

Autumn 2018

Alumni Network Update

— Pioneering — London — Construction — Public sector — Energy — Real estate — Bahrain — Tax — IT — Dubai —
 Connecting — Knowledge — Pragmatic — Malaysia — Exeter — Thought leadership — Housing — Agile — Creative — Connecting
 — Local government — Manchester — Environment — Focused — Islamic finance — Projects — Abu Dhabi — Corporate finance — Pass
 — Employment — Regulation — Procurement — Expertise — Specialist — Planning — Investment — Committed — Delivery — IT
 — IP — Corporate — Infrastructure — Value — Development — Private wealth — Oman — Governance — Birmingham — Corp
 — Dynamic — Pensions — Dispute resolution — Insight — Banking and finance — Arbitration — Diverse — Regeneration — Care —

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Senior Partner

The firm ended the last financial year on a successful note and continues to grow.

We hosted the London Interlaw Conference, the theme of which was Changes. From how international businesses should respond to the seismic changes taking place in Europe, to a consideration of blockchain and artificial intelligence, the event was fascinating and well received.

We also launched our Real Value Report on how to measure the societal value of developments, which comes out of discussions with a range of contacts in the public and private sector.

We were pleased to find that we had one of the lowest gender pay gaps of the UK top 50 law firms. In fact amongst fee-earners the gap is slightly in favour of women. There is still work to be done and no room for complacency but we are rightly proud that our partnership is made up of over 40% female partners and that a number of our key leadership positions are held by women.

One area of current focus is the exciting world of start-up companies. From employment contracts to registrations for intellectual property we help put in place the necessary legal infrastructure to enable businesses to function properly and grow. This brings in a variety of legal disciplines from across the firm and is an interesting contrast to the work we do for other more established clients and businesses.

Finally, since our last newsletter our Alumni partner Chris Paul has handed the baton to Eileen Duncan, and we thank him for his efforts. I look forward to seeing many of you soon at the Alumni reception in the New Year.



Jennie Gubbins

Alumni Partner

I am excited to have taken over the role of Alumni partner and hope to meet with many of you at our drinks party in the New Year.

In researching what makes a successful Alumni network, I have come to the conclusion that it should provide two key functions: it should allow the alumni to keep in touch with each other and the firm and it should also provide a networking forum for mutual benefit. I think that it is also important to give the alumni a voice in how the network is run.

With that in mind, I would like to hear from you with your views on how to shape the network going forward. Some thoughts to kick things off:

- I would like to explore how best to keep your contact information up to date (should you wish to be contacted) and will be working on an easy registration form to be accessed via the website for this purpose.
- While we have at least one opportunity a year to bring everyone together, we could offer assistance to you should you wish to organise your own peer group get together or industry focused networking event. We could help you to promote your event and to contact the right people and offer you space in one of our meeting rooms for breakfast events, should you wish.
- For those of you who remain in the law but outside of the infrastructure of private practice, we could allocate a proportion of the spaces to our alumni for our in-house diversity seminars and, where appropriate, talks from outside speakers.

Let me know what you think and if one of you would like to join the alumni committee then I would welcome your input.



Eileen Duncan

Latest news

Ian Graham, Catherine Hand, Michael Higginson, Nick White and Adrian Bode, with over a century of service between them, retired from the partnership in March 2018. We'd like to thank each of them for their hard work and contribution over the years helping to build the successful firm we are today.

Partner Promotions



Tom Reynolds,
International Far East,
Kuala Lumpur



Tim Hillier,
Dispute Resolution & Litigation,
London



Tom Holroyd,
Projects & Construction,
Manchester



Simon Robinson,
Commercial Property,
Birmingham



Clarissa Smith,
Dispute Resolution & Litigation,
London



Rory Stracey,
Commercial Property,
Exeter

Firm climbs 103 places in Stonewall Workplace Equality Index

We have moved up 103 places to be ranked 154th out of 434 in the 2018 national Stonewall Workplace Equality Index. The firm also achieved a 93 point score out of a possible 200 for its dedication to championing inclusion and pushing equality forward.

The Stonewall Workplace Equality Index is Britain's leading good practice forum on sexual orientation in the workplace. The programme includes an annual benchmarking exercise to measure progress businesses make in being diverse employers. It rates organisations on the actions they take, from staff training to profiling role models, that help create a workplace – and so a world – where LGBTQ+ people are treated with dignity and respect.

Partner and Champion of Diversity and Inclusion, Helen Randall said:

"We are extremely proud that our firm has moved up 103 places from last year in the Stonewall Index. We are a firm that champions the importance of diversity and we believe individuals should be able to be themselves at work. We work with Aspiring Solicitors to recruit diverse talent. Our Trowers Includes' networks run an amazing array of inspiring activities from fundraising for the Albert Kennedy Trust, going on Pride to trans-awareness training. We are all committed to maintaining our inclusive environment and valuing diversity. This result is testament to the success of what we are doing and a great way to start our celebration of LGBTQ+ History Month, and up and coming celebrations for International Women's Day."

In 2017 the firm ranked 257th resulting in a total increase of 178 places in two years.



Helen Randall,
Partner and Champion of
Diversity and Inclusion

Recent Work

\$35m purchase and financing of Picasso masterpiece

A cross-departmental team from Trowers acted on the \$35m purchase and financing of Pablo Picasso's 1937 masterpiece "Femme au béret rouge à pompom". The artwork was purchased by Richard Caring's Caprice Group from the Gagosian Gallery in New York, who were represented by Dontzin Nagy & Fleissig LLP.

The painting is displayed in the entrance to the new Annabel's Club in Berkeley Square, whose development and leasing Trowers advised on in 2017.



Trowers advises Orbit Group on sector's largest single-tranche own-named bond issue

We have advised Orbit Group on their recent £450 million bond issue. This is understood to be the sector's largest single-tranche own-name bond issue and follows a successful roadshow and strong interest from investors. The funds will enable Orbit to simplify their treasury portfolio and maintain its ambitious housing development programme in line with the group's strategy.

Partner Eleanor James led the banking and finance team in providing all necessary legal support to Orbit, including the on-lending by Orbit Capital plc, Orbit's treasury vehicle and issuer of the bonds, to the three housing provider members of the Orbit group that will use the funds.

Firm advises Legal & General on establishment of affordable housing provider

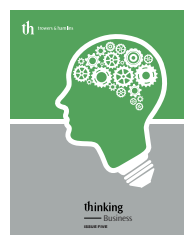
Legal & General has launched L&G Affordable Homes, a new wholly owned affordable housing provider. Trowers are acting for L&G Capital on the establishment of a For Profit Registered Provider and its registration with the Regulator of Social Housing.

We are advising on the regulatory aspects of the new provider, including registration with the Regulator of Social Housing, as well as supporting Deloitte on the tax structuring of the new venture. The registration process is ongoing and is expected to be completed during the summer of 2018.

L&G has ambitions for the new company to be the leading private affordable housing provider in the UK, using equity funding to deliver 3,000 homes per year within the next four years. In context this will represent c10% of all new affordable housing brought forward under planning obligations in England.

The move by L&G is the highest profile of a number of funders looking to invest in affordable housing by way of direct equity investment.

Latest Thinking



Thinking Business

Welcome to the next UK edition of Thinking Business, with the latest market insight and opinion on issues affecting businesses in your region. [Click here to find out more.](#)



Thinking Real Estate

Our seventh edition of Thinking Real Estate explores some practical issues affecting various parts of the sector including the co-living revolution, affordable private rent and delivering smart cities – perspectives from the UK and the Middle East. [Click here to find out more.](#)

Awards and accolades

Trowers wins the Hermes Responsible Property Investment 'Lawyer of the Year'

The firm was selected as the 'Responsible Property Investment (RPI) Lawyer of the Year' by client Hermes Investment Management, the £30.8 billion manager, at the Hermes Investment Management RPI Awards. Winners were selected based on criteria that measured how suppliers interacted with their teams and managed the complex programmes they were implementing.

Hermes Investment Management selected Trowers and commended the firm for its negotiation skills and approach to green issues.

Islamic Finance News (IFN) awards

The firm has been recognised at the annual Islamic Finance News (IFN) awards for its role advising its client Warba Bank of Kuwait on its first UK real estate acquisition that also included an innovative Takaful solution.

The IFN awards honour the best in the Islamic financial industry and are one of the most prestigious awards highly recognised by the global Islamic capital markets.

Nick Green, International Corporate partner, commented: "We are delighted to have acted for Warba Bank on its first UK real estate acquisition. This is a prime example of our class-leading cross-border UK inward investment practice, which offers our Gulf-based clients UK expertise on the ground in their own GCC markets and a seamless inward investment service for their UK ambitions."



HR in Law Awards

It was a barnstorming night for Trowers & Hamblins at the HR in Law awards which recognise the best achievements across the industry for all law firms.

The evening was held at Tobacco Docks and hosted by comedian, Hal Cruttenden. The evening got off to a great start with the firm being Highly Commended for Excellence in Equality and Inclusion.

The team then won Best HR Innovation through Technology with "the Mirror" – our unique reflection tool which shows how lawyers identify and address learning needs. Finally, the evening was rounded off by John Worrall winning the Best Individual Contribution award.



Excellence in Law award at Birmingham's Signature Awards

The firm won the 'Excellence in Law' award at The Signature Awards, which celebrate the best in the professional business community across the region and shine a spotlight on the work of those professionals who have produced cutting edge thinking and have driven the market forward. The awards are limited to banking, law, accountancy and those involved in with land, architecture and property development.

Partner and Head of Trowers' Birmingham office, Amardeep Gill said:

"This is a fantastic achievement, and we are extremely proud to be recognised across the region for the work that we do. This demonstrates our presence not only in the legal sector, but also in the wider business community. Congratulations to all our teams and their continued efforts to develop our growing business in the region."

This latest award win follows the office's success in winning 'Firm of the Year' at the recent City of Birmingham Business Awards.

Alumni Spotlight

Andrew Rae (2000 – 2013)

When were you at Trowers & Hamlins?

I joined the Oman office in February 2000, direct from Tasmania. I retired in 2013 when I was Resident Managing Partner of the Abu Dhabi office.

What have you been doing since you left?

Initially I thought I had retired but life, and my dear wife, had different plans for me and after a year, spent partly in France and partly in Australia, trying to be retired a call from an old power sector adversary, who has now become a colleague and friend, set me on a new path that has seen me return to my adopted second home, Oman (a country that it is very hard not to love) to work on the offtaker rather than the developer side of the fence. In his words, the poacher has turned game keeper.

Tell us about your current role.

I am now the Chief Operating Officer for the Oman Power & Water Procurement Company. Initially the role was as General Counsel but that has morphed over the last four years into a more direct operational role supervising the project conception, construction, delivery and offtake operation of numerous utility scale power and desalination plants in Oman. It's fun, lots of fun, and I have enjoyed a whole new, and fairly steep, learning curve on the technical and operational elements of power and water projects. In many ways it is a natural extension of the work I did at T&H which was largely energy sector project and financing work, but who knew that the financing and the contracts were not the end of it?



In this period we have introduced large scale renewable power sources to the mix and we are currently also looking at waste to energy, hydro (yes, in a desert country) and, perhaps less popular with many, coal. We are also developing the regions first electricity spot market. It is a great time to be in this game and a great company, and country, to work in.

What's your best memory of your time at T&H?

There are many great memories of good times and much laughter with friends in the firm, too many to count really. I think probably my best overall memory of T&H is the camaraderie and admirable quirkiness of the firm in the days when the international team were exploring new frontiers and doing it with gusto and grit, if perhaps also with a certain admittedly cavalier approach. You all know who you are!



Do you keep in touch with any T&H colleagues?

I do keep in touch with old friends in the firm. Roger Clarke and Martin Amison are probably the ones I see most of but there are numerous people who I am still in touch with to varying degrees. Also I see some old colleagues such as Tom Wigley on the professional front as we do use T&H's services.

What's been the biggest change in your life since you left?

Clarity of vision. The extremely busy and focussed life of a private practice lawyer can, if one is not careful, slowly and almost invisibly build barriers to a clear vision of what is important. The biggest change is that I have learnt to give myself more time and space to think about the whole landscape and not just the battle ground in front of me.

If you could give one piece of advice to your younger self, knowing what you know now, what would it be?

Listen, Young Me, take more notice of the old but very true adage and "don't sweat the small stuff". Ohh, and also, just do it!

What is one destination everyone should add to his or her travel bucket list?

Tasmania! Or if that is too far for most then my most interesting recent journeys have been to Tbilisi in Georgia (and its hinterland) and Moscow (just great but don't mistake the long low war memorial in Red Square for a seat... take my word for it).

Alumni Spotlight

Julien Sweeting (2002 – 2012)

When were you at Trowers & Hamblins?

I joined Trowers as a junior lawyer in 2002 in the Corporate Department, working with Jennie Gubbins, Michael Pattinson and Amir Hashemi amongst others, as well as colleagues from the International Department, although most of the time I was left to my own devices to just get on with it. I left Towers just a few months short of my tenth anniversary with the firm.

What have you been doing since you left?

I relocated to Germany in 2012 for family reasons and joined one of the oldest German stock listed pharmaceutical companies (STADA Arzneimittel AG), based out of Frankfurt. The group has over fifty affiliates worldwide, including several based in the UK and was recently acquired by Bain & Cinven private equity funds in what has been billed as the largest leveraged public buy out ever in Germany.

Tell us about your current role.

I am a director in our global legal department, with prime responsibility for UK, US and Australian legal matters, but I also collaborate very closely with our colleagues in the MENA region as a result of the expertise I acquired whilst at Trowers. To date, I have worked on some pretty interesting M&A projects, global in-licensing opportunities for new chemical entities from top international research centers, a wide range of research and development projects and clinical trial arrangements. I am also deeply involved in our supply chain arrangements, ranging from appointing contract manufacturers to distributors. I work with our specialty colleagues in the treatment of CNS diseases as well as with our consumer health division. I knew very



little about the life sciences sector before joining STADA, so it was a bit of a baptism of fire at first – especially as I had little IP experience or any grasp of the sciences (having given up on chemistry probably from the first day I set foot in the school lab). There's little chance of me developing a Walter White alter ego!

What's your best memory of your time at T&H?

I was fortunate to work with some pretty amazing lawyers in my time with the firm. In general, I really liked the fact that micro-management was generally not a feature of life at Trowers, and so lawyers were given as much rope as they could handle. I remember one of my first projects at Trowers, which involved advising a seller in a managed buy out. Amir Hashemi was client partner and sent me off to handle the negotiations on my own, with the small warning that if I gave anything away beyond title warranties, there would not be a job to come back to (To this day, I'm still not quite sure if he was joking..). I made very sure it was a very short warranty schedule in the end!

I also very much enjoyed the international opportunities that came with working at Trowers. I worked on transactions in Russia (and was able to see Swan Lake at the Bolshoi on down time during the deal), I spent some time in Abu Dhabi and was



also very grateful to have been given the opportunity to work in Saudi for the firm for almost three years. In spite of some colourful characters I had to engage with during that secondment, it was a phenomenally exciting challenge and taught me that you get out of a place (and people) what you put in to it.

Do you keep in touch with any T&H colleagues?

Call it perhaps a case of Stockholm-syndrome, but I reached out to Amir who very kindly agreed come in to support our organisation on a couple of occasions when the need arose (such as my extended paternity leave – one of the advantages of working in Germany). I'm also in touch with Chris Paul and Rebecca Rees, who came to see us in Germany with their brood last year and Bill Jefferies from time to time.

What's been the biggest change in your life since you left?

I live in the Black Forest near Baden Baden, I am the proud father to two adorable girls (now aged 5 and 2), I get to go skiing almost every weekend in winter – my daughter will

follow me down any slope, so long as I shout out pizza (for snow-plowing) or French fries (for parallel skiing)! I've stopped caring too much what the locals might think about all that shouting (I mainly tend to elicit amusement) and have yet to trigger any avalanches (other than repetitive demands for pizza at the end of each from my daughter)!

If you could give one piece of advice to your younger self, knowing what you know now, what would it be?

It's never too late to learn new skills; don't be afraid of taking on new challenges, no matter how far-fetched they might seem; and aspiring to partnership in any law firm is not the only career destiny

What is one destination everyone should add to his or her travel bucket list?

If you've paid any attention to what I said so far, you'll probably realise that I'm the last person you should take travel advice from, unless you are particularly interested in the desert or Germany.

It's not all work, work, work....

High Atlas Summit trek

Head of Real Estate, Sara Bailey and Tonia Secker, Head of Housing and Regeneration, took part in a six day 'High Atlas Summit Trek' in Morocco to raise funds for the charity, World Child Cancer.

Alongside a network of people from across the industry, they tackled daunting peaks through the weather and tough terrain in a challenging climb to reach Summit Jebel Toubkal, Morocco's highest mountain at 4,167m.

The charity's vision is to create 'a world where every child, regardless of where they live, receives the best possible treatment and care and is able to realise their ambitions and dreams'.

As an ambassador of the charity their vision resonates with Sara, as she comments:

"I'm honoured to take part in this challenge to help the charity fund the amazing work they do with children all over the world. For me it's important from a personal sense as a mother, but also in a professional way given the work that the charity does to ensure that children who are dealing with cancer are living in a place that they feel safe."

Ride London – Surrey

Team Trowers donned their "slim fit" jerseys and took part in the Ride London-Surrey 100 in aid of their chosen charity, the National Autistic Society. Their timing was impeccable; seven weeks of unbroken sunshine and then along came the downpours on the day itself. However, despite this the team was superb and came through quickly and more importantly, given the treacherous conditions, safely.

The team raised £10,163 for the NAS which is a fantastic achievement and if anyone would like to donate to the cause, please do so via the following link [Here](#)



Recruitment

Associate, Corporate /Commercial - London

As part of a growing and thriving team, this role offers a broad diet of Commercial law work with a focus on IT/Technology matters. Truly diverse in nature, it will appeal to a lawyer seeking genuine breadth and depth, and the opportunity to develop and showcase a range of legal skills.

Solicitor, Real Estate Finance Security - Manchester & Exeter

Trowers & Hamblins' dedicated Real Estate Finance Security team is made up of 28 experienced lawyers nationally. The team acts for Registered Providers of affordable housing, as well as lenders, funders, institutional investors and security trustees, on all aspects of property due diligence work required in relation to both portfolio acquisitions and securing various finance structures.

We are seeking new team members who will play a vital role in the property aspects of substantial portfolio acquisitions and disposals and secured financial transactions, specifically dealing with extensive property due diligence, preparing reports and satisfying property conditions precedents and drafting certificates of title.

Full job descriptions and a list of all our current vacancies as well as details of how to apply can be found [Here](#)

Dates for the diary

Alumni Reception

We are looking forward to the next alumni reunion which will take place on Tuesday 5 February 2019. Please do put the date in your diary and further details will follow.

Christmas Carol Concert

Please join us for some festive songs, mince pies and a glass of mulled wine at the firm's annual carol concert on Thursday 13 December at St Giles Cripplegate Church, Barbican from 6pm – 7pm.

Email alumni@trowers.com for further details.

Get in touch

We would love to hear from you so please get in touch with any queries or updates via alumni@trowers.com or join us on LinkedIn (Trowers & Hamblins – Alumni Network). If you subscribe to Twitter you can also follow us on [@Trowers](#).

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