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THEOTIS MUTEMI

LEGAL PRACTITIONERS

*Dedicated to excellence,  
quality and efficiency*



**FIRM PROFILE**

**THEOTIS MUTEMI LEGAL PRACTITIONERS**

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## ABOUT US

Theotis Mutemi Legal Practitioners is a tenacious and adaptable legal firm in Zambia known for its high ended solutions in legal and consultancy services. Fulfilling the vision of the founding Partner Ms. Anne Desiree Armanda Theotis, the firm draws on the country's top legal talent in a bid to provide quality service to clients, both international and local.

We have a reputation for providing exceptional legal services. We are renowned for our commitment to excellence and our ability to find innovative solutions to complex legal problems.

We value and maintain the firms highly treasured reputation for getting things done and nothing short of our repute is acceptable.

## OUR MISSION

To provide unparalleled legal services with unwavering integrity; ensuring client satisfaction, while fostering professional growth and prioritising the well-being of our exceptional team.

## OUR VISION

To be recognized as a leading law firm whose commitment to integrity, client satisfaction, and the professional growth of its lawyers fuels a relentless pursuit of excellence, ensuring that every interaction is a testament of our dedication to putting clients and our team first.





## OUR PARTNERS



Anne Desiree Armanda Theotis is the Managing Partner of the firm and has over 28 years of distinguished practice as an Advocate. She is widely respected for her extensive litigation experience before all levels of the Zambian courts where she has successfully represented clients in complex and high value matters. Complementing her courtroom expertise Amanda is also a seasoned Alternative Dispute Resolution (ADR) practitioner, serving as an Arbitrator, Adjudicator and Mediator. She is a fellow of the Chartered Institute of Arbitrators (CIArb) and is listed on both the local and international panels of the Lusaka International Arbitration Centre (LIAC) and CIArb. As Managing Partner she combines deep legal knowledge with a commitment to professional excellence, guiding the firm's strategic direction while fostering a culture of integrity innovation and client focused service.



Joy-Rachel Mutemi, Partner and Head of TMLP's Litigation & Dispute Resolution Department, is a highly skilled attorney with over a decade of experience at the Zambian Bar. She excels in civil and commercial litigation and alternative dispute resolution, earning recognition as one of Africa's most influential female lawyers and one of the best litigators in Zambia. She is an accredited Mediator, Arbitrator and a member—MCIarb of the Chartered Institute of Arbitrators. Joy is currently serving as an exco member of the Chartered Institute of Arbitrators Zambia Chapter.



Natasha Mutambo is an accomplished Associate Partner and Supreme Court advocate leading the Corporate Department. With over 7 years of experience, she handles complex legal matters in mergers and acquisitions, corporate advisory, tax, finance, mining, intellectual property, and international trade, and excels in litigation and dispute resolution. Natasha guides clients through transactions and compliance, known for her leadership and collaborative approach.

## OUR TEAM

Theotis Mutemi Legal Practitioners comprises of three partners, six associates and support staff with a wide range of expertise in various areas of law. Our lawyers are experienced and assertive with a razor-sharp focus in their approach to find solutions that best serve the client's needs.

Our team employs initiative and a creative approach to problem solving, which allows us to handle simple and complex tasks in an efficient and cost-effective manner.

## AWARDS AND ACHIEVEMENTS





# OUR AREAS OF PRACTICE

Our firm has two main departments, Litigation and Corporate.

## 1. Business & Corporate Litigation

We advise our clients across a broad spectrum of complex commercial litigation matters. Our team has the knowledge and expertise to represent businesses of every size and across every industry, from large multinational corporations to small family-owned businesses as well as corporate law firms and in-house legal departments in the most challenging lawsuits with the highest stakes.

We understand that each client has unique objectives and resources. We believe in working closely with our clients to understand their immediate and long-term business needs, which enables us in developing individualized legal strategies that best protect their rights and promotes their best interests.

### I. Commercial Litigation

Our firm is distinguished for its prowess in handling complex commercial disputes. With a deep understanding of business laws and commercial contracts, we ensure optimal outcomes for our clients, ranging from multinational corporations to local businesses. Our expertise includes, debt collection, contract disputes, business torts, and shareholder issues.

### II. Family Law

In the sensitive area of family law, our team provides compassionate and robust representation. We specialize in navigating high-stakes divorce proceedings, custody battles, and property settlement agreements with discretion and dedication. Our approach is tailored to protect the personal and financial interests of our clients during these challenging times.

### III. Labour and Employment

We are leaders in labour and employment litigation, adept at defending clients in cases involving wrongful termination, discrimination, and labour disputes. Our firm supports both employers and employees, offering strategic advice that complies with the latest labour regulations and best practices.

### IV. Intellectual Property

Our intellectual property litigation practice protects the innovations and creative works of our clients. We handle cases involving patent infringements, trademark disputes, and copyright issues, helping our clients safeguard their market position and intellectual assets.

### V. Real Estate Litigation

Our firm excels in real estate litigation, addressing conflicts related to property ownership, land use, and leasing disputes. We represent developers, property managers, and individual property owners, providing insights that stem from a thorough understanding of real estate law.

### VI. Environmental Law

In the realm of environmental law, our litigation team expertly handles disputes related to environmental compliance, land use, and natural resource damage. We assist clients in navigating the complex regulatory landscape to ensure that their practices align with environmental standards.

## **VII. Consumer Law**

We are proficient in defending and prosecuting consumer law cases, involving issues such as consumer fraud, product liability, and warranty disputes. Our firm is committed to advocating for consumer rights and providing businesses with the defences necessary to manage risks effectively.

## **VIII. Arbitration and Mediation**

Our firm also specializes in alternative dispute resolution methods such as arbitration and mediation, offering effective solutions that avoid the costs and uncertainties of traditional litigation. We have a successful track record in resolving disputes through these mechanisms, providing a confidential and controlled environment for our clients.

## **IX. Litigation Banking and Finance Unit**

Our Litigation Banking and Finance Unit combines deep sector expertise with proven courtroom advocacy to deliver strategic solutions for complex financial disputes. We represent leading banks, micro finance institutions and corporate borrowers in high-stakes litigation in the following core practice areas:

1. Banking Regulation and compliance;
2. Fintech
3. Securities and Investment Litigation.
4. Debt collection

## **X. Mining Law Disputes**

Our Mining Law Disputes Unit delivers specialized litigation expertise across the full spectrum of mining-related legal challenges. We represent mining companies and investors in complex disputes that involve billions of dollars in assets. Our team combines deep understanding of mining operations with proven advocacy skills to resolve disputes efficiently and protect our clients' strategic interest in the following areas:

1. Mining rights and title disputes.
2. Joint venture and partnership disputes.
3. Regulatory and compliance litigation.
4. Environmental and community relations:
5. Commercial Mining Litigation.



**2. Our Corporate Department** is home to 13 specialised units which provide diverse & specialized services, to both local & international clients. Our team of exceptional lawyers embodies professionalism, diligence and efficiency delivering legal services with unparalleled expertise and passion. Our units include:

### **I. Corporate & Commercial Advisory Unit**

The Corporate & Commercial advisory Unit is dedicated to provide tailored advise to both local and international clients in the following areas:

- Business formation and advisory services
- Corporate governance and advisory services
- Regulations and compliance advisory
- Corporate structures and reorganization
- Data protection
- Debt management & debt restructuring to include:
  - Advising on distressed debt,
  - Investing,
  - corporate distress
  - Business rescue and insolvency to include voluntary and involuntary winding up and/or liquidations and receiverships.

Additionally, the Unit is proficient in drafting complex commercial agreements.

### **II. Conveyance & Land Transaction Unit**

In an economy where real estate is one of the most substantial forms of property, Theotis Mutemi Legal Practitioners can boast of its skill & experience in conveyancing and land transactions.

At the core of the Firm's values is the much-needed blend of diligence, professionalism & expedient performance which drives real estate transactions to a successful and sterile finish. The Firm's rich bosom of conveyancing experience is best categorized with just a few examples as follows:

#### **i. Non-Conventional land transactions**

- Conveyance of land as part of corporate group restructuring.
- Conveyance of land with the transferee being a defunct Company.
- Conveyances involving companies in the business of Energy.
- Large scale conveyancing for companies in real estate.
- Conveyances arising from the sale/purchase of corporates.
- Conveyances involving foreign non-governmental organizations.

#### **ii. Conventional land transactions**

- ·Conveyance of land involving joint tenancy rights and/or common tenancy rights.
- ·Land transactions involving estates and personal representation.
- ·Land transactions involving personal loans and mortgages.
- ·Conveyances involving powers of attorney.
- ·Gifts and non-profit land transfers.

In addition to transfer of land, the Department's Conveyancing Unit is equipped to perform Property Management roles.

### **III. Licensing and Compliance Unit**

**(Energy / Petroleum/ Local Government/ Trade/ Health/ Investment/ Mining/ Trademarks)**

The licensing and compliance unit within the Corporate Department focuses on ensuring that clients are compliant with the regulatory requirements. The unit works closely with clients to assess or access their specific compliance needs. The unit offers license and compliance advisory to various clients in different industries such as: the Agriculture industry; Gambling and Betting industry; Health industry; Mining industry; Distribution industry; Export and Import industry; Construction industry; Education industry; and regularly working on the regulatory aspect in the energy sector enabling the Unit to advise on the entire life of energy in Zambia.

The Unit also assists clients in obtaining the necessary licenses, permits, and certificates required to operate legally in their respective industries. Our team guides clients through the application processes, ensuring all necessary documentation is prepared and submitted accurately and within the provided statutory timeframes.

### **IV. Mining And Construction Unit**

The Mining and Construction Unit provides strategic advice in all aspects of mining. The Unit boasts of its experience in providing clients with specialized services including:

- Mining regulatory and compliance advisory;
- Liaising with the government, regulators and other stakeholders at different stages of the client's mining lifespan;
- Assisting clients in obtaining & maintaining mineral tenements/licenses and approvals;
- Undertaking and/or assisting clients with environmental due diligence;
- Assisting clients to establish the legal parameters of their operations to enable them have a comprehensive understanding of their legal rights throughout their exploration and/or mining operations;
- Negotiating, drafting and reviewing various mining related agreements.
- Additionally, the Mining and Construction Unit of the Corporate Department provides advisory services on construction related aspects of high-value and complex infrastructure projects as well as compliance and regulatory advisory for builders, property developers, architects, contractors, subcontractors and engineers.

Additionally, the Unit assists clients with liaising and negotiating with regulators and other authorities to obtain planning permissions, building approvals, and advises clients on environmental regulations and compliance related to the clients' respective projects.

### **V. Mergers And Acquisitions**

The Mergers and Acquisition Unit of the Corporate Department advises clients on diverse legal matters such as complex joint ventures, disposals and corporate restructurings.

The team combines exceptional transactional skills with specialized expertise to provide a full range of mergers and acquisitions advisory services across all industries and/or sectors. The Unit provides specialized services to include:

- Acquisitions or sale of companies or businesses and/or company assets;
- Buying or selling of companies in financial distress; amalgamations; joint ventures;
- Conducting and assisting clients with due diligence in all mergers and acquisition transactions;
- And regulatory and compliance advisory.



## **VI. Immigration And Citizenship Unit**

### **• Immigration**

- Applying for Immigration Permits for and on behalf of the Client and pursuing the process until receipt of a decision from the Director General of Immigration. The Immigration Permits include, Residence Permit, Temporary Residence Permit, Diplomatic Permit, Spouse Permit, Study Permit, Employment Permit, Temporary Employment Permit, Investor's Permit.
- Applying for visas for and on behalf of the Client.
- Applying for variation of conditions and/or details on Immigration Permits.
- Applying for renewal of permits or visas.
- Assisting the Client in the appeal process and rendering advice on any other options available to the Client.
- General advisory on the different Immigration Permits, Border Passes and Visa Conditions.

### **• Citizenship**

- Assisting the Client to apply for citizenship by registration and pursuing the process until receipt of a decision from the Citizenship Board.
- Assisting the Client to apply for bestowal of citizenship and pursuing the process until receipt of a decision from the Citizenship Board.
- Assisting the Client to apply for renunciation of citizenship.
- Rendering advice on and assisting to resolve deprivation of citizenship cases.
- General advisory on legal requirements relating to applications for citizenship in Zambia.

## **VII. Intellectual Property And Patents Unit.**

The intellectual property unit within the Corporate Department is dedicated to providing comprehensive legal services in the field of intellectual property law. With a team of lawyers specializing in intellectual property rights, patents, trademarks, copyrights, and trade secrets, the Corporate Department is well equipped to assist clients in protecting and enforcing their valuable intellectual assets.

The unit offers a wide range of services including: Trademark registration and enforcement, Copyright protection, Trade secret protection and Intellectual property due diligence.

## **V111. Banking & Finance Unit**

Our banking and finance Unit is experienced in advising on all types of finance arrangement and legislative changes including:

- Drafting and advising on loan and facility agreements and related security documentation;
- Property and development (construction and planning); finance and refinancing;
- Financing of business acquisitions and corporate restructuring; recoveries;
- Acting for lenders and borrowers in connection with secured loans facilities;
- Corporate finance (advising on transactional, working capital, leasing and trade finance facilities); sustainable finance;

Advising lenders, investors and borrowers on green and sustainable finance products including loans and bonds.

## **IX. Employment & Labour Laws Unit**

The employment and labour unit, offers a comprehensive range of legal services on employment and labour laws. The employment and labour unit team has vast knowledge and expertise to guide clients through the process, whether the client is an employee seeking to defend his/her rights or an employer looking to ensure compliance with ever changing labour laws. The unit offers proactive advice aimed at preventing potential disputes and litigation. The following are some of the services offered by the unit:

- Drafting employment contracts including expatriates contracts.
- Drafting schedule of offences.
- Drafting disciplinary code of conduct.
- Drafting anti-sexual harassment policies.
- Drafting HIV and Aids policies.
- Drafting all other company policies.
- Registering the Contracts of Employment with the Labour Office after execution.
- General advisory on employment and labour laws.

## **X. Wills, Probate, Intestacy & Trusts Unit**

Because death is an inevitable event, discussions concerning devolution of property and administration of estates bear great significance.

The Firm's Wills, Probate, Intestacy and Trust Unit is specialized to deal with all matters arising from estates.

Some of the Units proficiencies include:

- Preparation of Wills and Testamentary dispositions,
- Applications for the court's authority to deal with estates,
- General advisory on estate administration and Trusts,
- Advice on distribution of estate where the deceased leaves instructions,
- Advice on distribution of estates where deceased does not leave instructions,
- Preparation and registration of Trust Deeds and advice on the legal requirements for setting up trusts in Zambia.

## **XI. Tax Advisory Unit**

Our Tax advisory Unit is specialized in advising clients on all tax related matters and on all aspects of tax. The Unit has enormous experience and advises clients on tax implications in various aspects of tax law including customs and trade, transfer pricing, advising clients on changes in tax laws to ensure compliance with their respective obligations at all times and to reduce risk exposure.

The Unit assists clients to minimize tax liabilities through strategic tax planning and extensive tax law research aimed at identifying changes in tax laws, advisory in Corporate Tax, Withholding Tax, VAT and Compliance checks in Corporate Tax, Withholding Tax, VAT and PAYE, Tax Planning and structuring,

## **XII. Insurance/Pensions & Securities Advisory Unit**

The firm's Insurance/Pension and Securities Advisory Unit provides specialized services to clients on all aspects of insurance, pension and securities including formation and administration of pension schemes, general advisory on registration of fund administrators and/or fund managers, general compliance and advisory on stock issuance and placement.

## **XIII. Investment Advisory And International Trade Advisory Unit**

The investment advisory & international trade advisory unit within the Corporate Department is dedicated to assist clients in understanding and complying with the ever-changing international trade and regulations.





## CONTACT US

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**TM**  
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