



KSH Automotive Pvt Ltd- Intellectual Property (IP) Policy

1. Purpose

The purpose of this policy is to establish guidelines for the creation, protection, and management of intellectual property (IP) within KSH Automotive Pvt Ltd. The company is committed to safeguarding its innovations, brand identity, and proprietary technology, while also ensuring compliance with intellectual property laws and regulations.

2. Scope

This policy applies to all employees, contractors, partners, and stakeholders involved in the creation, development, and management of intellectual property at KSH Automotive Pvt Ltd. It includes, but is not limited to, patents, trademarks, copyrights, trade secrets, designs, and any other proprietary information related to the company's products, services, and operations.

3. Definitions

- **Intellectual Property (IP):** Legal rights that protect creations of the mind, such as inventions, designs, brands, logos, trade secrets, and other creative works.
- **Patent:** A form of IP protection granted for inventions, such as new technologies or processes, that are novel, useful, and non-obvious.
- **Trademark:** A sign, design, or expression that identifies and distinguishes the products or services of one entity from those of others.
- **Copyright:** Legal protection given to original works of authorship, such as literature, software, and artistic works.
- **Trade Secret:** Confidential and proprietary information that gives a business a competitive advantage, such as formulas, processes, or methods that are not generally known.
- **Design Rights:** Legal protection of the visual appearance of a product, including its shape, configuration, or ornamentation.

4. Policy Guidelines

- **4.1 Ownership of Intellectual Property**
 - All intellectual property developed or created by employees, contractors, or any other personnel during the course of their employment or contractual agreement with KSH



Automotive Pvt Ltd is the exclusive property of the company, unless otherwise stated in a separate agreement.

- Employees must disclose any innovations, inventions, designs, or creative works related to the company's business to the management or relevant IP department immediately upon their creation.
- The company will ensure that all necessary agreements (e.g., employment contracts, non-disclosure agreements) are in place to protect its rights to intellectual property developed during employment or under contractual agreements.

- **4.2 Protection and Registration of Intellectual Property**

- KSH Automotive Pvt Ltd will take proactive steps to protect its intellectual property by registering patents, trademarks, copyrights, and design rights where applicable and feasible. This includes conducting searches to ensure the novelty of the invention or design before applying for protection.
- The company will maintain and manage a portfolio of its registered intellectual property and renew registrations as necessary to ensure continued protection.
- Trade secrets and other confidential information will be protected through internal controls, non-disclosure agreements (NDAs), and other appropriate security measures.

- **4.3 Confidentiality and Trade Secrets**

- KSH Automotive Pvt Ltd recognizes the value of its trade secrets and proprietary information. Any information not intended for public disclosure, including product designs, customer lists, manufacturing processes, and strategic plans, will be considered confidential.
- Employees and third parties will be required to sign confidentiality agreements to protect sensitive information from unauthorized use or disclosure.
- Access to confidential information will be granted on a need-to-know basis and protected through physical, technical, and administrative safeguards.

- **4.4 Use of Third-Party Intellectual Property**

- KSH Automotive Pvt Ltd will ensure that any third-party intellectual property used in its operations (e.g., licensed technology, software, or materials) is properly licensed and that the terms of use are adhered to.
- The company will review all third-party IP agreements to ensure compliance and mitigate risks related to infringement or misuse of IP.
- Employees are prohibited from using any unauthorized third-party intellectual property in the development or manufacture of products for the company.

- **4.5 IP Licensing and Commercialization**



Address: Plot No.11C, Industrial Park, Site – A, Ammavaripalli Village, Penukonda Mandal, Anantapur, Andhra Pradesh, India-515164

Email: govind@saehani.com

CIN -U28999AP2017FTC107297, Tel: +91-9133442003

- KSH Automotive Pvt Ltd may choose to license its intellectual property to third parties for commercial purposes when appropriate. The licensing agreements will be structured to maximize the value of the company's IP while protecting its interests.
- The company will ensure that any licensing arrangements are carefully negotiated, with terms clearly outlining the scope of use, compensation, and any restrictions on the use of the intellectual property.
- **4.6 Infringement of Intellectual Property**
 - KSH Automotive Pvt Ltd will monitor and enforce its intellectual property rights and will take necessary action against infringement or misuse of its IP by third parties.
 - Employees, contractors, and partners are required to promptly report any suspected IP infringement or misuse to the legal or compliance department for review and possible legal action.
 - The company will pursue legal remedies, including cease-and-desist orders, lawsuits, or settlement agreements, to protect its intellectual property from infringement.
- **4.7 Employee Responsibilities**
 - Employees are responsible for ensuring that any intellectual property they create or develop as part of their work for KSH Automotive Pvt Ltd is disclosed and protected in accordance with company policies.
 - Employees should not engage in any activity that could lead to the unauthorized disclosure or misuse of the company's intellectual property.
 - Employees must comply with all confidentiality agreements and IP-related policies, and report any potential violations or risks to management immediately.
- **4.8 IP Training and Awareness**
 - KSH Automotive Pvt Ltd will provide training for employees on the importance of intellectual property, how to protect IP, and the legal implications of IP theft or infringement.
 - Employees will be educated on the company's IP policies and the proper procedures for disclosing, protecting, and using intellectual property in their work.

5. Responsibilities

- **Management:** Ensure the protection and strategic use of the company's intellectual property. Review and approve any IP licensing agreements, patent applications, or actions related to IP enforcement.



Address: Plot No.11C, Industrial Park, Site – A, Ammavaripalli Village, Penukonda Mandal, Anantapur, Andhra Pradesh, India-515164

Email: govind@saehani.com

CIN -U28999AP2017FTC107297, Tel: +91-9133442003

- **Legal Department:** Oversee the registration, protection, and enforcement of the company's intellectual property rights. Provide guidance on IP-related legal matters and disputes.
- **Employees and Contractors:** Report any new inventions, designs, or creative works related to the company's business. Safeguard confidential and proprietary information and comply with confidentiality agreements.

6. Consequences of Non-Compliance

- Any employee or contractor found to be in violation of this policy, including the unauthorized use or disclosure of intellectual property, may face disciplinary action, including termination of employment, legal action, or financial penalties.
- Any third-party found to infringe on the company's intellectual property may be subject to legal action, including lawsuits for damages and injunctions to prevent further infringement.

7. Review and Amendments

- This policy will be reviewed annually to ensure it is in compliance with current intellectual property laws and aligned with the company's business objectives.
- Any amendments or updates to the policy will be communicated to all employees, contractors, and relevant stakeholders.

8. Conclusion

KSH Automotive Pvt Ltd is committed to protecting and maximizing the value of its intellectual property assets. By following this policy, the company ensures that its innovations and creations are safeguarded from infringement and misuse, while also enabling the business to thrive in a competitive market.

For KSH Automotive Pvt. Ltd.

Mr. Yongsung Kim
Managing Director