Non-Compete Agreement

This agreement is made between the Company and the Employee named below and takes effect on the date of the last signature.

Company

LEGAL NAME

EMAIL

PHONE

ADDRESS

Employee

FULL NAME

EMAIL

PHONE

PAN

ADDRESS

Terms

EMPLOYEE NAME

EMPLOYEE ID

DATE OF JOINING

DESIGNATION

DEPARTMENT

POST-EXIT PERIOD

COMPETITORS OR SECTOR COVERED

Note: some restrictions in this document may be limited by section 27 of the Indian Contract Act, 1872, which makes post-employment restraints of trade largely unenforceable in India. Restrictions during employment and protection of confidential information are generally enforceable.

Clauses

- During employment. The Employee does not work for, advise or invest in a competing business while employed (small passive listed-share investments excepted).
- After employment. For the period above, the Employee agrees not to use the company's confidential information to compete, and to tell a new employer in the sector about their confidentiality duties.
- Reasonableness. The parties intend the restraint to go no further than needed to protect confidential

information and goodwill.

- Remedy. The company may seek an injunction for actual or threatened misuse of confidential information.

Initials

General terms

- Governing law. This document is governed by the laws of India.
- Entire agreement. This document is the whole agreement between the parties on its subject and replaces earlier discussions.
- Amendments. Changes are valid only in writing signed by both parties.
- Severability. If a clause is unenforceable, the rest of the document still applies.
- Notices. Notices may be sent to the email addresses given above and take effect on delivery.
- Electronic signatures. The parties agree to sign electronically; electronic signatures and records are valid under the Information Technology Act, 2000.

Company

SIGNATURE

PRINTED NAME

DATE

Employee

SIGNATURE

PRINTED NAME

DATE