

NOTICE**19/03/2025**

Orion India Systems Pvt. Ltd.
503, Powai Plaza
Hiranandani Gardens, Powai
Mumbai – 400 076
India
CIN : U72200MH2000PTC199079

T +91-(0)22-67226100
F +91-(0)22-67256777
info@orioninc.com

orioninc.com

Sub: Cautionary Notice Regarding Data Theft and Protection of Proprietary Information

Dear All,

As part of your roles and responsibilities, you all may come across and have access to our proprietary data, trade secrets, client lists, pricing structures, business strategies, and other non-public information (collectively referred to as "Intellectual Property" or "IP"). It is crucial to emphasize the importance of safeguarding this information and adhering to our company policies concerning IP protection.

Recent events have underscored the necessity of vigilance in protecting our IP. Specifically, there have been instances where former employees have joined competing businesses and posed a threat to the security of our IP. Such actions not only breach employment agreements but also constitute serious legal violations, including criminal breach of trust and misappropriation.

To ensure the continued security of our IP, we remind you of the following key points:

- **Confidentiality Obligations:** As per your employment terms and the Non-Disclosure Agreement (NDA) you have signed, you are obligated to protect our IP during and after your employment with us. This includes not disclosing or misusing any proprietary information.
- **Legal Consequences:** Any misuse of our IP is not only a violation of your employment terms but also a punishable offence under the Indian Penal Code, 1860. Misuse of IP can lead to legal action, including lawsuits for breach of confidentiality agreements and misappropriation of trade secrets, which may result in significant financial damages and other penalties.
- **Non-Solicitation Obligation:** You are reminded to refrain from soliciting any of our employees to join competing entities/clients or any other organization, as outlined in your NDA. Breaching this obligation can lead to legal proceedings and financial liabilities for any resulting business losses.

- **Reporting Suspected Breaches:** If you become aware of any suspected breaches of our IP policies, it is your responsibility to report them immediately. We have a zero-tolerance policy towards data theft and will take stringent action to protect our interests.

We trust that you understand the seriousness of these matters and will continue to uphold the highest standards of integrity and professionalism. Your cooperation is essential in maintaining the security and success of our company.

Failure to comply with the above, will result in legal action being taken. We shall pursue all available legal remedies to protect its confidential information and business interests, including, but not limited to, filing lawsuits for breach of confidentiality agreements, misappropriation of trade secrets, and other relevant causes of action. Such legal proceedings may result in significant financial damages and other penalties imposed. This includes, but is not limited to, filing a complaint with the appropriate authorities and seeking damages for breach of contract and further loss caused due to disclosure of confidential information by you. We shall also launch necessary criminal prosecution, for the aforementioned offences committed by anyone.

orioninc.com

Thank you for your attention to this important matter.

Sincerely,

Arun Paul
Head – Human Resources
Orion Innovation, Asia Pacific.