

Confidentiality and Intellectual Property

Our Principle

We protect proprietary business information and intellectual property rights.

Policy

HOERBIGER protects its intellectual property rights and confidential business information. HOERBIGER also safeguards the intellectual property entrusted to the company by its customers and suppliers.

Definition

Intellectual property includes: (1) patents for inventions, designs and trademarks and (2) copyrights for literary and artistic work.

Confidential business information is all information which is critical and proprietary to the business. Disclosure of such information to unauthorized persons may damage the competitive position of HOERBIGER. Confidential business information includes, but is not limited to, company strategies, financial information, customer or supplier lists, price lists, information related to manufacturing processes and costs, research and development and other technical information.

Implementation

HOERBIGER companies shall take steps to protect intellectual property and confidential business information. This will generally include procedures and safeguards to make such information available to HOERBIGER Personnel only on a need-to-know basis.

Confidential business information shall be disclosed to third parties only in the course of a defined business transaction, subject to confidentiality agreements and with management approval.

HOERBIGER companies shall purchase research and development or other engineering services only with appropriate contracts. These contracts shall include clauses regarding disclosure and use of technical information, as well as ownership of any inventions made in the course of the work.

HOERBIGER research and development departments shall perform appropriate research to ensure that developments do not infringe third-party intellectual property rights.

Communication methods with patent lawyers and government patent offices shall conform to high security standards.

HOERBIGER companies shall take equal precautions when they receive confidential business information from business partners.

Prohibitions

HOERBIGER Personnel shall not bring confidential business information from a prior employer to HOERBIGER. Upon leaving the company for any reason, HOERBIGER Personnel are prohibited from disclosing or using confidential business information for any purpose.