



**SHERBIR PANAG
PARTNER**

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Sherbir Panag is the chair of Panag & Babu's, internationally acclaimed and highly respected – Compliance and Investigations Practice. Sherbir has deep experience in defending multinational companies and conducting internal investigations in matters involving criminal and regulatory proceedings, as well as counselling clients on navigating India in a compliant manner. Sherbir's practice has consistently been listed as a market leader for white collar crime in India and is ranked by Who's Who Legal, Chambers & Partners and the Legal 500.

Through the course of his career, Sherbir has helped multinational companies across sectors, address their complex and sensitive issues. Sherbir has led investigations and acted as defence counsel in some of India's most high profile cases, which have also had an interplay with law enforcement in the United States, Europe and Asia. These matters have involved allegations of bribery and other misconduct under Indian and foreign anti-corruption laws such as the U.S. Foreign Corrupt Practices Act, U.K. Bribery Act; financial and regulatory fraud (e.g., non-performing assets / loan impairment, tax evasion, insolvency and bankruptcy proceedings); procurement fraud; infrastructure fraud (e.g., misuse of development funds sanctioned by multilateral development banks); violation of sanctions laws; and violation of corporate governance and corporate policy norms.

Sherbir is a Senior Fellow at the Wharton School's Carol and Lawrence Zicklin Center for Business Ethics Research and is a member of Cornell University's - Meridian 180. He regularly lectures and writes on subjects on the subject of white-collar crime, compliance and business ethics.

Sherbir also serves on the Advisory Group of the Deutsche Gesellschaft für Internationale Zusammenarbeit's (GIZ) Alliance For Integrity and was a member of the International Bar Association's anti-corruption expert group that made a submission on Australia's foreign bribery laws to the Australian Senate Economics Reference Committee.

Prior to founding the Law Offices of Panag & Babu, Sherbir was a partner at MZM Legal in Mumbai and served as a Director of the Roxin Alliance.

PROFESSIONAL LISTINGS

- Recommended by Chambers and Partners as a '*Leading Lawyer for White Collar Crime*' in the Asia Pacific for the years 2015, 2016, 2017 and 2018.
- Listed as one of the '*40 under 40 Rising Stars of India*' by Legal Era Magazine in 2016.
- Listed by Who's Who Legal as an expert for *Business Crime Defence: Corporates* in 2018.

PUBLICATIONS

- [Anti-Bribery and FCPA Compliance Guide for U.S. Companies Doing Business in India.](#)
- [How to Customize Your Compliance Program in Response to India's Updated Anti-Corruption Legislation, published by the Anti-Corruption Report.](#)

- [Ten Tips for Performing Effective Anti-Corruption Investigations in India, published by the FCPA Report.](#)
- [Diwali: An Opportune Moment for an Anti Corruption Compliance Reminder, published by JD Supra.](#)
- [Anti-bribery compliance meets permits, approvals and licences in India, published by the IBA Anti Corruption Committee.](#)
- [Where India's Companies Act meets the FCPA, published by Law 360.](#)
- [Differences in the Application of the Attorney-Client Privilege in Different Jurisdictions and the Impact on Global Internal Investigations, published by the Society of Corporate Compliance and Ethics.](#)
- [Employee Terminations Stemming from Internal Investigations – Perspectives from the United States, Peru, Poland, Lithuania, Estonia, and India, published by Foley & Lardner](#)
- [India Modernizes its Arbitration System: U.S. Companies Should Consider Arbitration Clauses in Indian Commercial Contracts, published by Lexology.](#)
- [Lessons to Draw From the Mondelez FCPA Settlement for Dealing with Permits, Approvals and Licenses in India, published by the Society for Corporate Compliance and Ethics.](#)
- [Compliance Challenges in India: Why your program may not translate \(Whistle- blower Complaints - Part 1\), published by the Society for Corporate Compliance and Ethics.](#)
- [Compliance Challenges in India: Why your program may not translate \(Effective Due Diligence Part 2\), published by the Society for Corporate Compliance and Ethics.](#)
- [Recent Supreme Court Decisions and the Prevention of Corruption Act, published in the Afim Compliance Bulletin.](#)
- [Bribery & Compliance in India, published by JD Supra.](#)
- [Misconceptions About India's Anti-Corruption Framework, published by the FCPA Professor.](#)
- [A focus on Indian pre-contract integrity pacts, published by the FCPA Professor.](#)
- [Navigating the gift, entertainment and hospitality landscape in India, published by the FCPA Professor](#)
- [Challenges of arbitration in India, published by the Corporate Disputes Magazine.](#)
- [Catching companies that bribe published by Business Standard](#)
- [India's Anti-Corruption Laws must take cues from its foreign counterparts, published by Legal Era](#)
- [The growing need for criminal compliance, published by Legal Era](#)
- [Bail: Law, Trends & Judgments - published by Lex Witness](#)
- [Legal Developments in anti-corruption in India, published by the Criminal Law Section of the International Bar Association.](#)
- [Money Laundering \(Amendment\) Bill, 2011 - Comparative analysis with UK and German Laws, published by Lex Witness](#)

MENTIONS IN THE PRESS

- [PNB scam: Why it's time to change the way fraud cases are handled in India, *Economic Times*](#)
- [Experts Ponder Role of Trump Organization Compliance Counsel, *Wall Street Journal – Risk and Compliance Journal*.](#)
- [India's defence procurement rife with risk, *Wall Street Journal – Morning Risk Report*](#)
- [MoD's blacklisting policy for arms vendors has few of the promised changes, *Business Standard*.](#)
- [Corruption in defence procurement, blacklisting must remain an option, *Business Standard*](#)
- [Private Bankers are Public Servant decrees the SC, *Moneylife Magazine*](#)
- [Law Firms Venture Into Audit Companies Turf, *Economic Times*](#)

- [New Corruption Laws May Level the Field for US Business, *Wall Street Journal – Corruption Currents*](#)
- [From NYPD Fraud to Firing the Cops, *Wall Street Journal – Corruption Currents*](#)
- [Wal-Mart halts expansion of cash & carry stores till 2015, *Economic Times*](#)
- [Catching companies that bribe, *Business Standard*](#)

PROFESSIONAL MEMBERSHIPS

- Bar Council of Maharashtra and Goa, Member
- International Bar Association, Member
- International Association of Penal Law, Member
- Society of Corporate Compliance and Ethics, Member

EDUCATIONAL QUALIFICATIONS

- Bachelors of Business Administration & Bachelors of Law (B.B.A/LL.B), Symbiosis Law School, Pune, India.

LANGUAGES

- English (native)
- Hindi (native)
- Punjabi (native)

FIRM OVERVIEW

The Law Offices of Panag & Babu is a boutique firm with offices in New Delhi and Bengaluru, India. Panag & Babu, are trusted advisors to several publicly traded, Fortune 500 and DAX 30 companies and form a critical component of our clients India strategy and growth.

The Firm focuses on advising multinational companies in matters pertaining to Business Crimes, Commercial Litigation, Corporate Compliance and Technology Laws. Our team of experienced attorneys excel in handling cross border, multi-jurisdictional cases, providing seamless and comprehensive legal solutions to our clients.

Chambers & Partners, Asia Pacific Guide 2018 Commentary:

Sherbir Panag of the Law Offices of Panag & Babu is singled out by clients as a "fantastic lawyer" who is "an expert in the area of white-collar investigations," "understands global multinational corporations and their needs and is outstanding in helping them get from A to B in a practical and legally compliant way." Proficient in advising on anti-corruption laws and acting on bribery, fraud and money laundering matters, he is also sought out for his compliance advisory skills.

Who's Who Legal, Business Crime Defence 2018 Commentary:

Sherbir Panag at Law Offices of Panag & Babu is "exceptionally smart and has an ability to diagnose a legal or business problem effectively". One source effuses: "He is extraordinarily effective in helping craft practical and implementable solutions to difficult problems for clients."