

VIVEK KUMAR BHAGAT

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EDUCATIONAL QUALIFICATION

Degree	Year	INSTITUTION
LLM in Corporate & Financial Law	2021-22	Jindal Global Law School, Sonipat, India
Certificate Course in Privacy Law & Data Protection	2021	University of Pennsylvania
P.G. Diploma in Media Laws: Intellectual Property Rights, IT, Entertainment Laws	2011-2012	The National Academy of Legal Studies And Research – Hyderabad
B.A.LLB (Hons.): Law	2005-10	Guru Gobind Singh Indraprastha University - Delhi

Work History

Senior Legal Counsel & Compliance Officer (US, EMEA, APAC)

05/2020 to Current

➤ Ramky Enviro Engineers Ltd (KKR Portfolio Company) – Hyderabad, Telangana

- Lead the process, negotiation, drafting and monitoring of legal documents in the full spectrum of commercial transactions involving the APAC, EMEA, US Business. Representative transactions include distribution and other route to market agreements, on and off trade customer agreements, advertising and promotional agreements, MSA, PPP structure, MOUs, R&D, Consortium agreement, Term Sheet, digital campaigns, creating or reviewing standard terms and conditions of supply chain management, consumer promotion terms and conditions, service agreements, warehousing and logistics arrangements, and Indian procurement agreements.
- Provided expert counsel and advice to the Indian business on legal, regulatory, and social responsibility issues impacting the business. Act as Business Partner of the Indian Leadership Team by providing overall review and recommendations regarding major, business decisions as well as legal and compliance decisions affecting the Indian business, influencing, and persuading through clear communication, feedback and follow-up.
- Implemented Group compliance program and monitored compliance with policies and procedures, contracts, local laws, and international regulations (FCPA, UKBA, Singapore Prevention of Corruption Act, GDPR etc.), Kickbacks, bribery, accounting frauds, Restricting Arrangements with former Public Officials, payment frauds, conflicts of interest, privacy, and sanctions (Core Areas) as well as certain other areas where other functions have primary responsibility.
- Conducted risk assessment (due diligences) for third parties (i.e. representative, suppliers, JV partners, distributors, organization, distributors, organization receiving donations etc.) to support the Chief Compliance Officer for US, EMEA and APAC and to other REEL partners (including but not limited to country, sub-regional and regional ethics & compliance, security managers, EHS representatives, Internal Audit and IT Security) on various kind of investigation with key functions including but not restricted to data collection, analysis, investigation management, interviewing of witnesses and subjects and intelligence databases and information system management. I was part of the Global ERM Committee, ESG Committee, Ethics & Compliance Committees and New initiative Committee of the Group which takes care of any new initiative, risk assessment and management and new steps in diversity, inclusion and Integrity
- Delivered business oriented, risk-based advice and counsel on the full range of employment law issues including: hiring, dismissals; employment-related social security laws, including ESI, gratuity and provident fund; common labour and employment laws, including the Industrial Disputes Act, the various state Shops and Establishments Acts, and the various Acts about minimum wages, working conditions and benefits for employees; complex employee relations issues, workplace investigations, restructurings, contingent workforce issues, compensation and benefits, leaves of absence, future of work planning, and diversity, inclusion and belonging.

Legal & Ethics Manager (APAC, SAARC)

09/2019 to 04/2020

➤ Jones Lang LaSalle Incorporated (JLL) – Gurgaon, Haryana

- Drafted/structured, negotiated and advised to cross functional stakeholders on legal, operation, regulatory and reputational risks in agreements with commercial and government partners.
- Developed and implemented process and controls that address applicable laws of land requirement for APAC, SAARC including various EPC or Real Estate projects, privacy and data usage policies, notices and agreements or forms.
- Independently managed litigation and employment matters, advising Legal Director (APAC, SAARC) as needed, and counselling executive management on contractual risk, litigation, ethics and compliance strategy
- Reviewed concerns raised through the Ethics & Compliance helpline or other channels determine the appropriate action, including

the investigation scope and plan. Oversees or conducting internal investigations through every phase, including discovery, witness interviews, findings, and recommendations.

- Acted as a trusted advisor to or coordinates with external counsel on legal issues including but not limited to the organisation's government and regulatory compliance, litigation, data privacy and risk mitigation, employment/labour matters, real estate, intellectual property issues.
- Ensured regional implementation of JLL global ethics & compliance programs in alignment and close cooperation with the respective global program owners and according to JLL Ethics and Compliance framework, implementing the Global E&C programs of Anti-Trust / Fair Competition, Trade Compliance, Privacy, and Anti-Bribery Corruption including AML, third party due diligence and management.
- Ensured Anti-Bribery Corruption and Antitrust / Fair competition education and training for all relevant employees and third parties, when applicable, raise awareness and transparency with related internal and external stakeholders.
- Handled specific HR issues and concerns, including development and implementation of employee work rules, policies, and procedures; all aspects of recruiting and hiring; compliance and oversight of contract/contingent worker engagements; employee relations matters; employee performance management, discipline, and terminations; leaves of absence and compensation and benefits matters

Assistant Legal Manager (Government Advisory, Contract)

10/2017 to 08/2019

➤ **Intellect Design Arena Limited, New Delhi (Government of India project "Government e Marketplace") – NEW DELHI**

- Provided leadership and direction to the Procurement & Contracts team in Government Procurement and ensures that all requirements are met with efficiency and effectiveness.
- Acted as an advisor to the GeM Board on all Procurement & Contracts related matters to facilitate achievement of business goals.
- Lead pre-contract activities including drafting/reviewing the terms and conditions of contracts and agreements, formulating a suitable tendering strategy, etc. to ensure necessary terms and conditions are included in the contract.
- Assisted CEO (GeM) – Support Services in the development of the organization's policies, standards, rules, and procedures for cost-effective procurement operations for materials, goods, and services.
- Collaborated with department heads of various ministries in understanding requirements, analyzing the market and industry conditions, and develop plans to procure goods and services in a manner best suited to achieve corporate business objectives.
- Assisted different business, operational, cybersecurity, sales, marketing to develop and create manuals for Marketplace Model, Payment Gateway, Government Cloud, Data Center feasibility
- Liaised with department heads to develop and update standard documentation/contracts and other legal documents that are used on a regular basis.
- Lead pre-contract activities including drafting/reviewing the terms and conditions of contracts and agreements, formulating a suitable tendering strategy, etc. to ensure necessary terms and conditions are included in the contract.

Legal Counsel

04/2017 to 10/2017

➤ **Bajaj Finserv – Mumbai**

- Executed drafting, negotiating and reviewing: o Co-brand Card Agreement o Loan agreements and related set of documents o Credit Card and other related documents o Merchant Agreements o E commerce related agreements o Service Level Agreement o Marketing Agreements o Agency/ Content Agreements o NDAs o other contracts / notices/documents
- Provided opinion on various new products, programs and initiatives taken by company including digitalization exercise
- Advised on Consumer Lending, Marketing, Human Resources, and Wealth Management and Insurance matters
- Examined proposals for new products and advice business from legal and compliance perspective
- Reviewed advertising and marketing materials to ensure compliance with legal requirements
- Submitted routine reports to the RBI and submission of data on request of the RBI as per licensing norms and applicable provisions of Credit Information as per Companies Act, 2005, related rules and regulations
- Advised on 'Know Your Customer' (KYC) Guidelines which NBFCs has to maintain in the context of the recommendations made by the Financial Action Task Force (FATF) and Anti Money Laundering (AML) standards and Combating Financing of Terrorism (CFT) policies
- Conducted evaluation and assessment of impact of the changing regulatory landscape and ensure compliance with changing mandates to ensure compliance – operational and in business practices

Team Lead Legal

09/2015 to 03/2017

➤ **One97 Communications Ltd., (Paytm/Alibaba) – Noida, Uttar Pradesh**

- Responsible for facilitating, negotiating, drafting, reviewing, and revising contracts for all business units, including Retail, Real Estate, Construction, Marketing, PR, Digital, Sales, IT, Supply Chain/Logistics, Production, and Finance. Contracts include sales distribution agreements, terms of sale, e-commerce platform agreements, software licensing agreements, cloud services agreements, CRM and data hosting agreements, general contractor agreements, logistics/3PL agreements, payment processing agreements, manufacturing and sourcing agreements, event agreements, marketing agreements, services, vendor and supply agreements, and a wide variety of other contracts.

- Partnered with product, engineering and business teams building market leading financial technology products on a range of issues including financial services regulations, payments, consumer protection, data privacy and intellectual property.
- Provided strategic legal guidance to the Fintech/Marketplace/Logistics/Travel/F&B/Telecom business unit on a full range of legal issues, including commercial contracts, disputes, competition/consumer law, IP law, and applicable regulations (in coordination with other experts in the legal department) to ensure the team's activities, policies, business practices, and transactions comply with all relevant laws and regulations
- Provided legal advice to the Fintech business unit (including all product verticals, segments and partnership models), to support the global payments platform for Paytm & Alipay, and ensure compliance with law and regulations
- Coordinated with legal support for the Payments team across different specialisms and areas (including Consumer, Data Protection, Public Affairs) as a single point of contact for the Fintech business unit
- Supported the negotiation and drafting of critical vendor contracts to enable the payments product, such as inventory suppliers, optimising for commercial outcomes whilst protecting the company from foreseeable circumstances

Senior Legal Associate

02/2012 to 09/2015

- **JS Law Chambers** – NEW DELHI, Delhi

Legal Associate

07/2010 to 02/2012

- **Singhania & Co.LLP** – NEW DELHI, Delhi