

HARRIS  KYRIAKIDES



About Us

Established in 1976, Harris Kyriakides has grown over the years into one of the largest law firms in Cyprus.

Harris Kyriakides is a partnership, comprising a number of separately constituted and regulated legal entities which provide legal and other client services in accordance with Cyprus law. Each of the members of Harris Kyriakides are registered in Cyprus and regulated by the Cyprus Legal Council. Services are provided by each member of the partnership directly to its clients, depending on the area of expertise, sector or district where services are provided.

Harris Kyriakides offers the full-range of corporate and commercial legal services. The firm has a substantial transactional and corporate practice with extensive international reach and client base range. It has consistently advised national and multinational corporations, financial institutions and governmental organisations and it maintains leading clients from several industries and business sectors, including banking, insurance, real estate, telecommunications, shipping, oil, construction, motor, tourism and leisure, advertising and other. The firm has also been strongly involved in litigation practice and dispute resolution.

The development of the firm has always been founded on principles of integrity, professionalism and on adhering to the highest standards of excellence. At the same time, the firm remains dynamically and consistently adaptive and responsive to evolving clients' needs, continuously updating technologies and modern practices to be able to do so. Harris Kyriakides has been regularly recognised for its dedication to clients, its success in the legal and business community and its social responsibility. In addition, Harris Kyriakides is regularly highly ranked in independent research on legal professionals and it is acknowledged in prestigious national and international directories and publications including Legal 500, IFLR 1000.

At Harris Kyriakides we aspire to provide excellent service each and every time. We are focused on optimal results and insist on the highest standards. Our organisational culture is to constantly challenge ourselves to maintain a high-performance environment in order to successfully respond to our clients' diverse needs. We cultivate long-term relationships with our clients and develop a deep understanding of their needs. Our lawyers, advocates and legal consultants support our clients in the implementation of business projects according to custom commercial needs. We believe in providing quality advice and legal expertise along with strategic and commercial thinking, aiming for innovative solutions for any challenges our clients face.

Facts

— 47 —

Years of experience

— 33 —

Lawyers

— 10 —

Departments

— 5 —

Offices

— 11 —

Partners

— 60 —

Professionals



Expertise

Administrative & Public Law

We have a diverse administrative and public law practice and we are often retained by public sector bodies and private sector parties. This has enabled us to accumulate experience and practical knowledge in a wide range of sectors, which have overlapping regulatory and administrative law issues and concerns, such as utilities, financial institutions, transportation and energy organisations.

Our areas of work include:

- Judicial reviews
- Customs and excise
- Environmental licencing
- Coastal laws and regulations issues
- Town planning
- Statutory interpretation
- Disciplinary proceedings
- Appointments or promotions of civil servants in the public sector.

We offer the expertise of lawyers who have not only acted for Government as external legal advisors but who have also worked within Government.




Blockchain

Considered a prime location for the Fintech industry, Cyprus is a country at the forefront of blockchain technology with great future investment potential. The economic crisis of 2013 paved the way for the acceptance of new technologies, including blockchain and cryptocurrency; since then the industry has gone from strength to strength. Cyprus has been heralded a haven for pioneering blockchain start-ups, aided by its decentralised economy.

Our areas of work include:

- The regulatory framework applicable to Cyprus, including Anti-Money Laundering advice
- Privacy and data security implications for blockchain technologies, particularly in the context of GDPR
- Corporate structuring and fund formation
- Whitepaper review
- Bespoke Security token offerings (STOs)
- Initial coin offerings (ICOs)
- We are also proud to announce that we are the first law firm in Cyprus involved in a security token offering where tokens will be backed by assets of the highest level of guarantee – real estate, which is a main backbone of Cyprus economy.



We advise across the full spectrum of banking and finance matters, acting for all parties, from day-to-day banking and finance to complex, cross-border banking and finance transactions.

Banking & Finance

Cyprus has shown remarkable determination and success in returning to international markets with a stronger and fully recapitalised banking sector.

Our areas of work include:

- Negotiation, documentation and execution of credit facilities
- Documentation and enforcement of security (mortgages and charges)
- Indemnities and guarantees
- Factoring transactions, leasing transactions, hire-purchase transactions, inter-creditor agreements
- Corporate refinancing and restructuring
- Project and construction finance
- Real estate finance
- Asset finance and asset management
- Acquisition finance and corporate lending, regulatory, leveraged finance
- Restructurings, bankruptcy and insolvency
- Trade, commodities and export finance
- Transport finance, including aviation and shipping
- International trade finance (letters of credit and other negotiable instruments) and other banking and finance instruments regulated by international, EU and domestic banking and finance law.



Competition

Amid a constantly evolving area of law, companies face significant risks and challenges in keeping up with competition rules and best practices. The Commission for the Protection of Competition in Cyprus is an active, efficient and professional organisation with significant resources and attention to detail. The penalties for failing to comply with Cyprus competition laws and regulations can be severe.

Our areas of work include:

- Antitrust and competition dispute resolution and litigation
- Cartel investigations
- Compliance and risk management
- Criminal investigations/anti-competitive conduct
- Distribution and agency
- Economic regulation, including liberalization, licensing, network access and price control
- Merger control
- Pricing strategies
- Public procurement
- State aid Cyprus economy.

Corporate & Commercial Advisory

Our practice provides support for leading and emerging companies, corporate groups, enterprises, in-house legal teams and individuals in respect to commercial contracts and agreements, covering all aspects of commercial transactions.

Our areas of work include:

- All matters pertaining to companies established in Cyprus
- Mergers and Acquisitions
- Local and cross-border reorganisations and restructurings
- Security and Escrow arrangements
- Corporate Governance and Shareholders Agreements
- Private and public equity and debt offerings
- Corporate Finance
- Commercial Agreements (franchise agreements, logistics agreements, license agreements, distributorship agreements and other types of commercial agreements)
- Insolvency and liquidation
- Due diligence and transactional risk assessment.

Our Corporate department is recognised as having a dynamic team and being a leading practice in the field of Cyprus Corporate Law (Legal 500 2020).



Corporate Dispute Resolution

Our firm maintains an excellent international dispute resolution team, mapping out strategies for our clients so as to achieve their ultimate business objectives. We regularly collaborate with internationally acclaimed law firms in large litigation and arbitration proceedings.

Our areas of work include:

- Asset tracing
- Unwinding of fraudulent transfers
- Freezing injunctions and other provisional or interim measures
- Mareva injunctions
- Norwich Pharmacal proceedings
- Search proceedings (Anton Piller orders)
- Injunctions in aid of foreign civil proceedings or arbitration proceedings (including LCIA)
- Proceedings for recognition and enforcement of foreign judgments or arbitral awards.
- Liquidation and Receivership proceedings.



Criminal Law, Extraditions & European Arrest Warrants

Our clientele includes large local and multinational corporations and high-profile individuals, including company directors and entrepreneurs from Cyprus and abroad. Harris Kyriakides has grown an extensive network of contacts and close working relationships with lawyers around the world in order to ensure that our clients' interests are protected in all jurisdictions in which they may face criminal exposure.

Our areas of work include:

- We provide our clients with strategic legal advice from the early stages of investigation and prosecution until the full adjudication of the case.
- Our main areas of practice include white-collar crimes such as fraud, forgery, bribery, corruption and money laundering. Nonetheless, our firm is adept at providing services across the whole spectrum of criminal law, from serious criminal offences to road traffic offences. In cases where discretion and reputation management are crucial, we offer concrete and discreet advice along with a result-oriented litigation plan.

Data protection & Cyber Law

We advise on matters related to software and hardware licensing, development, procurement, governance, e-commerce, information technology projects, data privacy and dispute resolution. We produce client briefings covering Cyprus jurisdiction and assist on multinational projects.

A DPO will have to possess expert knowledge of data protection law and practices. Under the GDPR, you must appoint a DPO if:

- You are a public authority or body;
- Main activities of your company require large scale, regular and systematic monitoring of individuals (for example, online behaviour tracking); or
- Main activities of your company consist of large scale processing of special categories of data (for example, health data) or data relating to criminal convictions and offences.
- You can appoint a DPO if you wish, even if you are not required to under the GDPR and it is strongly recommended to do so as appointing a DPO demonstrates to customers that your organization is serious about protecting personal data and it assists you with all issues concerning data privacy with expert knowledge.

In an increasingly complex landscape of processing and safeguarding information, our data protection and cyber lawyers represent clients from across industries.



Debt Collection

Our firm operates one of the largest Commercial Debt Collection Departments in Cyprus.

We can assist you in all phases of collection proceedings and debt recovery in Cyprus. Our team handles commercial and retail debts on behalf of local and overseas clients who are owed money from natural and legal persons residing or having property within the territory of the Republic of Cyprus.

Our areas of work include:

- Investigations on the financial status of the debtor
- Designing and enforcing effective methods of securing or freezing assets prior to litigationcategories.
- Commencement and trial of debt collection proceedings
- Bankruptcy proceedings
- Attachment proceedings
- Proceedings for invalidation of fraudulent dissipation of assets.

Employment

The firm maintains a specialised team which advises and represents corporations who employ personnel in Cyprus on the full spectrum of employment laws and regulations applicable in this jurisdiction. We provide both advisory services and litigation representation. We also draft relevant documentations and issue opinions on employment law matters.

Our areas of work include:

- Employment agreements
- GDPR and data protection
- Employee governance advice (including the preparation of employment manuals and enterprise policies)
- Human resources advisory matters
- Redundancies
- The acquisition of employment permits or reunification permits for companies and multinationals who wish to employ non-EU personnel in Cyprus either on a permanent or temporary basis, and ancillary matters in relation to employment laws and regulations.

Our core litigation representation covers unfair dismissal cases, cases involving the enforcement of employment undertakings (confidentiality, non-competition, and non-solicitation), redundancies and other ancillary litigation.

Family & Matrimonial Matters

Areas of our expertise include pre-marital advice, post-marital dispute resolution and international child abduction. We provide our clients with:

- Pre-marital legal counseling, including pre-marital property. We guide our clients to gain an insight of how to avoid the pitfalls that may result in discord and how to prevent problems that arise in, and ultimately end, a marriage.
- Advice on relevant procedures for our clients who are interested in performing a civil marriage in Cyprus.
- Post-marital dispute resolution, including divorce, alimony/maintenance, property division, guardianship, custody and visitation rights, adoption, paternity recognition and others.
- Comprehensive and sound advice on international child abduction cases, including preventative measures, the process of filing and prosecuting a complaint, and on available defences in the case of prosecution. We are a proud member of the Reunite International Child Abduction Centre, a specialised family lawyers network, focusing on the movement of children across international borders. We have accumulated extensive litigation experience in child abduction cases in Cyprus under The Hague Convention and the European Regulation.

We advise on all matters arising from the formation or breakdown of relationships and on all aspects of wealth protection and inheritance planning for individuals and their families.

Insurance & Personal Injury

We represent individuals, major insurance companies as well as private corporations active in the insurance sector.

Our civil trial practice covers a broad range of contentious matters:

- Malpractice defence
- Negligence claims
- Damage to property
- Employment injuries
- Professional claims
- Public liability claims
- Employer's liability
- Defective products
- Motor vehicle accidents, drink driving accidents, boating accidents, aviation accidents, dangerous amusement park accidents, farm accidents, swimming pool accidents, construction accidents and other.

If you have suffered an injury as a result of a traffic or workplace accident, medical malpractice, a defective product, nursing home abuse, an animal bite, or if your case relates to any of the aforementioned practices, you should consider getting advice from one of our personal injury lawyers. Our legal team can help you claim compensation for medical expenses, lost salaries, pain and suffering, temporary or permanent disability and other injury-related expenses.

We operate one of the largest insurance and personal injury practices in Cyprus with an unmatched high client satisfaction rate.

Intellectual Property

Cyprus has ratified all major international intellectual property law related treaties, has harmonised national law with EU legislation and along with the domestic regulations, provides a consistent legal framework in the context of intellectual property law.

The protection of intellectual property rights is essential to the competitiveness of most organisations and it is a cornerstone in today's marketplace. We have an established specialised Intellectual Property Law Centre (IPLC) providing legal services on all aspects of Intellectual Property law, helping our clients to protect, develop and enforce their intellectual property rights.

Our IPLC advises and provides legal representation in regards to the protection and enforcement of intellectual property rights on the following matters:

- Trade mark registration in Cyprus
- Maintenance and enforcement of all trade marks, trade names, patents, copyright and industrial designs associated with the organisations of our clients
- Advertising law matters, related to the laws and rules which govern the advertisement of products
- Infringement and opposition proceedings
- Passing-off and unlawful competition
- Anti-counterfeiting procedures, aiming at injunctive relief
- Recovery of damages as preventive measures against infringements of IP rights.

Private Trusts & Funds

Our advisory team deals provides legal advice and assistance in achieving a solid, lawful and efficient management of family wealth, in a manner that will adhere to the wishes of the private client. Our services include the setup of trusts and foundation arrangements (including Cyprus International Trusts), advice on wealth management relationships, asset protection relationships, set up of bank accounts mandates and ancillary services.

Our team provides legal advice and representation on a variety of Investment Fund matters, such as:

- Drafting the constitutional documents of Investment Funds
- Preparation and submission of the relevant applications to the regulator
- Liaising with the regulator
- Assisting with the appointments of Depositary, Fund Administrator including drafting relevant agreements
- Fund re-domiciliation
- Fund restructuring
- Obtaining Cyprus Citizenship through an AIF
- Advising on fund management and governance as well as on regulatory and compliance issues
- Represents clients in investigations and litigation involving regulatory entities around the world.

Our litigation team has substantial experience in defending trust arrangements that may be challenged for various reasons and regularly represents settlors, trustees and beneficiaries in Cyprus trust litigation.

Private Estates & Administrations

People live complicated lives. They may own assets in more than one jurisdictions other than Cyprus or they may own property in Cyprus but still live outside Cyprus. Difficult legal issues may arise when planning for succession, making wills and estate planning an important way out for avoiding problems. Experts are important to help making decisions that produce efficient and trouble free outcomes for individuals and families.

Our areas of work include:

- Comprehensive advice on all aspects of inheritance, including beneficiaries, administration and tax
- Preparation of wills
- Filing with the Court's Registry
- Probate and estate administration
- Trusts, asset protection and international estate administration
- Re-seals of foreign Grants, obtaining Grants for Cyprus assets for cases in which the deceased lived and was domiciled abroad.

Our team maintains experience and expertise in acting for families, heirs, executors, personal representatives, beneficiaries and trustees.



Public Procurement

We are experts in advising on all aspects of procurement law, working with our clients on the practical application of procurement rules, as well as supporting them when they are being challenged under procurement rules or when they wish to challenge procurement decisions.

Public procurement matters pertaining to the supply of goods and service contracts: we take care of all legal issues related to tenders in Cyprus, including structuring the tender transaction and choosing the appropriate tendering procedure, preparing and advising on procurement documents, conducting the evaluation of tenders and managing the procurement process and contract award issues.

Antitrust practice offering a complete range of services regarding antitrust, competition, regulatory and trade issues, including merger clearances, joint ventures, licensing and distribution, restrictive practices, abuse of dominance, cartel investigations, concerted practices for enterprises, compliance programmes, state aid, liberalisation and privatisation.

Our areas of work include:

- We provide public procurement services to:
- Public Organisations; and
- Private Clients.

Regulatory

Keeping in pace with new regulations and the expectations of the regulator is key to firms remaining competitive and compliant. However, understanding and implementing complex regulatory change programmes can be a significant burden on existing resources and competencies of an enterprise in-house business as usual compliance team.

Our Regulation team specializes on the rules and practices implemented by the Cyprus Securities Commission (CySec) and maintains substantial expertise and experience in governance, risk and compliance matters.

We offer a wide range of services, whether for larger scale change programmes or for more focused advice, including:

- Interpretation and implementation of regulatory changes;
- Helping firms remain compliant with the regulatory framework and mitigate the risk of breaching the rules;
- Guiding firms to create and review their compliance policies and processes;
- Advice on specific business practices advice across all regulatory matters.

Dealing with the increasing complexity and volume of regulation remains a significant challenge for enterprises of all sectors. Regulators expect enterprises to understand their approach and agenda and conduct their business accordingly.

Real Estate

Our real estate practice is at the forefront of the increasingly complex and evolving real estate market in Cyprus. Our practice provides innovative commercial advice to all market participants focusing on sales and acquisitions, title, land use, development, leasing, finance, joint ventures, restructuring, litigation and arbitration.

More specifically we advise both individual and corporate clients on:

- Transactions and disputes involving commercial and residential property
- Sale/purchase agreements involving Cyprus real estate
- Acquisition of Cyprus property by foreign nationals
- Property management for non-residents
- Estate planning and administration
- Mortgaging and finance
- Contractual and/or property disputes
- Enforcement of court judgments
- Statutory tenancy, evictions, unpaid rents and fair value
- Applications and pleadings submitted to Rent Control Court.



Sanctions, Anticorruption & AML

Harris Kyriakides assists clients in carrying out their business within the jurisdiction of the Republic of Cyprus in compliance with economic sanctions, export controls, and national security restrictions imposed by the Government of Cyprus or otherwise applicable within the jurisdiction of Cyprus as a result of rules and regulations promulgated by the United Nations, the United States, the European Union, the United Kingdom, and all other nations. Navigating sanctions and trade regulations can be an overwhelming challenge for multinational corporations, small businesses, and private individuals alike.

Our areas of work include:

- Advises clients on their obligations, including recommending the implementation of preventative measures, such as rigorous compliance programs, manuals, training and internal audit mechanisms.
- Advise on compliance with anti-corruption laws.



Shipping & Aviation

We provide experienced legal counsel in admiralty and shipping in Cyprus. Our team is able to understand a wide scope of transactional work relating to the shipping and the maritime industry and, more importantly, their interrelation with regulatory, corporate, financial, legal and business issues.

Our areas of work include:

- We provide comprehensive advice on a wide range of legal services in the shipping industry and the particulars of Cyprus maritime law.
- Our services involve the provision of legal advice and representation on agreements, litigation and arbitration proceedings concerning shipbuilding, sale and finance of ships, formation and maintenance of shipping companies and ship registration in Cyprus, as well as related matters such as charter-parties and insurance.



Tax Litigation

Our experience, expertise, domestic knowledge, and familiarity with European tax law enable us to face the challenges of tax law in modern times. We seek to identify irregularities, achieve successful settlement from the onset of a dispute, while in cases where actions are taken to Court, we provide legal representation, defending the interests of our clients and seeking to assist the Court in achieving a just outcome in relation to the matters of the litigious dispute. Pursuant to article 146 of the Cyprus Constitution, the decisions of the tax authorities are subject to judicial review of administrative action.

Our areas of work include:

- Preparation of case assessments, presentation of various scenarios and their possibilities before and after the filing of an application.
- Representation of legal and natural persons in tax litigation disputes before the Administrative Court and the Supreme Court of Cyprus.

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Larnaca

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Limassol

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Paphos

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Paralimni

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5289 Paralimni, Cyprus