



Introducing TLT's India Group

For what comes next
tlt.com



Contents

Introduction	1	Financial Services Regulation	15
Highlights of our recent India-related work: Transactional	3	Corporate	16
Highlights of our recent India-related work: Disputes	6	Employment.....	17
Highlights of our recent India-related work: Advisory	7	Businesss Immigration.....	18
TLT’s India Group key contacts	8	Future Energy	19
Why TLT?	9	Green Finance	20
Key legal service lines		Data Privacy & Cybersecurity	21
Banking & Finance.....	11	Fintech	22
Ship Finance	12	Real Estate.....	23
Restructuring & Insolvency	13	High-Net Worth Individuals.....	24
Financial Services Disputes & Investigations.....	14	Examples of our India-related industry engagements and associations	25



Law Firm of the Year

Legal Business Awards 2023

Introduction

Led from our office in the heart of the City of London, with support from our offices across England & Wales, Scotland and Northern Ireland (and our overseas office in Piraeus as well as best friend networks around the world), we provide seamless advice across all areas of law that affect Indian businesses, high net worth individuals and the Indian banking community.

India remains one of TLT's core strategic priorities and we are excited by the opportunity for continued growth.

Alongside the ongoing expansion of our litigation and enforcement work (reflecting the current economic climate in India and TLT's relevant expertise), we continue to advise several Indian banks, in particular, on matters relating to corporate lending/restructurings/refinancing, financial crime, outsourcing, data protection, as well as regulatory matters. We are also starting to see an increase in instructions with an India nexus from clients other than Indian banks such as the UK government, corporates looking to set up subsidiaries here in the UK as well as the Indian diaspora on the transactional side.

TLT's core strength, in terms of our India practice, comes from the depth of our experience and relationships in the Indian market built over decades acting for Indian clients. This, alongside our growing reputation, both in the UK and in India for the work undertaken through the India Group is helping to solidify our name and visibility in this particular market.

We have consistently been listed as a leading firm in the India Business Law Journal and are ranked as one of the 50 most innovative law firms in Europe by the Financial Times.



TTLT scored prime positions as advisers in the UK-India corridor. The firm showcased its banking and finance prowess by advising a leading Indian public sector bank on its term loan facility to the UK subsidiary of an Indian multinational conglomerate. Bank of India, London branch hails the firm's "professionalism, document drafting, turnaround time, guidance and ability to ensure compliance".

India Business Law Journal 2023 report on Foreign Law Firms for India related work 2023

Key contacts



Peter Carney
Partner
Head of International Banking Practice
M +44 (0)7879 627 216
E Peter.Carney@TLT.com



Paul Gair
Partner
Co-Lead of TLT's India Group
M +44 (0)7825 081 375
E Paul.Gair@TLT.com



Kanika Kitchlu-Connolly
Partner
Co-Lead of TLT's India Group
M +44 (0)7890 596 182
E Kanika.Kitchlu-connolly@TLT.com



Anand Verma
Senior Associate (Indian Qualified)
Managing TLT's India Group with the Co-Leads
M +44 (0)7890 052 816
E Anand.Verma@TLT.com



Very focused and professional team with quite hands-on experience. Available at any point of time for clients. Never seen such affordable and yet professional service.

Legal 500

In-depth knowledge of the Indian market

All our lawyers working on India related matters have significant experience and knowledge of the Indian market and the way in which it works. The co-lead of our India Group, Paul Gair, was named in the India Business Law Journal's A List for 2022 of the Top 100 foreign lawyers advising clients on India-related matters. Fellow co-lead, Kanika Kitchlu-Connolly, was named as a next generation partner for Emerging Markets in Legal 500 for 2022.

We also have an in-depth and practical knowledge of certain key pieces of relevant Indian legislation, such as the Insolvency and Bankruptcy Code 2016 (IBC), Companies Act, 2013, External Commercial Borrowings regulations, Fugitive Economic Offenders Act, 2018, Data privacy laws, FEMA Act, rules and regulations, coupled with our deep cultural understanding and the commerciality to support our clients on a wide range of matters makes us a leading international firm for India-linked businesses.

The work we do spans both contentious and non-contentious matters, including structuring transactions (bilateral, club and syndicated loans), entering into and pursuing guarantees and security, dealing with priority and subordination issues, asset-specific enforcement work and trade finance and regulatory issues, all of which often include cross-border elements and considerations.

As a result of our relationships and the numerous matters that the firm has already acted in relation to, the team is proud to be considered by many clients as a "trusted adviser".

Strategic alliances & partnerships

Over the last year, and in line with the aim to continue to grow the firm's practice in this area, we have worked on forming strategic partnerships, not only with carefully selected Indian law firms with whom we feel we are able to partner and deliver seamless, global advice, but also with firms in other key jurisdictions.

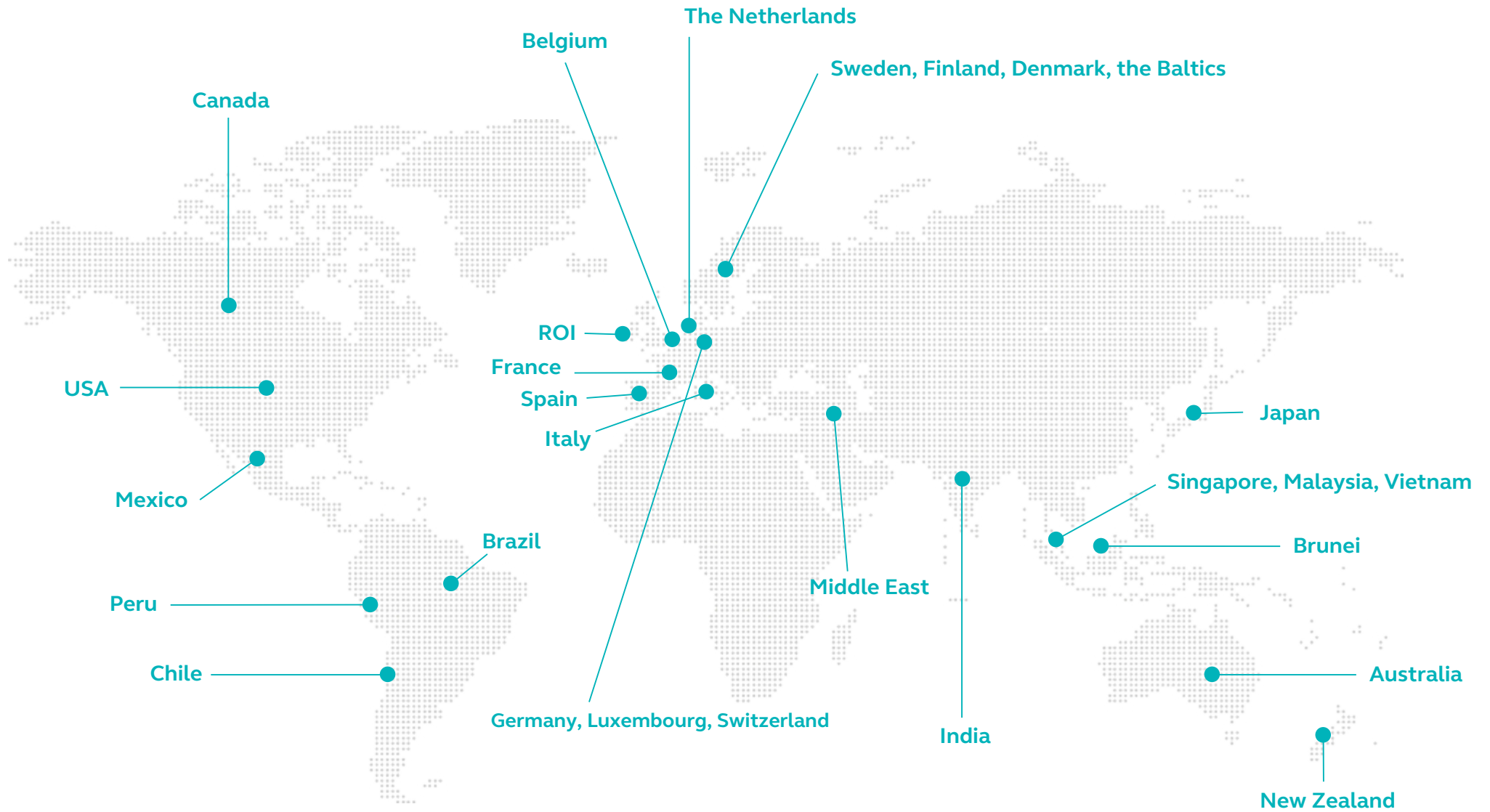
At a time when both transactional and contentious work is becoming more and more globalised in light of where defendants or assets are located or what laws are chosen as the governing law, it is more important than ever to build links with other firms which allow us to work with them quickly and efficiently, bringing in the right subject matter expertise for each matter whilst ensuring delivery of the right result and at the right price.

Post Brexit, we also have strategic alliances in place across both the Netherlands and Belgium to ensure seamless coordination across mainland Europe.



Consistently ranked amongst the top 'Regional and specialist' firm (worldwide) for India-related business by the India Business Law Journal

Our strategic partners



Highlights of our recent India-related work

Transactional

- **Advised Axis Bank Limited on the restructuring of Typhoon Tea.** In particular, we advised the bank on various restructuring options and the ultimate restructuring transaction, including substantive amendments to the loan and security arrangements, as well as complex inter-creditor arrangements with suppliers and other stakeholders.
- **Advising a large Indian government-owned entity on its joint venture with one of the biggest shipping companies in the world,** headquartered in Japan. The transaction involves acquisition of shares in the JV company via a complex share purchase agreement and the entry into of a joint venture agreement to regulate the relationships of the parties with regard to the charter hire of a liquified natural gas transport ship. Our corporate, shipping and banking teams working alongside to provide holistic advise to the client.
- **Acting for a major Indian Bank to provide a \$100m bilateral loan to another Indian Bank for its general corporate purposes.** This was a strategically important transaction for the borrowing bank as part of its overall liquidity strategy.
- **Negotiating a \$15m facility agreement running off the Federal Funds Target Rate on behalf of Punjab National Bank (International) Limited.** This was for a Mauritius borrower backed by an Indian law governed Standby Letter of Credit granted by another Indian bank.
- **Advised State Bank of India UK on its multi-million pounds facilities to Bowling Green Asset Management,** one of the fastest growing owner-operators of branded hotels in the UK secured against Delta Marriott Hotel in Milton Keynes.
- **Advising a major Indian bank in connection with a £200m syndicated development facility funding** in relation to a mixed-use site in central Mayfair comprising of high-end residential flats and a Mandarin Oriental hotel.

Highlights of our recent India-related work

Transactional

- **Advised an Indian Bank in reviewing its entire legacy book of LIBOR-based bilateral and syndicated loans, as part of its project to transition away from LIBOR to a successor risk-free reference rate (RFR).** The task is complicated by the spread of multi-bank syndicated loans where majority lender consent (the thresholds for which differ between jurisdictions) will be required to amend loan documentation to adopt a new interest reference rate.
- **In a complex international transaction, we advised Orastar Limited (BVI) as buyer in relation to the acquisition funding for the purchase of a significant interest in Trans World Associates (Private) Limited,** a Pakistan registered sub-marine fibre optic cable operator, from an Egyptian seller.
- **Advising an Indian bank on the restructuring of a US\$23m loan** to a well-known corporate in the leisure sector including security taken over a ship registered in Panama.
- **Acting for leading fashion retailer (Indian diaspora owned)** in relation to the purchase of a major UK brand for £55m.
- **Acting for 2 Indian Banks in connection with the re-organisation of a London hotel group.** The total bank debt across was c.£50m and, the wider reorganisation involved a total of 9 lenders across 10 hotels in central London with a global debt value across the lender group in excess of £200m.
- **Acting for a London based multi-family office and, separately,** a Mumbai-based wealth manager, servicing the needs of Indian UHNW clients, on various direct and indirect inve
- **Advising Speciality Restaurants on its London debut on the site acquisition for a new flagship restaurant at Marble Arch called 'Chourangi'.** The company has its registered office in Kolkata and head office in Mumbai with over 130 restaurants in 25 cities across five countries. Speciality Restaurants is listed on the BSE and NSE stock exchanges of India. TLT has advised on

Highlights of our recent India-related work

Disputes

- **Acting for a consortium of 13 Indian banks led by State Bank of India** in the registration of an Indian judgment (£1.145bn) against high-profile Indian businessman Dr Vijay Mallya with the English High Court and securing a supporting freezing injunction against him, successfully defeating his challenge against those orders. We have continued to act in the subsequent bankruptcy proceedings against him, resulting in a bankruptcy order being made against him.
- **Acting for a hedge fund to arrest a vessel in India.** TLT worked with local Indian counsel to complete this difficult arrest and enforcement process.
- **Acting for an Indian bank to enforce a US\$90m facility** with judgment secured against the borrower leading to enforcement action in multiple jurisdictions. The corporate guarantor is challenging the enforceability of its obligations on a number of grounds including jurisdiction.
- **Acting on behalf of the Indian Government** in a dispute with Pakistan concerning monies held in British bank account since 1948 amounting to £35m.
- **Acting for IDBI Bank in relation to the enforcement of a US\$200M loan facility for the construction of two oil rigs.** Advice included liaising with Singaporean lawyers as to the bank's rights and options given the liquidation of the borrowers. Proceedings issued in the English Courts against the Cypriot parent corporate guarantor were successful.
- **Advising Punjab National Bank on recovery action relating to loan and overdraft facilities provided to two connected entities** for the purpose of purchasing a Bahamian registered cruise liner and consolidating existing debt, supported by several linked (personal and corporate) guarantees.
- **Advising an Indian bank** in relation to an email based CEO imposter fraud resulting in a loss of c.US\$2m, successfully securing a significant recovery as a result of action being taken promptly to freeze the accounts through which the fraudsters transferred the monies.

Highlights of our recent India-related work

Advisory

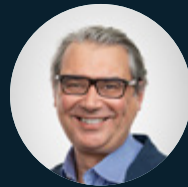
- **Advising the UK Government's Department for International Trade** on the upcoming free trade agreement negotiations with India in consortium with US firm McDermott Will & Emery and Canada's Borden Ladner Gervais, along with 2 leading Indian law firms as a part of 'One-firm' strategy.
- **Advising an Indian bank** in providing a legal opinion on whether, from a UK and EU financial regulation perspective, the Bank may continue to provide certain services to EU Clients following expiry of the Brexit transition period. As part of this advice, TLT considered whether the Bank could rely on the principle of 'reverse solicitation', whether the equivalence regime applied, the extent that any agreement, and in particular lending agreements, could be deemed unenforceable or illegal as a result of Brexit.
- **Advising a client on terms and conditions for Board Directors, Non-Executive Directors and Certified Persons** under the Senior Managers Regime.
- **Advising an Indian bank on data protection compliance** across a range of issues and different jurisdictions, including advising on the transfer of their European customer data processing operation from the UK to India. This involved co-ordinating advice across several European jurisdictions.
- **Advising the UK Government on the future international data transfer between India and the UK post-Brexit.** This is being done in collaboration with a leading Indian law firm.
- **Advised a bank on international data transfer issues,** including advising on the transfer of data from the UK to India to enable compliance with regulatory reporting requirements in India, advising on the transfer of data to India for the provision of back-up and related administration services, drafting model contracts and related services agreements to ensure compliance with data protection and Financial Conduct Authority requirements.
- **Advising on succession planning for numerous high-net worth Indian domiciliaries living in the UK,** including use of the India/UK Estate tax treaty to prevent UK inheritance tax on worldwide assets and preparation of UK and Indian wills.
- **Advising Indian banks in relation to their minority lender rights** under a syndicated loan facility for US\$400 million in relation to loans made to two Australian subsidiaries of an Indian mining conglomerate.
- **Advising a leading online clothes retailer** on right to work matters relating to a number of people of Indian origin working in the UK under Portuguese passports.

TLT's India Group key contacts



Transactional

Peter Carney
Banking & Finance



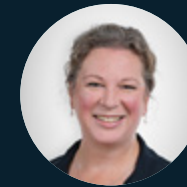
Transactional

Nick Pincott
Future Energy



Disputes

Kanika Kitchlu-Connolly
Restructuring & Insolvency



Advisory

Natalie Drew
High-Net Worth Individuals



Transactional

Richard Houliston
Banking & Finance



Transactional

Phillip Collis
Real Estate



Disputes

Paul Gair
Financial Services
Disputes & Investigations



Advisory

Joanne Hennessy
Business Immigration



Transactional

Anand Verma
Banking & Finance



Transactional

Alice Gardner
Corporate
Services & M&A



Disputes

Nick Curling
Financial Services
Disputes & Investigations



Advisory

Gareth Oldale
Data Privacy & Cybersecurity



Transactional

Jeremy Watson
Ship Finance



Transactional

Ranjeev Kumar
Real Estate



Advisory

David Gardner
Fintech



Advisory

Harry Parker
Employment



Transactional

Kay Hobbs
Future Energy



Transactional

Andrew Clare
Corporate
Services & M&A



Advisory

Claire Johnson
High-Net Worth
Individuals



Advisory

Debbie Gale
High-Net Worth
Individuals

Flexible approach to business



Use of AI and tech to provide streamlined and cost effective legal solutions

TLT's FutureLaw team is a multi-disciplinary group of specialists, including lawyers, process designers, technologists, knowledge management experts, data analysts, product and project managers and other professionals. Their role is to design, develop and deliver new solutions to our clients, using market leading AI and technology, working alongside subject matter experts across our legal and business services teams.



Strength of relationships

We continue to strengthen our relationships with a number of leading associations and bodies including the City of London Corporation, the Law Society's India Working Group, the Indian Professionals Forum and the Association of Indian Banks. We also have strong links with both accountancy practices and Indian law firms, all of which help us better understand the local market and drivers.



Breadth of expertise and sector specialists

Combining our expertise in disputes, transactional and advisory matters, we offer a truly joined-up approach for all our India-related work. Added to this is our acknowledged sector expertise across our key sectors: Financial Services, Future Energy, Digital, Leisure, Food & Drink, Public Sector, Real Estate and Retail & Consumer Goods.



Leading insights on key market issues

We Lead the way with thought leadership pieces and tailored training to clients on key market issues.

TLT's India Group created the On-boarding Tool for International banks in the UK. The tool contains various resources to assist senior professionals coming to the UK from other jurisdictions with the UK regulatory compliance. The tool has been widely used by our clients.



Directory Recognition

We have consistently been listed as a leading firm in the **India Business Law Journal** and are ranked as one of the 50 most innovative law firms in Europe by the Financial Times.

We are recognised in leading directories such as Legal 500 and Chambers & Partners for key service lines such as financial services & investigations as well as banking and finance, with recognition for individual experts in their respective fields.



Expertise across all UK jurisdictions and beyond

One of few firms able to offer seamless advice across the three UK legal jurisdictions of England and Wales, Scotland and Northern Ireland. Beyond that, and given our close ties with law firms around the world (refer to the 'Our strategic partners' page) we are able to provide swift, cost effective and well thought out and coordinated advice in respect of cases where a global approach is required.



Flexible approach to business

We offer various fee models to our clients, including fixed fee approach to meet client's expectations and timeline in the most effective manner. We are known as one of the best firm's for direct partner-approachability, which is always praised by our clients.

Key legal service lines

As well as the work we are already well known for in this market such as multi-jurisdictional lending and cross-border enforcement, which encompasses the litigation and recoveries work carried out for our Indian banking clients, we have continued to consolidate and extend the scope of the India related work we do with clients outside of our core expertise around financial services.

As a result of our reputation within the market for acting on India related matters, we continue to win an increasing number of India related instructions, often in business and time-critical cases across a range of disciplines including:

- Cross-border financing transactions
- International payment frauds and investigations
- Cross-border schemes of arrangement, restructurings and insolvencies
- Regulatory – all aspects of financial regulation including retail banking, consumer finance, asset management and investor services, payments and FinTech, investigations and regulatory risk management
- Employment – disputes, down-size management and immigration
- Data protection and sharing

On the following pages, we provide brief details of our key service lines.

Key legal service lines

- Banking & Finance
- Ship Finance
- Restructuring & Insolvency
- Financial Services Disputes and Investigations
- Financial Services Regulation
- Corporate
- Employment
- Business Immigration
- Future Energy
- Green Finance
- Data Privacy & Cybersecurity
- Fintech
- Real Estate
- High-Net Worth Individuals



TLT stands out for several reasons. It treats clients with respect, acts with integrity, adds value and puts its clients' interests at heart. It offers a wide range of services and has offices in several major cities in the UK”

Legal 500

Banking & Finance

TLT's banking team comprise of over 14 sector specific expert partners operating from our three UK offices. TLT has a market leading structured finance and securitization team in the UK. The team is known for execution of several high-value complex financing transactions involving multiple jurisdictions. We work with many of the leading international banks as well as the UK's largest banking institutions, supporting both domestic and cross-border debt finance activity.

With broad but specialist expertise working with clients on all types of finance transactions, we can advise on the full range of matters and documentation from precedents and pro formas through to syndicated and bi-lateral finance documents.

Given our regional offices and strong relationships with leading law firms in other relevant jurisdictions, such as UAE, US and Singapore, we are well placed to seamlessly deliver large cross-border financing transactions in an efficient and cost-effective manner whilst ensuring quality of delivery is never compromised.

Further, we have a core and specialised team that focuses primarily on loan portfolios sales whose expertise in dealing with such transactions continues to grow given the number of mandates the team currently has and continues to work on, including the largest shared equity mortgage portfolio in the UK.

With key individuals leading the team, such as Peter Carney who is named in Legal 500's 'Hall of Fame' based on consistent praise from his clients over the last decade, the team is extremely well placed to tackle any banking and finance transaction in a seamless and proactive way.

[Back to contents](#)

Key contacts



Peter Carney
Partner
M +44 (0)7879 627 216
E Peter.Carney@TLT.com



Superb in his approach and flexibility to get work done for clients. Highly recommended to work with. His ability to meet deadlines and get complex stuff done in a short time are among the many of his best qualities.

Legal 500

Hall of Fame Lawyer.

Legal 500



Richard Houliston
Partner
M +44 (0)7788 336 272
E Richard.Houliston@TLT.com



Richard Houliston is particularly skilled in representing banks and investment funds. He works fast and meets all agreed deadlines.

Chambers UK



Anand Verma
Senior Associate (Indian qualified)
M +44 (0)7890 052 816
E Anand.Verma@TLT.com



Understands client requirements, has a shorter turnaround time from other firms, and offers expert opinions on various matters.

Asia Law

Ship Finance

Through our overseas office in Piraeus, our experts work with both lenders and borrowers and represent most of the international and domestic ship finance banks and institutions, particularly those lending to Greek, Turkish and wider Middle Eastern shipping markets.

The team is experienced in drafting and negotiating complex loan and security documentation, newbuilding contracts, leasing arrangements, export credit financings and secondary debt trades.

The work done by the team also includes renegotiation and restructuring of existing credit facilities and, where necessary, providing assistance with workouts and enforcements all over the world, including the arrest of ships and the auction of vessels.

Key contact



Jeremy Watson

Partner

M +30 6944 241102

E jeremywatson@constantlaw.gr



His (Jeremy Watson) attention to detail and personal approach ensures a high level of client confidence.

Handles varied finance mandates ranging from the agreement of new facilities through to the recovery of creditor interests through ship arrests. Acts on the acquisition of second-hand vessels and the refinancing of existing bilateral and syndicated loans. Noted for its international and cross-border capabilities.

Chambers

Restructuring & Insolvency

The team has 10 dedicated partners, each with outstanding personal reputations in this field. We offer a full service to clients, covering both contentious and non-contentious aspects of restructuring and insolvency advice.

Our national team acts for major banks, agents and insolvency practitioners to deliver restructuring, enforcement and recovery solutions, both in relation to corporate entities and, on the personal insolvency side, to individuals. We are also specialists in real estate restructuring and fixed charge receiverships.

We have the ability and capacity to deal with all forms of instructions, from the largest restructurings and formal insolvencies, through to acting for individual creditors and other stakeholders.

On the transactional side, the team regularly advises on formal insolvency processes and, more recently, has taken lead roles on advising key stakeholders in relation to large restructuring plans and company voluntary arrangements.

In relation to contentious insolvency matters, the team is able to call on the expertise of key individuals (ex Insolvency Service) who have the knowledge and expertise to carry out forensic analysis of evidence to identify claims and therefore routes to recovery.

The team works closely with individuals from the firm's financial services disputes and investigations team, especially in relation to bank mandates to investigate and bring claims in circumstances where assets have been moved out of the security structure and in relation to non-repayment of loan facilities.

Key contact



Kanika Kitchlu-Connolly

Partner

M +44 (0)7890 596 182

E Kanika.Kitchlu-connolly@TLT.com



Kanika Kitchlu-Connolly combines in-depth legal knowledge with commercial nous.

Legal 500



Kanika Kitchlu-Connolly is one to watch and she provides holistic advice which is sensitive to client needs as well as legal issues

Legal 500



Ranked in The Times 'Best Law Firms' for Insolvency & Restructuring

The Times

Financial Services Disputes & Investigations

TLT is one of the largest providers in the UK of specialist litigation services to the financial sector, with a team comprising of 24 partners and a total of 169 qualified lawyers across our offices. We are on the litigation panels for most of the main UK banks and a number of international banks with particularly strong relationships with both public and private sector Indian banks.

We act on a range of complex cross border disputes for our international banking clients, both defending claims and taking enforcement action. Cases will often include security in different jurisdictions and involve bilateral and syndicated lending as well as a variety of trade finance instruments. We regularly work closely with insolvency practitioners and accountants to trace and recover assets around the world and put in place effective enforcement strategies.

We have particular expertise enforcing non-performing loans for our Indian banking clients, whether on an individual or portfolio basis. Over recent times those claims have increasingly involved action being taken against the personal guarantors who have supported the loans, with complex recovery action in multiple jurisdictions.

Litigation and enforcement can be costly and take time, especially where it involves a cross border element. TLT works closely with a number of litigation funders and with funds that specialise in acquiring distressed debts. We are regularly exploring the options available for our clients to see if there is an alternative financial solution to achieve an effective commercial solution to any bad debt issues.

[Back to contents](#)

Key contacts



Paul Gair
Partner
M +44 (0)7825 081 375
E Paul.Gair@TLT.com



International A-List 2022 & 2023
India Business Law Journal 2022 & 2023



Paul Gair has deep connections with the Indian banking community. He is very quick to grasp the issues.

Legal 500



The personal attention and immediate response time from various members of the firm have proven to be unique.

Legal 500



Nick Curling
Legal Director
M +44 (0)7775 994 785
E Nick.Curling@TLT.com



Nick Curling is extremely committed - he has excellent attention to detail and strong commercial awareness.

Legal 500

Financial Services Regulation

We have a specialist financial regulation team of 10 lawyers, including 4 partners, all of whom are financial regulatory specialists and devote 100% of their time to advising on regulatory matters. This makes us one of the largest dedicated non-contentious financial regulatory teams in the UK.

We focus on what we do best and specialise in advising clients on regulatory matters in the consumer credit, mortgages, retail banking, pensions and retail investment/wealth management sectors.

What sets us apart is our team and our depth of industry expertise. Our team combines lawyers who have worked at the regulator and in senior roles (including non-legal) in the sectors we focus on. We combine this knowledge of the commercial drivers for our client's business and of being in their shoes in engaging with regulators to deliver technical financial regulation expertise with market-leading commercial insights. This is why we are trusted by all the leading financial services providers in the sectors in which we focus to provide market leading financial regulatory advice.

Our clients include banks, building societies, specialist lenders, consumer finance providers, retail investment firms and fintechs/new entrants.



TLT continues to work closely with us as if the firm was a part of our team. A number of partners and associates from a number of disciplines have assisted us throughout the year with complex regulatory matters and a financial services business acquisition providing a comprehensive and coherent service.

Legal 500

Corporate

The TLT corporate team comprised of 13 partners operating across our Bristol, Belfast, Glasgow, Manchester and London offices. Our corporate lawyers have a reputation for providing technically excellent advice combined with commerciality and pragmatism.

We advise on a range of complex corporate transactions and regularly support our private and listed corporate clients on mergers and acquisitions, UK listings, venture capital and private equity investments and fundraisings, group restructurings, management buyouts, joint ventures. We are listed in the UK Investment Support Directory by the Department for International Trade for legal services as being experts in helping businesses set up or expand in the UK. We can work with our new overseas clients to be introduced to the support that is offered by the Department for International Trade to help expansion into the UK.

Cross border M&A

We act for multinational businesses on disposals and acquisitions, whether this is an overseas corporate making its strategic acquisition into the UK market or advising on transactions in multiple jurisdictions under the umbrella of documentation governed by English law. We regularly work with law firms in other countries to ensure that we select the right lawyer at the right firm.



What stands out is the flexibility of the team in being able to seamlessly link in other partners and senior members of the team to provide a complete solution to often complex situations needing a diverse range of skills. **Legal 500**

[Back to contents](#)

Corporate governance and regulation

We have lawyers with specialist knowledge who work with clients, providing them with training and guidance. We ensure that organisations have up-to-date knowledge and understanding of key UK issues so as to minimise the risk of regulatory breaches. We advise on company law directors' general duties, anti-bribery, health & safety and environmental issues. As part of these services we regularly advise our non-UK based clients on the best corporate structure for them to use in the UK, which may include a reorganisation of its current group structure here in the UK.

UK listings

We have considerable experience of advising clients listed on the Alternative Investment Market (AIM), London Stock Exchange and NEX Exchange giving us an insight into the key issues commonly faced by companies applying to trade on these London markets. We deal with all aspects of listing rule advisory work in relation to day-to-day compliance, corporate governance issues and transaction related advice.

Private equity and venture capital

We act for a variety of investors, from business angels to institutional funds on new investments, bolt-on acquisitions, restructurings and portfolio company realisations. We also act for numerous founders, entrepreneurs and management teams on private equity and venture capital transactions from seed rounds through series A,B,C and D.

Key contacts



Alice Gardner
Partner
M +44 (0)7799 812 690
E Alice.Gardner@TLT.com



Alice Gardner always has a commercial and pragmatic approach to ensure client interests are met.

Legal 500



Leading individual.

Legal 500



Andrew Clare
Legal Director
M +44 (0)7773 002 931
E Andrew.Clare@TLT.com

Employment

We are ranked Band 1 for Employment in Chambers & Partners and Legal 500. We have particular sector strength in financial services advising on a range of issues of significant financial value and/or legal complexity. Many of our team (which includes 8 partners) have acquired valuable experience from secondments with financial services clients.

We provide advisory services to a wide range of international and UK banks and institutions including UK and US insurers. Our Employment team is nationally recognised for its commercialism and client service.

We combine cutting-edge/strategic expertise on complex advisory work (e.g. equal pay, TUPE, large-scale re-organisations, share schemes and incentives, whistleblowing, restrictive covenants, trade union and industrial relations), with responsive and cost effective support on “business as usual” issues.

Key areas of experience include regulatory conduct issues; fitness and propriety; the overlaps in these processes with “ordinary” disciplinary and performance processes; contracts for directors and regulated staff; regulatory references; and the FCA whistleblowing rules.

Key contact



Harry Parker
Legal Director
M +44 (0)7824 442 031
E Harry.Parker@TLT.com



Harry Parker has particular experience assisting clients with employment tribunal litigation. He also advises on TUPE transfers and restructuring issues.

Chambers UK



Everything we do with them ends up being successful.

Ranked Tier 1 for Employment in Legal 500 Band 1 in Chambers and Partners Nationally (Outside London)

Business Immigration

The UK's immigration rules and processes are complex and constantly changing, particularly since the UK's exit from the EU. UK employers must navigate these carefully to remain compliant and secure the talent their business needs in today's increasingly competitive global labour market.

UK employers, regardless of sector, size or international reach, must complete prescribed right to work checks against UK staff. The checks prescribed by the Home Office have changed frequently over the years and continue to do so - employers must keep on top of the latest rules. A failure to comply with these can result in significant civil penalties of up to £20,000 per illegal worker, reputation damage and business interruption if illegal working occurs. In certain instances criminal liability can also arise. In addition to right to work checks, employers recruiting non-British or non-Irish nationals in the UK will often need a sponsor licence to employ them. Sponsor licences bring significant compliance duties employers must keep on top of. Further, only certain migrant workers and roles will be eligible for a sponsored work visa.

Key contact



Joanne Hennessy
Legal Director
M +44 (0)7824 442 031
E Joanne.Hennessy@TLT.com



TLT provides superior legal services at reasonable rates, and they often provide innovative and successful solutions to complex legal problems.

Chambers and Partners

Future Energy

We have been active in the Future Energy sector for over 20 years, and are one of the sector's top legal advisors with over 27 partners in the team across locations. Our clients value our knowledge, commerciality, network of contacts and ability to make cross sector referrals.

Having acted on over 15GW of renewable energy projects we understand the deal complexity and different types of project structures. And because we're embedded in the market, we've advised on some of the UK's first hydrogen, subsidy-free, multi-technology, energy storage and EV charging infrastructure projects.

Our growing multi-disciplinary team is one of the few that can provide UK-wide legal advice, supporting projects in England, Wales, Scotland and Northern Ireland. Our dual-qualified future energy specialists can also provide advice in the Republic of Ireland. We also have experience in international renewables projects across Europe, Africa, North & South America and Asia.

Our Future Energy team has been ranked second in the Future Energy Pipeline's 2023 Future Energy Legal League Table, recognising the firm's position as one of the most active Future Energy advisers in the UK.

The firm acts for all stakeholders including developers, debt funders, equity investors, contractors and suppliers including advising government departments on the implementation and operation of energy efficiency and renewables policy. The team regularly advises on 'first of a kind' projects including energy storage, EV charging infrastructure and clean-tech.

[Back to contents](#)

This strength in depth and collective experience allows a holistic approach to service delivery, ensuring knowledge is retained and optimum value/quality is assured at every stage.

Our Future Energy team is viewed by our clients as part of their 'deal team' and we regularly act in relation to the disposal and acquisition of £multi-million mixed technology portfolios.

Key contacts



Kay Hobbs
Partner
M +44 (0)7909 967 322
E Kay.Hobbs@TLT.com



Kay has been recognised in 'The Lawyer' as one of Europe's Elite and the team is ranked as the second law firm globally in Clean Energy Pipeline 2023 league tables for the number of M&A deals undertaken in the clean energy sector.

Legal 500



Nick Pincott
Partner
M +44 (0)797 038 8552
E Nick.Pincott@TLT.com



Nick Pincott has led numerous overseas projects including in Europe, Africa, North and Latin America and Asia, and inward investment into UK.



TLT provides a really streamlined service, and ticks all the boxes in terms of expertise, pre-empting issues and efficiency.

Chambers

Green Finance

Our specialist Green Finance team comprising 11 partners across jurisdictions possess extensive experience advising financial institutions and corporate borrowers on a broad range of both strategic and transactional finance work, with a particular specialism in ESG and green finance.

We are active in both sides of the market - greening finance (mainstreaming climate and environmental factors as a strategic imperative) as well as financing green (mobilising private finance for green and resilient growth).

We are members of The Chancery Lane Project – a collaboration between barristers, solicitors and academics to create the legal conditions necessary to achieve Net Zero.

We support the Green Finance Institute Coalition of Energy Efficient Buildings and EU Energy Efficient Mortgages Initiative in helping to develop the standards for the next generation of green financial services products in the retail financial service sector.

Alongside a number of our clients we are members of Aldersgate Group – a group of businesses championing a competitive and environmentally sustainable economy. As a member we can provide a voice for our clients in the development of new policies and regulations as well as help develop and share best practice with our peers.

Key contact



Paul Crighton
Partner
M +44 (0)7827 083 371
E Paul.Crighton@TLT.com



The banking and finance practice is a standout due to the depth and the breadth of experience in the energy sector”

Banking & Finance, Legal 500

Paul Crighton is communicative, bright and well-regarded. He looks to add value wherever he can.”

Banking & Finance, Legal 500

Paul Crighton – he is everything you want in your lawyer, he very quickly understands where you want to get to and he gets you there. He is well respected in the market and doesn’t waste time and money picking unnecessary battles”

Banking & Finance, Legal 500

Data Privacy & Cybersecurity

TLT's Data Privacy and Cybersecurity team advises on all aspects of information law, including data protection, freedom of information, confidentiality and e-privacy.

The team has extensive experience advising clients in relation to ICO investigations, data protection compliance programmes, cybersecurity and resilience, data incident response, data mapping exercises, gap analyses, negotiation of data protection contractual provisions, data subject rights requests, direct marketing and cookies compliance. The team also advises regularly on responding to freedom of information requests, including the application of exemptions, and bank confidentiality issues.

Our clients appreciate our pragmatic and commercial advice which derives from our extensive practical experience. Our sector focus enables us to understand in detail the particular needs of each of our individual clients and how they use data. We work with clients to ensure we have a deep understanding of industry concerns and the regulatory landscape they operate in.

Key contact



Gareth Oldale
Partner
M +44 (0)7584 706 566
E Gareth.Oldale@TLT.com



Gareth Oldale provides lots of practical experience and is able to provide pragmatic solutions.

Legal 500

Extremely supportive, with a wide range of specialisms that can be called upon at short notice and very willing to work not only at pace but with pressure.

Legal 500

Fintech

Our specialist fintech team, including 13 Partners, helps clients across the fintech landscape, from acting for financial services firms looking to partner with fintech providers or procure their services to working closely with innovative businesses looking to capitalise on the digitisation of the industry.

We advise a wide range of financial services clients on their most important and strategic transactions and programmes. We have been at the forefront of Open Banking since its inception working with both clients and the Open Banking Implementation Organisation on how the industry adapts to the opportunities that Open Banking presents.

To meet the needs of our clients and recognising the multi-faceted nature of fintech matters we have brought together a multidisciplinary team including technology, regulatory, data protection and payments lawyers many of whom have worked in the financial services and technology industries and know the challenges it faces.

Key contacts



David Gardner
Partner
M +44 (0)7833 483 362
E David.Gardner@TLT.com



David Gardner is first-class – personable, sensible and dedicated.

Very hard-working, really gets into the subject matter and immersed in the client's sector.

Chambers UK



Tom John
Managing Associate
M +44 (0)7971 979 897
E Tom.John@TLT.com



Tom is notable in technology outsourcing mandates.

Legal 500



TLT is recognised for its ability to assist firms both big and small in navigating financial services and data protection regulations, as well as in developing new technological solutions for either major financial institutions or disruptive FinTech start-ups.

Chambers

Real estate

We provide advice on real estate transactions of all types including investment, development and landlord & tenant transactions. Our work spans all sectors and we have particularly strong experience in affordable housing, renewable energy, hotel/leisure, student accommodation, healthcare, industrial, distribution and logistics real estate, data centres and life science real estate.

We act for a number of investors and corporate occupiers as well as public sector organisations and appreciate the varying priorities of each. We act on acquisitions and redevelopments, refinancing and restructuring through to recoveries and enforcement.

Our highly experienced real estate finance team advises on the complete lending process – from the term sheet and loan structure to negotiating bilateral and syndicated facilities and the taking and enforcing of security over real estate assets.

With wide-ranging experience and deep understanding of equity and debt financing structures used in the real estate industry, we provide our clients with the expertise needed to tackle even the most complex or innovative deals.

[Back to contents](#)

Key contacts



Ranjeev Kumar
Partner
M +44 (0)7929 737 592
E Ranjeev.Kumar@TLT.com



Ranjeev Kumar's broad practice gives him a very well-rounded view of the sector, and the ability to provide clear, comprehensive and commercial advice.



Philip Collis
Partner
M +44 (0)7770 847 480
E Philip.Collis@TLT.com



Phil Collis always provides exceptional advice in an efficient and cost effective manner. He ensures that his clients' interests are protected in a commercial manner.

Legal 500



Great ability to manage large, complex projects; attention to detail through completion and consistent ability to provide substantive solutions to solve issues.

Legal 500

High-Net Worth Individuals

Our High-Net Worth Individuals and Private Wealth practice brings together specialist lawyers that can advise on all areas of tax, succession planning and trust advice.

The department acts for a whole spectrum of clients who require private and professional affairs advice including leading banks. We are particularly strong in international tax and trust law issues and many of our clients are either Indian resident or NRIs (whether in the UK or wider diaspora).

We advise on banking as well as private client work, demonstrating our expansive skill set and successful cross-working with our banking team and financial services sector. In addition, a leading international bank entrusts us as their preferred provider of personal tax advice for their wealthy Indian clients.

Advice is often on family wealth preservation and succession planning. This is typically for high net worth Indian domiciliaries living in the UK, including use of the India/UK Estate tax treaty to prevent UK inheritance tax on worldwide assets and preparation of UK and Indian Wills. It can extend to wider wealth planning such as establishment of trust structures for families resident in both jurisdictions. Trusts are usually resident in a low tax/ favourable double tax treaty jurisdiction but may be UK resident to keep costs low. Inevitably there is a requirement to consider a client's investments (particularly real estate) as part of this advice. This often includes application of the UK/India double tax treaty. Similarly we also advise on tax structuring for several Indian businesses moving to the UK.

Key contacts



Natalie Drew
Partner
M +44 (0)7799 372 754
E Natalie.Drew@TLT.com



Natalie Drew delivers really first-class service to clients. She offers the kind of high-quality City service that few regional firms can compete with.

Legal 500



Excellent knowledge and an ability to think on their feet. Good interaction with other professionals.

Legal 500



Debbie Gale
Partner
M +44 (0)7971 979 897
E Debbie.Gale@TLT.com

Examples of our India-related industry engagements and associations



We organise 5 days of India trip twice a year to meet our Indian clients and contacts and actively involve with the Indian clients in the UK to sponsor their sports events from time to time through the Association of Indian Banks in the UK. Further, we celebrate Diwali every year with all our Indian clients and contacts over a Gala Dinner at London.



Participated in panel discussion on **'NPLs – Unlocking the Conundrum'** in December 2020. The session was hosted by ThoughtLeaders4 FIRE. Other panellists included State Bank of India, Grant Thornton, Alvarez & Marsal and AZB & Partners.

Spoke at the International Conference on Avoidance Transactions under the Indian Insolvency and Bankruptcy Code, 2016 dated 29 March 2023.



Participated in a roundtable discussion with eminent professionals from Hong Kong, Singapore and India to discuss **proposed pre-pack reforms in India**, including litigation funding and enforcement issues.

TLT India Group's Co-Lead was quoted by Business Today in an article titled "Out of Order" published in August 2023. The article focusses on the Indian Insolvency and Bankruptcy Code, 2016 and issues concerning efficient working of the Code.



Chaired an informative panel discussion on **'Green Finance: Unlocking India's Sustainable Infrastructure Potential'** as part of the 2nd Annual UK-India Sustainable Investing Forum organised by the High Commission of India, Indian Partnership Forum and City of London Corporation.



Organised a session on **'LIBOR transition – evolving global landscape and what it means for India'** for the City of London Corporation, with speakers/guests from UK Finance, HSBC, Juris Corp, SPJIMR and the Ministry of Finance/ Government of India.



TLT Co-Leads are actively involved with the Law Society of England and Wales as a part of the India Working Group.
TLT India Group's Co-Lead participated in an arbitration conference in May 2023.



TLT hosted a series of events and webinars in partnership with the UK Finance for International banks throughout the year focussing on current issues concerning foreign banks and offered closed group discussion to its clients following the sessions

tlt.com/contact

Belfast | Birmingham | Bristol | Edinburgh | Glasgow | London | Manchester | Piraeus

TLT LLP and TLT NI LLP (a separate practice in Northern Ireland) operate under the TLT brand and are together known as 'TLT'. Any reference in this communication or its attachments to 'TLT' is to be construed as a reference to the TLT entity based in the jurisdiction where the advice is being given. TLT LLP is a limited liability partnership registered in England & Wales number OC308658 whose registered office is at One Redcliff Street, Bristol, BS1 6TP. TLT LLP is authorised and regulated by the Solicitors Regulation Authority under ID 406297.

In Scotland TLT LLP is a multinational practice regulated by the Law Society of Scotland.

TLT (NI) LLP is a limited liability partnership registered in Northern Ireland under ref NC000856 whose registered office is at River House, 48-60 High Street, Belfast, BT1 2BE

TLT (NI) LLP is regulated by the Law Society of Northern Ireland under ref 9330.

TLT LLP is authorised and regulated by the Financial Conduct Authority under reference number FRN 780419. TLT (NI) LLP is authorised and regulated by the Financial Conduct Authority under reference number 807372. Details of our FCA permissions can be found on the Financial Services Register at <https://register.fca.org.uk>

