

Spring is here and we are looking forward to more prosperous trading globally once the vaccination programme is rolled out at scale and retail starts to open up. We are anticipating choppy waters ahead as we see the emergence of a new retail economy with ESG and a more sustainable corporate purpose at the heart of future business decisions.

Our ESG group recently produced a report setting out key [stakeholder pressures and how we can provide support](#).

To access our latest insights, events and thought leadership, please visit our [website](#), or contact [Daniela Douse](#), who will ensure you receive all relevant and timely information.

To support you further, we want to highlight some key trends, legislation updates and best practices to protect and enhance your business.

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Global Snapshot on Collecting and Monitoring Diversity and Inclusion Data

Businesses are under pressure from a range of internal and external stakeholders to create and maintain genuinely diverse and inclusive workplaces. We know from speaking to our clients that a growing number of employees and candidates expect businesses to “walk the walk” and not just “talk the talk”, and investors are focusing on an organisation’s diversity and inclusion efforts when making investment decisions.

In this guide, we set out the key questions that employers are likely to encounter about collecting and monitoring diversity and inclusion data around the world. Lawyers from our Labour & Employment and Data Privacy & Cybersecurity teams have provided outline answers to these questions for 22 countries, including practical tips on how employers may be able to overcome any challenges in this area.

This guide provides a high-level overview as at 8 March and should not be seen as a substitute for more detailed legal advice where needed. We recommend that you always check the latest position.

To request a copy of our guide please contact [Matthew Lewis](#).

CVAs – A Quick Guide for UK Landlords and Other Creditors When Faced With a CVA Proposal

There has been a significant increase in the use of CVAs, in particular in the retail and hospitality sector over the last 12 to 24 months, largely impacting landlord creditors.

A CVA proposal can often run to hundreds of pages, and understanding what it means, how it impacts creditors and whether the terms offer a fair outcome can be difficult. Should a creditor vote in favour (or not)? Are there grounds for challenge? Our [quick guide](#) helps identify areas to consider when contemplating the answer to those questions.

While primarily considering the position of landlord creditors, the guide sets out points that are helpful to all creditors and also corporates who might be considering a CVA and how best to structure that to avoid challenge.

To find out more, [access our quick guide](#), or contact [John Alderton](#).

Navigating the Road Ahead: The Impact of Brexit on E-commerce

Our [Impact of Brexit on E-commerce guide](#) highlights the key questions all e-retailers need to consider in relation to UK/EU e-commerce, being:

- Do the goods being sold by UK e-retailers in the EU (and vice versa) qualify for free trade?
- Will double tariffs be payable when stock that is imported into the UK from outside the EU is re-exported from the UK to customers in the EU (and vice versa)?
- What needs to be done to prove the origin of goods?
- Who pays any resulting tariffs?
- How are tariffs calculated if they are payable?
- To what extent is e-commerce exempted from tariffs?
- What customs paperwork needs to be completed?
- What is the overall impact on e-commerce operations?
- When is VAT payable?

The information in our guide is still subject to the risk of further change.

To find out more, [access our guide](#), or contact [Simon Jones](#).

Preparing for Your 2021 AGM and Reporting Season – What Should Be on the Agenda?

Many listed companies are now starting to prepare for the 2021 annual general meeting (AGM) season and plan their next annual report. Our [blog post](#) summarises what we think will be some of the key agenda items for 2021.

Key considerations include AGM arrangements, shareholder engagement, remuneration, climate, diversity and, of course, COVID-19.

To find out more, access our [blog post](#), or contact [Louise Barber](#).

