



Legal Service

BLANCAS SANDOVAL & ASSOCIATES S.A.C. is composed of professionals who have a solid experience conducting audits to large companies and business groups of the country, from different economic sectors. This experience was achieved by working in first class companies in the world. Our staff is made up of professionals specialized in financial, tax and accounting audits, and is constituted with the commitment to contribute to the success of our clients' businesses, through the creation of added value product of our professional action.

We consider ourselves as a different Firm from our competitors in relation to the strategy, structure, organizational culture, responsiveness and the approach of the service we provide. The presentation of our professional services is characterized by innovative and creative solutions that enhance the growth, competitiveness and profitability of our clients' businesses. The service we provide is carried out with multidisciplinary teams formed in the "Big Four" and integrated with our clients, being the transfer of approaches, methodologies and knowledge, the main benefits that our clients obtain from our professional performance. We are looking for long term relationships.

These differences have made us a firm that is characterized by the quality of the professional services it provides and the speed at which we can give answers to the inquiries and inquiries of our clients.

BLANCAS SANDOVAL & ASSOCIATES assures you:

- ✓ Personalized Service. The team assigned to serve your organization is always available at any time of the year to assist with your needs and inquiries.
- ✓ Timely Service. The planned and agreed upon dates of presentation, discussion and delivery of our reports is strictly adhered to.

OUR LEGAL SERVICES

At UHY Blancas Sandoval & Asociados we have a multidisciplinary legal department that works in a flexible and personalized way, adapting to the needs of our clients.

Our team of lawyers has the experience and the necessary resources to advise you nationally or globally with full guarantee of quality and responsiveness.

ENVIRONMENT

- Processing of activity licenses according to current regulations and related procedures (preparation and integrated drafting of works reports, engineering, sonometry, acoustic impacts, environmental monitoring programs, self-protection plans, etc.).
- Initial control actions and periodic reviews, legalization of adequacy of activities; self-protection plans.
- Environmental assessment reports, DIA.
- Water use, fees, legalization of wells, water concessions, hydrological plans.
- Special activities: mining concessions, mining grid maps, extractive activities and others with severe environmental impact.

PHARMACEUTICAL LAW

- Pharmaceutical concessions.
- Opening and transmission of pharmacies.
- Medication record.
- Clinical trials
- Intervention in all kinds of administrative procedures.
- Contentious-administrative proceedings: legal management of contentious-administrative appeals in all areas of Administrative Law and before all jurisdictional instances, both individual and collegiate.

LABOR LAW - ADVICE ON LABOR RECRUITMENT

- Drafting of all types of employment contracts. Special reference to exclusivity, non-competition and confidentiality agreements.
- Questions of geographical and functional mobility and other substantial changes in working conditions.
- Day, vacations, absences and sanctions of the employees.
- Resolution of the employment relationship at the request of the company and legal defense in legal proceedings before the social jurisdiction.
- Recruitment and termination of employment contracts of senior managers.
- Cessation and extinction of senior management contracts, legal and practical procedures.
- Labor contracting of foreign or community personnel.

*The next level
of service*

HUMAN RESOURCES

- Compensation systems and share option plans.
- Pension plans and complementary social security.
- Manuals on conduct policies and protocols.
- Prevention of occupational hazards.
- Equal Opportunities Plan.

COLLECTIVE BARGAINING AND LABOR RELATIONS

- Pacts and collective agreements.
- Advice on restructuring operations, reorganization, partial or total closures, layoffs groups, employment regulation files, early retirement, income systems and relocations.
- Design of strategic plans for their execution, social plan and contingency plan within the employment regulation file.
- Implementation of substantial modifications to collective labor contracts.
- Management of the strike and other collective disputes.
- Representation of the company in its relations with unions.
- Management of the lockout.

CORPORATE REORGANIZATIONS AND PRODUCTIVE DECENTRALIZATION

- Labor and Social Security audit.
- Transmission / succession of company.
- Outsourcing and subcontracting activities.

ADMINISTRATIVE AND ADMINISTRATIVE PROCEDURES IN LABOR AND SOCIAL SECURITY MATTERS

- Assistance before the Labor Inspectorate.
- Sanctioning procedures.
- Work accidents.
- Settlement of Social Security debts.
- Contentious-administrative appeals in labor and social security matters.

LABOR AND SOCIAL SECURITY ADVICE FOR EXPATRIATION AND IMPATRIATION

- Advice on the applicable social security regime.
- Advice and elaboration of the contractual clauses of said processes.
- Preparation of assignment letter.
- Development of employee expatriation policies.

GENERAL TAXATION

- Continuous tax advice.
- Closing analysis of the fiscal year.
- Advice on special regimes.
- Fiscal consolidation.
- Indirect taxes.
- Taxation of individual persons.
- Taxation of legal entities.
- Local taxes.

INTERNATIONAL TAXATION

- International tax planning. Tax advice on foreign investments and Investments made in Peru by foreign entities.
- Taxation of impatriates and expatriates.
- Tax advice related to international holding companies, tax optimization in repatriations of dividends, royalties, interest, etc.
- Tax advice on national holding companies (ETVE).
- Tax advice and planning in internationalization processes.

TAXATION OF MERGERS, ACQUISITIONS AND BUSINESS REORGANIZATIONS

- Corporate restructuring and structural modifications of companies: mergers, acquisitions, spin-offs, block transfer of assets or liabilities, contributions from the branch of activity, changes of tax residence, exchanges of securities, etc.
- Analysis of tax contingencies through due diligence processes.
- Tax advice for joint ventures and economic interest groups.
- Tax advice on inheritance and gift tax

