

# Bird & Bird & Non-compete provisions matrix across EU



	<b>Non-Compete Without Compensation Possible?</b>	<b>Customer Non-Solicit Without Compensation Possible?</b>	<b>Can Restraint Period be Reduced by Garden Leave?</b>	<b>Can Non-Compete be Unilaterally Waived?</b>
<b>UK</b>	✓	✓	✓	✓
<b>Belgium</b>	✗ No, except for sales representatives.	✓	✗	✓ Yes, subject to technical notice requirements.
<b>France</b>	✗	✗	✗	✓ Waiver requirements usually specified in clause itself or applicable collective bargaining agreement.
<b>Germany</b>	✗	✗	✗	✓ 12 months' notice of waiver is required.
<b>Italy</b>	✗	✓	✗	? Unlikely, unless a reasonable % of non-compete compensation is paid out as an indemnity.

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