



**PROFILE**

## TO WHOM IT MAY CONCERN,

*“At Ardean Law Chambers we believe that the role of a legal adviser is to do more than to provide technical legal advice”*

**ARDEAN Law Chambers** (ARDEANAttorneys) is one of the leading commercial lawyers' firms in the region. Our Office, which is located in the hub of Dar es Salaam, is a full service law firm, providing a full range of legal services in all fields of the legal practice, including corporate, business law, tax law, intellectual property, immigration law, real estate, insurance, banking and finance and litigation.

We also provide services relating to registration of companies, partnerships (firms), joint ventures, local and international Non Governmental Organizations (NGOs). Furthermore, we are also dealing with registration of Trade and Service marks, Patents and Industrial Designs in East African region (Tanzania, Uganda, Kenya, Rwanda and Burundi).

Our experience and professional background help our clients to reach their goals, covering their legal needs and solving their legal issues in the most advantageous way. Ardean Law Chambers boast of its wide pool of interdisciplinary experts and business connections outside the Firm as one of its valuable assets giving the Firm extra-capability to resolve clients' affairs with guaranteed efficiency. At Ardean Law Chambers timely delivery, accurate and proficient services as well as client's satisfaction are our fundamental assets.

Our legal team is ready for you.

*With this profile, we wish to introduce our Firm to you and look forward to establishing good cooperation with you in the future. We thank you for taking the time to read our Firm Profile.*

## WHO WE ARE

Ardean Law Chambers is a medium sized Tanzanian law firm and a widely appealing brand in the Legal Service Industry which attracts clients from the existing and emerging market.

The firm was founded in 2007 named TGG Legal Consultants and Attorneys. In April 2011, co-founders of TGG Legal Consultants rebranded the firm as Ardean Attorneys. In 2015 Ardean Attorneys changed its name to ARDEAN Law Chambers.

Ardean Law Chambers is a thriving and one of the most respected law firms in Tanzania with a well established reputation in the handling of contentious and non-contentious matters, for both commercial and non-commercial affairs.

The firm's wide pool of interdisciplinary experts and business connections are part of its valuable assets giving the Firm the extra capability to attend to clients' affairs with guaranteed efficiency.

The firm is duly registered by the Registrar of Business Registration and Licensing Agency, Tanzania Revenue Authority and licensed by the Ministry of Industries and Trade.

## MISSION, VISION, VALUES AND STRENGTH

### Our Vision

We aspire to be recognized as a successful, innovative and unique law firm focusing on results and client's needs.



## Our Mission

is to provide professional and trusted legal services that assist our clients to reach to their intended success.

## Our Values

**Commitment:** to treat the affairs of our clients like our own, with seriousness, responsibly and excellence.

**Effectiveness:** focus on results in line with the aspirations and expectations of our customers, always always guided by winning strategies, cost effectiveness, competence and intelligence.

**Integrity:** ethics above all, backed by fairness, honesty and transparency.

**Excellence:** a well done job with excellent quality, with the best legal and business solution.

## Our Strength

Ardean Law Chambers has an edge above the rest. Our understanding and experience about the legal regime in Tanzania, our commitment and desire to satisfy our clients give us a distinguished colour in the industry. We have the right persons in each field with outstanding expertise and capability to advise and support our clients in various legal matters. We are capable because of the following:

### First – Knowledge and Experience of the Firm

- ❖ The firm gives the assurance of being one of Tanzania's leading law firm with work force with extensive inter disciplinary knowledge. Our team is comprised of the members who have an excellent grasp and understanding of the legal, business and regulatory frameworks not only in Tanzania but also Kenya, Uganda, Burundi and Rwanda. Our Firm has been involved in providing various legal services to government institutions, individual persons, small business enterprises and multinational companies.

## Second – Quality and Experience of Individuals

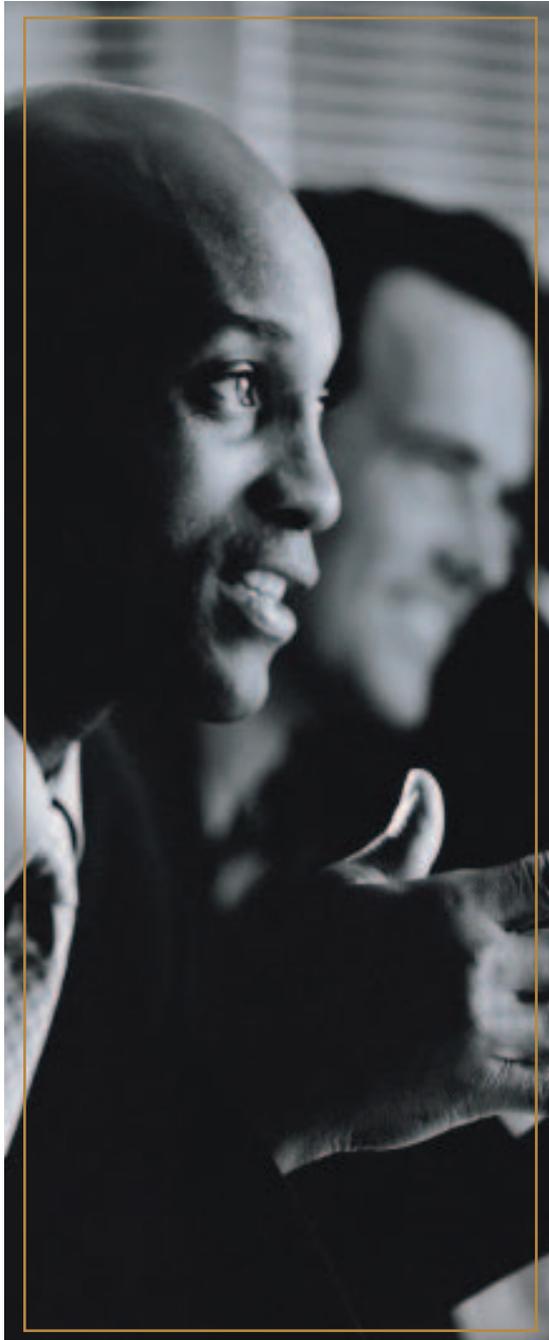
- ❖ Our first-rate multidisciplinary team consists of highly experienced experts in providing legal advisory services. There are no gaps in our knowledge or experience.
- ❖ Our team consists of Tanzania specialists with both local and international experience.

## Third – Our Approach

- ❖ At all times we aim at providing services, which are consistent with our client's commercial requirements and long term needs. We provide clear, immediate, concise and timely advice, which is directed at identifying the simplest and most cost-effective route to achieving our client's objectives.
- ❖ We analyze our clients' needs and develop methodologies that suit the environment in which our clients are operating. In doing so, we also help our clients take advantage of the opportunities while protecting them from risks.
- ❖ In order to ensure that our clients' desires are fulfilled in a timely and orderly fashion, the Firm is interlinked and associated with renowned consultants with experiences in a wide range of practice areas, thus making it possible for the Firm to call upon their expertise in rendering well-rounded opinion to its clients.

## Fourth – Our Philosophy

- ❖ Our philosophy is that the role of a legal adviser is to do more than to provide technical legal advice. We combine analysis of legal issues with a flexible commercial and business-like approach as to how those issues should be addressed. We believe, it is part of the roles of a legal adviser to be proactive and to participate in commercial and financial discussions, and not merely advice on compliance, liability and risk.
- ❖ We are committed to providing an efficient and economical high quality service, which represents value for money in all respects.



## AREAS OF PRACTICE

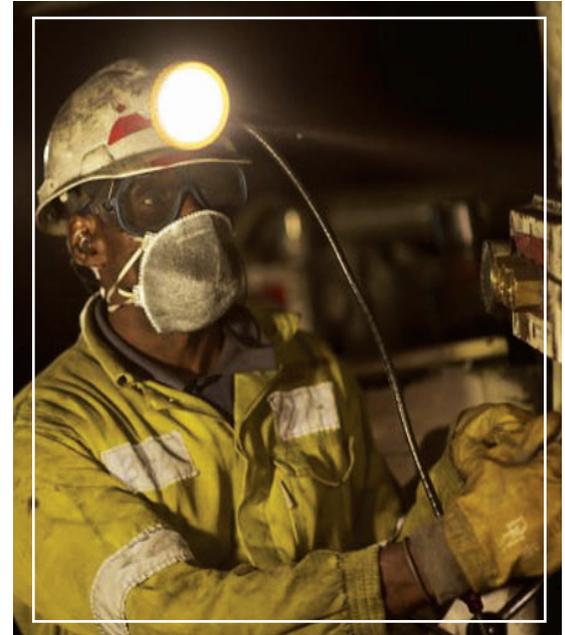
The Firm's main practice fields, besides litigation, are corporate law, banking law, insurance law, investment law, taxation, intellectual property law, procurement law and procedure, employment and labour relations, mortgage financing and immigration . We, however, offer a range of consultancy and advocacy services on fields which extend beyond our sphere of core practice. The range of services we provide fall under the broad categories listed below.

### A: BUSINESS ASSOCIATION

**Ardean Law Chambers** is specialized in advising clients and the community at large about the process of establishing business entities be it Sole Proprietorship, Partnership, Joint Venture or a limited company. We also advise our clients on the best form of business association depending on the size of the business, scope of business operations and number of persons (shareholders) to be involved. We advise about management of various business associations, merger, acquisitions and winding up. We also provide services relating to establishment, registration and licensing of all kind of businesses including financial institutions, local and international non-governmental organizations. In addition to that, we provide services relating to regulatory compliance, filing of returns and tax related matters.

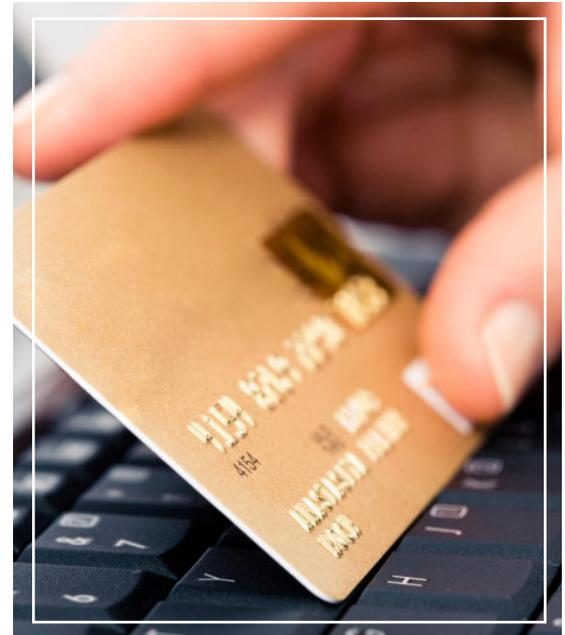
## **B: LABOUR LAW AND INDUSTRIAL RELATION**

Labour Law concerns with employment matters whereas Industrial Relation refers to the collective relationship between employers and employees. Ardean Law Chambers provides a broad range of legal services on various labour and employment issues to bring about healthy industrial relations. We prepare employment contracts for our corporate clients and provide advice to corporate employers on the best way to comply with statutory requirements and avoid costly industrial disputes. We also provide service of legal representation to our clients in mediation and arbitration of labor disputes in Commission for Mediation and Arbitration and High Court Labour Division.



## **C: BANKING AND FINANCE**

The general areas of finance are business finance, personal finance and public finance. Finance includes saving money and also includes lending money. Our banking and finance practice represents lenders, borrowers and other players in their various roles in banking and finance. We also provide advise concerning, banking and financial institution establishment, mortgage financing, syndicate loans, private investigation and debt recovery. Further, we prepare and attest legal documents such as mortgage contracts, lease agreements, contracts of guarantee, assignments and undertake to register the same with appropriate authorities.





## D: INSURANCE AND SOCIAL SECURITY

Insurance and social security are one of the fast growing business industries in the region. Ardean Law Chambers has experienced specialists who are ready and able to provide consultancy service in this area in the form of advise and legal opinion. Our experts are keen at their work with a view of protecting the interest of clients. Ardean Law Chambers attends and represents its clients in courts of law, insurance tribunals and authorities. We also provide mediation and arbitration services in this area.

At Ardean Law Chambers you will get to know about, Motor Insurance, Marine Insurance, Aviation Insurance, Fire Insurance, Fidelity Guarantee, Life Assurance, Workmen's Compensation, Social Security Insurance and so much more.

## E: TAX LAW

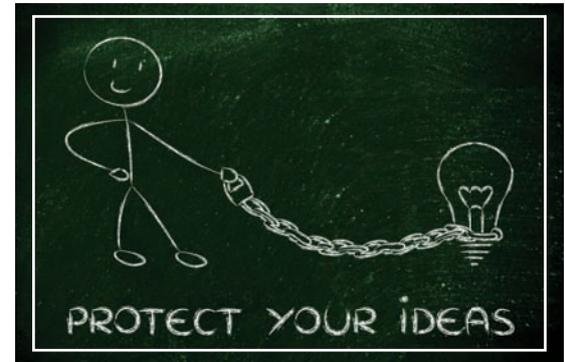
In order to meet the growing need of specialized tax advice, Ardean Law Chambers established a tax unit that offers a wide range of services including, personal, corporate, partnership, and permanent establishment tax advisory services. We also undertake Tax due diligence reviews, tax compliance reviews, transfer pricing advisory services, employee tax structuring; tax planning for international and executive staff, tax implications in the context of organization, mergers, acquisitions, management buyout and corporate restructuring. We represent clients in the tax Appeals Board and Tax Appeals Tribunal.



## F: INTELLECTUAL PROPERTY RIGHTS

Intellectual property refers to creations of the mind. Intellectual property rights are the rights given to persons over the creations of their minds. These include inventions; literary and artistic work, symbols, names and images used in commerce. They usually give the creator an exclusive right over the use of his/her creation for a certain period of time. They allow creators, or owners of patents, trademarks or copyrighted works to benefit from their own work or investment in a creation.

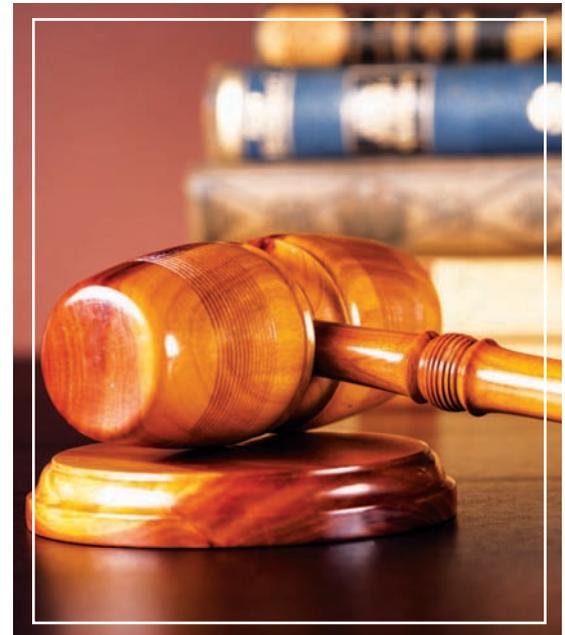
Ardean Law Chambers provides a broad range of services pertaining Intellectual Property Rights such as to trade and service mark registration, renewal and assignment.



## E. LITIGATION, ALTERNATIVE DISPUTE RESOLUTION AND CRIMINAL DEFENCE SERVICES

Ardean Law Chambers offers a full range of dispute resolution services in all areas of law. We handle litigation matters of commercial disputes, recoveries and debt collection, employment and labour disputes, insurance claims, trademark, patents and copyrights. It is our concern that disputes should be determined within a short limited of time and at low cost. For the best interests of our clients, alternative dispute settlement namely, mediation, arbitration, and expert determination are of the first preference over court litigation.

We also have a specialized department of criminal defense services. It has experienced defense lawyers with capacity to handle any kind of criminal matter.





## **F: CONVEYANCING AND SECURITIES**

Ardean Law Chambers deals with all aspects of land and conveyancing, bank securities such as mortgages, charges, caveats cautions, easements, extension of government leases, licenses, power of attorneys, rectification of title, right of access, sale of land, applying for and obtaining the various consents required under the law, paying land rents and rates on behalf of clients, security documents, advising clients on charges in land law and procedures and in all aspects of land law.

## **G: DUE DILIGENCE / PRIVATE INVESTIGATION**

Due Diligence is a used for number of concepts, involving either an investigation of a business or person prior to signing a contract, or an act with certain standard of care. It can be a legal obligation but in private business operations it is a voluntary investigation.

The theory behind due diligence holds that performing this type of investigation contribute significantly to informed decision making by enhancing the amount and quality of information available to decision makers and by ensuring that this information is systematically used to deliberate in a reflective manner on the decision at hand and all its costs, benefits and risks.

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Ardean Law Chambers provide due diligence services to its clients upon instruction. We provide due diligence service in number of areas including but not limited to Business transaction and financing, Industry Regulatory Needs and Compliance, Civil Litigation, Criminal Law and Property Acquisition

## H: DEBT COLLECTION

Credit management and debt collection services in Tanzania do not have to be a draining, unpleasant, or costly experience for creditors. Tanzania's legal system and commercial law practices have evolved over the last few years to help prevent, or successfully resolve, the typical conflicts and disputes arising from modern business practices. To succeed in securing credit sales and in collecting your outstanding accounts in Tanzania, you need the right partner to represent you truthfully and professionally.

ARDEAN LAW CHAMBERS maintains a collection practice equal to that followed by most well-known collection agencies and law firms in the developed world. Consequently, your placement of an account for collection will follow international standards and common best practices for your comfort, security, and ease.

Our involvement with your company for the rendering of legal and collection services will also be subject to terms & conditions that are generally followed in the collection industry.

Our collection process is very unique though. Although best practices around the globe do give us a higher consistency in our collection efforts and results, Ardean Law Chambers creates its own "best practices" according to our own legal environment





## OUR TEAM

Ardean Law Chambers possesses a team of skilled lawyers and accountants with experience of advising local and international enterprises. Our technical staff are individuals with a varsity experience in legal and business industries and draw combined teaching and practicing knowledge. The profile of the team appears in the excerpts below:

STAFF NAME	CV
 <p><b>GRATIAN B. MALI</b> Managing Partner</p>	<p>Founder and Managing Partner of the firm. He specializes in corporate law, intellectual property, project financing, immigration and debt recovery. He has been in the industry since the year 2002. He has a degree of Master of Laws (L.LM) from the University of Dar es Salaam (2007). He also teaches law at Tumbaini University Dar es Salaam and Kampala International University, Dar es Salaam College.</p>
 <p><b>REVOCATUS T. MATHEO</b></p>	<p>He is a Partner. He has a degree of Bachelor of Laws and Advanced Diploma in Legal Practice (2012). He is in charge of litigation section. He also specialises in Probate and Administration of Estate, Labour and Social Security.</p>
 <p><b>MUGENDI F. KOHI</b></p>	<p>He is a senior partner in the firm. He is an expert in tax and corporate law. He has several publications in tax and corporate law. He has a degree of Master of Laws (L.LM) from University of Dar es Salaam (2008). He teaches law at Iringa University and worked with Mkonzo &amp; Co. Advocates before joining Ardean Law Chambers.</p>
 <p><b>WAMBURA MKONO</b></p>	<p>She is a partner at Ardean Law Chambers. She has a degree of Master of Laws from University of Cape Town (2006). She is a specialist of Labour Law and Social Security. She also does intellectual property matters.</p>

**FATIUS FLUGENCE**

He has a degree of bachelor of laws from University of Dodoma. He is expected to be admitted to the bar before the end of the year. He is specialising in establishment and registration of business associations, local and international NGOs. He is a liaison hand of the firm with other regulatory authorities.

**GEOFFREY GIKARO**

He is our expert in business and tax matters. He has degree of Masters in Business Management of Mzambe University. He is also registered Certified Public Accountant. He specializes in tax matters, corporate management and due diligence. He is a second eye of the firm in matters outside the legal sphere.

## OUR PARTNERS IN BUSINESS

Ardean Law Chambers is a partner of INTO SA, one of the biggest law firms in South Africa. INTO SA, is our multi-disciplinary partner that provides us with the experience in international practices. With Into SA, Ardean Law Chambers provides its clients with a dedicated multi-lingual team of legal and economic experts collectively showing 100 years of university education and experience. For more information visit : <http://www.into-sa.com>

## OUR CLIENTS

We offer legal services based on substantial experience in the industry and business environments. We serve a broad range of clients from individual persons, firms, SME's to multinational enterprises.



## OUR FEES

Ardean Law Chambers has five methods of charging legal fees depending on the nature of the assignment.

- (i) Percentage charge – Tax and debt collection assignments are billed on a percentage basis.
- (ii) Agreed fee -Legal fees for transactional work i.e. preparation of legal instruments such as contracts, mortgages, conveyances, and deeds is determined by mutual agreement with the client in advance of the commencement of the assignment.  
Statutory fees – All assignments that involve litigation are billed in accordance with the remuneration rates stipulated under the Advocates Remuneration Rules, which prescribe a descending scale of fees from 15% to 3% depending on the monetary value of the claim in court.
- (iii) Statutory fees – All assignments that involve litigation are billed in accordance with the remuneration rates stipulated under the Advocates Remuneration Rules, which prescribe a descending scale of fees from 10% to 3% depending on the monetary value of the claim in court.
- (iv) Retainer fees – the firm accepts instructions from clients on a retainer basis. In this case, the firm agrees to execute client’s instructions on the agreed period of time at a fixed/flat agreed fee paid annually or on monthly basis.

## CONTACTS

ARDEAN Law Chambers is located in the main commercial hub, Dar es Salaam. Its offices are on the 7th floor Wing B, Summit Tower adjacent to Ushirika Building, Lumumba Street/Uhuru Road.

We are available through phone, postal code and e-mail. Our clients and business partners can contact us through the following links:

-  7<sup>th</sup> Floor, Wing B  
Summit Tower Building,  
Adjacent to Ushirika Building  
  
Lumumba Street/Uhuru Road  
P.O. Box 4083 I Dar es Salaam  
Tanzania - East Africa
-  :+255 22 218 0064  
:+255 738 734 595
-  :+255 (0)688 361 260  
:+255 (0)715 372 002
-  [info@ardeanattorneys.co.tz](mailto:info@ardeanattorneys.co.tz)
-  [www.ardeanattorneys.co.tz](http://www.ardeanattorneys.co.tz)

All correspondences should be addressed to the Managing Partner.



“A THANKING HAND IS  
GRANTED TO ALL  
OUR CLIENTS”



