



CROSS-BORDER LEGAL ADVISORY AND COMPLIANCE:

**ADVISING AN INDIAN STEAM ENGINEERING GROUP ON EMPLOYMENT, DATA PRIVACY
AND TAX COMPLIANCE FOR ITS NEWLY ESTABLISHED MALAYSIAN SUBSIDIARY.**

Work Highlight

We are proud to have advised a leading Indian steam engineering group on cross-border legal and regulatory compliance matters following the establishment of its Malaysian subsidiary. With over 75 years of global expertise in energy conservation and automation solutions for the process industry, our client continues to drive innovation, efficiency, and sustainability across Southeast Asia.

Our Partners, **Chuck Siew Ka Wai** and **Sebastian Lee Sheng Hong**, led the advisory, delivering practical, business-focused guidance across employment law, data privacy, and tax compliance, ensuring the client's local operations were aligned with Malaysian legal requirements and best practices.

We are delighted to have assisted our client on, among other things:

- **Employment Compliance**
 - Localising its employment contracts and policy manual under Malaysian law.
 - Advising on key employment provisions including appointments, confidentiality, intellectual property, probation, termination, suspension, and retirement clauses, ensuring legal compliance and alignment with industry practices.
- **Data Privacy Compliance**
 - Localising its consent forms, data sheets, clearance forms under Malaysian law.
 - Advising on the appointment of a data protection officer, implementation of data breach response plans, personal data protection principles and updating its data privacy policies in accordance with the Personal Data Protection Act 2010 and its relevant guidelines in comparison with Indian data privacy laws.
- **Tax Compliance**
 - Advising on the employer's tax obligation.

This engagement showcases our commitment to delivering tailored solutions that assist international clients confidently navigate Malaysia's regulatory landscape. We are committed to providing practical, commercially sound, and legally robust advice to support each client's unique business objectives.

For more insights into the areas of law discussed, please contact our Partners:

Chuck Siew Ka Wai

Partner

kwsiew@tsl-legal.com

Sebastian Lee Sheng Hong

Partner

shlee@tsl-legal.com