



MANSI BIDANI
PARTNER

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Mansi Bidani co-heads the Governance, Investigations & White-Collar Defense Practice at Panag & Babu. Mansi has helped her clients establish risk-commensurate programs in India and carry out comprehensive anti-bribery / anti-corruption risk assessments and due diligence. She has conducted complex, confidential investigations in cross-border settings for clients facing potential legal exposure due to fraud, bribery, money laundering, and violation of company policies, while also helping remediate identified issues to minimize future legal exposure. Mansi serves as external compliance ombudsman to a Fortune 500 oil-and-gas company, as well as to the India operations of a Berkshire Hathaway company. Her sector-agnostic practice and in-house leadership experience makes her a go-to counsel for Indian companies with global aspirations, where she helps them implement internationally benchmarked governance policies.

As part of her Compliance practice, Mansi advises clients on complex labour and employment law matters in addition to helping them create awareness on employer obligations (statutory and contractual) pertaining to employment. Mansi regularly assists clients with drafting and implementation of policy frameworks pertaining to employee conduct and benefits. Mansi also serves as an external member on the committee for prevention of sexual harassment (constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (**POSH Act**) for multinational companies.

HIGHLIGHTS

- Conceptualised and implemented the statutory compliance framework for Fortune 500, Berkshire Hathaway company and German multinational companies across sectors basis a detailed assessment of the business operations.

- Conducted extensive risk assessment/audits for India operations of U.S. companies to evaluate the risk exposure from an anti-bribery/ anti- corruption perspective.
- Developed and implemented a compliance program (in light of the findings from investigations into allegations of misconduct) for a Fortune 500 oil-and-gas company to strengthen control mechanisms and make the compliance framework more conducive to the company's operations across India.
- Conducted enhanced due diligence and risk assessment of approximately 200 India based channel partners /business partners (as part of the third party management process) for a U.S. based company.
- Formulated policies such as code of conduct, gifts and hospitality, petty cash, corporate social responsibility to govern the India operations of German companies, Berkshire Hathaway company and U.S. companies.
- Drafted and reviewed employee policies pertaining to leave, maternity benefit, grievance redressal, disciplinary action, employee handbook and POSH for India operations of a German company, U.S. based data management company and several other SaaS companies based in India.
- External member on the POSH committee of India operations of a Berkshire Hathaway company, U.S. based data management company and Germany based renewable energy company.
- Conducted awareness sessions on POSH for employees and trainings for members of the internal committee (constituted under the POSH Act) for various clients on the conduct of an investigation under the POSH Act.
- Rendered support to the Internal Committee (set up under the POSH Act) of Fortune 500 company on conducting an inquiry into sexual harassment complaints, drafting and preparation of minutes of the meetings conducted by the internal committee, preparation of the inquiry report and requisite statutory filings.

- Advised a Fortune 500 company and a Fortune 100 financial institution on matters of employee separation and settlement especially, senior management and mid-level management employees.
- Acted as a member of the disciplinary committee of a Germany based renewable energy company to advise on implementation of disciplinary measures basis the findings of an internal inquiry.
- Formalised standard employment contract templates and related documentation pertaining to onboarding of employees for various multinational companies.

PROFESSIONAL MEMBERSHIPS

- Bar Council of Delhi, Member

EDUCATIONAL QUALIFICATIONS

- Bachelor of Law (L.L.B), Delhi University, Delhi

LANGUAGES

- English
- Hindi