



VARSHA KRIPALANI

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 Varsha Kriplani

Varsha practiced as a litigating lawyer for initial eight years with the Firm before turning to a Corporate Practice. Representing both National and multinational corporations before High Courts, Supreme Court, conducting domestic and international arbitration, she fostered her career as a counsel on corporate advisory side concentrating on drafting of financial documents.

Her periphery of work now includes preparing, structuring; advising on Employee On-boarding and Off-boarding Procedures; Employment, Consultant; Separation Agreements; advising on Non-Compete; Non-Solicit clauses; Drafting Trust Deeds in relation to Provident Fund, Pension; Gratuity Schemes; Advising on Employment of International Workers; Formulating various policies viz Termination; Disciplinary Policies; advancing policies in relation to Employee Incentives; Performance Improvement Plans; Insider Trading Policy; Whistle Blower Mechanisms; Voluntarily Retirement Schemes; Golden Handshake Mechanisms; Preparing Redundancy; Retrenchment Schemes; Advising on P2P Mechanisms; Developing Processes to Overcome Gender Gap; Structuring Programmes to bring Inclusivity; Acceptance of LGBTQ Community in the Main Stream Work Milieu; Drafting Policies relating to Safe Working Environment viz Prevention of Sexual Harassment, Procedures for Health; Safety; Constituting Code of Conducts for Employees; Updating Employee Handbooks; Drafting Remote Working; Homeshoring Policies for Multinational Corporates across jurisdictions.

Varsha is an environmental enthusiast and keeps herself occupied in doing various activities to protect the environment like composting in house.

During her free time she involves herself in pottery making, reading. She practices yoga regularly to remain fit and healthy.