



Inna Kostrytska

Counsel | Head of Employment practice
Attorney-at-law

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Professional Expertise

- 20+ years of experience in labour law, corporate law and M&A
- Chair of the INTEGRITES HR Club, discussion platform for the private sector human resource management professionals
- Specializes in various employment issues related to sale or acquisition of business, complex reorganizations
- Experienced in compliance investigations, structuring labour relations, matters related to employment of foreigners, compensation & incentives, work discipline, staff redundancy, etc
- Represents employers in negotiations with trade unions, during mediation and court disputes with employees, labour audits

Industry Focus

- Information Technologies and Telecommunications
- Retail & Distribution
- Energy

Clients

- Autodoc, DHL, Dunapack Packaging, EuroCape/LongWing, Itron, Johnson & Johnson, Kleffmann, Ministry of Finance of Ukraine, Savencia Fromage & Dairy Europe, Servier, Sibelco, Ukrgasbank, Vetropack, Voodoo

Professional Membership

- Co-Chair of the Human Capital Committee of American Chamber of Commerce in Ukraine (since 2023)
- Ukrainian National Bar Association
- Ukrainian Bar Association

Education

- Karazin National University, Master of Finance, 2005
- Yaroslav Mudryi National Law University, Master of Laws, 2001

Languages: Ukrainian, Russian, English

Recognition

- Recognised as Practice Leader in Labour and migration, "Client's choice. TOP-100 lawyers of Ukraine 2023" by Yurydychna Gazeta
- Employment is recognized as Leaders of practice. Top positions, "Market leaders. Rating of the Ukrainian Law Firms - 2023" by Yurydychna Gazeta
- Recommended in Labour, Employment & Benefits, Who's Who Legal 2024

Selected projects

- **Autodoc Ukraine** | Advising on various employment and human resource management issues in Ukraine, including recruitment of persons with disabilities, requirements to employees' military registration, reservation of key employees from conscription to military service during martial law (2022 – now)
 - **Servier** | Advising the 2nd largest pharmaceutical group in France on numerous labour law issues in Ukraine (2022 – now)
 - **ITRON** | Advising the client in connection with the transfer of shares of a Ukrainian joint stock company in the process of the liquidation procedure. Obtaining a regulatory authorisation for such transfer (2021 – now)
 - **Savencia** | Assisting with the squeeze-out of minority shareholders of the client's subsidiary joint stock company, share capital increases, change of the corporate governance structure and day-to-day activities of the company (2019 – now)
 - **Leroy Merlin** | Conducting compliance investigation over several employees and bringing them to disciplinary liability.
- Advising the client on various employment law matters including hiring and dismissal of employees, staff redundancy, bringing employees to liability, labour audits conducted by controlling authorities (2019 – now)
- **Avia AM** | Advising the client during the compliance investigation, developing a strategy to prove illegal actions of the client's employees. Drafting all necessary legal documents during the investigation (2021)
 - **Christian Dior** | Drafting anti-corruption code and personal data protection policy, consents for personal data processing and cross-border transfer. Advising on GDPR and compliance matters (2019 – now)
 - **Ministry of Finance of Ukraine and Ukrgazbank** | Advising the Ministry of Finance of Ukraine and the state-owned Ukrgazbank on the inclusion of the International Finance Corporation (IFC) into the bank's share capital. Assisting with drafting the transactions documents (loan, implementation, shareholders, policy subscription, share purchase, put option, set-off agreements and other documents) (2021 – 2022)
 - **EuroCape / LongWing** | Advising the client on the corporate restructuring related to the construction of the wind farm in Ukraine, including the debt push-down through the share buy-back. Advising on the change of the ownership structure, conducting vendor due diligence of a Ukrainian subsidiary for receipt of the second phase's financing (2019 – now)
 - **Avia Solutions Group** | Advising a leading aerospace services group with almost 100 offices and production stations worldwide, on Ukrainian aspects related to the strategic partnership with Certares Management LLC, a leading US-based investment adviser operating in the tourism and hospitality sectors. Providing the client with VDD in respect of a Ukrainian company, covering different corporate, labour and regulatory matters, etc. (2021)
 - **VA Intertrading AG** | Advising the client on sale of an agricultural company which operates in grain silo in Ukraine. Advising on the restructuring of the buyers' side, drafting transaction documents, advised on security of the buyers' obligations. (2020 – 2021)
 - **Voodoo** | Advising on establishment of a joint venture in Ukraine, including drafting constituent documents, SHA and other transaction documents, advising on special legal regime for IT companies (Diia City) and drafting a gig-contract. Assisting on various employment law matters related to hiring employees in Ukraine. (2020 – now)
 - **IKEA** | Advising the client in connection with various e-commerce and customer protection law matters, review and revision of terms and conditions related to the website operation and online sale of goods, advising on functioning of pick-up points under effective COVID-19 quarantine restrictions (2021)
 - **Badoo** | Advising the client on various data protection issues, e-commerce and consumer law matters related to the operation of the client in Ukraine. Adaptation of Badoo's policies and terms of use to the Ukrainian law (2021)