T&P

# Trifirò & Partners

avvocati

EN

# LAW FIRM INTRODUCTION

# INTRODUCTION TO OUR LAW FIRM

Established in Milan during the 1960s by Salvatore Trifirò, Trifirò & Partners has earned a reputation as a leading firm in Labour Law, Corporate Law, Banking and Insurance Law, Intellectual Property and Competition Law, and Privacy and Data Protection. Trifirò & Partners offers comprehensive legal services to Italian and international companies, supporting them daily in safeguarding and expanding their businesses both domestically and internationally. The firm has extensive experience in managing complex transactions such as mergers, acquisitions, and branch transfers. Our team consists of over 80 lawyers and paralegals, coordinated by partners and bolstered by an international network of renowned law firms. Operating from seven offices across Italy, we practice in all courts, including the Supreme Court, Council of State, Constitutional Court, and the Court of Justice of the European Union.

Trifirò & Partners is a founding member of Plurijus, a European network of independent, high-ranking law firms. Through the Plurijus Network, we provide cross-border perspectives and global thinking, along with in-depth knowledge of business, markets, and jurisdictions.

# A COMPLETE CORPORATE ADVISORY

With the assistance of specialist corporate advisory firms, companies can adopt the most effective policies and strategies to protect their interests and avoid litigation.
This approach enables them to face any disputes from a position of strength, having prepared and implemented effective contractual

models, or made production, commercial, or organisational decisions in line with regulatory requirements and the company's needs, thereby limiting the risks of their conduct infringing applicable legal provisions.

*Trifirò and Partners*

T&P
Trifirò & Partners

# PRACTICES AND EXPERTISE

- **Labour, Industrial Relationships, and Agency:** Employment and Management Relationships, Trade Union Law and Industrial Relations, Agency Relationships.
- **Corporate and M&A:** Mergers and Acquisitions (M&A), daily Corporate Assistance, Corporate Finance, Asset Planning, national and international transactions, Corporate Litigation and Arbitration.
- **Finance and Insurance:** Banking and Finance Law, Insurance Law.
- **Litigation:** Legal assistance and consulting in all courts.
- **Intellectual Property, Competition, Art, and Sports Law:** Industrial and intellectual property, competition law, IT, media and social media, art and sports law.
- **Insolvency Procedures and Reorganization Processes:** Turning insolvency procedures into opportunities and tools for recovery.
- **Compliance:** Privacy and data protection, companies' corporate liability (Italian Legislative Decree 231/01).

# BUSINESS AREAS

Our expertise allows us to provide visionary strategic advice on business objectives, extrajudicial preventive advice, judicial assistance, and arbitration proceedings.
We assist entrepreneurs, private and public companies, and individuals in every business sector:

- Manufacturing and Automotive
- Chemical and Pharmaceuticals
- Fashion and Design
- Food and Beverage
- Commerce, Large-scale Retail Trade and Services
- Banking, Finance and Insurance
- Energy and Multi-Utilities
- Telecommunication, Media, Publishing and Advertising
- Public Sector and Healthcare
- Transport and Security Services

# RECOGNITIONS AND AWARDS

Trifirò & Partners is one of the most highly ranked Italian law firms and a leader in the field of labour law. With a history spanning over 60 years, the firm has also been recognised as a major legal advisor for companies in all domains of corporate law, civil law, intellectual property, corporate compliance, and data protection. Numerous awards of excellence in both national and international environments have been bestowed upon the firm over the years. Our most recent awards include:

**TOP LEGAL AWARDS 2024**
Lawyer of the Year Employment Executives: Damiana Lesce

**LE FONTI AWARDS 2024**
Lawyer of the Year Corporate Law: Vittorio Provera

**LE FONTI AWARDS 2024**
Lawyer of the Year Employment Law, Banking, and Insurance Sector: Jacopo Moretti

**LEGAL COMMUNITY AWARDS 2024**
Law Firm of the Year Litigation Labour

**CORRIERE DELLA SERA 2024**
Top Ranking Law Firm

**IL SOLE 24 ORE 2024**
Law Firm of the Year

TopLegal
Awards

YOUR
PARTNER

# PRACTICE AND EXPERTISE

## Labour, Industrial Relations and Agency

Employment and Managing Relationships, Trade Union Law and Industrial Relations, Agency Relationships.

## Corporate and M&A

Mergers and Acquisitions (M&A), Day-to-Day Corporate Assistance, Corporate Finance, Asset Planning, National and International Transactions, Corporate Litigation, and Arbitration.

## Finance and insurance

Banking and Finance Law, Insurance Law.

## Litigation

Legal assistance and consulting in all courts.

## Intellectual Property, Competition, Art and Sports Law

Industrial and Intellectual Property, Competition Law, IT, Media and Social Media, Art and Sports Law.

## Insolvency Procedures and Reorganization Processes

Turning insolvency procedures into opportunities and tools for recovery.

## Compliance

Privacy and Data Protection, Companies' Corporate Liability (Italian Legislative Decree 231/01).

# LABOUR, INDUSTRIAL RELATIONS AND AGENCY

**Employment and Managing Relationships**

The firm provides legal assistance to businesses in all matters pertaining to employment relationships, from negotiation of contracts to advisory services related to development and termination (collective or individual dismissal), in addition to salary issues. We provide assistance to clients in litigation in all stages of civil proceedings, administrative and arbitration. The firm assists companies on all issues regarding the management of the employment relationship: disciplinary proceedings, privacy and control, maternity leave, health and safety, transfer of workers, secondments, expatriates, etc.

**Trade Union Law and Industrial relations**

We have strong expertise in negotiation with unions and work councils, drafting company collective agreements, and managing litigation for unfair behaviour towards the unions.

**Agency Relationships**

The firm advises on matters relating to agency relationships on behalf of major companies (including industries, banks, insurance companies). We are involved in the preparation of contractual texts, their review, and provide advice on every aspect of the relationship between agents and representatives. We also offer legal assistance throughout the national territory in cases of litigation.

# CORPORATE AND M&D

**M&A and Private Equity**

The firm advises clients through every phase of their deals in domestic and international corporate acquisitions, disposals, and general commercial transactions. Our services encompass both industrial and private equity operations, offering a comprehensive 360° legal advisory—from initial document negotiation, through legal due diligence, to the final execution of deals. We also assist in banking and corporate finance matters, handling transactions involving both secured and unsecured loans. Additionally, we support clients in the creation and development of both corporate and contractual joint ventures, for both national and transnational operations.

**Contracts and day-to-day Corporate assistance**

We provide guidance to companies at every stage of their lifecycle, assisting with daily corporate activities such as shareholders' and board of directors' meetings. In today's rapidly evolving business landscape, companies often need to adapt contractual terms for customers, suppliers, and business partners. Our firm is equipped to advise on the analysis, drafting, and implementation of various contracts required for business expansion, as well as setting up consortia and business networks. We ensure that suitable safeguard clauses are included. Additionally, we offer comprehensive support during due diligence processes and in the preparation of corporate documents for the acquisition, assignment, or lease of businesses and merger agreements.

**Asset planning**

Our firm has a longstanding history of advising and assisting families and their individual members on asset-related issues, including registration, administration, protection, and intergenerational transfer. We provide both in-court and out-of-court assistance, focusing on the unique needs of each client. Our services include setting up trusts and equity funds, and identifying legal structures that protect assets—whether real estate, moveable assets, or shares. This ensures smooth asset transition between generations and protects personal and business assets.

# FINANCE
# AND INSURANCE

**Finance and Banking**

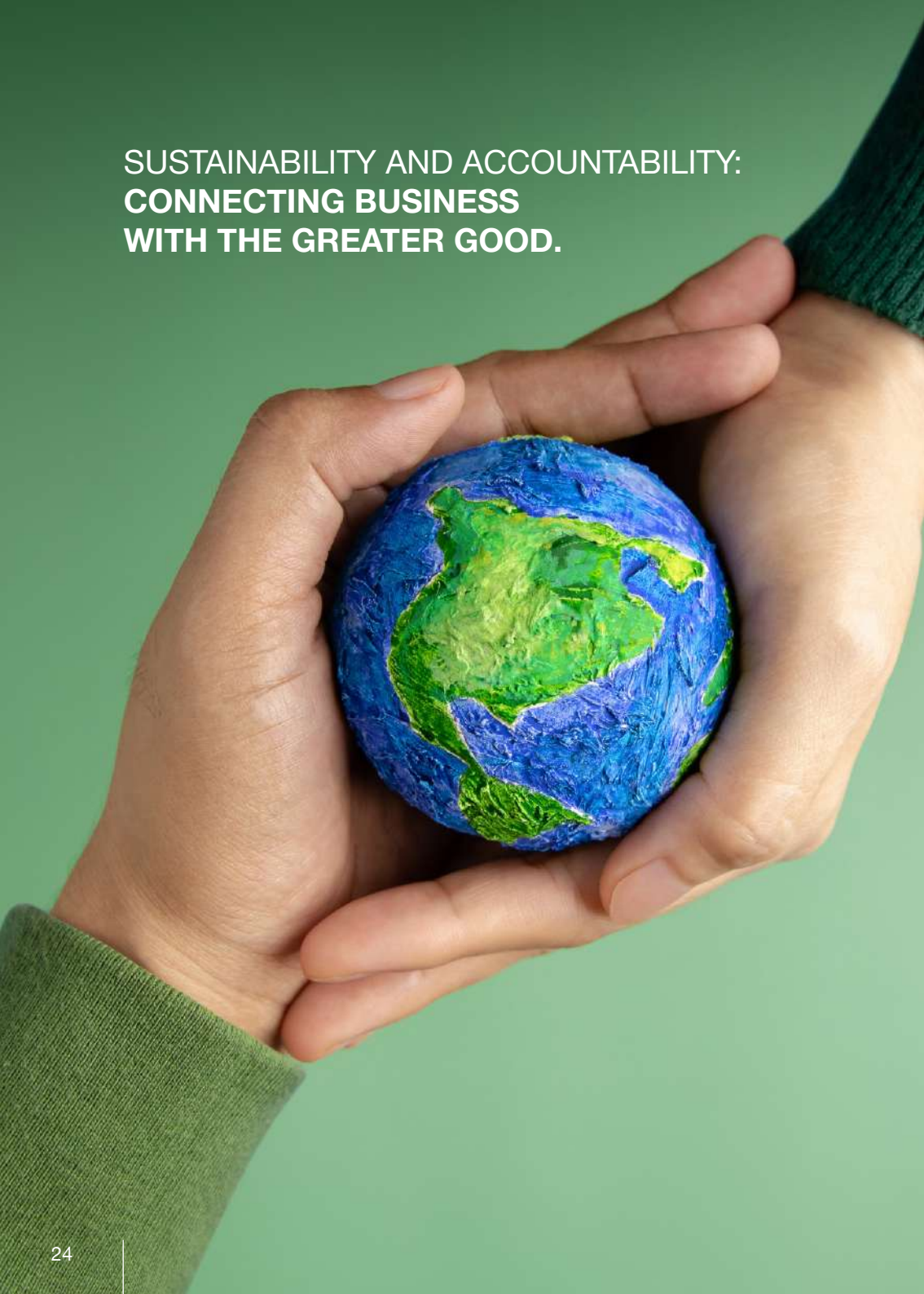
We offer comprehensive support within the banking sector, ensuring full compliance with both EU and Italian legislation regarding salary structures and the remuneration of directors and employees. Our team also manages the preparation of contractual documentation related to the analysis and implementation of new banking services. In addition, we assist our banking clients in negotiating agreements, including through mediation, to renegotiate the terms of contracts between lending banks and their customers. In legal proceedings, we represent clients in disputes over compliance with usury and compound interest regulations, as well as in matters of contractual and non-contractual liability concerning reports to the central credit register.

**Insurance**

We assist major insurance companies in planning, structuring, managing, and terminating their contractual arrangements with agents, producers, associates, consultants, and insurance brokers. We also handle any related legal disputes.

We are routinely instructed by insurance companies to manage litigation concerning damages arising out of policies against fire, theft, injury, etc., as well as life insurance policies (with both single and recurring premiums, whether stand-alone or combined with a financial component, unit/index-linked policies, etc.). We have long-standing and consolidated expertise in handling court cases and alternative dispute resolution tools, specifically conciliation and mediation.

# SUSTAINABILITY AND ACCOUNTABILITY: **CONNECTING BUSINESS WITH THE GREATER GOOD.**



# SUSTAINABILITY

Although there are mandatory regulations regarding sustainability within companies, many aspects of Corporate Social Responsibility (CSR) remain voluntary. However, companies, including small and medium-sized ones, can no longer overlook sustainability. This is necessary to achieve increased efficiency, enhanced competitiveness, and cost savings through the improvement of human resources, protection of the socio-economic context, and increased appeal to stakeholders.

From an Ethical/Social Standpoint: The implementation of the CSR concept should be viewed as a profitable business approach that adheres to legal and ethical standards while benefiting society as a whole. This can be achieved by identifying the sustainability practices that a company can adopt. It should be based on a communication strategy that is both internal (to engage employees and promote their well-being) and external (to capture the interest of stakeholders). The goal is to boost productivity, improve the company's attractiveness, and support the protection of the public good.

Methods of Applying Sustainability Practices: These include drafting a Code of Ethics that outlines the company's values, behavioural principles, and goals. Establishing company-level agreements, introducing additional protections, and reaching individual agreements are also important steps.

Trifirò & Partners

# LITIGATION

Trifirò and Partners is routinely asked to handle disputes of both straightforward and complex nature in all areas of law concerning business and individuals. A dedicated team of lawyers is assigned to assure expert assistance, even in urgent situations. This work involves both ordinary and special court proceedings, including the higher courts, as well as arbitrations and Alternative Dispute Resolution (ADR) tools, specifically Conciliation and Mediation.

Having our offices in several major cities (Milan, Rome, Turin, Padua, Bergamo, Trento, Parma) and a network of highly qualified correspondent lawyers throughout Italy and Europe means that we can guarantee the highest degree of professionalism and promptness in handling litigation.

We also pay close attention to assessing the merits of a case before going to court. This enables clients to fully appreciate the potential liabilities involved in litigation, its costs, and the possibilities for settling the matter out of court.

# INTELLECTUAL PROPERTY, COMPETITION, ART, AND SPORTS LAW

**Industrial and Intellectual Property**

Protecting know-how, industrial property rights, copyright, and trademarks has become an absolute priority for businesses operating in advanced markets. This ensures they can turn their resources and investments to account, expand, and strengthen their presence in target markets. In this regard, we provide out-of-court assistance, often in conjunction with engineers, technicians, and skilled experts working in various areas of manufacturing, IT, fashion, and services. This work includes finalizing agreements on the licensing, transfer, and protection of know-how, protecting trademarks, and cultivating a brand image.

**Competition**

The firm advises on disputes in the fields of unfair competition, employee transfers, misappropriation of clients, parasitic competition, and defamation.

**IT, Media, and Social Media**

Multinational media and marketing communications corporation. Our primary objective is to provide comprehensive assistance focused on the client's interests, especially in the field of digital communications and its content.

**Art Law**

We assist Italian and international artists in protecting their artworks and rights, both in Italy and abroad. Our services include advising them both in and out of court.

**Sports Law**

The firm advises leading sports clubs and athletes on significant legal issues.

INTELLECTUAL
PROPERTY

# INSOLVENCY PROCEDURES AND REORGANIZATION PROCESSES

**New Instruments to Shore Up Companies**

When an undertaking has financial problems and is facing insolvency, our firm may be involved in all related operations, including company and business reorganization processes. Our philosophy is to make the most of the synergies between our lawyers, who have different areas of expertise, to provide our clients with comprehensive and multi-disciplinary assistance. We take an active part in composition with creditors procedures, both at the preparatory stage for the submission of the application and during the implementation of the plan.

The firm prepares draft agreements on leases and/or assignments of business, assignments of assets and receivables, and waivers. We also handle the documents and corporate resolutions needed to initiate and successfully conclude the proposed composition.

Trifirò and Partners provides continuous advice and assistance to insolvency administrators and official receivers in their various areas, stages, and matters of concern. We utilize the integrated skills of our lawyers, working as a team. In the context of insolvency procedures, we are routinely instructed to handle disputes concerning civil law, business law (including Paulian actions, actions for liability against directors and auditors, actions to recover receivables involved in the procedures, etc.), and employment law.

# COMPLIANCE AND CORPORATE LIABILITY

**Privacy and Data Protection**

The firm has recognized experience in the field of privacy and data protection regulation. Following the introduction of the GDPR, the firm, building on its previous ranked experience, assists Italian and foreign companies in reviewing their internal policies to comply with the GDPR. The assistance provided by the firm also extends to ensuring compliance with Article 4 of the Italian Workers' Statute. This allows employers to process and use information obtained from devices given to employees for work activities (e.g., mobile phones, laptops, email accounts, and other similar IT equipment used by employees for work purposes).

The firm has strong expertise in drafting internal policies, which are duly published and delivered to employees. This ensures that employers can use the collected data without risking administrative fines, data breaches, or challenges by employees and trade unions.

**Companies' Corporate Liability** The firm has strong expertise in advising businesses on adopting and updating in-house procedures to comply with legal and regulatory provisions, including those issued by industry regulators. Among other things, we handle the adoption of organization models pursuant to Legislative Decree No. 231/01. This is done with consideration of the specific business sectors and the various regulations that may apply to the operations of individual firms, depending on whether their operations are supervised or conducted in regulated markets.

# TRADITIONS INTO THE FUTURE

**Library**

Trifirò and Partners has one of the most prestigious private law libraries, both in print and digital formats. The headquarters in Milan houses the vast legal library that belonged to Prof. Cesare Grassetti (1909-1990), composed of over 10,000 volumes, including ancient legal and historical texts of great value and rarity.

**Publication**

Building on decades of experience, Trifirò & Partners' lawyers have a constant production of publications. Field studies published by major legal publishing houses and specialized content for major newspapers and magazines are available in print and online. The firm regularly publishes its own newsletter and a podcast describing the most interesting and important legal news for the firm's clients. Every year, the firm presents the "Highlights," reporting insights, new legislation and case law, and an overview of the main news related to the current year.

**Events**

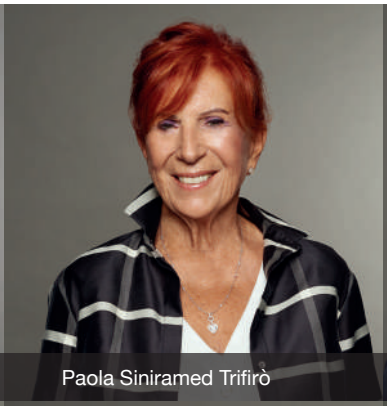
Trifirò & Partners collaborates with the highest-ranked law school in Milan. The firm regularly organises and participates in seminars and conferences advising on current issues for professionals, corporate executives, and managers.

# PEOPLE

# WELCOME TO TRIFIRÒ & PARTNERS

For us, placing the individual at the centre is both strategic and indispensable. Human-to-human communication is a cornerstone of the success of the services we provide to client companies, ensuring that the legal implications of the strategies implemented are both tangible and predictable for management.

Salvatore Trifirò


Paola Siniramed Trifirò

Giacinto Favalli

Bonaventura Minutolo

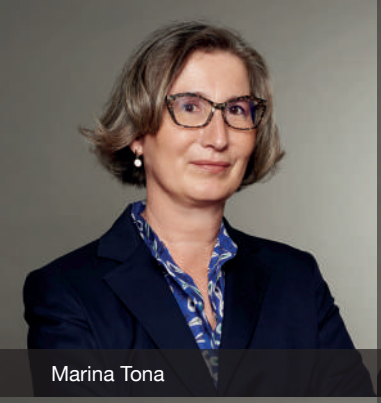
Vittorio Provera

Stefano Trifirò

Anna Maria Corna

Giorgio Molteni

Marina Olgiati


Marina Tona

Mario Cammarata

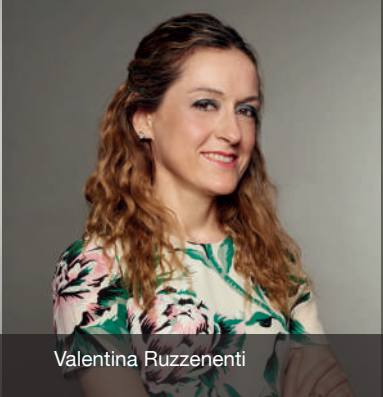
Luca Peron

Francesco Autelitano

Antonio Cazzella

Damiana Lesce

Mariapaola Rovetta Arici


Valentina Ruzzenenti

Luca D'Arco

Orazio Marano

Paolo Zucchinali

Angelo Di Gioia

Filippo Salvo

Tommaso Targa

Tiziano Feriani

Paola Balletti

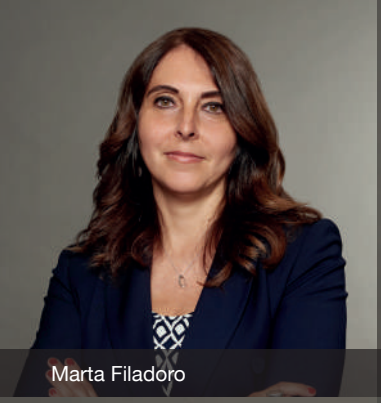
Claudio Ponari

Teresa Cofano

Andrea Beretta

Francesco Chiarelli

Enrico Vella


Marta Filadoro

Sara Lovecchio

Diego Meucci

Jacopo Moretti

Francesco Cristiano

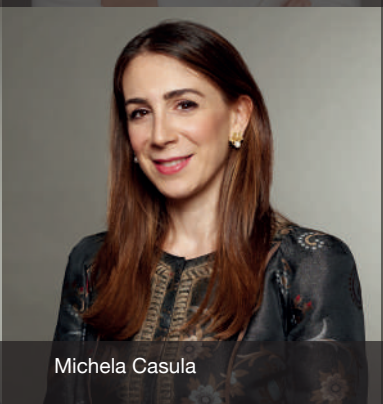
Giuseppe Gemelli

Barbara Fumai

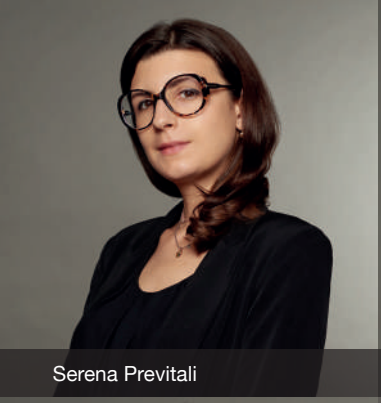
Anna Minutolo

Paola Lonigro

Francesco Torniamenti

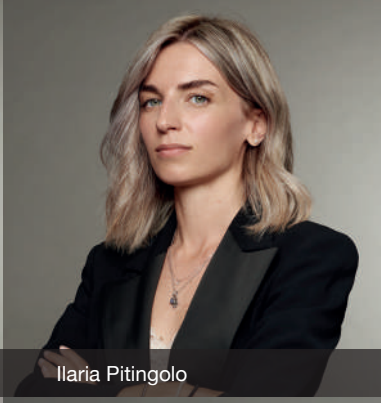

Michela Casula

Giuseppe Sacco

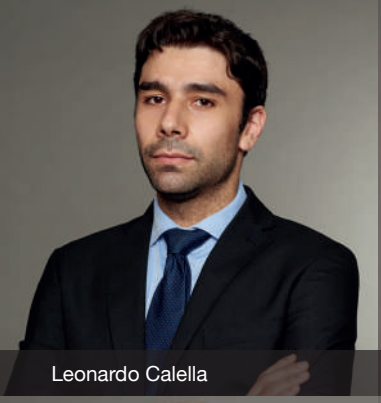


Serena Previtali

Alice Testa



Ilaria Pitingolo



Leonardo Calella

Jacopo Provera

Rebecca Pala

Elisa Trifirò

Matilde Agogeri

TRIFIRO.IT

# A WIDESPREAD PRESENCE


MILANO
Via San Barnaba, 32
Tel. +39 02 550011
Fax +39 02 5460391

TORINO
Via Giuseppe Giusti, 3
Tel. +39 011 19476553

TRENTO
Via Galileo Galilei, 24
Tel. +39 0461 260637
Fax +39 0461 264441

PADOVA
P.zzetta A. Sartori, 18
Tel. +39 049 661661

BERGAMO
Via San Lazzaro, 46
Tel. +39 035 0041661
Fax +39 035 19837161

PARMA
Strada XXII Luglio, 15
Tel. +39 0521 239465
Fax +39 0521 230441

ROMA
P.zza Giuseppe Mazzini, 27
Tel. +39 06 3204744
Fax +39 06 36000362


**CORRISPONDENT LOW FIRMS**

IN EU COUNTRIES, UNITED KINGDOM, UNITED STATES, CHINA, AND THE UNITED ARAB EMIRATES

BOTTEGAVISIVA.IT

T&P

Trifirò & Partners

avvocati

www.trifiro.it |