This IT Security Policy covers the security and use of all RJ Power's information and IT equipment. It also includes the use of email, internet, voice, and mobile IT equipment. This policy applies to all RJ Power employees, contractors and agents (hereafter referred to as 'individuals').

This policy applies to all information, in whatever form, relating to RJ Power business activities, and to all information handled by RJ Power relating to other organisations with whom it deals. It also covers all IT and information communications facilities operated by RJ Power or on its behalf.

Computer Access Control – Individual's Responsibility

Access to the RJ Power IT systems is controlled by the use of User IDs, passwords and/or tokens. All User IDs and passwords are to be uniquely assigned to named individuals and consequently, individuals are accountable for all actions on the RJ Power IT systems.

Individuals must not:

- Allow anyone else to use their user ID/token and password on any RJ Power IT system,
- Leave their user accounts logged in at an unattended and unlocked computer,
- Use someone else's user ID and password to access RJ Power IT systems,
- Leave their password unprotected (for example writing it down),
- Perform any unauthorised changes to RJ Power IT systems or information,
- Attempt to access data that they are not authorised to use or access,
- Exceed the limits of their authorisation or specific business need to interrogate the system or data,
- Connect any non-RJ Power authorised device to the RJ Power network or IT systems,
- Store RJ Power data on any non-authorised RJ Power equipment,
- Give or transfer RJ Power data or software to any person or organisation. outside RJ Power without the authority of RJ Power.

Internet and email Conditions of Use

Use of RJ Power internet and email is intended for business use. Personal use is permitted where such use does not affect the individual's business performance, is not detrimental to RJ Power in any way, not in breach of any terms and conditions of employment and does not place the individual or RJ Power in breach of statutory or other legal obligations.

All individuals are accountable for their actions on the internet and email systems.

Individuals must not:

- Use the internet or email for the purposes of harassment or abuse,
- Use profanity, obscenities, or derogatory remarks in communications,
- Access, download, send, or receive any data (including images), which RJ Power considers offensive in any way, including sexually explicit, discriminatory, defamatory, or libellous material,
- Use the internet or email to make personal gains or conduct a personal business,
- Use the internet or email to gamble,
- Use the email systems in a way that could affect its reliability or effectiveness, for example distributing chain letters or spam,
- Place any information on the Internet that relates to RJ Power, alter any information about it, or express any opinion about RJ Power, unless they are specifically authorised to do this,
- Send unprotected sensitive or confidential information externally,
- Forward RJ Power mail to personal email accounts (for example a personal Hotmail account).

- Make official commitments through the internet or email on behalf of RJ Power unless authorised to do so,
- Download copyrighted material such as music media (MP3) files, film, and video files (not an exhaustive list) without appropriate approval,
- In any way infringe any copyright, database rights, trademarks, or other intellectual property,
- Download any software from the internet without prior approval of the IT Department,
- Connect RJ Power devices to the internet using non-standard connections.

Clear Desk and Clear Screen Policy

To reduce the risk of unauthorised access or loss of information, RJ Power enforces a clear desk and screen policy as follows:

- Personal or confidential business information must be protected using security features provided for example secure print on printers,
- Computers must be logged off/locked or protected with a screen locking mechanism controlled by a password when unattended,
- Care must be taken to not leave confidential material on printers or photocopiers,
- All business-related printed matter must be disposed of using confidential waste bins or shredders.

Working Off-site

It is accepted that laptops and mobile devices will be taken off-site. The following controls must be applied:

- Working away from the office must be in line with RJ Power remote working policy,
- Equipment and media taken off-site must not be left unattended in public places and not left in sight in a car,
- Laptops must be carried as hand luggage when travelling,
- Information should be protected against loss or compromise when working remotely (for example at home or in public places). Laptop encryption must be used,
- Particular care should be taken with the use of mobile devices such as laptops, mobile phones, smartphones, and tablets. They must be protected at least by a password or a PIN and, where available, encryption.

Mobile Storage Devices

Mobile devices such as memory sticks, CDs, DVDs, and removable hard drives must be used only in situations when network connectivity is unavailable or there is no other secure method of transferring data. Only RJ Power authorised mobile storage devices with encryption enabled must be used, when transferring sensitive or confidential data.

Software

Employees must use only software that is authorised by RJ Power on RJ Power computers. Authorised software must be used in accordance with the software supplier's licensing agreements. All software on RJ Power computers must be approved and installed by the RJ Power IT department.

Individuals must not:

- Store personal files such as music, video, photographs, or games on RJ Power IT equipment.

Viruses

The IT department has implemented centralised, automated virus detection and virus software updates within the RJ Power. All PCs have antivirus software installed to detect and remove any virus automatically.

Individuals must not:

- Remove or disable anti-virus software,

- Attempt to remove virus-infected files or clean up an infection, other than by the use of approved RJ Power anti-virus software and procedures.

Telephony (Voice) Equipment Conditions of Use

Use of RJ Power voice equipment is intended for business use. Individuals must not use RJ Power voice facilities for sending or receiving private communications on personal matters, except in exceptional circumstances. All non-urgent personal communications should be made at an individual's own expense using alternative means of communications.

Individuals must not:

- Use RJ Power voice for conducting private business,
- Make hoax or threatening calls to internal or external destinations,
- Accept reverse charge calls from domestic or International operators unless it is for business use.

Actions upon Termination of Contract

All RJ Power equipment and data, for example laptops and mobile devices including telephones, smartphones, USB memory devices and CDs/DVDs, must be returned to RJ Power at termination of contract.

All RJ Power data or intellectual property developed or gained during the period of employment remains the property of RJ Power and must not be retained beyond termination or reused for any other purpose.

Monitoring and Filtering

All data that is created and stored on RJ Power computers is the property of RJ Power and there is no official provision for individual data privacy, however wherever possible RJ Power will avoid opening personal emails.

IT system logging will take place where appropriate, and investigations will be commenced where reasonable suspicion exists of a breach of this or any other policy. RJ Power has the right (under certain conditions) to monitor activity on its systems, including internet and email use, in order to ensure systems security and effective operation, and to protect against misuse.

Any monitoring will be carried out in accordance with audited, controlled internal processes, the UK Data Protection Act 1998, the Regulation of Investigatory Powers Act 2000, and the Telecommunications (Lawful Business Practice Interception of Communications) Regulations 2000.

This policy must be read in conjunction with:

- Computer Misuse Act 1990,
- Data Protection Act 1998.

It is your responsibility to report suspected breaches of security policy without delay to your line management, the IT department, or the IT helpdesk.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power and then communicated and explained to all employees and sub-contractors. This policy is available to the public and all other interested parties on request.

Signed:

Peter White
Chief Executive Officer – RJ Power Group Limited
April 2021

Include if applicable:

I agree to abide by the above terms and conditions of the above Policy:

Print:

Signed:

Date: