

CHAPTER 8: COMPETITION LAW

8.1. COMPETITION LAW & CONDUCT

- 8.1.1. The purpose of competition laws, which may also be known as antitrust, monopoly, fair trade, or cartel laws, is to prevent interference with the functioning a competitive market system.
- 8.1.2. Companies business & Products
 - 8.1.2.1. Under these laws, companies may not enter into agreements with other companies, however informally, that unreasonably restrict the functioning of the competitive market.
 - 8.1.2.2. No prices, whether special or standard, should be established within the Company without prior review by the Management of the Company in order to avoid charges that the prices are ‘predatory’, ‘discriminatory’, ‘collusive’, ‘abusive’, ‘unfair’, or otherwise in violation of competition laws.
- 8.1.3. During Employment
 - 8.1.3.1. No Employees is allowed to obtain other employment with other companies while their employment is still in effect;
 - 8.1.3.2. Employees owe a high standard of care towards the Company and they must act in good faith for the benefit of the Company.
 - 8.1.3.3. Employees are expected not to act in conflict with the interests of the Company. This would extend to being engaged, either directly or indirectly, in any competing activity, business or occupation without the prior written consent of the Company.
- 8.1.4. After Employment
 - 8.1.4.1. While the employee can join a competitor or set up a rival business after he leaves the Company, the employee are restrained from disclosing confidential information obtained during his employment with the Company either for his own or someone else’s use after the employment contract ends.
 - 8.1.4.2. The Employee owed obligation of confidentiality towards the Company. Despite the obligation of confidentiality is not expressly stated in the employment contract, there is an implied obligation on the employee.

- 8.1.4.3. The employee's obligation of confidence includes the company's trade secrets such as manufacturing processes, secret formula, customer and supplier lists, business strategies, specific needs and requirements of customers, and the status of on-going negotiations with customers.