



Non-Compete Policy

OUT ON THE DOWNS (Trading name of OUTDOORS ON THE DOWNS LTD)

1. Purpose

This policy outlines the expectations and restrictions placed on staff members of OUT ON THE DOWNS (Trading name of OUTDOORS ON THE DOWNS LTD) regarding engagement with clients, schools, or other organisations during and after their employment or engagement with the company.

2. Scope

This policy applies to all staff, contractors, freelancers, and associates who work with or represent OUT ON THE DOWNS in any capacity.

3. Policy Statement

To protect the legitimate business interests of OUT ON THE DOWNS, staff are not permitted to directly or indirectly solicit, engage, or accept work from any school, organisation, or client introduced through OUT ON THE DOWNS for a period of 12 months following the end of their engagement with the company, without prior written consent.

4. Restrictions

- Staff must not use confidential information or contacts gained through OUT ON THE DOWNS for personal or commercial gain.
- Staff must not promote their own services or those of another organisation to clients or schools introduced through OUT ON THE DOWNS.
- Staff must not accept direct bookings or employment from clients or schools introduced through OUT ON THE DOWNS without written permission.

5. Breach of Policy

Any breach of this policy may result in disciplinary action, termination of contract, and/or legal proceedings. OUT ON THE DOWNS reserves the right to seek damages or injunctive relief for any losses incurred.

6. Declaration

All staff are required to read, understand, and sign this policy as part of their induction and ongoing engagement with OUT ON THE DOWNS.

I confirm that I have read and understood the Non-Compete Policy and agree to abide by its terms.

Name: _____

Signature: _____

Date: _____