

Staff Member Secrets Protection Agreement

This Staff Member Secrets Protection Agreement ("Agreement") is entered into between the undersigned staff member ("Staff Member") and [Company Name] ("Company").

1. Definition of Confidential Information

"Confidential Information" means all non-public information, including but not limited to business operations, trade secrets, technical data, strategies, customer lists, and any data designated by the Company as confidential.

2. Obligations of Staff Member

- A. Staff Member agrees not to disclose, share, or disseminate any Confidential Information, either directly or indirectly, to any third party without Company's written consent.
- B. Staff Member will use Confidential Information solely for performing their duties within the Company.
- C. Staff Member agrees to take reasonable precautions to protect the confidentiality of such information.

3. Exceptions

Obligations do not apply to information that:

- A. Is publicly known through no breach by Staff Member;
- B. Is lawfully received from a third party without restriction;
- C. Is independently developed without reference to Confidential Information;
- D. Is required by law or regulation to be disclosed.

4. Return of Materials

Upon termination of employment or upon request, Staff Member agrees to return all materials containing Confidential Information to the Company.

5. Duration

The obligations under this Agreement remain in effect during and after Staff Member's employment with the Company.

6. General Provisions

- A. This Agreement does not constitute a contract of employment;
- B. Any breach may result in disciplinary action, including termination and/or legal remedies.

Staff Member Signature

Date

Company Representative