## Transmural Biotech S.L.



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DECLARATION OF COMMITMENT TO THE PRINCIPLES OF THE "EUROPEAN CHAR-TER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"

Transmural Biotech S.L. welcomes and fully supports the Recommendation of the European Commission of 11th of March 2005 on the "European Charter for Researchers" and the "Code of Conduct for Recuritment of Researchers"

By endorsing the Charter and Code, Transmural Biotech recognizes the importance of all the underlying principles and will endeavour to implement them in its Human Resources policy and management with the aim of guarantying transparency, accessibility and equity for the recruitment of researchers.

Transmural Biotech is fully in line with the efforts of the European Commission directed towards making the careers of researchers more attractive and transparent, and to fostering international cooperation in research and mobility of researchers.

By adhering to the Charter and Code, Transmural Biotech both contributes to creating an adequate framework for the researchers and to the building of the European Research Area.

LUIS ENCISO SOTO,

Chief Executive **D**fficer at Transmural Biotech S.L.