



**Vikram Shroff**  
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*Vikram has been advising several leading multi-national companies on intricate and challenging aspects of the complex labour laws in India, helping them navigate through the maze of over 100 laws (national and state-specific) dealing in employee matters.*

*He regularly advises clients on new age HR issues such as employee stock options, intellectual property assignment, competition and solicitation restrictions, structuring of expatriate and secondment arrangements, post-merger integration, compensation structuring, diversity & inclusion, and code of conduct & social media policies.*

*His expert advise is sought for urgent and sensitive matters such as employee harassment, employee fraud, policy violation, confidentiality breach, whistleblowing and investigations, employment termination, restrictive covenants and employment litigation.*

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#### **Experience**

- Partner, AZB & Partners (2024 – Present)

#### **Key Practice Areas**

- Employment/Labour & Benefits

#### **Memberships**

- Co-Chair, IBA's Employment & Industrial Relations Law Committee
- Editorial Board, International Employment Lawyer
- Subject Matter Expert - Industrial Relations, SHRM India
- Member, SEBI Committee on Employee Share-Based Plans & Sweat Equity Regulations
- Bar Council of Maharashtra & Goa (2003)

#### **Professional Qualifications**

- Bachelor of Law, GLC, 2002
- MMS (Fin), Rizvi Institute of Management Studies, 1998
- BCom, NM College, 1996

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*'Band 1' for Employment and Real Estate by Chambers & Partners Asia-Pacific, (2024)*

*Recognized as a 'Elite Practitioner' for Labour & Employment by AsiaLaw (2024)*

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