



OUR FIRM

Zhong Lun Law Firm is a market-leading, full-service Chinese law firm providing high-quality, efficient and practical legal services across a wide range of industries and practice areas.

Founded in 1993, Zhong Lun was among the first law firms approved by China's Ministry of Justice. After years of rapid and steady growth, Zhong Lun has become one of the largest law firms in China.

Originating from The Analects of Confucius, the word "Zhong Lun" means compliance and ethical principles. On this basis, Zhong Lun operates with a high degree of responsibility in the service of our clients by setting the highest professional standards.

We help our clients navigate complex transactions and address their legal needs. We owe our leading market position to the commitment of our partners and professionals.



360+

Partners

2400+

Professionals



An International Platform



Chambers & Partners
Most Recommended
Outstanding
Lawyers

43

24 Practices
19 Industries

18

Offices Worldwide



Comprehensive legal
services



Chambers & Partners
Most Recommended
Practice Areas

RELEVANT EXPERIENCES

Below are our team's recent experiences:

Labor and Employment

- Providing labor and personnel consulting services to the Singapore Consulate.
- Providing labor and personnel consulting services to the Israel Consulate.
- Offering labor and personnel consulting and dispute resolution services to a food company in Foshan invested by Singaporean company.
- Supplying labor and personnel consulting and dispute resolution services to a well-known Italian fertilizer company's subsidiary in China.
- Delivering labor and personnel consulting and dispute resolution services to a German SaaS service company's subsidiary in China.
- Providing legal services for the China operations and labor employment matters of Ahlers, a subsidiary in China of a century-old international logistics and maritime group headquartered in Belgium.
- Providing legal services for a labor dispute arbitration case on behalf of joint venture in China.
- Providing legal services on terminating labor contracts for a state-owned company in Guangzhou, China.
- Providing non-compete, labor dispute, and labor consulting services for a textile company in Dongguan.
- Providing legal services for labor contract negotiation for executives of an investment subsidiary wholly established by a leading domestic securities broker.
- Offering advice on multiple labor disputes for a leading American sanitary ware manufacturing enterprise.
- Providing legal consulting on human resources/employee relations for multinational companies across various fields, including benefit plans, disciplinary actions, and employee terminations.
- Providing legal consulting services and participating in negotiations and communications with employees and the government for a leading Hong Kong

garment company's wholly owned subsidiary in China regarding labor disputes related to provident funds, social security, etc., with former employees.

- Providing legal services for the liquidation project of a wholly-owned subsidiary in China of a leading international fashion lingerie and swimsuit company.

Continuous Legal Counsel

- General counsel for a wholly owned subsidiary of a leading French escalator group in China, including supply chain counseling.
- General counsel for a listed company of A Share in Guangzhou, China on daily corporate matters;
- General counsel for a listed company of A Share in Hong Kong on daily operations specially in non-performing assets operations;
- General counsel for a wholly owned subsidiary of a leading French nuclear tubing group in China.
- General counsel for a French technology leader in the field of waste separation and disposal.
- General counsel for an internationally recognized online platform for hotel management and operation in India.
- General counsel for a US-based cross-border payment organization.
- General counsel for a well-known coffee company in Malaysia and its coffee trading company in China, including supply chain counseling.
- General counsel for a multinational children's products company established in Shenzhen.
- General counsel for a famous British oil company which is one of the top 500 companies in the world.
- General counsel for a world-renowned company in the field of silicone technology in the United States.
- General counsel for a large and famous food chain group in Hong Kong.
- General counsel for a famous plumbing equipment company in the United States and its company in China.
- General counsel for the world's largest chewing gum manufacturer and distributor (a well-known candy company in the U.S.) and its wholly owned company in China.

Corporate Governance and M&A

- Providing legal services for GAC Leasing and Amundi Assets Management's equity investment project.
- Assisting a Hong Kong company with its power project in Sichuan, including legal advice on investment structure, loan agreements, construction agreements, power purchase agreements, and liaison dispatch contracts for daily operations.
- Providing legal services for a Singaporean company's equity investment in a Chinese software technology company project.
- Providing legal services for a well-known Southeast Asian chain food and catering brand enterprise to carry out franchising business in China and setting up branches in China.
- Offering legal due diligence, drafting of legal memoranda, and other legal services for a Canadian cable component manufacturing enterprise regarding equity restructuring of the target company.
- Providing legal advice to a high-end Malaysian car distributor on property ownership analysis, prepare, review and revise legal documents, review site related licenses, conduct on-site investigation, participate in negotiation, negotiation, risk control, provide legal advice and write due diligence reports, etc. in relation to the clients' proposed leasing of properties in Mainland China for store operation.
- Advising a French company in its acquisition of a manufacturing enterprise in Guangzhou by providing such legal services as due diligence, acquisition documents, negotiation and closing.
- Providing legal services for an Israeli diamond enterprise, one of the top ten diamond groups globally, in acquiring domestic foreign equity transfer, dealing with factory occupation issues, and handling overseas equity transfers.
- Offering legal consultation for the sale of partial assets by a well-known German inspection company's Chinese subsidiary to a Chinese enterprise.
- Participating in negotiations and drafted all legal documents for a large American biotech company establishing a joint venture network in China; the legal documents included not only joint venture contracts and articles of association but also asset transfer agreements, land and property transfer agreements.