


SUPPLIERS PARTNERSHIP
FOR THE ENVIRONMENT

**Suppliers Partnership For The Environment (SP)
Copyright Policy**

Approved March 2025

It is this policy of Suppliers Partnership for the Environment (“SP”) that SP is to be the owner of all copyright rights in material developed by member employees/representatives for SP and/or in conjunction with their role as SP member representatives. Therefore, each SP member acknowledges and agrees to the following for itself and all persons employed by or representing it (collectively and individually, “Member”) who participate in the creation of copyrightable subject matter and/or material for SP (hereafter, “SP Material”):

1. The work product, creative design, graphic design, artwork, photographs, and/or prototypes, including but not limited to text, graphics, sketches, color outputs, multi-media materials, design concepts, and the selection and/or arrangement of text, graphics, visual and other content of any of the foregoing items, and/or any other work, content, or material subject to copyright, visual arts, and/or moral rights, designed and/or created by Member as part of the SP Material (collectively, the “Work Product”) are works specifically commissioned by SP and are “work(s) made for hire” for SP, and SP shall own all right, title, and interest in the Work Product, together with all now or hereafter existing rights of every kind and character whatsoever throughout the world pertaining to that Work Product, including all revisions, editions, and versions of the Work Product in all languages, forms and media now or hereafter known or developed. SP shall be considered the author of the Work Product for purposes of copyright and shall own all rights in and to any copyright, trademark, trade dress, and other proprietary rights in and to the Work Product, whether such rights are now known, recognized or contemplated, and further, as between Member and SP, and their respective heirs, successors and assigns, only SP shall have the rights to apply for, hold and/or obtain any copyright, trade dress and/or trademark registration on the same and/or to sue for past infringement thereof, which SP may do in its name, its trade name or the name of its nominee. Accordingly, among other things, SP is the author or owner of the Work Product and shall have the sole and exclusive rights to do and authorize any and all of the acts set forth in Section 106 of the US Copyright Act (17 U.S.C. §106), with respect to the Work Product and any derivatives thereof, and to apply for and secure any and all copyright registrations, and/or renewals and extensions thereof, in the name of SP.

2. To the extent SP is not the owner of any of the Work Product as a work made for hire, Member irrevocably assigns, transfers, releases and conveys to SP all rights, title and interest to such Work Product, including but not limited to all copyright, trademark, trade dress, attribution rights, copyright management information rights, moral rights, contract and license rights, and other proprietary rights, together with all then, now or hereafter existing rights of every kind and character whatsoever throughout the universe pertaining to the Work Product, including but not limited to, the exclusive right to sue for past and future infringements, whether or not such rights are now known, recognized or contemplated, and the complete, unconditional and unencumbered title and all rights in and to the Work Product for all purposes whatsoever, including all revisions, derivative works, editions and versions thereof in all languages, forms and media now or hereafter known or developed.

3. Each Member’s acknowledgement and agreement to this Copyright Policy, which shall become part of the SP Bylaws, will be confirmed in writing by the Member upon joining, and upon renewing, SP membership. Additionally, Member agrees to execute all documents reasonably requested by SP to further evidence the foregoing acknowledgement of copyright rights/assignment, and/or to perfect SP’S rights in the Work Product, and to provide all reasonable assistance to SP in perfecting or protecting rights in such Work Product.