

# What defines Sladen Legal

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**Everything we do  
embodies the passion  
and entrepreneurial  
spirit of our clients.**

**This engenders a true spirit  
of partnership and genuine  
culture of collaboration.**

It's what makes Sladen Legal a refreshingly different kind of law firm, yet one still grounded in a tradition of over 100 years of pioneering legal thought.

Our values create a clear vision and an unwavering focus on carving out the road ahead for private enterprise.

Achieving results that can change a life, a business, an industry, a community, or the world.



**“If you do things well,  
do them better.  
Be daring, be first,  
be different, be just.”**

Anita Roddick

**“If everyone is moving  
forward together,  
then success takes care  
of itself.”**

Henry Ford

**“My interest in life comes  
from setting myself huge,  
apparently unachievable  
challenges and trying to  
rise above them.”**

Richard Branson

Here to make a difference

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# Sladen **redefines** Legal **services**



# The values and value we bring to the table today

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**“Here lies the dust of one who in public life never paltered with conscience, never took an unfair advantage of his own position or another’s, never sought a selfish end, never stooped to flattery or calumny or railing, but lived for the public good, and inspired others with the same high purpose.”**

Sir Charles Sladen’s eulogy

Although Sir Charles Sladen ceased being a practicing lawyer and member of the firm as early as 1854, his values still shape much of the way we approach business today.

**Fierce**  
We represent private enterprise with determination and passion to achieve great outcomes.

**Pioneering**  
We will always explore new ways of thinking to create more opportunities.

**Champion**  
We seek the legal truth and best result for our clients.

**Great communicator**  
We speak and act with absolute clarity and total transparency.

**Performer**  
We believe actions speak louder than words.

**Trustworthy**  
We treat every client with integrity and respect.



## Our business focus

At Sladen Legal, we specialise in working with private enterprise. This enables us to provide astute advice and outcomes in the following key service areas.

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### Commercial disputes

We offer personalised service to clients requiring representation in commercial disputes, providing expert advice and counsel throughout the litigation process. Our individualised approach ensures that our clients are receiving specialised, realistic and professional advice, with minimal impact on their business.

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### Tax disputes

We are fierce advocates for private enterprise. Our tax dispute team apply superior technical and procedural knowledge and experience to strategically manage and resolve Federal and State tax office investigations, negotiations and litigation.

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### Mergers and acquisitions

We understand the legal issues and commercial drivers faced by business owners in mergers and acquisitions, ranging from sale and purchase of business or shares in a company, mergers and management buy outs. We utilise our extensive experience and our expertise in areas such as taxation, property and intellectual property, to ensure our clients are identifying and maximising opportunities, with the aim of achieving the best commercial outcomes from what will likely be a significant milestone for their business.

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### Business structuring

We provide comprehensive advice to business owners on a range of business structuring issues through all stages of the business life cycle. Our expertise extends to intra-group relationships, investor agreements, roll-overs and structuring generally. Our primary objective is to explore all available options before identifying the structure and intra-group arrangements that will deliver the best possible outcome for our client.

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### Property and development

We assist our clients with the structuring and negotiation of complex joint venture arrangements, property transactions and commercial and retail leasing. Some of Australia's largest privately owned property developers are our valued clients and they rely on our proven capacity to advise on all aspects of property development, including structuring prior to acquisition, purchase, development of the project and delivery.

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### Intellectual property

Intellectual property distinguishes a strong business and gives it an advantage in a competitive environment. We assist businesses in identifying, protecting, commercialising and defending their intellectual property by securing their assets and ensuring that they are the ones who rightly benefit from their innovation – now and in the future.

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### Business succession

We understand the importance of business succession planning. We also understand the many challenges that our clients face in developing an optimal succession plan for both wholly owned family businesses and iconic privately held Australian enterprises. A deep understanding of all legal issues faced by private enterprise is required to put in place innovative succession plans that will continue to evolve during the life of the business.

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### Commercial contracts

We provide clarity to our clients to help them understand the commercial realities that face their business and the industry they work in. Our commercial contracts team knows the importance of both strategic and everyday commercial decisions to businesses, enabling us to work with our clients to provide commercially focused outcomes within short time frames.

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### **Personal succession**

We assist high-net-worth individuals and business owners to preserve and pass on the wealth that they have accumulated during their lifetime. Our expertise in trusts, taxation, superannuation and asset protection enables us to develop succession plans that are both robust to withstand challenge from third parties, but also flexible enough to adapt to an ever-changing economic environment.

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### **Family business**

With extensive experience working with family-owned businesses, we understand the unique factors, pressures, and challenges they face. We bring this understanding to all aspects of our consulting, with a particular focus on working with the business and family members to minimise conflict, align goals and achieve successful outcomes. We frequently prepare family constitutions, sit on business advisory boards and conduct or participate in family meetings.

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### **Employment, industrial relations and occupational health and safety**

We partner with private businesses to deliver productive and harmonious work environments. Our team's commercially focused approach assists employers to navigate the evolving employment law landscape. We ensure that our clients remain compliant with all legislative requirements while also implementing workforce management strategies that exceed our client's expectations. From preparing contractual and policy documentation, to conducting litigation in all state and federal courts and before the Fair Work Commission, we deliver a full service to our clients across all facets of employment, industrial relations and occupational health and safety.

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### **Trust law**

We are recognised by the industry's peak bodies as leaders in the ever-changing sphere of trust law. We have a deep understanding of its implications for taxation and succession planning, business and investment structuring and asset protection.

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### **Asset protection**

We leverage the depth of our experience in taxation and trust law to ensure that our clients and future generations of their family maintain control over the wealth accumulated or managed during their lifetime.

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### **Superannuation**

We understand that superannuation is one of the most important structures in a family group and that it should not be looked at in isolation. In addition to having up-to-date super knowledge, our team take a holistic approach to ensure that amounts, and assets, held in super are appropriately dealt with during a member's life and through succession planning. We also assist in super related transactions, audits and disputes, and super documentation.

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### **Taxation**

Led by industry recognised tax experts and technical commentators, our taxation team provides insightful and understandable commercial solutions to addressing complex and evolving Federal, State and international revenue laws. Our tax experts lead and shape our tax systems through industry and government enquiries and forums.