



INDIA HUB

CONNECTING THE UK AND INDIA

hcr

harrison clark  
rickerbys solicitors

# A PASSION FOR PEOPLE

**Our passion for people is at the heart of everything we do. It's the engine that keeps us ticking and inspires us to do our best. We're not satisfied unless we're making a real difference to people's lives, and we'll keep working hard to ensure we achieve the best outcome possible for you.**

## Who we are

As an award winning, full service UK law firm, we provide the full range of services that you would expect to organisations, business leaders and individuals. We are entrepreneurial in our outlook so we're flexible and responsive to the needs of our clients, delivering the best outcomes for them.

We have nearly 850 lawyers and support staff, including more than 150 partners, and have been awarded the Law Society's Lexcel quality mark in recognition of our compliance and client care standards. Clients value our honesty and our friendly approach. We truly partner with our clients and demonstrate our genuine commitment to them and what they're trying to achieve, in all that we do.

We are pragmatic and won't 'sit on the fence' – clients have confidence in our advice because of our demonstrable experience and the relationships we build with them. Our roots go back to 1796 in Cheltenham and 1904 in Worcester, when our predecessor firms were founded. Our growth has been in response to client demand, and we now have ten UK locations, including our international HQ in London, and our Cambridge office.

We know that people are at the heart of every business – we value the personal relationships we make, and we know that business success is as much about having the right people as the right product or service.

Our offering stretches across borders, too. We have six international hubs covering America, Australia, China, India, the Middle East and Europe. Our team includes dual-qualified lawyers and several of our lawyers are members of the International Bar Association.

We are also a member of Law Exchange International (LEI); an association of independent law firms serving clients doing business in the world's major commercial markets. The association complements our international hubs and gives us access to the expertise of 37 independent law firms across five continents and 31 countries, who all share our commitment to excellence.

In an increasingly connected world, businesses of all sizes operate across borders. This can involve a myriad of legal intricacies and complex regulations due to the unique laws of each country.

## Our awards



## Where we work

### International reach

- 1 America
- 2 Australia
- 3 China
- 4 Europe
- 5 India
- 6 Middle East



### UK offices

- 1 Birmingham
- 2 Cambridge
- 3 Cardiff
- 4 Central England
- 5 Cheltenham
- 6 Hereford
- 7 London
- 8 Thames Valley
- 9 Worcester
- 10 Wye Valley



“

If you're looking to do business in the UK, having the right combination of international experience and local know how is essential to getting a good deal and understanding the risks. We're here to help you throughout the process and beyond.

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Syed Alam, Head of India Hub



## Syed Alam

### Head of India Hub

Syed leads our India Hub, supporting businesses in India to do business in the UK, and with UK businesses seeking connections in India. Syed is also Head of our Real Estate Healthcare team.

Syed's client base is broad and includes registered providers, doctors, dentists, pharmacies, health and social care providers (including children's services) and their advisors and funders. Having worked in this sector for many years Syed understands the specific challenges and what it takes to get a successful outcome for his clients.

Recent work has included major acquisitions of properties occupied by service users for registered providers – handling more than 70 properties at a time. Such transactions where routinely more than 150 people live and are cared for, are complex. Syed's unique skill set, and experience helps ensure a smooth process for both providers and users.

## Nicolas Groffman

### Head of International

Nicolas leads the international practice at HCR, which is delivered out of six hubs around the world. A graduate of Cambridge University, Nicolas is a Chinese speaker. His interest in India started when he advised [on reducing tension on the Sino-Indian border](#). Since starting work at HCR in 2016, Nicolas has helped build the firm's India hub and subsequently our relationship with our associate firm in Mumbai, India Law Alliance.

He's a commercial lawyer and advises on cross border contracts and overseas investigations.





## Case studies

Our expertise in the UK demonstrates our ability to support business leaders and businesses in India, to enter or expand in the UK market.

Unum Aircraft Seating has received a significant investment, including from Origin Capital and the Low Carbon Innovation Fund 2 (LCIF2), as part of the latest round of investment in the business in a deal advised on by HCR's Corporate team. Tim de Vere Green, CEO of Origin Capital, said: "This is a very exciting opportunity for us to invest not just in Unum's growth but in a product range that has demonstrably better ESG credentials than competing offerings. The Corporate team at HCR was extremely efficient and effective in their help – my thanks to Inger and her team."

Hub8, Cheltenham's centre for tech innovation, has sold its majority shareholding to London-based Plexal, who deliver the government backed NCSC for Startups Innovation Programme and help connect firms to investors following a deal advised on and supported by HCR. Bruce Gregory, Director at Hub 8 said: "The team at HCR provided us with crucial support and advice to formalise our strategic partnership with Plexal that will take it to the next level and merge the national and local networks of technology partners that we've created respectively."

Alltrust, a leading provider of self-invested personal pensions (SIPP) and small self-administered schemes (SSAS) has been bought by Guernsey-based trust and pension company, The UAP Group. HCR advised the shareholders of Alltrust in the sale of their shares to The UAP Group. The deal has been listed in Financial Planning Today as one of its 'Top 10 M&A Stories of 2022'. Hamid Nawaz-Khan, owner of Alltrust, said: "My heartfelt thanks to HCR for their guidance and advice. They are both experts in their fields and it was due to this that the deal went so smoothly."

Our Corporate Team advised on the sale of Crawley-based specialist packaging and retail display supplier, Wine Box Company Ltd (WBC) to Premier Paper Group, part of the Japan Pulp and Paper Group, the UK's leading paper merchant. Our Employment team acted on the employment aspects of the deal. The client said: "The team were a delight to work with. HCR were a breath of fresh air with their pragmatic, get things done approach. They collectively made a painful process as pain-free as possible."

Low-code app developers Procensol have been brought together with the world's largest hyperautomation professional services company Roboyo thanks to a deal brokered by HCR. The deal brings together the two businesses with a combined 600 employees across 15 countries – forming a truly global hyperautomation business. Augusto Negrillo, managing director at Vivero said: "It was a pleasure to work with HCR on this, and I'm sure we'll work together on future deals."

iFLY, the indoor skydiving experience has expanded its portfolio by moving into a purpose-built structure on site at the O2 in London. Currently, iFLY has attractions in Manchester, Basingstoke and Milton Keynes. Harrison Clark Rickerbys' Real Estate team supported iFLY on the purchase of the space at the O2 which is set to officially open to the public in December. Simon Ward, CEO iFLY International commented: "It's an exciting time for iFLY and this will be our 92nd tunnel worldwide. Our very first UK tunnel was built in 2005 and Harrison Clark Rickerbys were our advisors then and remain so today, we value the relationship and partnership."

AIS, the award-winning supplier of protection systems, has acquired Lancashire-based subsea specialists CRP Subsea, following a deal brokered by HCR. The acquisition means AIS can expand its offering across its growing subsea range. The bringing together of these two industry leaders is hoped to create one global-scale business. John Drury, CRP Subsea Managing Director, commented: "We are really excited about this new chapter for CRP Subsea as we join the AIS family."

We recently advised the shareholders of J. Bennett & Son (Insurance Brokers) Limited on its sale to the Jensten Group. Peter Sutcliffe, majority shareholder of J. Bennett & Son, said "We would like to thank Rachel and the team for their hard work in guiding us through this transaction. With complex regulatory approvals required, their knowledge and eye for detail meant the deal remained focused on the core aspects essential to driving the deal forward. This was a significant transaction for us as some are moving towards retirement and HCR's responsive advice made us feel completely at ease."



## Our services

From corporate and commercial matters to navigating complicated employment and immigration law, we pride ourselves on having a practical, commercial approach. We handle a wide range of international issues for businesses, including cases involving restructuring and insolvency, employment and staff migration, intellectual property and dispute resolution. We also work with private international individuals who have legal issues in the UK.

As a full service law firm, we provide solutions for you, your business and your family. Here's a snapshot of what we think our clients, both established in India and those looking to do business there, will most want support with.

### Banking and Finance

When you need funding to drive your business forward, our banking and finance team have the network and experience to deliver the lending solution best suited to your company and needs.

Our team will help navigate the waters of the UK financial market while providing clarity at every stage.

### Corporate

We immerse ourselves in your world and get to know your organisation inside out so that during a restructure, merger, acquisition or sale, we won't sit on the fence – we'll give you a clear view of the risks and opportunities, and provide the advice you need to make each decision.

### Technology

In a rapidly changing world, keeping on top of technology law is essential. Whether advising on intellectual property rights and protection or the latest cryptocurrency, our technology sector experts will be able to guide you through the challenges you're facing and ensure you know all the facts before making a decision or investment.

Your business may be diversifying, or you may simply want to ensure you own what you're selling – our lawyers have advised across a range of businesses, from film and media to telecommunications.

### Dispute Resolution

Disputes can arise at any time in the lifecycle of a business; and it's always best to be prepared for them. Whether you're doing business in India or looking to set up in the UK, we're on hand to help. Our large team of litigation and dispute resolution lawyers will ensure you understand the issues you face, what risks are involved and help you decide upon a strategy to allow you to move forward.

From commercial and corporate disputes to reputation management, our team provide a comprehensive service to ensure disputes are resolved as quickly and easily as possible.





## Commercial

We can steer you through everything from day-to-day commercial matters to contracts, agreements, risk management, and asset protection. We can also help you with distribution, franchise and manufacturing agreements and help you limit your liabilities through creative, comprehensive, watertight agreements that are tailored to your business.

## Commercial Property

If you're looking for advice and assistance in India or the UK, our expert team of commercial property lawyers will be right behind you every step of the way, buying and selling a commercial property, development and energy and renewables are all areas covered by our team.

So, whether your new investment is at home or abroad, we'll be able to provide you with the guidance you need to get your project over the line.

## Construction and Engineering

Just as important as your real estate needs are your construction needs – our construction and engineering team have vast knowledge across a range of regulations, dealing with project-related contracts and disputes.

For businesses looking to build in India, and those already based in India who want to build in the UK, our construction and engineering lawyers act for a wide range of clients in the private and public sectors such as developers, contractors, consultants, manufacturers and funders. Our UK clients are wide-ranging, and we have an international reach via our membership of LawExchange International.

## Education and Charities

For more than 50 years, we have been at the heart of the education and charities sector and have gained a reputation as a key player in education law. Our work covers the full spectrum of legal affairs which affects educational institutions, providing clear advice to help solve their problems and achieve their aims and objectives.

Our education team are acknowledged as specialists, having provided tailored legal advice and fostered collaborative relationships with a range of educational institutions.

On an international scale, in 2021, we helped set up the first purpose-built branded school with full boarding facilities in Vietnam. This ground-breaking project was led by Head of International, Nicolas Groffman.



## Defence

If you're a defence and security specialist, or a member of the armed forces, you need someone who speaks your language. We understand the challenges you face and have the clearance to operate across the entire defence industry.

Our knowledge and experience will help you avoid unnecessary delays and wasted costs. In international trade, our specialist teams advise on export credit guarantees, finance and licensing, international IP rights, tax and insurance considerations, cross border litigation and dispute resolution.

We also deal with export licences, providing advice on licencing and potential embargoes and sanctions, and have expertise around the UK Bribery Act; ensuring you have the necessary procedures in place to avoid incurring liability under the Bribery Act when trading overseas.

## Health and Social Care

The health and social care sector is often faced with significant and rapid changes in the law, and it's vital you have the right legal advice and support when you need it, along with a team who understand your industry as much as you do. We're passionate about supporting businesses across healthcare, social care, dental care, veterinary and pharmacy sectors – and we're constantly refining our services to meet the needs of the industry.

We also support health and social care businesses through our real estate healthcare team. The team work to advise dental practices and other care practices across a range of sale and purchase agreements, expense sharing agreements, partnership agreements and all associated real estate work.

## Film, Media and Entertainment

The media, film and entertainment industries continue to go through significant change. We have specialist lawyers with decades of experience advising people and businesses in these industries, advising a diverse range of clients from actors to sportspeople and clubs, production companies and individuals visiting or performing in the UK and EU.

We provide expertise across ownership and usage rights, IP protection, project financing, reviewing contracts, tax advice and negotiation amongst a range of others. So, whether you're looking at starting a new project in India or transferring your existing one to the UK, our specialist team will be on hand every step of the way.

## Sports Law

India and the UK have always enjoyed a shared love of sport, and ensuring you've got a winning legal team behind you is as important as having a winning team on the pitch.

Our experience in sports law covers supporting athletes, clubs, sponsors and organisers from community to global level – giving you a formidable teammate whoever the opponent.

Our sports specialists comprise commercial, contract, corporate and dispute resolution experts. This multidisciplinary team can advise on everything from financial, regulatory and property support to international support for events, visas and overseas transfers.



## Services for you

Along with services for your business needs, we also provide advice, support and assistance for individuals and their families too.

## Family Law

If you're starting a new relationship, or coming to the end of one, having a lawyer who can advise, support and – most importantly – understand you, is essential in order to achieve the right outcome. We can help you protect your wealth in the case of divorce and arrange pre- and post-nuptial agreements to help plan for every eventuality.

Our team have significant experience across all aspects of family law – from mediation to finances on divorce and children's matters. We work closely with you to help make the process as stress-free as possible.

## Private Client

Ensuring your loved ones are looked after and provided for after you've gone is an important step to take. Our expert wills, trusts and probate lawyers can help you plan for the future and advise you if you are in the position of being the executor of a will.

We work to help you make a will, set up trusts and ensure your wealth is passed to those you want it to go to. We can help you set up a trust corporation or a family investment company, and have a specialist team who deal with older and vulnerable clients to make things easier when it's needed.





## Added value

We recognise it's important to add value for our clients – you want more than a legal advisor – you want a partner who can help you move forward with the challenges you face.

We provide legal updates to our clients through a variety of events, both online and in person, and newsletters. These cover a range of areas, particularly those affecting businesses, such as banking and commercial issues.

### Connections

With a wide range of contacts throughout the UK and the world thanks to our membership of LawExchange International, we're able to connect you with the communities you want to work in and with.

Our contacts range from international companies to start up and early stage tech businesses - so whether you want to branch out, diversify or change direction, we'll be able to introduce you to new areas of business and point you in the direction of new ideas. Being at the heart of change is a cornerstone of our ethos, and we are dedicated to helping you achieve your goals.

### Corporate social responsibility

We're aware that our responsibility goes beyond our office doors – that's why we regularly take part in initiatives which help others. Our Charitable Foundation has given more than £250,000 since it was set up in 2007 – going to people and causes where they can really have an impact.

We've also committed to net-zero, removing carbon from our operations and wider business activities consistently each year, with an aim to reach a net-zero position by 2040.

## HCR Flex

HCR Flex is a model which developed in response to a growing number of organisations who may previously have benefitted from in-house counsel, or now need to top up their in house resource.

With HCR Flex you'll received reduced day rates and benefit from a long-term resource pool embedded in your business – we'll always have your commercial drivers in mind while being able to reduce your exposure to risk, forewarn you of potential problems and increase turnaround times.

### Why choose HCR?

- We are responsive, energetic and give you a view that will move you forward, rather than simply outline your legal options
- We are accessible, you will be able to contact all the people on your team via their mobile number, email and our website
- Our size, expertise and experience is a good match to the needs of your business which means that you will get cost effective advice from people with the expertise you need
- Our mind set and approach is always to be agile and flexible, but this will be especially useful to you as you adapt to your new situation
- We will be in your corner and on your side, working with you on the next stage of your journey.

## NEWSLETTERS

Our newsletters provide thought leadership and legal updates from our experts in an easily digestible format. If you choose to subscribe to them, these are delivered straight to your inbox.

All previous issues of our newsletters can be viewed on our website.

### Banking Bulletin

Our briefing note looking at recent developments in English banking law.

### Commercially Minded

Advice from our leading commercial lawyers on everything from business contracts to sports law.

### Tech Law

Our team bring the latest news to help you navigate the risks ahead – from data breaches to cybersquatters, NFTs and more.

### Webinars

Our webinars are an easy, straight forward way to stay up to date with the latest legal news. These online broadcasts feature our expert lawyers answering the questions which matter most to you, and explain key issues in an accessible way. As with our newsletters, our webinars can be viewed on our website.

## Why our clients choose us

We've helped all sorts of companies become established in the UK, from large international corporates to publishing businesses and renowned sports brands. Here's why our clients choose us:

**“Harrison Clark Rickerbys has a broad regional spread, with experience acting for owner-managed businesses, listed companies and multinational groups. Instructed in matters ranging from private equity work to cross-border M&A, the team is capable of drawing upon support from adjacent practices in property, employment and IP law.**

**The group possesses a particular focus on corporate transactions in the healthcare industry, with additional experience handling deals across the manufacturing, technology and retail sectors.”**

Chambers and Partners

**“It is always encouraging that whatever we ask for, we are always treated as though we are the only and most important client on their books. The partners and staff are very skilled and personable. That's why we have used HCR for the best part of 20 years.”**

Corporate client quote, Legal 500

**“Harrison Clark Rickerbys advises clients on corporate matters such as sales and purchases, reorganisations and raising investments. It has a recognised focus on the technology sector, acting for both mature and early-stage technology companies. In addition, the firm focuses on the property development field, advising clients on a wide range of sales, refinancings and restructurings.”**

Chambers and Partners

**“The team has a breadth of knowledge and experience that marries the best of the skills found within big London firms with the empathy and client care of the best regional firms.”**

Corporate client quote, Chambers and Partners





## Meet the team



**Syed Alam**

**Head of India Hub**

**Telephone:** 0[+44] 3301 075 812

**Mobile:** 0[+44] 7715 060 309

**Email:** [salam@hcrlaw.com](mailto:salam@hcrlaw.com)



**Nicolas Groffman**

**Partner, Head of International**

**Telephone:** 0[+44] 3301 075 803

**Mobile:** 0[+44] 7816 592 934

**Email:** [ngroffman@hcrlaw.com](mailto:ngroffman@hcrlaw.com)

# hcr

harrison clark  
rickerbys solicitors

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## Birmingham

T: 0121 454 0739  
F: 0121 455 7211

## Cambridge

T: 01223 461 155  
F: 01223 316 511

## Cardiff

T: 02922 749 200  
F: 02922 749 201

## Central England

T: 01604 233 233  
F: 01604 627 941

## Cheltenham

T: 01242 224 422  
F: 01242 518 428

## Hereford

T: 01432 349 670  
F: 01432 349 660

## London - International HQ

T: 0207 489 6320  
F: 0207 681 1261

## Thames Valley

T: 0118 911 1206  
F: 0118 900 7874

## Worcester

T: 01905 612 001  
F: 01905 744 899

## Wye Valley

T: 01989 562 377  
F: 01989 561 400