

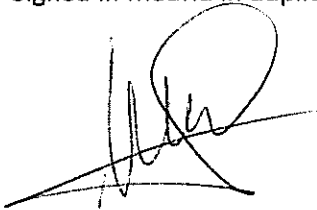
## DECLARATION OF COMMITMENT TO THE PRINCIPLES OF THE CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS

The *Centro de Investigación Biomédica en Red de Salud Mental*, CIBERSAM (The Biomedical Network Research Centre in Mental Health), born as an initiative of the *Instituto de Salud Carlos III*, MICINN, Spain, and having examined the "Charter for researchers" and the "Code of Conduct for the Recruitment of Researchers", wishes to express its full adhesion to this recommendation.

In accordance with its internal policies, it commits itself to apply the stated principles to human resources policies for researchers and to guarantee transparency, accessibility and equity for the recruitment of researchers.

By adhering to this Recommendation, CIBERSAM wishes to create and adequate framework for researchers and to contribute to enhance the prestige and attractiveness of the Research Career in the European Research Area.

Signed in Madrid in duplicate,



Date: 20th September 2011

**Celso Arango**  
Scientific Director