

·clarkslegal

The Diverse Law Firm

annual review
2011/12

www.clarkslegal.com

·forbury people ·forbury investment network ·forbury environmental ·forbury business club

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Michael Sippitt
Managing Partner

Innovation is a way of life

In 2010 I was privileged to help draft the Bilbao Declaration on Eco-Innovation in SME's, which is related to the Environmental Technologies Action Plan of the European Union. The Declaration marked out eco-innovation as a major opportunity, a real driver for sustainability. It was a welcome focus on the importance of innovation in general, and the vital role SME's play in economic growth.

One very good way to innovate is to combine expertise from different disciplines and encourage them to share their insights from different perspectives. That philosophy is at the heart of our own strategies – to be diverse in skill and outlook for greater strength in addressing the issues our clients face.

Innovation is no longer, if it ever was, an optional extra. It is key to success and indeed survival. Losers will be those businesses, in whatever field, who see no need to change. The fact a strategy has worked well for fifty years does not mean it will work for the next five!

The world is changing so quickly that companies who think in boxes are apt to be buried in them. In professional services, innovation can be an overused word. Professions sometimes pay lip service to innovation in superficial ways, just tinkering at the edges. However, we want to stretch the boundaries of how lawyers help their clients. That may be straightforwardly providing our legal services with exceptional effort and lateral thinking, or may when relevant, include cross-disciplinary services, working with other of our associated professionals, such as scientists or Human Resource professionals as appropriate to the task.

Who knows what the future will bring? All we can see is that the part we play as a long established and highly rated law firm will be increasingly different from the professional world we have all inhabited up until recent years, and our commitment to our clients in whatever problems they face is to stretch ourselves to find the solutions for them.

I hope you will be interested to find out more about us and the services we offer from this Annual Review. It is exciting to reflect on the innovative changes we are part of both in our own professional group and in the client organisations we serve.

A handwritten signature in black ink that reads "Michael Sippitt". The signature is written in a cursive, flowing style.

What the directories say



Employment

"The 'adaptable and innovative' team at Clarkslegal LLP rates an impossible '12 out of 10' for its high levels of business acumen, response times, strength in depth and value for money."

The Legal 500

"Clarkslegal provides an impressive all-round, value-for-money employment service. Serving a broad client base, it is **renowned for providing realistic advice that 'consistently exceeds clients' expectations.'**"

Chambers & Partners

Construction

"This firm maintains an **impressive presence in the Thames Valley**, acting on contentious and non-contentious instructions across a range of sectors, notably renewables and further education."

Chambers & Partners

"Praised for its **'invaluable advice' and 'innovative approach'**"

The Legal 500

Local Government

"Clarkslegal LLP's four-partner team is well known for its expertise in management and environmental projects and procurement services. The group's **'approach to problem-solving is timely, practical and innovative'**"

The Legal 500

Environment

"Clarkslegal is a **highly respected law firm** with its own environmental consultancy, Forbury Environmental. The firm is **well regarded** for its advice to local authorities on waste management."

Chambers & Partners

"Clarkslegal LLP's **national and international clients** benefit from the advice offered by the firm's own consultancy group, Forbury Environmental."

The Legal 500

Dispute Resolution

"Clarkslegal is a firm of substance with a serious litigation practice"

Chambers & Partners

"The 'impressive' Clarkslegal LLP has a strong general litigation practice and extensive experience in commercial agency, motoring, public procurement, financial mis-selling, inheritance and pensions disputes."

The Legal 500

Real Estate

"Clarkslegal LLPs 'commercial property team demonstrates **wide experience and knowledge of property transactions, and is able to apply this whilst not losing sight of business objectives.**"

Chambers & Partners

Corporate

This Reading-based firm advises on a wide range of corporate matters, with a particular focus on the life sciences and technology sectors. The firm's **lawyers are 'approachable and responsive.'**"

Chambers & Partners

IP & IT

"The technology practice at this firm's Reading office **handles framework agreements, hosting agreements and software licences**, predominantly for customers, in both the public and private sectors."

Chambers & Partners

"John Warchus' **impressive client base** includes Mouchel, Paperchase and John Laing."

The Legal 500

Health & Safety

"Clarkslegal LLP's **'highly rated' practice** is handling a complex asbestos-related disease case brought by a former Blue Circle employee, whose wife also brought a compensation claim for mesothelioma."

The Legal 500

Personal Tax, Trusts, Probate

"Enough depth of knowledge that one can feel secure that it can handle anything clients might throw at it"

The Legal 500

The diverse law firm

From the smallest organisations to the largest, we all need support. We can't hope to tackle the problems facing our businesses, let alone those confronting the planet, without the help of a supportive network. The trick is building the right networks. Bring people with different backgrounds together to share ideas and exchange information, and pretty soon the ideas will start to spark.

At Clarkslegal we have taken this fundamental insight and applied it to a range of different problems at different levels. We've found that, surprisingly often, the techniques of outlining visions and building consensus are just as important in helping entrepreneurs to establish small-cap, growth businesses as in working with international organisations to solve global problems.

Nowhere is this more obvious – or more crucial – than in the area of environmental technology. At Clarkslegal, the environment is our business. We recognise that the issues raised are so large and complex that it's no good approaching them from a traditional legal perspective. You need to bring together lawyers and scientists, investors and inventors. So that's what we've done.

Forbury Investment Network

Forbury Investment Network (FIN) takes innovation to the next level. We bring together early-stage technology companies, inventors and entrepreneurs, typically in the fields of environmental or ethical business, with investors looking for great opportunities. We recognise that entrepreneurs and inventors at the early stages of their businesses need more than just money. They also need support, encouragement and advice. So we provide them with an environment that is at once nurturing and practical.

Businesses are helped to prepare their funding proposals by FIN, and receive realistic feedback on their proposals from experts. We give them access to an online 'knowledge bank', to help with everything from preparing a business plan to presenting their ideas effectively. When they are ready, they have ample opportunities to present their funding proposals to interested investors at regular investment meetings and online, via a secure website.

This is just one way in which Clarkslegal really is much more than just a law firm.

www.forburyinvest.com

Forbury Environmental Ltd

Forbury Environmental, our wholly-owned environmental subsidiary, is a cornerstone of our innovative approach.

It means that we can offer the services of environmental lawyers and scientists as part of a single package, providing coordinated, cost-effective advice on everything from environmental impact assessments or carbon reduction schemes, to applying for R&D grants.

Of course, any firm can work with environmental consultants. What makes all the difference is that being part of one organisation, we work closely together day-by-day. A single culture emerges; lawyers come to understand the limits and potentials of the technology and scientists learn about the requirements and priorities of business.

It's a difference that makes all the difference for our clients.

www.forburyenvironmental.com

The Royal Commonwealth Society

The Royal Commonwealth Society is an old organisation with a young vision – to promote educational and outreach programmes and act as a forum for research and developing ideas on a range of pressing public issues. We have been working with the Society to develop plans to promote technology transfer, entrepreneurship and the exchange of ideas and knowhow between the developed and developing world, using the shared culture and language of the commonwealth as a springboard.

Still in its early stages, this exciting collaboration will see the Commonwealth develop as a platform for sharing information and ideas between different countries and – in tandem with Forbury Investment Network – for introducing investment into environmental technologies and projects across the Commonwealth.

Forbury Business Club

We are just as innovative in working with one-person start-ups as we are with global organisations. Working with inventors and entrepreneurs through Forbury Investment Network, we realised just how many obstacles are placed in front of people who are starting businesses and so we created Forbury Business Club (FBC) to remove some of them.

FBC provides its members with a unique range of legal and commercial support. At once a networking organisation, where members can meet people in similar situations to swap advice and stories, and develop cross-referral opportunities, it also promotes new enterprise through providing responsive, low-cost and business focused legal services.

Big or small, the principles are the same – at Clarkslegal we believe that everyone deserves the most creative and innovative advice, tailored directly to the challenges they face.

www.forburybusinessclub.com

The logo for Forbury, featuring the word "forbury" in a lowercase, red, sans-serif font. The letter 'f' is stylized with two small black dots above it.The logo for Clarkslegal, featuring the word "clarkslegal" in a lowercase, red, sans-serif font. The letter 'c' is stylized with a small black dot above it.

Employment

"As the UK arm of a large international group, Lafarge Cement UK has a diverse range of needs for expert legal advice. Our relationship with Clarkslegal has developed over many years through their willingness to understand our business, our values and needs.

We think long term and like to develop a partnership approach; we are happy to recognise Clarkslegal's invaluable advice in supporting our business objectives. We know the advice we receive is not a legal 'quick fix' but more strategic, and we have great confidence in their ability to support us going forward."

Nick Peall
HR Director
Lafarge Cement UK

In the employment field an innovative and proactive approach is crucial. Our expertise in handling all employment matters for companies, from SMEs to large multinationals is, we believe, second to none. Consequently, our team continues to achieve top rankings in both the Chambers & Partners and Legal 500 directories.

We continue to focus on developing our relationships with clients, which is especially important given the numerous legislative changes on the horizon. We have been particularly proactive in preparing our clients for the abolition of the Default Retirement Age, Bribery Act and the new Agency Workers Regulations, providing regular training and support, both online and offline.

Our work covers the whole employment cycle: from recruitment, to performance and absence management, through to termination. We aim to be pro-active, business focussed and cost effective in our approach, with our specialist HR website employmentbuddy.com providing up to date advice and guidance to clients at the touch of a button. We look at the issues our clients have to address holistically, calling on expertise from our HR consultancy Forbury People Ltd when matters need more than a legal answer.

We support clients through a range of issues from the simple to the most complex, including disciplinary and grievance processes, restructurings and redundancies. Equal opportunities are a part of everyday life and we help clients protect the integrity of their reputation and relationships with employees and others through training, advice and policy implementation on matters such as disability, retirement and related age issues, equal pay and sex or race discrimination. When things go wrong, we support a client right through to conducting the advocacy in any proceedings. Our tribunal results are excellent and we help clients reduce the number of claims they receive.

Forbury People

Something that helps us maintain our edge is the breadth of services we offer. We noticed that sophisticated clients require a broad approach to their employment challenges. That's why we set up Forbury People, our wholly owned HR consultancy. This gives clients access to top quality help and advice on everything from employment policies and practices to redundancy programmes or recruitment.

Importantly, since our HR consultants are all part of the Clarkslegal network they work closely with our lawyers to deliver innovative, multidisciplinary solutions and manage projects smoothly.

www.forburypeople.com

"Clarkslegal have always provided a highly professional legal service to CfBT. The team are highly skilled and able to cut to the 'heart of the problem' very quickly. Their written work is of a consistently high standard and all the team are a pleasure to work with."

Hilary Isham
Head of HR and Facilities
CfBT Education Trust

Employmentbuddy

Our clients also benefit from Employmentbuddy, Clarkslegal's innovative online employment law resource and HR support service. With HR information, updates, templates and guidance, Employmentbuddy helps its members keep up to date with changes in the law and best practice.

Resources are updated daily and include free reference guides to statutory rates and limits, a legislation and case tracker, compliance checklists and other useful applications. The service now also includes a very popular Twitter account and a blog that is highly rated by Personnel Today.

www.employmentbuddy.com

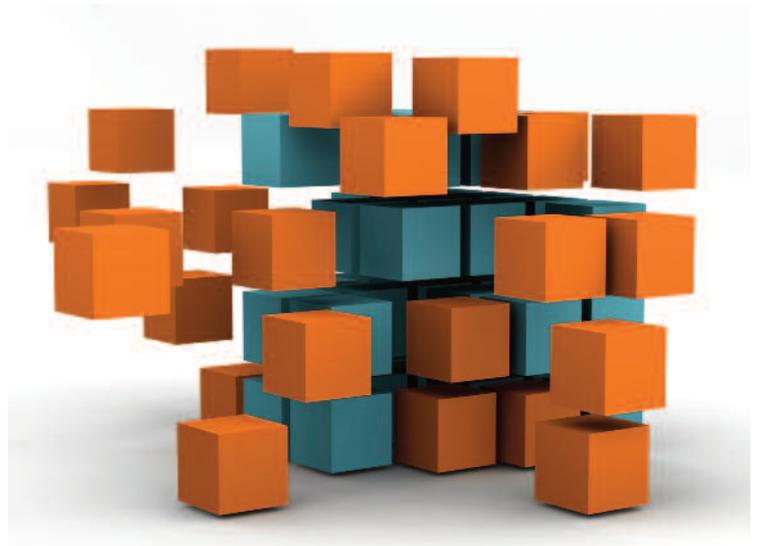
"Employment Buddy is an essential item for the HR toolkit. It is easy to use and is a great place to start when looking for guidance and information."

Ian Burrows
Head of HR Operations
Carillion plc

Restructuring: adapting to new challenges

“On an ambitious and complex change programme in a heavily unionised site, Forbury People’s learned experience and existing relationships proved to be invaluable as we navigated our way through the change process. The team dynamic has worked and we have delivered against an ambitious and stretching project.”

HR Head
Major pharmaceutical company



Restructuring is no longer something that businesses just do in insolvency or post-merger situations. In ever more competitive markets, sophisticated companies are constantly on the lookout for that elusive edge. Restructuring is one of the tools that can deliver it – helping businesses to become leaner, fitter and more resilient to change.

It is in restructurings that our multi-disciplinary strengths come into their own, requiring services both of our lawyers and our HR specialists in Forbury People. Clarkslegal has a long track record in successfully handling major reorganisations and change management programmes for our clients, and we have shown our strength at achieving negotiated and smoothly managed outcomes as well as tackling difficult disputes when necessary. Clarkslegal has a reputation as one of the most well regarded law firms in the UK to address collective employment and trade union relations issues.

At Clarkslegal, we have advised a number of businesses on restructurings and reorganisations. We have the resources and expertise to put together teams of skilled corporate, employment, dispute resolution and real estate lawyers, to work on all types of restructurings, cooperating closely with management teams, as well as IPs, accountants and other finance professionals.

With our great strength in employment law, we have a particular focus on the employment aspects of restructurings and reorganisations. Our firm but tactful approach to renegotiating terms and conditions, or managing employment reorganisations, has led to mandates on an array of major projects. But it has also been recognised in other ways – for example we were invited this year to contribute to the UK employment law sections of a prestigious new textbook, *“The Law and Practice of Restructuring in the UK and US.”*

Organisations are organic – it’s in their nature to adapt. As yours is adapting, Clarkslegal has everything you need to help you meet your new challenges.

Resolving problems: hard to beat

“Clarkslegal is a firm of substance with a serious litigation practice. The firm has a significant public sector client base and, while commercial disputes form the core of the firm’s workload, it also has expertise in a range of specialist areas. IT, telecommunications, technology and public procurement disputes are key areas of strength.”

Chambers & Partners

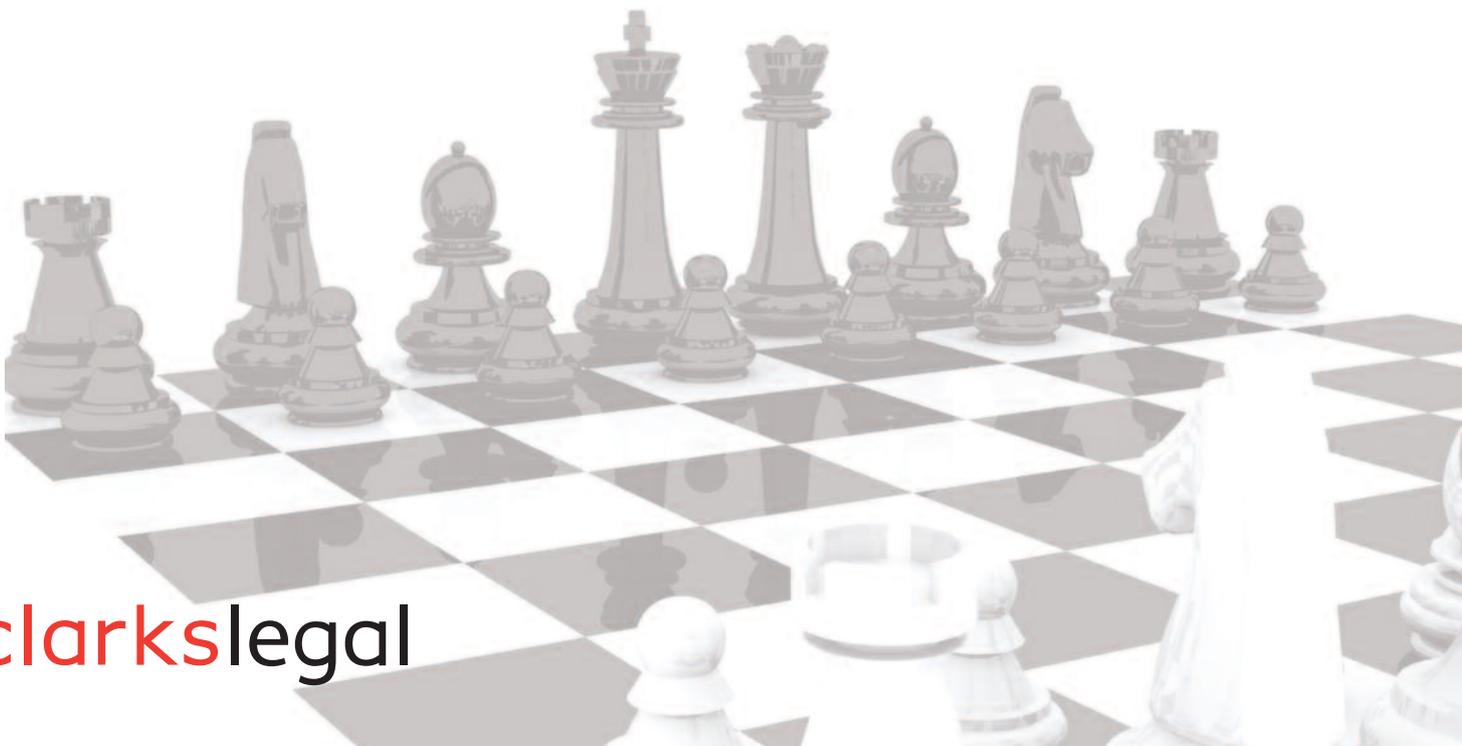
When you or your business becomes involved in a dispute, especially if you’re facing the prospect of litigation, you want to know that your advisers will do everything in their power to resolve it amicably. No one wants relationships with customers or suppliers to be damaged beyond repair, or their day-to-day business badly disrupted.

The dispute resolution team at Clarkslegal is recognised as a leader in its field. We offer a top-class, value for money service and advice in a variety of areas. In addition to the resolution of commercial disputes we also offer expertise in a variety of niche areas including technology, employment, environment, pensions, financial services and automotive. Our public sector dispute practice is also nationally renowned.

So, if you’re facing a dispute, or want advice on tailoring your processes to minimise the risk of litigation, get in touch and get the right people in your corner.

Recent highlights include:

- Multi-party High Court litigation against suppliers and ex-employees of a major technology company, relating to high-value, long-running frauds.
- Acting for the defendant in a high-value, widely reported claim involving alleged joint ventures and trusts relating to valuable Central London properties.
- Advising on an ongoing dispute, currently in the High Court, concerning the alleged under-payment of royalties due to our client under a software licence agreement.
- Defending a high-profile company in a major dilapidations claim in the TCC relating to large commercial offices – we successfully mediated a settlement in this case.



Corporate: making deals happen

“Clarkslegal’s corporate department assisted in the transfer of ownership of Buffer Bear’s childcare nurseries to Mid-Counties Cooperative. I found Clarkslegal to be proactive and provided pragmatic commercial advice throughout.”

Kay Turner
Former CEO and majority shareholder
Buffer Bear

Deals are still happening, but in more challenging economic conditions they can take longer. Now more than ever, clients expect their advisers to be proactive in spotting opportunities and driving deals forward in a pragmatic way.

At Clarkslegal, deal making is in our DNA. We approach corporate M&A with the same dedication and innovation we bring to all of our work, bringing a variety of skills to the table, from finance to IP to real estate. And where deals raise employment or environmental law issues, we can call on our dedicated HR and environmental subsidiaries.

As our recent highlights suggest, many of these transactions are cross-border, and here we can draw upon our membership of TAGLaw, which connects us to 150 law firms with 7,500 lawyers in almost 100 jurisdictions, to handle international transactions as smoothly as domestic ones.

Whatever the deal, our clients can count on us to help make it happen – why not see what we could do for your business?

Recent highlights include:

- Advising childcare nursery Buffer Bear in the transfer of ownership to Mid-Counties Cooperative of 24 childcare nurseries
- Advising Robert Cort (in administration) in respect of the sale of its valve business to Flow Group Limited
- Advising Beyond Health, a physiotherapy business, on its funding and start up
- Advising recruiters Focus Resourcing on its merger with Venor Resourcing Ltd and Celcius Resourcing Ltd
- Advising Dutch technology business, Royal Ten Cate NV, on its acquisition of the AML Group, an independently owned defence company.
- Acting for CfBT in respect of the acquisition of certain assets and employees from CILT, The National Centre for Languages.
- Advising AIM-listed eg solutions plc on its acquisition of Xtaq and its Nuqleus 3D business performance measurement software.
- Advising AIM listed Sceptre Leisure Plc on the acquisition of Orb Holdings Ltd, followed by the re-admission of shares on AIM
- Acting for FTSE 250 company, Carillion, on the sale of its micro-tunnelling business.
- Acting for Berkshire Private X-Rays on its conversion from a Limited Company to an LLP

“I would have no hesitation in recommending Clarkslegal.”

Keith Denyer
Managing Director
Focus Resourcing Group Ltd

Commercial, technology & procurement: law at the sharp end

"Clarkslegal performed very well for us - they brought the perspective, professionalism and energy needed to get a good result. They helped us make the right calls on important decisions, were cost-effective and gave us no surprises."

Nicholas Bolton
Deputy Chairman
Cezanne Software Ltd

There's something particularly exciting about working in the fast-moving, constantly changing high-tech sector. There's always the possibility of disruptive technologies changing the landscape around you, and it's vital that the law keeps up with these developments. Sometimes this means evolving techniques 'on the hoof' and drawing on techniques from other areas of law – so it's vital for your advisers to take an innovative approach to solving the challenges you face.

The commercial, technology and procurement department at Clarkslegal boasts a long track record of innovation. Recent examples include:

- *Advising Satyam Computer Services Ltd*, a major Indian supplier of IT and telecoms, on a complex dispute involving US and Middle Eastern parties, which arose during the implementation of a project in the Middle East.
- *Assisting Carillion's* IT division with a number of important IT/technology contracts relating to the supply of IT services, including renegotiating a Master Services Agreement with BT relating to data and other services, and advising on a number of hardware and software acquisitions for the Group.
- *Acting for GTL Europe Ltd*, one of India's leading IT network designers and a heavyweight IT company, in connection with a range of supply agreements relating to their provision of consultancy and other development work for major clients.

Other clients of the team include Global Crossing, Cezanne Software Ltd, Mouchel Ltd, and the University of Reading. But we are not just there for the biggest businesses – through Forbury Business Club and Forbury Investment Network, we help entrepreneurs and small growth companies to develop the leading technologies of the future.

"The overall quality of service we have received has been excellent. We have found John Warchus and his team to be extremely responsive, knowledgeable of our business and very helpful when negotiating commercials and points of law with suppliers."

Martin Proudlove
IT Director
Mouchel



Public sector: innovation as standard

“We value Clarkslegal's straightforward and reliable support. Clarkslegal have always provided us with excellent legal advice which is commercial, practical and user friendly. In addition, their attention to detail, service levels and attention to us as a client cannot be faulted, irrespective of the complexity or value of the matter under consideration.”

David Savage
Director of Finance and Corporate Services
The University of Reading

Despite the challenges it faces, the public sector remains a source of and proving ground for innovation. Public bodies are leading the way in innovative environmental projects. For example, particularly in waste management, in many areas of outsourcing, procurement and collaborative working. And they expect their advisers to be just as focused, specialised and innovative.

At Clarkslegal we have one the UK's leading teams of public sector lawyers. Increasingly renowned for our innovative work on landmark contracts, we advise clients on all key legislative and commercial areas. Just as important, we understand the practical constraints and challenges they face, having several lawyers with in-house experience from various public sector organisations.

Our team offers particular expertise in procurement issues, especially in the waste management field where we are an acknowledged national leader, along with regional and collaborative working, governance issues and conducting inquiries into local authority practices and standards. Higher education is another area in which we are leading the way with our clients – as the following case study shows.

In everything we do, however, innovation comes as standard, together with a practical, personal approach.

Case Study: The University of Reading

When the University of Reading wanted a long-term partner to provide campus student accommodation, it devised a plan that for size, complexity and ambition, was right at the cutting-edge. Naturally, it called upon Clarkslegal to help implement it.

Our cross-departmental team, comprised of property, procurement, commercial, employment and finance experts, has been required to discuss the University's strategic priorities, draft the procurement documents, and advise on the property and construction issues. The timescale is crucial, but at the same time it's vital for our client to appoint the right partner.

The project, which is now entering its second phase, is probably the largest, most innovative, and altogether most significant transaction of its type currently ongoing in the higher education sector.



Property, planning and construction: concrete issues

“The Clarkslegal Property team’s highly focused and pragmatic approach to business demonstrated a commercial attitude which greatly assisted in bringing an Aviation Property transaction to fruition. We were delighted to work with them.”

Keith Chappell
Director
Chappell King

It is when the market is volatile that you most need to listen to your clients and look for innovative solutions to the problems they face now – and the problems they may face in the future.

At Clarkslegal, we can point to an outstanding record of innovation in the property field. When you serve clients of the calibre of Carillion, Crown Packaging, Lafarge UK, Air France and Bolmuir Properties, as well as the University of Reading, Sentinel Housing Association, and numerous NHS trusts, innovation is taken as read.

This year, our work for the University of Reading in its £100 million plus PFI-style student accommodation redevelopment (previous page) is among the largest and most exciting projects in the field. However, it’s only one interesting highlight from the past year. Other high-profile recent transactions include:

- Advising longstanding client Lafarge Cement on complex transfers, leases and other legal arrangements in connection with the High Speed 1 Rail Link. One of the deals of the year, our client has played a major part in facilitating the siting of stretches of railway and infrastructure on its land.
- Acting for a substantial pension fund in the acquisition of a major retail investment, and a significant securitisation. The property aspects of this second matter alone are valued at £200 million.
- Representing UAE-based Kito Enterprises on a construction dispute related to the building of a major gas pipeline.

Furthermore, with our renowned environmental expertise, we are helping clients to achieve ambitious targets for carbon-neutral housing developments and meet a wide range of sustainable criteria. Our focus on environmental issues ensures we are not just there for our clients now; we are helping them prepare for what the future might bring.



Private client: help at the human level

“Enough depth of knowledge that one can feel secure that it can handle anything clients might throw at it”

The Legal 500

Law is, above all, about helping people. Whether you are closing a multi-billion pound international merger, or selling a house, you're still helping someone to solve a problem. At Clarkslegal, we believe that everyone deserves the same high standards and innovative approach we bring to the biggest business deals.

This year our friendly and experienced team has handled everything from advising a client with substantial assets in the Middle East on international succession law, to helping a client based in the Ukraine with UK inheritance tax issues. Whatever the matter, it receives the same care and consideration our clients expect of us.

We increasingly assist business owners in dealing with their private affairs, as well as their commercial needs. We offer advice on various schemes which can enable clients to avoid or reduce capital gains tax and inheritance tax, which may otherwise be payable on the transfer or disposal of assets and on death. Such schemes may be particularly relevant to the family home, the sale of a second home, or interests in a business or agricultural land.

Furthermore, our conveyancing team has built up a strong reputation and excellent links with surveyors, property agents and other conveyancers throughout Reading, the Thames Valley, London and South Wales. As a result, we enjoy an enviable reputation amongst various property professionals and gain much of our business through word of mouth recommendation.



Charity and community

Clarkslegal is proud to support a range of charities and staff across the firm embark on a variety of activities to raise awareness and funds for these worthy organisations.

Each year our staff nominate and vote for three charities we will support, local to London, Reading and South Wales. In 2011, Service by Emergency Rider Volunteers (Bloodrunners), the Diana Brimblecombe Animal Rescue Centre and LATCH are the firm's nominated charities.

In addition to our nominated charities we support many national and international fundraising appeals. In the past year we have raised money for Comic Relief, Children in Need, Jeans for Genes, Sport Relief and relief for natural disasters such as those in Haiti, New Zealand and Japan.

We aim to undertake one large fundraising event each year as well as frequent small scale events. Recently, our larger initiatives have included a cycle ride from our Cardiff office to the London office via Reading and a stationary cycle ride in Reading Town Centre, cycling the distance from Reading to its twin town of Dusseldorf.

At each networking event the firm hosts, we continue to promote our charitable work. The images on this page, courtesy of Matt Ager Photography and Emily Burman, have been taken at various events we have hosted in recent months, which have involved collections and presentations from our nominated charities.

Our 2011 nominated charities

SERV (Service by Emergency Rider Volunteers/Bloodrunners)

SERV aims to supply a safe, quick and reliable service to local hospitals and doctors for the transport of Emergency Blood and Blood products.

www.serv.org.uk

Diana Brimblecombe Animal Rescue Centre

DBARC is a fantastic facility for the care of animals, providing help, medical treatment and rehoming services for hundreds of stray and abandoned animals each year.

www.dbarc.org.uk

LATCH

LATCH is a voluntary organisation set up to support the special requirements of the children's oncology centre in Wales which is based at the Children's Hospital for Wales to help affected families and promote research in childhood cancer.

www.latchwales.org

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Clarkslegal LLP is a leading commercial law firm with a proven track record in employment law, property law, dispute resolution, corporate law and environmental law across the UK and internationally. We are the legal adviser to a number of multinationals and FTSE 250 companies and also act for a wide range of public sector bodies.

Internationally, Clarkslegal is part of TAGLaw, a major global network of law firms comprising over 7500 lawyers giving clients access to high-quality legal advice in nearly 100 countries.

We work closely with our subsidiary Human Resources Consultancy, Forbury People, and Environmental Consultancy, Forbury Environmental, to offer a range of services and solutions to clients in respect of their HR and Environmental issues both strategic and nonstrategic. This means that our people work in a highly innovative, multi-disciplinary environment, which is a world away from that of a traditional law firm.

The firm has extensive expertise in supporting enterprise and innovation.

We operate Forbury Business Club, a unique opportunity for small and medium sized businesses to access expert legal and commercial advice, and also manage Forbury Investment Network, which seeks to secure investment funding for emerging technologies from the UK and overseas.

In addition to providing advice on commercial matters Clarkslegal also has a strong team specialising in Private Client issues such as drafting wills, probate and administration of estates, tax planning and trusts.

We are genuinely different from other law firms.

www.clarkslegal.com

This Annual Review is not intended to be a full summary of the law and advice should be sought on individual situations. Clarkslegal LLP is a limited liability partnership registered in England and Wales. Registered Number: OC308349. Registered Office: One Forbury Square, The Forbury, Reading RG1 3EB. Solicitors regulated by the Solicitors Regulation Authority. References to Partners are to members of Clarkslegal LLP. Clarkslegal LLP is a member of the TAGLaw worldwide network of law firms.

Forbury People Ltd is wholly owned by Clarkslegal LLP. Registered Number: 6251169. Registered Office: One Forbury Square, The Forbury, Reading RG1 3EB. Forbury Environmental Ltd is wholly owned by Clarkslegal LLP. Registered Number: 5652930. Registered Office: One Forbury Square, The Forbury, Reading RG1 3EB.

Employmentbuddy is the online law resource and HR support service of Clarkslegal. Employmentbuddy is not a substitute for seeking legal advice. It is a reference tool for its members. Because of the constantly changing nature of employment law, no warranty can be given as to the accuracy of the general information on this site or its applicability to individual circumstances.