

Intellectual Property and Security

All intellectual property developed by employees during their employment with JBM, including discoveries or inventions made in the performance of their duties related in any way to the business of JBM, will remain the property of JBM.

Employees may be given access to confidential information, data, business property, keys to premises or any other business-related property/information in the performance of their duties. This must be protected and used only in the interests of JBM.

Employees must not:

- i. disclose or use any part of any confidential information outside of the performance of their duties and in the interests of JBM; or
- ii. authorise or be involved in the improper use or disclosure of confidential information.
- iii. during or after their employment without the Employer's written consent, other than as required by law.

'Confidential information' includes any information in any form relating to JBM and related bodies, clients, or businesses, which is not in the public domain.

Employees must act in good faith towards JBM and must prevent (or if impractical, report) the unauthorised disclosure of any confidential information.

Breach of this policy may result in disciplinary action, and JBM may pursue monetary damages or other remedies, where applicable.



Mile Belevski
General Manager
16th February 2024