



MELO ALVES
GLOBAL

TRUST, CLOSENESS, AND IN-DEPTH
KNOWLEDGE OF THE BUSINESS ARE
THE PILLARS OF OUR RELATIONSHIP
WITH OUR CLIENTS



MELO ALVES

WHO WE ARE

Ethics, integrity, efficiency,
commitment and dedication



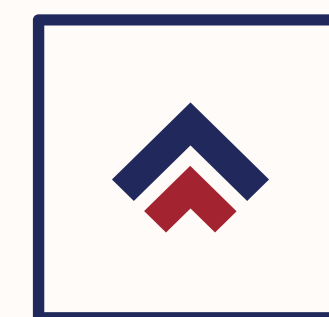
Melo Alves Global is the international arm of Melo Alves project.

Melo Alves is a legal boutique with more than 25 years of experience, based in Portugal but with a strong international vocation. Its main practice areas are Litigation (Criminal, Civil, Commercial, and Regulatory), Arbitration, Compliance, Internal Investigations, and Labour Law.

In Angola, Melo Alves Global maintains its specialized boutique matrix through its partnership with **Eckaley - Sociedade de Advogados, RL**, a law firm that works in all areas of law.

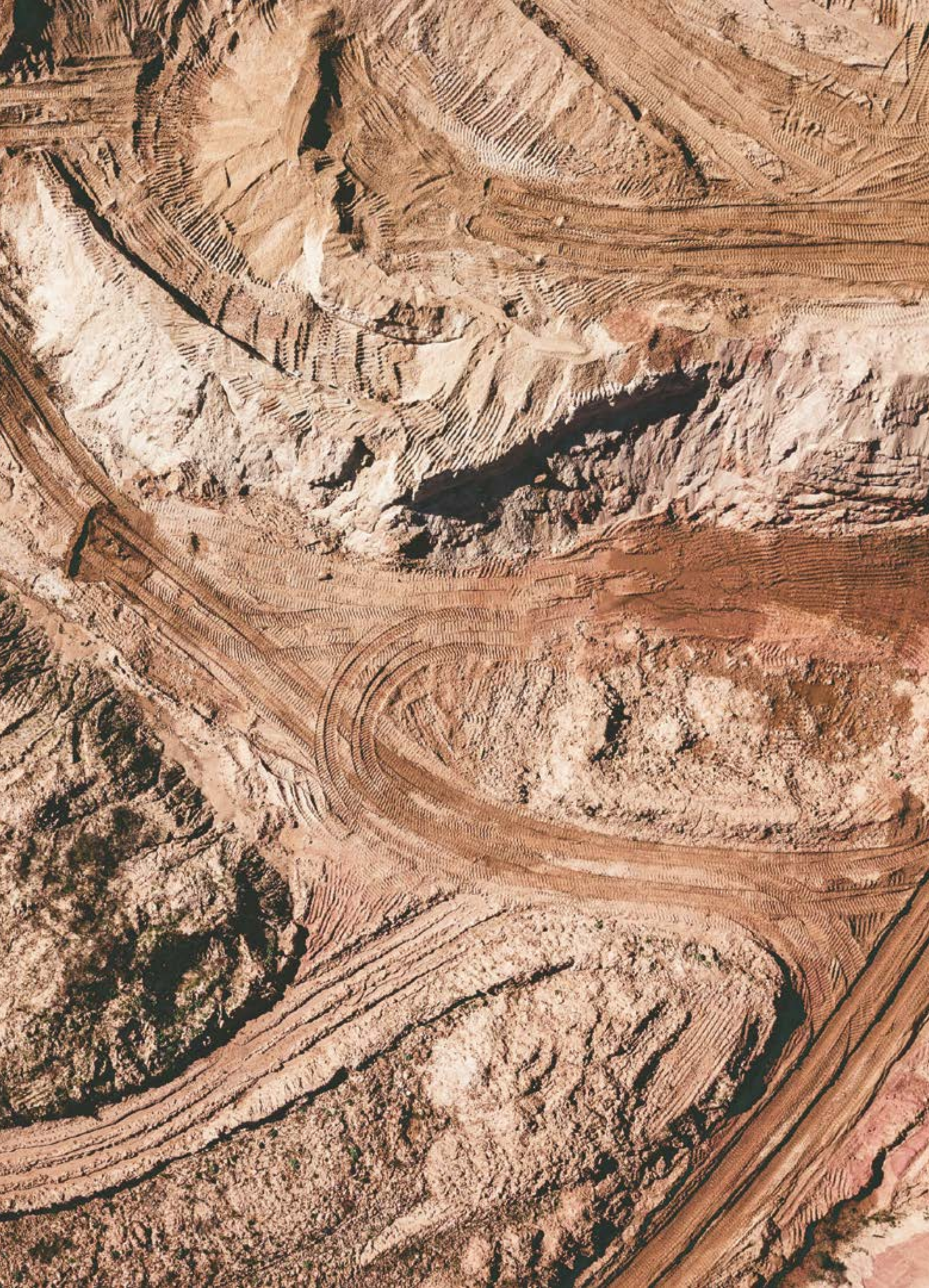
Eckaley, the exclusive member of Melo Alves Global in Angola, provides legal services to our clients in a fully integrated manner with Melo Alves, thus combining in-depth knowledge of the local reality with knowledge aligned with international standards, embodied in the long international experience of the Melo Alves partners.

Based on ethics, rigour and innovation, this combination, results in specialized, versatile, effective, and proximity-based legal assistance to add value to our clients' businesses.



ECKALEY





BUSINESS SECTORS

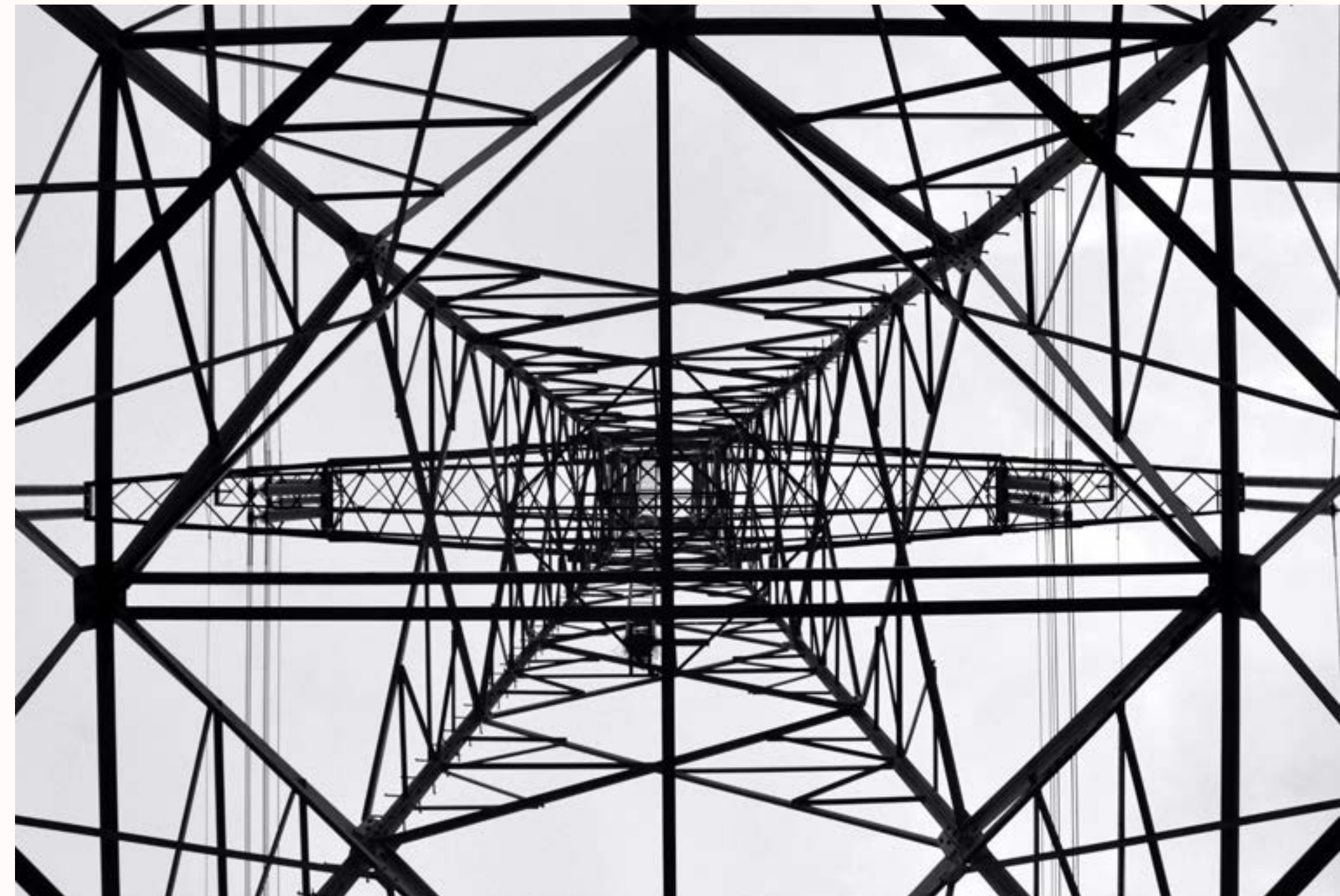
- *Oil & Gas*
- *Energy*
- *Mining and Natural Resources,*
- *Infrastructure*
- *Telecommunications*
- *Banking and Finance*

AREAS OF PRACTICE

Melo Alves Global is a network of firms that operate in an integrated manner and is recognized for its specialization in three key areas - Litigation & Arbitration, Compliance & Internal Investigations and Employment.

At the same time, we provide legal services in the areas of Private Investment, Corporate, Privacy, Migration and Tax.

- Compliance & Internal Investigations
- Labour
- Litigation



WHAT CAN MELO ALVES GLOBAL DO FOR YOU?

Compliance & Internal Investigations

- Management of whistleblowing channels;
- Advising on regulatory matters and conducting internal investigations;
- Designing and implementing internal compliance programs, including anti-corruption and anti-money laundering, adapted to the reality and legislation in Portugal and Angola;
- Training in anti-corruption and anti-money laundering compliance;
- Evaluate, improve and develop supplier contracting processes;
- Conducting due diligence on compliance risks arising from operations, mergers and acquisitions;
- Analysing operations and operators potentially affected by sanctions applied by the UN Security Council, the EU, and the US, among others.

LABOUR

- Assisting, from a labour and human resources point of view, in establishing companies and designing the structure of their workforce, including preparing contracts and job qualifiers, drafting policies and regulations, and obtaining registrations and permits;
- Advising on all labour matters and daily management of Human Resources and the workforce;
- Advising and taking part in meetings and negotiating rounds with trade unions, structures representing workers, public authorities and other parties involved, in particular, list of complaints, collective labour agreements and strike processes;
- Assisting in the design and implementation of workforce transformation and restructuring processes of companies and/or sectors or lines of business;
- Conducting due diligence on labour, human resources, and social security legislation, including identifying and implementing the necessary corrective measures;
- Assisting in the drawing up of equality plans, protocols for the prevention of harassment and/or harassment on grounds of sex and other policies or measures designed to promote equal treatment and opportunities in the labour context;
- Advising, assisting, and monitoring inspections conducted by public authorities and regulatory bodies;
- Conducting disciplinary proceedings and acting for our clients in legal actions and out-of-court procedures for resolving labour disputes;
- Designing and delivering training courses on all matters related to labour and human resources issues.

Litigation

- Strategic advice, coordination, representation, and monitoring, with regular reporting to the client on all developments in criminal, regulatory, civil, commercial, labour, and administrative litigation and/or pre-trial proceedings;
- Strategic advice, coordination, representation, and monitoring, with regular reporting to the client on all developments in any out-of-court dispute resolution processes, namely arbitration, mediation and/or conciliation;
- Promoting measures to protect rights and interests and actions to enforce and give effect to judgements and extra-judicial decisions of a similar nature, whether national or foreign.





TEAM

A team of experienced lawyers.

Bruno Melo Alves joined Melo Alves in 2023 as a partner and co-head of the Angola Desk. He works in the areas of criminal and regulatory litigation, compliance & internal investigations, and labour. Before joining the firm, he worked at VdA - Vieira de Almeida e Associados (2015 to 2023) in the regulatory and criminal law practice area and at Miranda & Associados (2007 to 2015) in the litigation and labour practice group.

Edson César Kaêta Kaley, a lawyer registered with the Angolan Bar Association, founded Eckaley - Sociedade de Advogados, RL in 2016. Edson Kaley is the coordinator for corporate, mining, compliance, and administrative law at Eckaley, which provides legal services in various areas of law. Edson Kaley worked

for more than a decade at Fátima Freitas Advogados, a member of the international network of Miranda & Associados, based in Lisbon.

In 2024, **Rui Andrade** joined Melo Alves as partner and co-head of the Angola Desk. He moved from VdA - Vieira de Almeida & Associados (2015-2024), where he was coordinating partner of the Labour practice and partner of the Litigation & Arbitration practice. Before joining VdA, Rui Andrade was the partner in charge of the Litigation and Labour practice areas at Miranda & Associados (2002 - 2015). Rui Andrade has experience in litigation, arbitration and labour matters in Angola, Mozambique, East Timor, Equatorial Guinea, São Tomé and Príncipe, Guinea-Bissau, and Cape Verde, representing and advising major national and international companies, particularly in the oil, mining, telecommunications, infrastructure, and transport sectors. For several years now, the renowned English directory Chambers & Partners has recognized Rui Andrade as one of the most outstanding lawyers at a



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global level in litigation and arbitration matters related to Africa.

In April 2024, Melo Alves hired **Ana Major** as Senior International Counsel. Born in Angola, Ana Major is a lawyer registered with the Angolan Bar Association, with extensive legal practice and international experience in the entire oil and gas value chain, contract negotiation and investment transactions, as well as tax, commercial, regulatory and compliance matters, including the creation and implementation of regulatory compliance solutions, processes, and methodology. Before joining Melo Alves, Ana Major was Chairman of the Board of Directors of TAAG - Linhas Aéreas de Angola (2021 - 2023), co-Founder of AEGIS - Gestão Projectos e Soluções (2018 - 2021), Legal Director of the Southern Africa business unit of the multinational Chevron (1997 - 2018), External Consultant at Miranda & Associados (1991 - 1997) and Legal Consultant at ENSA, Empresa Nacional de Seguros de Angola (1987 - 1997).



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