



Declaration of commitment to the Principles of *THE EUROPEAN CHARTER OF RESEARCHERS* and *THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS*.

Schwartz Hautmont Construcciones Metálicas, S.A. welcomes and fully supports the recommendation of the European Commission dated March 11th, 2005 on “The European Charter for Researchers” and “The Code of Conduct for Recruitment of Researchers”.

Schwartz Hautmont Construcciones Metálicas, S.A. recognizes the importance of all the stated principles and will commit to apply them in its Human Resources policies and to promote transparency, accessibility and equity for the recruitment of researchers.

By adhering to this recommendation, Schwartz Hautmont Construcciones Metálicas, SA will cooperate to create an appropriate framework and to contribute to the development of the European Research Area.

Miguel Joglar Arango
Manager

Vila-Seca, 19th October 2017