



## INTELLECTUAL PROPERTY RIGHTS (IPR) POLICY

### 1. Purpose and Objective

The purpose of this Intellectual Property Rights (IPR) Policy is to establish clear guidelines for the creation, ownership, protection, management, and commercialization of intellectual property (IP) generated, used, or managed by Anusham Automotive India Pvt Ltd (hereinafter referred to as 'the Company').

The objective of this policy is to safeguard the Company's innovations, proprietary technologies, designs, and confidential information, while ensuring compliance with applicable Indian intellectual property laws and international standards.

### 2. Scope

This policy applies to all employees, contractors, consultants, interns, vendors, and any third-party collaborators associated with Anusham Automotive India Pvt Ltd. It covers all forms of intellectual property including patents, copyrights, trademarks, trade secrets, industrial designs, and proprietary technical know-how developed within or for the Company.

### 3. Legal Framework and Compliance

This policy aligns with and adheres to the following legislations and acts governing intellectual property in India:

- The Patents Act, 1970 (as amended)
- The Copyright Act, 1957 (as amended)
- The Trade Marks Act, 1999
- The Designs Act, 2000
- The Semiconductor Integrated Circuits Layout-Design Act, 2000
- The Information Technology Act, 2000 (for software IP protection and cyber IP violations)

The Company also respects international conventions and treaties such as the Paris Convention, Berne Convention, and TRIPS Agreement (Trade-Related Aspects of Intellectual Property Rights).

### 4. Ownership of Intellectual Property

All intellectual property created by employees, consultants, or contractors during the course of their employment or engagement with the Company, using Company resources, facilities, or proprietary information, shall be the sole and exclusive property of Anusham Automotive India Pvt Ltd Private Limited.

Any invention, design, or creation made outside official duties but related to the Company's



business interests must be disclosed to the management for ownership determination. The Company reserves the right to claim ownership if such IP directly relates to its products, processes, or R&D activities.

## **5. Confidentiality and Non-Disclosure**

All employees and associated personnel are required to maintain the confidentiality of any proprietary information, design data, technical drawings, customer lists, formulas, software, or process documentation. A Non-Disclosure Agreement (NDA) must be signed by all employees and third-party collaborators.

Any unauthorized use, sharing, or disclosure of confidential information shall be considered a breach of this policy and may result in legal action under the Indian Contract Act, 1872, and the Information Technology Act, 2000.

## **6. Patent and Design Filing**

Innovations, processes, or designs identified as novel and commercially valuable shall be evaluated by the Company's IP Committee for patentability or design registration. All filings shall be made under the name of Anusham Automotive India Pvt Ltd with due credit to inventors.

The Company will bear the cost of patent application, examination, and renewal. Employees whose inventions lead to a patent filing may be eligible for recognition or reward as per internal R&D incentive policies.

## **7. Copyright and Software IP**

All software, manuals, technical literature, process documentation, and media content created under the employment of Anusham Automotive India Pvt Ltd shall be the property of the Company. Duplication, distribution, or modification without prior authorization is prohibited.

The Company complies with the provisions of the Copyright Act, 1957 and the Information Technology Act, 2000 for software ownership and digital rights protection.

## **8. Trademarks and Brand Identity**

All logos, brand names, product names, taglines, and other distinctive marks representing Anusham Automotive India Pvt Ltd are protected under the Trade Marks Act, 1999. Unauthorized use, imitation, or alteration of the Company's trademarks or trade dress is strictly prohibited.

## **9. IP Violation, Reporting, and Dispute Resolution**

Any suspected case of intellectual property infringement, internal or external, must be immediately reported to the IP Compliance Officer or Legal Department. The Company



reserves the right to take disciplinary and legal actions against violators.

Disputes related to IP ownership or infringement shall be resolved as per Indian laws under the jurisdiction of Chennai courts.

## 10. Training and Awareness

Anusham Automotive India Pvt Ltd shall conduct regular training and awareness programs for employees and technical teams on intellectual property management, data protection, and legal compliance to ensure all stakeholders understand their rights and obligations.

## 11. Policy Review and Amendment

This policy shall be reviewed annually or as required by law to incorporate changes in intellectual property legislation, technological advancements, or business needs. Amendments shall be approved by the Managing Director or Legal Head.

**Reviewed By**  
**S.Kowsalya**  
**AGM-HR**

**Approved By**  
**D.Prabhu**  
**Managing Director**