

A tradition of Excellence Since 2001

Firm Profile



About Us

Ranked amongst the top #15 law firms in India and with about 25 years of rich experience, our journey has been marked by stellar growth and recognition over the past two decades.

Our Mission is to provide quality, professional, result-oriented legal and business solutions. Client commitment, innovation and teamwork are the cornerstones of our Legal Practice.

Our past awards, recognitions, ranking & listings are by:



























WE ANSWER THE MOST DIFFICULT QUESTIONS

IN THE MOST EFFICIENT MANNER





Multi-speciality Firm

About 25 years of extensive experience



100+ Members

Firm with Attorneys across India



Pan India Outreach

Through 8 offices and partners offices across India



1000+ Global Clientele

Leading Fortune 500 MNC's, Indian Corporates, Banks, Financial Institutions, PSU's

Why H&S Partners?

- We closely work with our clients by understanding their business.
- We provide practical, relevant and tailored advice.
- We maintain high standard of ethics and professionalism.
- We deliver bespoke solutions with highest level of quality, confidentiality and integrity.
- We ensure client satisfaction by in-time solutions, exercising greater insights to understand the clients sectors.

Our Methodology

- Strategize a concrete action plan
- Statutory knowledge backed by 360-degree understanding of client's business needs
- Multidisciplinary team to bring in holistic approach
- Each transaction driven by Senior Partners
- Effective delivery and execution
- Transparency & coordination with client's team
- Post assignment assistance

Key Practice Areas

\$85B+

aggregate value of Dispute Management claims

Dispute Management
Arbitration &
Litigation

\$60B+

aggregate value of corporate commercial M&A

Corporate
Commercial, M&A

50+

Policy & Regulation mandates

Policy, Regulation & Strategy

\$55B+

aggregate value of Real Estate Project matters handled

Infrastructure
Projects & Real
Estate



Legal 500, Forbes India, BWLegal World Asian Law Profiles, Benchmark Litigation ACQ Global, Indian Legal Awards



Legal 500, Forbes India
Asian Law Profiles,
IFLR 1000, Indian Legal Awards,
Indian Business Law Journal



Forbes India,
Asian Law Profiles,
Indian Business Law Journal
Legal Era, ACQ Global,
nal ICCA Awards



Legal 500, Forbes India, Insight Success, INBA, Legal Comprehensive, Corporate INTL

Niche Practice Areas

Restructuring & Insolvency

Corporate Governance, Risk advisory & Reputation Management

Legal Compliance & Due Diligence

IPR Management & Protective Action

TMT & Data Privacy

Competition & Anti-Trust

Food Laws & Legal Metrology

Banking & Project Finance

Natural Resources, Energy & Environment **Labour Laws**

Securities & Capital Markets

Dispute Management, Arbitration & Litigation

Litigation

- Constitutional matters
- Civil & corporate disputes
- Employee & Labour disputes
- Real estate litigation
- Recovery proceedings
- Telecom disputes
- Insolvency & bankruptcy disputes
- Cross-border litigation

Arbitration & Mediation

- Domestic & International Arbitration
- Project disputes
- Shareholder disputes
- Vendor distributor conflicts
- Environment law
- Anti-trust & Competition

End-to-end strategic support

- Preparing a pre-litigation strategy
- Strategic projections
- Dispute resolution strategy
- Recovery settlement strategy
- Litigation closure strategy
- Post litigation strategy

Forums

Supreme Court of India, High Courts, District courts, National/State Consumer Dispute Forum, RERA, REAT, CAT, CIC, DRT, NGT, SAT, TRAI, CCI, TDSAT, NCLT, NCLAT, AERA, AERAAT, ITAT.

Corporate Commercial, M&A

End-to-end Support

- Negotiation Assistance during the transaction from term sheet stage till closing of transaction.
- Structuring the Acquisition keeping in mind the requirement and objective of the Company.
- Advising clients on issues relating to Securities and Corporate law.
- Conducting Legal Due Diligence. Hand-holding in Documentation such as Term-sheet, Definitive Agreement, Shareholders Agreement, Shares Purchase, Agreement, Escrow Agreement, Stock Swap Agreement, Employment Agreement and other related Agreements.
- The Firm undertakes the entire court procedure as envisaged in the Companies Act, 2013 for bringing in effect the acquisition.
- Policy and Regulatory assistance to develop, implement and sustain effective business strategies in India's complex regulatory environment.
- End- To End Solution from the Negotiation, Entity formation till Post Transaction Advisory

Policy, Regulation & Strategy

Practice experience

- Preparing of white papers
- Theme discussions
- Support on emerging laws and regulations
- Public Policy Support
- Policy Predictability
- Policy Research
- Strategic Counselling
- Reputation Counselling
- Crisis & Risk Counseling
- Stakeholder Management
- Government Affairs

Over 40+ Policy & Regulation

Mandates



"Best Law Firm in India for Policy,

Regulation & Strategic Support"

For 8 years in a row



Infrastructure Project & Real Estate

Extensive Experience of handling all aspects of entire property "life-cycle" such as Construction, Development diligence, Investment, Letting and Leasing, Real Estate Finance and Real Estate Litigation.

End-to-end Support

- Real Estate: We have the expertise to advise on integrated townships, hospitality, industrial and IT parks, SEZs, commercial complexes and also on foreign direct investment into real estate development projects in India.
- Projects: Advisory in all kinds of EPC contracts, construction contracts, development contracts and
 various kinds of consultancy contracts on behalf of construction companies, government
 organizations. we have developed a comprehensive knowledge base for complex tendering,
 concessions, contractual structure, project financing and PPP initiatives.
- Compliance and Litigation: unique expertise in providing legal assistance and advisory services in compliance with the terms of the Real Estate (Regulation and Development) Act, 2016

Restructuring & Insolvency

Extensive Experience

- Contingency planning/ Pre-Insolvency/ Distress Advisory
- Negotiations with creditors for settlements and restructuring
- Negotiations / Arrangements with creditors and members
- Corporate Debt restructuring /Bi-lateral Debt restructuring with lenders; Out-of-court restructurings and refinancing
- Corporate Restructuring based on Mergers/ Demergers/ Hive off/Take over/Acquisitions
- Distressed debt trading; Insolvency filing requirements in BIFR / High Court etc.
- Formal insolvency proceedings before the court
- Debt Recovery Tribunal (DRT) including those under the Securitization and Reconstruction of Financial Assets and Enforcement of Security Interest Act, 2002 (SARFEASI)
- Enforcement of Security Interest; Portfolio Reviews; M&A in distress; Liquidations/Winding up.
- Facility, Security and Credit Support Reviews for Lenders and Borrower Groups.

Risk Advisory, Reputation Management & Defamation

End-to-end Support

- Business transformation and innovation, including artificial intelligence, collaboration,
 commercialization, intellectual property and data
- Crisis management
- Environmental, social and governance(ESG)
- Regulation and investigations
- Regulatory compliance consulting
- Sanctions and export controls
- Transactional risk-based due diligence and post-deal risk monitoring
- WTO and International Trade

Extensive Experience

- Risk Advisory
- Reputation Management
- Crisis Management
- Safeguard against Defamation

Legal Compliance, Audit & Due Diligence

Over 1000+ successful

Due Diligence completed.

End-to-end Support

- Identification of compliance with all the regulatory & statutory norms governing the industry and other Compliance Obligations under various legislations.
- We liaison with the Lead Managers and Implementers of the company for the timely execution of Compliance and submit the reports in this regard.
- We conduct Audits, verify compliance points, and assist in reaching a complete 'right to operate level' across various levels of operations.
- We build detailed and exhaustive Compliance tracker not only to map the activities but also to highlight the activities which are non-violated, less violated and violated.
- Our check-lists are prepared after comprehensive evaluation of the project and in-depth study of the industry in which organization operates.
- The duly filled compliance documents are verified by us at each stage.

IPR Management & Protective Actions

End-to-end Support

- Advising clients on various strategies relating to intellectual property which involves identifying the IP of clients, conducting art search, devising strategies to protect and safeguard the clients and their IP.
- Drafting, filing and prosecuting registration applications, opposition applications etc in respect of copyrights, trademarks and patents.
- Drafting, filing and assisting clients in suits relating to infringement and passing off of their IP.
- Drafting, reviewing, vetting and negotiating a diverse range of intellectual property agreements like License Agreements, Assignment Agreements, User Agreements etc.
- Conducting due diligence with a specific focus on IP, involving a detailed review and documentation of IP in a company and providing assistance in evaluating the risks, liabilities and opportunities involved with IP.
- Providing legal opinions on various complex issues involved in IP.

TMT & Data Privacy

End-to-end Support

- Registration of Service Providers with the appropriate Authorities. Advertising, Media & Broadcasting laws, rules and regulations
- User generated content and Website and service terms and conditions
- Information Technology related issues such as cyber-squatting, spamming
- Agreements including Distribution & Licensing,
 Master Services, Commissioning, Merchandising
 and Sponsorship, Music Composer etc.
- Strategic alliances and partnerships, acquisitions and related agreements

- Data Privacy Assessment and Audit and Protection Awareness, Training & Crisis management
- Policy and Notice Drafting
- Communications with Supervisory Authorities
- Data Subject Access Request handling
- Legal advisory and litigation assistance
- Value Added Services and related agreements;
- Agreements relating to procurement of telecom equipment and lease of satellite transponders
- Payment of license fee and reselling of telecom resources
- Dispute resolution, Arbitration and Litigation.
- Registrations, licenses and compliances under the relevant regulations



Competition & Anti-trust

Diverse Experience from providing stand-alone competition law advice, assistance in filings and obtaining required approvals to represent clients before the Competition Commission of India and in courts.

End-to-end Support

- Competition litigation.
- Cartels and anti-trust investigations.
- Abuse of dominant position.
- Merger control regulations.
- Commercial agreements (such as distributor/ agency agreements, joint venture agreements, cooperation agreements, licensing agreements etc.).
- Competition law compliance strategies, programs and audits.

Food Laws & Legal Metrology

End-to-end Support

- Compliance with the terms of the Food Safety and Standards Act.
- Licensing and documentation under the Food Safety laws.
- Implementation of detailed training systems to ensure compliance with food laws and regulations.
- Litigation management in various jurisdictions across the country.
- Implementation of Food Safety procedures in compliance with the applicable food laws and regulations.
- Formulation of education/training sessions on sampling processes and preparation of the guidance notes for the employees on Food Laws.
- Implementation of a thorough 360-degree certification process to ensure that all the food products are compliant with the labeling and packaging requirements.
- Government advocacy and policy matters to handle regulatory issues with respect to Food laws and Legal Metrology.



Indirect Tax & GST

Extensive experience including structuring of transactions from indirect tax perspective, advising on tax compliances and implications on various business transactions

End-to-end Support

- GST Laws CGST, SGST & IGST provisions
- (Erstwhile) Indirect Tax Laws Excise / Service Tax/VAT
- Services under Custom Laws
- Compliance support for filing of GST returns
- GST Audit and reconciliation
- Litigation prevention & management strategy for GST & (erstwhile) indirect tax laws
- Assistance in representation before Tax Authorities/Tribunals/High Courts/SC
- Services for advance rulings and writs for various GST issues
- Opinions on complex issues/transactions under GST
- Study on Anti Profiteering, taxability & rate of tax for transactions

Banking & Project Finance

Extensive Experience

- Project & Infrastructure Finance
- Acquisition & Asset Finance
- Debt restructuring
- Acquisition finance
- Real Estate Finance
- Corporate Debt
- Syndicated Loans
- Structured Debt Instruments
- Public Finance

End-to-end Support

- Due Diligence
- Financing Transactions
- RERA Compliance
- Litigation and Arbitration
- Strategy, Policy Oversight & Crisis Management

Natural Resources, Energy & Environment

End-to-end Support

- Strategic Support and assistance in relation to Forest, Environmental and departmental clearances for Projects.
- Policy audits & advisory in Private sector
- Policy & Regulation support to stakeholders in the environment, forest and mineral policy space.
- Transaction support including negotiation, drafting and vetting agreements, due-diligence, legal opinions.
- Disputes, Writs & Arbitration in relation to regulatory pain-points and conflict amongst stakeholders in the mining and metal space.
- Policy and regulatory assistance to develop, implement and sustain effective business strategies in India's complex regulatory environment.
- Representing Project Clearance and appearing in proceeding before various benches of National
 Green Tribunal(NGT)

Labour Laws

End-to-end Support to our clients on employee disputes and disciplinary inquiries and investigations and sexual harassment related situations. We also specialise in contract labour and alternate employment arrangements, whistle blower complaints, employee grievance redressal, workforce restructuring, staff reclassification and mobility, workplace health and safety issues as well as immigration advisory.

Extensive Experience

- Employment Strategy and Documentation;
- Employee Benefits & Compensation Structuring;
- Employee Stock Options & Share Plans;
- Company Policies;
- Labour Law Advisory (including retrenchment and/or termination);
- Employment Agreement;

- HR Legal Audit;
- Employment Litigation;
- Non-Disclosure Agreements;
- Confidentiality Agreements;
- Non-compete Agreements and Downsizing

Securities & Capital Markets

Extensive Experience to all aspects of corporate finance and securities law and ensures that their compliance with SEBI regulations and guidelines. We advise clients on acquisition of shares, takeover of companies, public issue of shares (IPO) in India and abroad through ADRs and GDRs.

End-to-end Support

- Assistance in all forms of capital-raising and intricate domestic & cross-border financing.
- Devising strategies for acquisitions and reorganization restructurings
- Expert in all forms of structured financing and innovative funding solutions
- Assisted in fund formation and every type of structured bond transactions
- Hybrid project finance, project bonds, receivables financings and utility financings
- Full spectrum of debt capital including medium term notes, hybrid bonds, covered bonds, regulatory capital, project bonds, exchangeable and convertible bonds
- All aspects of restructurings, workouts and insolvency transactions
- SEBI listing & delisting



Clientele across sectors:

Conglomerates











































Real Estate/Infra













Energy, Metal, Oil & Gas









































Clientele across sectors:











Automotive



Food, Dairy and Beverage



Clientele across sectors:











- India's Super 50 Lawyers in Asia and India List Ms. Shweta Bharti 2025, 2023 & 2020
- Recognized in Asia M&A Rankings 2024, 2023, 2022
- Firm recognized in the prestigious ALB India's List of "Fast 30 Asia's Fastest Growing Firms 2023."
- Firm recognized in the prestigious ALB India's List of "India Firms to Watch 2023."
- India's Super 50 Lawyers List Dr. Manoj Kumar 2023, 2022, 2021 & 2020
- Managing Partners of the Year, Finalist (Dr. Manoj Kumar)- India Law Awards 2021
- ALB Women in Law Awards 2023 Finalist in the Private Practitioner of the Year, India and Middle East Ms. Shweta Bharti
- ALB India Rising Stars 2023 Mr. Shantanu Malik
- Indian Law Firm of Year (finalist)- India Law Awards 2022, 2021
- Recommended Firm for Regulatory Practice in India 2021
- Notable firm for Regulatory Practice 2020
- Asia M&A Rankings 2023 & 2022
- Ranked as Top 20 Law Firms in India Top Law Firm's Ranking 2018
- India's Top Dispute Lawyers Mr. Shantanu Malik, 2021
- Ranked for Commercial, Corporate & M&A-2025, 2024, 2023 & 2022
- Ranked for Dispute Resolution, Real Estate and Labour & Employment 2025, 2024, 2023 & 2022
- Recommended Lawyer 2025 Commercial Corporate and M&A (NCR), Dispute Resolution (NCR), Real Estate and Construction (NCR), Corporate and M&A, Real Estate and Construction – Ms. Shweta Bharti
- Recommended Lawyer 2025 Commercial, Corporate and M&A(NCR), Corporate and M&A Mr. Jyoti Kumar Chaudhary
- Recommended Lawyer 2025 Real Estate and Construction (India & NCR) Mr. Shantanu Malik
- Recommended Lawyer 2025 Corporate and M&A Mr. Amit Verma
- Leading Individual 2023 Commercial, Corporate and M&A in Delhi NCR Dr. Manoj Kumar
- Recommended Lawyer 2023 Labour & Employment and Corporate and M&A Dr. Manoj Kumar
- Recommended Lawyer 2023 Labour & Employment and Corporate & M&A in India and Commercial, Corporate & M&A in Delhi NCR - Ms. Shweta Bharti
- Recommended Lawyer 2023 for Labour and Employment Mr. Shantanu Malik
- Highly Regarded for M&A in India 2022 Dr. Manoi Kumar
- Firms to Watch for Labour and Employment, 2022



ASIAN LEGAL

BUSINESS

- India's Top 100 Law Firms
 - RSGI's Top Rated Law Firms for Social Responsibility 2025
 - RSGI's Top Rated Law Firms for Talent Development 2025



IFLR1000

- 'Highly Regarded' for 'Banking' and 'Restructuring & Insolvency' Ms. Shweta Bharti, 2024
- 'Rising Star' in 'Restructuring & Insolvency' Mr. Rohit Jolly, 2024, 2023
- Ranked for M&A in India 2024, 2023, 2022 & 2020
- Ranked for Restructuring and insolvency 2024, 2023, 2022 & 2021
- Ranked for Banking 2024, 2023
- Ranked for Project Development: Energy & Infrastructure 2024, 2023
- Notable Practitioner for Banking, Restructuring and Insolvency, Ms. Shweta Bharti 2023

INDIA BUSINESS LAW JOURNAL

- o India's Future Legal Leaders Mr. Anil Tiwari 2025
- Recognised for Commercial & Corporate 2024
- Recognised for Policy & Regulation at Indian Law Firm Awards 2025 2013 (twelve years in row)
- 'India's Top A-List Lawyer' Ms. Shweta Bharti 2023
- Recognised for Aviation Practice in India 2025, 2022 & 2021.
- o India's Top A-List Lawyer 2022-2023: Ms. Shweta Bharti
- India Law Firm Awards 2023 Policy & Regulation and Corporate & Commercial
- Future Legal Leaders Mr. Shantanu Malik, 2023, 2022, 2021
- o 50 up-and-coming Future Legal Leaders- Mr. Shantanu Malik 2022



- Ranked as Litigation Star, Commercial & Transaction Ms. Shweta Bharti 2025, 2024
- Ranked as Litigation Star, Commercial & Transaction Mr. Jyoti Kumar Chaudhary 2025
- Ranked for Commercial & Transactions in India 2025, 2024, 2023, 2022 & 2021
- Ranked for Labour & Employment 2025, 2024, 2023, 2022 & 2021
- Ranked for Construction in India 2025, 2024, 2023, 2022 & 2021
- Ranked for Insolvency in India 2025, 2023, 2022 & 2021
- Ranked Notable firm for Government & Regulatory Practice 2025, 2024, 2023 & 2022
- Ranked for Dispute Resolution in Asia-Pacific, 2021.
- Recognized as one of Asia-Pacific's Top 100 Women in Litigation Ms. Shweta Bharti- 2021 & 2020
- o Conferred as Dispute Resolution Star by Benchmark Litigation 2020.- Ms. Shweta Bharti



 Best Law Firm for Policy by the Services Export Promotion Council (SEPC), set up by the Ministry of Commerce & Industry, Government of India - 2025



- Recognised for Corporate M&A in India 2024, 2023, 2022 & 2021
- Recommended Firm for Regulatory in India 2024, 2023, 2022 & 2021
- Recognised for Dispute Resolution in India 2024, 2023, 2022 & 2021
- Recognised for Restructuring & Insolvency in India 2024, 2023, 2022 & 2021
- Ranked Firm for Aviation 2024, 2023 & 2021
- Ranked Firm for Labour & Employment, Banking & Finance, Construction and Real Estate 2024, 2023
- Asialaw Leading Lawyers 2023 Ms. Shweta Bharti



- Top 50 Law Firms (Above 10 years of experience) Legal Powerlist 2023
- Top Managing Partners in India (Dr. Manoj Kumar) -2022, 2021 & 2020
- Top Individual Lawyer (above 10-year experience) Ms. Shweta Bharti 2022, 2020
- Recognised as Top Law Firm(above 10 Year experience)
- Top 100 Lawyers in India for Privatization & Divestments (Dr. Manoj Kumar)
- Top 50 Law Firms for Corporate & Commercial Legal PowerList 2021
- Top 50 Law Firms for Alternate Dispute Resolution and Arbitration & Mediation Legal PowerList- 2021.
- Top 50 Law Firms for Arbitration in India Legal PowerList 2020.
- Top 50 Law Firms for Aviation in India- Legal PowerList 2020.
- Recognized among Top 50 Law Firms for Restructuring, Insolvency & Bankruptcy and Real Estate & Construction Legal PowerList 2021
- Top 50 Law Firms for Energy (Renewable & Conventional), Insolvency & Bankruptcy, Real Estate & Construction and Arbitration in India, 2020
- o Top Individual Lawyers in India- Dr. Manoj Kumar Legal PowerList 2020- 2021.



- Women Lawyer of the Year by BW LegalWorld (Ms. Shweta Bharti) -2024
- Policy Law Firm of the Year at Global Legal Awards by BW LegalWorld 2019
- Managing Partners of the Year (Dr. Manoj Kumar) at Global Legal Leaders Awards 2021 by BW Legal World & BW BusinessWorld – 2021
- Managing Partner of the year by BW Legalworld- 2020: Dr. Manoj Kumar



- Best Law Firm for Public Policy & Regulatory by Legal Era Awards, 2019
- Best Public Policy & Regulatory Lawyer (Dr. Manoj Kumar) by Legal Era Awards, 2018
- o Distinguished Legal Minds- Dr. Manoj Kumar, 2020
- o Distinguished Legal Minds- Ms. Shweta Bharti, 2020.
- Awarded as the "Women in Law" by Legal Era 2019 Ms. Shweta Bharti
- Awarded as one of the "Leading Lawyers" for Dispute Resolution Arbitration & Litigation practice area by Legal Era Rankings 2023 – Ms. Shweta Bharti



- Recommended Firm for Regulatory Practice in India 2021
- Notable firm for Regulatory Practice 2020
- Best Legal Advisory Services of the Year Award 2023



Best Law Firm for Public Policy & Regulatory by ICCA Excellence Awards - 2019

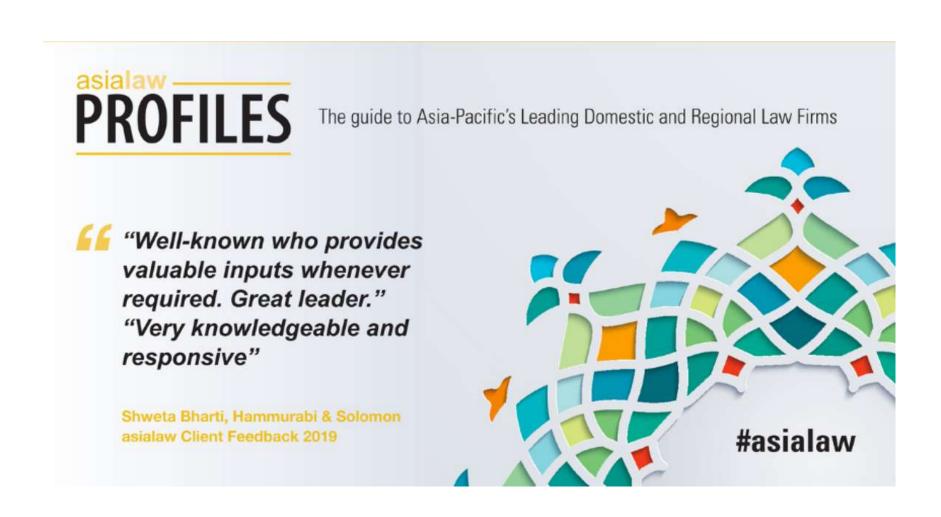
Client Testimonials

"The expertise & knowledge of the H&S team are its great assets. The effective & pragmatic solutions offered by the firm have helped us in achieving commercial success."



"The Firm can be counted amongst the best advisors for merger and acquisition in the country. We have a long standing relationship with the firm and we will be looking forward to working together in future projects and assignments."

APOLLO TYRES LTD.



"The Firm has been providing legal and end-to-end support for our business objectives and have been successful representing our interests in issues pertaining to general corporate advisors, and transactional documents on wide range of projects."

"The team's tremendous efforts external and internal have help us a great deal in achieving the desired outcome in areas of public policy and regulation. The team... inspire(s) confidence with their application of knowledge combined with effective communication."





"...H&S Partners has an institutionalized thought process that brings a finer outcome at the sweet spot of strategy, public policy and regulation." "We appreciate the quality, attentiveness and responsiveness of the Lawyers at Hammurabi & Solomon. The Firm can be counted amongst the best in the Technology, Media & Telecom, Agri-Business, Compliance, Nutrition & Health, Labour, Merger & Acquisition, and Tax in the country."



Our Team

17 Leaders

100+
Member team
across India

200+
Years of
Cumulative
Experience



Our Team

17 Leaders

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- Public Policy Support
- Policy Predictability
- Policy Research
- Strategic Counselling
- Reputation Counselling
- Crisis & Risk Counseling
- Stakeholder Management
- Government Affairs

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Government Affairs, and Marketing Services

India Strategy Group has not only worked with and represented multiple Fortune 50/500 MNC's and Brands across Sectors but also with a spectrum of Government departments and Enterprises at both National as well as State levels.

ISG has successfully assisted the Government of India, State Governments, and Public Sector Institutes & organizations on a multitude of issues to enable deeper public-private participation in integration and developments.



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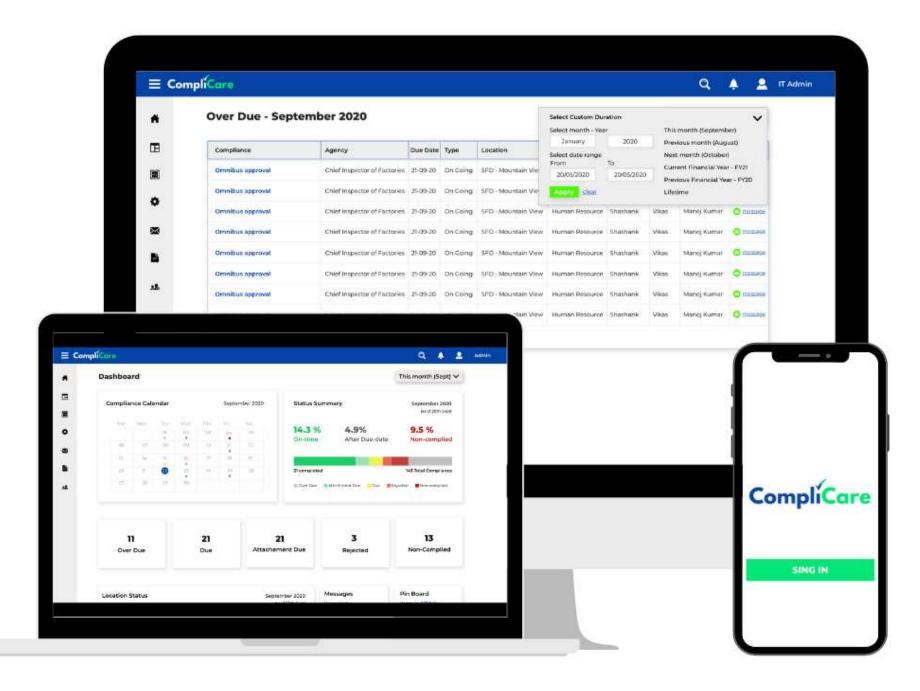
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- Pre-emptive Legal Updates
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Global Outreach

International **Affiliations**



ALLIURIS

India Member - Alliance of International Business Lawyers

https://www.alliuris.org

ILAN (International Legal Advocacy Network)



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Other Offices:

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A tradition of Excellence Since 2001