



ANAND AND ANAND

DIVERSITY
EQUITY
&
INCLUSION

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NOIDA | NEW DELHI | MUMBAI | CHENNAI

DIVERSITY & INCLUSION

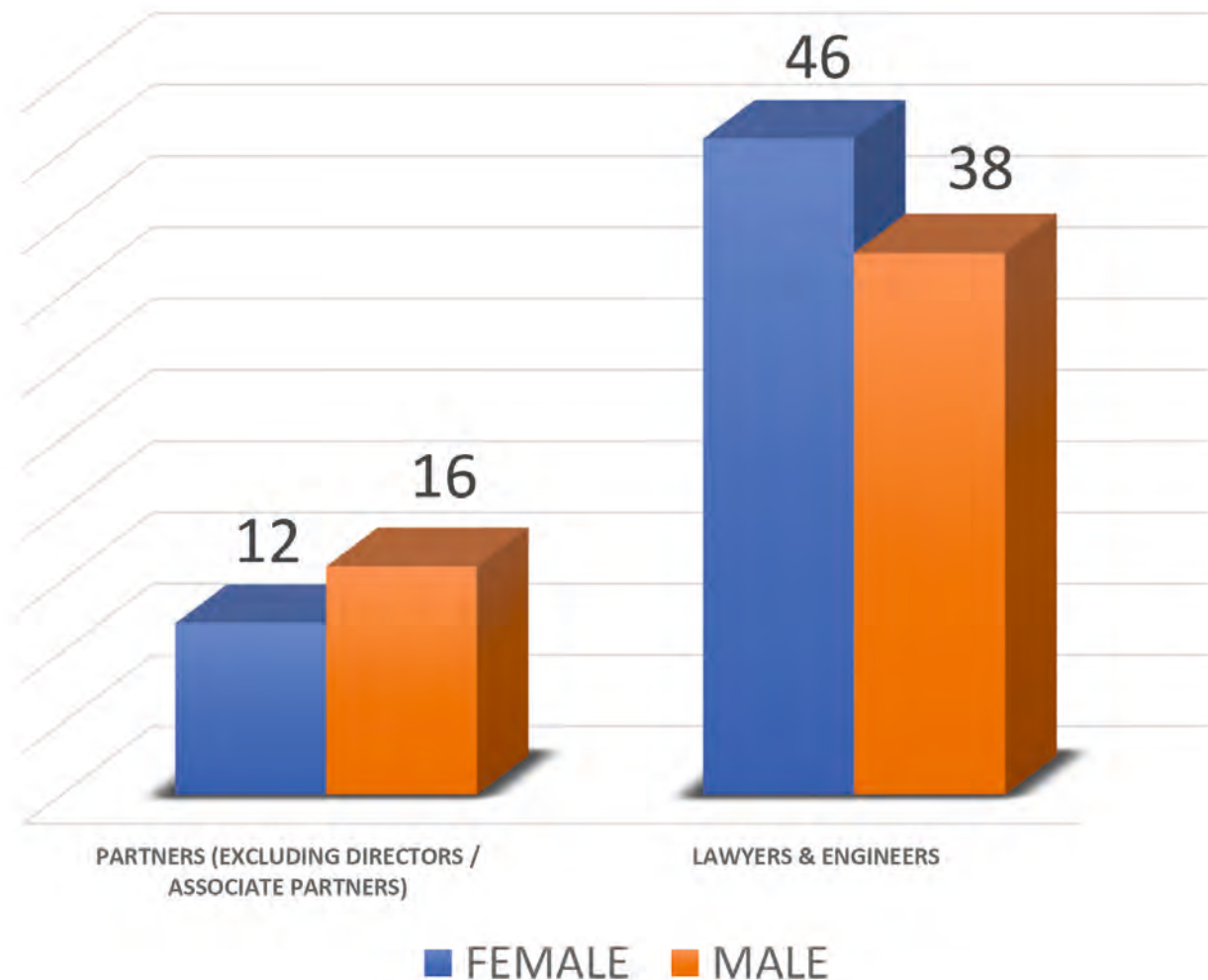
Just like 'Unity in Diversity' is one of India's most powerful characteristics, we at Anand and Anand celebrate plurality and promote a culture of equity and inclusion.

We are deeply committed to recruiting, mentoring and promoting professionals from diverse backgrounds. Our idea of distribution of meaningful opportunities and leadership roles transcends all barriers of caste, creed, sex, region or religion and any other prejudices and stereotypes.

CELEBRATING DIVERSITY AT WORKPLACE

'Diversity' can have diverse meanings. At Anand and Anand, we celebrate it in all forms.

We are proud of an impressive number of women in leadership and managerial roles. At the partner level we have 12 women partners and 16 male counterparts. Speaking of lawyers and engineers, the ratio of female to male is 46:38. Goes without saying, we believe in equal opportunities to all but we also have faith in the leadership qualities that women possess. No wonder women in senior managerial roles at the firm are consistently earning global recognition for their work and thought leadership.



UNIQUE IP REMEDIES

Our knowledge legacy is rife with cases where the firm has married IPR and social damages to help the underprivileged or those suffering – be it man, animal or environment.

THE HERMES ORDER

Ensuring a better future for our less fortunate children and youth and alive to the menace of malnutrition, we gave up monetary damages in a case for our client 'Hermes' in lieu of the repeat trademark infringer supplying mid-day meals to 10 government schools and an NGO called "Bachhiyon Ka Ghar" and sanitary napkins for underprivileged girl students.

This resonates with our earlier matter where an infringer of Ray-Ban glasses donated 500 sunglasses to Blind Relief Association.



ONE WITH NATURE

At Anand and Anand, we are one with nature as we dutifully engage in making our spaces greener.

This is done as direct engagement even as we continue to innovate ways to marry this with the work that we do.

The Merck Tree Order - In a patent infringement suit and contempt petition moved by us on behalf of Merck, we convinced our client to give up hefty monetary damages in lieu of the defendant planting 1,40,000 trees in pollution-stricken Delhi in an extensive court-monitored exercise which also led to fixing of manpower issues facing the forest department.

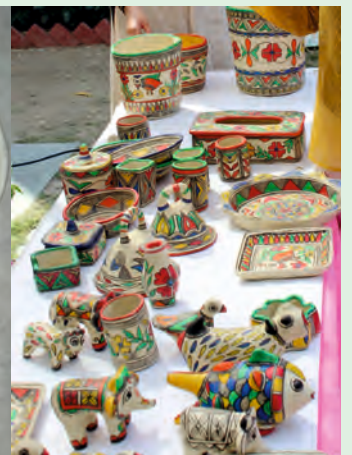


BEFORE



AFTER

Speaking of our ecological commitments, Anand and Anand is innovating ways to cut its use of paper by going digital in a big way. Whatever paper is used in the firm is handed over to an NGO engaging poor artisans in making papier-mâché products which are then displayed for sale at our office.



And when the firm turned 100, we planted 100 trees in association with an NGO 'SankalpTaru'

ANAND & ANAND **100 YEARS**
15 August 1923 - 15 August 2023

**Celebrating 100 Years of
ANAND AND ANAND**

On the occasion of the **100th** Anniversary, we have planted 100 Trees in your name in the state of Haryana in the view of **A Smarter, Greener and A Healthier Bharat** in the 21st Century.

Please scan the QR code to view your tree and visit it anytime you wish.

Planted & Nurtured By:
SankalpTaru.org
We don't just plant!

In 'Aktiebolaget Volvo vs Vineet Kumar', the first civil suit to be filed during the Lockdown, the cost paid by the defendant went towards treatment of a COVID-19 patient. In another case of trade mark infringement, the cost went to Friendicoes Animal Centre for distressed stray animals.

A HAPPY PLACE TO WORK AT

As a firm, we care about physical, mental and emotional health of our workforce across all segments.

SPORTS FOR FITNESS AND BONHOMIE

We host table tennis and badminton championships for members of the firm. It helps them engage with the colleagues besides work, destress, move some muscle and also display their talent. We encourage members to participate with full zeal.



We also hosted a centenary cricket match for our members and their families. Two cricket teams comprising lawyers from various firms played a friendly match at the Arun Jaitley stadium.



HEALTH COVER

We care about routine health of our people while providing them cover during any health emergency. Every week, we have a general practitioner visit providing free consultation to our staff. We have reported an 83 percent improvement in the basic parameters, including blood pressure, of our staff.



SHRI RAMA BALLET

The firm organised a 'Shri Rama' ballet for its members and their families, especially the children. Played out by Shriram Bhartiya Kala Kendra, and hosted at Shri Ram kala Kendra, the ballet was aimed at introducing the great Indian epics to our children.



FOOD FOR THOUGHT

Continuous Legal Education – The firm invites guests – noted luminaries – for interactive session with our professionals.

TRIZ WORKSHOP

We conducted a TRIZ workshop to educate our members on inventive problem solving



GOING TO THE S.T.E.M OF THE MATTER

N K Anand Indian Science Competition

The Indian Science Competition – The firm hosted first ever Indian science competition where law students from across India were told to present stories on Indian scientific inventions and innovations. The event garnered massive response and the school of excellence in law emerged winner with its presentation on 'Kumbalithumbu' an ancient desilting and irrigation system. It also got massive media coverage –



CV RAMAN HOLOGRAM

The firm also brought to life the hologram of India's first Nobel laureate Sir C V Raman. We created a 3D hologram of Sir Raman with an idea to create a museum of holograms of scientists. The idea of this hologram as also that of 'The Indian Science Competition' is to promote understanding and love for STEM and related fields in the youth.



EMBRACING THE DIFFERENTLY ABLED

Bringing visually-challenged in the mainstream - we have visually-challenged massage fully trained and certified massage therapists coming in our office every Friday. Staff can get head and shoulder massage. The fee is paid by office. This is our effort to bring differently abled in the mainstream and make them self-reliant. We are not empowering them since we believe they already have the power to be what they want to be. We are just doing our bit to help them realise their true potential and to honour their contribution in our society.

PRO BONO

The firm conducts hundreds of pro bono workshops for enforcement agencies, scientists, innovators, educational institutions, and clients.



Live Law.in

Karnataka HC Directs Centre, State To Release Funds For Children With Rare Genetic Disease Of LSD



The Karnataka High Court on Friday directed the Government of India to pay a sum of Rs 3 crore and the State Government to pay a sum of Rs 2 Crore to the Indra Gandhi Institute for treatment of children suffering from rare diseases called Lysosomal storage diseases (LSD's). The court has directed both the governments to pay 50 percent of the amount to the institute by May 10. A...

We also go beyond IP to serve those in need. In *Lysosomal Storage Disorders Support Society vs State Of Karnataka*, the firm fought a long legal battle of over five years to secure free medical aid for 45 children battling lysosomal storage disorder, a rare genetic condition.

VENTION

One of the partners at the firm got a trademark VENTION registered in his name. He learnt about two underprivileged students in need for sponsorship for five years to study law.

As destiny would have it, we were contacted by a fellow lawyer whose clients in China had come across the mark 'VENTION' in the trademark journal and were interested in buying it. We agreed to assign the mark to the interested party on the condition that the money is paid towards the fees of the two students.

The transaction was completed. The trademark helped the underprivileged students pay for their law course. This money was paid to IDIA (Professor Shamnad Basheer's social organisation).



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STAY CONNECTED

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