

<b>PATENT ASSIGNMENT COVER SHEET</b>
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Electronic Version v1.1  
 Stylesheet Version v1.2

EPAS ID: PAT8303873

<b>SUBMISSION TYPE:</b>	NEW ASSIGNMENT
<b>NATURE OF CONVEYANCE:</b>	EMPLOYMENT AGREEMENT
<b>CONVEYING PARTY DATA</b>	
<b>Name</b>	<b>Execution Date</b>
IAN BYGRAVE	03/31/2003
ALEC EDGINGTON	05/05/2009
RICHARD KETTLEWELL	01/02/2003
DAVID O'DOHERTY	07/17/2006
NICHOLAS SMITH	05/14/2001
NEIL WALKER	11/20/2006
<b>RECEIVING PARTY DATA</b>	
<b>Name:</b>	THALES E-SECURITY LTD.
<b>Street Address:</b>	2 DASHWOOD LANG ROAD
<b>City:</b>	ADDLESTONE, WEYBRIDGE
<b>State/Country:</b>	UNITED KINGDOM
<b>Postal Code:</b>	KT15 2NX
<b>PROPERTY NUMBERS Total: 1</b>	
<b>Property Type</b>	<b>Number</b>
<b>Application Number:</b>	18504378
<b>CORRESPONDENCE DATA</b>	
<b>Fax Number:</b>	
<i>Correspondence will be sent to the e-mail address first; if that is unsuccessful, it will be sent using a fax number, if provided; if that is unsuccessful, it will be sent via US Mail.</i>	
<b>Phone:</b>	6123364701
<b>Email:</b>	kaustad@merchantgould.com
<b>Correspondent Name:</b>	MERCHANT & GOULD C/O KEVIN AUSTAD
<b>Address Line 1:</b>	PO BOX 2903
<b>Address Line 4:</b>	MINNEAPOLIS, MINNESOTA 55402
<b>ATTORNEY DOCKET NUMBER:</b>	18703.0001FPC1
<b>NAME OF SUBMITTER:</b>	ANDREW J. LAGATTA
<b>SIGNATURE:</b>	/Andrew J. Lagatta/
<b>DATE SIGNED:</b>	11/30/2023
<b>Total Attachments: 24</b>	

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This Contract of Employment is made on 02 October 2012.

**BETWEEN**

(1) **Thales e-Security Ltd**, a company which has its registered office 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Nr Weybridge, KT15 2NX under Company Number 2518805 (the "Company")

AND

(2) Ian Bygrave of [REDACTED], United Kingdom ("You")

collectively known as the "Parties".

**1. INTRODUCTION**

This Contract, together with any schedules to it or other documents referred to in this Contract, constitutes the entire Contract and understanding between the parties, and supersedes all other contractual arrangements both oral and in writing between the Company and you. Please note that there are a number of definitions which can be found at the end of this Contract.

**2. JOB DETAILS**

- 2.1. Your employment started on 31 March 2003.
- 2.2. Your period of continuous employment for statutory purposes began on 31 March 2003.
- 2.3. You are employed by the Company as Software Engineer and your level of responsibility is LR07. You may be required to undertake other duties or responsibilities at a similar level within Thales, either in addition to or instead of the duties in your current role, which are reasonably within your capability.
- 2.4. You report to the Software Manager.
- 2.5. You confirm that you remain entitled to work in the United Kingdom without any additional approvals and will notify the Company immediately if you cease to be so entitled during your employment.
- 2.6. If applicable to your role, it is a condition of your employment that the required level of security clearance is maintained throughout your employment. The Company reserves the right to terminate your Contract should you breach this condition.
- 2.7. Your principal place of work is Cambridge. You may be required to attend other locations of the Company or any Associated Company from time to time in line with business need. Any such requests to work at other locations shall be subject to prior discussion and agreement between you and the Company.

**3. HOURS OF WORK**

[REDACTED]

**4. EMPLOYEE CONDUCT**

[REDACTED]

8. EXPENSES

[REDACTED]

[REDACTED]

9. HEALTHCARE

[REDACTED]

10. PERMANENT HEALTH INSURANCE AND LIFE ASSURANCE

[REDACTED]

11. PENSION

[REDACTED]

12. CONFLICT OF INTEREST

[REDACTED]

13. SICKNESS AND SICK PAY

[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

14. CONFIDENTIAL INFORMATION

14.1. You shall not use or disclose to anyone any Confidential Information. This clause applies both during and after your employment.

14.2. Exceptions to using or disclosing Confidential Information are:

- 14.2.1. where necessary in the proper course of your job;
- 14.2.2. for use or disclosure authorised by the Board or required by law; or
- 14.2.3. any information which is already in, or comes into, the public domain other than through your unauthorised disclosure; or
- 14.2.4. any protected disclosure within the meaning of section 43A of the Employment Rights Act 1996.

14.3. You will not remove any Confidential Information from the Company's premises or any Associated Company's premises without the proper authorisation of the Company. You are responsible for safeguarding the confidentiality of any of the above at all times.

14.4. You will follow all Company procedures for handling specific documents or any Confidential Information whether within the Company or any Associated Company.

14.5. If you breach this clause you may be disciplined, dismissed or have legal proceedings brought against you.

15. INTELLECTUAL PROPERTY



This Contract of Employment is made on 02 October 2012.

**BETWEEN**

(1) **Thales e-Security Ltd**, a company which has its registered office 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Nr Weybridge, KT15 2NX under Company Number 2518805 (the "Company")

AND

(2) **Alec Edgington** of [REDACTED], United Kingdom ("You")

collectively known as the "Parties".

**1. INTRODUCTION**

This Contract, together with any schedules to it or other documents referred to in this Contract, constitutes the entire Contract and understanding between the parties, and supersedes all other contractual arrangements both oral and in writing between the Company and you. Please note that there are a number of definitions which can be found at the end of this Contract.

**2. JOB DETAILS**

- 2.1. Your employment started on 05 May 2009.
- 2.2. Your period of continuous employment for statutory purposes began on 05 May 2009.
- 2.3. You are employed by the Company as Software Engineer and your level of responsibility is LR07. You may be required to undertake other duties or responsibilities at a similar level within Thales, either in addition to or instead of the duties in your current role, which are reasonably within your capability.
- 2.4. You report to the Software Manager.
- 2.5. You confirm that you remain entitled to work in the United Kingdom without any additional approvals and will notify the Company immediately if you cease to be so entitled during your employment.
- 2.6. If applicable to your role, it is a condition of your employment that the required level of security clearance is maintained throughout your employment. The Company reserves the right to terminate your Contract should you breach this condition.
- 2.7. Your principal place of work is Cambridge. You may be required to attend other locations of the Company or any Associated Company from time to time in line with business need. Any such requests to work at other locations shall be subject to prior discussion and agreement between you and the Company.

**3. HOURS OF WORK**

[REDACTED]

**4. EMPLOYEE CONDUCT**

[REDACTED]

8. EXPENSES

[REDACTED]

[REDACTED]

9. HEALTHCARE

[REDACTED]

10. PERMANENT HEALTH INSURANCE AND LIFE ASSURANCE

[REDACTED]

[REDACTED]

[REDACTED]

11. PENSION

[REDACTED]

[REDACTED]

[REDACTED]

12. CONFLICT OF INTEREST

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

13. SICKNESS AND SICK PAY

[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

14. CONFIDENTIAL INFORMATION

14.1. You shall not use or disclose to anyone any Confidential Information. This clause applies both during and after your employment.

14.2. Exceptions to using or disclosing Confidential Information are:

- 14.2.1. where necessary in the proper course of your job;
- 14.2.2. for use or disclosure authorised by the Board or required by law; or
- 14.2.3. any information which is already in, or comes into, the public domain other than through your unauthorised disclosure; or
- 14.2.4. any protected disclosure within the meaning of section 43A of the Employment Rights Act 1996.

14.3. You will not remove any Confidential Information from the Company's premises or any Associated Company's premises without the proper authorisation of the Company. You are responsible for safeguarding the confidentiality of any of the above at all times.

14.4. You will follow all Company procedures for handling specific documents or any Confidential Information whether within the Company or any Associated Company.

14.5. If you breach this clause you may be disciplined, dismissed or have legal proceedings brought against you.



This Contract of Employment is made on 02 October 2012.

**BETWEEN**

(1) **Thales e-Security Ltd**, a company which has its registered office 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Nr Weybridge, KT15 2NX under Company Number 2518805 (the "Company")

AND

(2) **Richard Kettlewell** of [REDACTED], United Kingdom ("You")

collectively known as the "Parties".

**1. INTRODUCTION**

This Contract, together with any schedules to it or other documents referred to in this Contract, constitutes the entire Contract and understanding between the parties, and supersedes all other contractual arrangements both oral and in writing between the Company and you. Please note that there are a number of definitions which can be found at the end of this Contract.

**2. JOB DETAILS**

- 2.1. Your employment started on 02 January 2003.
- 2.2. Your period of continuous employment for statutory purposes began on 02 January 2003.
- 2.3. You are employed by the Company as Software Engineer and your level of responsibility is LR07. You may be required to undertake other duties or responsibilities at a similar level within Thales, either in addition to or instead of the duties in your current role, which are reasonably within your capability.
- 2.4. You report to the Software Manager.
- 2.5. You confirm that you remain entitled to work in the United Kingdom without any additional approvals and will notify the Company immediately if you cease to be so entitled during your employment.
- 2.6. If applicable to your role, it is a condition of your employment that the required level of security clearance is maintained throughout your employment. The Company reserves the right to terminate your Contract should you breach this condition.
- 2.7. Your principal place of work is Cambridge. You may be required to attend other locations of the Company or any Associated Company from time to time in line with business need. Any such requests to work at other locations shall be subject to prior discussion and agreement between you and the Company.

**3. HOURS OF WORK**

[REDACTED]

**4. EMPLOYEE CONDUCT**

[REDACTED]

8. EXPENSES

[REDACTED]

[REDACTED]

9. HEALTHCARE

[REDACTED]

10. PERMANENT HEALTH INSURANCE AND LIFE ASSURANCE

[REDACTED]

[REDACTED]

[REDACTED]

11. PENSION

[REDACTED]

[REDACTED]

[REDACTED]

12. CONFLICT OF INTEREST

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

13. SICKNESS AND SICK PAY

[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

14. CONFIDENTIAL INFORMATION

14.1. You shall not use or disclose to anyone any Confidential Information. This clause applies both during and after your employment.

14.2. Exceptions to using or disclosing Confidential Information are:

- 14.2.1. where necessary in the proper course of your job;
- 14.2.2. for use or disclosure authorised by the Board or required by law; or
- 14.2.3. any information which is already in, or comes into, the public domain other than through your unauthorised disclosure; or
- 14.2.4. any protected disclosure within the meaning of section 43A of the Employment Rights Act 1996.

14.3. You will not remove any Confidential Information from the Company's premises or any Associated Company's premises without the proper authorisation of the Company. You are responsible for safeguarding the confidentiality of any of the above at all times.

14.4. You will follow all Company procedures for handling specific documents or any Confidential Information whether within the Company or any Associated Company.

14.5. If you breach this clause you may be disciplined, dismissed or have legal proceedings brought against you.

**15. INTELLECTUAL PROPERTY**

- 15.1. You shall give the Company full written details of all Inventions and of all works embodying Employment IPRs (whether alone or jointly with any other person).
- 15.2. You agree that all Employment IPRs, Inventions and all materials embodying them shall automatically belong to the Company to the fullest extent permitted by law. To the extent that they do not automatically belong to the Company, you shall hold them on trust for the Company.
- 15.3. To the extent that any Employment IPR's do not automatically belong to the Company, you shall, at the expense and request of the Company, do everything necessary or reasonable to enable the Company or its nominees to obtain for itself the full benefit of, and to secure appropriate forms of protection for, the Employment IPR's in any part of the world.
- 15.4. You hereby assign to the Company by way of future assignment all copyright and design rights in such Employment IPR's for the full term throughout the world.
- 15.5. You agree to execute promptly (both during and after your employment) all documents and do all acts as may be necessary, in the opinion of the Company, to give effect to this clause. All decisions regarding the use, protection or exploitation of all Intellectual Property Rights to which this clause applies shall be at the Company's discretion.
- 15.6. You agree to permanently waive all moral rights (if any) conferred by Chapter IV of Part I of the Copyright, Designs and Patents Act 1988 for any work to which this clause applies.

**16. COMPANY PROPERTY**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**17. TERMINATION OF EMPLOYMENT**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

This Contract of Employment is made on 02 October 2012.

**BETWEEN**

(1) **Thales e-Security Ltd**, a company which has its registered office 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Nr Weybridge, KT15 2NX under Company Number 2518805 (the "Company")

AND

(2) **David O'Doherty** of [REDACTED], United Kingdom ("You")

collectively known as the "Parties".

**1. INTRODUCTION**

This Contract, together with any schedules to it or other documents referred to in this Contract, constitutes the entire Contract and understanding between the parties, and supersedes all other contractual arrangements both oral and in writing between the Company and you. Please note that there are a number of definitions which can be found at the end of this Contract.

**2. JOB DETAILS**

- 2.1. Your employment started on 17 July 2006.
- 2.2. Your period of continuous employment for statutory purposes began on 17 July 2006.
- 2.3. You are employed by the Company as Software Engineer and your level of responsibility is LR07. You may be required to undertake other duties or responsibilities at a similar level within Thales, either in addition to or instead of the duties in your current role, which are reasonably within your capability.
- 2.4. You report to the Technical Project Lead.
- 2.5. You confirm that you remain entitled to work in the United Kingdom without any additional approvals and will notify the Company immediately if you cease to be so entitled during your employment.
- 2.6. If applicable to your role, it is a condition of your employment that the required level of security clearance is maintained throughout your employment. The Company reserves the right to terminate your Contract should you breach this condition.
- 2.7. Your principal place of work is Cambridge. You may be required to attend other locations of the Company or any Associated Company from time to time in line with business need. Any such requests to work at other locations shall be subject to prior discussion and agreement between you and the Company.

**3. HOURS OF WORK**

[REDACTED]

**4. EMPLOYEE CONDUCT**

to any other benefit, but may be taken in to consideration for the purposes of pension (subject to the rules of the relevant pension scheme).

8. EXPENSES

[REDACTED]

[REDACTED]

9. HEALTHCARE

[REDACTED]

10. PERMANENT HEALTH INSURANCE AND LIFE ASSURANCE

[REDACTED]

[REDACTED]

[REDACTED]

11. PENSION

[REDACTED]

[REDACTED]

[REDACTED]

12. CONFLICT OF INTEREST

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

13. SICKNESS AND SICK PAY

[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

14. CONFIDENTIAL INFORMATION

14.1. You shall not use or disclose to anyone any Confidential Information. This clause applies both during and after your employment.

14.2. Exceptions to using or disclosing Confidential Information are:

- 14.2.1. where necessary in the proper course of your job;
- 14.2.2. for use or disclosure authorised by the Board or required by law; or
- 14.2.3. any information which is already in, or comes into, the public domain other than through your unauthorised disclosure; or
- 14.2.4. any protected disclosure within the meaning of section 43A of the Employment Rights Act 1996.

14.3. You will not remove any Confidential Information from the Company's premises or any Associated Company's premises without the proper authorisation of the Company. You are responsible for safeguarding the confidentiality of any of the above at all times.

14.4. You will follow all Company procedures for handling specific documents or any Confidential Information whether within the Company or any Associated Company.

14.5. If you breach this clause you may be disciplined, dismissed or have legal proceedings brought against you.

15. **INTELLECTUAL PROPERTY**

- 15.1. You shall give the Company full written details of all Inventions and of all works embodying Employment IPRs (whether alone or jointly with any other person).
- 15.2. You agree that all Employment IPRs, Inventions and all materials embodying them shall automatically belong to the Company to the fullest extent permitted by law. To the extent that they do not automatically belong to the Company, you shall hold them on trust for the Company.
- 15.3. To the extent that any Employment IPR's do not automatically belong to the Company, you shall, at the expense and request of the Company, do everything necessary or reasonable to enable the Company or its nominees to obtain for itself the full benefit of, and to secure appropriate forms of protection for, the Employment IPR's in any part of the world.
- 15.4. You hereby assign to the Company by way of future assignment all copyright and design rights in such Employment IPR's for the full term throughout the world.
- 15.5. You agree to execute promptly (both during and after your employment) all documents and do all acts as may be necessary, in the opinion of the Company, to give effect to this clause. All decisions regarding the use, protection or exploitation of all Intellectual Property Rights to which this clause applies shall be at the Company's discretion.
- 15.6. You agree to permanently waive all moral rights (if any) conferred by Chapter IV of Part I of the Copyright, Designs and Patents Act 1988 for any work to which this clause applies.

16. **COMPANY PROPERTY**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

17. **TERMINATION OF EMPLOYMENT**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

This Contract of Employment is made on 02 October 2012.

**BETWEEN**

(1) **Thales e-Security Ltd**, a company which has its registered office 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Nr Weybridge, KT15 2NX under Company Number 2518805 (the "Company")

AND

(2) **Nicholas Smith** of [REDACTED], United Kingdom ("You")

collectively known as the "Parties".

**1. INTRODUCTION**

This Contract, together with any schedules to it or other documents referred to in this Contract, constitutes the entire Contract and understanding between the parties, and supersedes all other contractual arrangements both oral and in writing between the Company and you. Please note that there are a number of definitions which can be found at the end of this Contract.

**2. JOB DETAILS**

- 2.1. Your employment started on 14 May 2001.
- 2.2. Your period of continuous employment for statutory purposes began on 14 May 2001.
- 2.3. You are employed by the Company as Production Engineer and your level of responsibility is LR07. You may be required to undertake other duties or responsibilities at a similar level within Thales, either in addition to or instead of the duties in your current role, which are reasonably within your capability.
- 2.4. You report to the New Product Introduction Manager.
- 2.5. You confirm that you remain entitled to work in the United Kingdom without any additional approvals and will notify the Company immediately if you cease to be so entitled during your employment.
- 2.6. If applicable to your role, it is a condition of your employment that the required level of security clearance is maintained throughout your employment. The Company reserves the right to terminate your Contract should you breach this condition.
- 2.7. Your principal place of work is Cambridge. You may be required to attend other locations of the Company or any Associated Company from time to time in line with business need. Any such requests to work at other locations shall be subject to prior discussion and agreement between you and the Company.

**3. HOURS OF WORK**

[REDACTED]

**4. EMPLOYEE CONDUCT**

[REDACTED]

8. EXPENSES

[REDACTED]

[REDACTED]

9. HEALTHCARE

[REDACTED]

10. PERMANENT HEALTH INSURANCE AND LIFE ASSURANCE

[REDACTED]

[REDACTED]

[REDACTED]

11. PENSION

[REDACTED]

[REDACTED]

[REDACTED]

12. CONFLICT OF INTEREST

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

13. SICKNESS AND SICK PAY

[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

14. CONFIDENTIAL INFORMATION

14.1. You shall not use or disclose to anyone any Confidential Information. This clause applies both during and after your employment.

14.2. Exceptions to using or disclosing Confidential Information are:

- 14.2.1. where necessary in the proper course of your job;
- 14.2.2. for use or disclosure authorised by the Board or required by law; or
- 14.2.3. any information which is already in, or comes into, the public domain other than through your unauthorised disclosure; or
- 14.2.4. any protected disclosure within the meaning of section 43A of the Employment Rights Act 1996.

14.3. You will not remove any Confidential Information from the Company's premises or any Associated Company's premises without the proper authorisation of the Company. You are responsible for safeguarding the confidentiality of any of the above at all times.

14.4. You will follow all Company procedures for handling specific documents or any Confidential Information whether within the Company or any Associated Company.

14.5. If you breach this clause you may be disciplined, dismissed or have legal proceedings brought against you.

15. **INTELLECTUAL PROPERTY**

- 15.1. You shall give the Company full written details of all Inventions and of all works embodying Employment IPRs (whether alone or jointly with any other person).
- 15.2. You agree that all Employment IPRs, Inventions and all materials embodying them shall automatically belong to the Company to the fullest extent permitted by law. To the extent that they do not automatically belong to the Company, you shall hold them on trust for the Company.
- 15.3. To the extent that any Employment IPR's do not automatically belong to the Company, you shall, at the expense and request of the Company, do everything necessary or reasonable to enable the Company or its nominees to obtain for itself the full benefit of, and to secure appropriate forms of protection for, the Employment IPR's in any part of the world.
- 15.4. You hereby assign to the Company by way of future assignment all copyright and design rights in such Employment IPR's for the full term throughout the world.
- 15.5. You agree to execute promptly (both during and after your employment) all documents and do all acts as may be necessary, in the opinion of the Company, to give effect to this clause. All decisions regarding the use, protection or exploitation of all Intellectual Property Rights to which this clause applies shall be at the Company's discretion.
- 15.6. You agree to permanently waive all moral rights (if any) conferred by Chapter IV of Part I of the Copyright, Designs and Patents Act 1988 for any work to which this clause applies.

16. **COMPANY PROPERTY**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

17. **TERMINATION OF EMPLOYMENT**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

This Contract of Employment is made on 02 October 2012.

**BETWEEN**

(1) **Thales e-Security Ltd**, a company which has its registered office 2 Dashwood Lang Road, The Bourne Business Park, Addlestone, Nr Weybridge, KT15 2NX under Company Number 2518805 (the "Company")

AND

(2) **Neil Walker of [REDACTED]**, United Kingdom ("You")

collectively known as the "Parties".

**1. INTRODUCTION**

This Contract, together with any schedules to it or other documents referred to in this Contract, constitutes the entire Contract and understanding between the parties, and supersedes all other contractual arrangements both oral and in writing between the Company and you. Please note that there are a number of definitions which can be found at the end of this Contract.

**2. JOB DETAILS**

- 2.1. Your employment started on 20 November 2006.
- 2.2. Your period of continuous employment for statutory purposes began on 20 November 2006.
- 2.3. You are employed by the Company as Software Manager and your level of responsibility is LR08. You may be required to undertake other duties or responsibilities at a similar level within Thales, either in addition to or instead of the duties in your current role, which are reasonably within your capability.
- 2.4. You report to the Product Line Engineering Manager.
- 2.5. You confirm that you remain entitled to work in the United Kingdom without any additional approvals and will notify the Company immediately if you cease to be so entitled during your employment.
- 2.6. If applicable to your role, it is a condition of your employment that the required level of security clearance is maintained throughout your employment. The Company reserves the right to terminate your Contract should you breach this condition.
- 2.7. Your principal place of work is Cambridge. You may be required to attend other locations of the Company or any Associated Company from time to time in line with business need. Any such requests to work at other locations shall be subject to prior discussion and agreement between you and the Company.

**3. HOURS OF WORK**

[REDACTED]

**4. EMPLOYEE CONDUCT**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

8. EXPENSES

[REDACTED]

[REDACTED]

9. HEALTHCARE

[REDACTED]

10. PERMANENT HEALTH INSURANCE AND LIFE ASSURANCE

[REDACTED]

[REDACTED]

11. PENSION

[REDACTED]

[REDACTED]



12. CONFLICT OF INTEREST

[REDACTED]

13. SICKNESS AND SICK PAY

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

[REDACTED]

14. CONFIDENTIAL INFORMATION

14.1. You shall not use or disclose to anyone any Confidential Information. This clause applies both during and after your employment.

14.2. Exceptions to using or disclosing Confidential Information are:

- 14.2.1. where necessary in the proper course of your job;
- 14.2.2. for use or disclosure authorised by the Board or required by law; or
- 14.2.3. any information which is already in, or comes into, the public domain other than through your unauthorised disclosure; or
- 14.2.4. any protected disclosure within the meaning of section 43A of the Employment Rights Act 1996.

