**8 – Non-compete agreement**

According to our previous agreements, it is agreed the following non-compete agreement in accordance with article 2125 of the Civil Code, in the aftermath of the termination of the employment relationship, under the following conditions:

1. You will abstain from carrying out any employment, self-employment or business activities in favour of individuals or companies which perform identical or similar activities by Division ”Marine”.
2. The maximum duration of this non-compete agreement is .............. years starting from the end of your employment relationship, irregardless of the cause or the reason that has determined your termination. If your employment relationship has lasted less than 3 years, the non-compete agreement will have, in this case, a maximum duration equal to half of the period of the employment relationship.
3. The territory area, within which you are forbidden to perform any business in competition with our activity, includes the following countries ……………………………………………………
4. For the above non-compete commitment, we will remunerate to you a gross monthly amount of ... Euro paid in addition to your gross monthly salary, from the date of your employment and for all the duration of your employment relationship.
5. This amount, called “patto di non concorenza”, will be used as remuneration which is valid for all the contractual institutions: paid leave, holidays, paid permissions, 13th month pay, disease, injury and severance pay.