



*A tradition of Excellence*  
*Since 2001*

## Firm Profile



## About Us

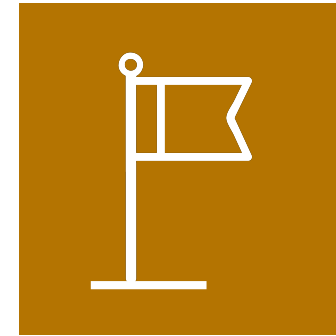
Ranked amongst the top #15 law firms in India and with over 23 years of rich experience, our journey has been marked by stellar growth and recognition over the past two decades.

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

Over 23 years of extensive experience



### 100+ Members

Firm with Attorneys across India



### Pan India Outreach

Through 7 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

**\$65B+**

aggregate value of  
Dispute Management  
claims

**Dispute Management  
Arbitration &  
Litigation**



Forbes India,  
Asia Law Profiles,  
Benchmark Litigation  
ACQ Global  
Indian Legal Awards

**\$50B+**

aggregate value of  
corporate commercial  
M&A

**Corporate  
Commercial, M&A**



Forbes India  
Asia Law Profiles,  
IFLR 1000-2020,  
Indian Legal Awards,  
Indian Business Law Journal

**40+**

Policy & Regulation  
mandates

**Policy, Regulation &  
Strategy**



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

**\$35B+**

aggregate value of Real  
Estate Project matters  
handled

**Infrastructure  
Projects & Real  
Estate**



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.

[Know more >](#)

# 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

[Know more >](#)

# 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

[Know more >](#)



# 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

[Know more >](#)

# 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.

[Know more >](#)

# Risk Advisory, Reputation Management & Defamation

## End-to-end Support

- Business transformation and innovation, including artificial intelligence, collaboration, commercialisation, 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

[Know more >](#)



# 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.

[Know more >](#)

# 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.

[Know more >](#)

# 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

[\*\*Know more >\*\*](#)



# 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.

[Know more >](#)

# 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.

**Know more >**

# 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

[Know more >](#)

# 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

[Know more >](#)

# 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)

[\*\*Know more >\*\*](#)

# 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 re-classification 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

[Know more >](#)



# 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

[Know more >](#)

# Clientele across sectors:

## Conglomerates



## Information Technology & TMT



## Real Estate/Infra



## Energy, Metal, Oil & Gas





# Clientele across sectors:

## Retail and E-Commerce



## OEMs



## Automotive



## Food, Dairy and Beverage



## Health Care and Pharma



# Clientele across sectors:

## Hospitality



## Services



## Logistics & Aviation



## Media & Education



## Chemical



## Awards & Accolades

### ASIAN LEGAL BUSINESS

- 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
- India's Super 50 Lawyers List - Dr. Manoj Kumar – 2020 & 2022
- India's Super 50 Lawyers List – Ms. Shweta Bharti – 2020
- Managing Partners of the Year, Finalist (Dr. Manoj Kumar)- India Law Awards 2021
- Top Dispute Lawyer in India – Ms. Shweta Bharti 2020
- 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 M&A in India - 2023 & 2022
- Ranked for Labour & Employment in India- 2022
- Highly Regarded for M&A in India, Dr. Manoj Kumar- 2023 & 2022
- Regarded Labour & Employment and Corporate & M&A, Ms. Shweta Bharti- 2023
- Regarded Labour & Employment, Mr. Shantanu Malik- 2023

### INDIA BUSINESS LAW JOURNAL

- Best Policy & Regulatory Practice – 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013 (ten years in a row)
- *Recognised for Aviation Practice in India – 2021 & 2022*
- India's Top Lawyers - Dr. Manoj Kumar named in The A-List 2021, 2020, 2019, 2018.
- *Future Legal Leaders -Shantanu Malik, 2021*
- *50 up-and-coming Future Legal Leaders- Shantanu Malik 2022*



- Ranked for M&A in India - 2020, 2021 & 2022
- Ranked for Restructuring and insolvency in India- 2021 & 2022
- Highly Regarded for M&A in India, Dr. Manoj Kumar- 2022



## Awards & Accolades



- Top 50 Managing Partners in India (Dr. Manoj Kumar) -2020
- 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*
- Top Individual Lawyers in India- Dr. Manoj Kumar - Legal PowerList 2020- 2021.
- Top Individual Lawyers in India- Ms. Shweta Bharti - Legal PowerList 2020- 2021
- Top 50 Managing Partners in India- Dr. Manoj Kumar- Legal PowerList 2020
- Ms. Shweta Bharti: Recognized among Top Individual Lawyers in India, Forbes India - Legal PowerList 2020.



- Recognised for Corporate M&A in India – 2021, 2022 & 2022/23
- Recommended Firm for Regulatory Practice in India – 2021, 2022 & 2022/23
- Recognised for Dispute Resolution in India – 2021, 2022 & 2022/23
- Recognised for Restructuring & Insolvency in India – 2021, 2022 & 2022/23
- Ranked Firm for Aviation - 2021 & 2022/23
- Ranked Firm for Labour & Employment -2022/23



- 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



## Awards & Accolades



- Ranked for Commercial & Transactions in India, 2022 & 2021
- Ranked for Labour & Employment, 2022 & 2021.
- Ranked for Dispute Resolution in Asia-Pacific, 2021.
- Ranked for Construction in India, 2022 & 2021
- Ranked for Insolvency in India, 2022 & 2021
- Notable firm for Government & Regulatory Practice – 2022
- Recognized as one of Asia-Pacific's Top 100 Women in Litigation- Shweta Bharti- 2021 & 2020



- 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
- *Distinguished Legal Minds- Dr. Manoj Kumar, 2020*
- *Distinguished Legal Minds- Shweta Bharti, 2020.*



- Recommended Firm for Regulatory Practice in India - 2021
- Notable firm for Regulatory Practice - 2020



- 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."



### asialaw PROFILES

The guide to Asia-Pacific's Leading Domestic and Regional Law Firms

**"Leadership is outstanding."  
"Good understanding of the assignment. Alternate solutions given. He is good in law as well as taxation and other fields."**

Manoj Kumar, Hammurabi & Solomon  
asialaw Client Feedback 2019

#asialaw

### asialaw PROFILES

The guide to Asia-Pacific's Leading Domestic and Regional Law Firms

**"Well-known who provides valuable inputs whenever required. Great leader."  
"Very knowledgeable and responsive"**

Shweta Bharti, Hammurabi & Solomon  
asialaw Client Feedback 2019

#asialaw

"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 led by Dr. Manoj Kumar, inspire confidence with their application of knowledge combined with effective communication. "



"Dr. Kumar inspires my confidence with his rare ability to chisel solutions beyond the realm of plain vanilla litigation -- never losing sight of the client's overarching business strategy and public policy. Under his mentorship, 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."



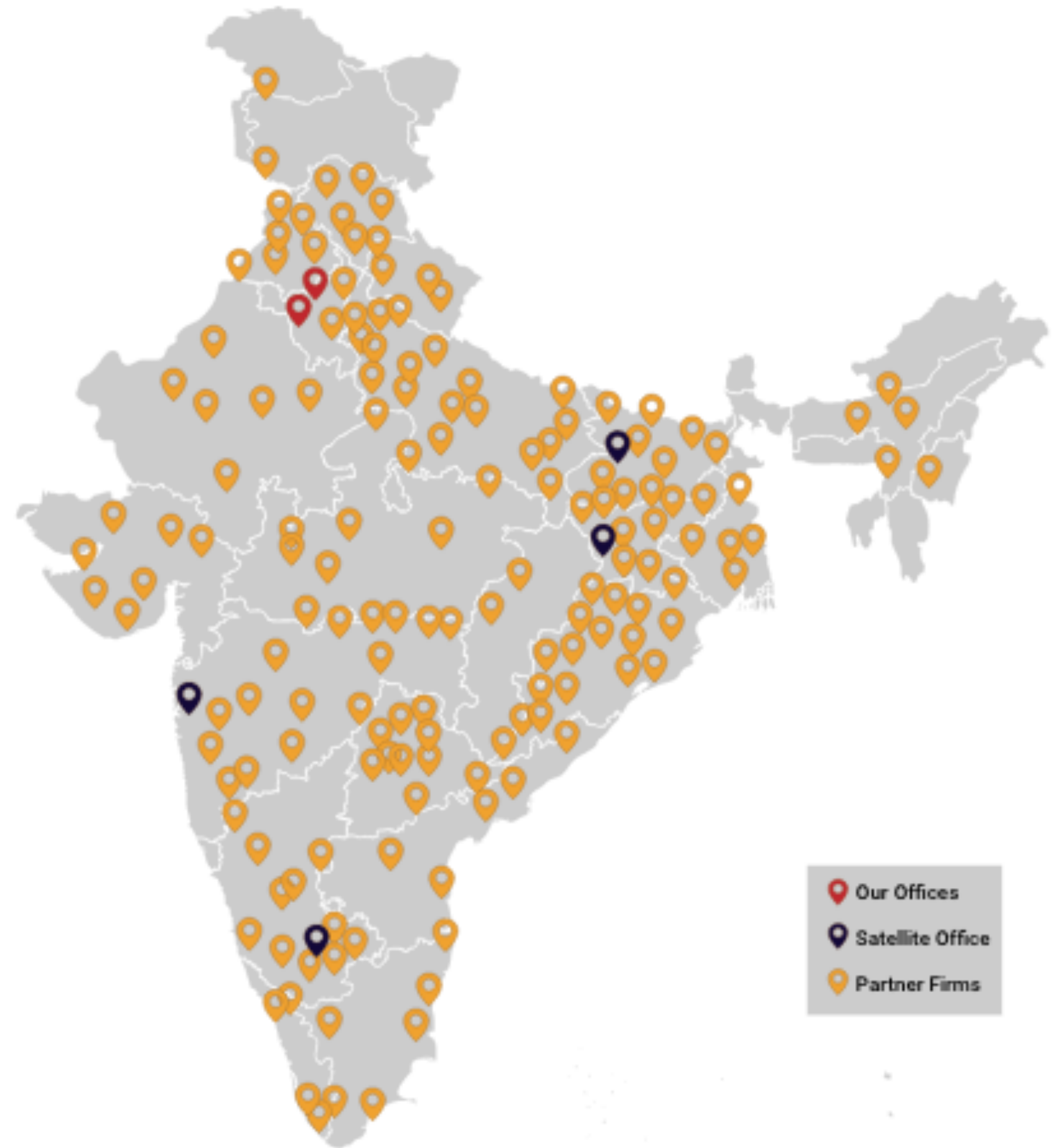


## Pan-India Presence

Our Offices are located in  
**New Delhi** and **Gurugram**

With Satellite Offices in  
**Mumbai, Bengaluru,**  
**Patna & Ranchi**

And a **pan-India network**  
of partner firms across all  
states.



# Global Outreach

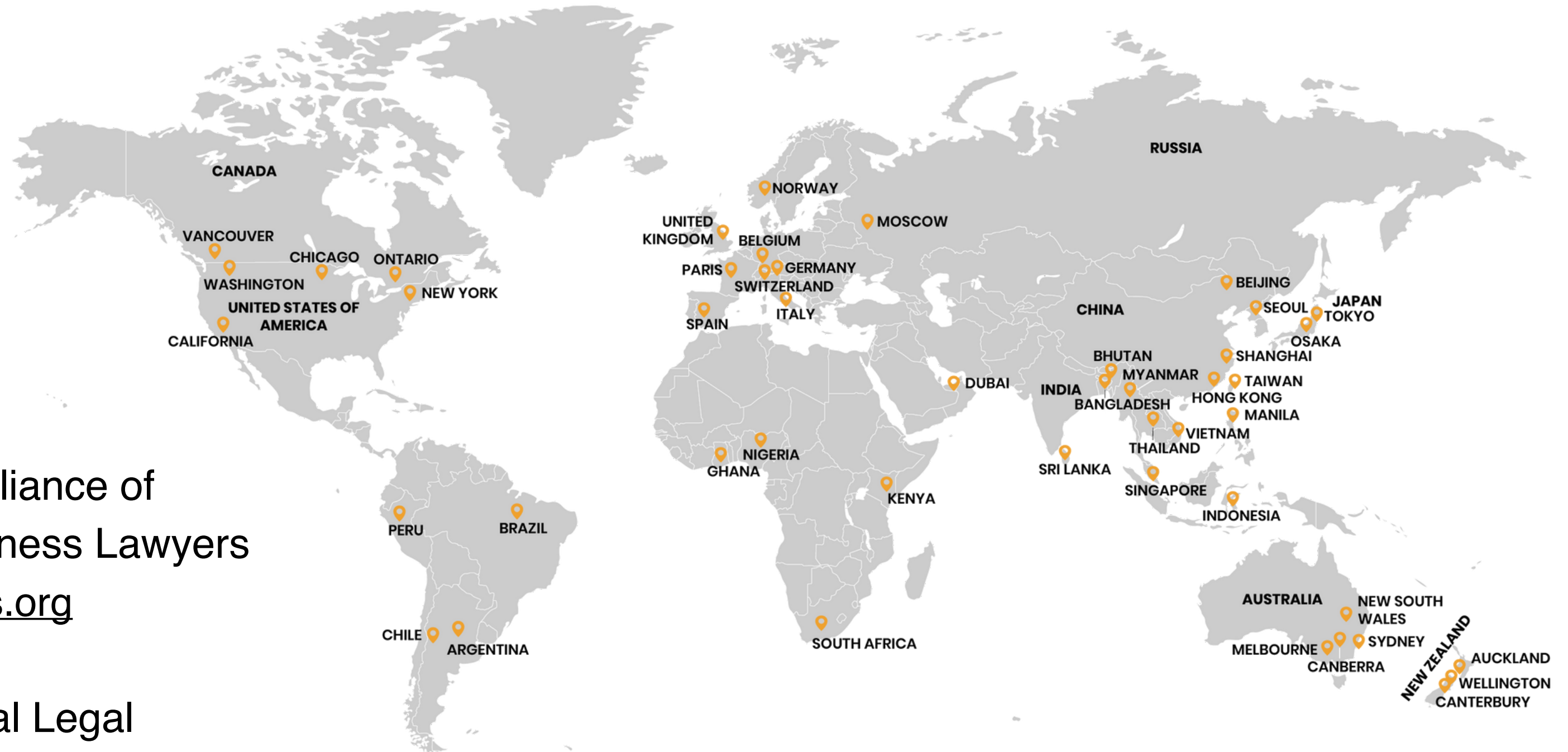
## International Affiliations

ALLIURIS

India Member - Alliance of  
International Business Lawyers

<https://www.alliuris.org>

ILAN (International Legal  
Advocacy Network)





# Our Team

**15**

Practice Heads



**100+**

Member team  
across India



**200+**

Years of  
Cumulative  
Experience







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

[www.indiastrategygroup.com/](http://www.indiastrategygroup.com/)

## **Consulting with Lawmakers for over two decades**

Strategic Business Planning, Regulatory & Public Policy, 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.



Delivering Bespoke Compliance Solutions since 2017

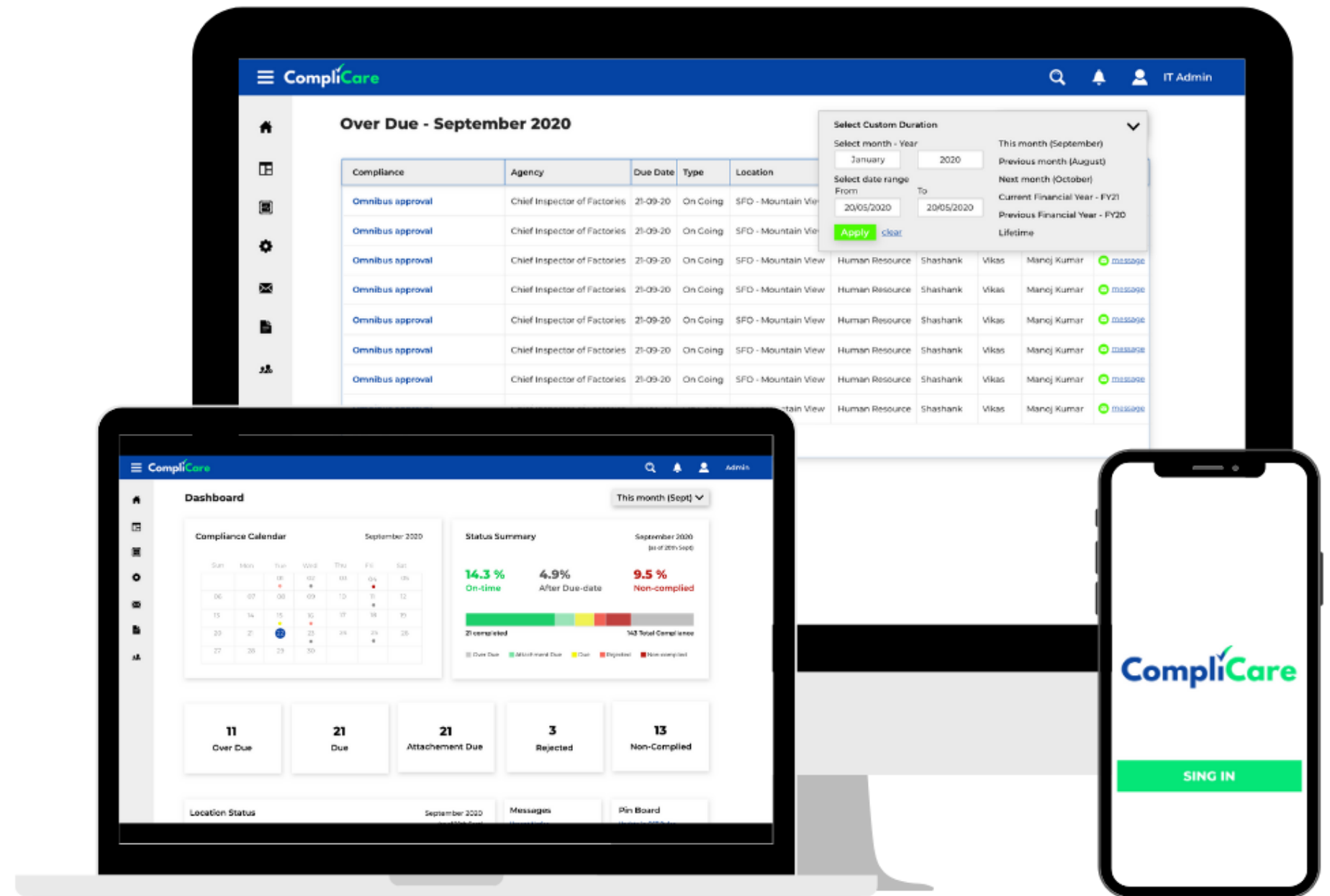


GRC software packed with custom data to manage compliance & streamline risk across the organization

- Legislative Compliance Support
- Contract Management
- Legal Due Diligence
- Ethics & Policy Compliance
- Pre-emptive Legal Updates
- Governance Assurance

We run Compliance Projects across 70+ Locations Globally

<https://www.lexxo.in>



## Reach out to us:

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Saket District Centre, Saket  
New Delhi - 110017

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**Phone:** (+91-11) 4155 1824, 4155 1825, 4155 0586

### Other Offices:

Mumbai | Bengaluru | Ahmedabad |  
Kolkata | Ranchi | Patna



*A tradition of Excellence*  
*Since 2001*