

*FML*

FOXMANDAL  
LITTLE



Bangalore | Bhubaneswar | Chandigarh | Chennai | Hyderabad | Kolkata  
Mumbai | Noida | New Delhi | Pune | London | Dhaka  
Associate Offices: Cochin|Trivandrum

## About Us & Our Services

In May 2006, the merger of India's two leading law firms, Fox Mandal and Little & Co. led to the inception of FoxMandal Little ("FML") making it **India's largest law firm**.

Fox Mandal was established in 1896 with Mr. J.K Fox and Mr. G.C Mandal joining together to establish one of the first Indo-British partnerships. Little & Co., on the other hand was established in the 1856, and is **India's oldest law firm**, boasting of an unparalleled legal tradition of being the legal advisor for the East India Company, and the successive Governments of the Presidency of Bombay.

The firm has offices in India, UK and Bangladesh including Bangalore, Bhubaneswar, Chandigarh, Chennai, Dhaka, Hyderabad, Kochi, Kolkata, Mumbai, Noida, New Delhi, London and Pune with representative offices at Coimbatore, Mangalore, Trivandrum and other important cities in India. FML is a well-reputed full service law firm presenting an appropriate mix of the necessary legal expertise, industry specialization and commercial acumen. This firm of advocates, solicitors and notaries, comprises of 400 lawyers with 50 partners and 250 para-legal staff. Our offices situated in all the important regions in India ensure that our clients receive cost-effective, value added and fully integrated services.

Over the years, both Fox Mandal and Little & Co. have been ranked as the top firm in India by various international journals. Recently, FML won "**The Best National Law Firm, 2008**" award by the **International Legal Alliance Summit & Awards, 2008** at Paris and distinguished during the International Legal Awards Ceremony amongst the leading law firms from 22 countries. We have been awarded the "**Employer of Choice, 2008**, a response among over 15,000 lawyers region-wide by **ALB (Asian Legal Business)**. FoxMandal Little has been recognized with "**Client Choice Award, 2007**" in India from more than 1,300

individual assessments received from corporate counsel worldwide by **ILO (International Law Office)**, the **Official Partner to the International Bar Association**, for FML stands apart for the excellent client care and the quality of service. It has been awarded for the law firms' ability to add real value to their clients' business above and beyond the other players in the market. Amongst others, we have been adjudged as **"The Best Law Firm of the Year"** for India in 2006 by **IFLR (International Financial Law Review)**, a Euromoney publication.

We are a full service firm with the sole aim of providing the best legal service to our clients. Our strength is our team of experienced and trained lawyers who treasure the value of diligence and knowledge as well as creativity and innovation in addressing our client's needs.

We offer our clients the benefit of our knowledge based on extensive experience of having worked on major transactions in India. In view of our international practice, as well as to provide comfort to our multinational clients, we are one of the only firms that carry insurance for professional negligence even though it is not mandatory in India.

### **Our Objectives**

Erstwhile and merged, FoxMandal Little has been known for its integrity, efficiency and a high degree of partner involvement.

Our reputation is founded on the simple philosophy of personal, prompt service and advice relevant to the modern requirements of business.

## **Understanding our client's needs**

We understand our client's objectives and assist them in achieving the business results that they seek in an effective and smooth manner. What is important to our client is important to us.

## **Availability**

Any of our clients whatsoever their size, wheresoever and whensoever can be in touch with our lawyers. Our lawyers are for, by and with the clients. Our lawyers are available 24/7 whatsoever the size of the transaction or litigation. Our lawyers are supportive, approachable and understanding.

## **Client Interaction & Personalized service**

Each client enjoys a high level of personal service and has the advantage of discussing his problems with a Partner.

We work for a whole gamut of Indian and International business entities. Our corporate clientele includes many of largest listed companies operating in steel, banking, investment, communications, resource and service industries throughout the world. Furthermore, the Firm serves private individuals who need high-quality professional advice. The Firm tailors its services to meet its client's specific needs, adapting its approach to the size and complexity of the case.

It is our constant endeavor to meet our client's needs satisfactorily. 'How best to serve clients' is what propels and guides us in our drive for excellence and perfection.

## **Completion of a Transaction**

We, at FoxMandal Little, employ a 'project team' approach so that clients have the benefit of access to all of the Firm's expert groups. We aim to focus on the real issues and ensure that the documentation process is conducted as smoothly as possible.

## **Timing and Deadlines**

We provide prompt and integrated service to our clients, based on their requirements, whichever part of the country they may be. Time is of essence and we know how to respect it. 'Quick and Quality turn around' is the motto of every member of our firm.

## **Our Partners and Lawyers**

Our Partners are reservoirs of talent and professionalism. The co-founder, Mr. G C Mandal, was a leading and distinguished Solicitor of his times. Mr. S.K Mandal was the Solicitor to the Government of India in Calcutta for many years. Mr. S Mukherjee became the Speaker of the West Bengal Legislative Assembly and also a Minister of the State of West Bengal. Until as recently as 1996, Little and Co. had a British solicitor on board. Members of our firm have risen to various top positions including the judiciary.

We set the highest quality standards for ourselves and this is seen in not only our choice of Partners and professional staff, but also in their further training. Our associates constantly attend external professional seminars in order to strengthen their specialized knowledge in various areas. Our connections with universities and colleges (where we assist in organizing moot courts and seminars) help us in pursuing this objective.

Partners of FoxMandal Little occupy various important positions in International Law Associations such as the International Bar Association, Inter-Pacific Bar Association, International Trademark Association, Union of International Associations etc. and also in various Chambers of Commerce within the country.

### **Understanding International Practice**

FoxMandal Little recognizes and practices the international standards of legal services while serving its clients. Whether domestic or international the firm provides a very high standard of services. The firm provides international standard facilities in its various offices. The firm is well connected by intranet amongst its offices, there is a internal fortnightly magazine, the firm publishes news letters and other publications, has sophisticated meeting, conference and seminar facilities, in-house gymnasiums, cafeterias, video conferencing facilities, etc.

### **Foreign Lawyers Programme**

The Firm has the following three programmes for young professionals from foreign countries:

#### **1. Foreign Law & Management Students Programme**

This is open to foreign students doing law or management courses and wishing to do an internship for 3 months in an Indian law Firm.

#### **2. Foreign Lawyers Programme**

This is for young lawyers, with two to three years experience, from foreign countries wanting a 3 to 6 months secondment in any of the FoxMandal Little offices in India.

### 3. Foreign In-House Lawyers' Programme

This is for in-house lawyers of foreign companies doing or wishing to do business in India. This 3 month programme seeks to impart a basic understanding as to how the Indian legal system works. The underlying idea is to enable a better appreciation by foreign corporate management of the legal problems of doing business in India, when the in-house lawyers return to their companies.

These programmes have been well-accepted by lawyers in other countries and lawyers from various jurisdictions have worked with us.

#### Areas of Specialization

We advise various companies, private, public as well as statutory corporations, regarding a wide range of legal issues including (but not limited to):

- Admiralty and Maritime Law
- Arbitration and Dispute Resolution
- Anti Dumping
- Aviation
- Banking Securities and Finance Services
- Capital Market, Private Equity and Fund
- Corporate and Commercial
- Consumer and Product Liability
- Disinvestment (Privatisation)
- Employment and Industrial Relations
- Environmental Laws
- Energy (Oil & Gas)
- Franchising

- Immigration and Nationality
- Infrastructure (Road, Airport, Port, Rail)
- Information Technology
- Insurance
- Intellectual Property
- Litigation
- Mergers and Acquisitions
- Project Finance
- Real Estate and Construction
- Outsourcing
- Taxation
- TMT (Telecom, Media and Technology)

### **Admiralty**

- Cargo Claims
- Leasing
- Marine Insurance
- Oil Spillage
- Ships Assets and Releases
- Ship Finance
- Ship Registration
- Shipping Litigation and arbitration
- Collision and Salvage
- Charter Party Disputes
- Contracts for Construction
- Use and Operation of Ships
- Ship Sale and Purchase

We advise on contentious and non contentious maritime matters including related insurance matters for ship-owners, charters, hull insurers, P&I Clubs,

Cargo owners and underwriters, composite insurers, traders, freight forwarders, shipyards and port authorities.

The contentious work embraces litigation, arbitration and mediation including claims and disputes involving/relating to bills of lading, charter parties, salvage, death and personal injury, oil pollution, cargo damage and loss as well as the arrest and release of vessels.

The non contentious areas of work include advice on matters such as the sale and purchase of ships, ship financing, registration and related insurance contracts.

### **Arbitration and Dispute Resolution**

- Mediation and Conciliation
- Domestic and International Arbitration
- Enforcement of Awards in India
- Enforcement of Awards outside India
- Arbitration in the field of sports
- Matters relating to inter-state disputes
- Matters relating to Bilateral Investment Treaties

This is a very important aspect of the firm's practice. Partners of the firm are involved with various Arbitration Councils including International Chamber of Commerce, Council of Arbitration for Sports, International Court for Commercial Arbitration, London Court of International Arbitration, Singapore International Arbitration Centre, Indian Council for Arbitration, etc.

### **Anti Dumping**

- Anti-dumping Policies, Laws and Notification
- Challenging Anti Dumping Duties before Proper Authorities

-Filing appeals

The Firm provides valuable and extensive advice on anti-dumping laws and notifications. The firm has assisted many foreign companies who have been slapped with antidumping duties in India. The Firm also provides to Indian/domestic Clients with any anti -dumping duties levied on them in other countries with the assistance of qualified lawyers of that country.

### **Aviation**

- Drafting, interpretation and negotiation of aircraft leases
- Acquisition
- Financing & Mortgage
- Registration
- Maintenance
- Pooling agreements
- Sales & Freight forwarding contracts
- Drafting & interpretation of air waybills
- Litigation relating to Cargo bills

Over the years the firm has acted for a number of leading airlines and aircraft manufacturers. This includes all legal services in relation to the corporate and legal work required by the aviation industry.

### **Banking, Securities and Financial Services**

- Approval of Prospectus
- Asset Management
- Banking Regulation
- Bank Merger and Acquisition
- Bonds
- Consortium lending

- Debt securities
- Development financing
- Establishment/Closure of banking office
- Flootation
- Foreign exchange
- Leasing and asset finance
- Loan documentation
- Management buy outs and buy ins
- Private placements
- Public offerings
- Restructuring and compliances
- Securitization of movable and immovable assets
- Stock exchange listings
- Trade finance
- Venture Capital Fund

One of the strongest practice groups of the firm. Our Banking team represents foreign and domestic lenders and borrowers, financial institutions, financing and insurance companies in all aspect of sophisticated commercial loan transactions and other credit transactions. We are continuously involved in advising them on various financing transactions, loans and project financing. In the area of corporate finance, our work covers rights issues, private placements, corporate restructuring, schemes of arrangement and advice on security regulations.

The firm advises clients in connection with various traditional lending transactions and derivative financial instruments.

### **Capital Market, Private Equity and Fund**

- Offerings in the market
- Drafting Documents for IPO, ADR etc

- Due Diligence
- Compliance with listing requirements
- Raising of debts
- Issuance of Equity
- Fund and Funds Investment

The firm's capital markets' practice offers a range of legal services to Indian corporates planning to raise funds from the domestic and/ or the international markets. FML owing to the rich experience of several reputed capital markets transactions, has emerged as a leading participant at both the Indian and global markets. We enjoy an unparalleled ability to offer our clients a highly practice-specific advice given our combined knowledge base of securities law and the expertise of working with various industry sectors. Further, due to our ability to draw from our tax, banking and other expert practice areas, we are able to provide our clients with a complete legal and business solution. The firm's close ties with the local stock exchanges and regulatory bodies help us to ensure that we are able to offer to our clients all the necessary assistance in complying with legal requirements.

### **Corporate and Commercial**

- Formation of Companies
- Foreign Direct Investment
- Foreign Investment Promotion Board
- Corporate Reorganization and Reconstructions
- Reserve Bank of India
- Liquidations
- Import & Export Code
- Foreign Investment Proposals
- Corporatisation and Privatization
- Joint Ventures / Shareholders Agreement
- Asset Acquisitions

- Trade Arrangement and Technology Transfers
- International Trade
- Statutory Filings under Company Law

The Firm provides a comprehensive range of services necessary for the establishment of business and operation in India by foreign investors and Indian business houses. We also assist in obtaining statutory permissions and sanctions from various regulatory and Government bodies, departments and agencies i.e., Foreign Investment Promotion Board, Reserve Bank of India, Directorate General of Civil Aviation, Secretariat of Industrial Assistance, Ministry of Industry, Company Law Board, Department of Electricity, Ministry of Finance and Department of Telecommunication.

### **Consumer and Product Liability**

- Product Liability Claims
- Consumer Protection Issues
- Warranties
- Terms and Conditions
- Consumer Credit and Finance
- Litigation

We handle complex product liability claims for both domestic and foreign clients before tribunals and courts throughout the country as well as review measures adopted by clients' vis-à-vis dealers, customers, insurers, experts and administrative agencies.

### **Disinvestment**

- Legal Due Diligence
- Advises Tender Documents
- Advised parties on regulatory aspect of these transactions

- Negotiated with the Government
- Liaised with various Departments of the Government

Our lawyers have extensive experience in disinvestment a.k.a privatization. The firm has acted for the Government of India, the State Government and Public Sector Undertakings for some of the disinvestments carried out thus far. The firm has, however, acted mainly for the private parties participating in such disinvestments.

### **Employment and Industrial Relations**

- Compliance and regulatory issues
- Employment aspects of business transfer
- Employment contracts
- Disciplinary and grievance matters and rules
- Maternity provisions
- Handbooks and compensation packages
- Director's duties
- Wrongful and unfair dismissal claims and redundancy

Our practice in Employment and Industrial Relations assists the management in understanding and incorporating industrial relations policies and employment practices, complying with health and safety legislation as well as licensing and regulation of the sector.

We also represent the management before Tribunals, Commissions, other Quasi-Judicial and Judicial bodies in matters connected with employment and industrial disputes.

### **Energy (Oil & Gas)**

- Power Purchase Agreement

- Documentation relating to development, construction, operation and maintenance, transfer and termination
- Private participation construction contracts
- Financing and related documentation
- Risk Management
- Tax implications
- Trust Retention Account Agreement
- Sponsor Support Guarantee
- Assignment of Insurance and Tangibles
- Supply and Off Take Contracts
- Production Contracts
- Supply of LNG
- Security Documents

The firm has advised in the field of Power, Oil, Gas, LNG and natural resources.

## **Environment**

- National and International Legislations and Treaties
- Pollution Control in any environmental medium
- Construction related environmental issues
- Assistance for obtaining necessary permits, approvals, exemptions
- Compliance advice concerning new and existing statutes and regulations
- Due diligence assessment and allocation of environmental implications for mergers and acquisitions, lease requirements
- Counseling on issues relating to eco-auditing and eco-assessment
- Obtaining environmental clearances for infrastructure projects
- Environmental Audit
- Environmental Litigation

Our Environment Practice Group represents clients over the full spectrum of environmental and health matters. Our team regularly counsels clients in every

substantive area of environmental law including air, water, solid waste, hazardous chemicals, infectious waste, underground storage tanks and pollution insurance.

## **Franchising**

- Obtaining approvals and permissions required as well as drawing up franchising agreements
- Competition Issues
- Intellectual Property
- Consumer Protection
- Labour and Insolvency Issues
- Taxation as well as Dispute Resolution
- Hotel and Leisure Industry

The Franchising team advises both domestic and foreign franchisers and the recipients of franchises. The team has expertise in reviewing joint venture, franchise and operating arrangements.

## **Immigration & Nationality**

The investment scenario has changed the practice and need of service in this area. The firm advises clients on Business Immigration and assists expats in getting their work permits in India. The issue of dual citizenship has just become another practice area with the Government recently allowing Dual Citizenship.

## **Infrastructure**

- Preparing tender forms
- Liaising with the Government Authorities
- Structuring projects

- Loan agreements
- Escrow agreements
- Guarantees
- Mortgage and hypothecation deeds
- Supply agreements
- EPC contracts
- Engineering agreements.
- O&M contracts.

Our Infrastructure team advises clients on various infrastructure projects relating to roads, bridges, airports, rail and ports. In addition to these sectors, the firm advises on a range of issues relating to Water Resource Contracts and Projects, Telecommunications and Satellite Transactions including basic, cellular and satellite system, Broadcasting Law and Policy, Data Communications, Computer and Information Technology. The Firm has in the process represented the Government, International and Domestic sponsors, lenders, investors and contractors in such projects.

The firm is one of the approved 'Lender's Counsel' by the Financial Institutions.

## **Insurance**

- Regulatory approvals and advising on foreign direct investment in insurance pre-post-entry compliances
- Acquisition and/ or sale of insurance companies
- Corporate reorganization

The firm's insurance team advises clients on contentious and non-contentious issues as mentioned above. We also represent insurance companies at the trial and appellate stages in Tribunals and other forums.

## **Intellectual Property**

- Registration Renewal of trade/service marks, copyrights, patents and designs
- Initial investigations into potential patentability of inventions
- License agreements including shrink-wrap and click-wrap licenses
- Merchandising agreements
- Assisting clients in obtaining and protecting domain names
- Infringement and Passing-off action
- Counterfeit Product Investigation/Seizure
- Trade secrets

Our Intellectual Property team has expertise in all areas of trade/service mark, trade secret, copyright and patent law. We advise our clients on the selection, availability, use and registration of trade/service marks, patents and copyright applications within India and abroad. This practice area contains several individuals with scientific backgrounds to facilitate patent prosecution. We also have attorneys who have extensive experience in the litigation of intellectual property conflicts. In addition, our team is also experienced in negotiating and drafting a variety of license agreements.

## **Litigation**

- Commercial contract dispute claims
- Monetary claims
- Debt collection employment disputes
- Trust and Probate
- Mortgage claims
- Insurance claims
- Tax claims
- Personal injury claims
- Enforcement of Decrees
- Enforcement of Foreign Decrees

- Serving Summons
- Providing expert advice on Indian Law
- Writ Petitions

The firm practices and assists clients on all types of civil and commercial litigation in all the courts in the country. The firm's network of offices around the country is very useful for our clients who have litigation around the country as they don't have to look for local lawyers. This effectively saves the client on cost of travel and time.

It is a well established practice in India to engage Senior Advocates (equivalent to QC in England) to argue important matters. The firm has, whenever necessary and in the interest of the client, engaged the most appropriate Senior Advocate. The firm has excellent relations with the country's most recognized Senior Advocates.

The firm is an Advocate on Record of the Supreme Court of India, which allows the firm to file directly in Hon'ble Supreme Court of India. (In India, only an Advocate on Record is permitted to file a matter in the Supreme Court of India.)

### **Project Finance**

- Loan Agreements/Bridge Loan Documents
- Debenture Subscription Agreement
- Debenture Trust Deeds
- Deed of Mortgage/ Creation of Mortgage by deposit of Title Deeds
- Deed of Hypothecation, Guarantee, Promissory Notes, etc
- Share Pledge Agreements
- Deferred Payment Guarantees
- Underwriting Contracts
- Escrow Agreements

- Investigation of title of properties offered as security
- Credit Agreements
- Inter Creditor Agreements
- Concession Agreements
- BOT Contracts
- O&M Agreements
- Instructing of the tender process and preparation of tender documentation
- Assistance on the preparation of enabling legislation
- Bidding strategy

The firm acts for a variety of clients in all types of banking, finance, and capital market transactions. Our experience in structuring, negotiating, and documenting financial transactions is supported by extensive experience in tailoring such transactions to all relevant legal, regulatory, and tax requirements.

### **Mergers and Acquisitions**

- Conducting Due-diligence
- Assist in Negotiations
- Preparation and finalization of Agreements
- Obtaining necessary permissions from the requisite authorities
- Execution and completion of the Transaction
- Obtaining Court sanction with regard to amalgamations
- Advice relating to the Takeover Code

The Firm offers cast iron experience in Merger & Acquisitions “M&A” having worked for Major Indian and multinational corporations and is rated as the best by various reputed International legal journals. The firm advises its clients on all aspects of M&A. Our M&A Practice Group is assisted by experts from other key areas such as employee benefits, environmental regulation, antitrust, intellectual property, real estate and tax.

## **Real Estate & Construction**

- Joint Venture Development
- Development of Townships
- Development and promotion of Real Estate
- Lease and Sale Documentation
- Title Investigation

The firm's Real Estate practice has a wide client base including banks, real estate agents, hoteliers, institutions and Government authorities. Our expertise allows us to advise them in their roles as investors, developers, occupiers, borrowers, owners, funders or lenders. Our services in title investigation, purchase, sale and development of real estate have been used by a large number of developers of commercial and residential projects.

## **Outsourcing**

- Formation of companies
- Registration with the Department of Telecom
- Customs
- Real estate negotiations
- Tax issues
- VSNL & BSNL permissions
- Labour & Personnel issues

The firm's Outsourcing team has represented a wide range of companies in connection with the outsourcing of their requirements in areas such as procurement, manufacturing, logistics, network and software support. Our BPO team has structured and negotiated on issues that define the expectations and responsibilities for both parties, related remedies in case of failure, ownership

and use of intellectual property and data, personnel, real estate, tax implications etc. Lawyers from different practice groups in the firm work together to provide BPOs with comprehensive legal services required for successful business ventures.

## **Taxation**

- Commercial Taxation
  - (a) Excise Duty
  - (b) Customs Duty
  - (c) Sales Tax
  
- Corporate and Personnel Income Tax
- Off-shore Tax Planning
- Company and Partnership Income and Capital gains tax
- Tax effectiveness of commercial ventures
- International tax Planning

India has a very integrated personnel and corporate tax system. We closely follow all legislative changes and court decisions to provide cost effective advice and assistance to our clients.

## **TMT (Telecom, Media & Technology)**

- Domain Name registrations
- E-Commerce
- Web-hosting
- Internet banking
- Management of computer hardware and software contracts
- Data Protection
- Foreign Direct Investment in Telecommunication /Media/Technology.
- Regulatory Advice on Telecommunication/ Media/Technology

- International Shrinkwrap, Clickwrap and operating licenses and distribution agreements;
- Exhibition agreements;
- Co- production, pre-sales and territorial licenses;
- Location and inter-party agreements;
- Film, Television Program and Format licensing;
- Merchandising and Promotion agreements
- Project Finance for Telecommunication/ Media/Technology

Our firm is well known for its TMT practice. We strive to keep our lawyers current on the developments and innovations that affect the market. With our expertise we have advised a number of telecoms, media and technology companies on issues such as IP, transactional, regulatory issues, outsourcing agreements, privatizations etc. Our Telecommunication Group is involved in a wide range of telecommunication projects. We have advised clients on licensing, securing private and public financing, contractual advice on building networks and advice on regulatory matters.

Information Technology emerged as one of the stronger areas of the firm's practice within the last few years with our office at Bangalore ("The Silicon Valley of India") doing extensive work in this field.

We not only act for companies seeking to exploit their technology assets or develop their businesses using technology but also for joint ventures and start-ups involved in e-commerce ventures, B2B exchanges, emerging telecoms, wireless communications, etc.

## Corporate Social Responsibility

### Art Gallery

FoxMandal Little, endeavors to positively contribute to the development of society by acting as a good neighbour, considerate of each other, playing a role of good corporate citizen with passion and compassion. To complement our corporate social responsibility, we have an Art Gallery in the same premises as our corporate office.

*FM art gallery* primarily looks at providing a platform to those artists who cannot afford an art gallery to portray their talent and expertise. NGOs, orphanages and social service organisations send in works of their artists and painters such as those associated with *Ms. Nafisa Ali*, Noida orphanage etc. Also the works of a few upcoming artists from Delhi, Mumbai as well as Yemen are displayed.

We have had many eminent personalities commend our efforts so far. Celebrities of stature like *Ms. Nandita Das, Madhur Bhandarkar and Ms. Nafisa Ali* has felicitated our Art Gallery. A preview of paintings by artists like Sanjeev Verma, Jaspal Singh, Anandita Singh, Mazhar and Ashim, Ranjan Chakravorti, including artists from Aligarh Muslim University, has been showcased. These are fine works carefully culled from different parts of the country.

This gallery came into existence with the objective of fulfilling the social responsibility of the company by supporting and encouraging the unfortunate sections of the society. The venture strives to bring forth artistic talent, hidden due to lack of exposure and opportunity, besides offering year round enjoyment to art lovers. It aims at leveraging our initiative to create awareness about certain causes and mobilizing the masses to be involved in such activities.

In the words of Mr. Som Mandal, Managing Partner, FoxMandal Little,

*“I have initiated it in India as my corporate social responsibility. I would take potential art works from NGO’s, orphanages, and individuals who have difficulty in getting an art gallery. The artists will not have to pay anything or any percentage to the FM art gallery. They can keep the price they think proper. When a person buys their work, all proceeds go to the artist/ NGO/ orphanage. Furthermore, I have a panel of some distinguished artists to help me choose good works of art”*

### **Free Legal Aid**

As a part of our objectives and philosophy, we have commenced services of providing free legal aid to persons/corporations who do not wish to incur legal costs initially. We make available free legal advice on Indian laws. We consider it necessary to provide some level of legal aid to persons otherwise unable to afford legal representation.

FML campaigns for a comprehensive legal aid service. The core service is to supply free legal assistance to Indians who live at or below the poverty level and cannot afford to hire a lawyer when confronted with a legal problem. Our lawyers provide information and referral that individuals may employ to receive guidance on their legal needs.

Advice is provided by qualified solicitors and advocates who volunteer their time for free. Citizens can find answers to questions about their legal rights. We give legal education materials and tools that give basic information on a number of legal issues, and in some cases, detailed instructions and forms to help in the case concerned.

The Indian Constitution, under Article 39A provides:

“Equal justice and free legal aid

The State shall secure that the operation of the legal system promotes justice, on a basis of equal opportunity, and shall, in particular, provide free legal aid, by suitable legislation or schemes or in any other way, to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities.”

We at FML, in salutation of the Constitution of India, try to serve the society as a conscientious corporate citizen.

### **Training**

FoxMandal Little (FML) is more than just a law firm. For the benefit of educational institutions, we have taken the initiative to conduct training sessions with aspiring students from distinguished law schools. Our specialist lawyers impart knowledge and the skills required in the legal field. This training assists students to learn the real-time functioning of our organization. It also aids in the understanding of the value-added services we provide to different genres of clients.

Select students and scholars spend a day under the guidance of a partner at FML. The partner addresses them with the expertise and professionalism required to achieve their objectives in a competent environment. Exchange of dialogue is encouraged during the training. Presentations and discussions are a part of our agenda.

Through these training interactions we too get the opportunity to recognise talent amongst a wealth of approximately 80,000 lawyers graduating from various law schools across India every year. After all, FML’s future lawyers are amongst them!

On a regular basis, lawyers from FML also act as visiting faculty at various educational institutes. Furthermore, in a global business environment, it would serve much purpose if businessmen, managers and entrepreneurs were to have a working awareness of the law. Consequently, we plan to intermingle with leading business schools to facilitate the know-how and working of a full service law firm such as ours.

### **More than a law firm**

FML continues with its efforts to help the cause of **allowing the entry of foreign lawyers to the Indian legal market**. There is an ongoing battle being fought on the issue of liberalization of legal service sector in a growing economy. India is on the brink of opening its doors to foreign firms. Both international and local firms have a lot at stake in India, and the path to foreign entry is proving to be harder than expected.

Being in sync with this view, FML has approached various Governmental bodies concerned, to which the response has been very positive. We believe that in an upcoming economy like India, there can be plenty of work for everyone. Hence, the choice will depend on the tremendous need of foreign law firms with the size of the average Indian foreign acquisition rising tenfold to \$315 million in recent years. Only when the Bar Council finally stands to one side and allows full deregulation will India's legal market, not just its economy, flourish.

FoxMandal Little has its own publication, **"Investing in India"**, running in its fourth edition. This book is a complete comprehensive guide on investing in all major sectors in India. It pans over all important aspects of investing, such as the latest laws, rules, procedures, drawbacks, benefits etc. It is an important guiding tool for foreign investors. Written by our in-house lawyers, this book is brought out in three other languages including Korean, Chinese and Japanese. Through this book, we hope, in our most humble way, to promote more foreign

direct investments by providing important laws and regulations to the investors in simple, comprehensible and a sort of layman's language.

### Yoga and gymnasium programme

FoxMandal Little has instated Yoga and Gym amenities for its lawyers and staff at the corporate office premises. A trained and certified Yoga and Gym instructor is on-board to provide his expertise. The facilities are available free of cost.

This newly created curriculum at the firm is to ensure that the firm's diversity initiative is carried out. With implementing the long-term goals of the diversity action plan, the programme is the "first of its kind" in a large law firm. The facilities are available in the office between 2.00 and 8.00 pm (IST) daily on all working days.

FML has been promoting "Corporate Yoga" since a while now. We have had a well-equipped gymnasium for the health conscious and a Table Tennis facility to add on. We do a lot of small group training, which is more personal and more fun than large classes. Yoga relieves tensions and makes one stress free from routine tensions and hassles of daily life. Therefore, this fitness routine helps a long way to the lawyers and employees who lead a stressful life. The programme is set to have a positive effect on employee commitment to work, staff turnover and recruitment and performance and productivity. FML advises its lawyers and paralegals to make use of the facility to its fullest and lead a happy & quality daily life.

Our Yoga guru is also a trained physiotherapist. He has an experience of ten years in the field. He obtained his specialization from the reputed *World Yoga Society, Kolkata, Certificate of World Yoga Society, Diploma in Advanced Yoga, Master of Massage therapy, Acupressure and Meditation*, are some of his

added credentials. Apart from being a trained *Physiotherapist*, he attained a *Yoga Teacher's Training Course*, and taught at the World Yoga society himself.

The firm's diversity effort has evolved from mere lip service to a strategic directive with clear benefits. FML has always believed in and followed international standards of services. Corporate perspective on diversity continues to be instilling into the corporate culture. Both shifts in the Indian marketplace and globalization have led to recognition of diversity initiatives as not only the right thing to do ethically and culturally, but also a competitive imperative. Companies with successful diversity programs cite benefits ranging from access to a wider variety of perspectives and more effective multicultural marketing efforts to better employee morale and reduced turnover. But the desire to foster an inclusive corporate culture and a diverse work force is just the first of many steps necessary to achieving diversity goals.

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