

	Intellectual Property Policy	Ref:	019
		Issue Date:	November 2017
		Issue:	9

INTELLECTUAL PROPERTY

For the purposes of this clause, 'Intellectual Property Rights' means patents, copyright, registered and unregistered design rights, discoveries, inventions, trademarks, database rights and other intellectual property or similar proprietary rights throughout the world and applications for registration of any of the same.

During your employment, you are always under a special obligation to further the interests of the Company in respect of Intellectual Property Rights.

You must promptly disclose to your line manager in writing all Intellectual Property Rights originated, conceived, created, written or made by you alone or with others which may be of benefit to the Company or which relate directly or indirectly to the business of the Company (except only those Intellectual Property Rights originated, conceived, created, written or made by you wholly outside your normal working hours and which are completely unconnected with your normal job duties or with job duties specifically assigned to you by the Company).

To the extent permitted by law, you accept that such Intellectual Property Rights shall be owned absolutely by the Company and will so vest in the Company and the Company shall be entitled to make such additions, deletions, alterations or adaptations to or from any such Intellectual Property Rights as we shall in our absolute discretion determine. Otherwise, you agree to hold in trust for the Company any such Intellectual Property Rights.

You also agree, at the Company's request and expense, to enter into all such documents and do all such things necessary or as the Company may require to ensure, whether by assignment or otherwise, the Company's ownership of the Intellectual Property Rights and/or to obtain patent or similar protection for the Intellectual Property Rights in such parts of the world as the Company may specify and you agree to waive all moral rights. You will not seek to register your own ownership of any such rights and neither will you be entitled to receive any additional payment in respect of any Intellectual Property Rights.

These provisions on Intellectual Property Rights remain in force notwithstanding the termination of your employment.

Reviewed:- 14th October 2025

S L Pickles
 Director
 Serendipity Healthcare Ltd