



# Charles Smye

**Associate**

**People and reward**

**Primary practice**

People and reward

# About Charles Smye

**Charles is an associate in the People & Reward department in London. He advises on a broad range of employment, incentives and pensions law in transactional, contentious and advisory contexts.**

During his time at Freshfields, Charles has spent time on secondment to the litigation and regulatory enforcement team of a major international bank.

## Recent work

- Advising Stanley, Black and Decker, Inc. on the disposal of its security business for \$3.2 billion.
- Acting for Croda International plc on its divestment of its PTIC businesses to Cargill Inc for c.€900 million.
- Advising London Stock Exchange Group plc on the employment and incentives aspects of its €4.325 billion disposal of the Borsa Italiana Group.
- Advising on the initial public offerings of Dr. Martens, Pepco Group and Pod Point.
- Advising a global investment bank in defending a sex discrimination claim, which was struck out by the Employment Tribunal.
- Advising on various other employment tribunal claims in connection with unfair dismissal and whistleblowing.
- Advising a financial services client on the exercise of clawback to a former employee's compensation.
- Advising various clients (both public and private) on the hiring and departure of senior executives, including consideration of management incentive arrangements.
- Conducting investigations for various listed and private companies into allegations of bullying and harassment.

## Qualifications

### Education

- University College, University of Oxford, UK (BA Jurisprudence, first class)
- BPP Law School, UK (Accelerated Legal Practice Course (LPC))

### **Professional qualifications**

- Solicitor, England and Wales

### **Professional memberships**

- Employment Lawyers Association
- Share Plan Lawyers
- Association of Pension Lawyers

# **Contact Charles**

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## **London**

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