



*“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.

*“The team at Wozniak Legal, headed up by Grzegorz Wozniak, have been extremely efficient, professional and competent.”*

*“Clients get the best of both worlds – the quality of an international law firm and the sound knowledge of the Polish market and clients.”*  
The Legal 500, 2021



## 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.

### 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 our clients.

Our services include also:

- ongoing support in HR issues
- 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)
- preparing and filing work permit applications
- handling temporary residence permits for employees and their families
- advising on delegation of employees within and outside of the EU
- advising on tax and social security aspects of global mobility
- whistleblowing procedures and speak-up mechanisms

*"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.

*"Woźniak Legal has a particular focus on international work, advising foreign and domestic high net worth individuals on cross-border family matters and property restitution."*

Chambers & Partners, 2018



*"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



## 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 reach

Woźniak Legal is part of New Circle (<https://www.newcircle.legal/>), a network of law firms which covers major European jurisdictions. The 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

To support our clients' international strategies, we have also developed strong relationships with the legal communities in many of the world's major jurisdictions. Woźniak Legal is a member of The Law Society of England and Wales (International Division) which provides us with invaluable insight and contacts with international legal practitioners.

## Woźniak Legal

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