

Research note — non-compete clauses

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

Document issued on 24/09/2026

Published case law · conditions of validity

Fictional document — demonstration example

This document is produced by the Blue Lemon Agent website to illustrate what an AI agent hands to its users. The companies, matters, amounts and people in it are invented. It has no legal, accounting or commercial value.

Leading authority

Cass. soc., 10 juillet 2002, n° 00-45.135, reported.

A non-compete clause is lawful only where it is essential to protect the legitimate interests of the business, limited in time and in space, takes account of the specifics of the employee's role, and obliges the employer to pay the employee financial consideration — **these conditions being cumulative**.

Condition	What it requires
Legitimate interests	The clause must protect a real interest of the business
Limited in time	A defined and proportionate duration
Limited in space	A circumscribed geographical scope
Specifics of the role	The function the employee actually performed
Financial consideration	Consideration paid by the employer

Each decision cited links to its full text on Légifrance, with its docket number.

The decisions are listed, not commented on. Relating them to the firm's four matters — first among them Sorène, struck down for want of consideration — is the solicitor's analysis to make.

Scope of this document: the service operated by Blue Lemon Agent. For an agent deployed at your premises, the applicable location is that of the architecture set out in the quotation and verified before commissioning; local execution is announced only for the configuration explicitly described and accepted in the quotation; the applicable isolation depends on the deployment mode set out in the quotation, no dedicated isolation being presumed; the encryption mechanisms in transit and at rest, their components and key management are those documented for the architecture chosen; roles and permissions are configured and accepted for the identities and systems actually connected; the events logged, their content, their retention period and who may access them are defined for the deployment chosen.