

Mergers & Acquisitions  
Corporate  
Competition / Antitrust  
Private Client  
Dispute Resolution  
Personal Data Protection  
Employment  
Real Estate  
Tax



## 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
- arranging employment contracts for the UK and the US employers enabling them to employ people in Poland
- registering the UK and the US employers with Polish authorities as an overseas corporate entities in Poland
- arranging tax and social security issues for employees of the UK and the US employers in Poland
- legal analysis of any organized form of work performed in Poland by the UK and the US companies
- handling temporary residence permits for employees and their families

*"Ability and experience comparable to that of a large firm, combined with a very personal level of service."*

CEO of

Wienerberger Ceramika  
Budowlana Sp. z o.o.

*"They are experts when it comes to solving complex employment problems in the work place. They know how to join Polish reality with Western standards."*

CEO of Semmelrock  
Stein+Design Sp. z o.o.



*"The team at Woźniak Legal, headed up by Grzegorz Woźniak, have been extremely efficient, professional and competent."*  
The Legal 500, 2021

*"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



#### 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 Ceramika Budowlana Sp. z o.o. on various employment issues in Poland
- advising Semmelrock Stein+Design Sp. z o.o. on work accident and related employment issues
- providing legal advice to Alpha Development (Europe) Limited on employing people in Poland
- advising Delete Blood Cancer DKMS, the world's largest bone marrow donor center, on sensitive data protection issues

#### International reach

Woźniak Legal is part of New Circle (<https://www.newcircle.legal/>), a network of law firms in Europe and Asia. The network includes:




Czech Republic – Taubel Legal  
Germany – Loeschner LLP  
The Netherlands – JB Law  
Hungary – HP Legal  
Italy – Giovannelli e Associati  
Luxembourg – Bouchoms & Braesch

Slovakia – AKF Legal  
Portugal – Gama Glória  
Indonesia – Nasoetion & Atyanto  
Singapore – N8 Law LLC  
Spain - Gold Abogados

Woźniak Legal is a member of The Law Society of England and Wales which provides us with invaluable insight and contacts with international legal practitioners.

#### Woźniak Legal

Śniadeckich 17  
00-654 Warsaw, Poland  
T: +48 22 609 08 40  
office@wozniaklegal.com  
www.wozniaklegal.com

 Twitter /wozniaklegal  
 Facebook /wozniaklegal  
 LinkedIn /company/wozniak-legal/



Filip Kowalczyk

Partner

T: +48 22 609 09 61

filip.kowalczyk@wozniaklegal.com



Grzegorz E. Woźniak

Managing Partner

M: +48 602 352 580

grzegorz.wozniak@wozniaklegal.com



Maciej Kiraga

Senior Associate

T: +48 22 623 83 82

maciej.kiraga@wozniaklegal.com



Kinga Procek

Associate

T: +48 22 623 83 83

kinga.procek@wozniaklegal.com