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Services and sectors

# Welcome to Artington Legal

## Welcome

I qualified as a solicitor in 2000 and worked as a corporate finance and M&A lawyer in the City of London before moving in-house.

During my time in-house, I instructed many law firms in the City of London as well as many other international firms based in the US, Europe, Asia, the Middle East and in other parts of the world. I founded Artington Legal in 2012. Having spent over 12 years in-house leading legal teams in international blue-chip businesses. I felt there was an opportunity to provide a new kind of legal service.

I wanted to build a law firm with a team of lawyers who:

- can see the big picture and really understand commercial drivers;
- are innovative and proactive in getting the deal done
- work collaboratively
- think proactively in suggesting improvements and efficiencies
- keep the client well informed – even with bad news
- take a modern approach to pricing
- think about more than the law

We are building a team of highly experienced business lawyers, with a strong track record of working in-house within modern, fast growing, international businesses.

Our extensive in-house legal experience in a range of industries in the UK and internationally means we understand business and your requirements for pragmatic legal advice at a sensible cost. We are dedicated to providing a first class service.

We focus on providing commercial legal advice and services to early-stage businesses seeking VC or PE funding or an IPO, private equity backed businesses and listed companies, both in the UK and internationally. If your business needs a business lawyer, Artington Legal provides a flexible solution to your requirements without the overheads of a traditional London law firm.

We know that every company is different and we invest time in ensuring that we understand your objectives. I'd be delighted to talk and see how we could help you.

Tad Ostrowski





## Corporate

# Corporate

## Transactions

- Business acquisitions
- Company mergers
- Joint ventures
- MBOs, MBIs, etc
- Sale of your business

## Funding

- Loan financing
- Private equity investment
- Fundraising
- Mortgage security
- Capital or share restructuring
- Venture capital

## Governance

- Board advice
- Board meetings
- Directors' duties
- Directors' liabilities
- Regulatory and compliance matters
- Succession planning

## Set up

- Company incorporation
- Partnership agreements
- Shareholder agreements
- Start-up
- Terms and conditions of business





## Commercial

# Commercial

### Operating agreements

- Sales and distribution agreements
- Standard terms and conditions
- Supply chain agreements
- Supply of goods and services
- Franchising
- Outsourcing
- Research and development
- Service level agreements

### Technology law

- Software licensing
- Hardware procurement
- Software procurement
- Cloud computing
- IT outsourcing

### Online trading

- Data and privacy
- Distance selling regulations
- Domains
- Website terms and conditions
- E-commerce terms





## Commercial real estate

# Commercial real estate

## Real estate development Estate management

- Acquisition of land
- Acquisition of commercial premises
- Development agreements
- Option agreements
- Conditional contracts
- Development strategy
- Financing and re-financing
- Planning law
- Regeneration
- Section 106 agreements
- The community infrastructure levy

- Landlord and tenant
- Sale and purchase of commercial real estate
- Lease negotiations
- Contracts with utility companies
- Mineral rights
- Rights of access and light
- Portfolio management





## Employment and HR

# Employment and HR

### Recruitment and induction

- Directors' service agreements
- Employment contracts
- Wording of job adverts and role requirements
- Policies and procedures
- Staff handbooks

### Management

- Grievances and disciplinary matters
- Share option plans
- Long term incentive plans
- TUPE and outsourcing arrangements
- HR consulting
- Immigration
- Employment law training

### Departure

- Settlement agreements
- Dismissal procedures
- Severance packages
- Individual and collective redundancies





## Intellectual property, privacy and data

# Intellectual property, privacy and data

## Brand protection

- Branding
- Copyright
- Design rights
- Domains
- Intellectual property audit
- Knowhow
- Licensing
- Patents
- Rights acquisitions
- Trade marks

## Data and privacy

- Data protection
- Privacy
- Social media







## Regulatory

# Regulatory and compliance

## Corporate compliance

- Bribery Act
- Anti-money laundering
- Competition and anti-trust
- Data protection and privacy
- Health and safety
- Licensing

## Financial services

- Compliance
- Compliance management audits – pre-FCA visit
- FCA investigations
- Financial conduct complaints and compensation

## Competition law

- Horizontal and vertical agreements
- Dominant position
- Market foreclosure
- Anti competitive behaviour





## Company legal health check

# Company legal health check

Taking time to review your business can be key to meeting your objectives. As your business grows and changes, so do its legal priorities and obligations, particularly if you carry out business online or in a regulated sector.

We offer a legal health check establishing whether you have the appropriate legal and contractual foundations.

Your health check can be as detailed as circumstances require and can cover:

- Intellectual property – are your IP matters (trade marks, design rights, software etc) and your commercial rights properly owned, licensed and protected?
- Suppliers – do supplier agreements dovetail effectively without potential points of failure or commercial weakness?
- Data protection – are data protection registrations, policies and marketing strategies all properly aligned?
- Employment – are key personnel bound by employment

contracts with appropriate notice periods and non-competes?

- Sales contracts – if sales contracts are negotiated without legal supervision, does the sales force know how to properly identify and mitigate risk?
- Standard terms and conditions – do all terms and conditions and standard form documents reflect what the business does and are they fit for purpose?

The health check involves understanding your business's current and future commercial and operational imperatives, and then assessing contracts, policies and procedures against those imperatives.

We will provide you with an executive report which clearly identifies where your policies or contracts are out of date or non-existent, and what steps are needed to ensure your business is fully compliant.



# Outsourced general counsel

Our outsourced general counsel service is ideal for clients who need regular legal advice but need to manage their fixed costs.

Our services also provide an effective resource for international businesses which require a regular point of contact in the UK to advise on UK legal matters and to liaise with in-house counsel at their corporate head office.

We provide a package of legal support to meet the needs of your business – effectively strengthening your management team without having to add to your headcount.

# Rescue service

We can also offer short term support, by stepping in where contracts and negotiations may be going off the rails.

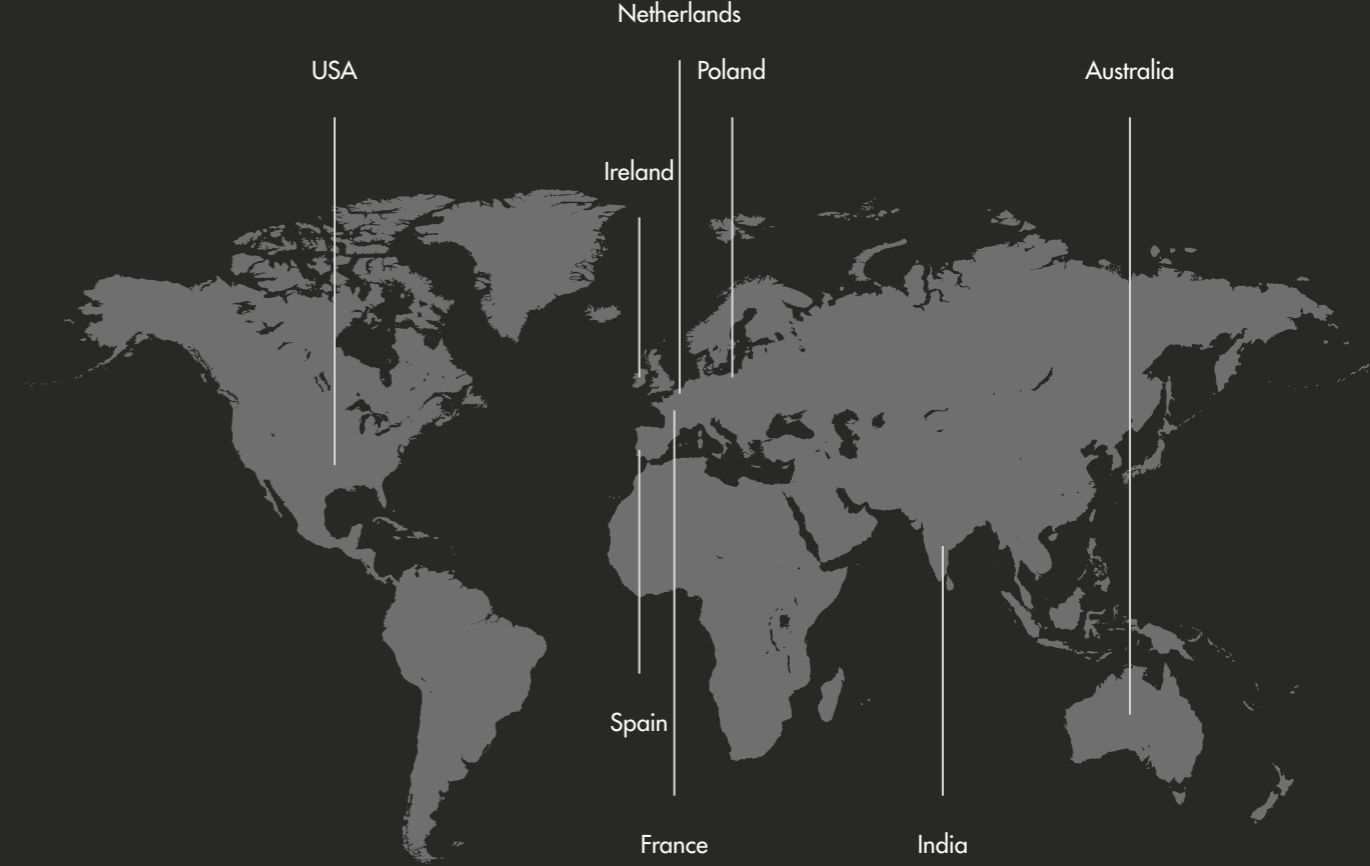
A fresh pair of experienced eyes may be all that is needed to assess the situation and bring it back on track.

# Artington Legal Alliance

Artington Legal is a member of an alliance of law firms able to advise on the laws of France, Italy, Spain, UK and USA”.

# International clients

Artington Legal advises clients from around the world.



# Languages

Amongst the Artington Legal team, as well as plain English, we have lawyers who can work in the following languages:

French



Polish



Italian




Spanish





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