



PREPARADOS ADITIVOS Y MATERIAS PRIMAS, S.A.

GRUPO CARINSA

Sant Quirze del Vallès, the 5th of April 2018

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

Preparados, Aditivos y Materias Primas, SA (PAYMSA), declares to be in absolute agreement with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers as it is laid out in European Commission's recommendation of 11th March 2015 (EUR2120/2005)

The spirit of the Declaration and the Code is in our Polities. By signing the principles of the Recommendation above, PAYMSA commits and expresses its intention to engage in this transnational effort to improve the conditions for researchers across Europe, contributing in this way not only to favorable research environment within our company itself but also to an attractive European Research Area.

The blue version of the PAYMSA logo, with a blue signature scribble over it. Below the logo, the text "Vanesa Martinez" and "General Manager" is written in blue.

Vanesa Martinez
General Manager

PREPARADOS ADITIVOS Y MATERIAS PRIMAS, S.A.