



## Global Employment Law Compliance

The growing global focus on anti-corruption and corporate misconduct, data privacy, business and supply chain ethics, as well as aggressive enforcement by regulatory authorities in the US, China and beyond, puts compliance at the top of many of our clients' agendas. Robust compliance programmes are more important now than ever to reduce employment legal risk.

Managing global employment legal compliance is a key priority for many in-house employment counsel and human resources teams within multinational businesses. The challenge becomes all the tougher for those overseeing multiple jurisdictions, and having to contend with myriad laws, regulatory requirements and distinct cultural approaches and preferences across both mature and developing markets.

While the challenge is clear, the solution is not always simple. In a globally integrated business, there can be pressure to develop a one-size-fits-all approach, which will not always translate locally.

We advise our multinational clients regularly on these issues, from the emerging multinational expanding into new markets for the first time, to the mature Fortune or FTSE 100 company reviewing its program in the wake of an FCPA (Foreign Corrupt Practices Act) investigation. We work with our clients to plan the best approach for their business and partner with them through implementation and beyond.

### CAPABILITES

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We advise on:

- Global employment policies and procedures
- Codes of conduct
- Data privacy and data protection
- Whistleblowing protection and hotlines
- Regulatory investigations
- Wage and hour
- Employee misclassification
- Employee benefits
- Harassment and discrimination
- Immigration and employee mobility

### KEY CONTACTS

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### RELATED SERVICES

- Litigation, Arbitration and Investigations

## EXPERIENCE

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- Advised a global retail bank on drafting and implementing a Global Code of Conduct in over 50 jurisdictions
- Advised a household IT company with the labour and employment issues relating to its global expansion, including employment documentation, global policies and procedures and global employment law compliance generally
- Acted for a major electronic trading corporate in relation to a highly sensitive investigation of its Senior Compliance Officer concerning covering advice on regulatory aspects, reporting requirements as well as exit strategy
- Acted for various listed companies on compliance with the Listing Rules, Combined Code and NAPF/ABI guidelines on the terms of appointment and service agreements for directors and on sensitive exits and board room disputes
- Reviewed an international defence company's Global Ethics Policy with a view to roll out and internal training programmes to ensure compliance
- Advised a global IT company on its Remote Working Policy and Cash Bonus Policy, across multiple European jurisdictions in relation to the client's remote working policy, ensuring compliance and the adherence to best practice

## NEWS

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### **DLA Piper announces partnership promotions for 2019**

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

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### **DLA Piper strengthens Corporate and Employment practices in Stockholm**

6 FEB 2019

DLA Piper has hired partners Mikael Moreira and Björn Rustare to the firm's Corporate and Employment practices in Stockholm respectively.

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### **DLA Piper expands new Dublin office with four-partner hire**

9 JAN 2019

DLA Piper today announces the appointment of four new partners from highly-regarded Irish firms to its newly opened Dublin office into four key practice areas of Finance and Projects (F&P), Corporate, Intellectual Property and Technology (IPT) and Employment. These hires follow the appointment of Corporate partner David Carthy as Ireland Country Managing Partner in May 2018.

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### **DLA Piper appoints two directors in South Africa**

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

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## **DLA Piper advises Nemetschek on acquisition of MCS Solutions**

31 AUG 2018

DLA Piper has advised the software supplier Nemetschek SE on the acquisition of the real estate and facilities technology firm MCS Solutions in Belgium, Sweden, India and the USA. The acquisition sees Nemetschek SE gain access to the rapidly growing market in building management.

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## **DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018**

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

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## **DLA Piper announces partnership promotions for 2018**

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

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## **Businesses still not fully aware of Data Protection issues**

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

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## **Six months until GDPR: companies still reporting low levels of preparedness**

15 Nov 2017

For the over 200 organisations responding to DLA Piper's Data Privacy Scorebox online survey tool since the start of the year, the average alignment score with all key international data privacy principles was 31.5%, as against an 38.3% average score for respondents in the 2016 calendar year.

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## **DLA Piper launches new platform for *Guide to Going Global* series**

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.

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## **DLA Piper advises Link Group on £888 million (AU\$1.49 billion) acquisition of Capita Asset Services**

10 Jul 2017

DLA Piper has advised Australian company Link Group (ASX: LNK) on the acquisition of UK-based Capita Asset Services

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division (CAS) of Capital Plc for £888 million (AU\$1.49 billion). Link Group was selected as the successful bidder following a competitive sale process. DLA Piper also advised Link Group on the related acquisition debt financing of £485 million (AU\$815 million).

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#### **DLA Piper advises HOYER on the acquisition of the intermediate bulk container business of Ermewa**

7 Jul 2017

DLA Piper has advised the international logistics company HOYER, which is headquartered in Hamburg, on the purchase of the worldwide intermediate bulk container (IBC) business of the French company Ermewa Intermodal SAS. Ermewa Intermodal SAS is part of the Ermewa Group, which is a subsidiary of the state-owned enterprise SNCF Logistics.

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#### **DLA Piper advises Beijing BDStar Navigation Co., Ltd on the purchase of an interest in the in-tech Group**

19 Jun 2017

DLA Piper has advised BDStar as part of a bidding procedure on the acquisition of an interest in the company in-tech GmbH, a supplier for the digitization and the development in the area of automotive, machinery and transportation systems.

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#### **DLA Piper berät Beijing BDStar Navigation Co., Ltd beim Erwerb von Anteilen an der in-tech Gruppe**

19 Jun 2017

DLA Piper hat die BDStar beim Erwerb einer Beteiligung an der in-tech GmbH, einem international agierenden Spezialisten für Digitalisierung und Entwicklung in den Branchen Automotive, Maschinenbau und Verkehrssysteme, beraten.

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