



QUAD LAW ASSOCIATES  
ADVOCATES AND CONSULTANTS

AT QUAD LAW,  
WE BELIEVE IN GIVING BACK  
TO THE COMMUNITY.

EACH OF OUR TEAM MEMBERS IS  
ENCOURAGED TO **ALLOCATE WORK  
HOURS TO PRO BONO WORK,** TEACHING,  
MENTORING OR SUPPORTING SELECT  
CHARITABLE ORGANIZATIONS AND  
INITIATIVES.

WE HAVE SERVED THE PANEL OF THE  
DELHI HIGH COURT LEGAL SERVICES  
COMMITTEE AND HAVE PROVIDED  
ASSISTANCE TO SEVERAL LITIGANTS  
WHO CANNOT AFFORD LEGAL FEES.

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# THE FIRM

Quad Law Associates advises in the areas of Dispute Resolution, Ethics, Compliance & White Collar Crimes, Labour, Employment & Service Law, Family, Matrimonial & Succession, Intellectual Property, Environment & International Trade Law. Owned and operated by women with a combined experience of over 30 years, we are a boutique law firm that is creative, modern and practical, with a focus on building a strong and enduring relationships with our clients. We champion diversity and have a team of smart and highly motivated lawyers who work seamlessly across practice groups to achieve our clients' commercial intent. **At Quad Law Associates, we punch above our weight.**

In many ways, Quad Law reflects 21st century India – youthful, diverse, modern, confident and driven. Set up by **Priyanka Goswami** and **Anusuya Sadhu Sinha**, both former partners in a large law firm in New Delhi, the Firm was established in response to the churn in the Indian economy. A rapidly evolving legal and regulatory regime reflecting India's march to a globalized economy, the extraordinary growth of cross border trade and the inflow of international capital, also witnessed the development of new and niche areas of legal practice. Commercial Litigation and Arbitration, White Collar Crimes, Anti Bribery International Trade Law – the combined specialization of the two founding partners – is a reflection of that change and the preparedness of the Indian legal system to deal with the modernization and growth of its economy.

**Integrity and accountability are Quad Law's guiding principles both within and outside the organization.** And it is this that has led corporations such as Avery Dennison, Reckitt Benckiser, Vedanta Power, NEP Broadcast Solutions, Sterlite Technologies, Aon Hewitt, Beam Suntory, Ria Financial, Triveni Turbines Limited and several other market leaders to our firm. We make it our business to understand all our clients' commercial needs and we strive to ensure that we exceed their expectations every time. **Leveraging the latest technology, we deliver high quality, customised work that is cost effective and within a time-bound framework.**

We work closely with in-house counsel to establish and implement effective workflow and process management solutions for corporations. **We are the India Partner Law Firm for Trace International – a globally recognized anti-bribery business organization and leading provider of third party management solutions.**

# OUR PARTNERS



## **PRIYANKA GOSWAMI**

Priyanka is a Founding Partner of Quad Law Associates. With over 18 years of experience, she is widely recognized for her work on anti-bribery matters, specifically those involving issues under the US Foreign Corrupt Practices Act, UK Bribery Act and India's Prevention of Corruption Act. Priyanka's outstanding work in litigation and arbitration, spanning close to 20 years, before judicial and arbitral forums in India are acknowledged and cited by her peers and clients alike. She has advised and represented market leading corporations across a variety of sectors, such as automobiles, chemicals, education, financial services, infrastructure, packaging, pharmaceuticals, print media, telecom and spirits before judicial and arbitral forums in India.

Prior to co-founding Quad Law Associates, Priyanka was a Litigation and Ethics & Compliance Partner at Dua Associates, India's leading full-service law firm, where she spent a little over 10 years. She has also worked with GE Capital International Services and the offices of a former Additional Solicitor General of India at the Supreme Court of India.

Priyanka writes and speaks extensively on issues around anti-bribery, governance and whistle-blower protection. Her writings have been published in the ABA section on International Law, its Year-in-Review and the US-based Anti-Bribery and Anti-Corruption Review.

Priyanka has studied English Literature at Delhi University and earned her LL.B degree from the University of Delhi in 2001 and a BCL (European & Comparative Law) degree from Oxford University, United Kingdom in 2003. She is a member of the Supreme Court Bar Association and the American Bar Association.

## REPRESENTATIVE MATTERS

- Handled disputes arising out of EPC contracts relating to a Rs 8,000-crore, 1,800-megawatt thermal power project in the State of Punjab being constructed by a Chinese construction contractor.
- Conducted an internal investigation for a Fortune 500 consumer goods company to ensure compliance with applicable anti-bribery laws of India.
- Assisted an international broadcast solution company in litigation relating to breach of contract, company law and directors' liability
- Acted on behalf of an auction purchaser of land in a heavily contentious litigation before the Delhi High Court against the Government of India
- Represented a student of engineering in the matter of admission to a private university
- Conduct sensitisation and compliance workshops on laws relating to competition law, anti-bribery laws, sexual harassment at the workplace and employment laws
- Assisted several Indian and multinational corporations in conducting investigations into sexual harassment at the workplace
- Assisted and represented the Indian subsidiary of a US company in relation to regulatory investigation and criminal proceedings relating to alleged bribery in India in the backdrop of a voluntary disclosure made to the Securities & Exchange Commission in the US.
- Conducted a compliance due diligence for a US global business seeking to enter into a joint venture in India
- Undertook a risk assessment of compliance risks for a leading oil and gas company looking to expand its footprint in India
- Led the investigation on employee bullying and harassment for a leading international FMCG company operating in India

# OUR PARTNERS



## **ANUSUYA SADHU SINHA**

Anusuya is a Founding Partner of Quad Law Associates with a specialization in corporate-commercial litigation arbitration and international trade law. With over 17 years of experience, she has advised clients in a wide range of intellectual property rights litigations, including infringement of patents, copyright and trade marks as well as complex commercial litigations and arbitrations of national importance. Anusuya is sought out for her expertise on international trade law, advising and representing Chambers of Associations, Importers and User Associations in trade remedy investigations carried out by the Indian Ministry of Commerce. She advises clients on trade remedy litigation before various high courts and represents them before the Customs Excise and Service Tax Appellate Tribunal (CESTAT).

Prior to co-founding Quad Law Associates, Anusuya worked for 12 years with India's leading full-service law firm, Dua Associates, where she was a Litigation and Trade Law Partner.

Anusuya is regularly invited to write and speak on international trade law. She has contributed a chapter on Trade Remedies in India in the International Trade Law Review, published by the UK-based Law Business Research Limited.

Anusuya has a Masters degree in Law from the University of London, where she specialized in International Business Transactions, Competition Law and Company Law in 2003. She earned her LL.B degree from the University of Pune in 2002.

## REPRESENTATIVE MATTERS

### Litigation

- Represented a leading American company providing packaging materials solutions in litigation proceedings before the Bombay High Court relating to the award of a PSU tender
- Represented a high net worth individual in various property and testamentary disputes before the Delhi High Court and District Courts in New Delhi
- Acted against the Ministry of Defence and on behalf of a purchaser of prime property in the State of Jharkhand in a highly contentious litigation involving several serious questions of requisition law
- Acted for a leading automobile manufacturer in a patent dispute with its competitor
- Acted for a leading publishing company in shareholder action and intellectual property dispute with its Indian joint venture partner
- Represented a leading American Fortune 500 company engaged in the manufacture of chemicals in litigation pertaining to an industrial disaster and disposal of hazardous waste.

### Arbitration

- Acted as lead counsel for arbitration proceedings against the Delhi Metro Rail Corporation arising out of a breach of contract relating to advertising rights in various metro stations
- Represented an Anglo-Swiss multinational commodity trading and mining company in pre-reference litigation before the Delhi High Court
- Defended an architecture firm in arbitration proceedings filed by various home owners relating to the construction of apartments.
- Represented a leading musician in arbitration proceedings relating to disputes arising out of a breach of an artist-management contract.
- Acted as lead counsel for a telecom service provider in proceedings against the Department of Telecom.

# ETHICS, COMPLIANCE, ANTI-CORRUPTION AND WHITE COLLAR CRIMES



As India's economy modernizes and the legal and regulatory scrutiny of businesses intensifies, Quad Law Associates has kept ahead with a robust Ethics, Compliance, and White Collar Crimes Anti-Corruption practice under the leadership of its founding partner, Priyanka Goswami. The stringent application of anti-corruption laws, in particular the US Foreign Corrupt Practices Act (FCPA), UK Bribery Act, and India's Prevention of Corruption Act means that Indian businesses, in particular multinational corporations must ensure strict compliance to Indian and foreign laws with protocols that detect exposure and mitigate risks, both financial and reputational.

Quad Law, with its deep knowledge of the law and local business practices and culture and its wide network of external experts, including those in government, helps clients navigate the rapidly evolving regulatory and enforcement regime while staying on top of the law "as-it-is" and "as-it-is-proposed-to-be". It is in recognition of our exceptional understanding and practice of anti-bribery laws and related compliance matters, that Trace International, the globally recognized anti-bribery business organization chose Quad Law as its partner firm in India.

The Firm provides proactive due diligence for anti-corruption and bribery risks, raises red flags when practices appear non-compliant, conducts internal investigations, handles whistle blower complaints and helps establish codes of conduct, internal processes and policies and anti-bribery tool kits that comply with the highest international standards. We conduct training programmes to help our clients understand changing policies and applicable law and we represent them before regulatory and enforcement authorities in investigations or proceeding initiated under the law.





## WE SPECIALIZE IN:

- Advising on the cultural context for doing business in India
- Advising on the regulatory framework and local laws that apply to businesses
- Identifying key bribery-risk areas
- Developing corporate anti-corruption policies, processes and controls
- Ensuring compliance with applicable laws
- Handling whistle blower complaints
- Conducting internal investigations
- Imparting appropriate anti-corruption training to employees
- Conducting anti-bribery due diligence
- Advising on anti-corruption matters
- Representing our clients before regulatory authorities / courts of law in anti bribery and anti money laundering matters

We understand the sensitive nature of this practice area and ensure confidentiality of all mandates that we handle. When required, we partner with foreign law firms, accounting firms and forensic audit teams to provide seamless service to our clients.

## TRADE REMEDIES



As notions of trade and investment change, new trade blocs develop and India marches with the rest of the world towards a global economic order, Quad Law Associates' Trade Remedies practice, led by Anusuya Sadhu Sinha, brings to its clients **unparalleled expertise in negotiating the maze of rules, procedures and exceptions that make up the laws around anti-dumping, anti-subsidy and countervailing duties.**

As a member of the World Trade Organisation (WTO), India is obligated to align its legislation and practice with WTO treaty obligations. With more than fifteen years of experience in this practice area, as a Partner in International Trade in a leading large law firm in New Delhi, Anusuya and her team use their in-depth knowledge of WTO treaty law and policy to guide international companies, Indian domestic users and associations in understanding the laws to help them achieve a level playing field. **Our ability to tap into a wide network of subject experts both in government and outside, brings to clients a rare and much sought-after advantage in this particularly complex field.** Anusuya has represented exporters in various anti-dumping investigations relating to silk fabrics, digital plates, viscose filament yarn, flexible slabstock polyols, amongst others.

Besides assisting clients in original investigations, Quad Law also advises corporations on mid-term, sunset, and new shipper reviews initiated by the Indian Government. **Our lawyers represent clients before the Customs Excise and Service Tax Appellate Tribunal in challenging and defending findings issued by Ministry of Commerce and the Ministry of Finance.** We also handle price negotiations and render general advice regarding Customs and Excise litigation.



## GENERAL CORPORATE & COMMERCIAL ADVICE, PUBLIC POLICY & REGULATORY AFFAIRS

We recognise the everyday needs of our clients for general corporate-commercial advice, and the more variable needs of understanding and managing regulatory environments that apply to their business. We thus regularly provide general corporate advice and assistance to our clients on sector-specific laws and policies of the Government with a view to help them take appropriate commercial and administrative decisions. We have covered a broad range of sectors including packaging, healthcare, F&B, energy, environment, trade, among others.

We study the potential effects of draft / proposed legislations as well as changing regulatory environments on the business of our clients and help them define and undertake necessary steps for risk mitigation, business efficacy and promotion.

## EMPLOYMENT LAW



Managing risk and ensuring a motivated workforce are key to a successful company. At Quad Law, we advise and represent some of India's leading businesses on all aspects of compliance and labour and employment relations. **We are cost-effective and proactive. Our advice is practical.** We ensure that our client's strategic and commercial objectives are never compromised.

We create risk management programmes, conduct training on employment and labour law compliance, carry out investigations, draw up innovative agreements and defend our clients before courts and labour tribunals.

In an economy like India's, where there is no dearth of new opportunities, it is critical for companies to have a stable workforce and to have the ability and the tools to recognize, reward and retain talent. **Training in talent development and talent retention is a key part of our practice at Quad Law,** an area of expertise that our clients have had the advantage of leveraging regularly.

## OUR EXPERTISE COVERS:

- Trainings on various aspects of employment and labour law compliance. These include Employees Provident Fund, Gratuity, Employee State Insurance, Equal Opportunities Act, Prevention of Sexual Harassment at the Workplace, Maternity Benefit Act, Apprentices Act, Shops & Establishment Act among others.
- Assistance in conducting internal investigations into – (a) harassment and bullying charges, (b) embezzlement of funds / misuse of company property by employees, (c) sexual harassment, and (d) cases of maternity harassment.
- Drafting of employment contracts and consultancy agreements.
- Advice and assistance to in-house HR teams of various companies in day-to-day queries related to employee absenteeism, misuse of company property, drafting letters of reprimand/ termination, and general HR advise.
- Representation and defence of the employer in lawsuits initiated by employees alleging wrongful termination, compensation, disciplinary proceedings, PF & gratuity disputes.



# DISPUTE RESOLUTION



Clients are always the priority at Quad Law Associates. Our strategic advice endeavours to ring fence them from disputes, but when they are inevitable, we will skilfully and powerfully represent our clients before courts or arbitral tribunals. We keep our client's competitive edge in mind while working out a dispute resolution strategy and we ensure that the next steps are predictable, because it must always be 'business as usual' for our clients.

## Litigation

At Quad Law, we understand the complexities of commercial litigation. Our strategy is at once hard-nosed yet practical, sharp and creative. Our representation and advice encompass the entire gamut of the litigation process. We cover the steps leading to the convenient resolution of disputes as well as the mechanics of implementing actions that stream from the resolution. Our litigation expertise covers:

- Anti-corruption
- Constitutional and administrative law
- Contractual disputes
- Criminal law
- Education
- Employment Law
- Environmental law
- Family partition suits
- Infringement of intellectual property
- Insolvency proceedings
- Property disputes
- Recovery suits / proceedings under Negotiable Instruments Act
- Shareholder disputes
- Sports Law



The team appears regularly before the Supreme Court of India, High Courts, District Courts, Consumer Courts, National Company Law Tribunal and National Company Law Appellate Tribunal, Competition Commission, National Green Tribunal and special commissions, tribunals and regulatory authorities.

## Arbitration and Mediation

Commercial pragmatism informs our dispute resolution advice. Quad Law will always investigate arbitration and mediation as an alternative while drawing up a dispute resolution strategy.

We strongly believe that arbitration is an effective tool to resolve commercial disputes and have invested in developing an arbitration team that has proven its skills in all aspects of this dispute resolution method, ranging from drafting arbitration agreements to enforcing domestic and foreign awards in India. Quad Law has successfully handled arbitrations before adhoc tribunals as well as those governed by Institutional Rules. The team has been involved in various arbitrations relating to, among others, the construction of power plants, energy, infrastructure, joint venture disputes and telecom projects.

We also believe in the efficacy of mediation as an approach towards dispute resolution and have successfully assisted clients in resolving their commercial, matrimonial and family law related disputes through mediation proceedings.

## OUR CLIENTS

Quad Law has advised and represented market leaders in the following market segments:

- Automobiles
- Banking
- Broadcasting
- Chemicals & Insecticides
- Consumer Goods
- E-commerce
- Education
- Engineering
- Information Technology
- Healthcare
- Media & Entertainment
- Medical Equipment
- Packaging
- Pharmaceuticals
- Power
- Publishing
- Railways
- Real Estate
- Telecom





## FAMILY & MATRIMONIAL LAW



Discretion, sensitivity, confidentiality and pragmatism mark Quad Law's Family and Matrimonial Law practice. We understand the vulnerabilities involved in family relationships and at Quad Law, our team of specialists will work closely with our clients towards finding that all-encompassing, protective solution that covers, among other things, property and financial settlements, spousal arrangements, maintenance and child custody and support. **Our approach is holistic, with each option and solution that we provide depending entirely on each individual client's needs. We listen carefully to our client's circumstances and while we have a strong litigation presence, our attempt will always be to steer you towards a peaceful, mediated settlement.**

Our lawyers frequently appear before family courts, criminal courts as well as in mediation and other civil proceedings, providing representation in matters relating to adoption, family settlements, divorce settlements, dowry and domestic violence, maintenance and custody of children. **We draft wills and codicils, provide assistance in property disputes and obtain probate, letters of administration and succession certificates.** We have successfully represented several high net worth individuals in various property and testamentary disputes before the Delhi High Court and district courts in New Delhi.

We have also been successful in representing several of our private clients in partition suits before the Delhi High Court.





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