

SCHEDULE



Intellectual Property (including software development)

- 1. 1.1 I acknowledge that if at any time during my employment by the Company I (whether alone or with any other person or persons) make any invention, discovery, development, process, formula, design, program or improvement which relates, either directly or indirectly to the business of the company or any Group company (hereinafter referred to as "the Invention"), I shall promptly disclose to the Company and to no-one else full details, including drawings and models, of the Invention to enable the Company to determine whether or not it is a Company Invention.
- 1.2 If the Invention is a Company Invention (as defined in clause 1.5 below), I shall hold it in trust for the Company and, at the request and expense of the Company or its nominee to obtain for itself the full benefit of and to secure patent or other appropriate forms of protection or registration for the Invention throughout the world.
- 1.3 I acknowledge that decisions as to the patenting and exploitation of any Company Invention shall be at the sole discretion of the Company.
- 1.4 I hereby irrevocably appoint the Company to be my attorney in my name and on my behalf to execute documents, to use my name and to do all things which may be necessary or desirable for the Company to obtain for itself or its nominee the full benefit of the provisions of clause 1.2 above and I acknowledge and agree that a certificate in writing signed by any director or the Secretary of the Company that any Instrument or act falls within the authority hereby conferred shall be conclusive evidence that such is the case, so far as any third party is concerned.
- 1.5 I acknowledge that in this clause 'Company Invention' means any Invention made by me, which applying the provisions of Section 39 of the Patents act 1977 in the determination of ownership is, as between myself and the Company, the property of the Company.
- 2. 2.1 I agree that I shall promptly disclose to the Company and to no-one else all copyright works or designs (including computer software) ('The Works') originated, conceived, written or made by me alone or with others during the period of my employment (except only those works originated, conceived, written or made by me wholly outside my normal working hours which are wholly unconnected with my employment) and shall hold the Works in trust for the Company and that all copyright and design rights in such works shall be the absolute property of the Company in accordance with the Copyright, Designs and Patents Act 1988.
- 2.2 I hereby irrevocably and unconditionally waive in favour of the Company any and all moral rights conferred on me by Chapter IV of Part 1 of the Copyright, Design and Patents Act 1988 in respect of any Works.
- 2.3 I further agree that I shall at the request and expense of the Company do all things necessary or desirable to substantiate the rights of the Company to or in respect of any works.
- 3. I acknowledge that the above clauses shall remain in force and effect notwithstanding that after I have made or originated any invention or Works my employment may have terminated. I further acknowledge that these provisions shall be binding on my representatives.
- 4. In this schedule the word 'Company' means not only the particular company by which I am or am to be employed, but also each other Group Company by which I shall or shall have been employed during the period of my employment with the Group. 'Group Company' means G4S plc and any company in which G4S has a direct or indirect interest of 50 percent or more.

Signed:Date:

NAME:
(IN BLOCK CAPITALS)

ADDRESS: