

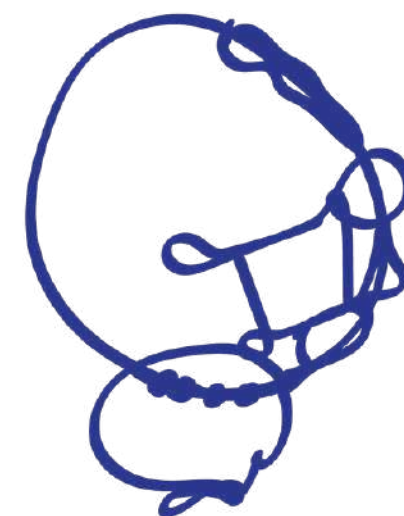


Law Firm

B-HSE Società tra Avvocati a r.l.



About Us



About Us

B is an independent Law Firm founded in 2020 by two Professors of Law at the University with a shared vision of the legal practice: high specialization, competence, quality of work, understanding and knowledge of the Clients' business, flexibility, growth and nurturing of young talents.

We are a sort of “Atelier of Law” that seeks tailor made solutions for Clients in the fields of Environmental, Circular Economy, Energy, Safety, Food and Criminal Law as well as Compliance. We have a combined and crosswise approach. Therefore, we provide 360' assistance in terms of criminal risk management, administrative procedure and civil law. We represent a unique entity in the Italian legal framework in Environmental, H&S, Criminal and Food law firms.

Mission



Mission

Our strong international vocation is guaranteed by a consolidated network of relationships established with partners of independent law firms from different jurisdictions, which ensure high legal quality and an approach to the relationship with Clients in line with the style of .

The deep knowledge of the reference markets, the academic prestige of the attorneys, the speed of reaction to any request for assistance, the professional background and the spirit of belonging that distinguishes us, make  the perfect legal partner for every needs, both local, national, european and even international. In everchanging sectors characterized by complex regulations such as those on Environment, H&S, Food and Criminal combines over twenty years of professional experience with a high scientific profile.

Mission

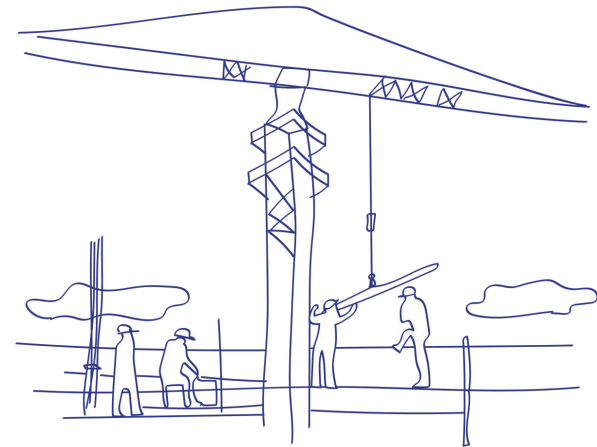
B main Clients are important chemical-food groups, leading companies in drilling and geo-inspection activities for natural resources, petroleum and lubricant companies dedicated to the refining and distribution of products, world leading groups in the production of generic drugs, companies in production and management of renewable sources, companies specialized in environmental, waste and landfill management services, numerous companies engaged in the production and sale of energy, public bodies and cement plants.

Furthermore, **B** assists Italian and foreign multinational companies operating in food, chemical-pharmaceutical, defence, oil & gas, energy, banking and real estate sectors as well as other law firms not holding its specialization.

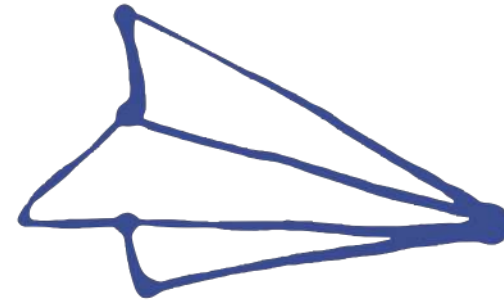
Our practices



**Environmental
Law**



**Health &
Safety**



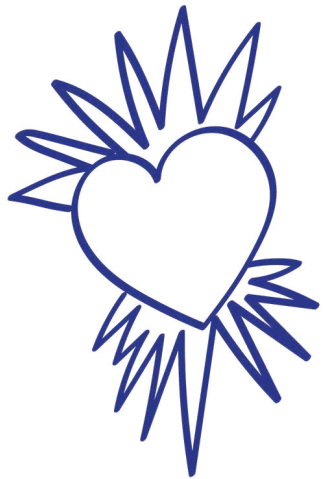
**Product
Compliance**



**Corporate
Compliance**



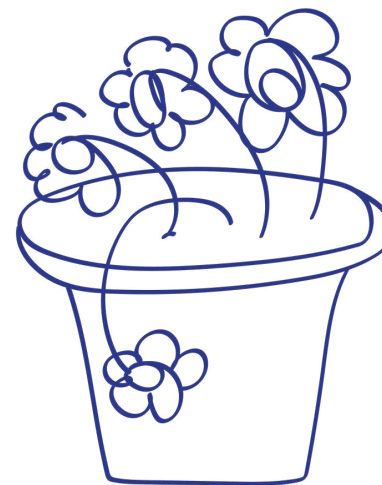
**Real
Estate**



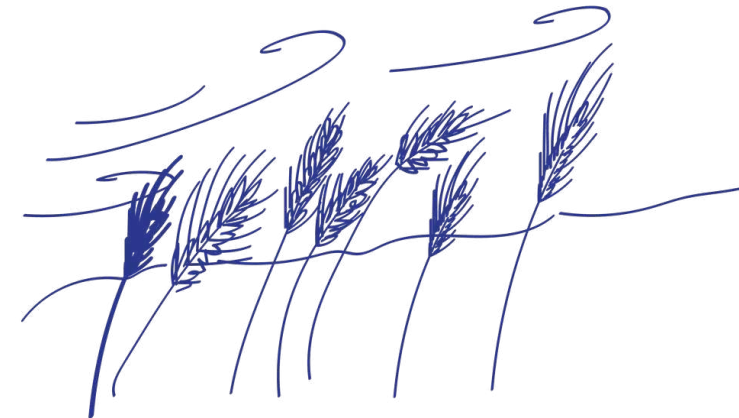
**Criminal
Law**



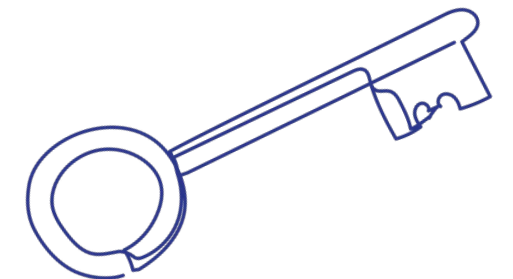
**Labour
Law**



**Assistance in
operations**



**Food
Law**



**Data
Protection**

Environmental Law



The specialized assistance provided by **B** to its Clients covers all legal issues related to environmental matters, under the various profiles of criminal responsibility (environmental and urban planning crimes), administrative (sanctions, authorization procedures, relations with the public administration and trials) and civil law (active and passive actions, legal assistance in environmental damage, contractual and extra-contractual compensation disputes), ensuring assistance both in Courts and in extraordinary and ordinary day by day support to the management.

Highlights:



- waste and landfill management;
- waste-to-energy and incinerators;
- remediation of contaminated sites;
- management of water resources and discharges;
- atmospheric, acoustic and electromagnetic pollution;
- application of emission trading rules and ESG;
- management, settlement and compensation for environmental damage;
- dangerous substances, asbestos and substances (REACH);
- internal audits and environmental due diligence;

Highlights:



- environmental compatibility assessments (EIA - Environmental Impact Assessment, SEA - Strategic Environmental Assessment and Impact Assessment for Natura 2000 sites) and related authorization procedures;



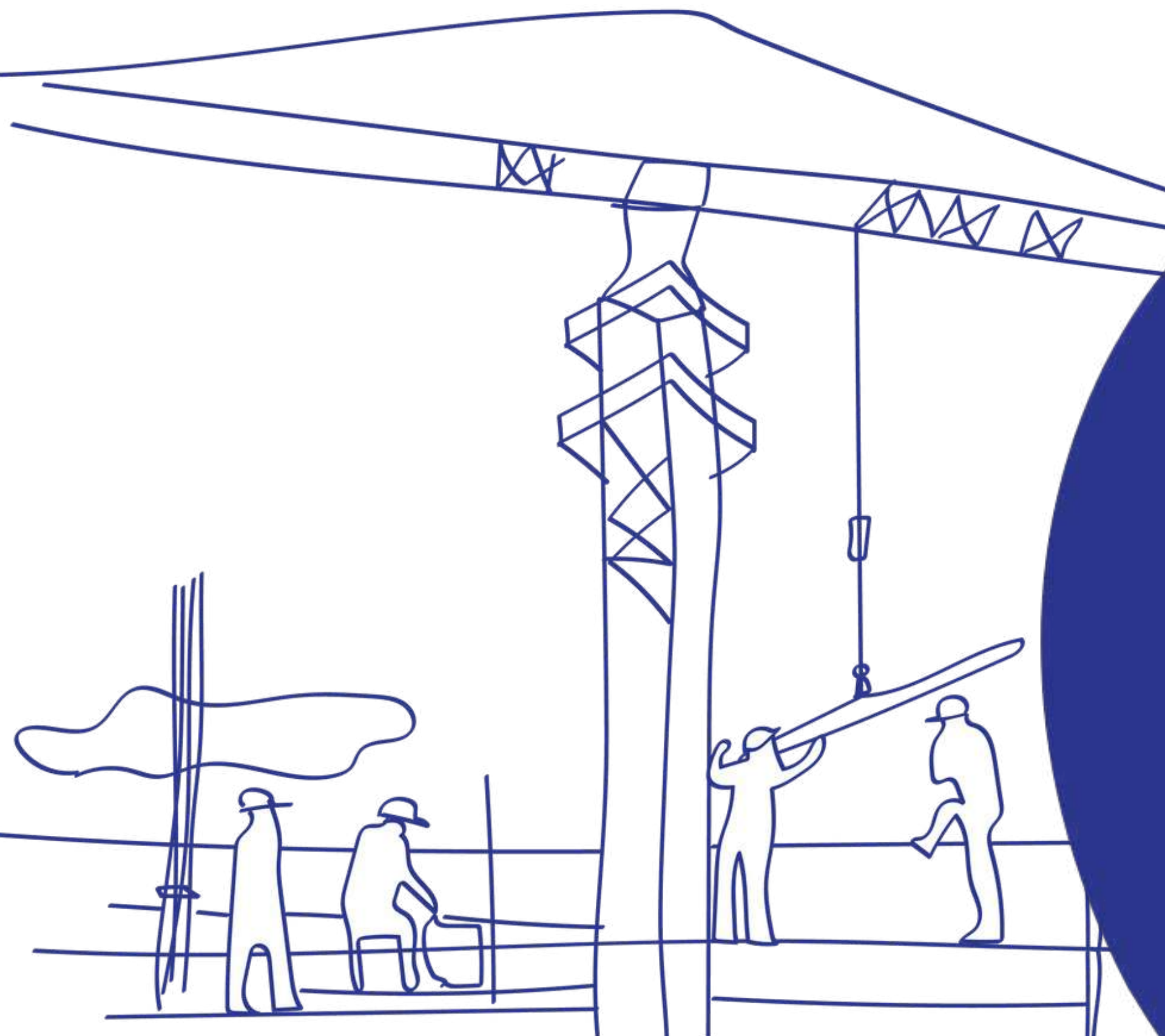
- issue and renewal of the integrated pollution prevention and control (IPPC);
- application of urban planning rules, landscape-environmental constraints and protected areas;



- fossil, nuclear and alternative and renewable sources energy sector;
- protection of public health, workers and safety in factories, plants and building sites.



Health & Safety



B's attorneys advise and represent Clients in all legal matters relating to occupational health and safety, covering criminal, administrative, and civil liability aspects and supporting employers in the planning, implementation, and day-to-day management of workplace compliance and employment related issues

Highlights:



- organization, structuring and management of the company production processes;



- fulfilling the obligations of mapping, prevention and risk assessment;



- internal appointments and delegations regarding H&S liability and obligations;



- H&S profiles in the organization, structuring and management of temporary or mobile contracts;

- machinery and equipment safety compliance and PPE;

- dangerous substances and chemical, physical or biological agents;

- management of toxic gases, electrical and computer screens H&S profiles.

Highlights:



- draft workplace policies and procedures;



- disputes on qualifications, demotions and workplace bullying;
- disputes before courts and arbitration panels for individual or collective dismissals;

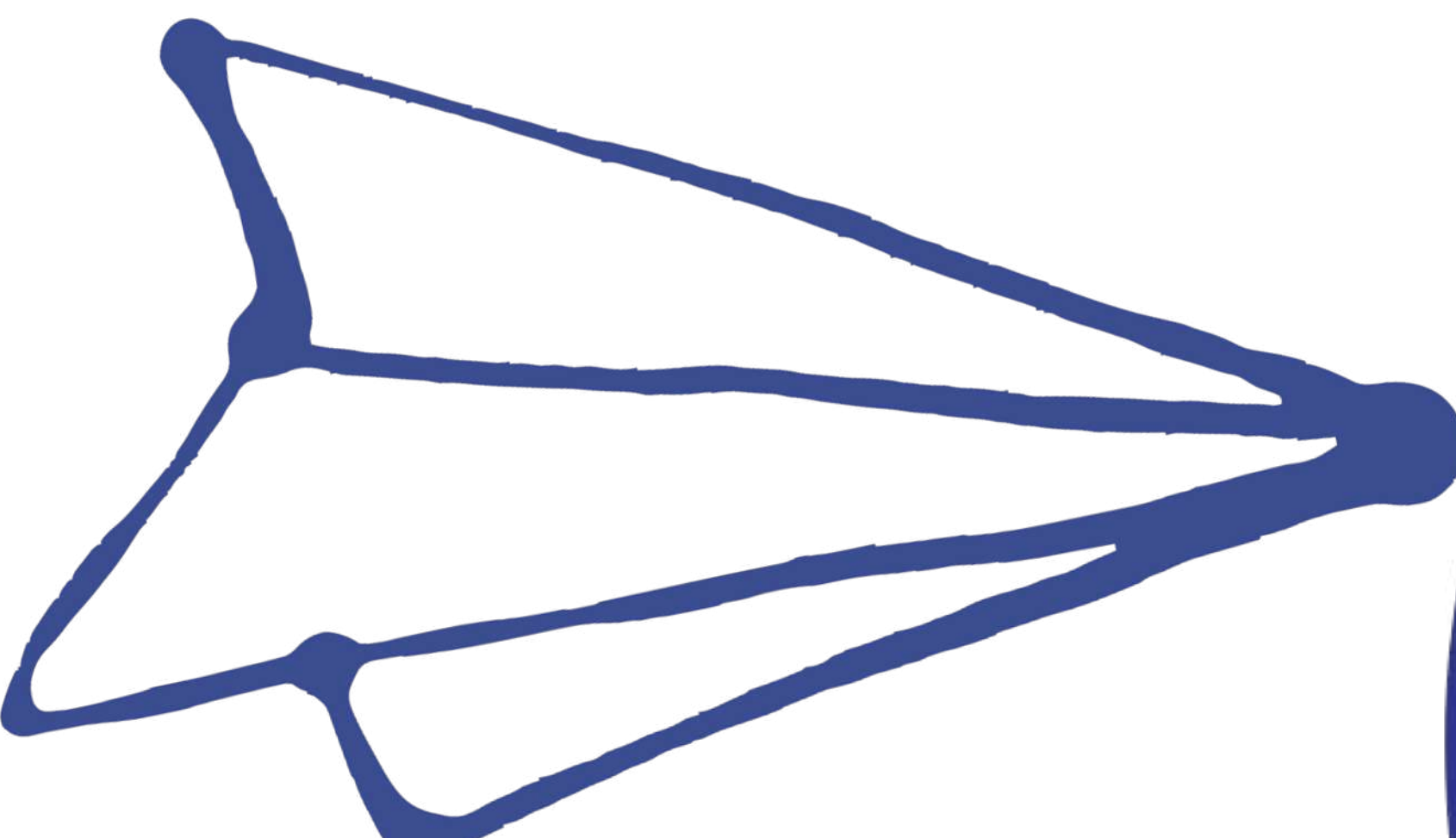


- disputes for the compensation of damages related to violations of the law and accidents;
- disputes related to accidents at workplace and the related liability of the company;



- criminal trials for crimes of injury and homicide at workplace;
- in audit and due diligence on production plants and companies.

Product Compliance



B professionals have developed significant expertise in key aspects of product compliance, from in depth analysis of applicable regulations, to the actual supply of goods and services, manufacturing, processing and marketing operations, market distribution, labelling requirements, advertising claims, traceability obligations, recalls and risk management.

Corporate Compliance

 provides complex advisory services with regards to the entire product lifecycle and supply chain. From activities that are related to the supply of goods and services, manufacturing, processing and marketing operations, to the distribution of products to end consumers and management of post-sale phases.

The firm supports its clients in understanding and complying with international, European, and national regulatory frameworks with a strong focus on product safety, regulatory compliance, labelling and information requirements, advertising and marketing claims, traceability obligations, post-market monitoring, recalls, crisis and risk management.

 professionals have gained particular expertise in highly regulated and complex sectors, including mass-market products, fashion and luxury, pharmaceuticals, and food & agri-businesses.

Corporate Compliance

Highlights:



- legal advice on international, European and national product compliance frameworks



- legal review of technical documentation and conformity files
- advice on CE marking, labeling and product information requirements
- assistance in product recalls, corrective measures and safety procedures



- monitoring and analysis of regulatory developments
- regulatory qualification and legal classification of products



- assistance in conformity assessment and certification procedures
- representation before regulatory authorities and notified bodies
- drafting and review of compliance-related legal documentation or deed

Corporate Compliance



B's attorneys have also gained considerable experience in the area of criminal risk management in business activities with in-depth knowledge of the issues related to Legislative Decree no. 231/2001.

We deal with compliance in the broadest sense of the term, evaluating every aspect of the criminal profiles in corporate governance and regulatory obligations.

Corporate Compliance

The legal advice offered concerns the trial assistance, due diligence, drafting or revision of all the documentation necessary to ensure compliance with the legislation and the prevention of all possible risks.

 also manages legal audit and self-assessment processes, internal investigations and/or events related to inspections and defensive investigations by the authorities.

 approach aims at combining risk management with the Client's business needs in coordination with corporate, labor and administrative rules.

Highlights:



- criminal trials;
- due diligence phase;
- structuring and drafting the documentation necessary for corporate compliance;



- drafting, integration or revision of Models 231
- management of audit processes;



- advising on inspections and investigations by authorities;
- event of 231 investigations (including related disciplinary proceedings) and remedial actions;



- audit or forensic investigations;
- participation in Supervisory Bodies established pursuant to Legislative Decree n. 231/2001;
- training activities.

Real Estate



 provides a fully integrated legal service on real estate sector. The Firm has built up a vast real estate Client base, ranging from fashion and retail companies, funds (listed and unlisted), public bodies, private and institutional investors, banks. These Clients can rely on our sector-specific expert assistance in commercial, office building, hospitality, industrial, residential, and logistics transactions.

The projects are handled with a strong problem-solving approach and with maximum attention to investment return goals and costs control.

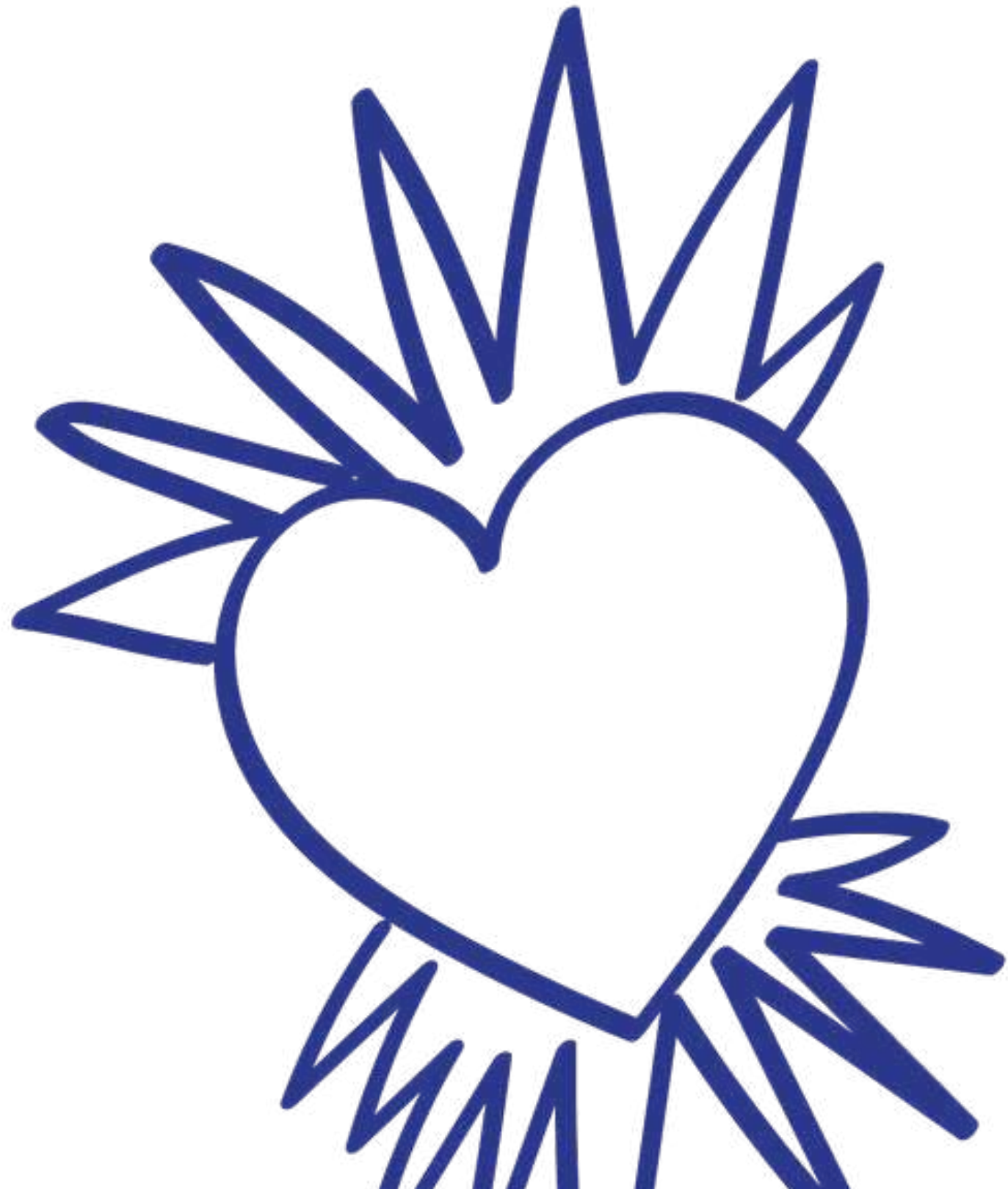
Highlights:



- acquisition and sale of companies and real estate assets;
- real estate due diligence;
- real estate-related contracts;
- real estate development and construction transactions;
- retail expansion.



Criminal Law



B's attorneys have gained considerable experience in the main areas of criminal law in the judicial and extrajudicial, with a wide view also to european and international profiles.

Criminal Law

The advice that can be offered covers legal opinions, procedural and trial assistance.

B's attorneys have further consolidated over the years a capillary network of relationships in order to ensure the Clients a solid defence with the conduction of investigative activities and technical advice.

B's attorneys assist corporates in the management of criminal trials, including pre and post-trial stages.

Specifically, criminal (also) procedural assistance is divided, among other things, into the following matters:



- environmental and town and country planning crimes;



- offence against the Public Administration;



- white collars crimes;



- bankruptcy and insolvency;

- tax crimes;

- bank crimes;

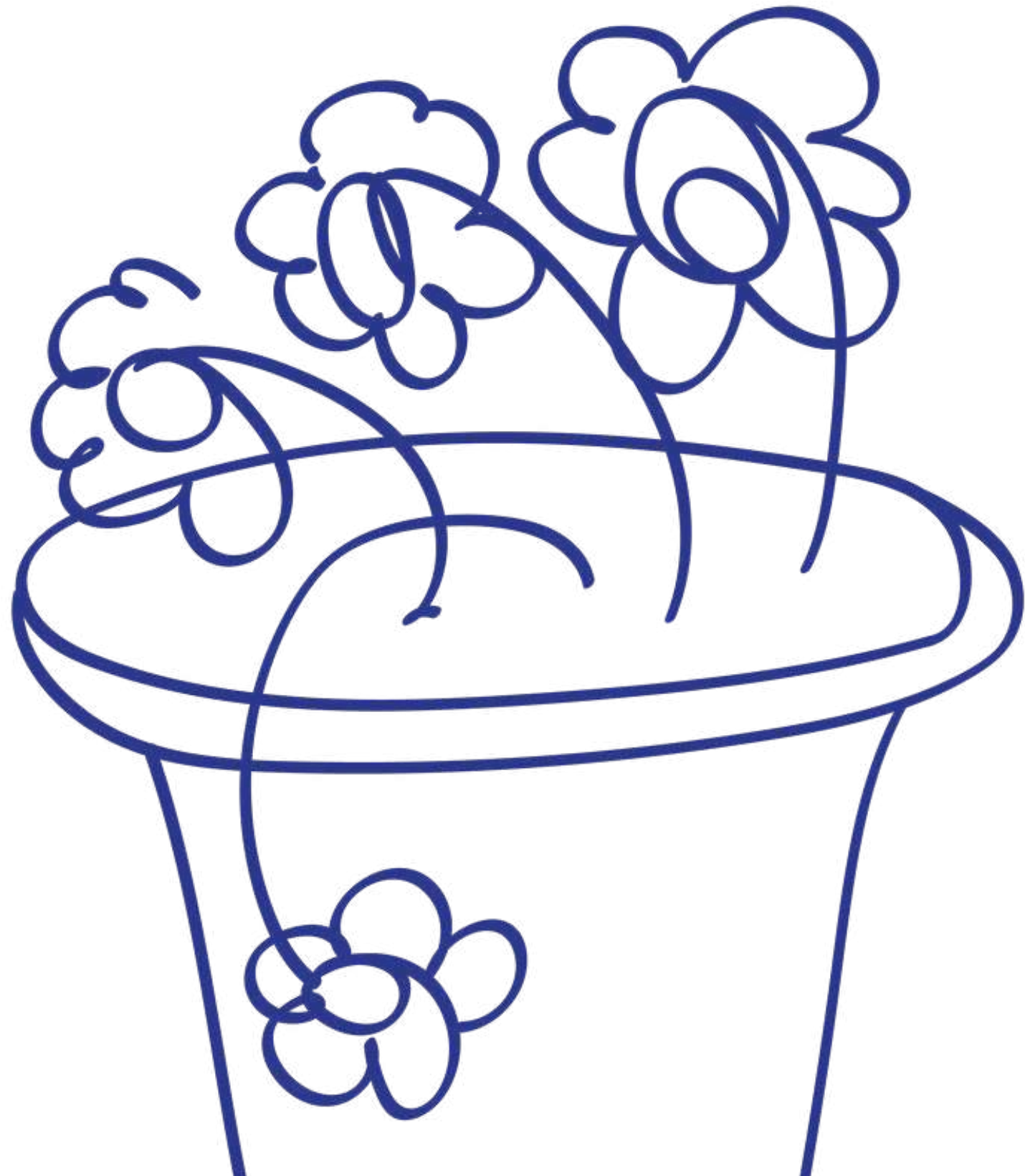
- financial intermediation and market protection offences;

- cybercrime and personal data protection;

- crimes against property;

- medical responsibilities.

Assistance in operations



 supports companies in the ordinary management of environmental and safety risks, in Court, with audits and due diligence or participation in the drafting of environmental covenants.

Assistance in operations

Highlights:

- real estate operations;
- construction, start-up, expansion, modernization or decommissioning and conversion of industrial plants, environmental service plants (landfills, waste-to-energy plants, etc.), as well as installations for the production, storage and distribution of energy;
- M&A transactions, business leases and the transfer of shareholdings;
- IPO and project finance.



's attorneys offer a high-quality service and can find the most suitable solution for clients in both legal and business terms, ensuring direct, effective, accurate communication and assistance.

Labour Law



Not only health and safety, because 's attorneys advise and represent Clients in all legal matters even relating to *labor* law, covering criminal, administrative, and civil liability aspects and supporting employers in the ordinary and extraordinary aspects of the relation with the employees

Highlights:



- employment contracts for executives, managers and workers;
- employment and agency contracts with or without non-compete clauses;



- contractual relationship between employer and employee;
- disputes on qualifications, demotions and workplace bullying;



- disputes on compensation, wrongful termination and employees' misconduct;
- disputes before courts and arbitration panels for individual or collective dismissals;



- protect employees' rights in business transfer;
- in audit and due diligence on production plants and companies.

Food Law



 Combining over ten years of professional experience with a high scientific profile in a sector characterized by continuous transformation and complex regulations, B assists both Italian, foreign companies and multinational groups in the food and beverage sector, food distribution, as well as associations of national and european producers and Institutions.

B offers legal assistance on the entire food supply chain, from operations aimed at the supply of goods and services for the food business (aggregate farm supplies), through all the business activities of food processing and marketing, up to the distribution of these products to the final consumer (aggregate processing and distribution) and to manage the post-sales phase.

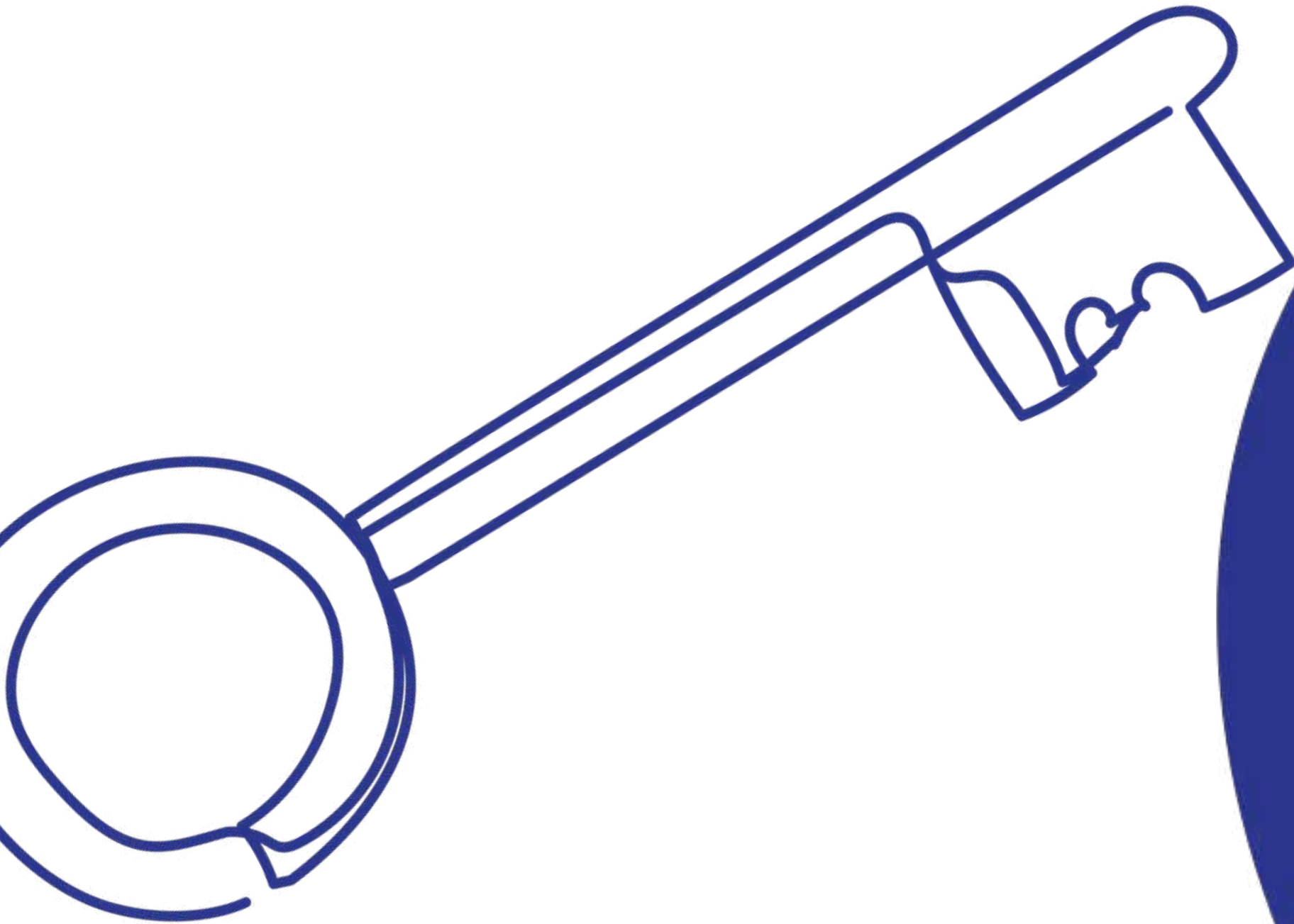
The specialized assistance covers all legal issues related to the food and beverage sector, under various criminal, administrative and civil responsibilities, providing support to management of the company both in Courts and day by day activities.

Highlights:



- food market law and unfair competition (AGCM);
- the compliance of the production and commercial structures according to reg. CE n. 178/2002;
- labeling, trademarks and distinctive quality signs;
- food advertising (commercials, story-boards and relations with advertising agencies);
- management and compensation of damage caused by harmful or unsuitable food;
- food crimes litigations for damage to health and commercial fraud;
- novel foods and genetically modified organisms
- allergens and product contamination
- dietary supplements, nutraceuticals, and functional products
- protection of industrial and intellectual property rights in the food sector
- internal audits and due diligence on food quality and safety

Data Protection



 supports companies on all issues regarding Data Protection.

Our advice covers all issues related to the protection of personal data with particular attention to those dealing with the EU/679/2016 (GDPR) Regulation, the Italian Legislative Decree no. 196/2003, as subsequently amended and integrated (Privacy Act), and the management of corporate Data Protection models.

Highlights:



- support and advice in all aspects of data protection law, including data security and data breach, retention policy, data transfers outside the European Union, employees' monitoring activity, geolocation activity, clinical trials and privacy in health and social care;



- revision and drafting of the relevant documentation in the field of data protection;
- support in any legal action before the Italian data protection authority and/or Judicial Authorities;

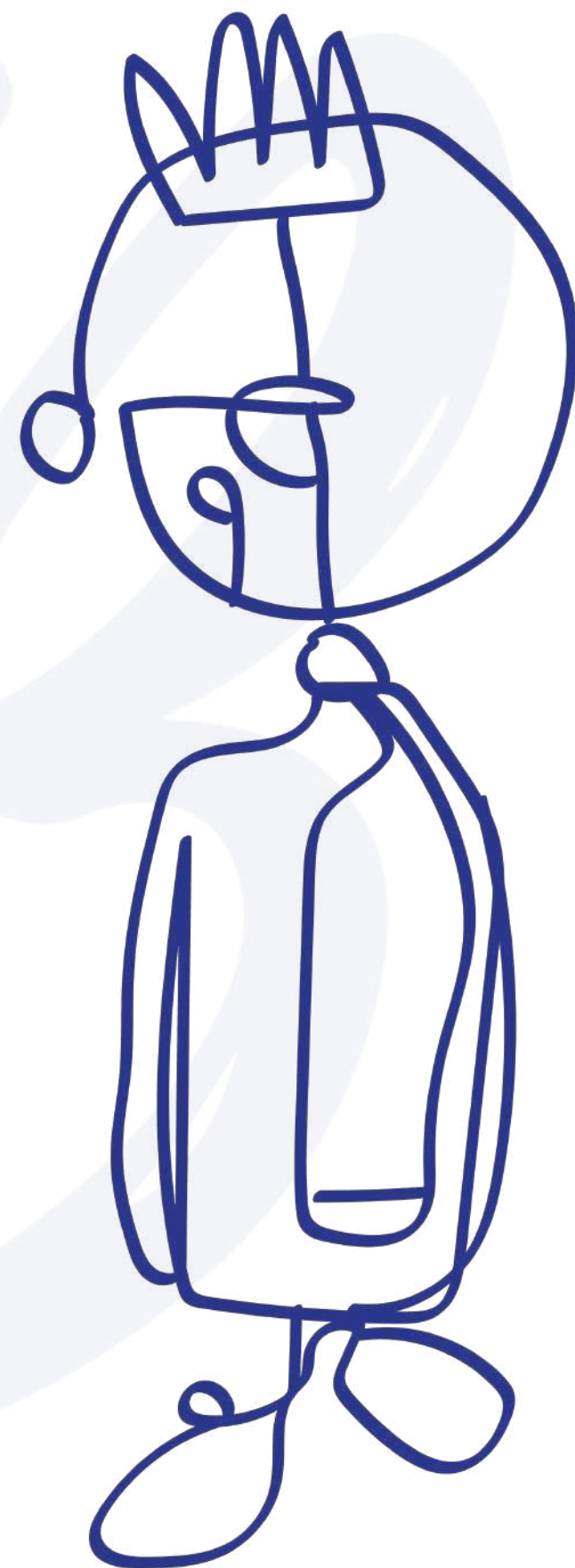


- support in the development of an internal privacy organizational chart and analysis of the possible need for appointment of a Data Protection Officer (DPO);



- assessment of the legitimacy of the data processing activities carried out;
- training sessions.

Team



Francesco Bruno

Francesco is an attorney qualified for the Higher Courts and Full Professor at the Campus Bio-medical University of Rome (UCBM). He has been Visitor at Columbia Law School of New York (Center of Climate Change Law) in 2012, Visiting Faculty at UCLA School of Law in 2013 and 2014 and Visiting Researcher at Florida International University (FIU) in 2015. He is the author of over 100 scientific publications, books, papers, essays and articles.

In Environmental and H&S Law, Francesco assists multinational companies and primary Italian companies with reference to criminal responsibility (environmental crimes and the safety of citizens and workers), administrative (sanctions, authorization procedures, relations with the public administration and appeals) and civil responsibility, providing legal assistance both in Court and by supporting Clients in the ordinary or extraordinary management of the company.

Francesco main Clients are important chemical-food groups, leading companies in drilling and geo-inspection activities for natural resources, petroleum and lubricant companies dedicated to the refining and distribution of products, world leading groups in the production of generic drugs, companies in production and management of renewable sources, companies specialized in environmental, waste and landfill management services, numerous companies engaged in the production and sale of energy, public bodies and cement plants Furthermore, Francesco assists Italian and foreign multinational companies operating in food, chemical-pharmaceutical, defence, oil & gas, energy, banking and real estate sectors as well as other law firms not holding its specialization.



Matteo Benozzo

Matteo is Assistant Professor and Tenured Researcher of Law at the University of Macerata, where he teaches Environmental Law. He deepened these subjects for over twenty years, with different publications (books, papers, essays, and articles), participation in conferences and seminars, further he has an outstanding professional experience. He has been Visiting Faculty at the Columbia Law School of New York (NY - USA) in 1999 and at the School of Law of the University of California, Los Angeles (CA - USA) for several years. Matteo has also been Juridical Consultant for the Italian “Senato della Repubblica” since 2006, in particular for the IX and the XIII Commission.

Matteo has specific knowledge and expertise on waste management, remediation of polluted sites, environmental damage, and other issues of Environmental Law, including town and country planning acts and regulations on energy production and circulation.

Matteo has organized and participated in various audits to verify the “environmental risk” and due diligence for the purchase of share packages or controlling stakes in companies, as well as in judgments for the environmental damage, also in public services.



Francesco Salvi

Francesco is an attorney qualified for the Higher Courts specialized in Criminal Law, he has gained a long professional experience in the extrajudicial and procedural legal assistance of public and private entities and companies involved as defendants or aggrieved parties for environmental, health and safety, corporate and town and country planning crimes.

Francesco has specific knowledge and expertise on crime prevention and compliance management, through the implementation of oversight systems and drafting of 231 Models. Francesco has participated in various Supervisory Bodies and Control Bodies of the anti-corruption and “Whistleblowing” system.

Member of the Certification Committee of the Agri-food Quality Department (DQA) of the “Centro Studi Giuridici” S.n.a.r.p. and of the Copacons and Copalcons observers at the Coordination of associations for the defense of the environment and the rights of users and consumers (Codacons), Francesco is the author of numerous publications on environmental and agri-food matters and is a scholar of Environmental Law at the University of Macerata.



Alessandro Comini

Alessandro focuses on Environmental, Energy, Corporate and Commercial Law, with international and national profiles, partnership and joint venture agreements, financial projects and emission trading.

Alessandro attended the Master of Laws (LL.M.) at Columbia Law School of New York in 2004 and today holds the position of member of the B of D of the Study and Consulting Center, Professional Activities and Training Section, of the Italian Union of Industrialists and Enterprises (“Unindustria”).

Dealing with relations with international public institutions and internationalization of activities, he organized and participated as a speaker in numerous workshops and various seminars.



Maria Antonietta Di Noia

Maria Antonietta is an attorney qualified for the Higher Courts. She assists leading Italian companies and public entities under various administrative and civil profiles, both in extrajudicial and trial settings.

Maria Antonietta has extensive professional experience in administrative and public environmental law with particular reference to the issues of waste, landfills, reclamation and environmental damage. She specializes in the Master of II level in Environmental Law cum laude at the University of Rome “La Sapienza.”



Ginevra Brutto

Ginevra practices Criminal and Administrative Environmental Law, providing judicial and extrajudicial legal assistance especially in the field of waste, H&S in the workplace and emergency legislation.

Ginevra is specialized with a Master in Cosmetics & Pharma Law at the Business School of Il Sole 24 Ore. She has carried out a professional internship at the Public Prosecutor's Office of Rome assigned to the environmental crimes and crimes against the public administration.



Gelsomina Russo Corvace

Gelsomina is graduated at the Department of Law of “Roma Tre” University. Including an Erasmus study program at the University of Edinburgh, Gelsomina conducts research in the fields of environmental and food law. She is a PhD candidate in sustainable development and collaborator for the chair of environmental and food law at the Campus Bio-Medico University in Rome.

After qualifying as a lawyer in May 2024, Gelsomina carries out her professional activity offering advice, both extrajudicial and judicial, in the field of environmental, food and safety law.



Camilla Clerici

Camilla graduated with honours from the Department of Law at the University of Macerata, including an Erasmus period at the Universidad de León. She conducted research in the field of food and environmental sustainability, and subsequently earned an LL.M. in Food Law from the School of Law at LUISS Guido Carli University.

After qualifying as a lawyer in September 2023, Camilla began her professional practice, providing both advisory and litigation services in food, environmental, and safety law, with expertise in both criminal and administrative aspects. And she has specific experience in the development of complex urban planning and construction projects of facilities and renewable energy plants



Giulia Cardillo

Giulia deals with civil, administrative, and criminal aspects of the environment, public health, and privacy, complemented by a solid academic background and international experience.

A cum laude graduate and qualified to practice law, Giulia is a PhD candidate in civil law at the University of Rome Tor Vergata with various publications and periods of further training at the University of Oxford.



Monica Norata

Monica graduated in Law from the University of Palermo and completed study periods at the Universidad Autónoma de Madrid and the Universitat Rovira i Virgili (Tarragona). She later earned a Master's Degree in Environmental Law from Sapienza University of Rome.

After qualifying as an Attorney-at-Law in 2024, Monica advises and assists clients in both contentious and non-contentious matters in the fields of environmental and energy law, also supporting companies on corporate compliance requirements.



Benedetta Cantelli

Benedetta graduated in Law from Università Cattolica del Sacro Cuore in Milan and is currently completing a postgraduate Master's degree in Corporate Criminal Law at LUISS Guido Carli University in Rome. She gained professional experience in Milan-based law firms and at an international banking institution, where she focused on corporate compliance, corporate criminal law, and sports law. In this latter field, she furthered her knowledge by attending an Executive Course in Sports Justice.

She provides both advisory and litigation services in corporate criminal and environmental law, with a particular focus on liability and regulatory compliance.



Awards



Industry focus:
Food



Compliance



Administrative and
Public Law



Matteo Benozzo



B-HSE



Francesco Bruno



Environment, Energy and Infrastructure,
Criminal Law



Among the best studios in Rome



PENALE D'IMPRESA

2023



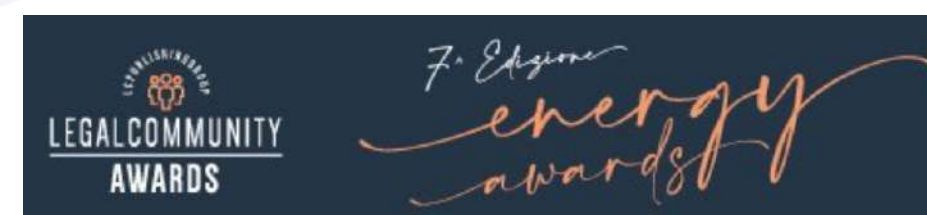
Francesco Bruno in Life
Science & Health Care



Francesco Bruno
in Tax Corporate



Matteo Benozzo
in Public Law

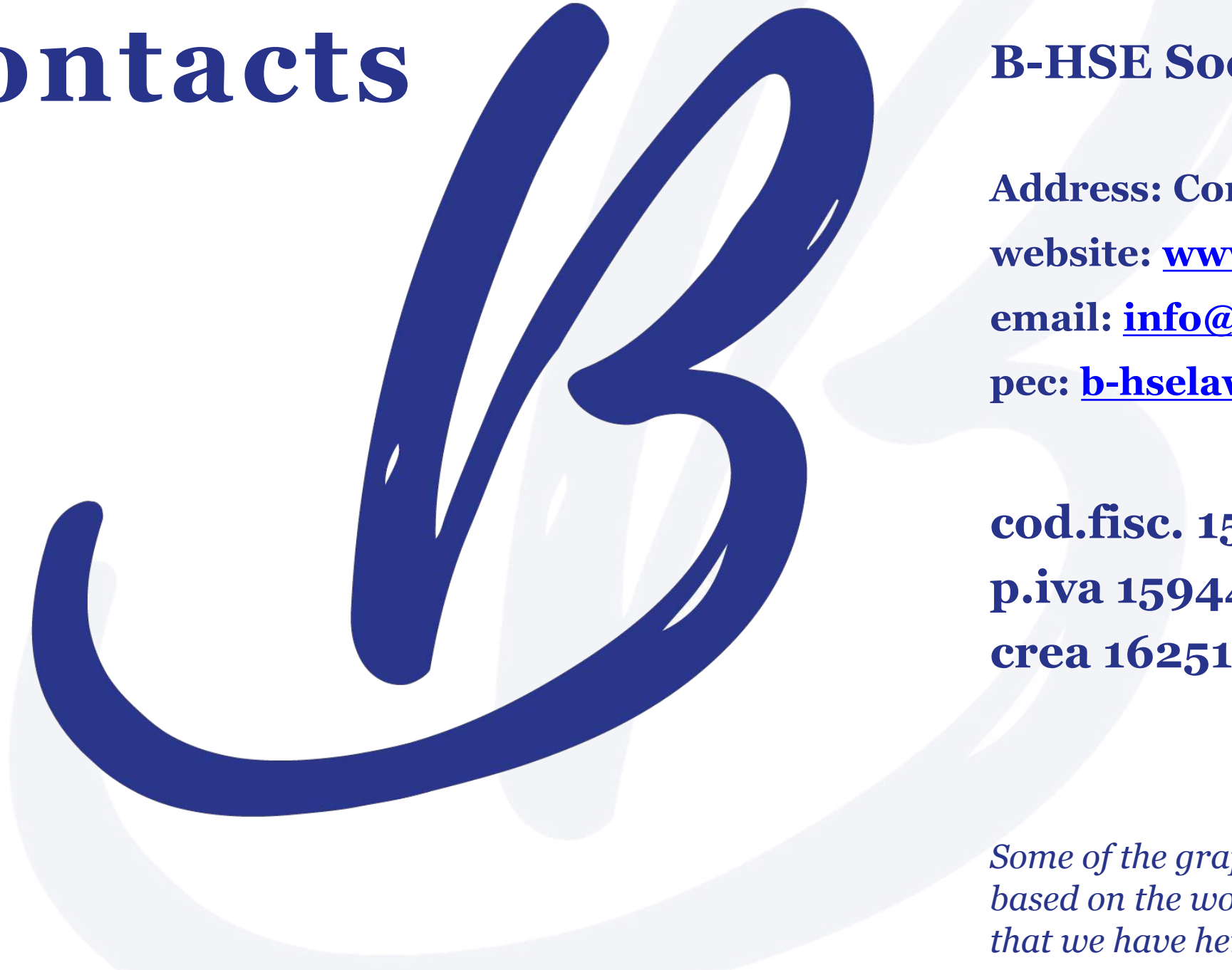


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**BEST PRACTICE
ENVIRONMENTAL LAW
Francesco Bruno**



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Some of the graphical representations used in the brochure are based on the work of Danilo Bucchi “Solo Bianco Solo Nero 2021” that we have here at the firm.