

INTELLECTUAL PROPERTY RIGHTS POLICY

Revision History

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1. Purpose

The purpose of this policy is to establish guidelines for the protection, ownership, and use of intellectual property (IP) created, used, or acquired by Maxbyte Technologies Inc. in compliance with U.S. government norms. This policy ensures that all intellectual assets are properly managed and that the rights of creators, employees, technical partners, contractors, and the organization are protected.

2. Scope

This policy applies to all employees, Technical Partners, consultants, and third-party collaborators involved in the creation, development, use, and management of intellectual property within Maxbyte Technologies Inc. It covers all forms of intellectual property, including but not limited to patents, copyrights, trademarks, trade secrets, and proprietary knowledge.

3. Ownership of Intellectual Property

- Intellectual property created by employees or contractors during the course of their employment or engagement with Maxbyte Technologies Inc. is owned by the company unless otherwise stated in a written agreement.
- Any IP developed using company resources, facilities, or confidential information remains the property of Maxbyte Technologies Inc.
- Employees and contractors must disclose any inventions, software, designs, or other IP created in connection with their work to the company.
- In cases where intellectual property is jointly developed with external collaborators, ownership and rights will be defined through formal agreements.

4. Copyrights and Trademarks

- Maxbyte Technologies Inc. retains all rights to copyrighted materials, including training content, software, research documents, and marketing materials.
- Employees and contractors must ensure that any third-party content used within company projects is properly licensed or cited to avoid copyright infringement.

- The company's trademarks, logos, and branding elements may not be used without prior written authorization.

5. Patents and Innovations

- Employees and contractors are required to disclose any patentable inventions or discoveries made during their work with Maxbyte Technologies Inc.
- The company will determine whether to pursue patent protection and will be responsible for filing and maintaining patents.
- If an employee or contractor believes they have rights to an invention, they must notify the company before seeking independent patent protection.

6. Confidentiality and Trade Secrets

- Employees and contractors must protect trade secrets and confidential business information from unauthorized disclosure or use.
- Confidential information includes but is not limited to proprietary technology, business strategies, client data, and research findings.
- Non-disclosure agreements (NDAs) must be signed before sharing confidential information with third parties.

7. Use of Third-Party Intellectual Property

- Employees and contractors must obtain proper licenses before using third-party software, data, or copyrighted content.
- Any use of open-source software must comply with the respective licensing terms and must be reviewed for compatibility with company policies.
- Unauthorized use of third-party IP can result in disciplinary action and legal consequences.

8. Enforcement and Dispute Resolution

- Any disputes regarding IP ownership or rights will be resolved through internal review and, if necessary, legal proceedings.
- Employees and contractors found in violation of this policy may face disciplinary action, including termination of employment or contract.
- The company reserves the right to take legal action against any unauthorized use, reproduction, or distribution of its intellectual property.

9. Proper Attribution and Citation

- All learning materials incorporating third-party content must include appropriate citations and attributions as required by copyright law and fair use guidelines.
- Instructors and content creators must ensure that citations meet the standards of the U.S. Copyright Act (Title 17 of the United States Code).

10. Compliance & Policy Review and Updates

- Maxbyte Technologies Inc. will comply with all U.S. intellectual property laws, including the Copyright Act, Patent Act, Lanham Act (Trademarks), and the Defend Trade Secrets Act.
- Compliance with federal regulations regarding IP developed under government-funded contracts will be strictly enforced.
- Any IP generated through government-funded research or contracts will be managed according to the terms outlined in the agreement.
- This policy will be reviewed periodically to ensure compliance with evolving IP laws and business needs.
- Employees and contractors will be notified of any significant updates to this policy.

By following this policy, Maxbyte Technologies Inc. ensures ethical and legal compliance in the use of intellectual property within its learning events.