

The logo for Dentons Link Legal, featuring the word "DENTONS" in white capital letters inside a white chevron shape pointing to the right.

DENTONS

LINK LEGAL

Practice credentials

Statutory Risk Management and
Global Compliance and Investigations

Grow | Protect | Operate | Finance

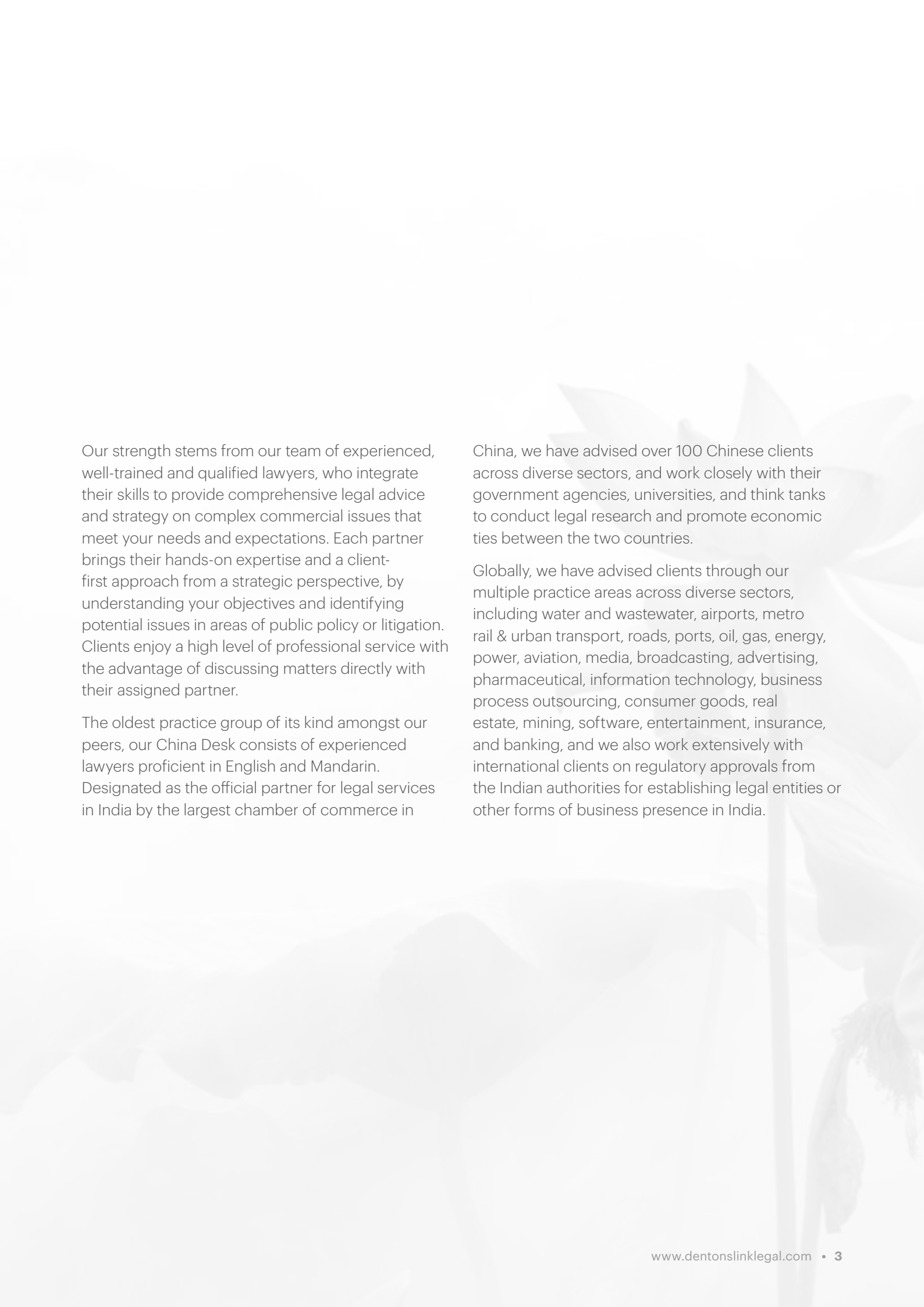


The firm

A full service corporate and commercial law firm, Dentons Link Legal has flourished for over twenty years, with over 50 partners and 200 lawyers across multiple practice areas, and offices in New Delhi, Mumbai, Hyderabad, Bengaluru, Chennai and GIFT City (Gandhinagar).

Blending a deep commercial insight with our legal proficiency, our practice provides you with responsive advice to help you achieve your business objectives.

With a clientele that includes international and domestic businesses, public sector undertakings, public and private banks and individuals, we work with you across the globe.



Our strength stems from our team of experienced, well-trained and qualified lawyers, who integrate their skills to provide comprehensive legal advice and strategy on complex commercial issues that meet your needs and expectations. Each partner brings their hands-on expertise and a client-first approach from a strategic perspective, by understanding your objectives and identifying potential issues in areas of public policy or litigation. Clients enjoy a high level of professional service with the advantage of discussing matters directly with their assigned partner.

The oldest practice group of its kind amongst our peers, our China Desk consists of experienced lawyers proficient in English and Mandarin. Designated as the official partner for legal services in India by the largest chamber of commerce in

China, we have advised over 100 Chinese clients across diverse sectors, and work closely with their government agencies, universities, and think tanks to conduct legal research and promote economic ties between the two countries.

Globally, we have advised clients through our multiple practice areas across diverse sectors, including water and wastewater, airports, metro rail & urban transport, roads, ports, oil, gas, energy, power, aviation, media, broadcasting, advertising, pharmaceutical, information technology, business process outsourcing, consumer goods, real estate, mining, software, entertainment, insurance, and banking, and we also work extensively with international clients on regulatory approvals from the Indian authorities for establishing legal entities or other forms of business presence in India.



Our practice areas

A full service law firm with over 250 lawyers and a pan-India presence, our practice areas span:

- Alternative Dispute Resolution
- Aviation and Aerospace
- Banking and Finance
- Capital Markets
- Construction / Engineering Firms
- Corporate
- Defense and Space
- Employment and Labor
- Foreign Investment Review
- Statutory Risk Management and Global Compliance and Investigations
- Hotels and Leisure
- Intellectual Property and Technology
- Life Sciences and Health Care
- Litigation and Dispute Resolution
- Manufacturing
- Maritime
- Mergers and Acquisitions / Joint Ventures / Private Equity
- Project Contracts and Claims Management
- Projects, Infrastructure and Energy
- Real Estate
- Restructuring, Insolvency and Bankruptcy
- Technology / Media, Entertainment and Sports / Communications

Accolades



Consistently ranked high

– Chambers and Partners Global

Consistently ranked high

– Chambers and Partners Asia-Pacific

Consistently ranked high

– The Legal 500 Asia-Pacific

Recommended Firm

– IFLR1000

Consistently ranked high

– Asialaw

Consistently ranked high

– Benchmark Litigation Asia-Pacific

Asia's Top 50 Largest Law Firms

– Asian Legal Business

Consistent winner

– India Business Law Journal Indian Law Firm Awards

Ranked high

– Top Ranked Law Firms: India Top Ranked Legal

Top Law Firm

– Forbes India Legal Powerlist

Top 40 Indian Law Firms

– RSG Consulting

One of the Best Brands

– Economic Times Summit

Best Law Firm of the Year – Large: Runner-Up

– IDEX Legal Awards

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Statutory Risk Management and Global Compliance and Investigations

Background and expertise

We deliver comprehensive advice on Statutory Compliance Management to organizations to create a seamless compliance management mechanism for businesses. With professionals with over thirty years of combined legal and information technology expertise and experience, we deliver end-to-end compliance management services – from fulfilling an advisory role to helping clients with the implementation of best-practice policies. We help you comply with the entire spectrum of applicable laws and regulations at the local, state, national, and international levels, and our comprehensive solutions allow you to improve processes and controls for better accountability and to avoid business risks and penalties associated with non-compliance.

We work with our clients for extensive legal searches, reports, and comprehensive and detailed audits, and our team is a combination of lawyers, company secretaries and chartered accountants with a deep knowledge of compliance.

The underlying objective

- We help drive your productivity and financial results while enabling the flow of business using our extensive experience by:
- Laying down policy and procedures for the organization;
- Improving internal processes and systems;
- Training the organization on legal compliance related issues and their implications;
- Ensuring a high level of compliance across the organization;

- Facilitating good governance and proactive, accountable management by consolidating, maintaining, and continuously improving the legal compliance framework of your organization.
- Relieving management from the burden of statutory compliances, to enable them to focus on their core business.

Managing statutory compliance

Statutory compliance for an organization is its requirement to adhere to a wide-ranging set of applicable laws, regulations, and certifications. Many organizations find themselves managing their governance, risk, and compliance initiatives in silos, but as regulatory and organizational risk and compliance initiatives become more intertwined, duplicate and contradictory processes spring up, resulting in an increased business risk. The sheer expense of maintaining multiple point solutions causes the cost of compliance and risk management to increase significantly, and it becomes increasingly difficult for business owners and executives to navigate the compliance minefield and ensure the adherence with every regulation pertaining to their operations without professional help. The penalties for non-compliance are harsh and are borne solely by the directors and executives of the organization.

Our goal is to demystify and clarify the compliance landscape to insure organizations against financial and reputational damage due to non-compliance.

Risks of non-compliance

The path to good corporate governance and to being a good corporate citizen is compliance with the laws of land. An approximate average of 70 laws are applicable to an organization and thus, each organization has thousands of compliance tasks to be fulfilled and monitored. To ensure that a complete list of applicable legislations is compiled with and to avoid the risks laid out below, it is better entrusted to experts who have sufficiently researched and documented all commercial laws.

Market credibility

Legal compliance by third party experts goes a long way in establishing the Company's credibility. It is also carried out to satisfy external clients, especially international clients, who need to adhere to certain procedures for transacting business.

Statutory Risk Management and Global Compliance and Investigations: spectrum of services

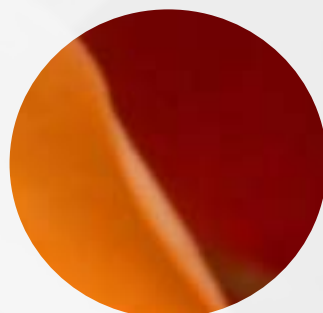
Our expertise lies in advising our clients on every aspect of their project during its lifecycle, including drawing upon advice from our other practice areas as needed, and include advice on:

Audit services

This pertains to the entire gamut of legislations applicable to the industry comprising of (runs into 70 to 80 legislations) but not limited to:

- Labour law compliances;
- Corporate law compliances;
- Commercial law compliances;
- Direct and Indirect Tax laws compliances;
- Environment, Health and Safety related compliances;
- Factories Act related compliances;
- Financial legislations; and
- Industry specific legislations.

We conduct labour law compliance audits which focus on issues of compliance with all necessary labour legislation requirements, including central and state specific acts and rules, depending on the location of the premises/ factory/ establishment; number of employees/ contract labour and the legal consequences involved owing to non-compliance and its legal impact on the company and its directors.



Compliance software

Our unique cloud-based solution, COMPLYSOFT, allows clients to manage compliance work in their organization. The software is designed to allow managers and directors, who may not directly control compliance work but are legally responsible for it, to observe and flag tasks before the government authorities do the same. The focus is on prevention of errors to ensure compliance. The salient features of Complysoft Software have been briefly summarised hereunder:

- Tasks can be mapped directly to individuals, with clear deadlines and instructions;
- A virtual dashboard to present the state of compliances to all relevant stakeholders in the organization on a real time basis;
- Real time report of compliances to the users;
- Real time updating of any amendment or notification of any new laws;
- Virtual repository of all legal documents pertaining to various compliance tasks;
- Repository of a library of statutes, legislations and corresponding rules which may be applicable to a particular organization;
- Includes within itself the ability to assign event-based tasks on occurrence and re-assign tasks from one individual to another by the departmental heads; and
- Possesses the ability to address clarifications online, as and when required.

Your advantage

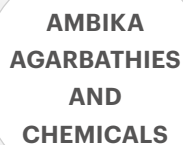
- Identify the locations to be included for legal compliance of an organization;
- Identify what are the laws, general laws, central laws, state laws and rules applicable;
- Research on all the relevant Acts and Rules;
- Prepare detailed checklist of them;
- On-site legal audit to see compliances and non-compliances (Pre-Compliance Audit);
- Submit Audit report/findings to the management;
- Discuss Audit findings with the team of the organization;
- Prepare Action Plan – set-up online compliance tool (COMPLYSOFT);
- Monitor and Update: Periodic monitoring, updating and assistance to the organization in maintaining legal compliances;
- Post Compliance Audit, i.e., audit after implementation of COMPLYSOFT.





Our clients

Some of the clients we've had the pleasure of representing in our Statutory Risk Management and Global Compliance and Investigations practice area are:





Our practice team

Our team of lawyers, company secretaries, chartered accountants, and associates work to provide comprehensive expertise and advice, led by our partners, specialists in the Statutory Risk Management and Global Compliance and Investigations practice:



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ABOUT DENTONS

Across over 80 countries, Dentons helps you grow, protect, operate and finance your organization by providing uniquely global and deeply local legal solutions. Polycentric, purpose-driven and committed to inclusion, diversity, equity and sustainability, we focus on what matters most to you.

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