Non-compete clauses compared

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Four of the firm's matters · pharmaceutical sector · 2019-2025

Fictional document — demonstration example

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Matter	Court, year	Clause as drafted	Outcome
Sorène / Byram Pharma	employment tribunal, Lyon, 2019	24 months, all of France, no consideration	Struck down
Néralis / Vallon Diagnostics	Versailles CA, 2021	12 months, 3 départements, 25% consideration	Upheld, scope narrowed
Ostrémis / Ker Santé	employment tribunal, Nanterre, 2023	18 months, regional, 20% consideration	Settled
Pharmadis / Groupe Kelmer	Paris CA, 2025	12 months, national, 33% consideration	Judgment reserved

Reasoning quoted word for word

Sorène — "the absence of any financial consideration is enough to deprive the clause of effect, without there being any need to examine the other conditions".

Néralis — "the geographical scope goes beyond what is necessary to protect the company's interests; the clause will be narrowed".

No statement of the law is produced here. This document sets out the firm's own matters; comparing them with published case law is the subject of a separate note.

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