



## To the European Commission

### Declaration of the commitment of IBEC to the principles of “The European Charter of Researchers” and “The Code of Conduct for the Recruitment of Researchers”

The Institute for Bioengineering of Catalonia (IBEC) hereby expresses its full support for the recommendations and principles laid out in both the European Charter and the Code of Conduct, as presented by the European Commission on 11th March 2005.

In accordance with its internal policies and within its legal boundaries, IBEC commits itself to applying the principles stated in the Code to its human resources policies for researchers and to guarantee transparency, accessibility, equity, and the pursuit of excellence in the recruitment of researchers.

Moreover, IBEC’s internal culture provides a framework for researchers at all levels to optimally develop their careers under the fundamental rights and principles recognized in the Charter of Researchers.

By adhering to these good practices, IBEC contributes to improving the prestige and attractiveness of research careers in the European Research Area.

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