EY Law (Ernst & Young Law Tałasiewicz i Wspólnicy sp.k.) combines multi-year experience of our legal counsels and advocates with EY customer service standards.

Our close cooperation with EY tax, business and transaction advisory allows us to provide our Clients with comprehensive and integrated services.

We cooperate with a number of EY law firms all over the world. Only in Europe there are currently more than 30 EY law firms.

We support our clients throughout the whole transactional process as well as reorganizations by providing complex assistance at each stage of the project. Our support is related in particular to performance of the due diligence process, negotiating agreements and drafting documents required for closing the transaction or implementation of reorganization. We also advise at a very early stage on structuring the project, as well as after its completion by providing ongoing legal services.

We provide services to clients from various industries, including power, fuel, chemical, transportation, construction and finance industry.

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**Our services comprise legal advisory in a number of areas, including the following:**

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We are ready to provide legal support for almost all engagements performed by EY tax, business and transaction advisors.
Mergers and acquisitions/ Reorganizations

- Legal assistance regarding sale and acquisition of companies, enterprises, assets
- Support during mergers, divisions and transformations of companies, including cross-border reorganizations
- Drafting and negotiating shareholder agreements and joint venture agreements
- Legal due diligence of companies
- Restructuring of companies exposed to the risk of bankruptcy, including bankruptcy and reorganization proceedings

Company law/ Law of commercial contracts

- Setting up and winding up partnerships, companies, branches of foreign entities, representative offices
- Protection of shareholders’ rights and interests
- Provision of on-going legal services to companies
- Drafting and negotiating commercial contracts

Labor law

- Drafting and negotiating employment contracts and non-compete agreements, including those for key employees and directors
- Work regulations, remuneration regulations, Social Fund regulations, collective bargaining agreements
- Employment restructuring, including individual and group redundancies, transfer of employees
- Resolution of employee disputes and representation in litigation
- Analysis of issues concerning trade unions and work councils, representation in negotiations
- Delegating employees to EU member states and non-EU countries

Directors’ responsibility

- Analyzing the impact of the activities planned by the company on the risk of personal liability of its directors
- Review of internal regulations and identification of key personal liability risks
- Developing internal procedures to mitigate the risk of personal liability of directors and the strategy of defense against potential charges
- Representing directors in proceedings instituted to hold them personally liable
Real estate and construction investments

- Examining legal status of real estate
- Legal assistance regarding acquisition and disposal of real estate
- Drafting and negotiating tenancy and lease contracts for office and commercial space, leasing contracts of real estate
- Examining investment conditions including planning aspects
- Assistance regarding construction investments under the PPP or public procurement procedure (tenancy contract, construction works license)
- Servicing property development projects involving residential buildings, offices and warehouses
- Representation in proceedings before the Minister of the Interior in the area of acquiring permits for purchase of real estate and shares in companies by foreigners

Finance and banking

- Due diligence of entities from the financial services industry and of companies, real property and other assets financed by the banks
- Regulatory support for financial institutions in particular in the field of compliance, EU regulations and recommendations issued by the financial supervision authorities
- Legal support for sell of debt portfolios transactions and advisory support for entities of debt management industry
- Preparing and reviewing of a legal documentation for products of credit institutions, leasing companies, lending companies and debt management entities
- Preparing legal documentation for issuance of securities
- Transactional advise for financing and refinancing transactions and collaterals
- Legal support for notification procedures regarding operation in the form of branches or representative offices of financial institutions in Poland
- Advisory support in projects of organization of structure or business processes of entities from the financial services industry
Energy industry and natural resources

- Advisory in all kinds of regulatory issues
- Support in proceedings relating to licenses, tariffs and energy certificates
- Legal support on every stage of investment process from drafting and negotiations of contracts to obtainment of all kinds of necessary authorizations
- Representation of energy companies in proceedings concerning abuse of dominant position
- Support in ensuring compliance of investment projects with energy efficiency requirements

Environmental law and emission trading

- Legal advice relating to waste and industrial emissions management
- Preparing due diligence, compliance reports and feasibility studies as well as environmental audits
- Acquiring the required permits and other administrative decisions
- Corporate responsibility in the area of climate and environmental protection
- Participation in negotiations with administrative bodies both at the national and European-wide level on behalf of the client
- Monitoring of climate initiatives at the EU level, formulating standpoints with respect to such proposals and building coalitions with entities having similar interests

Competition and consumer protection

- Advice in merger control matters including preparation of notification to the antitrust authorities (President of the Competition and Consumer Protection Office and European Commission)
- Verification of trade/distribution agreements that potentially may restrict competition law
- Representation and advice on unfair competition matters
- Advice in matters involving allegations of abuse of a dominant position or agreement restricting competition
- Representation and advice in proceedings before competition and consumer protection authorities, also involving the leniency programme
- Representation of clients in proceeding regarding combating unfair competition
Intellectual property protection/ IT

- Advisory on the most favorable intellectual property and know-how protection methods
- Drafting and negotiating contracts transferring proprietary copyrights and license agreements for using copyrighted works and databases
- Support in the processes of transferring industrial property rights, drafting and negotiating license agreements
- Drafting and negotiating agreements for delivery, implementation and maintenance of IT systems
- Drafting national, international and community application documents for inventions, trademarks, industrial designs and utility models
- Audit of the intellectual property rights, confirmation of the ownership of rights and their scope, correction of any defects
- Drafting and evaluating of regulations concerning electronically supplied services, including the prohibited clauses

Court disputes

- Amicable resolution of disputes
- Representation in proceedings before provincial administrative courts and the Supreme Administrative Court
- Representation in proceedings before arbitration tribunals, common courts, including the Supreme Court

Public procurement

- Drafting and reviewing terms of reference and other documents relating to public procurement proceedings
- Preparing contracts concluded under public procurement procedure
- Representation in proceedings held before the National Chamber of Appeal at the President of the Public Procurement Office and before common courts
- Analysis of compliance of public contracts performed using EU funds with national law

Detailed information on our services: www.ey-law.pl
Advisor to the biggest companies - auditor of 28% of companies from the Forbes Global 2000 list

More than 720 offices in 150 countries

More than 212 000 employees

The know how to succeed

Every day, EY specialists face the most complex business problems. Our goal is simple, regardless of the project at hand: to deliver innovative and most of all, practical solutions which help our clients reach their goals. Managers around the world value our commitment to quality.

EY is one of the biggest audit companies in the world. We are also a global leader in tax advisory services.

We work with the best because we employ the best. Each year EY occupies leading positions in employer rankings. We recognize the fact that we need to give our best, in order to attract intelligent people with the best knowledge and experience.
EY in Poland

The largest consulting company in Poland in auditors ranking of Rzeczpospolita and Parkiet

7 offices
Warsaw and Gdańsk, Katowice, Kraków, Łódź, Poznań, Wrocław

More than 1800 employees

Multiple winner of the best and the largest tax advisory firm title according to Dziennik Gazeta Prawna and Rzeczpospolita Rankings
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<th>Name</th>
<th>Position</th>
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About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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