

IRIS SPAIN Parc Mediterrani de la Tecnologia Avda. Carl Friedrich Gauss nº [] 08860 Castelldefels (Barcelona) -Spain TEL + 34 93 554 25 00 FAX + 34 93 554 25 11 CIF ESB 644 46 123



spean Commission ectorate-General for Research 5-1049 Brussels Beigium

Declaration of commitment by Innovació i Recerca Industrial i Sostenible (IRIS) to the Principles of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers".

IRIS welcomes and supports the Recommendation of the European Commission 2005/251/EC on "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers'.

Within its legal boundaries, IRIS hereby commits itself to applying the stated principles via its human resources policies for researchers and to promoting transparency, accessibility, equity, and the pursuit of excellence in the recruitment of researchers.

in adhering to this Recommendation, IRIS will reinforce its effort to create the best possible framework within which its researchers can develop their careers, while at the same time contributing to the development of the European Research Area.

Yours sincerely,

Managing Director