



## Pre and Post Termination Restrictions

Your contract of employment sets out our specific requirements about pre and post termination restrictions.

During your time with us, and even after your employment ends, there are certain responsibilities and expectations that continue to apply. These are designed to protect the business, our clients, and your colleagues, and they're clearly set out in your contract of employment.

These restrictions may include things like:

- Not sharing confidential information or sensitive data.
- Avoiding contact with clients or colleagues for business purposes for a certain period after leaving.
- Not working with competitors in certain situations or for a specified time.

Before you start with us and when you leave, we may remind you of these restrictions and what they mean in practice. If you're ever unsure about what applies to you—before, during, or after your time here please reach out to the People Team at [HR@hb.im](mailto:HR@hb.im).