



*“Ability and experience comparable to that of a large firm, combined with a very personal level of service.”*  
President of ThyssenKrupp Elevator Sp. z o.o.

*“Grzegorz Woźniak and Grzegorz Dudek are key names in Woźniak Legal’s ‘outstanding’ team. The team is a popular choice for Japanese clients, assisting individuals with inheritance issues and advising companies on immigration matters. Other highlights included acting for the heirs of pre-war property owners in Warsaw.”*  
The Legal 500, 2017



## Employment

Employment is a constantly changing and increasingly regulated area. We provide practical advice to our clients in all areas of employment law and propose effective responses to the raft of new legislation (including Polish and EU requirements), case law and regulatory changes. We work hard to ensure that we understand our clients’ businesses and work with them to achieve full compliance.

We advise and assist with:

### HR Advisory & Contractual Documentation

We draft and advise on all employment documentation, safeguarding the rights of both employers and employees.

We deal with the full spectrum of day to day employment issues, including HR strategy, data protection, disciplinaries and grievances, working hours, as well as working proactively with clients to ensure adequate policies and procedures are in place.

Our services include:

- ongoing support
- anti-discriminatory and anti-bullying policies
- employee personal data protection
- audits in area of employment law
- dismissals
- employment litigation
- employment aspects of commercial transactions
- regulatory issues (including monitoring at work)

### Whistleblowing

For employers, unlimited liability means that whistleblowing claims can be time consuming and costly, both financially and reputationally.

Minimising the risk of successful whistleblowing claims through proper internal policies, procedures and training will go some way to protect the employer.

For employees who find their employment terminated as a result of being a whistleblower, recovering losses and safeguarding their future career will be critical.

### Discrimination, bullying & harassment advice

We have a wealth of experience acting in discrimination, bullying and harassment cases, providing pragmatic advice and, where necessary, applying appropriate force through litigation, managing the short and long term reputational issues for all involved.

*"They are excellent value for money and know when to be flexible, but also when to strike back."*

President of Farm Frites  
Poland S.A.

*"Described as 'a one-stop shop for private clients,' Woźniak Legal provides a broad range of services including tax planning, succession planning, wealth management and charitable matters."*

Chambers & Partners, 2017



*"Clients describe Grzegorz Woźniak as a great strategist focused on resolving clients' problems and a first class lawyer, very practical and goal-oriented."*

Chambers Global, 2011

## Recent examples of our work:

- advising Arla Foods S.A. on HR issues relating to their restructuring and the exit of a number of senior managers under a settlement agreement
- advising the brick giant Wienerberger AG on the closure of one of its factories in the south-west of Poland
- advising Delete Blood Cancer DKMS, the world's largest bone marrow donor center, on sensitive data protection issues
- advising the employment agency Randstad on its contractual relations
- advising the IT start-up EXC Sp. z o.o. on the set-up of their employment framework

## International network

Woźniak Legal is a founding member of an elite international network of law firms. Our network includes:




Czech Republic – Taubel Legal  
France – Bichot & Associés  
Germany – Loeschner LLP  
Holland – JanssenBroekhuysen  
Hungary – HP Legal

Italy – Giovannelli e Associati  
Luxembourg – Bouchoms & Braesch  
Slovakia – AKF Lawyers  
Spain – Callol, Coca & Asociados

We are also a member of the International Division of the Law Society of England and Wales.

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