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# **Non-Competition & Non-Solicitation Policy**

## **1. Purpose and Intent**

Antier Solutions operates in a highly competitive and innovation-driven industry. The company's continued success relies on its intellectual property, strategic business relationships, proprietary technologies, and its skilled workforce.

The purpose of this policy is to:

* Protect the company’s legitimate business interests
* Preserve client and employee relationships
* Safeguard confidential and proprietary information
* Prevent unfair competition and solicitation post-employment

All employees are expected to understand, acknowledge, and adhere to the terms laid out in this policy as a condition of employment and post-employment compliance.

## **2. Non-Competition Clause**

### **2.1 Policy Statement**

During the tenure of employment and for **twelve (12) months after the cessation of employment**, whether voluntary or involuntary, the employee agrees **not to engage—directly or indirectly—in any employment, consultancy, partnership, or advisory role** with any individual, company, or organization that provides services, products, or solutions in competition with Antier Solutions.

### **2.2 Covered Competitive Activities**

This includes, but is not limited to:

* Blockchain development and consulting
* FinTech product design and architecture
* Web3 platform development
* NFT marketplace design and deployment
* Cryptocurrency exchanges, token launchpads
* DeFi ecosystems and smart contract development
* Any similar or derivative technology offerings

### **2.3 Global Application**

This clause is applicable **worldwide**, as Antier Solutions serves global clientele and partners. The geographical limit shall not restrict the scope of enforcement.

### **2.4 Exceptions**

Any exceptions to this clause must be approved **in writing** by the **Human Resources Department** and the **Executive Leadership Team** prior to engaging in such employment or business activity.

## **3. Non-Solicitation Clause**

### **3.1 Non-Solicitation of Clients or Partners**

For **twelve (12) months post-employment**, the employee shall **not directly or indirectly solicit, approach, or deal with any of Antier Solutions’ clients, business partners, or vendors** to provide similar services or solutions in competition with the company.

### **3.2 Non-Solicitation of Employees or Contractors**

The employee also agrees **not to hire, recruit, influence, or attempt to recruit or influence** any employee, contractor, intern, or consultant associated with Antier Solutions for employment, freelance work, business partnerships, or collaborative projects for **twelve (12) months** following the end of employment.

## **4. Confidentiality and Integrity Protection**

The employee acknowledges that Antier Solutions invests significantly in research, proprietary methodologies, internal tools, and client strategies. As such:

* Employees must **not disclose, misuse, or retain** any confidential information post-employment.
* All codebases, documentation, client records, internal IP, or business information must be returned or deleted securely upon exit.
* Any use of internal information for personal or third-party gain constitutes a **serious breach** and is subject to legal recourse.

## **5. Legal Consequences of Breach**

Violation of this policy, in part or whole, may lead to:

* **Immediate legal action,** including court proceedings
* **Injunctions** to prevent further competitive or solicitation activities
* **Financial damages or penalties** as assessed under applicable laws
* **Non-issuance of relieving letters, experience certificates, or Full & Final settlements**
* Being reported to relevant professional or regulatory bodies (if applicable)

## **6. Acknowledgement and Enforcement**

This policy shall form an integral part of:

* The Employee Code of Conduct
* Employment Agreement
* Exit Clearance Policy

All employees will be deemed to have accepted this policy upon joining. Reconfirmation of this policy will be required during the exit process.

## **7. Clarification and Exceptions**

If you are planning to:

* Take up freelance, consultancy, or advisory work during or after employment
* Join a potentially competitive firm or start a competing business
* Recruit or refer current Antier employees to another organization

Then you are required to write to **hroperations@antiersolutions.com** for **written clarification and formal consent**. Oral approvals or informal discussions shall not be valid.

## **8. Post-Employment Support**

Antier Solutions encourages career progression and supports ethical transitions. We request all departing employees to act in good faith and maintain the integrity of their professional relationships built during their tenure at Antier.

If any employee requires:

* Clarification on whether a future opportunity conflicts with this policy
* Written consent to waive or modify any clause
* Guidance during career transitions

They are encouraged to reach out to HR at **hroperations@antiersolutions.com** before their last working day.