

INTELLECTUAL PROPERTY RIGHTS (IPR) POLICY

1. OBJECTIVE

This policy aims to safeguard the intellectual property created by or entrusted to HMA Industries Pvt. Ltd. and to ensure ethical use, protection, and management of all forms of intellectual assets in compliance with applicable laws and contractual obligations.

2. SCOPE

This policy applies to all employees, consultants, contractors, and third parties associated with HMA Industries Pvt. Ltd. who create, use, or access intellectual property.

3. DEFINITION OF INTELLECTUAL PROPERTY

Intellectual Property includes patents, trademarks, copyrights, industrial designs, trade secrets, technical know-how, process documentation, software, and proprietary data created or used by HMA Industries Pvt. Ltd.

4. OWNERSHIP

All IP created by employees during their employment, using company resources or within the scope of work, shall be the exclusive property of HMA Industries Pvt. Ltd. Third-party IP must be used only under valid licensing or agreement.

5. CONFIDENTIALITY AND NON-DISCLOSURE

Employees and partners must sign confidentiality and IP assignment agreements. Unauthorized disclosure, duplication, or misuse of proprietary data is strictly prohibited and subject to disciplinary/legal action.

6. IP REGISTRATION AND PROTECTION

HMAI shall identify, register, and protect key IP through appropriate legal channels (e.g., patents, copyrights, trademarks). The Legal/IPR Cell shall manage filings, renewals, and compliance.

7. USE OF THIRD-PARTY IP

Use of any third-party IP (software, publications and designs) must be legally acquired and used in accordance with licensing terms. Pirated or unlicensed materials are strictly forbidden.

8. INFRINGEMENT AND DISPUTE RESOLUTION

Any suspected IP infringement must be reported to the Legal/IPR Cell immediately. Legal remedies will be pursued as appropriate. Disputes related to ownership or usage will be resolved through internal investigation and/or legal counsel.

9. TRAINING AND AWARENESS

Periodic training will be conducted to educate employees on the importance of IP rights, legal compliance, and innovation protection.

10. REVIEW AND AMENDMENTS

This policy will be reviewed annually and updated to align with legal requirements and company strategy.

APPROVED BY:

M. Zubair Rahman

Managing Director

Date: 25-04-2024