

COMOS POLICY ON INTELLECTUAL PROPERTY RIGHTS

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Proposed by

Approved by:

1. INTRODUCTION:

Intellectual property plays an important role in providing a competitive edge to an organization. The intangible assets of an organization - such as knowhow, brands, designs, inventions and other creative and innovative products - are, today, often more valuable than its physical assets. Keeping this in mind, this Intellectual Property Rights Policy Document (hereinafter referred to as the Policy) of COMOS seeks to provide guidance to its members and outside agencies on the practices and the rules of COMOS regarding intellectual property rights (IPR) and obligations which include the confidentiality requirements. The IPR refers to copyright, trademark, patents designs or any other right which arises of this.

This Policy applies to all members of COMOS and their affiliates i.e. staff, independent contractors, and agents. The Ex Com. of COMOS may amend this Policy at any time at their discretion and shall update the changes in the policy.

2. OBJECTIVES:

The objectives of the Policy are as follows, namely:

- (a) to provide a comprehensive single window reference system for all intellectual property rights issues relating to intellectual property of COMOS;
- (b) to provide legal support, wherever necessary, to defend and protect the intellectual property rights obtained by COMOS against any infringement/ unauthorized use;

3. COMOS INTELLECTUAL PROPERTY:

COMOS is committed to protecting its own intellectual property, such as information, processes, brand, from infringement.

COMOS intellectual property will include confidential information related to its activities, trade secret technology (such as computer software and systems and knowhow related to them), patented inventions and processes, if any, trademarks and service marks, and copyrighted works. It is the responsibility of every member to help protect society intellectual property. It is the responsibility of society managers/ supervisors to foster and maintain awareness of the importance of protecting the society's intellectual property.

4. INTELLECTUAL PROPERTY OF OTHERS:

COMOS also is committed to respecting the intellectual property of others. Due care must be taken by all members, staff, independent contractors, and agents to utilize only legitimate resources to collect information for matters concerning COMOS and to avoid those actions which are illegal, unethical, or which could cause embarrassment to COMOS.

COMOS members, staff, independent contractors, and agents having confidential information from a former employer may be bound by a nondisclosure obligation to the former employer. COMOS expect its members, staff, independent contractors, and agents to fulfill this obligation. COMOS members, staff, independent contractors, and agents should refrain from giving their fellow members, staff, independent contractors, or agents or from using any confidential information belonging to any former employers.

5. USAGE & LEGAL RIGHT:

The ownership of trademark(s)/ service mark(s) created for COMOS shall be with it only. In cases of all Intellectual Property belonging to COMOS, COMOS shall retain a non-exclusive, free, irrevocable license to copy/ use Intellectual Property for its activities, consistent with the confidentiality agreement(s), if any, entered into by COMOS. The authorities responsible on behalf of COMOS have the responsibility to ensure the correct usage of its Intellectual Properties and to take appropriate action in case of any infringement.

Every member should respect the Intellectual Property Rights of COMOS and should not use carelessly. As a member, you will be happy to protect and further the interest of the society with respect to its IPR value. The more will be the value of Intellectual Property Rights the more valuable our organization shall be. In view of this the members are requested to restrain themselves and not to use casually any of the IPR of COMOS. Also, any IPR to be used the prior permission has to be taken from Ex Com. And in case any violations are found then EX Com may proceed with the disciplinary action including any legal proceedings if warranted for the interest of COMOS.