

MANGEAT

Attorneys at Law



## Who We Are

**Mangeat Attorneys at Law dedicates itself to working tirelessly at finding innovative and creative solutions, challenging leading international firms with the added benefit of treating each case individually.**

**Mangeat attorneys believe in delivering outstanding results and are all willing to put clients' needs before their own.**

**“It is not the size of the dog in the fight, it is the size of the fight in the dog”  
— Mark Twain.**

Mangeat Attorneys at Law is a young and innovative law firm based in Geneva, Switzerland, born from the association and collaboration of managing partners Fabien Aepli, Joël Chevallaz and Grégoire Mangeat

With an already strong individual reputation, they decided to create a powerful and successful firm that would aim to compete with the top practices in the country.

# What We Do / Practices

## Banking & Finance

**« Our team brings the progressive and innovative approach needed to respond to the ever-changing financial market environment. »**

Clients have no choice but to understand and act according to a complicated legal landscape that is in continuous renovation.

In order to face the evolving market norms and the different challenges that arise with issues such as differences in market conventions, competing bankruptcy and restructuring regimes, among other matters, seeking modern and skilled legal counsel can be the difference when closing a deal. We pride ourselves in our ability to navigate the complex and constantly shifting international market while always providing local presence and insight.

We advise on a wide range of financial products and transactions.

We apply our knowledge and experience to create innovative solutions for our clients.

We aim to shape the market through the advice we provide and focus on constantly being up to date with regulatory authorities, governments and government agencies. As such, our goal is to offer our clients direct insight into the financial markets, allowing them to anticipate issues, manage the risks and succeed in their undertakings.

As well as planning and conducting internal investigations in a regulatory context, we are sought after to represent clients before authorities and courts.

## Corporate & Commercial

**« We combine strategic understanding, commercial and pragmatic approach, in-depth technical knowledge and industry sector expertise to ensure that your activities are soundly and securely based. »**

From start-up businesses to larger international market players, from incorporation of a small company to (re-)organisation of groups of companies, from daily operations to mergers and acquisitions: throughout all stages of the business, corporate and commercial concerns must be efficiently addressed.

Part of our mission is to anticipate the main risks our clients may face in order to mitigate them and to avoid disputes whenever possible.

We provide creative, customised and cost-effective services in organisational matters and transactions taking place in the specific industries our clients operate in. On the corporate side, this includes corporate

governance, mergers and acquisitions, due diligence, corporate reorganisations, secretarial services, financing, intra-group transactions, shareholders agreements, treasury operations. On the commercial side, this includes negotiating, drafting and reviewing commercial contracts for domestic and cross-border transactions, such as joint ventures, share and asset deals, distribution, licence, manufacturing and supply, services and consultancy, outsourcing, general terms and conditions.

Our team cooperates seamlessly with other practices and specialists to ensure all our clients' corporate and commercial legal needs are taken care of with a one-stop shop approach.

## Dispute Resolution

**« From the beginning of a dispute through to its resolution, we support our clients in making well-informed decisions. »**

In recent years, the demand for risk management and dispute advice has seen essential changes. Commercial disputes have become more difficult to navigate. From complex cross-border transactions to expanding international businesses or changing regulatory requirements, the stakes are often high and clients are faced with a wide array of legal challenges. Inevitably, organisations and individuals seek to significantly reduce their risk. Our team helps clients implement measures to avoid that they become involved in disputes, whenever possible. In the event of a dispute, we ensure that our clients are furnished with the knowledge, experience and resources necessary to reach a swift and prosperous resolution.

Our work is based on a full consideration of our clients' needs. From complex litigation cases to routine matters, the combination of experts from different practice areas ensures we deliver results to our best while always keeping our clients at heart. We aim to offer creative solutions that are both practical and commercial in order to resolve disputes. We offer a seamless service that resourcefully combines proven expertise and a fundamental understanding of commercial and corporate dispute with the creativity and passion needed to deliver results. Our objective is to help our clients come to a close in a cost-effective but efficient manner.

## Employment

**« From global businesses to smaller enterprises, we offer custom-made employment solutions that will specifically respond to our clients' demands. »**

Companies, boards of directors, individual executives and management teams are under growing pressure. The legal requirements companies are demanded to comply with are rapidly changing and HR related issues have gained importance throughout the years. It has become essential for companies to be up to date with employment, compensation and benefits-related issues or any other development in employment law and what they mean for a specific business. We strive to give clients an individual treatment combining skills from different practice areas that cover employment law, including corporate, contract and dispute resolution with our experience in both private employment and public labor law to offer custom-made solutions that will best meet their needs.

We intend to be at the forefront of market practice and industry trends so as to offer insights on legal and regulatory developments as they occur. Whether it is executive compensation, incentives, disputes, employee relations, restructuring, pensions or immigration, we understand how important it is to keep on top of the risks or opportunities that result from changes in the law. Therefore, we identify and anticipate legislative proposals that may be important to our clients' business. As well as our legal knowledge and experience, we focus on bringing an innovative approach, strategic thinking and an essential collaboration from specialists of different areas in order to carefully propose the best solution possible.

## Financial Crime & Investigations

**« We believe that the increasingly aggressive regulatory supervision in the financial services industry demands an equally determined and focused representation. »**

In recent years, white-collar crimes ranging from bribery and money laundering to securities violations or fraud have all been drawing more attention. Prosecutors and regulators are targeting businesses and companies around the world more than ever. Unsurprisingly, the compliance requirements and regulations are tighter than ever before and the risk of failing anti-bribery and corruption legislations has grown accordingly. Countries actively pursue the regulation of financial behavior beyond their borders, leading to the cooperation between law enforcement and regulatory bodies around the world. The use of invasive regulatory authorities and criminal legislation, as well as the weight that these sanctions suggest, have seen an increase. In such a high-growth market, it is essential to anticipate and manage the risks beforehand in order to keep a top of the line reputation.

Our main concern is an irreproachable understanding of the priorities and objectives set in place by the prosecution authorities. This way, we efficiently help our clients develop their risk assessments, compliance reviews and programs, in such a way that they may anticipate and manage the risks involved. We offer clients an important coordination among the different practice areas required in order to properly address our clients' needs and concerns. Our dedication, experience and knowledge in fraud and white-collar crime law help us handle the increasingly complicated rules and challenges that arise. As well as assisting clients in the development of compliance programs, codes of conduct and whistleblowing programs, we represent and assist our clients in the turmoil of investigations lead by public prosecutors.

## Real Estate

**« The fast changing needs of property users and investors has provoked an evolution in the global real estate industry. »**

Investors come from different investment areas and bring newer, fresher ideas that require differentiated treatment. The development of property is continuously changing landscapes and skylines in either mature or developing economies. We act for private and public companies, pension funds, investment banks or financial institutions, developers and others.

Our main work areas include real estate development, finance and securitization, sale and lease back transactions, environmental matters, permits for acquisitions of real estate and second home related aspects. We also advise clients on matters regarding the environment on the treatment of waste, usage of energies or how to deal with hazardous waste or contaminated properties.

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## Restructuring & Insolvency

**« We provide creative and cost-effective services in restructuring and insolvency matters. »**

Our team has extensive experience in restructuring matters to make sure our clients' business is best organised, shaped and implemented to face its challenges.

Part of our mission is to improve returns to stakeholders, to help avoid insolvency when possible and to minimise the risks. We also

represent our clients in national and international debt enforcement and insolvency proceedings.

Our team cooperates seamlessly with other practices and specialists in other relevant areas of law such as employment, real estate and dispute resolution to cover all our clients' needs.

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## We have identified the five core elements that make up our DNA

### — Our clients are the heart of our concern.

Keeping our clients at heart is the cornerstone of how we work. We put our clients' needs and interests before our own and results must meet and are only interested in building long-term relationships with our clients, so that our results must meet and exceeds their expectations.

### — Teamwork is a key component of our approach.

Mangeat Attorneys at Law has a permanent team-oriented approach. Each individual mandate is taken into consideration as a group project, as we ensure that the most qualified team members work together.

### — We have the ambition to grow, steadily.

As a young firm, we aim to build up and maintain impeccable credentials and reputation, as well as from our clients. Continuous growth is an important aspect of our strategy as we strive to offer new, effective solutions in an always-changing environment.

### — We are combative and ruthless, but always accessible and available to our clients.

While focusing our efforts on being as professional and efficient as demanded in approaching the different challenges we face, we insist on remaining entirely accessible and available to our clients' needs or queries. Because of our strict choice in team members, we demand a great deal of flexibility and creativity to our attorneys.

### — We aim to be at the forefront of the legal profession.

Building a new firm with experienced partners and attorneys is the opportunity for us to always think ahead and offer modern solutions that will differentiate us from competitor. We are not afraid to push boundaries and challenge existing thinking.

Feel free to learn more about us or contact us directly. Our highly motivated team of lawyers is ready to receive you and advise you at our new office in Geneva. We will be delighted to hear from you and offer you advice and support in a range of languages including English, French, and German.

## 10 Key features about us

- 1 — Our firm has developed a network of more than 100 lawyers in most jurisdictions all over the world in order to assist our clients in all types of cross-border activities.
- 2 — We have designed legal products to provide our clients with legal services within fixed budgets.
- 3 — Our firm offers best quality secondment or support solutions to understaffed legal departments, at flexible conditions and competitive prices.
- 4 — Our firm offers blended rates or capped fee arrangements for specific projects, whenever convenient.
- 5 — Most of our partners and associates have worked in the recent past for one of the leading globalised UK law firms.
- 6 — We value and give highest importance to continuous education and training.
- 7 — We work in several languages, including English, French and German.
- 8 — We are experienced in project management, beyond legal expertise.
- 9 — Our firm is young, but our partners have been working together for more than 10 years.
- 10 — Our lawyers' professional past experiences go beyond Switzerland and beyond law firm environments.

We appreciate your interest in Mangeat Attorneys at Law.

We are constantly looking to improve and are excited at the opportunity of meeting you.

**Our team of attorneys includes:**

**Fabien Aepli, Joël Chevallaz, Nurith Cohen, Sara Dousset,  
Grégoire Mangeat, Fanny Margairaz, Simon Mudry & Alice Parmentier**

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