

MANCHES



RETAIL

Retailing is dynamic and competitive and as all retailers know, the law impacts upon it in an extraordinary number of ways. Retailers need their lawyers to understand fully the challenges they face and to create solutions.

Manches has a dedicated team of lawyers specialising in the retail sector, many of whom have either worked in the industry or have been seconded to retail businesses. They understand what is needed.

Areas we advise on include:

Acquiring a business

What's involved, financial arrangements, funding and directors responsibilities.

People, from shop to boardroom

Working conditions, rewards, procedures, tribunals - we provide a hot line.

Intellectual property

Making the most of your brand and protecting it from attack.

Commercial contracts

Keeping risks to a minimum and maximising opportunities.

Product safety and regulation

How to deal with officialdom and what to do when troubles arise.

On-line retailing

The website, the logistics, the pitfalls and the data.

Real estate

Individual stores or portfolios, landlords or tenants, acquisitions or disposals and the inevitable disputes.

“Simply outstanding in respect to advice, business acumen, work ethic, innovation and on time delivery. They have become such an integral part of the All Saints success story.”

Stephen Craig, CEO, All Saints

Corporate finance

The retail sector uses every type of corporate structure, including international and cross-border structures. The sector attracts entrepreneurs, private equity houses, and quoted companies who demand a fast efficient service.

- Acquisitions and disposals
- Takeovers and mergers
- Corporate insolvency and recovery
- Private equity
- IPOs
- Cross-border transactions
- Finance and banking
- Joint ventures and shareholders' agreements
- MBO's and MBI's
- Capital restructuring and re-organisations
- Start-ups
- Spin-outs
- Corporate governance, directors' duties and shareholder relations
- FSMA compliance and company secretarial support

Human Resources

Retailing is all about service levels and service levels depend on staff.

To mirror this, Manches' employment law team provides a fast, proactive, comprehensive and practical legal support service advising from shop to boardroom.

- Compromise agreements
- Contracts of employment
- Data protection and workplace monitoring
- Disciplinary/grievance procedures
- Discrimination issues
- Dismissals and redundancies
- Employment Tribunal and Court claims
- Flexible working and parental rights
- Industrial relations
- Restrictive covenants
- Share schemes
- TUPE

Intellectual Property

A brand's strength is key to the success and value of any business. So are its intellectual property assets. We advise on the full range of protection and development of your rights, including dispute resolution.

- Brand management
- Copyright
- Design Rights
- Trade Marks
- Passing off
- Patents
- Confidential information
- Licensing agreements
- Franchising
- Counterfeit goods
- Advertising, marketing and sponsorship
- Reputation management
- Brand sale and purchase
- Database rights and protection

“Manches’ team really understands retail issues. Their advice is always highly practical and the team is very friendly and accessible.”

Rebecca de Souza, Human Resources Manager, Heal’s

Commercial contracts

Retailers have to contend with a wide variety of legal issues in the commercial arena. Businesses need to ensure that commercial contracts reflect what has been agreed to minimise risk and maximise their value.

- Supply contracts and outsourcing
- Standard Terms and Conditions
- Vouchers, promotions and incentives
- Advertising and media relations
- Affinity and co-branding
- Sponsorship deals
- Concessions
- Exhibition / Trade Show terms and conditions
- Regulatory

On-line

Our advice to on-line retailers ranges from website development through to the legal and commercial implications of trading over the internet.

- Software, licence and maintenance contracts
- Hardware supply and maintenance contracts
- Website Terms and Conditions
- Website design, branding, functionality and hosting
- On-line advertising
- Payments systems
- Database use and exploitation
- IT maintenance, procurement and development
- Comprehensive compliance issues
- Multimedia agreements

Product safety and regulation

Product safety issues can cause major damage to a retailer’s brand, disrupt business and damage reputation. Everyone in the Supply Chain (not just manufacturers and importers/distributors), must be aware of their ever-increasing compliance obligations under EU safety regulations and how to minimise exposure.

- Regulatory compliance
- Produce recalls
- Product defence
- Reputation and crisis management
- UK and EU investigations
- Third party claims
- Distributor liability
- Health and safety regulations
- Advertising regulations
- PoS restrictions

“Manches has a great depth of experience and understanding of our business. We have enjoyed first rate service levels and support for a number of years. A pleasure to work with.”

Ian Houghton, Company Secretary, WH Smith

Real estate

Manches acts for many landlords as well as tenants. This breadth of work gives us a special insight into the concerns of both and how to address them.

Our work for retail landlords includes:

- Shopping centre acquisition, development and funding
- Letting and management issues
- Construction and planning advice on redevelopment

Our work for retail tenants is focussed upon:

- Shop acquisitions and disposals
- Portfolio management
- Advice on regulatory issues
- Granting concessions

Our dedicated property litigation team has considerable expertise when problems arise in the retail sector.

- Lease renewal proceedings
- Insolvent tenant and enforcement of security
- Original tenant liability
- Complex service charge issues

RETAIL

Manches is a leading full service commercial and private client law firm in London, Oxford and Reading.

Manches' leading retail practice provides cutting edge commercial advice to businesses in the retail sector.

The firm has a focus on a number of specialist areas in addition to retail. These areas include real estate, technology, IT, advertising and media.

For further details please visit: www.manches.com