

SERVICE OVERVIEW

CONNECTING YOU TO A BETTER FUTURE

Humans seek connection. When we connect, we propel and flourish. This connection allows us to do things that wouldn't be possible on our own.

It is this union and energy that is our compelling driver to shape an enriched future for our clients and community alike.

SERVICE OVERVIEW

We are a firm of talented individuals who pride ourselves on our specialist legal knowledge and expertise in the following areas:



COMMERCIAL LAW

The Harwood Andrews commercial team connects you with experience, expertise and a desire to share in your success.

We believe that viewing matters from all angles, and acquainting you with our network, will provide the greatest insights for the transaction and advice services we offer.

It could be engaging our tax and employment team on a complex M&A deal or business restructure, deepening relationships with local councils through our planning team, or working with our property specialists to execute a commercial leasing transaction.

Let us guide you through:

- > Business Structuring and Succession
- > Trust Law
- > Consumer Law
- > Commercial Contracts
- > Corporate and Private Capital
- > Intellectual Property
- > Mergers and Acquisitions
- > Tax & Superannuation



DISPUTE RESOLUTION & LITIGATION

Whilst commercial litigation is a varied practice, corporates, businesses, and individuals seek out Harwood Andrews' formidable litigation experience to instruct and navigate them through their circumstance ensuring their interests are protected.

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It's this proven history of successful resolutions that makes the team well versed in disputes arising in relation to land ownership, partnership and shareholders arrangements, commercial and business trading, tenancy and owners corporation to claims extending to consumer law and trade practice compliance, recovery of debt or proceedings against the regulatory bodies, ASIC and ACCC.

The team's acumen and expansive knowledge relating to the agricultural and building and construction industries, sees our lawyers regularly advising clients and peak industry bodies on business and legal developments.

Let us guide you through:

- > Insolvency & Debt Recovery
- > Building & Construction
- > Commercial disputes.
- > Dispute with regulatory bodies and government agencies including ASIC and ACCC.
- > Shareholder and business ownership dispute.
- > Franchising dispute.
- > Farm business dispute.
- > Land ownership dispute.
- > Retail and commercial tenancy dispute.
- > Owners corporation disputes.
- > Mortgage default and debt recovery.
- > Insurance dispute.
- > Professional negligence claims.
- > Trusts and will disputes.



PLANNING & ENVIRONMENT

With demonstrated and revered experience working alongside local government, state government, planning authorities and statutory bodies, the planning and

environment team intimately understands its decision-making processes and objectives, resulting in pragmatic advice to these authorities or developers seeking approval.

It is this devoted focus that sees the team advising on a broad range of commercial, residential and infrastructure projects across an array of industry sectors including retail, residential development, commercial, agricultural, industrial, aged care, wind, and mineral resources.

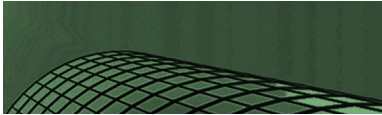
Additionally, the team regularly represents clients in matters before the Planning and Environment List of the Victorian Civil and Administrative Tribunal (VCAT) and Ministerially Appointed Planning Panels and Advisory Committees.

Let us guide you through:

- > Planning Scheme Amendments, including rezoning.
- > Planning permit applications and other planning approvals.
- > Planning Panel and VCAT appeal advocacy and dispute resolution.
- > Development contributions and development agreement under section 173 of the Planning and Environment Act 1987.
- > Site acquisition and environmental due diligence.
- > Management of environmental approvals, contamination, pollution abatement notices and clean up notices under the Environment Protection Act 1970.
- > Heritage matters.
- > Aboriginal cultural heritage management plans.
- > Planning and other regulatory compliance, enforcement, prosecution and defence.
- > Environmental Effects Statements.
- > Commonwealth environmental approvals advice.

SERVICE OVERVIEW

- > Compulsory acquisition, valuation and compensation.
- > Water law.
- > Environmental sustainability.
- > Regulation of gaming machines and licensing.



PROPERTY

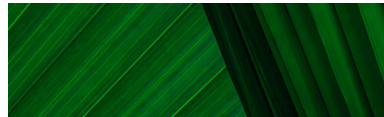
Whether it's the purchase, sale or lease of a commercial, industrial or residential property, land or estate, Harwood Andrews' property team provides end-to-end concise and frank advice that draws on the expertise of the commercial, tax, planning and environment, local government and the dispute resolution and litigation teams.

It's this sophisticated, well-informed direction that sees the distinguished team act for private clients, small to large property developers, councils and statutory authorities on an array of matters including:

- > commercial leasing
- > easements and covenants
- > off-the-plan contracts and sales
- > mortgage and securities advice
- > boundary disputes
- > property and land tax advice
- > adverse possession
- > compulsory land acquisitions

Let us guide you through:

- > Residential Conveyancing
- > Commercial Conveyancing
- > Commercial Leasing & Licensing
- > Property Development Subdivisions
- > Owners Corporations
- > Retirement Villages and Aged Care



WILLS & ESTATES

Whatever your relationship status is, whatever assets you own, having a valid will ensures that your estate is distributed to your beneficiaries as you intend. It is equally important to ensure that you have appointed a trusted person or persons to make financial, personal or medical decisions for you during your lifetime if you lose capacity due to illness or injury.

The Harwood Andrews' Wills & Estates team will collaborate with you to tailor a suite of documents that takes into consideration your wishes, your unique family and financial circumstances, tax-effective estate planning options, to ultimately, minimise the risk of future disputes. This includes tailoring:

- > a will, including some more complex will structures such as testamentary trusts or special purpose trusts
- > the appointment of a medical treatment decision maker
- > enduring powers of attorney (financial & personal)

In creating these documents, the Wills & Estates team will guide you through:

- > appointing executors, trustees and guardians
- > giving effect to your wishes about the distribution of your assets
- > protecting the interests of disabled or "at risk" beneficiaries
- > dealing with the future succession of family trusts
- > business and family farm succession planning
- > superannuation funds (including SMSFs) and making a binding death benefit nomination
- > taxation of superannuation death benefits
- > establishing testamentary trusts and special disability trusts

- > options for blended families
- > dealing with separation or divorce
- > mutual wills agreements
- > determining capacity for someone to make a decision or sign a document

Let us guide you through:

- > your will
- > enduring powers of attorney and appointments of a medical decision maker
- > superannuation death benefit nominations
- > probate and estate administration
- > contesting a will and other disputes regarding wills
- > family farm succession planning
- > VCAT administration and guardianship applications



EMPLOYMENT LAW & OH&S

Undoubtedly, one of the most complex elements of a business is its employees. It is a balancing act between creating a culturally positive and productive workplace whilst remaining focused on the commercial objectives and strategy.

Harwood Andrews' employment team will work with you to safeguard your operations through the myriad of ever-changing employment obligations including contracts and policies, awards, and statutory compliance through to performance management, bullying, discrimination or sexual harassment, and terminations to OH&S obligations.

The team is also well versed in industrial relations, including enterprise agreements and industrial disputes.

It's this well-rounded experience that sees the commercial and litigation teams consult the group about protecting their clients' assets, intellectual property interests and establishing confidentiality and restraint of trade clauses.

SERVICE OVERVIEW

Let us guide you through:

- > Performance management and termination
- > Occupational health and safety
- > Workplace policy development
- > Unfair dismissal
- > Employment contracts
- > Enterprise Agreements and industrial disputes.
- > Anti-Discrimination



FAMILY LAW

When a relationship ends, you want someone who understands the complexities of separation and divorce, parenting arrangements and responsibilities such as child support. You may need assistance in circumstances where a company, trust, business and capital gains tax liabilities are a consideration, or help to negotiate who children will live with and spend time with.

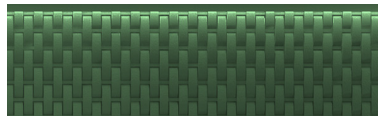
The Harwood Andrews' Family Law team takes a pragmatic and client focused approach to strive for an amicable outcome through mediation or agreement.

In working collaboratively with other areas of the firm such as Wills and Estates, Commercial Law and Disputes groups, the Family Law team takes a holistic approach to your complex financial and taxation issues, superannuation funds, parenting matters and the division of property and assets in the context of a separation or divorce.

Let us guide you through:

- > determining capacity for someone to make a decision or sign a document
- > Separation and divorce
- > Parenting Arrangements
- > Mediation
- > Property and financial settlements
- > Spousal maintenance

- > Child support
- > Financial Agreements
- > Litigation and court representation



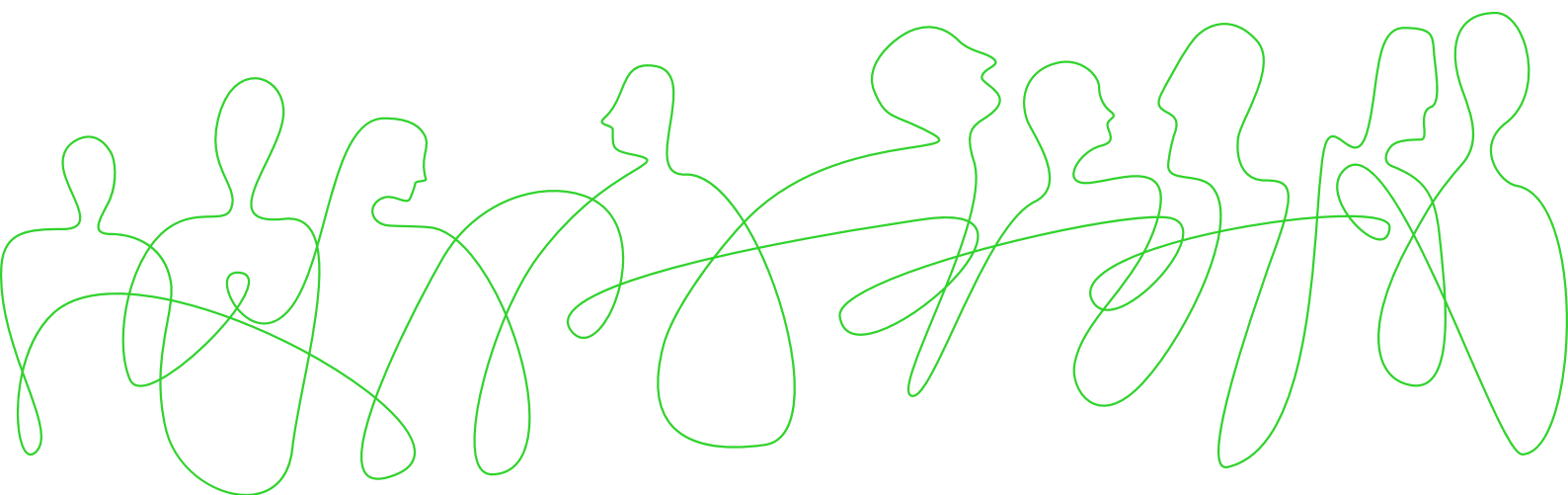
ONLINE SERVICES

We recognise that in this online world, it's essential to offer choice of time and place to take care of personal or business necessities. This doesn't mean you have to compromise on quality legal documents or turnaround time.

Our online services are quick and affordable by doing things the smart way. Our online processes are designed to be intuitive and user-friendly. Whether it's a personal Will, or privacy statement for your website, our online legal services are available to complete at a time that suits you.

Our online services include:

- > YourWill - Online Wills & Powers of Attorney
- > Fixed Fee Conveyancing Quote
- > Family law - Find out where you stand
- > Section 173 Agreements
- > Online Trust Deeds
- > Confidentiality Agreements
- > Website Terms of Use
- > Privacy Policies



OUR PROMISE WE WILL:

- › Communicate with you openly and with clarity, ensuring that we are meeting your needs and expectations.
- › Provide you with expert advice and demonstrate a commitment to achieving your results.
- › Provide you with price certainty and transparency in fees and charges.
- › Keep you informed.
- › Always respond to you within one business day.
- › Do what we say we will do.

THE STRENGTH OF PARTNERSHIP

We believe that making the right connections - with each other, our clients and the broader community - will create a future in which individuals, business and government thrive when connected with our judgement and expertise.

Our talented people are deeply ingrained in, and invigorated by, our clients and our broader community reaching their greatest potential.

Our expertise lies in providing strategic, compelling, and comprehensive solutions by connecting our people, our relationships and our technology to transform a situation.

It is a privilege to work alongside our clients, all of whom shape the industry they operate in or create a better future for their families and businesses. We've celebrated through the good times, and united during the tougher times. It's this confidence in our partnership with our clients that drives us to excellence.

We uphold a socially responsible attitude and provide generously to the betterment and advancement of our community.

It's this diversity of clients, sectors and community engagement that make our people better people. We're curious, we're tenacious and we're driven. And above all, we're committed to finding an avenue that makes businesses and lives thrive.

CONNECTEDNESS SEEDS GREATNESS

Anchored in our ethos is a purpose of belonging—for our clients, community and staff—it is this intersection where partnership and collaboration rejuvenate our clients and community to a greater state.

APPROACHABLE APTITUDE

We are a firm comprising good-natured, knowledge-hungry, lateral thinking and transformative focused individuals.

AVENUES FOR SOLUTIONS

Gaining trust and creating partnerships flows from knowing more than just the law. It's immersing ourselves in each client's situation to deliver commercially cutting-edge and pragmatic advice.

CONNECT
WITH
US

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