

INTELLECTUAL PROPERTY POLICY



GENERAL STATEMENT INTELLECTUAL PROPERTY POLICY

Radio Design Ltd and subsidiary companies (Radio Design) recognise and accept the value of appropriately protecting the Intellectual Property of the company including copyright, design rights, patents, business information and know how.

In addition, Radio Design will establish procedures to ensure all reasonable steps are taken to avoid infringing on third parties Intellectual Property in the design and development of products and in the pursuit of our business objectives.

Identification and Protection of Intellectual Property

Documents containing company confidential or proprietary information will be marked "Company Confidential and Proprietary".

Due to the nature of the primary contracting authority some information may be subject to Government Security Classifications Policy-GSCP and may need additional marking i.e. OFFICIAL, SECRET or TOP SECRET.

Through the NPI process, any new patent opportunities will be identified. New patent opportunity actions and status will be regularly reviewed through management meetings. Reasonable steps will be taken to ensure the new designs do not infringe on the Intellectual Property of third parties.

Before Free or Open Source Software (FOSS) is used in any product implementation or otherwise, the terms of any applicable license agreement will be reviewed to ensure there is no potential risk of infringement. Where required, customers will be informed regarding the use, or proposed use, of FOSS in products or services to be developed or supplied.

Patent Licensing

Radio Design Ltd may wish to grant a license for another party to use one or more of Radio Design's patents. The decision on whether to grant a license will be made on a case-by-case basis and will be done only if the proposal makes sound commercial business sense. Decisions to grant patent licenses must be authorised by the Managing Director.

In terms of security customers, patents must not conflict with security constraints and we should look to obtain prior approval from security sponsor/s in such cases.

Employee Obligations

Through the rules detailed in the Staff Handbook all employees understand that they are required not to disclose company confidential information and that Radio Design maintains the Intellectual Property rights of information collated or created by personnel.

Customers

Radio Design will ensure that appropriate mutual non-disclosure agreements are in place so that both parties understand their obligation with regard to the protection of confidential information.

Suppliers

The company will ensure that supplier non-disclosure agreements (addressing the protection of company confidential information) or mutual non-disclosure agreements (if appropriate) are in place with suppliers who receive confidential information.

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Associated Documentation

The Radio Design Intellectual Property Procedure is TRACPROC RD 26

The Radio Design Secure Data Storage Procedure is TRACPROC RD 25

For and on behalf of Radio Design Ltd and subsidiary companies:

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| Managing Director | M. Gostling | Signature |
| Date | 15 th February 2024 | |