



Vaibhav Bhardwaj

Partner

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Practices:

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

Education:

B.A., LL.B. (Hons.), Guru Gobind Singh Indraprastha University, New Delhi (2008)

Professional Affiliation:

Bar Council of Delhi

Vaibhav Bhardwaj is a Partner in the Employment, Labour and Benefits practice group. Prior to joining the Firm, Vaibhav was a partner at IndusLaw (New Delhi).

With over 15 years of experience, Vaibhav has been practicing in the Employment Law and Ethics and Investigations space. He has advised clients on a range of matters across sectors, on structuring of policies, C-Suite level exits, workforce restructuring, employee secondments, closure of undertaking and employment issues in mergers and acquisitions.

He has extensive experience in advising clients on complex matters involving internal disciplinary investigations and inquiries associated with behavioral misconduct, fraud, bribery and corruption charges, ethics violations, sexual harassment and other related matters.

Representative Matters:

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

- **Air India** on restructuring all contracts and employment terms applicable to flying and non-flying staff. This mandate was undertaken as part of a merger harmonization exercise, pursuant to Air India's acquisition by the Tata Group;
- **Wipro** on several complex and unique employment and investigations related matters including investigations concerning moonlighting, and manipulating the background verification process; and workforce restructuring, senior level exits and structuring of separation documents, amongst others;
- **Shell India** on the statutory considerations in relation to the engagement of contract workers and fixed term contract employees. This also included structuring of their existing manpower supply structure;
- **Deliveroo**, in setting up its technology hub in India. Advising Deliveroo in several unique and significant matters such as separation of senior level exits, on matters pertaining to its day-to-day affairs, including on applicable data privacy requirements, procedures for

effectuating employee separations and the payments required to be made thereunder, procedures for obtaining insurances required under labour laws, and so on;

- A **multinational alcohol beverage company** which is home to a number of renowned brands on several independent investigations into employees who were suspected of having committed fraud against the company;
- A **foreign educational institution** on the migration of the provident fund corpus maintained by the institution to the statutory fund maintained by the Employees' Provident Fund Organisation (EPFO);
- An **American car manufacturer** on the legal requirements and procedure under law for closure of one of its large manufacturing facilities in India. The transaction derives its significance from the several complexities, including the proposal to rehabilitate employees, offer of voluntary retirement scheme (VRS) to remaining employees and analysis of the legal requirements for closure in the event there is a sale of assets;
- A **leading beverage company** in India on diverse subject matters such as strategy to be adopted for retrieval of company assets and confidential information in possession of a former employee and advice on a major potential litigation in the wake of allegations of wrongful termination of an employee during her maternity leave;
- **McCormick India** on the process of movement of employees and related benefits to an outsourced partner to whom IT operations was proposed to be outsourced;
- A **chemical manufacturing company** on the strategy to be adopted in termination of the employment of a senior employee who held a prominent public office and had the full support of the trade union;
- A **leading renewable power producer in India** on a reduction in force (RIF) exercise at eighteen of its locations spread across the length and breadth of India; and
- **Several large conglomerates** on matters relating to prevention of sexual harassment including but not limited to conducting training sessions for employees as well as members of the internal committee; end-to-end assistance to the internal committee to handle sexual harassment complaints; and structuring of the internal committee.