

#KConnect

News for, and, of Khaitan Alumni

NOIDA Office

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NOIDA
OFFICE

INTRODUCING OUR NEW LOGO

The Firm celebrated the illustrious milestone of '110 Years of Excellence' with the launch of a new logo.

The brief to the design team was simple – to provide a contemporary twist to the existing logo (unveiled during the centenary year celebrations) while retaining its essence. The idea was to showcase the Firm's premier standing in the Indian legal market and its sophisticated and multi-faceted persona. For this logo revamp, we worked with *Seenk*, the same French design agency that originally worked on the centenary logo.

The new logo, with its 'refreshed' character not only reflects the renewed zest that characterises the work ethic of the 1,000 plus KCO family, but its adherence with the original form signifies preservation of the Firm's long-standing legacy of offering best legal solutions to clients. The modernistic feel effused by the logo, coupled with the reinvigorated blue hues and the upgraded font endeavours to mirror the spirit of excellence and innovation that the Firm represents.



Our old and new logo

VIRTUAL OFFICE POLICY

With a view to keep pace with the continually evolving work culture in the face of the pandemic,

the Firm introduced a 'Virtual Office Policy' (VO Policy).

Based on an assessment of the responsibilities of the Firm's members and their capacity to work remotely, the VO Policy offers members enhanced autonomy to plan their work and choose their work environment. The VO Policy also aims to bolster the Firm's efforts to reduce its carbon footprint.

Under the VO Policy, Associates may work in any city where the Firm has an office even if such office is not the Associates' primary office (ie, the office where such Associates have primarily worked on a long-term basis). The VO Policy lays down detailed guidelines in terms of the procedural requirements applicable to each role category, allocation of time between remote and on-site presence, conduct during WfH, etc.

Another unique aspect of the VO Policy is the 'Hotdesking' feature, where members can book their seats digitally for the days they intend to work from office.

We hope that the VO Policy is a timely, thoughtful and conscious move by the Firm to adapt to the ever-changing work dynamic; and the considerable flexibilities that it offers will surely help members to enjoy a more fulfilling and bespoke work experience that they can choose for themselves!

INTRODUCING FLEXIBLE WORKING: LEXFLEX

To keep up with evolving demands of the legal profession, the Firm has launched 'LexFlex' – a unique offering for professionals who want to work in a flexible environment and outside the confines of a traditional law firm structure. LexFlex is currently aimed at experienced professionals who are practicing law or working in the areas of legal tech, digital tech or knowledge management.

LexFlex offers a unique range of opportunities, including the option of working for certain hours

in a day, working on specific days in a week, period-based engagements and project-based engagements. The program is open to professionals with 2+ PQE as well as retired or senior professionals looking for part-time engagements. Professionals will be empowered to determine their career paths as well as manage aspirations and lifestyle choices.

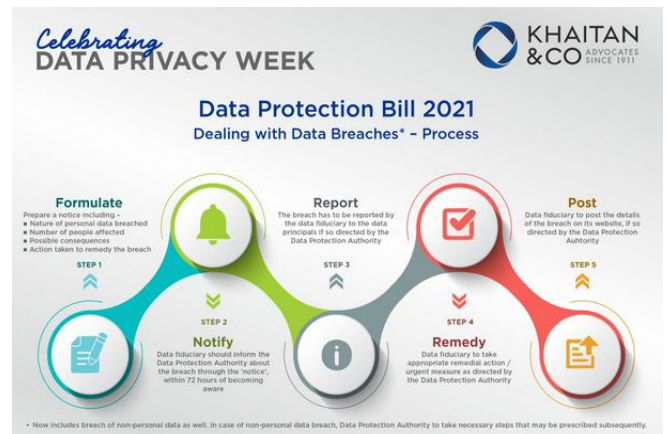
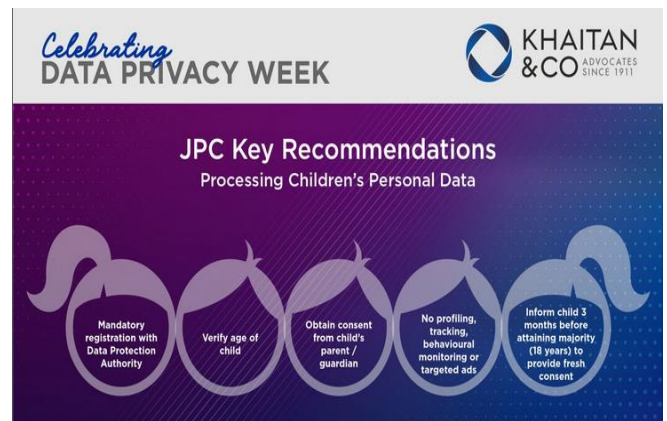


LexFlex: Flexible working with the Firm

DATA PRIVACY WEEK

The Firm celebrated 'Data Privacy Week' in the week through 24 - 28 January 2022. Through LinkedIn, our Data Privacy team shared several collaterals across the week on topics such as 'Data Localisation', 'Cross-Border Data Transfers', 'Children's Personal Data' and 'Data Breach' as envisaged in the upcoming data protection law in India.

On the occasion of Data Privacy Day, our Partners Supratim Chakraborty and Abhinav Chandan, in an interview with Mint, shared their insights on privacy and data protection in India, and reflected on topical issues such as big tech in India, data-driven governance, data localisation, cross-border data transfers and data breach handling.



Snippets from our collaterals on Data Privacy Week

PRIORITISING LEGAL TECH AND AUTOMATION

We are pleased to announce 'Innovation@KCO' – a group focused on creating a multi-disciplinary centre for excellence to leverage the power of technology, make the practice of law easier and more efficient for lawyers and increase transparency for our clients. The Innovation team will focus on bridging the gap between law and technology. Nilanjan Ghose (*Chief Operating Officer*), Aakash Choubey (*Partner*) will spearhead this initiative along with a dedicated team comprising our alum, Shreya Vajpei (*Assistant Manager*), Aditya Srikant (*Assistant Manager*) along with Rishwin Jethi (*Senior Executive*), with the assistance of Tech Solutions members of our in-house IT team.

KEY CLIENT ENGAGEMENTS

We remain committed to nurturing existing client relationships and building new ones. Our Partners have conducted several webinars, focusing on a wide array of topics including:

- ‘Which arbitration rules should I choose?’ conducted by Jamie Harrison (*Deputy Director, London Court of International Arbitration*), Alexander Fessas (*Secretary General, International Chamber of Commerce*), Kevin Nash (*Registrar, Singapore International Arbitration Centre*), Neeti Sachdeva (*Secretary General, Mumbai Centre for International Arbitration*) and our Partners Kingshuk Banerjee and Raj Panchmatia;
- ‘Exploring Middle East, Africa and South Asia (MEASA) region opportunities through Dubai International Financial Centre (DIFC) lens- A perspective on the regulatory standpoint for Indian firms’ conducted by Ken Coghill (*Director and Head of Innovation and Technology Risk Supervision, Dubai Financial Services Authority*), Ali Hassan (*Senior Representative Europe and North America, DIFC Authority*), Arpit Ratan (*Chief Business Officer & CO-Founder, Signzy*) and our Partner, Moin Ladha;
- ‘Digital Economy in India: An overview of recent judicial and legislative developments’ conducted in association with Singapore Corporate Counsel Association Limited and by our Partners, Karun Cariappa, Ganesh Prasad, Indruj Singh Rai and Vinita Krishnan;
- ‘India’s Insolvency Law: Updates and Developments’ conducted by Amit Khandelwal (*Analyst, SC Lowy*), and our Partner, Ashwin Bishnoi.



Snapshots from some of our webinars

DIVERSITY & INCLUSION INITIATIVES

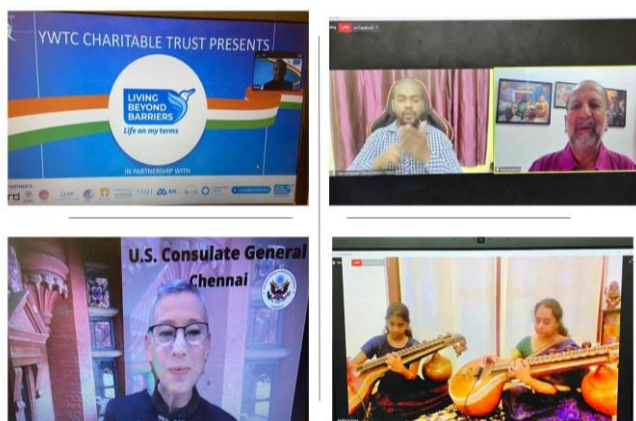
One of our key projects in 2021 was our collaboration with ‘She Breaks the Law’ (SBTL) - a global community of women leaders (#lawbreakers) who are passionate about the power of transformation, innovation and collaboration in the legal industry. Through this collaboration, the Firm seeks to promote dialogue among women leaders, celebrates women who have broken through glass ceilings and provide insights on leadership development, career-development strategies and peer networking.

We hosted several networking events for lawbreakers in India across a range of topics such as ‘The Evolving Role of today’s GC’ to ‘Legaltech’ to ‘Corporate Presence’ with our Partners, Tanvi Kumar and Suhana Islam Murshedd, taking the lead on the initiative.

We also hosted our first KCO ‘Campus KConnect Session’ on “Emerging Career Paths for Law Students” where Priya Lele, (*Co-Founder, SBTL*) and our Partner, Aditi Sharma, had a candid chat about the myriad possibilities that are now available to graduating law students and how disruption, innovation and flexibility are crucial factors to the new generation.

As a part of our collaboration with ‘Yes We Too Can’, we authored and published a handbook on the rights of persons with disabilities. We also collaborated with an external lawyer – Karpagam Mayavan – who is successfully practicing law despite being visually impaired, to author the introduction to the handbook.

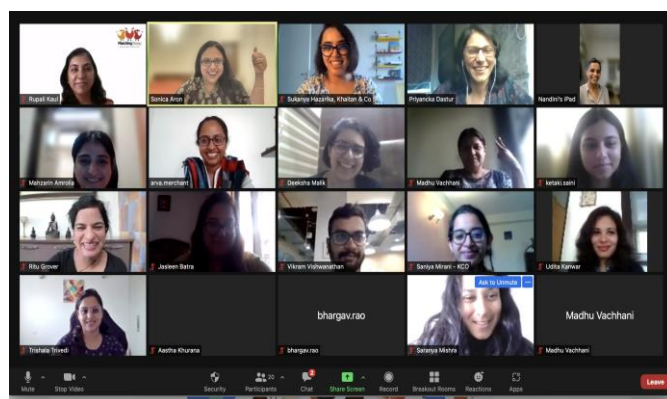
This book was launched by Judith Ravin (*Consul General, USA*), and our Senior Partner, Ravi Kulkarni, on World Disability Day 2021. Our lawyers, who authored the handbook, are also doing live Q&A sessions for persons with disabilities.



Snapshots from our handbook launch

Additionally, we also welcomed a law student with cerebral palsy to intern with us last year and organised a sensitisation workshop for the Firm’s litigation practice group in Mumbai. Our efforts to make a meaningful impact and promote disability inclusion in Indian legal industry will continue through 2022 and the years to come.

We launched our Member Resource Group (MRG) – comprising 30 members across all our offices / practices to brainstorm and discuss firm-wide initiatives to attract and retain a diverse workforce. In September 2021, we invited Sonica Aron (*Managing Partner, Marching Sheep*), a diversity champion and a board member of Gender at Work India Trust, to discuss the role of D&I champions.



Snapshots from our first MRG session

We are truly proud to note that the male-female ratio at the Firm has been 65:35 for the past 3 years. Across levels, the number of female members has increased by 6% in the last 4 years - 8% at a Partner level (with 20% of our Partners being women), and 31% at the senior management level (with 45% of our senior management being women).

As a recognition for our efforts, we were awarded the ‘Diversity and Inclusion Project of the Year’ for our collaboration with SBTL by Asian Legal Business in 2021.



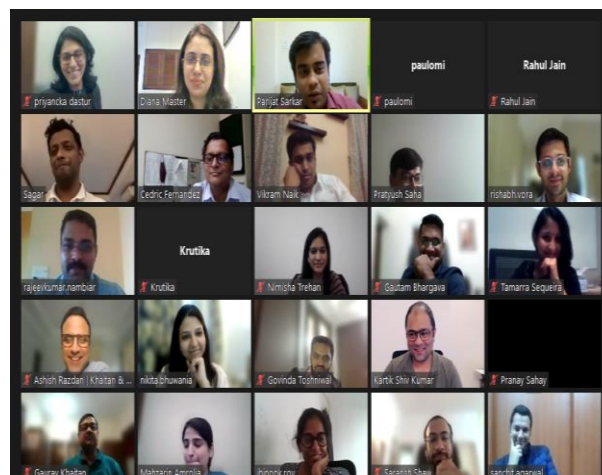
Winner of the 'Women in Law Awards' 2021

LEARNING & DEVELOPMENT INITIATIVES

With work continuing for most of us from home, our training initiatives continued virtually till the close of 2021. We ended the year with our annual 'Development and Engagement Programme – Together Towards Tomorrow' for our Principal Associates in November 2021. This programme was launched in 2018 with the objective of building camaraderie among the associates, sharing stories about leadership, collaboration, team play, and encouraging peer-to-peer learning. This two-day programme is conducted by our internal partners along with external facilitators and subject matter experts who are empanelled with us.

The participants were taken through experiential and insightful sessions focusing on leadership, stakeholder management, personal and firm branding, law firm economics, business development, and client retention.

Keeping in mind the strain experienced by members on account of Covid-19, training on softer aspects such as mental health, managing burnout, staying resilient, building trust, and managing teams were also covered and very well received.



Interactive Session with our Principal Associates

LEARNING WITH A TWIST!

Our habits say a lot about us as individuals and professionals. To talk to us more about how habits influence our behaviours, actions, and our overall performance at work, we invited the well-regarded habit coach and speaker, Ashdin Doctor in December 2021.

Ashdin is a habit coach and runs a popular podcast with the title 'The Habit Coach'. He's also the founder of Awesome180, a habit-forming program dedicated to helping individuals achieve their goals by improving micro-habits.

Ashdin took us through the lives of sports heroes, what made them successful, how they dealt with setbacks and failure, and in turn, create more positive, rewarding, and resilient lives for themselves. This was indeed a very interesting way of learning and picking up new habits for success!

BRIDGING THE SKILL GAP

For 'holistic' development, training in functional and behavioural areas is extremely important. Keeping this in mind, we curated an online course on Fundamentals of Negotiation by Claudia Winkler for our senior associates. Over the last three years, this course has been very well received. It is spread across 34 interactive lectures spread

across 7 modules, 2 hours of video content, 9 expert insight interviews, and an exercise that mimics a real-life situation for the participants to practice acquired skills. This course also helps Senior Associates in their career progression as a lawyer.

A total of 269 CLEs (Continuing Legal Education) and other training sessions focusing on functional skills were organised for members across the Firm in 2021. Practice and sector focused sessions were conducted by senior lawyers / partners and external subject matter experts on topics such as Islamic finance, ESG, fintech, cryptocurrency, international arbitration with a focus on maritime law, insolvency regulation process, and functioning of an insolvency resolution process.

INTRODUCING TUESDAY TIPS

Our #TuesdayTips are short weekly learning nuggets on a variety of topics that are useful for our members across roles and levels. These tips are shared via e-mail with all our members, and are also hosted on the Firm's internal Instagram page. These are short 5-minute reads with links to additional resources like articles and videos for those who want to dive deeper into the subject.

In October 2021, we focused on the importance of mental well-being covering topics such as 'Managing & Coping with Stress', 'Fighting Burnout', 'Practicing Mindfulness and Self-Compassion'. In November 2021, we discussed 'Productivity at Work' and shared tips on enhancing productivity, planning, time management tools / strategies, effective delegation, and overcoming distractions. We closed the year with 'Emotional Intelligence at Work' – an essential skill at the workplace today – discussing each of the four dimensions of EI: self-awareness, self-management, social awareness, and relationship management.

With the surge in Omicron cases in January which paused our plans to reopen offices, we picked up conversations and materials around the importance of communication at work. Being physically away from each other and working online has made communication a key skill for everyone. Interesting tips and videos around 'Effective Communication and Overcoming Barriers at Work', 'Effective Verbal and Non-Verbal Communication', 'Written Communication', 'Getting e-mails and IMs Right', 'Difficult Conversations', and 'Communicating with Stakeholders and Clients', were made available to all members.



Snippets from 'Tuesday Tips'

GOING DIGITAL: LEARNING ON THE GO!

Compliance and policy training is mandatory at the Firm. After the successful launch of our POSH E-learning module in May 2021, we launched the 'Insider Trading' module late last year. Each member is expected to go through the modules once a year from a compliance perspective.



Snippets from our E-learning Modules

DEVELOPING OUR OWN LEARNING MANAGEMENT SYSTEM

After much research and deliberation, work on developing our own Learning Management System (LMS) is now in high gear. With an engaging and experiential LMS, our members will be able to access learning content at their own pace and on-the-go. Watch this space for more information in the months to come!

We would love to hear your feedback and views on the Alumni Newsletter or the larger KConnect alumni programme.

Please let us know by sending an email to alumni@khaitanco.com. For more information on the KConnect alumni programme visit our [website](#).

MARQUEE TRANSACTIONS

In the M&A space, the Firm advised **Reliance Retail Ventures** on their franchise with 7 Eleven Inc, **Tata Motors** EV fund raise from TPG and ADQ, **RP-Sanjiv Goenka Group** on their successful bid for Lucknow Super Giants – one of the new franchises of the Indian Premier League, **Phoenix Mills'** joint venture with CPPIB to develop a commercial office-led mixed-use asset in Mumbai and **Gold's Gym India and its shareholders** on majority stake sale to Curefit Healthcare.

On the PE front, the Firm advised **Softbank's** investments in Unacademy and Cars24, **Temasek's** investments ShareChat and acquisition of majority stake in Medica Synergie, **Blackstone** on acquisition of greenfield warehousing assets from TARC Limited, **TA Associates'** partial stake sale in Atria Convergence Technologies, **Advent's** acquisition of controlling stake in Avra Laboratories, **Partners Group's** acquisition of majority stake in Atria Convergence from True North and TA Associates,

TPG's investment in Fractal, **Axis AIF's** investment in CarDekho and **Axis MF's** investment in Data Patterns.

The Firm also advised **Jindal India Thermal Power Limited** on its debt resolution– one of the biggest one-time settlements outside IBC, **Jayaswal Neco Industries** debt-restructuring, **Reliance Jio Infocomm Limited** on issuance of unsecured, redeemable and non-convertible debentures and **IIFL Home Finance Limited** on public issue of unsecured and secured redeemable non- convertible debentures.

In the Capital Markets space, the Firm advised **Emcure Pharmaceuticals Limited**, **Vedant Fashions Limited** and **Inspira Enterprise India Limited** on their proposed IPO, **Waaree Energies Limited**, **Aditya Birla Sun Life AMC and Metro Brands Limited** on its IPO and offer sale by Ministry of Housing and Urban Affairs, Government of India in **Housing and Urban Development Corporation Limited**.

AWARDS & RECOGNITIONS

Our lawyers continue to get recognised for their relentless efforts – Haigreve Khaitan was recognised as *‘Eminent Practitioner / Star Individual’* by Chambers and Partners Asia Pacific Guide Rankings 2022, *‘Market Leader’* by IFLR1000 Rankings 2021 and one of the *‘Best Lawyers in Asia 2021’* by IFLR.

Haigreve Khaitan, Rabindra Jhunjhunwala, Bharat Anand, Siddharth Shah, Ajay Bhargava and Abhimanyu Bhattacharya were recognized as the *‘A-List Lawyers 2021’* by IBLJ. Our Partner, Bijal Ajinkya was recognised as

‘Asia’s Top 15 Female Lawyers’ by Asia Legal Business and Manisha Shroff featured as *‘Top 15 Rising Lawyers by Asian Legal Business’*.

Several of our Tax Partners, Abhishek Rastogi, Arvind Baheti, Bijal Ajinkya, Sanjay Sanghvi, Sudipta Bhattacharjee and Udayan Choksi were recognised as *‘Leading Tax Practitioners in India’* by World Tax 2022, and Sanjay Sanghvi was recognised as *‘Highly Regarded’* by World Transfer Pricing 2022.

Vineet Shingal featured as an *‘Outstanding Lawyer’* in Asia 40 under 40 list by Asian Legal Business; Ashwin Bishnoi, Rajeev Vidhani and Vineet Shingal were recognized as *‘40 Under 40 Rising Star list by Legal Era’*, Tanu Banerjee was recognised as *‘Young Achiever’* in BW Legal World 40 under 40 Club, and Ankur Sangal and Sahil Narang were each recognised as *‘ALB India Rising Star 2022’* by Asian Legal Business.

Sanjay Khan Nagra was featured as *‘Best Lawyer’* in ALB Asia Super 50 TMT Lawyers list and Kartick Maheshwari and Ashwin Bishnoi were recognized as *‘Lawyer of the Year’* for PE and restructuring and insolvency respectively, by IFLR1000 India Awards 2021.

On the Disputes and Litigation front, our Partner Ajay Bhargava was recognised as *‘Dispute Resolution Lawyer of the Year’* and *‘Top 15 Litigators in Asia’* by Asian Legal Business and won the *‘Distinguished Counsel of the Year for Arbitration Award’* by CCAI Legal Excellence Awards 2021, while Vanita Bhargava won the *‘Visionary Women Counsel of the Year Award’* by CCAI Legal Excellence Awards 2021. Further, Kingshuk Banerjee and Tomu Francis won the *‘Client Choice Award 2021’* for Arbitration & ADR and Business Crime Defence respectively by Lexology, while Raj Panchmatia was identified as one of the *‘Most Highly Regarded Partners in Asia-Pacific’* in the Arbitration Future Leaders 2022 research by Who’s Who Legal.

Our Intellectual Property Partners, Adheesh Nargolkar, Nishad Nadkarni, Shailendra Bhandare and Smriti Yadav were featured as the *‘Best IP Lawyers in India’* by ALB India Top IP Lawyers 2021.

Our young colleagues, Ashwaj Ramaiah, Deeksha Malik, Devarshi Mukhopadhyay, Gautam Suseel and Riya Agicha were recognized as *‘Winners’* by the BW Legal 30 Under 30 Awards 2021. We are also pleased to note that 48 of our lawyers were ranked in their respective practice areas by IFLR1000 Rankings 2021 and 31 of our lawyers were also ranked by Legal500 Asia Pacific Rankings 2022.

We are thrilled to share that we were recognized as the *‘Law Firm of the Year – Private Equity’* by VCCircle; 2 of our deals were recognised as *‘Global Infrastructure Deal of the Year 2021’* and *‘APAC M&A Deal of the Year 2020’* by Global M&A Network and 12 of our deals were featured as *‘Deals of the Year’* by IBLJ.

<p>Chambers AND PARTNERS GLOBAL Band 1 Banking & Finance Competition/Antitrust Corporate/M&A: The Elite Dispute Resolution International & Cross-Border Capabilities</p>	<p> Tier 1 Antitrust and Competition, Banking and Finance, Capital Markets, Corporate and M&A, Data Protection, Dispute resolution: Arbitration, Dispute Resolution: Litigation, Insurance, IP, Labour and Employment, PE & Investment Funds, Private Client, Projects and Energy, Real Estate, Tax, TMT, White Collar Crime</p>	<p>Chambers AND PARTNERS Band 1 Banking & Finance Competition/Antitrust Corporate/M&A Dispute Resolution Private Equity Real Estate Tax</p>	<p>INDIA BUSINESS LAW JOURNAL IBLJ Deals of the Year 2021</p> <ul style="list-style-type: none">• API Holdings (Pharameasy) series E investment• BharatPe series E (unicorn round) fundraise• Blackstone acquires Embassy Industrial Parks• Brookfield buys parts of RMZ• EverEnviro acquires IL&FS waste management business• Investment into Pine Labs• Itochu acquisition of Aegis subsidiary stake• JSW Steel Rule 144 / Regulation S bond issue in two tranches• Paytm IPO• ReNew Power's US\$8 billion SPAC• Shareholder dispute at InterGlobe Enterprises• Sommet's acquisition of majority stake in Indian School of Hospitality
<p> Winner: Law Firm of the Year 2022 Private Equity</p>	<p>ASIAN LEGAL BUSINESS Tier 1 Mergers & Acquisitions</p>	<p> OUTSTANDING Banking and Finance, Banking & Financial Services, Capital Markets, Competition/Antitrust, Corporate and M&A, Dispute Resolution, Investment Funds, Private Equity, Regulatory, Restructuring and Insolvency, Tax, Real Estate</p>	
<p> Highly Recommended Practice Competition / Antitrust</p>			

WHAT OTHERS SAY ABOUT US

Legal 500 Asia Pacific 2021

“Individuals are characterised by optimism, friendliness and the ability to solve problems quickly. I really enjoy working with the practice and thus highly recommend it.”

“In-depth understanding of relevant legal issues, good analytical skills, excellent court strategy and solution-oriented approach.”

“Responsive, clear, knowledgeable, polite and professional.”

Chambers and Partners Asia Pacific 2021

“Services rendered by Khaitan & Co are excellent, result-oriented and at par with other top-tier law firms in India.”

“They are willing to think outside of the box and come up with creative solutions.”

Asialaw Profiles 2021

“Good leadership and proactive service.”

“Profound understanding of the law and at the same time, an ability to adapt to business needs.”



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