

Success is better when  
it's shared.



PwC Legal





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# Management Statement



Catherine Baflast  
Managing Partner



Audrey Rustichelli  
Deputy Managing Partner

Over the last decade, the legal market has undergone **profound transformation**, going from a supply to a demand market. Companies of all sizes are gathering together teams of highly-qualified and experienced lawyers. Their expectations are multiple, but they have a single objective: **“to maximise the value brought by their lawyer”**.

In our firm, we realise that many of our clients are looking for ways to progress in an ever-changing world shaped by **technology** and growing customer demands for **personalised and quick services**. On the local market, we often deal with small and mid sized companies, offering them **intimate and specialised services tailored to their needs** and to their growth and success, which often involves working to integrate solutions where their advisers can act together across skill sets, and across borders. Our more global clients also have **high expectations**, aiming to leave a significant footprint in the global market, gaining additional resources and **expanding their networks worldwide**.



In this context, international legal professionals work together driven by a **mutual and increasingly customer-centric approach**. What we have observed is the development of relationships between lawyers and consultants in order to offer, in complete independence, a combination of their **strengths and skills** to better serve clients who are increasingly concerned with **agility and efficiency**. These factors helped to inform our decision to become PwC Legal, Luxembourg.

The PwC Legal global network is the **largest in the world by its geographical coverage**, which constitutes a considerable advantage and a source of added value for our clients. PwC's integrated approach to our global "legal" entities provides "end-to-end" services, free of complexities between different providers through a single point of contact. It also offers greater visibility and global monitoring of business issues. As part of this **global legal network**, we can combine the extended benefits of a large network with the close contact with clients of a small law firm.

What makes us stand out in the PwC Legal network is that we are not a spin-off from inside the company. One of our strengths is our background - where we come from and who we are. Founded in 2004, **the former MNKS was a top-ten well known legal firm** already before we made the strategic decision to join the international PwC network in December 2018 and changed our name to PwC Legal.

As an independent law firm registered with the Luxembourg Bar whilst benefiting from the synergies with the PwC network, we are **unique on the Luxembourg legal market**. Our clients benefit from a range of professional legal services, but also from the reassurance of recognised **standards of quality**, as well as our **strong ethics and independence**.

We are proud of what we have already achieved and excited about our future. If you are looking for the **best of an independent law firm that really cares**, with a distinctive value proposition, combined with the strength of a global network, then come and chat with one of our lawyers at PwC Legal. It could be the start of a long and successful relationship.

Catherine & Audrey

# PwC Legal at a glance

PwC Legal is a full service firm, offering a full range of services in the following practice areas:

- Alternative Investments
- Corporate Restructuring
- Mergers and Acquisitions, Private Equity
- Real Estate
- Banking & Capital Markets
- Investment Funds
- Technologies & IP
- Employment

To deliver high value to its clients, our firm benefits from the synergies with the PwC global network, making it unique on the Luxembourg legal market.





**Crystal park building - This is where you will work!**



# Why Luxembourg?

*Your gateway to Europe*

*Wide range of European institutions hosted in Luxembourg*

*Access to talent*

*Leader in global fund distribution*

*Stable and reliable*

*Innovation*

*Low economic risk*

*European Logistics hub*

*Excellent Connectivity*

*Business friendly*



*Just arrived in Luxembourg, scan here*



*Nightlife - scan here*



# The power of our network

PwC Legals' global network is one of the *largest in the world* by its geographical coverage. Our international scope allows us to provide global coordination and integrated advice to a wide base of domestic and international clients whose business activities reach beyond Luxembourg. At the same time, PwC Legal focuses on building and maintaining strong client relationships while forging a culture of customer service excellence.

**4000+**

Legal, technology and consulting professionals

**100+**

Territories, one of the largest global networks by geographic coverage

**8+**

Centres of Excellence in strategic locations

**Global network**

of technology alliance partners





# Our value proposition



## *Reliability*

What clients particularly value is our ability to deliver consistent services, on time and within budget.

## *Technical expertise*

Our lawyers have exceptional technical and human qualities and have mainly gained their experience in international networks or leading local law firms and are used to handling complex legal issues.





### *Acting as a business partner*

When advising clients, we will not only take into account the legal aspects of their needs, but also ensure to have a comprehensive understanding of the clients' business and needs. Our lawyers consider themselves as being true business partners to our clients.

### *Availability*

Our lawyers are available, responsive and pragmatic. Our clients get the reach of a global network with the close attention of an independent law firm.



# Growth and Development

*We invest in our employees' professional growth*

**PwC Legal** provides you with direct access to our clients and the best international firms with which we handle complex cross-border transactions. As part of our tuition in Luxembourg, we offer a variety of *training and development programs*, including workshops, courses and mentorship. The expertise of our partner's or counsel's, working on transversal projects, BD Development activities or secondments to our clients, will help you gain the knowledge and experience you require to take your career to *the next level*.

"No one can discover you until you do. Exploit your talents, skills and strengths and make the world sit up and take notice."

**Rob Liano**

# Corporate Social Responsibility

PwC Legal is dedicated to making a positive impact on the community and the environment. We work on improving the lives of people around the world, in particular the most vulnerable. Our network supports a number of initiatives and we regularly donate to various associations and NGO's, notably, the Luxembourg Red Cross, Rëm Schaffen and the Follereau association.

## ***Rëm Schaffen***

*PwC Legal* has a long-term relationship with Rëm Schaffen, a non-profit association, that advises and supports people in their efforts to find employment. We regularly welcome candidates in our premises. We define a strategy together and offer personalised assistance to support individuals in developing a professional project.

## ***Follereau association***

The Follereau Foundation is a Luxembourg-based NGO committed to promoting the quality of life of the most vulnerable African communities. It supports local and inclusive initiatives in response to local needs in terms of health, education, protection and emergencies.

*PwC Legal* supports the Follereau association by donating IT material to adults and children in need.

## ***Luxembourg Red Cross***

*PwC Legal* make regular donations to the Luxembourg Red Cross supporting people around the world in emergency situations, refugees, survivors of trafficking, and those facing chronic hunger.



# Diversity and Inclusion

PwC Legal understands that *diversity and inclusion* are critical components of a successful and sustainable workplace. They foster a culture of *respect, fairness, and collaboration*, which, in turn, leads to better business outcomes and a more *positive impact on society*.

Our work environment is *enriched* by the perspectives of its members and is inclusive of their different characteristics, creating a work culture in which everyone feels *equally listened to and involved*.



Our *network values*



# Sustainability

In PwC Legal Luxembourg we have implemented many environmental actions in relation to our state-of-the-art building and car policy:

- Reducing the operating time of the ventilation system
- Reduction of the heating temperature

- Reducing lighting in car parks and switching off unnecessary lights completely
- Switching off the lighting in the building's traffic corridors (evenings, weekends)
- Disconnection of boilers in toilets
- Zero waste policy

- Satellite offices made available for employees, reducing the number of journeys between home and work.
- In the coffee corners, all cups have been removed and each employee must bring his or her own cup.
- In 2027 we will move to a building with two environmental certifications: Breeam and Well

- From 2022 onwards, it is only possible to order cars with electric or hybrid engines

# Well-being in the work place

PwC Legal is committed to the well-being of our employees in the workplace. We foster a sense of community and engagement among employees through team-building activities, social events, and other opportunities for connection. Our workspace, its design and amenities also contribute to a positive work environment.



## *Our employees benefit for instance:*

- ▶ Satellite offices near German, French and Belgium borders that help to reduce commuting time
- ▶ A cafeteria with well balanced meals, healthy choice menus and vegetarian options / also a coffee shop with fresh pastries
- ▶ Sports facilities and daily classes
- ▶ A terrace in the summer for BBQ's, games and various activities
- ▶ Employee social events
- ▶ A bar for evenings to connect with colleagues
- ▶ Luncheon vouchers
- ▶ Concierge - Notably: dry cleaning, cinema tickets and car wash



# Work **hard** and have **fun**!

PwC Legal encourages a **positive work environment** that balances **hard work with fun!**



Our **young and dynamic team** took part in the ultimate team-building race IMMORUN by IMMOBEL in Luxembourg. **Good humour, energy and motivation!**



A fun packed team building weekend in the beautiful city of Bruges, Belgium (Venice of the north). **Memories that will be cherished forever!**



# Bruges-Team building

*Team games on the beach, finishing off with an evening out in the city!*



*Throughout the year our **events team** organises various social events including: musical quizz evenings, gaming nights, **Xmas market**, family days and many more!*



# Our recruitment team



Joëlle Marsot  
COO



Eugénie Venturini  
HR Manager

If you are looking for a new challenge and want to be part of a ***dynamic team***, click on the code below to see our latest job vacancies or send your CV to: [recruitment@pwclegal.lu](mailto:recruitment@pwclegal.lu)

*Good life begins, with a good company!*







*To visit our  
website, scan here*



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