

# Legal Services for Businesses



Reading | Henley-on-Thames | London

**BLANDY & BLANDY**  
solicitors



Reading ● Henley-on-Thames  
● London

## Our coverage

Although a high proportion of our clients are located in London or across the Thames Valley, we also represent many organisations based nationwide, including UK subsidiaries of those operating internationally.

## Welcome

With centrally located offices in Reading, Henley-on-Thames and London, Blandy & Blandy LLP is recognised as one of the region's leading and most established law firms.

With a team of 50 lawyers and advisers, including 18 partners, and over 100 staff, we combine City-level expertise with a more flexible and cost-effective service only made possible by being regional.

The breadth and depth of our expertise and experience in acting for businesses is recognised in the UK's major legal directories, Chambers UK Guide and The Legal 500, with every department in the firm and all of our partners recommended in one or both guides. We have also held the Law Society's Lexcel quality mark, which recognises excellence in practice management and client care, since 2003. Of the 11,000 legal practices in England and Wales fewer than 10% have achieved this 'gold standard'.

Members of our team are regularly invited to speak at a range of events and many have featured as experts in the media, including on Sky News, BBC television and radio

and in the national, regional and industry press.

Our successful relationships with clients are further demonstrated by a record number of rankings, awards and nominations in the past year and in the excellent feedback we receive.

As both our firm and our clients' needs continue to evolve, we adopt a forward-thinking and progressive approach, underpinned by technology, in terms of the services we offer and the way in which they are delivered. Our sustained growth is highlighted in the Thames Valley SME 100 Growth Index, an annual listing of the region's fastest growing small and medium-sized enterprises (SMEs).

We aim to reflect our values of excellence, integrity and approachability in all that we do. This, underpinned by our independence, means that our clients continue to trust and recommend us year after year.

"Blandy & Blandy has advised Austin Fraser in a number of areas over the past 10 years, including recently on the first letting of the landmark Thames Tower building. We have always found Blandy & Blandy to be exceptionally detailed, comprehensive and a pleasure to work with and would have no hesitation in recommending the firm."

- Richard Stenson,  
Commercial  
Director,  
Austin Fraser  
Limited

"Advice while I was acting director for the London Olympic Stadium was invaluable. We have been working together on such matters for nearly 30 years."

- David Thomson, Thomson Consultancy

# Our expertise and experience

While we advise businesses of all shapes and sizes, we specialise in acting for those clients featured below, as highlighted further on page 5.

## Owner-Managed Businesses and SMEs

Providing a comprehensive range of services to clients ranging from UK subsidiaries of multinational companies, through to large owner-managed or family businesses and SMEs with turnovers of up to £100m.

## Charities and Educational Institutions

Acting for over 100 national and local charities, charitable trusts and companies, universities, student unions and independent schools.

## Landowners and Developers

Advising on development land deals totalling more than £250m in one year, representing national and regional developers, landed estates, local authorities, investors and commercial and private landowners.

## Banks and Lenders

Representing lenders including leading UK banks, 'challenger' banks and private banks in relation to corporate finance and property finance. Specifically refinancing, acquisition finance, investment finance and development finance transactions.

## Venue and Event Operators

From the world's most popular entertainment venue, through to major sports grounds and stadia, internationally renowned events, theatre operators, hotels and restaurants, advising clients in relation to venue licensing.

## Individuals and Families

Renowned expertise in advising individuals and families, trusted by high net worth clients including business owners, shareholders and directors, investors and philanthropists.

"Blandy's has provided us with legal advice for many years. They are a valued partner who make the effort to really understand our business."

- Martijn Gilbert, CEO, Reading Transport Limited

"Having worked with Blandy & Blandy for 12 years, licensing both The O2 and The SSE Arena, Wembley, they are as competent and professional as any other City law firm we have worked with."

- Rachel Garber, Legal Director, AEG Europe

"Blandy & Blandy did an excellent job on delivering training to our line managers."

- Harmeet Kaur Bumrah, HR Manager, Unatrac Limited

# Our clients include

- |   |   |                                      |
|---|---|--------------------------------------|
| The Abbey School                              | Food Storage & Distribution Federation    | Parents and Children Together        |
| Adviza  | Hampshire and Isle of Wight Air Ambulance | Perfetti Van Melle                   |
| AEG Europe *                                  | Hargreaves Property Holdings Limited      | R Collard Limited                    |
| Ambic Equipment Limited                       | Henley Royal Regatta *                    | Reading Blue Coat School             |
| Austin Fraser Limited                         | Higgs Group                               | Reading Borough Council              |
| Ben - Motor And Allied Trades Benevolent Fund | InHealth Limited                          | Reading Transport Limited            |
| Berkshire Community Foundation                | Institution of Structural Engineers       | Royal Town Planning Institute (RTPI) |
| Bloor Homes Limited                           | Launch Diagnostics Limited                | Rugby Football Union (RFU)           |
| Blue Square Marketing Limited                 | Lawn Tennis Association (LTA) *           | SAS International Limited            |
| Box Technologies Limited                      | Lloyds Bank plc                           | Skellerup (UK) Limited               |
| Career Connect                                | MCC - Lord's Cricket Ground *             | St Joseph's College                  |
| Certikin International Limited                | Nilvip Holdings Limited                   | Thames Valley Air Ambulance          |
| Charterfield Homes Limited                    | Opia Limited                              | The O2 *                             |
| Cove Construction Limited                     | Padworth College                          | The Royal Academy of Arts            |
| Cumberland Lodge                              | Pangbourne College                        | Unatrac Limited                      |
| CXK Limited                                   |   | University of Reading                |
| Englefield Estate                             |   |                                      |



\* Work in relation to Venue Licensing.

# Our approach

Placing our clients' needs and expectations at the heart of our thinking and the services we provide, we help businesses to keep ahead of the game and to achieve their aims while protecting their interests.

## Our joined-up approach

Our comprehensive range of services allows clients to manage all of their legal requirements in a more seamless, efficient and cost-effective way by using a single firm, without compromising on specialist expertise in areas like HR and employment law, commercial and regulatory matters, corporate law, data protection, intellectual property, commercial property, planning and environmental law, business immigration, insolvency and business recovery, dispute

resolution and venue licensing. When required, we can call on dedicated expertise in a given area or pull together a cross-disciplinary team of lawyers.

## Our partner led service

Our approach is not just partner led but relationship led. We work with many of our clients over the long term and recognise that open lines of communication, value for money, trust and indeed enjoying working together are essential.

We are committed to providing clear, practical, responsive and commercially focused legal advice.

Clients can feel reassured that a dedicated partner will be responsible for managing our ongoing relationship with their business from the outset. We typically work closely with business owners, HR, finance, operations and commercial directors, in-house legal teams, trustees and governors and other senior colleagues.



Thames Valley Property Awards 2017

Partners will normally handle any complex or more substantial work and oversee the 'bigger picture'. Supported by our team of solicitors, they ensure that all work is completed by suitably experienced colleagues.

We compare favourably and compete against other leading firms of solicitors in the region, as well as larger national or City firms.

## Our relationships

We are highly regarded within the professional community and over many years have forged close working relationships with a wide range of leading professional advisers. These range from accountancy firms through to banks and lenders, independent financial advisers

and wealth managers, property agents, architects, planning consultants and surveyors.

This allows us to form and work as part of a specialist team of advisers when required, for our clients' benefit and to help reduce the likelihood of unforeseen and potentially costly issues or delays. We are also experienced in dealing with or acting for other parties ranging from local authorities to regulatory bodies.

## Our added value

From round tables and workshops to seminars and speaker sessions, our annual programme of events is designed to ensure that our clients are kept abreast of relevant practical issues or changes in the law that may impact upon their business. These events

also provide excellent networking opportunities. Further insights are provided through briefing notes, blog articles and e-bulletins.

Naturally, we also work closely with our clients to provide bespoke training when required.

## Our community

In the past four years we have donated over £60,000 to local charities while continuing to support other important causes in a wide variety of ways. We participate in and sponsor high profile fundraising events across the region and our partners and staff continue to give their time as governors, trustees and volunteers.

Factor	% of clients who rated Blandy & Blandy LLP as 'good' or 'excellent'
Overall service	98
Approachability	99
Responsiveness	99
Communication	98
Felt able to make informed decisions	99
Updated on new and emerging issues	98
Appropriately priced	94

378 clients took part in our survey in the year ending 1 August 2017.

"Blandy & Blandy has supported us in a number of areas and are always prompt, thorough and commercially minded."

- Jonathon Nicholls,  
HR Director,  
Blue Square  
Marketing Limited

# Establishing and growing your business

Recognising that a business's solid foundations and informed decision making are key to its long term success, we work closely with owners and management teams to address their immediate needs and support their longer term objectives.

## Formation and structure

An organisation's structure can have a significant practical and legal impact on its longer term performance and its ability to adapt to future changes. Whether advising on the incorporation of a new company or the conversion of an existing business, the aim is the same. To identify the right structure for our clients, considering the desired level of control, liability and flexibility, as well as other financial factors. We advise private limited companies, partnerships, companies limited by guarantee, charities and other not-for-profit organisations.

## Company law and governance

We work with our clients to ensure that their organisation complies with current law, advising on areas including directors'/trustees' duties, constitutional documents, articles of association, conflicts of interest and Companies

House/Charity Commission filing requirements and can offer a supporting company secretarial service where required. We also provide relevant training to owners, directors, trustees and governors.

## Raising finance

Businesses often need external funding to achieve their growth objectives. We advise at all stages of a funding cycle and on all types of private equity transactions - from start-ups and growth capital to buyouts, public-to-private, portfolio management, debt or equity reorganisation and exit by or IPO. Our clients include institutional investors, management teams, venture capital funds, individual and corporate investors and buyers. We also advise companies looking to secure loans against their assets, in order to invest in and further develop their business, as well as lenders involved in

corporate finance transactions.

## The workplace, its culture and people

At the heart of every successful business are its people. If a business is to live by its values and achieve its aims, attracting, encouraging and retaining the right employees is crucial. That involves putting in place the legal cornerstones of effective contracts of employment and policies and procedures.

Having engaged talented staff, success and growth are dependent on businesses having the tools in place to set expectations, manage performance and assist colleagues to develop. By developing the right suite of documents and advising in a creative and commercially aware manner when it comes to the engagement and management of their workforce (whether employees, workers or contractors), we help clients to get the fundamentals right.

## Mergers and acquisitions

Mergers and acquisitions are the lifeblood of many businesses, allowing them to grow strategically. Advising on deals typically ranging between £1 million and £20 million, we have experience of most types of M&A transactions, including cross-border deals with an international element. Naturally, we also advise on demergers, company sales and other reorganisations.

## Joint ventures

As businesses seek to balance risk against maximising their return on investment, joint ventures, in many forms, have become increasingly common. We work with our clients to plan and document their joint venture, helping to create a structure which not only meets the technical, operational and legal requirements, but also fully reflects the underlying commercial objectives of those involved.

## Premises

As a business changes, naturally so will its premises requirements.

We help clients to negotiate terms that provide the flexibility and protection needed to remain agile whilst continuing to grow.

Acting for owners and occupiers, as well as investors, lenders, landowners and developers, we can advise on all aspects relating to buying, selling, leasing or funding commercial property. Highly experienced in acting for both landlords and tenants, we understand both sides of a transaction, including the issues that can arise and how to negotiate or overcome them.

"Blandy & Blandy has provided R Collard Limited with legal advice for over 12 years, supporting the growth of our company. They are a valued partner, understand our business needs and provide us with the right legal support, when needed."

- Robert Collard, Managing Director, R Collard Limited



"Blandy & Blandy has advised us on matters ranging from quick checks regarding tricky legislation to detailed advice regarding employment matters and consultations. They always provide us with prompt, thorough and valuable advice."

- Lesley Mitchell, Head of Human Resources & Office Services, Royal Town Planning Institute (RTPI)

# Protecting your business

Disputes and resulting claims can sometimes be hard to avoid, no matter how well a business has sought to protect its interests. We work closely with our clients to help them identify and minimise the likelihood or impact of risk before any problems arise.

## Contracts and agreements

We advise our clients on how to manage the risk in their commercial relationships with customers, suppliers and third parties and to exploit the opportunities in such arrangements, whilst ensuring that their contracts are practical and resilient, agile and adaptable. This includes advising on standard business terms, contracts for the provision of goods and services, distribution agreements, agency and consultancy agreements, master services agreements, confidentiality and non-disclosure agreements, brand licensing and procurement and outsourcing.

## Data protection

All businesses hold personal data relating to their customers, staff and other parties. Individuals are increasingly aware of their rights under the Data Protection Act and businesses need to know what they can and can't do – particularly given the powers of the Information Commissioner to fine organisations that do not comply with their obligations. We can also advise in relation to areas such as the new General Data Protection Regulation

(GDPR), subject access requests (SAR) and freedom of information (FOI) requests.

## Talent attraction, retention and management

We work with businesses to ensure that their employment contracts, policies, procedures and practices are up to date, compliant and provide both the flexibility and protection required.

If an employment dispute does arise, we are committed to minimising disruption and the impact on the wider workforce as well as the cost which can be involved. Seeking advice at an early stage from a lawyer who appreciates the dynamic and demanding nature of employment issues is the best way to achieve that. Unlike many larger firms, our clients know who they will be working with in our team and, whereas others typically instruct barristers for even minor preliminary hearings, we have the expertise and experience to represent our clients from initial contact all the way through to an Employment Tribunal hearing, if the need arises.

## Intellectual property

We help our clients to identify, register and exploit their intellectual property rights in the UK and worldwide. We advise on trademarks, branding, registered designs, database rights, copyright and patents. Our expertise does not divide down contentious and non-contentious lines as we recognise that a business must always know how it will protect and defend its rights if called upon to do so.

## Premises

Land and property are often one of the greatest assets of any business. Maximising potential, while minimising any liability and retaining flexibility, is key and keeping ahead of relevant changes in the law is essential in order to achieve this.

We advise clients on buying, selling, leasing or funding commercial property, including retail premises, offices, warehouses, hotels, golf clubs, pubs and restaurants and land for development. Ranging from advice on letting, through to subletting, assignments, rent reviews, lease surrenders and dilapidations,

permitted use and other planning issues, venue licensing and any disputes that may arise.

We also advise both borrowers and lenders in relation to security and property finance, including the taking of mortgages, debentures and other form of security and guarantees, second charges and other matters.

Providing an end-to-end service for landowners and developers, we also advise on aspects ranging from land development strategy through to options and conditional contracts, the interpretation of planning permissions, appeals, highways, nature conservation and built heritage, the sale and purchase of development land, and subsequent site set-ups and plots sales.

## Regulatory issues

On the regulatory side we work with organisations to help them navigate their way through increasingly complex and burdensome regulation that impacts on all aspects

of their commercial lives. We deal with many regulators and enforcement agencies, including Trading Standards, the Charity Commission, the Environment Agency and the Advertising Standards Authority and we represent those caught up in regulatory investigations or prosecutions.

## Commercial disputes

From commercial contracts to property, if a dispute arises we work with our clients to understand the issue that needs resolving, how they would like it solved and to help them achieve the best possible outcome. We recognise the demands that unresolved disputes can place on any organisation and will ensure we offer a course of action that is practical in terms of cost, time, resources and reputation.

Our specialist team has extensive experience in achieving successful outcomes through litigation, whether in the High or County Court or through specialist tribunals, arbitration, adjudication, mediation and negotiation.

## Insolvency and recovery

We understand that insolvency and turnaround situations are difficult for all involved. Whatever our clients' role, we will respond quickly and effectively to meet their needs. We provide constructive advice for licensed insolvency practitioners, commercial lenders, professional advisers, credit providers, company directors, and partnerships as well as clients in financial difficulty.

*"I found Blandly & Blandly's advice invaluable when I was at Wembley Stadium."*

*- Peter Swordy,  
Operations Director,  
Crystal Palace FC*

*"Blandly & Blandly always provides clear, succinct advice, with both an ethical and commercial sympathy, that allows us to make the right decision for the business."*

*- Melissa Proles, HR Manager, Perfetti van Melle UK*

*"We have relied on Blandly & Blandly's expertise for a number of years, and I have the utmost confidence in them as being one of the best in what they do. The team take the time to understand our business needs and provide clear, user-friendly advice on even the most complex or business critical situations."*

*- Neil Murray, Managing Director, Certikin International*

## The future

Many business leaders and owners focus on the growth and day-to-day running of their business to the extent that the future, including exit planning and succession, are often not given the time and attention they require. We work with our clients to encourage a longer term view and to help ensure that this is not the case.

### The business

We advise clients on shaping their business for an eventual exit or indeed those looking to buy or invest in a business, for example through a management buy in (MBIs), management buyout (MBOs) and buy-in management buyout (BIMBO).

Plans may include the future sale of the entire business, the partial exit of one or more shareholders, family succession, a reorganisation or looking to incentivise the management team taking the business forward. We can also guide those looking to wind up or close a business, for example if a business is financially distressed or upon retirement.

Listening to our clients' needs and aims, and working closely with other professional advisers, we work to ensure that the interests and expectations of those involved are as aligned as possible and remain so throughout the process, to ensure a smooth and satisfactory outcome for all parties.

Acting for buyers or sellers, borrowers or lenders, our experience includes advising on deals involving listed companies, overseas based investors or funders, international acquirers and high net worth individuals.

See page 15 for more on how we can also advise on the private client aspects of any deal.

### Employees

We are experts in advising on the employment aspects of buying and selling business and where a change in service provider is proposed. This, of course, includes workforce restructuring and the Transfer of Undertaking Protection of Employment (TUPE) regulations. Our expertise and experience in this area allows us to contribute at a specialist and strategic level far beyond simply advising on the law.

We are also very experienced in acting for businesses, shareholders, directors and employees regarding exit arrangements both where there is an amicable parting of ways and where a dispute has arisen.

### Premises

We can advise in connection with the retention, sale or purchase of premises, in line with the future needs of a business or its owners. This ranges from clients seeking to regear or terminate a lease to those planning to retain the freehold of a property upon the sale of a business.

“With one of the world’s largest accounting and legal practices acting for the acquirer, Blandy’s completely held their own and for this, among many reasons, I would recommend the firm unhesitatingly.”

- Russell Willcox,  
Chairman,  
Box Technologies  
Limited





## Your individual needs

We are highly experienced in advising on the full range of legal issues affecting individuals and families and widely acknowledged as one of the leading private client firms in the south of England.

This expertise, combined with our strength commercially, sets us apart from many other regional firms, as well as often larger City or national firms. Our clients can manage both their private and business needs more effectively by using a single firm, enabling a more joined-up and longer term view to be taken, saving both time and expense.

We are the only top tier firm in Reading and the surrounding area advising on 'private wealth law', according to Chambers High Net Worth Guide, and we are also highly recommended in The Legal 500. For family law, we are the only firm based in Reading to be ranked in the top tier in both of the UK's leading independent legal directories, whilst our Residential Property team is accredited by the Law Society's Conveyancing Quality Scheme (CQS) and received a regional excellence award at the national ESTAS conveyancing awards.

We firmly understand the specific needs of family-run or owner-managed businesses and recognise that the personal and professional interests of those involved are normally closely connected. We work with clients to identify how they can best protect the value of their estate and ensure the effective transfer of their assets to the next generation. We also advise shareholders and directors, as well as board/senior level employees, investors and other high net worth individuals.

We advise on areas including wills and estate planning, incorporating advice on tax and trusts, family law, including pre-nuptial and post nuptial agreements, divorce and separation and matters involving children; land and property, employment issues and dispute resolution. Through Friar Street Notaries, run by two of our partners, we also provide notarial and legalisation services to private individuals and businesses.

"High net worth individuals, multimillion-pound trusts and estates, and the owners and directors of family and owner-managed businesses retain the practice."

- *The Legal 500*

## Our international network

In an increasingly global marketplace, we find that our clients often operate or have dealings outside of the UK. Responding to this demand, we are members of the international Law Firm Network.

Approaching its 30th anniversary, the Law Firm Network is recognised as a leading international network in Chambers Global Guide and comprises 56 independent law firms worldwide.

Our established relationships with the other law firms in the Network mean that we can refer clients to, and work with on their behalf, like-minded lawyers based in key jurisdictions around the world. We also welcome the opportunity to work with overseas based clients looking to do business or invest in the UK.

We are experienced in advising on areas including forming, buying or selling a company, joint ventures, selling, leasing or investing in property, business immigration and employment law, commercial contracts and agreements, intellectual property, data protection, disputes and insolvency, notarial requirements and private client matters.

Network members attend a series of annual conferences to share best practice and market insights, discuss changes in the law and further strengthen links between firms. Since 2014 we have been actively involved in conferences held in New York, Milan, Thessaloniki, Zurich, Singapore and Bucharest. Forthcoming events are to be held in Sao Paulo, Amsterdam and Hong Kong.

In 2016, Blandy & Blandy LLP hosted the Network's annual EMEA Conference here in the Thames Valley, flying the flag for the region and wider UK against a backdrop of political uncertainty. With a focus on 'business in the UK post Brexit', we welcomed senior level speakers representing leading international organisations including United Overseas Bank, KPMG, Clearswift, Cushman & Wakefield and the University of Reading.

"Members are deeply entrenched in the legal landscape of their region and offer full-service capabilities to an array of clients."

- *Chambers Global Guide*

Law Firm Network Conference, Moscow



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“An impressive outfit with a powerful client base.”  
- *Chambers UK Guide*

“Really gets under the skin of the business.”  
- *The Legal 500*

“Established corporate practice acting for banking clients, SMEs and larger corporate bodies.”  
- *Chambers UK Guide*

“Blandy & Blandy provides an excellent service and gives the client great confidence in its capabilities.”  
- *The Legal 500*

“Well-established practice known for representing employers, including large private companies, SMEs and charities, as well as senior employees.”  
- *Chambers UK Guide*

“Development, secured lending and transactional work are where Blandy & Blandy LLP’s strong Commercial Property team shines.”  
- *The Legal 500*

“They are very client-focused and obviously aim to be long-term partners.”  
- *Chambers UK Guide*

“One of the leading law firms in the Thames Valley.”  
- *The Legal 500*

“A comprehensive team.”  
- *Chambers UK Guide*

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 @BlandyBlandyLLP

 Blandy & Blandy LLP

Authorised and regulated by the Solicitors Regulation Authority (reg no. 520336) and authorised and regulated by the Financial Conduct Authority (reg no. 510051).

It is incorporated as a limited liability partnership under number OC 348096 and its registered office is at One Friar Street Reading Berkshire RG1 1DA.

A list of Members may be inspected at our Registered Office. "Partner" denotes a Member or a senior Employee of Blandy & Blandy LLP.

All information stated in the brochure is correct at the time of printing and subject to change without notice.