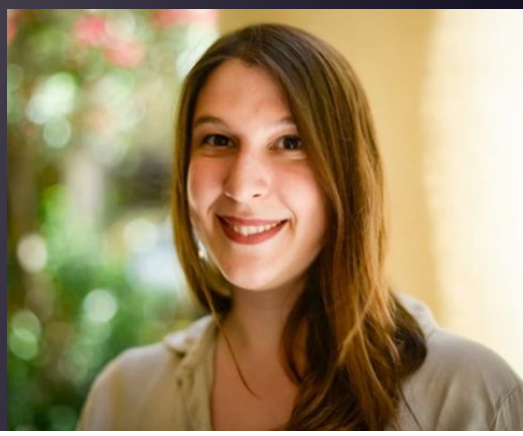
# Natalia Kalatzi



Natalia Kalatzi is a senior associate in our Corporate and Commercial practice. She advises both domestic and international clients on compliance issues, with particular focus on Greek privacy laws and GDPR, direct-marketing legislation, advertising and commercial practices regulations. Natalia has a detailed knowledge of the IP laws and authors' rights. She handles a wide range of commercial law issues and drafts commercial contracts for clients in the healthcare, consumer goods, internet and food and beverage sectors.

She also has a detailed knowledge of employment law. She advises clients on various matters related to the employment relationship, such as drafting of employment contracts, employment benefits, work leaves, employment schedule, relationship with the employees' trade unions, termination of the employment, and the application of the related EU directives on transfer of undertakings. She also has significant experience in drafting internal employment regulations and employment policies (e.g. remote work policy, policy on the prevention of violence and harassment at the workplace etc.).

Natalia is an experienced commercial litigator and has acted for clients on a range of complex commercial disputes before the Greek Courts, including breach of contract issues relating to employment claims, privacy claims and preliminary injunction proceedings.

# TMT & Intellectual Property

For the 11th consecutive year, our firm responded to and defended before the Hellenic Data Protection Authority (DPA) and the Courts several removals requests that were filed against our client, the leading USA search engine.

## Notable TMT & Intellectual Property cases

- Successfully advised **Google** on a critical hearing in a defamation case, which was a result of the #MeToo movement in Greece, brought by a well-known Greek actor against Google for the removal of allegedly defamatory content uploaded online, regarding the commission by him of sexual offences against his female coworkers.
- The first case ever to be litigated in Greece for the issue of the legal age of consent under the GDPR that was filed against the leading USA search engine.
- We were retained to defend several complaints filed against the leading USA search engine for the association of personal data and images in the search engine with allegedly defamatory words or phrases



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relating to sexual orientation, profession and criminal convictions.
- We successfully defended the case of an individual, who is the heir of the most prominent Greek architect in the very serious dispute re the ownership of his father's archive.

**DPO Services**

- The first case ever to be litigated in Greece for the issue of the legal age of consent under the GDPR that was filed against the leading USA search engine.
- We were retained to defend several complaints filed against the leading USA search engine for the association of personal data and images in the search engine with allegedly defamatory words or phrases relating to sexual orientation, profession and criminal convictions.
- We successfully defended the case of an individual, who is the heir of the most prominent Greek architect in the very serious dispute re the ownership of his father's archive.

**Data Protection / Privacy / IP**

- Advised **Google** on a daily basis in responding to users' requests for removal of content, including on the basis of the "right to be forgotten", defamation and copyright/trade mark infringement. We also provide advice on commercial and marketing issues such as clearing new projects.
- Advised **Google** in cases before the Greek Data Protection Authority, the Consumer Secretariat and other Authorities. We have also provided clearance on various aspects of dozens of products launches.
- Advised **Procter & Gamble** on issues related to marketing and advertisements from a regulatory and consumer law perspective, ensuring launches of new products such as ZZZQuil.
- Advised **Piraeus Bank**, in the context of the sale of its acquiring business by providing it with advice from a regulatory, competition, privacy and employment law perspective.
- Advised **Miele Hellas** on privacy matters related to marketing policies and to communications addressed to consumers. We advise Miele in all its corporate, commercial transactions as well as to dispute resolution issues.
- Advised **Athenian Brewery S.A.** on spanning IP licenses, data transfer, new services, competition and marketing. We also undertake data protection officer (DPO) services for the company.
- Advised the leading US search engine, as exclusive legal advisers in Greece ever since we helped them establish a presence in the country in 2007. This includes all due diligence relating to the launch of any new product or service in Greece as well as other commercial issues.
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- We were retained to defend several complaints filed against the leading USA search engine for the association of personal data and images in the search engine with allegedly defamatory words or phrases relating to sexual orientation, profession and criminal convictions.
- We successfully defended the case of an individual, who is the heir of the most prominent Greek architect in the very serious dispute re the ownership of his father's archive.

**Technology, Internet & IT**

- The first case ever to be litigated in Greece for the issue of the legal age of consent under the GDPR that was filed against the leading USA search engine.
- We were retained to defend several complaints filed against the leading USA search engine for the association of personal data and images in the search engine with allegedly defamatory words or phrases relating to sexual orientation, profession and criminal convictions.
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# Employment

## Notable Employment cases

- Advised **Diversey** on day-to-day employment issues, including the provisions of the recent Greek employment law of 2021, the application in the workplace of urgent measures related to Covid-19 and the implementation of remote work.
- Advised **Whirlpool**, on the process of update of the employment contracts, in view of the change of the company's registered seat.
- Advised **Goodyear Tyres**, on updating all employment contracts, including employment contracts of specific categories of employees (e.g. managerial employees, sellers, employees who permanently work remotely).
- Advised **Miele**, in the context of an audit by the Employment Inspection Authority as to the company's compliance with the law provisions regarding employees' work schedule, as well as assisting.
- Advised **Dow Chemicals** on the strategy that had to be followed in the context of a case with a former employee claiming compensation related to a work accident that occurred while he was employed by the company.
- Advised **Whirlpool, Miele, Goodyear Tyres, Trane, Hines, Cardlink, Dow Chemicals and Athenian Brewery** in the in the procedure of update of the company's internal Employment Regulation, implementation of a hybrid work model, by drafting the relevant policies and providing all necessary guidelines, as well as assisting in drafting the new company Policy concerning violence and harassment at the workplace, in accordance with the recent employment law provisions.
- Advised **Piraeus Bank**, in the context of the sale of its acquiring business by providing it with advice from a regulatory, competition, privacy and employment law perspective.
- Advised **Harley-Davidson Europe Limited** on relocating their Greece office and employees and on drafting a settlement agreement for the termination of a senior employee.
- Advising **Medtronic** on overtime issues and drafting of new employment contract templates.
- Advising **Diversey** on harmonization of group insurance schemes, tax treatment of employee benefits and amendment and discontinuance of employee benefits.
- Advising **Kyvernitis Travel** on employment matters (payroll issues, termination procedures, confidentiality clauses et al.)
- Advising **Orbit Couriers** on employment matters (disciplinary procedures, health and safety, sick and annual leave matters, confidentiality et al.).
- Prepared a legal due diligence on a draft human resources report for DEPA the public gas corporation.
- Advising **Miele AG** on employment matters.
- Advising the **leading USA search engine** on employment matters (benefits, part-time contracts, military service issues).
- Advised **Baker McKenzie's** London office on several employment-related issues regarding companies seeking to reduce personnel in Greece in order to minimize labor costs.
- Advised a client active in military equipment on immigration issues and ex-pat permit issues.
- Provided advice to a travel industry client on disciplinary measures for employees.
- Advised Baker McKenzie on the labor aspects of the asset acquisition of TNT by **Federal Express**.
- Advised **Diamond Resorts Inc.** on a recent attempt to acquire a Greek company including the transfer of its employees.
- Advised **Juniper Networks** on the drafting and harmonization of its employment contracts with Greek Law for hiring Greek personnel.
- Advised Baker McKenzie's Amsterdam office for **IGT**, a global company engaged in the design, development, manufacturing, distribution and sales of computerized gaming equipment, software, and



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network systems worldwide.
- Advised a **US search engine** on changing its country manager, hiring of personnel, employee handbook, issuing of employee credit cards and other matters.
- Advised a Japanese multinational on a major restructuring, including the application of the ARD Directive, employment redundancies and a European Works Council.
- Advised on **Ceva Logistics'** HR compliance program, including advising the HR department on putting together the employment contracts and benefits for the company employees.
- Advised on several employment law cases involving the transfer of employees under the Acquired Rights Directive and Presidential Decree implementing the directive in Greek law.
- Advised on the employment law aspects of a number of restructurings including a Japanese electronics equipment maker, **Sony Music**, a US multinational active in the Paper industry, and **Diversey Inc.**, as well as the acquisition of Shell Lubricants by **Petros Petropoulos S.A.**
- Advised **Whirlpool, Miele, Sony Music S.A., Heineken, Goodyear Tires, Dow Chemical and Diversey Inc**. on day-to-day employment law matters.

# M&A

## Notable M&A cases

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**Private Equity and other Financial Investors**

- Advised **Piraeus Bank** on its carve out and subsequent sale of its card payments and merchant acquiring business to Euronet Worldwide, and the formation of an exclusive long-term sales and distribution partnership for a total of €300m.

# Qualifications

- LLM, Centre for International Intellectual Property Law Studies, University of Strasbourg (2016)
- LLM in Civil Law, School of Law, University of Athens (2014)
- LLB, School of Law, University of Athens (2012)



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