



Better  
**TOGETHER**  
Introducing our Wales team

**hcr law**

# THE LAW FIRM WITH A PASSION FOR PEOPLE

## BETTER TOGETHER

**As an award-winning Top 60 UK law firm we provide the full range of services that you would expect to organisations, business leaders and individuals.**

Our Wales office, based in the centre of Cardiff, is home to a growing team of experienced, specialist lawyers.

The strength and expertise within our team means we're 'better together'. This is proven in our results for our clients - when they tell us what their issues are, we listen carefully and help them see beneath the surface, helping with solutions that meet their objectives. We recognise that to keep trust and loyalty we must provide practical, commercial advice that helps our clients move forward.

We're proud of the support we provide to our Welsh client base.

### Why choose us?

- ◆ We're changing the face of legal firms in Wales, offering the full range of services from a Top 60 UK law firm
- ◆ Our growing team of experienced, award-winning lawyers are noted for the quality of their work
- ◆ We have a vibrant office, located conveniently to serve the Welsh community
- ◆ We have in-depth knowledge of the local market, having advised key businesses and high-net-worth individuals for decades
- ◆ It's not just about work. We're committed to supporting local communities and charities in all that we do.



**Hefin Archer-Williams**  
Partner (FCILEx), Head of Cardiff Office

WALES OFFICE:  
**Fourth Floor, Suite 4a,  
Hodge House,  
114 -116 St Mary St,  
Cardiff  
CF10 1DY**

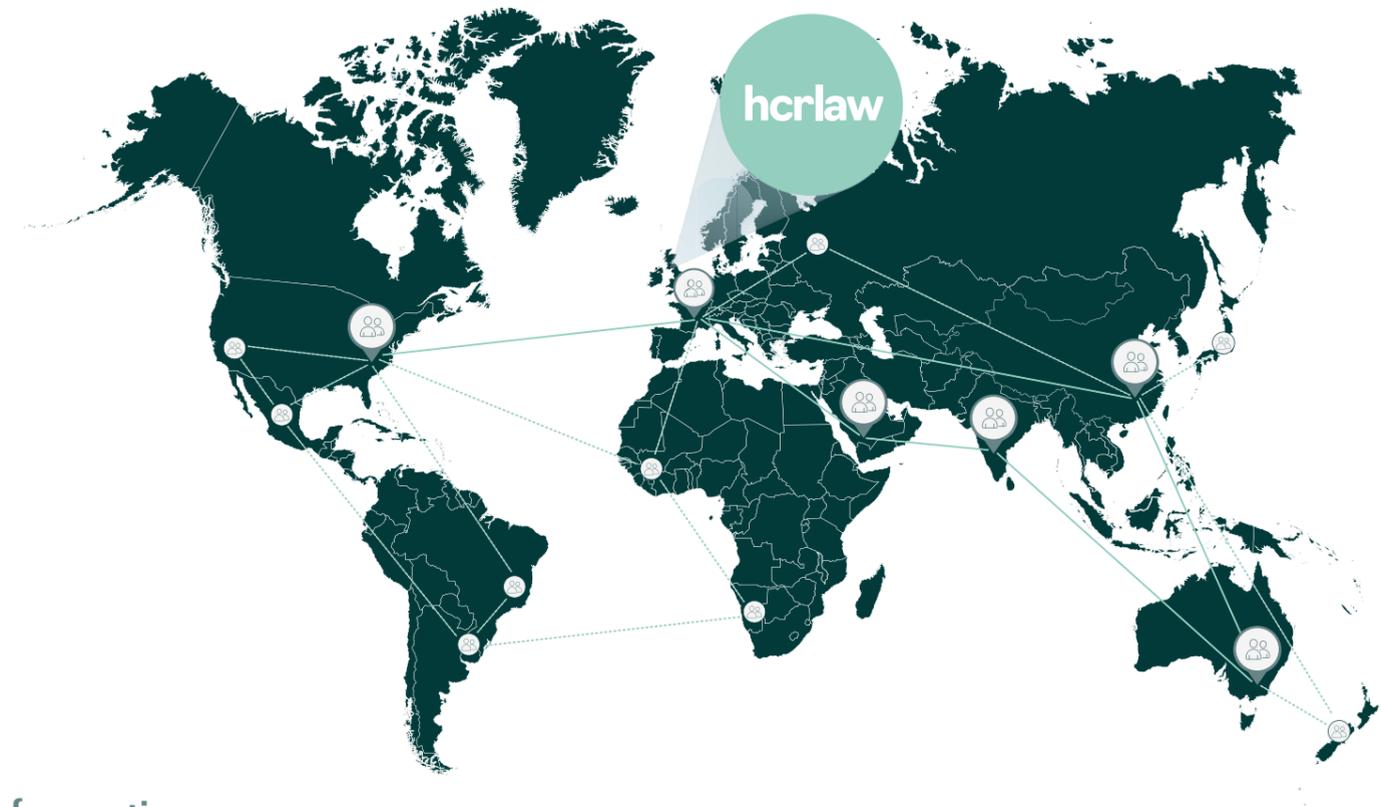
Whilst our roots go back to the 1700s, we're forward thinking and are now a leading law firm with a passion for people. It's this passion for people that makes our Welsh team tick - we truly care about our clients' ambitions and work with them to be successful, whether in business or personally.

Our clients have confidence in our advice, trust us to get the job done and value the relationships we build with them.

MEET OUR WELSH TEAM AND READ  
MORE ABOUT WHAT MAKES THEM TICK.



LOCAL | NATIONAL | INTERNATIONAL



### A world of expertise

In addition to the Wales office in Cardiff, HCR has nine offices in England: Birmingham, Cambridge, Central England, Cheltenham, Hereford, London, Thames Valley, Worcester and Wye Valley.

We also have specialist expertise and collaborative relationships in Australia, China, Europe, India, the Middle East and the USA, where our relationships with the people and institutions that might affect you are tried and tested.

Our legal, commercial and government connections within those areas are extensive and deep – we work with individuals that we've personally known for years.

Beyond our regions of specialist expertise, we are a member of LawExchange International (LEI), which gives us access to the expertise of 37 independent law firms across five continents and 31 countries. LEI was founded in 1994 by one of HCR's predecessor firms. The network enables us to obtain reliable and cost-effective advice from lawyers we trust, from Belgium to Brazil and from Turkey to Texas.

## WHY OUR CLIENTS CHOOSE US | DON'T JUST TAKE OUR WORD FOR IT

**“Wayne Beynon is strong commercially and he is knowledgeable.”**

**“Andrea Thomas is quick to respond, offers balanced and commercial advice, and is a pleasure to work with. She acts like a true business partner.”**

**“Nicola McNeely stands a class apart. She communicates the most complicated of legal situations in the most simple and straight forwards terms so all parties may grasp the salient points.”**

**“Martyn Davies knows when to hold firm and when to be pragmatic and that is a god send to us as a fast growing tech startup.”**

**“The team has established a formidable Welsh presence within a strikingly short space of time.”**

**“Chris Mayers has a dominating presence, matched with charm and powerful wit. He is an exceptional negotiator and can bring even the most intransigent opponent to the table.”**

**“David King displays excellent technical ability when involved in complex estate planning matters.”**

**“Richard Scott and Lucy Edwards have an easy manner that runs alongside a steely determination to ensure the best outcome for their clients.”**

## A 12-MONTH SNAPSHOT OF HCR WALES



WELCOMED OVER  
**30** new colleagues

**Ranked 2nd**  
for M&A deals in Wales in the latest  
Experian MarketIQ report

**2 AWARDS  
WON**  
... and finalists and  
shortlisted in many more



RAISED  
**£11,567**  
for our chosen charity Ty Hafan  
Children's Hospice





Our agriculture and estates lawyers are leaders in their field. We understand the passion our clients have for their businesses and that it's not just a job but a way of life. We keep you updated on legal developments in a clear and relatable way so you can understand the implications for you, your business and your family. With this knowledge, we work alongside you to help you plan for the future.

#### Services offered by our team

- Resolving agricultural disputes
- Agricultural tenancies and property advice
- Farming agreements and alternative business structures
- Advising you so you remain compliant with regulations
- Fisheries and water law
- Wills and estate planning for farmers and landowners.

#### Why choose us?

- Many of our team come from an agricultural background so we really understand the issues
- We recognise the challenges of a sector where business and personal lines are blurred. Where your home is your workplace, and your colleagues are your family
- We have significant expertise advising on issues relating to common land, agricultural tenancies and environmental issues
- Several of our team are Fellows of the Agricultural Law Association.

#### Case studies

We act for a renewable energy developer in relation to several infrastructure projects for which planning permission is required in south Wales. We are providing specialist advice in relation to the common land aspects of the development. In this case, we are dealing with the construction of several turbines on the common and seeking permission to remove 14 acres of land from the common, exchanging it with approximately the same amount of suitable land. We are dealing with negotiations with the commons association to allow matters to proceed with the agreement of key stakeholders as well as seeking the necessary statutory consents.

We act for a local landowner who has developed plots on his land and is currently in dispute with the local authority in relation to the terms of the Section 106 Agreement principally because additional costs have been incurred in the development. This was due to difficulties resolving an attenuation scheme for the site. There have been extensive negotiations between the parties, with an agreement on an alternative scheme and a framework for negotiation of new Section 106 obligations now reached.

Commercial businesses need legal expertise that perfectly aligns with their needs. We provide not just advice, but creative solutions to legal problems delivered in a commercially minded way. We make it our business to get to know your business, so we really understand your model and sector and can steer you through everything from day-to-day commercial matters to complex contractual issues.

Our commercial lawyers work as an extension of your team, going the extra mile to provide bespoke solutions for your unique challenges.

### Services offered by our team

- Business contracts
- GDPR and data protection
- Intellectual Property (IP) protection
- IT contracts
- Partnerships advice from startup to exit.

### Why choose us?

- Our experience includes knowledge and legal practice in relation to Blockchain, Non-fungible tokens (NFTs) and the metaverse; agile development; IT transformation projects including Software as a service (SaaS), cloud infrastructure, professional services (such as application management and software development) and maintenance and support services
- We put ourselves in your shoes, providing practical and commercially focused solutions which will benefit your business
- Legal 500 tier 1 ranking for both TMT (technology, media and telecoms) - Intellectual Property and TMT - IT and Telecoms.

### Case study

Our client is a market-leading Microsoft partner. With a presence in 25 countries across six continents, they service a global customer base.

We advised and assisted the client in a complex contract negotiation in a deal value of around £5m. The Master Services Agreement, together with statements of work, included the entire lifecycle of services from professional services including consulting, implementation, configuration and design training to support and maintenance of Microsoft Dynamics 365 Finance and Operations software and client software. We supported the client through complex transaction and contract negotiations to successfully get the deal over the line.





When it comes to choosing the best advisers for your business, you need a team of corporate solicitors like ours - responsive, experienced and approachable. We immerse ourselves in your world and get to know your organisation inside out so that during a 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.

#### Services offered by our team

- Mergers, acquisitions and disposals
- Private equity and venture capital
- Due diligence reporting
- Company formations.

#### Why choose us?

- Ranked as the second most active deal maker in Wales for M&A by Experian Market IQ
- Shortlisted for 'Corporate Law Firm of the Year' at the Insider Wales Dealmaker Awards for two years running
- We advise businesses of all sizes, from global multinationals to family-run or owner managed businesses.

#### Case study

We acted for the shareholders of Cloud (Wales) Ltd, and its wholly owned subsidiary RISC IT Solutions Limited. RISC IT is an award-winning cloud solutions provider based in Llandudno in north Wales. We advised them on the proposed sale of the entire issued share capital of Cloud (Wales) Ltd to a special purpose vehicle, Project Edge Topco Limited, and the subsequent investment by the shareholders and investors – debt and equity – in Project Edge Topco Limited alongside a secured debt funder.

The complex transaction involved the sellers, the buyer, investors and funders - each with differing demands and expectations. The deal therefore took time to negotiate and to align expectations in what was also the first acquisition for Project Edge Topco Limited. The transaction ensures the continued success and growth of RISC IT in north Wales.

No-one relishes a commercial dispute but most businesses will encounter one at some point. Seeking specialist advice early is vital to help you understand what's at stake and what's needed to get it resolved. If we can, we'll keep it out of court, but if it comes to that point, we'll fight on your behalf to get the best possible outcome.

### Services offered by our team

- Commercial and corporate disputes
- Banking and financial disputes
- Real estate disputes
- IP management and enforcement
- Judicial reviews
- Public procurement
- Reputation management
- Restrictive covenants
- Sports law
- Partnership disputes
- Shareholder disputes
- Employment litigation
- Breach of directors' duties.

### Case study

We were instructed to act for the sellers of a successful, market-leading financial software development business in a £13m breach of contract and fraudulent misrepresentation claim against the buyers. We analysed the conduct complained of, advised the client on the potential claims arising and deployed an appropriate strategy to deliver the best outcome for our client. We worked closely with the client, successfully negotiating a settlement without attending court.

### Why choose us?

- We handle a diverse range of issues every day, from relatively straight forward breach of contract claims for SMEs and business owners to multi-million pound disputes involving international trade
- We will always try to resolve disputes out of court, and the vast majority of our cases settle this way
- We encourage early action to avoid matters, and costs, escalating unnecessarily.





We help employers of all shapes and sizes manage their people matters effectively. Whether you need to handle a tricky senior exit, or bring workers to the UK from overseas, there's not an employment law issue we've not already come across.

We are flexible in our approach to work with you how you need us to, from providing a sounding board on day-to-day legal issues to being by your side at an Employment Tribunal.

We work closely with our colleagues Eagle HR, who work with HR Directors and Managers to support with HR issues.

### Services offered by our team

- Employer support including disciplinary, grievance, pay disputes, negligence and more
- Human resources from Eagle HR
- Immigration
- Support for Senior Executives exiting a company
- Workplace mediation.

### Why choose us?

- We regularly obtain injunctions to prevent unlawful conduct by former or defecting employees
- From discipline and restructuring to settlement agreements, TUPE and grievances, we can advise both employees and employers on the best way forward for their specific situation
- Our accessible and friendly team includes solicitors, barristers, legal executives, HR consultants and trainers.

### Case study

We acted for a company which was the subject of a concerted campaign by several members of its workforce to dishonestly divert business away from the company to a new company which they had set up in direct competition with our clients. We persuaded the High Court to grant an injunction against those individuals and their new company.

The court was persuaded to prohibit the defendants from acting in competition with their former employer and required them to hand over all relevant documentation and electronic devices including mobile phones and laptops. We subsequently arranged for computer forensic experts to retrieve the incriminating data from those devices.

When a relationship breaks down, emotions can run high and disputes often spiral out of control. When you need to move forward, we're here to help. We're one of the UK's biggest and most experienced family law teams, and can advise on issues affecting every kind of family including divorce, matters involving children, wealth protection and international family law.

### Services offered by our team

- Children's law
- Living together
- Divorce and financial provisions including pension provisions
- Entering or leaving a relationship, including marriage and civil partnerships
- Injunctions
- Support for those with international assets and family and divorce law for people who have previously lived or worked overseas
- Alternative dispute resolution, including mediation, collaborative law and our Unified in Separation service - one couple, one lawyer.

### Case study

Our team represented a client who had assets in the region of £1m in the preparation of a prenuptial agreement. The client was the daughter of a successful Welsh businessman.

It was anticipated that our client may be gifted, or inherit, considerable wealth from her parents in the future and therefore, it was imperative that her assets, both current and future, were protected in the event of a future divorce. Preparation of the prenuptial agreement was time sensitive which was successfully negotiated and preserved the client's assets and future wealth. The team also made specific but limited financial provision for her fiancé's future housing needs, in the event of separation and divorce.

### Why choose us?

- We are known for our ability to advise on complex cases such as those with international elements, intricate financial situations and business assets
- We are specialists in advising on pensions on divorce within public sector schemes and self-invested personal pensions (SIPPs)
- Our Unified in Separation service allows couples to work together, with a single lawyer and mutually agree the details of their divorce or separation without the pressure of going to court.





Whether you are bound by regulatory laws or need a licence to operate, sometimes you will need help complying with legislation. If you find yourself in trouble and dealing with breaches or having to defend your business or staff from enforcement agencies, we will handle the investigations for you and be at your side working to minimise the fallout. Alongside this, our team deals with the full range of insurance issues, from helping you mitigate risk and manage incidents to resolving liability claims. Should there be an investigation, we will be by your side.

#### Services offered by our team

- Agriculture, environment and regulatory matters
- Financial services regulation
- Healthcare regulatory matters
- Food safety and food hygiene
- Health and safety
- Insurance policy reviews and claims defence
- Licensing
- Regulation.

#### Why choose us?

- We have in-depth sector knowledge including construction, manufacturing, leisure and retail, and agriculture
- If you get into hot water, we'll help you with media management to limit reputational damage and help you keep trading even when your livelihood is at risk
- We're responsive and can be on call day and night if your business needs us.



**I have worked with various law firms over some 30 years in business and without a shadow of doubt HCR have stood out in every respect.**



Client quote in Legal 500

Nobody likes to imagine a future without a loved one. It's scary to think about and even harder to talk about, but our wills, trusts and probate lawyers can help ease some of the burden. We draft wills, set up trusts, help to mitigate tax liabilities and administer estates, and no matter what your current life situation is, we'll ensure your family's future is protected.

### Services offered by our team

- Family investment companies
- Making a will
- Supporting older and vulnerable people
- Personal tax and trusts
- Private wealth and family offices
- Trust corporation
- Wills at Work
- Clear, compassionate support when someone dies
- Wills, trusts and inheritance disputes.

### Case studies

We advised the shareholders and directors of a large well-known Welsh-based bakery in connection with their estate planning matters, which included drafting their wills, a lifetime trust and cross option agreement. We reviewed the company articles and introduced the client to our Corporate team who have prepared new articles and a shareholder's agreement for the company on the back of our investigations. In addition, we also supported family members with the drafting of prenuptial agreements.

### Why choose us?

- All members of our team hold Society of Trust and Estate Practitioner (STEP) qualifications, or are working towards
- We excel in looking after older and vulnerable clients
- Award-winning and highly-credited team, including Lawyer of the Year – Wills & Probate at the Modern Law Awards, The Legal 500, Chambers and Partners, and Solicitors for the Elderly.

We advised a Welsh Doctor who resides and works predominantly out of Los Angeles. We advised the client on his exposure to inheritance tax in the UK and worked with international advisers in connection with his wider estate planning requirements. This involved a review of his exit tax exposure in the USA and the future structure of his wealth on his expected return to the UK. We drafted a loan agreement to the client's son to assist with the purchase of property in London, with the assistance of colleagues in the Banking team.





If you're searching for first-class legal advice on commercial, residential, property development, property dispute resolution, planning or agricultural property matters, look no further. We combine a large team with exceptional service and competitive rates. We can support you on a whole range of property advice, from buying and selling houses to all aspects of commercial property projects.

#### Services offered by our team

- Agricultural and rural land
- Buying or selling your home
- Commercial property
- Construction and engineering
- Energy and renewables
- Healthcare real estate
- Planning, highways and environment
- Property development
- Real estate dispute resolution
- Real estate finance.

#### Case studies

We acted on behalf of a client buying an £800,000 rural property including a field to the rear which is subject to an overage agreement. The overage agreement ensured the original seller shared any financial benefits if there was a future uplift in the value of the property, such as planning permission being granted on the land.

The client's lender stated that they would not proceed with the property still subject to the overage agreement. We negotiated with the seller, and the original seller, to restructure the transaction ensuring that our clients do not face any issues with the overage agreement when the client remortgages or sells the property in the future.

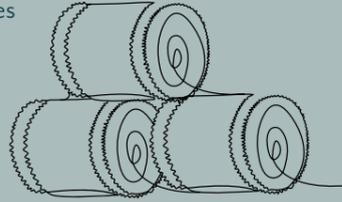
#### Why choose us?

- Our team of specialist real estate lawyers are experienced in areas such as planning law, large development projects – from funding to finish – landlord and tenant law and construction contracts
- We can advise you on areas like the acquisition and management of real estate through pension funds, and property disputes
- Our residential property team are experienced in the sale and purchase of high-net-worth properties, transfers of equity, remortgages, buy-to-let transactions, Deeds of Easement and equity release
- Dedicated and experienced finance solicitors to advise lenders and borrowers on loans related to property sales and acquisitions.

We acted for a private bank on a £5m loan secured against a mixed residential and commercial portfolio of 31 properties. Despite facing unexpected issues, we were able to meet the borrower's tight timescale, costs limitations and the lender's risk management requirements on time and on budget.

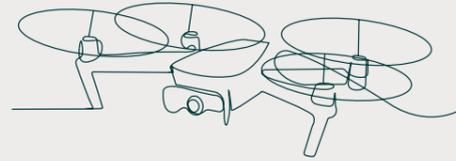
## Agriculture, Environment and Estates

Recognised in the top tier of Legal 500, our extensive agriculture, environment, and estates team is one of the largest in the country. We are immersed in agriculture and we often 'walk the land' with our clients to better understand their business and family dynamics.



## Defence and Security

HCR's Defence and Security sector supports SMEs across the supply chain. We hold the Defence Employer Recognition Scheme Gold award for our commitment to the defence community.



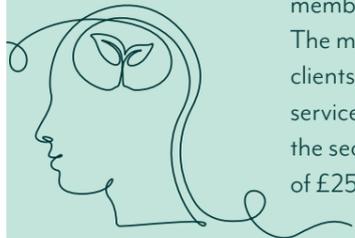
## Charities and Not-for-Profit

Ranked in the top tier of Legal 500, our team works with over 400 charities and not-for-profit organisations, reflecting our leading reputation. Our team includes members of the Charity Commission's Interim Manager Panel.



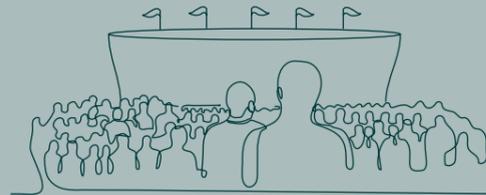
## Healthcare

HCR plays a leading role in the sector, with members on the boards of leading associations. The multi-disciplinary team work with a range of clients from adult social care providers and children's services to dental practices. In the past 12 months, the sector has completed deals close to the value of £250m.



## Sports, Media and Entertainment

Our Sports, Media, and Entertainment lawyers specialise in helping clients achieve their strategic aims, from negotiating commercial rights for arenas to supporting artists in leveraging value from NFTs. We're the official legal partner to Northampton Saints - the Rugby Union Gallagher Premiership champions.



## Private Wealth

Our Private Wealth lawyers collaborate to provide expert and holistic advice to our clients, drawing on the firm's cross-sector expertise. Recognised in the Chambers High Net Worth Guide, our team holds memberships with industry organisations, such as STEP – for lawyers who specialise in family inheritance and succession planning – and Resolution, for lawyers committed to non-confrontational divorce.



## Financial Services

We provide expert advice to banks, lenders and businesses looking to raise finance and others in the financial services sector, to help them leverage their position.



## Education

For over 50 years, HCR has been a leading advisor in education law, gaining a national reputation. Today we are trusted by over 300 educational establishments from Independent Schools and Academies, to Universities.



## Technology

Legal advisors to start-ups, high-growth companies, and international businesses. HCR experts are embedded in tech ecosystems and industry clusters, including cyber, AI, blockchain and crypto. We are frequently invited to speak at national and global tech conferences.



## Local Government and Public Sector

We work with local authorities, government agencies, and public sector organisations on a wide range of matters, offering comprehensive legal services. Our expertise includes advising on mixed-use regeneration projects, judicial reviews and public procurement.





## AWARDS AND ACCREDITATIONS/ GWOBRAU AC ACHREDIADAU



HealthInvestor Awards 2024



Cambridgeshire, Bedfordshire and Norfolk



EducationInvestor Awards 2024



### HCR Corporate team rankings:

- 1st | United Kingdom
- 3rd | London
- 1st | South East
- 1st | South West
- 1st | East of England
- 1st | The Midlands
- 2nd | Wales

\*based on volume of deals



INVESTORS IN PEOPLE We invest in people Standard



CHAMBERS AND PARTNERS



## HOW CAN WE HELP? / SUT ALLWN NI HELPU?

Contact us today / Cysylltwch â ni heddiw

02922 749 200

www.hcrlaw.com

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Hereford | London | Thames Valley | Worcester | Wye Valley



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UNITED KINGDOM

**CHAMBERS**  
AND PARTNERS