonio Castaño González
Scientific Director



Dr. María Luz del Valle Ortega
Managing Director

Barakaldo, June 8th, 2015