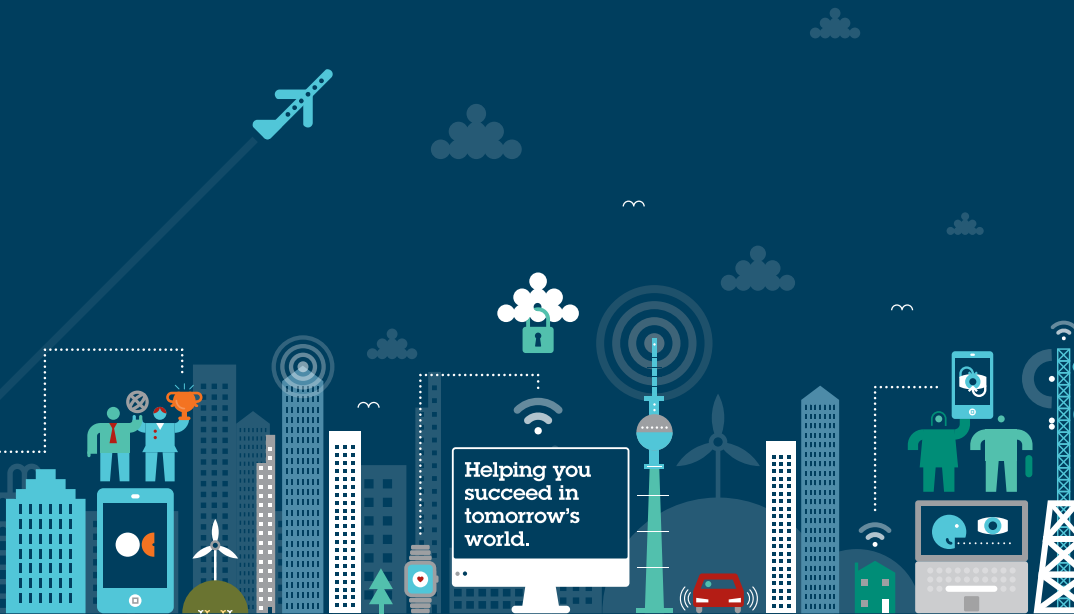


Protecting Relationships & Information from the Threat Within

Our fixed price workforce solution –
bespoke to you



In today's world it is vital that your business retains its competitive edge to succeed tomorrow. Your relationships, information, assets and opportunities can be irreparably damaged if your business protection mechanisms fail to evolve with the ever changing technological and legal landscape.

Your bespoke fixed fee workforce solution

Unfortunately it is likely that a number of your workforce are waiting in the wings to leave your business – and take part of it with them. We have seen a huge increase in the number of companies asking for help to protect their business relationships, confidential information, commercially valuable data and IP.

It can be all too tempting (and easy) for departing individuals to download business plans, client/target lists, pricing information and so forth with just one click of a button – and take it to competitors. The use of technologies such as the cloud, smartphones and portable devices, along with a growing agile workforce mean it can be difficult to monitor workforce activity. The

increased reliance on professional networking and social media sites present challenges in protecting valuable business relationships. It is critical that workforce business protection provisions adapt to these changes to help future proof your business.

Many companies are also often left exposed with unenforceable provisions. It is essential that protections are tailored to the business and workforce – your provisions must reflect the sector you operate in, the way your business functions and the roles of your workforce. Restrictions that are enforceable for one individual will not be for another and should be updated with changes in role and influence. Companies also fail to realise that different protections are needed for each form of engagement – such as employee, worker, contractor and service company.

No business is the same, no workforce is the same. We understand this and our workforce business protection team is here to put you on the strongest footing to protect your valuable relationships and information.

We offer a bespoke package of three levels of assistance to help you ensure the right protection is in place. In order to assess your requirements and determine a fixed price for each level, we offer a free consultation.

Bronze

- Prepare bespoke, or amend existing restrictive covenants
- Tailoring the restrictive covenants to the structure of your workforce
- Free annual Workforce Business Protection Health Check for 3 years

Silver

As Bronze and:

- Prepare bespoke or amend existing confidentiality provisions
- Prepare bespoke or amend existing IP provisions
- Prepare bespoke or amend existing company property provisions
- Prepare bespoke or amend existing termination, garden leave and delivery up provisions

Gold

As Silver and:

- Bespoke Professional Networking Policy
- Advice on implementing the new provisions across your business
- Package of business protection documentation needed for pay rises, promotions and terminations.
- In-house training to HR/legal team

International

Where members of your workforce work within the UK and overseas it is important that there are robust business protection provisions in place that are enforceable in all relevant jurisdictions. As an international firm we can help you put seamless protection in place.

Key contacts



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Our locations around the world

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The Netherlands: Amsterdam

Spain: Barcelona, Madrid, Zaragoza

Sweden: Stockholm

UK: Bristol, London, Reading

USA

New York, San Francisco, Silicon Valley

Asia

China: Shanghai

Hong Kong

India: Bangalore*, Mumbai*

Singapore

Osborne Clarke is the business name for an international legal practice and its associated businesses. Full details here: osborneclarke.com/verein/

* Relationship firm

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