



Avik Biswas

Partner

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Practices:

Employment, Labour & Benefits
Ethics & Investigations
Anti-Bribery & Anti-Corruption

Education:

National University of Juridical Sciences, Kolkata (2006)

Professional Affiliation:

Delhi State Bar Council

Avik Biswas is a Partner in the Employment, Labour and Benefits practice group. Prior to joining the Firm, Avik was a partner at IndusLaw (Bengaluru).

With over 18 years of experience, Avik is recognised for his work in the Ethics and Investigations space and his Employment Law practice across all industry sectors and is considered a subject matter expert in whistle-blower investigations, employment law issues, policies and handbooks, internal investigations, disciplinary inquiries, sexual harassment proceedings, structuring compensation and benefits, conducting Reduction in Force (RIF) exercises and negotiation of senior management recruitments/severances.

Representative Matters:

In his areas of expertise, Avik has advised several prominent clients including:

- A major American manufacturing entity on a whistle-blower investigation in the context of its Indian operations that comprised allegations of conflicts of interest, fraud, data privacy breaches, employee harassment and sexual harassment;
- A global Chinese manufacturing entity on an internal investigation of its Indian operations that comprised significant allegations including financial embezzlement and money-laundering;
- One of the major private insurers of India on one of the largest insurance regulatory investigations;
- Shell on its new structure for social security contributions for all in-bound and out-bound international workers from across the globe;
- United Phosphorus Limited on a global project to harmonise its employment terms and benefits in 16 jurisdictions worldwide;

- A major Indian Information Technology Company on a reduction in force (RIF) exercise at three of its locations in Bengalur, Bhubaneshwar and Chennai;
- One of the world's largest media companies on its internal investigations, post an anonymous whistle-blower complaint, related to embezzlement of funds by 2 of its CXO employees;
- OYO Rooms on its exhaustive guideline and enforcement structure relating to the anti-corruption and anti-bribery regime for India's largest hotel aggregator companies in line with international standards and best practices;
- A global Consumer Electronics Producer on an exhaustive pan India employment law audit at seven manufacturing facilities;
- A global Software Product Company on customisation of its India policies in the context of its global policies and structuring of its new employment contracts for all its employees;
- An Indian subsidiary of a global Retail Wholesale Group on drafting employment contracts and structuring of compensation and benefits for all its senior management employees;
- A global Technology Company on an FCPA investigation in relation to the Indian affiliate's receipt of a large parcel of land from a local State Government;
- A global financial software product company on sale of one of its business divisions to another entity, including advice on all employee transfers and related obligations under law;
- One of the world's largest automobile component manufacturers on its collective bargaining agreements in 5 of its facilities across four different States in India;
- An Indian subsidiary of one of the world's largest semiconductor companies on an FCPA investigation in specific relation to the progress made by the India sales team for a highly lucrative tender floated by the Department of Post of the Ministry of Communication and Information Technology; and
- One of the world's largest manufacturers of telecommunication equipment and transmission cables on a pan-India employment law audit for 6 of its facilities in four different States in India.