



## PAN Hao

Lawyer

city:  
Shanghai

phone:  
021-52377005-8017

e-mail:  
panhao@baclaw.cn

### Professional expertise

Contract dispute, labor dispute, corporate compliance

### Personal Profile

Mr. PAN Hao graduated from Shanghai Maritime University with a bachelor degree in commercial law. He used to work at the intellectual property department of a foreign enterprise, being responsible for translating patent application documents, updating and collecting laws and policies, and archive management. After joining the Legal Advisor Center of Blossom & Credit, he mainly engaged in corporate legal advisory services and various litigation and arbitration businesses arising from such advisory services.

Mr. PAN Hao's efforts cover but are not limited to: answering legal queries and issuing relevant lawyer's opinions; drafting and reviewing contracts; handling of disputes over employee dismissal and non-competition; and corporate compliance management and legal training. During his practicing career, he provided various legal services for many domestic and foreign large-sized enterprises, including: Trumpf, Carrier, Tofflon, Anyige Electric, Stanley Hardware Tools, Mankiewicz Innovative Coatings, Walraven, Dadi Steel Structure, Atlas, Zhongke New Life, Ningbo Jun'an Pharmaceutical, Torres Wine, etc.

### Representative performance

- Participated in the arrangement for relocated employees of a China-Japan joint venture automobile air conditioner manufacturer, in which Mr. PAN assisted in document drafting, comment collection, and employee mobilization, and made on-site interview with employees to eventually help the client achieve smooth transition.
- Participated in the investigation by X Environment Protection Construction Materials Co., Ltd. into the suspected infringement of the company's interests by a former senior officer during his term of office, cooperated to audit and verify the reasonableness of all the reimbursement items and management decisions made during his term of office, and issued the investigation report to eventually help the client report to the superior group.
- Participated in the establishment of a compliance system by multiple state-owned enterprises and their subsidiaries in Guangzhou and Nanjing, issued compliance risk reports based on on-site due diligence investigation, cooperated to sort out laws, regulations, standards, and

other compliance requirements at each compliance stage, formulated the list of key compliance obligations, and eventually cooperated with the client to complete the inspection and acceptance of the compliance management system by the superior group.

- Represented a foreign enterprise in the air conditioning industry to conduct compliance investigation into the suspected fraud conducted by a senior officer of its branch, interviewed with subordinate business personnel of such senior officer to explore clues, fixed evidence through notarization, and eventually caused the client to terminate the labor contract with such senior officer to avoid a potential case of labor dispute.
- Represented X Machinery Manufacturing Co., Ltd. in the case of dispute over rescission of a lease contract with the landlord of its plant; despite the lack of evidence for the client and the hard attitude of the landlord, promoted negotiation through litigation, and eventually helped the client recovered losses for overpaid rents.