

**STEPHENSON
HARWOOD**

WEI TU CHINA ASSOCIATION
罗夏信-伟途 联营



大中华区 Greater China

业务能力介绍
An overview of our regional capabilities

罗夏信律师事务所在全球拥有超过**1300**名员工，其中包括**190**多位合伙人，致力于为我们的客户达成商业目标——客户包括上市及私人企业、各大机构和个人。

我们的总部设在伦敦，并在亚洲、欧洲和中东地区设有八个办事处。不仅如此，我们还与其他顶级的律所建立了紧密的联系。凭借多元化的专业知识和多重文化，我们不仅对当地的情况有更强的洞察力，同时也有能力提供无缝的国际化服务。

Stephenson Harwood is a law firm with over 1300 people worldwide, including more than 190 partners and is committed to achieving the goals of clients – listed and private companies, institutions and individuals.

Our headquarters are in London, with eight offices across Asia, Europe and the Middle East. In addition, we have forged close ties with other high quality law firms. This diverse mix of expertise and culture results in a combination of deep local insight and the capability to provide a seamless international service.

"他们在处理复杂结构时具有强烈商业意识。他们的收费在市场上非常合理，而且他们能够在期限前完成，真的物超所值。"

钱伯斯亚太 2023

"They are able to handle complex structures with strong commercial sense. Their fees are very reasonable in the market and they are able to meet the deadlines – really value for money."

Chambers Asia Pacific 2023



香港社会服务联会
商界展关怀 2014-2023
The Hong Kong Council
of Social Service
Caring Company
2014-2023



商法 2022
以下类别的得奖者：
资产管理, 航空, 家族财富管理,
金融科技及区块链, 公益, 房地
产与房地产投资信托, 海商海事
China Business Law
Journal 2022
Winner of the following
categories:
asset management, aviation,
family wealth management,
fintech and blockchain,
pro-bono, real estate & REIT
and shipping

概览

罗夏信律师事务所在大中华地区已经营业超过40年，是在中国历史最悠久的国际律师事务所之一。罗夏信律师事务所香港办事处成立于1979年，是大中华区第一个办事处。但是，本所的历史可追溯至1867年，创始人之一William Harwood在上海开了一个办事处，作为东西方的连接门户。罗夏信律师事务所是首批在香港和继而在中国大陆开立办事处的英国律所，现今，我们在上海设有办事处。

我们也能在中国内地进行中国法相关业务。伟途律师事务所是根据中国法律设立于广州的中国律师事务所。律师事务所律师团队成员在其各自的执业领域，特别是在争议解决、公司事务、融资和劳动等领。

2016年，经广东省司法厅批准，罗夏信律师事务所和广东伟途律师事务所设立了“罗夏信律师事务所—广东伟途律师事务所联营”，为客户提供香港法、英国法和中国法的“一站式服务”（中国法部分由广东伟途律师事务所提供）。

罗夏信律师事务所—广东伟途律师事务所联营的团队集合了才思敏捷的专业人员，能够满足客户的需求，在最恰当的时机由最适当的人员为客户提供最恰如其分的建议。秉承法律人才的最高标准，从而解决最复杂的问题，我们为客户针对实际情况，提供实用而专业的建议。

Overview

Having been established in Greater China for more than 40 years, Stephenson Harwood is an international law firm which has been in Greater China longer than most such firms. Established in 1979, Stephenson Harwood's Hong Kong office was the first of the firm's Greater China offices. However, the firm has a long history of acting as a gateway between East and West, starting in 1867 when one of the firm's founders William Harwood opened an office in Shanghai. The firm was one of the first UK firms to open in Hong Kong and then mainland China (PRC), where we have now office in Shanghai.

We also have a unique PRC law capability in the PRC. Wei Tu Law Firm ("Wei Tu") is a PRC law firm based in Guangzhou. Wei Tu has a team of veteran lawyers in their areas of PRC law practice including, particularly/dispute resolution, corporate, finance and employment.

In 2016, Stephenson Harwood and Wei Tu entered into an association under the name "Stephenson Harwood – Wei Tu (China) Association" with the approval of the Guangdong Department of Justice. The association allows us to offer a 'one stop service' for Hong Kong, English and PRC law advice, with Wei Tu providing the PRC law advice and Stephenson Harwood providing the Hong Kong and English law advice.

The Stephenson Harwood – Wei Tu (China) Association assembles teams of bright thinkers to match our clients' needs and give the right advice from the right person at the right time. Dedicating the highest calibre of legal talent to overcome the most complex issues, we deliver pragmatic, expert advice that is set squarely in the real world.

"罗夏信律师事务所的团队可以就多项交易提供专业建议，并且了解不同的商业环境。"

钱伯斯大中华区 2023

"Stephenson Harwood's team can provide professional advice on multiple transactions and are knowledgeable in different commercial contexts."

Chambers Greater China Region 2023

业务领域

我们提供综合全面的法律服务，包括争议解决、公司事务、融资、劳动、私人财富及合规监管。

争议解决

我们的争议解决团队在行业中处于领先地位，通过谈判、调解、诉讼和仲裁方式，协助客户有效地解决争议。

我们的客户遍布各大主要行业和领域，包括跨国公司、金融机构、上市公司、私人公司、政府专业人士和受托人、慈善机构和高净值个人及其公司权益持有人。

我们为复杂的争议提供注重商业细节和实用的解决方案，无论是跨行业、跨地区或跨司法管辖的利益争议，我们都能为客户提供支持。我们尤为擅长处理下述方面的争议：

- 仲裁
- 商业协议
- 雇佣
- 金融服务
- 保险
- 海事与国际贸易
- 重组与破产

Our business

We offer a comprehensive spectrum of legal services including dispute resolution, corporate, finance, employment, private wealth and regulatory compliance.

Dispute resolution

Our market-leading dispute resolution team assists our clients to resolve disputes effectively through negotiation, mediation, litigation and arbitration.

Our clients operate in every major industry and sector and range from multinational corporations, financial institutions, listed and private companies, professionals and trustees to governments, charities, high net worth individuals and their corporate interests.

We offer commercially focused and practical solutions for complex disputes, often assisting clients with interests that cross industries, geographic locations and legal jurisdictions. We are particularly strong in disputes relating to:

- arbitration
- commercial agreements
- employment
- financial services
- insurance
- marine and international trade
- restructuring and insolvency

"罗夏信律师事务所拥有专业的谈判技巧和出色的时间管理能力，掌握全面的市场信息。"

钱伯斯大中华区 2023

"Stephenson Harwood has professional negotiation skills and excellent time management, and shares comprehensive market information."

Chambers Greater China Region 2023

"对待客户个人化和关注客户需求。在沟通和行为方面保持专业。高质量的工作。"

亚洲法律500强 2022

"Personal approach to the client and attentiveness to client's needs. Always professional in their communications and conduct. High-quality work product."

The Legal 500 Asia Pacific 2022





公司业务

我们可提供广泛的公司法相关的法律意见，包括兼并和收购、合资企业、股权和债务资本市场、私募股权、风险投资和各类商业安排。

我们的客户包括上市公司、民营企业、银行、私募股权、对冲和其他投资基金和其他金融机构，以及管理团队、高净值个人和家族办公室。我们针对他们在国际市场全方位的业务需求，着重提供商业和实用的解决方案。

除了我们的核心公司融资团队，我们庞大的专业律师团队还可以提供交易支持，涉及商业合同、反垄断、信息技术、知识产权、银行、税收、劳动、员工激励、移民、房地产和监管等问题。主要执业范围包括：

- 公司融资（股权和债务）
- 兼并与收购
- 公司设立
- 合资企业
- 风险投资
- 一般商业事务
- 公司治理

融资

我们为融资提供方和融资方提供全方位的法律服务，其中包括交易、诉讼、监管及其他法律业务支持。在融资提供方方面，我们与银行、租赁公司、贷款方和投资基金紧密合作。而在融资方方面，我们的客户包括上市公司、民营企业和个人客户。

我们在以下领域拥有卓越的声誉，特别是资产融资，而其中在航空和船舶融资领域，我们已跻身于知名律所名录：

- 资产融资（航空及船舶）
- 金融科技
- 一般银行事务
- 绿色金融
- 贸易融资
- 破产重组
- 房地产

Corporate

We advise on a wide range of corporate law matters, including mergers and acquisitions, joint ventures, equity and debt capital markets, private equity, venture capital and commercial agreements.

We act for listed and private companies, banks, private equity, hedge and other investment funds and other financial institutions, as well as management teams, wealthy individuals and family offices. We service their full range of business needs across international markets with an emphasis on providing commercial and practical solutions.

As well as our core corporate finance team, we can draw upon a wide range of specialist lawyers to provide transactional support covering commercial contracts, competition, IT, IP, banking, tax, employment, employee incentives, immigration, real estate and regulatory matters. Key practices include:

- corporate finance (equity and debt)
- merger and acquisition
- business set-up
- joint ventures
- venture capital
- general commercial
- corporate governance

Finance

We advise finance providers and users on transactional, contentious, regulatory and other aspects of their business. On the finance provider side, we work with banks, leasing companies, money lenders, investment funds and high net-worth individuals and family offices. On the finance user side, our clients are listed and private companies and individuals.

We have a strong reputation in the following areas, particularly asset finance for which we are ranked amongst the top firms by leading legal directories for both aviation and ship finance:

- asset finance (aviation and ship)
- fintech
- general banking
- green finance
- trade finance
- insolvent restructuring
- real estate

"工作质量和效率高，咨询回应迅速，能及时给出有效建议。"

亚洲法律500强 2022

"Work quality and efficiency are high, consultations are responded to quickly, and they can give effective advice in a timely manner."

The Legal 500 Asia Pacific 2022

劳动

我们的劳动法团队在诉讼和非诉讼方面拥有广泛经验，我们的团队不仅熟悉劳动、劳务领域中的相关的法律法规与案例，而且善于解决在这一领域中出现的各种实际问题。

我们的客户类型多样，包括大型跨国企业集团、中型企业以及高级管理者。我们与金融机构密切协作，在针对客户经营需求起草复杂的员工激励方案方面拥有丰富的经验。

我们的团队提供劳动领域的各类服务，包括：

- 起草劳动合同、政策及员工手册
- 员工福利
- 骚扰和歧视
- 借调及外派
- 裁员
- 员工离职管理
- 终止劳动合同
- 商业秘密和机密信息保护
- 限制性条款（竞业禁止）终止后的执行
- 移民
- 终止支付的可征税性
- 职业中的健康和安全
- 个人数据隐私
- 贿赂和腐败
- 合规调查
- 劳动仲裁与诉讼

Employment

The employment law team has broad experience in contentious and non-contentious matters. We are familiar not only with the technical aspects of the relevant legislation and case law, but also the practical problems that arise in these areas.

We act for a variety of clients, including large multi-national corporations, medium size enterprises and senior executives. We also work closely with financial institutions and are experienced in drafting complex employee incentive schemes tailored specifically to a client's operations.

The team provides advice on a comprehensive range of issues surrounding the employment relationship, which includes:

- the drafting of employment contracts, policies and staff handbooks
- employee benefits
- harassment and discrimination
- secondments and assignments
- redundancies and lay offs
- managing employee departures
- the termination of employment contracts
- the protection of trade secrets and confidential information
- the enforcement of post termination restrictive covenants
- immigration
- the taxability of termination payments
- health and safety at work
- personal data privacy
- bribery and corruption
- compliance review
- labour arbitration and litigation

"反应灵敏，实用且经验丰富。"

亚洲法律500强 2022

"Responsive, practical and experienced."

The Legal 500 Asia Pacific 2022

私人财富

几十年以来，我们一直为私人客户及其家族打理法律事务。我们始终了解，我们的私人客户需要广泛的服务内容，远不止传统的“私人客户”公司所提供之服务。这是因为我们的客户通常是企业且具备国际背景，同时经常又牵涉复杂的跨国利益。我们的专业知识涵盖：

- 信托及遗产规划
- 房地产
- 企业继任计划
- 慈善信托及机构的成立和注册
- 公司行政
- 家庭信托争端
- 私人飞机及游艇
- 加拿大税务及遗产规划
- 香港税务
- 中国税务
- ESG及可持续业务
- 慈善事业

Wealth

We have been looking after the legal needs of our private clients and their families for decades. We have always understood that our private clients require a wide range of services, beyond those which are offered by the traditional 'private client' firms. This is because our clients are typically entrepreneurial, international and with complex, frequently international, interests. Our expertise covers:

- trust and estate planning
- real estate
- business succession planning
- formation and registration of charitable trusts and organisations
- company administration
- family trusts disputes
- private jets and yachts
- Canadian tax and estate planning
- Hong Kong tax
- PRC tax
- ESG and sustainable business
- philanthropy



合规监管

企业面临越来越多的合规监管负担，并受到前所未有的监督力度和严格执法行动。合规问题对企业和企业员工有着严重的影响。我们的专业团队善于为各类企业提供及时、专注和商业可行的建议和支持，为企业规避合规风险。

团队专注于以下领域：

- 银行及金融服务的牌照及合规
- 企业犯罪及公司董事的刑事责任
- 专业标准和纪律规章制度
- 合规监管、调查及诉讼
- 私人基金的设立

企业社会责任

建立、维护和发展可持续的、负责任和多样化的工作环境，是我们的价值观和对未来的期望，也是我们的关键策略。

我们的目标是对我们的工作场所以及更广泛的，对社会和当地社区产生正面的影响。我们希望为我们生活的世界做出积极的贡献。香港办事处自 2018 年起连续 5 年荣获商界展关怀大奖，表扬我们在一直以来对关怀社区、关怀员工及环境保护的承诺。

我们推行的企业社会责任举措包括与慈善机构、社会企业 and 非营利机构的合作，重点关注女性领导的企业、海洋保护和影响力投资等问题。我们亦为香港的非营利组织提供持续的支持和筹款，包括 Redress、融幼社、妇女动力基金和妇女基金会等。我们还与 Hong Kong Shifts 和云耕一族合作，通过摄影项目促进社会包容性和对公益创业的理解。

Regulatory compliance

Businesses face an increasing burden of regulation. More than ever before they are extensively monitored and aggressively enforced against. Non-compliance has serious consequences both for the businesses and those who work in them. Our specialist cross-group regulatory team is adept at providing prompt, focused and commercial advice and support to avoid the pitfalls.

The team focuses on the following:

- banking and financial services licensing and compliance
- corporate crime and directors' criminal liability
- professional standards and discipline
- regulatory compliance, investigations and litigation
- establishment of private funds

Corporate social responsibility

Building, maintaining and developing a sustainable, responsible and diverse working environment, which reflects our values and aspirations for the future, is a key part of our strategy.

We aim to make a positive impact on our workplace, and more widely the environment, society and local communities in which we operate – we want to make a positive contribution to the world we live in. The Hong Kong office has been repeatedly accredited with the 5 year plus Caring Company Award since 2018 in recognition of the commitment to Caring for the Community, Caring for Employees and Caring for the Environment over the past year.

Corporate social responsibility initiatives include ramping up engagement with charities, social enterprises and non-profit partners that focus on issues including women-led businesses, ocean conservation and impact investments. We provide continuous support and fundraising for non-profit organisations in Hong Kong, including Redress, Pathfinders, HER Fund, and The Women's Foundation, just to name a few. The firm has also partnered with Hong Kong Shifts and Rooftop Republic to promote social inclusion and understanding of social entrepreneurship through a photography project.

"团队非常专业，在业内有很好的口碑。"

亚洲法律500强 2022

"The team is very professional and has a good reputation in the industry."

The Legal 500 Asia Pacific 2022

展望

在一个专业知识著称的行业里，罗夏信律师事务所以守信创赢的态度，与客户建立稳固的关系、明确清晰的法律意见、创新精神和注重客户需要而在行业中脱颖而出。我们的律师聪慧、风趣、有商业头脑，并拥有极强的人际交往能力，而这得益于我们全方位的人力资源管理及对人才招聘和培养的重视。我们力争确保无论我们在哪里，我们的客户都能获得一流出众、始终如一、意义明确且通俗易懂的法律意见。

无论是与客户还是在团队内部，我们都注重关系培养。我们努力与客户建立深刻、富有成效的关系，深入了解他们的企业和文化。在团队内部，我们培养友情、团队合作精神，并为共同目标而奋斗。

我们致力于为实现客户的商业成功而努力，并与客户一起比肩奋斗达成客户的最高愿景。

Looking forward

In an industry where technical knowhow is a given, we in the Stephenson Harwood differentiate ourselves by committing to clients' success, building strong personal relationship and clearly expressing our legal opinion, creative thinking and attention to client care. Our lawyers are bright, fun, commercially minded and have strong inter-personal skills. We achieve this by focusing on talent recruitment and enrichment across all aspects of our human resource management. We aim to ensure that our clients have access to top-notch, consistent and unequivocal legal advice in plain language wherever we operate.

We are relationship driven, both with our clients and internally. With our clients, we seek to build deep, meaningful relationships and an understanding of their businesses and cultures. Internally, we invest in building camaraderie, teamwork and commitment to common goals.

We are as committed to our clients' success as they are. We share our clients' commitment to the success of their business and work alongside them to achieve their goals.

大中华区办事处 Greater China presence



Hong Kong 香港



Shanghai 上海



Guangzhou 广州

您值得信赖的法律顾问

通过与位于新加坡、首尔及雅加达的办事处和联营所，以及与亚洲其他地区的友好律所的紧密合作，我们可以为在亚洲运营的客户全面的亚洲法律服务。

我们重视与客户的关系并实事求是为客户解决难题，我们将成为您值得信赖的法律顾问。

Your trusted advisor

Working hand-in-hand with our regional offices and associations in Singapore, Seoul and Jakarta, and our friendly law firms in other parts of Asia, we are able to provide a comprehensive Asian law service to clients operating within Asia.

The depth and importance of our relationships with our clients and our common sense approach to achieving results allow us to become your trusted advisor.

联系我们 **GET IN TOUCH**



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**STEPHENSON
HARWOOD**

WEI TU CHINA ASSOCIATION
罗夏信 - 伟途 联营

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