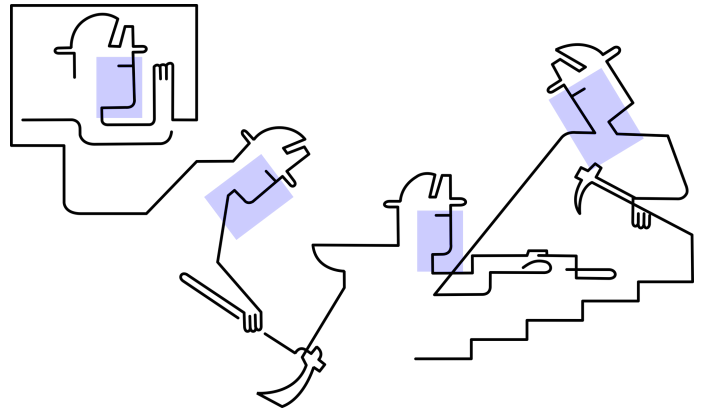


Our team at Pioneer Legal has a broad spectrum of experience in the field of labour and employment law. We have been advising clients who are engaged in the mining and oil fields business, product based software system development, hospitality industry and other diverse sectors on labour and human resources issues.



An illustrative list of assignments in which our team was involved.

Advising **DIC Corporation** in amendment to its Code of Business Conduct to ensure compliance with the applicable labour legislations in India

Advising **Dentsu Aegis Network** in relation to certain internal arrangements with its employees to ensure compliance with applicable labour laws

Advising **Airbnb India** in relation to compliances under applicable labour laws, from time to time

Advising **Xento Systems** in relation revising its employee handbook to ensure compliance with relevant provisions of applicable labour laws

Advising **Yokogawa India** in relation to certain compliance requirements under the Factories Act, 1948 and the Employees State Insurance Corporation Act, 1948

Advising various Japanese companies with operations in India, in interpreting various orders, guidelines and standard operating procedures issued in relation to termination of employment, payment of wages etc. by the Central and State Governments during the Covid-19 nationwide lockdown