Policy on protection of Intellectual Property

Purpose:

The purpose of this policy is to ensure the protection and effective management of intellectual property (IP) assets owned or controlled by Jesons Industries Limited ("JIL" or "Company"). This policy outlines the guidelines, processes, and procedures to be followed by all employees, contractors, and other individuals involved in the creation, use, or access to the Company's IP.

Definition of Intellectual Property:

Intellectual property includes, but is not limited to, patents, trademarks, copyrights, trade secrets, know-how, inventions, discoveries, formulae, designs, trade names, brand names, software, databases, Recipes, Bill of Material (BOM), Standard Batch Sheet (SBC), Manufacturing Instruction (MI), Log Sheets, confidential information, and any other creations or inventions that have commercial value for the Company.

Process guidelines:

- All IP data elements will be stored only on DDR Servers, Plant Automation Systems and Optiva.
- They cannot be stored on any other working devices used by Employees for day-to-day working, including Laptops & Desktops I-drive/hard discs, or any other shared devices.
- Printed hard copies of IP data elements cannot be maintained by Employees.
- Company Logos and Trademarks can only be used in an official capacity.

Consequent actions:

- Any perceived breach of the above operating procedures will be considered as a violation of the Terms of Employment and trigger appropriate action.
- All Employees would be required to sign a Self-Declaration Form, committing their adherence to the above guidelines for protection of Company IP.
- IT Personnel would also be mandated to carry out periodic audits to ensure full compliance in the work environment.

Policy Review:

This policy will be reviewed periodically to ensure its effectiveness and relevance considering changing technologies, business practices, or legal requirements.

Dhiresh Gosalia
Chairman & Managing Director
Date: 27th September 2023