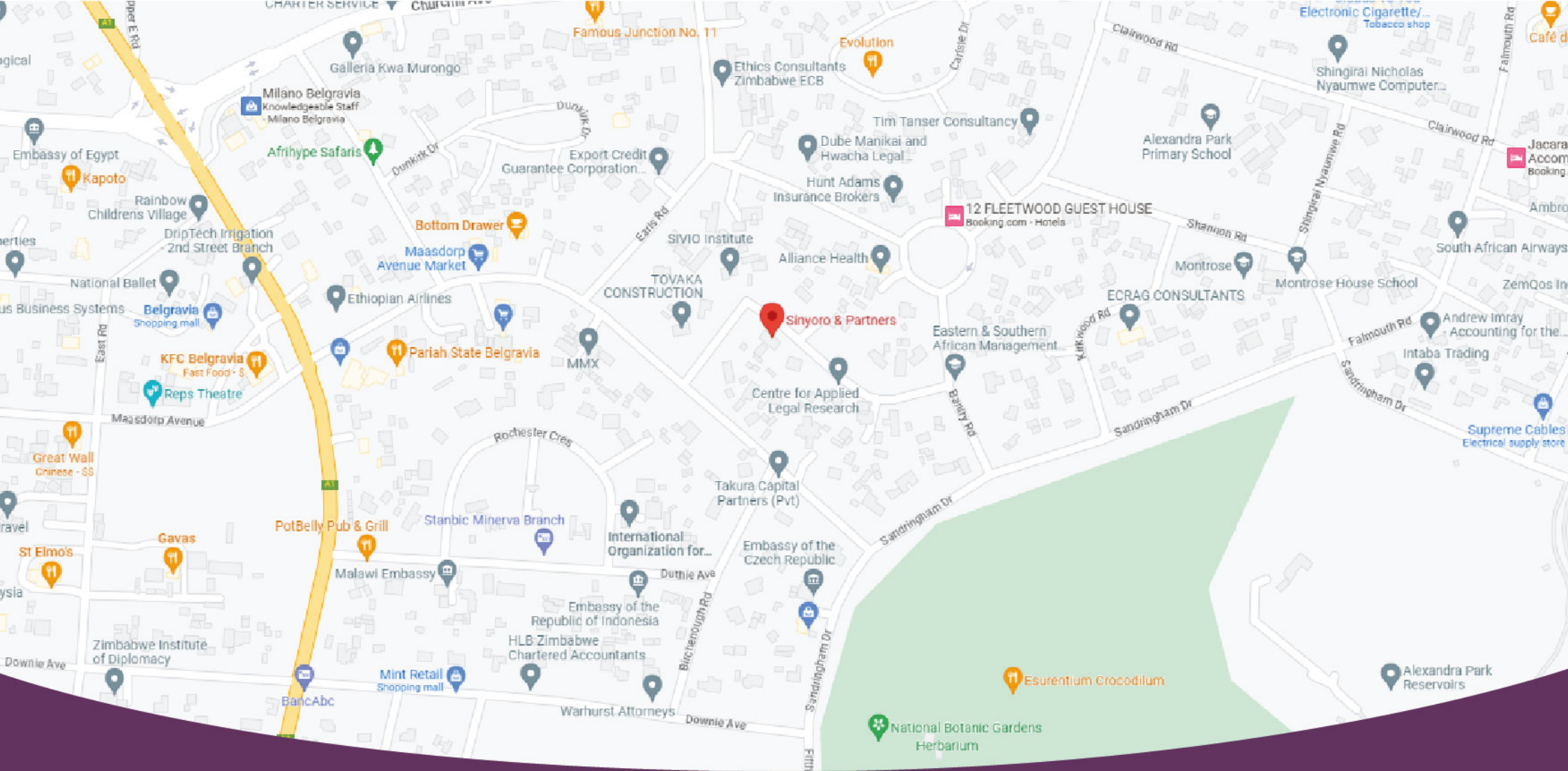




SINYORO  
& PARTNERS  
Labour & Commercial Attorneys

## COMPANY PROFILE

· Corporate Advisory · Banking & Finance · Conveyancing · Property Law · Labour & Employment Law · Civil Litigation · Intellectual Property Law · Tax Law · Mergers & Acquisitions · Investments Law · Mining & Energy Law · Estates Planning & Administration · Criminal Law · Arbitration & Dispute Resolution · Insurance Law · Debt Collection · Company & Secretarial Services · Notarial Practice ·



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**SINYORO  
& PARTNERS**  
Labour & Commercial Attorneys

## **Our Service Creed**

PASSION, DILIGENCE  
& ETHICAL SERVICE DELIVERY  
UNDERPINNED BY EFFICIENCY  
& CLIENT CARE.

## **Vision**

Our vision is to become the best provider of quality legal services all round to the commercial and public sectors and the individual client at fair and competitive rates with speed and efficiency by harnessing knowledge, expertise, wisdom and technology in tandem with the age old traditions and customs of ethics, integrity and accountability embedded in, and associated with the professional practice of Law.

## **Mission**

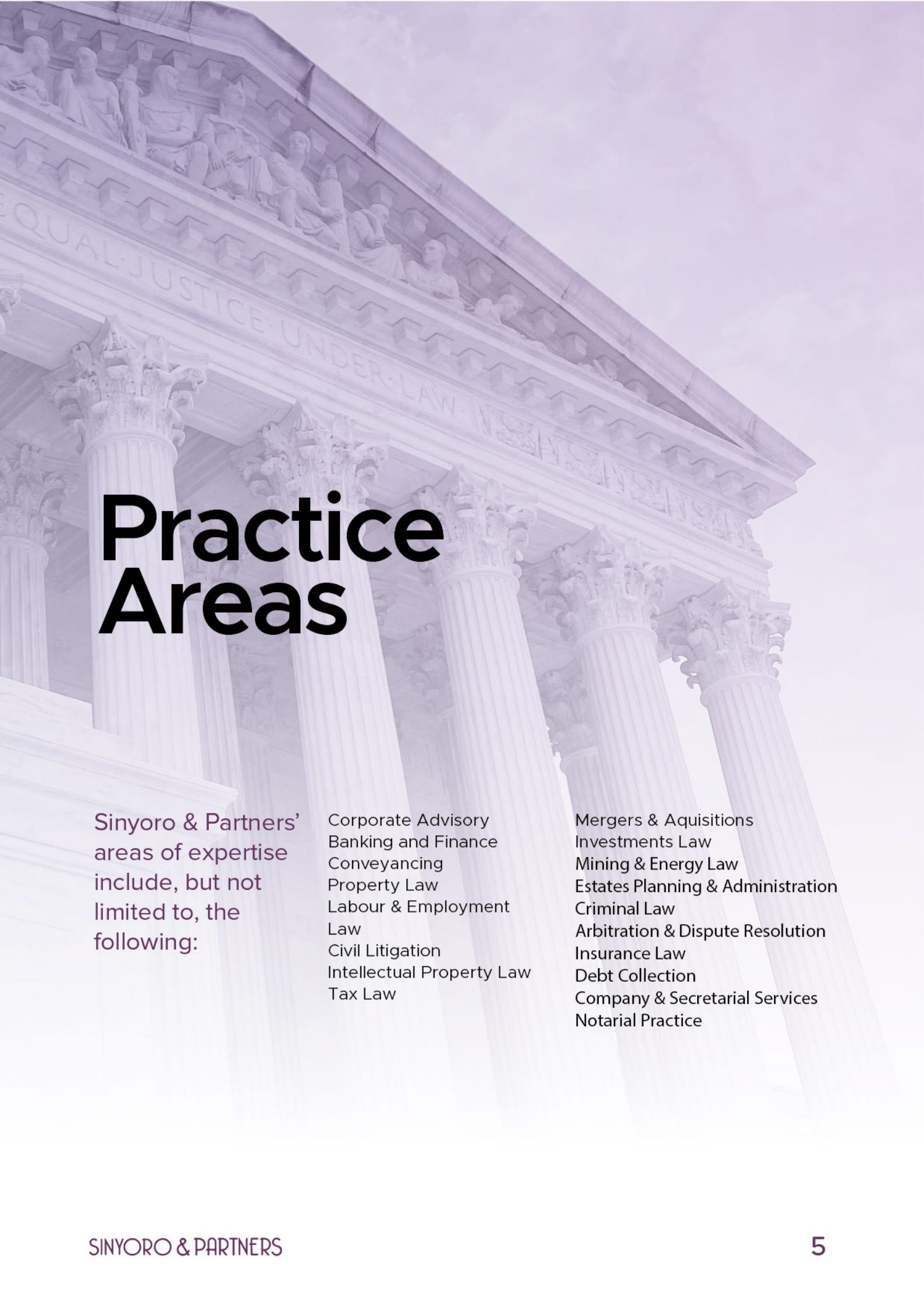
Our mission is to serve and assist our clients realise, assert, enforce and defend their rights within the realm of personal, business or public life.

To fulfill our clients' mandate, running our Practice both as a profession and a vocation.

To render quality legal services using the most efficient and cost effective methods within the practicing culture of integrity, ethics, excellence and professionalism.

## **Corporate History**

The law Firm Sinyoro and Partners was incepted in December 2001 and it commenced trading on 2 January 2002 under the style Sinyoro Muunganirwa and Partners.



# Practice Areas

Sinyoro & Partners' areas of expertise include, but not limited to, the following:

- Corporate Advisory
- Banking and Finance
- Conveyancing
- Property Law
- Labour & Employment Law
- Civil Litigation
- Intellectual Property Law
- Tax Law

- Mergers & Aquisitions
- Investments Law
- Mining & Energy Law
- Estates Planning & Administration
- Criminal Law
- Arbitration & Dispute Resolution
- Insurance Law
- Debt Collection
- Company & Secretarial Services
- Notarial Practice

## Corporate Advisory

- Advisory on investment and exchange control issues generally, with specific reference to foreign direct investment
- Legal due diligence
- Advice in relation to Zimbabwe's indigenisation laws and policy
- Guidance in relation to the various legal regimes applicable to particular fields of business activity in Zimbabwe
- Competition law
- Mergers, acquisitions and restructurings
- Advice in relation to Zimbabwe's environmental laws
- Compliance with Zimbabwe's Companies Act and subsidiary legislation
- Compliance with the Zimbabwe Stock Exchange Listing Requirements
- Drafting of all necessary commercial contracts

## Banking & Finance

We provide financial institutions with sector-specific, pragmatic advice on licensing and supervisory regulation, including tax structuring, M&A and joint ventures, intellectual property protection, technology, outsourcing, real estate portfolio management, global and local employment, pensions, compliance and investigations, financial crime and dispute resolution.

Our deep roots in all major financial centres enable us to provide a global, integrated and cost-effective service.

Our practice is particularly noted for its proficiency in acquisition finance, project finance, restructuring and insolvency, financial services regulation, structured finance, trade and export finance, real estate finance and securitization.

Our extensive coverage allows us to seamlessly manage multi-layered processes and minimizes the inefficiencies of using multiple law firms.

Furthermore, Sinyoro and Partners is a pioneer in the use of alternative business models and innovative approaches to service delivery, including harnessing the latest technology, to reduce the overall cost to our clients.

## Conveyancing

Our conveyancing and property law services include but are not limited to:

- a. Conducting Deeds Office searches
- b. Drafting sale and purchase agreements and relevant legal documents for commercial, industrial and residential conveyancing transactions.
- c. Reviewing sale agreements.
- d. Mortgage bond registrations and cancellations.
- e. Drafting property transfer documents such as the Power of Attorney to Pass Transfer, The Seller's Declaration, The Purchaser's Declaration, The Draft Deeds of Transfer.
- f. Application for rates clearance certificates, Application for Capital Gains Tax Clearance Certificate etc.
- g. Applications for the replacement of lost Title Deeds & Mortgage Bonds.
- h. Donation transfers, Estate transfers, Sectional Title

- transfers, transfer of subdivisions.
- i. Drafting and review of lease agreements, handling landlord and tenant disputes and evictions.

There are generally no restrictions on foreigners owning immovable property in Zimbabwe. Section 71(2) of the Constitution of Zimbabwe provides that, “every person has a right in any part of Zimbabwe to acquire, hold, occupy, use, transfer, hypothecate, lease or dispose of all forms of property, either individually or in association with others”

## Property Law

Evolving regulatory requirements in key real estate markets and rapidly changing economic environments have made it more challenging for multinational companies and other investors to manage their real estate portfolios.

Our property law experts assist institutional and private equity investors, multinationals, banks, hotels and individuals with all of their global real estate needs, from buying, selling and leasing property to financing and constructing major projects.

As a one-stop shop for real estate legal services across key markets, we develop world-class transactional strategies, provide corporate real estate services, and advise on global data centre real estate development and management.

## Labour & Employment Law

For today's employers, managing workforce requires complying with local labour and employment laws, staying abreast of rapidly changing regulations, handling the growing demands of labour unions and works councils, and moving talent quickly across borders.

It also means developing strategies to retain high-potential employees, especially during reorganizations and spinoffs.

To achieve these objectives, it's essential for employers to stay up-to-date on the latest employment trends in areas such as workforce restructuring, reward programs, and labour and human rights.

We work with multinational businesses to manage all of their employment needs, from day-to-day human resources requirements to critical global business change projects. We represent employers in collective bargaining and works council negotiations, and also develop robust industrial relations strategies.

In addition, we help multinational companies review their mobility strategies to determine how they can best deploy talent with the appropriate skills to the right market, at the right time to facilitate business success while being compliant.

Our wealth of experience in handling multinational assignments with specialized local expertise, enables us to work across borders, industries and practice areas to fulfil clients' labour and employment needs everywhere they operate.

## Civil Litigation

The firm offers specialist litigation services in the High, Supreme and Constitutional Courts of Zimbabwe with particular focus on civil and commercial litigation ranging from medium to high profile disputes concerning local, regional and international clientele and involving widely varying subject matters including mining, insurance, contract, construction, real estate, liquidation, judicial management, deceased estates, foreclosures and recoveries.

## Intellectual Property Law

Our comprehensive range of services encompasses the following:

- Patent registration: Safeguard your innovative inventions and secure exclusive rights.
- Trademark search, registration, and management: Protect and preserve your brand identity. Industrial Design search, registration, renewal, and management: Secure and maintain your unique product designs.
- Trade Secrets management and non-disclosure agreement drafting: Preserve the confidentiality of your valuable trade secrets.
- Copyright licensing, prosecution, litigation, and registration: Safeguard your creative works and artistic expressions.

We are firmly committed to delivering exceptional support and expertise across all facets of intellectual property law.

Our dedicated team stands ready to assist you in protecting and maximizing the value of your intellectual property assets.

## Tax Law

As rapid transformation and changing legislation carve the future business landscape, tax considerations increasingly intersect your most strategic business decisions.

We look at tax from every direction and provide full-scale advice from policy to planning, from transactions to dispute resolution.

Our team of experienced lawyers, and tax advisors combines deep industry knowledge and technical skill to deliver integrated advice that seamlessly aligns to your business.

## Mergers & Acquisitions

Sinyoro and partners provides the following services.

- Assisting clients with the appropriate financing for mergers and acquisitions.
- Provide advice concerning the drafting, negotiation and performance of contracts for sale of portions of the business.
- Investigating and analysing the likely effects of the notified merger and conclude whether or not the merger is likely to substantially prevent or lessen competition in any of the markets in which the parties compete.

## Investment Law

Assist Investors in understanding Zimbabwe's Investment Laws and Regulations, which include inter alia, Zimbabwe Investment And Development Agency Act, Economic Zones Act, Joint Ventures Act, and the Finance Act;

Assisting Clients to register on the Stock Exchange and helping Clients navigate the legal complexities and risks associated with managing an investment portfolio;

Assisting with Due diligence search in the Intended investment area;

Monitoring Client business investment and offering counsel and recommendations;

## Mining & Energy Law

- Ensure legal compliance and risk mitigation in Clients' portfolios;
- Negotiating and advising on Public Private Partnerships in Zimbabwe;  
Assist in Project Management and managing
- project portfolios;  
Advise on Taxation Laws, and Money Laundering Laws to Clients;
- Assist in securing and drafting Concessions between parties, Joint Venture Agreements, Stock Purchase Agreements, Equity Purchase
- Agreements;  
Assisting in drafting and securing documents for

Sinyoro and Partners also provides litigation and non-litigation services in the mining and energy sector, as follows;

- Assisting Clients in Acquisition and disposition of mine properties;
- Drafting and reviewing, Tribute Mining Agreements, Shareholder Agreements, Royalties Agreements, Mining leases, Collective Mining Agreements with Employment Council for the Mining Industry, and Joint Venture Agreements;
- Assisting in mediation and litigation of split estate and surface use conflicts;
- Assisting Clients with Regulatory Compliance;
- Obtaining and maintaining licenses and approvals for mining and energy companies;
- Assisting Clients in tenement applications including Exploration License Applications and Mining Lease Applications;
- Risk Assessment and Mitigation for Clients venturing into energy and mining activities;
- Ensuring Access to land which minerals are to be explored or extracted;
- Establishment of Legal parameters of their operations, to assist Clients to confidently

## Estate Planning & Administration

undertake extraction and exploration knowing their legal rights; and

- Assist in project planning and management of their claims, plants and extracts.

At Sinyoro and Partners, we are experienced in Succession Law:

- Registration of Deceased Estates with the Master of the High Court
- Administration of an Estate
- Drafting of Wills
- Safekeeping of Wills
- Registration of Testamentary Trusts
- Registration Inter Vivos or Living Trusts
- Winding up of Deceased and Insolvent estates
- Companies Administration of Curatorship Estates

## Criminal Law

Persons suspected of, and facing charges for allegations of criminal conduct are often caught unaware and unprepared for the predicament imminently threatening their fundamental right to Liberty.

The presence of counsel during police inquiries which includes interviews and the recording of warned and cautioned statements is key as the absence of counsel may have devastating and irreversible effects on the defence of an Accused person or Company.

The fundamental role to be played by Counsel is to ensure the strict observation of the rights of an Accused Person whilst in custody and to swiftly seek the release of an accused person on bail.

The competence of a Defence attorney should persist throughout the trial until the matter reaches its finality.

Sinyoro and Partners has assigned Criminal defence attorneys, ready and dedicated to attend to criminal matters at both pre-trial and trial stages.

Corporate bodies can also benefit from our Attorneys as complainants. In the unfortunate event that a theft or any other criminal conduct has been perpetrated against a corporate, whether by its own employees or other personnel, or by an outsider, the process of ensuring justice delivery through cooperating with the State, and aiding and monitoring the progress of the case, is better handled under the informed supervision of a sound criminal attorney.

Through watching brief, we are dedicated to assisting corporates in matters where they are victims of criminal conduct.

## Arbitration & Dispute Resolution

Arbitration and dispute resolution are essential components of any successful legal practice. At Sinyoro and Partners, we understand the importance of providing our clients with a comprehensive and effective dispute resolution strategy that is tailored to their specific needs.

Our trusted dispute resolution department has a wealth of experience in resolving complex legal disputes through various mechanisms, including arbitration, mediation, and adjudication.

Our team is well-equipped to handle a wide range of disputes across various fields of law, including commercial, civil, intellectual property, and labour law. We understand that each case is unique, and we work closely with our clients to develop a customized approach that is both efficient and practical.

In addition to our expertise in dispute resolution, we also have a deep understanding of the legal and regulatory frameworks that govern these processes. We stay up-to-date on the latest developments in arbitration and dispute resolution, and we leverage this knowledge to provide our clients with the best possible outcomes.

Whether you are facing a complex legal dispute or simply need guidance on how to navigate the dispute resolution process, our team is here to help. We pride ourselves on our ability to provide our clients with the highest level of service and support, and we are committed to helping them achieve their goals.

## Insurance Law

Formation of Insurance contracts  
Relationships between principal, agent and third parties  
Special Rules for Compulsory Insurance in Zimbabwe  
Making insurance claims  
Principles governing notice and proof of loss

## Debt Collection

The firm undertakes commercial debt collection on behalf of all types of institutions. The costs for debt collection are recovered from debtors upon successful recovery. We represent financial institutions, corporate institutions and individuals.

## Company & Secretarial Services

Sinyoro and Partners provides the following services:

- Planning and administrative services in respect of trusts and estates;
- The formation of trusts;  
Sinyoro and Partners accepts appointments as independent trustee on our clients' trusts, and offers comprehensive company secretarial services to companies especially in the energy sector;
- The formation and conversion of companies and close corporations;
- Shelf companies are kept available in order to expedite our clients' business developments;
- The company secretarial implementation of shareholders' and members' agreements; and
- Submissions to and communication with the Masters of High Court, the Registrar of Companies.

## Notarial Service

A Notary Public, often known as a Notary, is an admitted Legal Practitioner who has passed a particular exam and has certain unique rights.

As a result, they have been given statutory and common law authority to produce and attest certain specialized legal documents, administer oaths, and perform a variety of other national and international administrative responsibilities.

Our team offers notarial practice services, specifically related to property law, such as the drafting and registration of general and special notarial deeds, ante nuptial contracts, personal and praedial servitudes, long-term leases, cession of leases and subleases, and cancellations and releases of long-term leases.

We take pleasure in our reputation for offering excellent notary and legalization services. To provide the best possible outcome for our clients, we use current, adaptable, and interactive tools in the performance of activities.

# The Team





**Motsi  
Sinyoro**  
SENIOR PARTNER

Mr Motsi Sinyoro has thirty-one (31) years experience as a lawyer. He is a registered legal practitioner, conveyancer and notary public. He is fifty-seven (57) years old and is married with five (5) children. He was educated at Gokomere High School in Masvingo and Waddilove Institute in Marondera before enrolling at the University of Zimbabwe in 1987. He graduated with the BL (Hons) degree in 1989 and the LLBS degree in 1990.

In 1991 he joined the law Firm of Chinamasa Mudimu & Chinogwenya as a professional assistant.

While at that Firm he was placed under the direct supervision of the Senior Partner and he learnt and mastered civil practice and procedure, commercial practice and labour law. He played a key role in advising trade unions and employers in the new era of labour practice, management and dispute resolution after the watershed and landmark amendment to the Labour Relations Act in 2003.

He has been a resource person and consultant to Churches, Parastatals and Voluntary Organizations in the field of labour law and commercial law.

In December 1992 he resigned and joined the then foremost black law Firm, Chirunda, Chihambakwe & Partners. There he majored and specialized in civil law, commercial law and labour law. He was, in 1994 admitted into partnership.

He played a major role in the development of the Firm's civil and labour law units, giving opinions, processing litigation and acting as internal resource person to other legal practitioners for major cases within these fields.

He was also involved in policy formulation for the Firm and staff and general administration issues. In December 2001, Sinyoro resigned and set up his own practice where he was joined by a long time colleague, Godwin Muunganirwa. He positioned himself for a new thrust in serving the labour law and commercial markets.

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He is a former Non Executive Director of Career Book Sales (Pvt) Ltd. Sinyoro is a former Chairman of the Zimbabwe Development Bank Financial Services (Pvt) Ltd.

He is a former trustee of the Zimbabwe Development Trust Fund and of numerous family trusts for colleagues and clients.

Sinyoro is a former Chairman of Blue Ribbon Industries (Pvt) Ltd. He is a former member of the Zimbabwe Industrial Relations Association and founding member of the Labour Law Trust. He sits regularly on the panel of Examiners of the Council for Legal Education as an Examiner in Ethics.

He enjoys Tax law and Jurisprudence. Though he specializes in Commercial and Labour Law, he keenly follows the developments in Constitutional Law and Human Rights Law.

In 2017 he was appointed as a resource person and Examiner in Practical Skills by the Council for Legal Education for the continuous Professional Training Programme. He is a Board Member and Chairman of CBZ Properties [Private] Limited.



**Dorothy  
Muunganirwa**  
MANAGING PARTNER

Dorothy Muunganirwa graduated with a Bachelor of Laws Honours Degree LLBS (Hons) from the Midlands State University in 2012. She joined Sinyoro and Partners in January 2013 as a Professional Assistant.

She was admitted into Partnership on the 1st of January 2017 as a Junior Partner and in January 2018 she was appointed Managing Partner.

In October 2022 she graduated with a Master of Commerce in Strategic Management and Corporate Governance Degree from the Midlands State University. She also holds the Chartered Governance Institute (CGI) Intermediary Certificate, Certificate in ICT Usage and Cyber Security Training, Certificate in Anti-Money Laundering/Counter Financing of Terrorism Training Course, Certificate in Appellate Advocacy Practical Training and Certificate in Commercial and Construction Law.

She is a member of the Law Society of Zimbabwe, the Compliance Society of Zimbabwe (CoSoZ) and the Institute of Directors of Zimbabwe (IOD).

She specialises in commercial and corporate law with particular emphasis on financial institutions and private equity funds. She has participated in high level advisory work on compliance in the infrastructure, banking and finance, and natural resources areas.

Ms Muunganirwa offers technical expertise in complex commercial transactions including securitization, property developments, real estate and asset financing, sale and purchase agreements, conveyancing and ownership disputes. She acts as legal adviser to financial institutions and individuals in mortgage financing and mortgage bond registrations.



# Professional Assistants

The Firm has six (6) seasoned professional assistants, who complement the partners in the delivery of legal services to the Firm's clients.



Charles  
Paradzai  
Mataba

Mr Charles Paradzai Mataba was educated at Gokomere High School in Masvingo for both his Ordinary level and Advanced level studies.

Mr Mataba holds a CIS Diploma with the Institute of Chartered Secretaries and Administrators in Zimbabwe [2000], a Masters in Business Administration [MBA] from the University of Zimbabwe [2008], and an LLB degree from the University of South Africa [2016]. He has professional qualifications in other fields. He has a London Chamber of Commerce and Industry Higher Certificate in Marketing, Selling and Public Relations, and is a member of the Estate Agents Council of Zimbabwe.

He joined Chirunda, Chihambakwe and Partners Legal Practitioners in 1986 to 1994 as a Para-legal Officer and Assistant to Senior Partner Mr A. J. Chirunda.

In 1995, he joined Musunga and Associates Legal Practitioners as an Administration Manager. He was also a Director at the Golden Properties [Private] Limited. He was also a Director and Principal Agent of Property Shop [Private] Limited.

In 2006, he joined Sinyoro and Partners Legal Practitioners as a Conveyancing Manager. Mataba is a respected and seasoned advisor to many Estate Agents and Property Management and Development companies.

He is a keen Conveyancer with unmatched passion for expeditious service delivery and client care.



Tinotenda  
Gurira

Miss Tinotenda Gurira attained her Bachelor of Laws Honours Degree at Midlands State University Gweru in 2018.

Upon completion of her studies, she joined Messrs Sinyoro and Partners Legal Practitioners in 2019 where she did her internship. She was then employed as a Legal Assistant in 2020 and she is currently serving her fourth year as a legal assistant with Messrs Sinyoro and Partners Legal Practitioners. Miss Gurira is also a Notary Public and Conveyancer, and also pursuing her Master of Business Administration (MBA).

Having practiced as a litigation and corporate Attorney for four [4] years, she has vast experience in litigation and in advising corporate clients in compliance and regulatory matters, arising from their respective enabling Acts of Parliament as well as other statutes that regulate them.

Her areas of practice include among others Company Law, Mining Law And Energy Law, Investment Law, Labour Law, And Various Forms Of Commercial Transactions. Her postgraduate education has also equipped her with Practical Strategic Management Skills, Investment And Financial Planning Skills, Project Management, Leadership Skills, And Financial Management.

She is a member of the Harare West Rotary, Adventist Lawyers Association and was a member of the Southern Diplomatic African Youths In Ethiopia from 2015 to 2021.



Sharon  
Sinyoro

Ms Sharon Sinyoro attained a Bachelor of laws Honours degree (LLB) at the University of Zimbabwe and a Masters in International Intellectual Property Law at Brunel University London. Upon Completion of her studies, she joined Messrs Sinyoro And Partners where she is currently employed as an associate.

Sharon also attained, two certificates from the World Intellectual Property Organisation in Managing Intellectual Property Law and Patent Registration. She is currently enrolled with WIPO- Harvard Law School where she is pursuing a course in Patent Law and Global Public Health.

Sharon is a part-time intellectual property law lecturer at the University of Zimbabwe. She is a member of the Council for the Zimbabwe Intellectual Property Trademark Association. She is an agent for the African Regional Intellectual Property Organisation. She is also a member of the Young International Council for Commercial Arbitrators.



Joe  
Sinyoro

Joe Sinyoro is registered Legal Practitioner and Notary Public. He attained his Bachelor of Laws Honours Degree (LLBS) at the University of Zimbabwe in 2019.

His career in Legal practice commenced in 2019, soon after graduation when he joined IEG Musimbe and Partners as a legal intern and elevated to assume the position of Associate until his departure in 2021. In 2022, he joined Messrs Sinyoro and Partners where he currently holds the position of a professional assistant.

Over the course of his career, Joe has developed interest and expertise in Corporate and institutional Compliance, Labour law, criminal law and advocacy, property law, and drafting and reviewing agreements for local and regional commercial transactions.

In addition to the practice areas identified above, Joe has a special interest vested in land, energy law and mining law. He has begun his journey towards advancing his expertise in his areas of interest and is currently enrolled at the University of Zimbabwe pursuing a Masters of laws in lands and Natural resources law.



Calvin  
Makorokotera

Calvin Makorokotera possesses knowledge and experience in civil, tax, banking and negotiable instrument, insurance, commercial, intellectual and labour and employment law. His existence is anchored on proficiently helping business, organizations and people to solve complex legal and corporate problems.

He is an experienced lawyer in tax advisory, corporate real estate services, and harnessing the latest technology, who possesses deep industry knowledge and technical skill to deliver integrated advice that seamlessly aligns to many businesses.

He is a tech-savvy individual with in-depth understanding of cyber law and a distinguished speaker a position based on his participation in moot competitions and a number of legal discourses in which he holds certificates.

The moots include Contract Law Moot Court held at the University of Zimbabwe, Corruption and Human Rights Moot, Great Zimbabwe University, as well as International Children's Rights moot court, Leiden University, Netherlands. Lastly but most importantly, he wants to do business with you.



Ruvimbo  
Mutangara

Ruvimbo is a registered Legal Practitioner in Zimbabwe. She holds a Bachelor of laws Honors degree (LLB) and is currently studying a professional qualification in Chartered Governance and Professional Accountancy

She is an individual with a high level of competences in business administration, general management, taxation, and corporate governance.

Her expertise covers the following areas, Corporate Law, Drafting of Commercial Agreements, Digital Marketing, Family Law, Law of Succession, The Law torts, Environmental Law, The Law of Private and Public enterprises

She has participated in high-level compliance advisory work in construction and natural resources. She also has a sizable practice in commercial, family litigation commercial financing, property law and contract review.

## Para-Legal Staff

The Practice of Law involves performance of routine clerical work in certain instances particularly in the fields of conveyancing, collections and estates administration.

In order to minimize charges and maximize time spent by Legal Practitioners on challenging and complex work it becomes imperative to harness the services of well-trained and diligent clerical staff.

The Firm has experienced Legal Clerks who assist Legal Practitioners in the discharge of their professional duties.

The Senior Clerk majors in conveyancing and estates administration, liquidation and insolvency while the Junior Clerk specializes in debt collections, taxations of bills of costs and executions of judgments.

They work under direct and stringent control and supervision of the Legal Practitioners and are a necessary and important cog of the services delivery machinery.

## Administrative & Accounting Staff

The general day-to-day administration of the Firm is the duty and responsibility of an experienced Office Manager who is a professional in her own right.

The partner though, is responsible for policy formulation and the Office Manager assists them in implementing the same and reviewing systems and methods to perfect services provision and achieve efficiency and client satisfaction.

## Compliance with legal science developments

The Practice of Law is an interesting but very challenging pursuit.

The Law is very dynamic and suffers constant review, amendment and sometimes abrogation by parliamentary acts as well as judicial precedents.

An updated and well-equipped library and a culture of constant research by Practitioners are a necessity.

Efficient Lawyers are often not the very photographic repositories of legal knowledge but the average Lawyer who has quick access to accurate information on both the substantive and procedural requirements of his clients' case who advises and acts on instructions achieving results without delay.

The Firm has a modern library with all the essential texts and statutes in book form and on CD-Rom.

The Firm also subscribes to and receives local and international law periodicals and journals whose articles are excellent sources of argument, particularly in cases where current national law lags behind in jurisprudential development. We also subscribe to various e-library services to complement and augment local and regional legal resources and sources.

The Firm ensures that these are up to date and keenly and religiously follows all changes in law and effects amendments particularly on the statute books.

The Firm's Legal Practitioners are always kept abreast of recent changes in law and have the law at their fingertips in their areas of interest and specialization.

## Charges & Professional fees

The Law obliges Legal Practitioners to charge fair and reasonable fees and recover disbursements for all work done on behalf of clients.

The Rules of the Magistrates Court, High Court and Supreme Court provide tariffs of fees and charges in respect to certain cases.

The Law Society of Zimbabwe, by virtue of authority vested in it by the Legal Practitioners Act, fixes and regularly reviews a tariff of professional fees setting out maximum and minimum charges for specified work and fees chargeable by legal Practitioners of specified practicing experience.

Sinyoro & Partners strictly adheres to these Rules and By-laws.

The tariff of fees is, as a rule, availed to clients who are also updated on reviews and changes as and when they occur from time to time.

# Practicing Standards & Culture



Sinyoro & Partners is registered by and is a member of the Law Society of Zimbabwe, a Statutory Association and watchdog for Legal Practice ethics and standards incepted by Statutory Law.

The standards, rules and regulations prescribed by the Law Society in the discharge of duties by legal practitioners and Law Firms govern and apply to us in the execution of our client's mandate and the general conduct of our business.

The Society administers a Compensation Fund for the protection of its members' clients.

The Law Society standards, rules and regulations, which we guarantee to observe, are designed to ensure ethics, efficiency and accountability.

A services provision Firm is as good as its personnel and administration. For this reason Sinyoro & Partners places the highest importance on the academic, professional and ethical qualities and attributes of the staff it recruits.

Our professional staff has a contractual and ethical duty to maintain and uphold the highest standards of erudition, ethics, excellence, integrity and professionalism taking the practice of law as both a profession and a vocation.

Team work is the hallmark of our practice, and we pride ourselves as members of a lean machine who travelled to professional experience and maturity via diverse routes and who strive to better serve their clients by constant inter-Firm, debates discussions and cross fertilization of ideas and views to achieve the best possible results.

Accountability is a cardinal tenet of our practising culture and we subscribe to it with passion, as we believe it frees the conscience and forges the bonds of productive communication while stimulating impetus for further quality performance.

- All professional staff are duty bound to account to clients, advise and report comprehensively and accurately in respect to the following:-
- The true and correct legal position of the client's rights at inception of the case and an explanation of the client's right to complain within the structures of the Firm and with the Law Society of Zimbabwe if dissatisfied with performance or conduct of a particular Legal Practitioner or the Firm.
- The true and correct procedure to be adopted in enforcing of defending rights or processing documents.
- The prospects substantively and procedurally if contested or expected to be contested.
- The charge rate to be used and amendment of such charge rate and the fees required.
- The time to be taken in processing the case, all things being equal
- Interim reports on progress, furnishing copies of all documents received or sent and explanation of any delays;

- Interim statements of account at regular intervals; Interim advices on changes in law affecting or likely to affect the rights and prospects of success as initially advised.
- Explanations of the meaning and import of judgments, Court Orders or documents;
- Final statements of account for closed or finalized cases.

## Client Care

Quality and excellent performance necessarily involves clear-cut and inspiring client care policies and practices.

All our staff members are trained and required to have positive, productive, open and friendly contact and communication with all our clients, prospective clients and all those who get into contact with our office in the course of business.

Client care practice and observance is a matter of contractual duty of our personnel and is an integral and material aspect of our practicing culture and philosophy.

Our client's business is our work and vocation, the basis of our Firm's existence and clients feel and experience their importance at every turn as they get involved, engaged, informed, consulted and advised as we serve them.

It is our ultimate goal to ensure total satisfaction so that the cost of services is slighted by the quality and manner of delivery of the same.

## Highlights of Recent High Level Corporate Assignments

The Firm assisted some Chinese Corporates in joint ventures with Zimbabwe Companies in negotiations and transfers of city buildings, their hotels and lodges as well as in shaping corporate organogram.

The Firm also brokered, and concluded on behalf of top local companies De-merger deals and Agreements. We have also advised numerous foreign Corporates on Corporate Tax, Company Indigenization, Investment Law and Partnerships.

Our team has also advised quoted companies on real estate acquisitions and development and taken legal oversight on swaps and repossessions and restructuring.

We have also successfully assisted clients in critical Arbitration matters and achieved settlement in conciliation proceedings which saved clients in goodwill and business value.

We are currently working on various Demergers, Corporate Rescue and Advisory matters and which underscore our Firm's reputation and the belief reposed in our service and capacity.

Our Firm carries out advisory and litigation work for four key Government Corporates. Two of them have been served for close to ten years and we continue to enjoy their custom.

We have rendered services for foreign and local tele-communications corporate in major contract negotiations and dispute resolution.

With our committed and dedicated staff, quality and expeditious service remains the trademark of our practicing culture and ethos.

The Firm carries out consultancy work occasionally for clients from the sub-region and abroad. We have made good use of our professional associates and contacts practising as Advocates and Attorneys in Africa and other continents as subagents and/or resource correspondents. We have ensured that at all times, Client care is not compromised and service delivery is cost effective and friendly regardless of delegation and /or collaboration.

## Regional & International Mandates



SINYORO  
& PARTNERS