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# CERTIFICATE OF GRANT INNOVATION PATENT

**Patent number:** 2020103331

The Commissioner of Patents has granted the above patent on 6 January 2021, and certifies that the below particulars have been registered in the Register of Patents.

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**Title of invention:**

QUANTIFICATION PROCESS FOR ATTAINING SOCIAL INTEGRATION IN WORK ORGANIZATION

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**Term of Patent:**

Eight years from 9 November 2020

NOTE: This Innovation Patent cannot be enforced unless and until it has been examined by the Commissioner of Patents and a Certificate of Examination has been issued. See sections 120(1A) and 129A of the Patents Act 1990, set out on the reverse of this document.



Dated this 6<sup>th</sup> day of January 2021

Commissioner of Patents

**PATENTS ACT 1990**

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