



Nehru & Co.

ADVOCATES & CORPORATE LEGAL CONSULTANTS

ABOUT THE FIRM



Nehru & Co. is a law firm that finds its roots in Srinagar, Kashmir, when the Late Mr. B.N. Nehru started his practice in constitutional law back in the 1920's. He quickly became of one of the leading counsels in the State, and was often acclaimed of having been one of the architects of the Constitution of Jammu & Kashmir. Many years later, his grandson Mr. Ranjan Nehru built upon his practice, and in the year 1990 set up Nehru & Co., a law firm which was the first of its kind in Pune to offer specialized and diverse legal services relevant to the needs of corporate business. His vision to see Pune, as a leading business and industrial hub, is one of the reasons behind the success and experience of the firm.

Nehru & Co. among other corporate legal services, has been providing legal services in civil, criminal and commercial litigation both in the High Court at Mumbai (with an access from Pune) and the District and Subordinate Courts, Tribunals and other forums in Pune and elsewhere.

CORE AREAS:



GENERAL CORPORATE ADVISORY & OPERATIONAL LEGAL ADVICE:

We command the requisite expertise to assist Indian and Foreign companies on all aspects of legal, regulatory and tax compliance.

This includes advising companies on the specific structures available for conducting business in India, incorporation of the company as well as obtaining the necessary regulatory and tax registrations.

We advise companies on all matters concerning

- International and Domestic Business
- Foreign Collaborations (Investment, Strategy, Structuring and related contracts)
- Foreign Exchange Management Law
- Insurance Laws
- Banking law
- Conveyancing and generally all operational legal requirements in relation to Corporate Business and related laws including drafting of necessary documents and contracts in relation thereto.

Our corporate practice includes, drafting of contracts for all types of joint ventures, mergers and acquisitions and private equity deals, which involves, inter alia, drafting or vetting Memorandum of Understanding (MOU), Share Holders' Agreement (SHA), Share Purchase Agreement (SPA), Technology Transfer Agreements, Software Licensing Agreements, Software Development Agreements, Corporate Compliance, Legal and Regulatory Compliance, Privacy Agreements etc.

Software (involved in products or services) and Business Process Outsourcing Companies on legal compliances specific to their areas of activity including drafting documents and contracts concerning their respective businesses.

COMMERCIAL, CORPORATE AND CIVIL LITIGATION:

We provide comprehensive representation in all aspects of commercial and civil litigation. The firm strongly believes in identifying with the client and treating the clients' interest as paramount.

In India, litigation can be a lengthy process, taking 15 to 25 years, from the time of filing of a suit to the time of execution of a decree. With this background of delay, the firm endeavors to structure remedies and reliefs in a manner that motivates the opposite party to settle rather than prolong litigation.

We also structure reliefs around interim orders that are passed at the initial hearings so that our clients can get the desired results without waiting indefinitely till the final hearing. This imaginative approach has helped many of our clients who would otherwise be in serious difficulty due to the delays in the judicial process.

INTERNATIONAL AND DOMESTIC ARBITRATION;

Actively involved in International and Domestic Arbitration. The Proprietor and the Senior Executive Associate of the Firm are Founder Members of the Institute of Arbitration & Mediation, a public limited company registered under the Companies Act, 1956.

FACILITATION OF PROSECUTION AND DEFENSE IN CORPORATE CRIMINAL MATTERS:

We also facilitate initiation and purview of matters having criminal implications in regard to corporate affairs. This involves appraisal, research, drafting of necessary proceedings and actions in regard to such issues, wherever necessary.

We aim to provide a multi-disciplinary approach to provide compliance, pre-investigative advisory and criminal defence litigation services. We serve both companies and individuals, bringing together the combined experience of seasoned lawyers to advise, serve and represent our clients in respect of every kind of white collar and corporate criminal matters.

Our services can be categorized under the following areas.

Compliance advisory – to keep clients informed of and ensure compliance with the thicket of criminal and regulatory legislation in the complex commercial and industrial regulatory regime of India. This aspect is pre-emptive.

Pre-investigative advisory – to advise clients of police investigation procedures, and their rights and liabilities as well as their contingent and actual exposure and that of their company even before involvement of the authorities. This aspect is protective.

Criminal defence service – to defend our clients' rights and ensure that justice is achieved. This aspect is defensive.

INTELLECTUAL PROPERTY RIGHTS:

We provide all required legal and procedural services pertaining to registration, infringement, monitoring and allied services in respect of Intellectual Property Rights viz.

Trade Mark and Service Marks,

Copyright and Related Rights,

Geographical Indications,

Industrial Designs

Patents

Issues pertaining to Confidentiality / non-disclosure / Trade Secrets

MERGERS AND ACQUISITIONS:

Under our commercial and corporate law practices we have the ability to deliver results by combining expert counsel and commercial pragmatism so as to benefit our clients at every stage of their business. We structure acquisitions in a manner that is beneficial and tax efficient, conduct detailed legal due diligences, document the transactions and assist in negotiations. When required we tap the expertise of other lawyers in the firm in the areas of employee benefits, intellectual property, tax and other practice areas.

Our firm was involved in takeover of **Blackburn Rovers Football and Athletic PLC** by one of our major clients in the course of which we have also been involved in employee/ labour issues/claims and other matters involving appraisal of British Law.

INFORMATION TECHNOLOGY AND CYBER CRIMES:

With the growth in the IT sector it is important for companies to be sensitive to the various gamut of laws which apply such as the Information Technology Act. This commences from most directly the data protection and privacy laws and extends to intellectual property rights or even cyber defamation cases. Beyond pure financial

disputes, contentious litigation often involving criminal laws against websites which host social media content has also been on the rise.

CORPORATE LEGAL SERVICES OUTSOURCING:

This involves serving as an adjunct Legal Department to such companies which would like to outsource the requirements of a Legal Department. Complete Legal Structuring of all activities and building of templates peculiar to their nature of activities. Such services also include provision of legal advice in respect of all matters, transactions and issues arising in the course of the activities of its corporate clients on an ongoing basis. Close connectivity and interaction with the Client Company on a periodic basis is expected to be maintained.

ENVIRONMENTAL LAWS:

The firm's Managing Partner has been appointed as the Standing Counsel for the Ministry of Environment & Forests (MoEF) for the Western Region of India before the National Green Tribunal, Pune.

We have advised NGO's on issues concerning the protection of the famous 'Dal Lake' in Kashmir; and have been closely associated with the Public Interest Litigations on such counts.

Our firm has also been advising corporate clients on issues relating to Environmental compliances and law. We have been involved in conducting studies based on e-waste with the purpose of evaluating the existing framework of law in India in such respects. In the process, a comparative appraisal of e-waste laws in multi-jurisdictions was made.

ELECTRICITY LAWS:

Our firm has been among the pioneers in drafting Power Purchase Agreement drawn from non conventional energy resources involving Build, Own and Operate (BOO), Build Own, Operate and Transfer (BOOT), or Build, Own, Lease and Transfer (BOLT) basis. The firm has also been involved in analysis of electricity laws in relation to application of power tariffs and allied issues with respect to dealings with electricity supply and transmission. The firm has had the occasion of dealing with Maharashtra Electricity Regulatory Commission (MERC) and Electricity Ombudsman in respect of issues and classifications relating to power tariffs and other issues relating to supply and transmission.

LEGAL AUDIT:

Our firm has brought out an innovative programme of conducting legal audit by way of certifying the completion or fulfillment of all imperatives and compliances governing

corporate business required of a Company under various laws and procedures. Our firm has developed a very elaborate and systematic mechanism of ascertaining all the required compliances under law which corresponds to the status and the business functions of a company at any given time. Our team takes down all the required parameters after interacting with the concerned client following which the compliance evaluation report is generated.

ANTI-SEXUAL HARASSMENT PROGRAMME (ASH-P):

The Sexual Harassment of Women at Workplace Act which came into effect in December 2013 mandates every company to, among others, constitute an Anti-Sexual Harassment Internal Complaints Committee for redressal of complaints of sexual harassment within the workplace.

Although, non-compliance of the Act would subject a company to a fine which may extend to Rs. 50,000 or even result in cancellation of the registration of a company to carry on its business or activity, the Act, more importantly, aims to create a safe environment for women and instill confidence in them to leave all worries and focus on work.

We don't merely provide a checklist to companies so that they are in compliance with the Act, but also educate the employees and employers about what constitutes sexual harassment and ways and means to prevent it. At the same time, we can facilitate the creation of an Internal Complaints Committee and advise the same on its rights, duties and powers under the Act.

Our Role:

- Ensure total compliance of your company with the Sexual Harassment of Women at Workplace Act.
- Develop a written Anti-Sexual Harassment policy for the company.
- Provide written guidelines and steps to be taken to prevent sexual harassment.
- Educate and create awareness programmes among employees and employers about what constitutes sexual harassment and how to maintain a work and study environment free from sexual harassment.
- Ensure that the mechanism for redressal of grievances are clearly documented and explained to all employees.
- Set up an Anti-Sexual Harassment Committee and provide training to the members of the Committee with respect to their rights, duties and powers.
- Advising on possible actions that can be taken by the Committee post the hearing of a complaint.

CREATION OF LEGAL SYSTEMS:

This service relates to providing need-based legal systems which are formulated and standardized after absorbing the business objectives and functional layouts of every individual client including its various businesses as well as its labour and administrative operations. The firm will also provide its advices in all the legal fields regarding any of the matters or proceedings that are pending or are likely to come before a court of law.

TITLE SEARCH AND DUE DILIGENCE:

We provide title search in respect of immovable properties located within District Pune. In addition to this we also conduct Due Diligence assignments on behalf of various clients, solicitors and law firms relating to purchase and sale of assets by corporate entities, merger or takeover of companies including financing or offering credit facilities to customers of various Financial Institutions.

ARRANGEMENTS:

In respect of the abovementioned SPECIFIC PROFESSIONAL SERVICES, the firm offers a feasible arrangement which would be suitable to the needs of every particular client. The above mentioned services can be availed as per requirements of a client on a project or on a monthly retainer-ship basis.

SOME OF THE FIRM'S LEADING CORPORATE CLIENTS:

Venkateshwara Hatcheries Group (USD 1 billion conglomerate)

Brueckner Machinery & Service Pvt. Ltd.

Frankfurt School of Management (Germany)

Faber Heatkraft Pvt. Ltd.

Sterlite Industries Ltd. (a USD 6 billion subsidiary of Vedanta Resources),

Sterlite Technologies Ltd.

Vertex Software Pvt. Ltd. (NTT Group)

Tetra Pak India Pvt. Ltd.

RSB Group

Blackburn Rovers Football and Athletic PLC

Consulting Engineers Corporation (Virginia, USA)

Hager Electro Pvt. Ltd.

Sulzer India Ltd.

BuySellTips Financial Research Private Limited

Sansui Softwares Pvt. Ltd.

Accel Tree Software Pvt. Ltd.

Sansui Shipping Software Pvt. Ltd.

ISN Data Processing Pvt. Ltd.

Uttara Foods & Feeds Pvt. Ltd.

Indus Software Pvt. Ltd.

General Industrial Controls Pvt. Ltd.

Fundacion Privada Intervida (Spain)

J&K Bank Ltd.

Pragati Leadership Institute Pvt. Ltd.

WORLD BANK REPORT:

A comprehensive analysis and report on legal perspective in Foreign Direct Investments in Micro Finance Sector was prepared for Frankfurt School of Management, Germany. This report was, in turn, submitted to the World Bank.

OUR TEAM:



Mr. Ranjan Nehru, Managing Partner, Advocate High Court

Mr. Ranjan Nehru graduated from Government Law College in the year 1979, and joined the chambers of Justice Radhakrishnan. Initially he practiced as a Counsel in the Bombay High Court. In 1990 he started Nehru & Co. in Pune and he built the firm's practice primarily in the field of corporate law. Over the past 23 years, the firm has been able to call itself Pune's leading corporate law firms.

Given that, in the 1990's when he started Nehru & Co., Pune's corporate and commercial environment was still in its infancy, he was the few, if not the only lawyer to offer corporate legal services. Having more than 35 years of legal experience he is recognized as one of Pune's leading corporate lawyers.

He specializes in structuring intricate corporate transactions that demand expertise in the co-ordination of many facets of corporate, tax and security laws.

In addition he also specializes in dealing with Arbitration, Foreign Collaborations and Investments, Property law, Banking and Finance, Environment Law.

He has been the pioneer of drafting contracts relating to infrastructural projects such as Build, Own and Operate, Build Own, Operate and Transfer, or Build, Own, Lease and Transfer type of contracts, which are commonly used in infrastructure projects.

He has been associated with the Frankfurt School of Management and has also been a guest faculty at the Symbiosis Law School.

He is also the Founder Member & Chairman/Director of the Institute of Arbitration & Mediation, a Public Limited Company.

Mr. Amol Nehru, Partner

Studied law at Symbiosis Law School, Amol started his practice in Pune, working under Nehru & Co. as a junior associate. Thereafter, for a brief period of time, he worked as a part of the corporate law team of Thomson Reuters, India. He then proceeded to Singapore where he obtained his Masters degree in Corporate Law & Finance from National University of Singapore.

After completing his degree, he worked in two law firms in Singapore in the areas of corporate, civil and international matrimonial law. He was also involved in Singapore's first case under the Hague Convention on the Civil Aspects of International Child Abduction.

After returning to India, he has joined Nehru & Co. as a partner. Amol, although primarily a corporate law practitioner, has been involved in wide array of disputes such as commercial litigation, company law board matters and family disputes among others. He has practiced in the High Court, Supreme Court Company Law Board, District Court, Debt Recovery Tribunal and the Labour Court.

Mr. Milind Patil, Associate - Legal

Mr. Milind Patil has had an extensive practice over the period of 18 years. He advises the litigation department of the firm.

His key areas of practice are civil litigation at the District level with a specialization in Co-operative law, Conveyancing, Arbitration Law, Departmental Enquiries with Banking Laws including practice in the Debt Recovery Tribunals.

He is the Author of "A commentary on Co-operative Housing Societies", an authority on the law governing Co-operative societies.

He is also one of the directors of the Institute of Arbitration & Mediation, a Public Limited Company registered under Section 25 of the Companies Act, 1956.

Mr. Navneet J.Mutha, Associate - Conveyancing

Mr. Navneet J.Mutha has been involved in conveyancing and real estate since the past 20 years. He is an expert at due diligence and title search. He has provided his services for real estate transactions for more than 100 companies to-date.

Mr. Onkar Bhorkar, Advocate

Onkar joined the Bar Council of Maharashtra and Goa in the year 2006. Since joining Nehru & Co., in the year 2008, his core area of practice is litigation, and he has extensively dealt with various Civil suits relating to Injunctions, Declaration, Summary Suits, Money (Recovery) Suits, Partition, Possession, Recovery of Debts Due to Banks, Negotiable Instruments, Rent suits, Intellectual Property Rights, Probate, Letters Of Administration and Arbitration proceedings.

Ms. Shweta Busara, Advocate

Shweta completed her LL.B. from ILS Law College, Pune, and is currently pursuing her Company Secretaries (CS) course. Prior to joining the Firm, she has worked in the areas of taxation laws, general commercial and competition laws. Since joining the firm, she has been involved in a wide range of commercial and corporate matters including Sale & Purchase, Distributorship, Employment, Incorporation, Dispute Resolution and many regulatory, compliance and corporate secretarial functions. Shweta is also involved in Intellectual Property matters.

Ms. Sanjana Gopi, Advocate

Sanjana obtained a B.A LL.B from Symbiosis Law School, Pune in June 2013. She is enrolled as an Advocate with the Bar Council of Maharashtra and Goa. Before working with Nehru & Co., Sanjana worked with Manilal Amabalal Kher & Co., Mumbai and Vilol Khaladkar and Associates, Pune as an Associate.

She has handled various litigation matters pertaining to constitution law, civil and criminal law, Property Laws, IPR law and other related laws. She has extensive litigation experience in the High Court, Mumbai, City Civil Court, Mumbai, DRT, Mumbai and District Court in Pune. She has also worked on conveyancing matters.

Mr. Devesh Tudekar, Associate - Company Secretary

He has a company secretarial practice of more than 15 years including management of share transfers and public issues and maintenance of statutory books/registers of Companies and other functional compliances.

His experience and skill provides support to the corporate team.

Mr. Vishal Katariya, Associate – IPR

He is specialized in all areas of IPR and has been a key note speaker at many IPR conferences the world over.

Mr. Milind Nitsure, Legal Executive

He has been with the firm from the very beginning and has over the years developed a very good understanding of real estate and property documents.

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