

## Charles S Laubach

Partner

**Afridi & Angell**  
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Charles has been practicing as a legal consultant in the UAE since 1986. He advises on general corporate matters, project finance, contracts and government procurements, employment, and international trade controls.

Charles has been involved in numerous high monetary value financing and re-financing transactions. In addition, he provides specialised expertise regarding US, UN and other sanctions, boycotts and controls affecting exports to, investments in and transactions with certain designated countries and with regard to the US Foreign Corrupt Practices Act and other bribery prohibitions.

Charles has an active projects and project finance practice, dating back to the beginnings of the privatisation of Abu Dhabi's power and water sector in the 1990s, with the Taweelah A-1 and Taweelah A-2 projects, and including the first Sharia-compliant asset-backed securitisation in the UAE.

Since the late 1990s, Charles has been the author of the standard industry UAE law opinions on the various financial agreements used by the ICMA and the ISLA, enabling ICMA and ISLA members to enter into complex financial transactions with counterparties in the UAE.

Charles also advises international defense contractors on legal matters in the UAE involving negotiation and performance of contracts with the General Headquarters of the UAE Armed Forces, compliance with the "Khalifa Directive" and other integrity obligations, establishment of local offices for the support of programs with the GHQ and other customers, and assistance with offset programs, relying on experience gained since the creation of the UAE's offset program in 1990.

Charles is well versed in all aspects of UAE and DIFC employment matters and assists clients in preparing employment documentation, and advises on compensation schemes, incentive schemes, confidentiality and non-compete clauses, and workforce reduction programmes. He assists with the employment aspects of mergers, acquisitions and other corporate restructurings, and handles contentious matters.

### Areas of Practice

- Infrastructure and Project Finance
- Corporate and Commercial
- Construction
- Military Procurements and Offset Projects
- Employment
- International Trade Controls

### Admissions and Affiliations

- Pennsylvania Bar
- District of Columbia Bar

### Education

- M.A., Islamic Studies, University of Pennsylvania, 1985
- J.D., University of Pennsylvania Law School, 1984
- M.A., University of London, School of Oriental and African Studies, 1981
- B.A., Dartmouth College, 1979

### Languages

- English
- French
- Arabic
- Urdu

## Publications

### Compliance

- Author of *Anti-Money Laundering*, 2021 (UAE chapter), Lexology Getting the Deal Through
- *US Antiboycott Regulations Modified*, Afridi & Angell inBrief, 26 April 2021
- Co-author of *Anti-Corruption Regulation*, 2021 (UAE chapter), Lexology Getting the Deal Through
- Co-author of *Anti-Corruption Regulation*, 2020 (UAE chapter), Lexology Getting the Deal Through
- *SCA Issues Guidelines for Financial Institutions on Anti-Money Laundering*, Afridi & Angell inBrief, 7 August 2019
- *New Regulations offer welcome guidance to Anti-Money Laundering Law*, Afridi & Angell inBrief, 16 May 2019
- *New Anti-Money Laundering Law*, Afridi & Angell inBrief, 25 November 2018
- *Changes to Anti-Corruption Regulation in the UAE*, Afridi & Angell inBrief, January 2017
- *Anti-Corruption Compliance in the United Arab Emirates*, The American Lawyer, Middle East Report, October 2011

### Employment

- *Deadline for Emiratisation in private sector approaches*, Afridi & Angell inBrief, 7 September 2022
- *Arbitrary termination of employment under the new UAE Labour Law*, Afridi & Angell inBrief, 24 February 2022
- *UAE Labour Law: Implementing Regulations*, Afridi & Angell inBrief, 18 February 2022
- *End-of-Service Gratuity - Clarified*, Afridi & Angell Legal Alert, 19 December 2021
- *New UAE Labour Law: In More Detail*, Afridi & Angell inBrief, 15 December 2021
- *New UAE Labor Law - Initial Thoughts*, Afridi & Angell inBrief, 21 November 2021
- Co-author of *Labour & Employment*, 2021 (UAE chapter), Lexology Getting the Deal Through
- *The Littler Mendelson Guide to International Employment and Labor Law* (UAE chapter), Spring 2021 Edition (UAE authorship continuous since first edition in 2008)
- Co-author of *Social media policy Q&A: United Arab Emirates*, Practical Law Global Guide (Thomson Reuters), 2020
- *UAE amends the Labour Law*, Afridi & Angell inBrief, 6 October 2020
- Co-author of *Labour & Employment*, 2020 (UAE chapter), Lexology Getting the Deal Through
- *2019 Amendments to the UAE Labour Law - Legislative Insight*, Lexis Middle East, 4 February 2020
- Co-author of *Employment (UAE chapter)*, Chambers Global Practice Guides, Second Edition, 2019
- Co-author of *The Corporate Immigration Review*, 9<sup>th</sup> edition, The Law Reviews, 2019
- *Part-time Work*, Afridi & Angell inBrief, 26 March 2018
- *Certificate of Good Conduct Required for all UAE Employment Visas*, Afridi & Angell Legal Alert, 11 January 2018
- Co-author of *Employment & Labour Law*, The Legal 500 & The In-House Lawyer Comparative Legal Guide (UAE), 2017
- *Legal Update: Wage Protection Systems Strengthened*, People Management Middle East, September 2016
- *Employment and Employee Benefits*, 2014/2015 (UAE chapter), PLC Multi-Jurisdictional Guide
- *International Comparative Legal Guide to Employment and Labour Law*, 2011 & 2012 (UAE chapter), Global Legal Group

### Covid-19

- *COVID-19 measures in Dubai and Abu Dhabi [14 February 2021]*, Afridi & Angell inBrief, 14 February 2021
- *COVID-19: Entry into the Emirates of Dubai and Abu Dhabi*, Afridi & Angell Legal Alert, 14 September 2020
- *Recent measures implemented in Abu Dhabi in response to COVID-19*, Afridi & Angell Legal Alert, 1 June 2020
- *Post Eid al Fitr reopening Guidelines and easing of movement restrictions*, Afridi & Angell Legal Alert, 31 May 2020
- *Revised measures in response to COVID-19: sterilisation and opening timings and an updated list of violations and fines*, Afridi & Angell inBrief, 20 May 2020

- *DMCC Employment Guidelines during the COVID-19 Precautionary Measures Period*, Afridi & Angell inBrief, 15 May 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [7 May 2020]*, Afridi & Angell inBrief, 7 May 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [1 May 2020]*, Afridi & Angell inBrief, 1 May 2020
- *Employment measures for Dubai International Financial Centre (DIFC) employers during COVID-19*, Afridi & Angell inBrief, 28 April 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [26 April 2020]*, Afridi & Angell inBrief, 26 April 2020
- *Operating guidelines for businesses following the easing and lifting of COVID-19 lockdowns*, Afridi & Angell Legal Alert, 23 April 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [18 April 2020]*, Afridi & Angell inBrief, 18 April 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [14 April 2020]*, Afridi & Angell inBrief, 14 April 2020
- *Measures implemented by the Dubai International Financial Centre (DIFC) in response to COVID-19*, Afridi & Angell inBrief, 11 April 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [8 April 2020]*, Afridi & Angell inBrief, 8 April 2020
- *New measures implemented by the UAE authorities in response to COVID-19 [7 April 2020]*, Afridi & Angell inBrief, 7 April 2020
- *Ministerial Resolution No. 281 of 2020 - Testing of employees*, Afridi & Angell Legal Alert, 6 April 2020
- *New measures implemented by the UAE authorities in response to COVID-19*, Afridi & Angell inBrief, 6 April 2020
- *Further measures implemented by the UAE authorities in response to COVID-19*, Afridi & Angell inBrief, 3 April 2020
- *Relief for employers during Covid-19 epidemic*, Afridi & Angell inBrief, 1 April 2020
- *Compliance with official measures to combat COVID-19 made mandatory*, Afridi & Angell Legal Alert, 29 March 2020
- *Further measures announced today by the UAE authorities in response to COVID-19*, Afridi & Angell Legal Alert, 19 March 2020
- *Recent measures implemented by the UAE authorities in response to COVID-19*, Afridi & Angell inBrief, 18 March 2020

#### Other

- Co-author of *Foreign Investment Review, 2022* (UAE chapter), Lexology Getting the Deal Through
- *Introduction of Federal Corporate Tax in the UAE*, Afridi & Angell inBrief, February 2022
- Co-author of *Terminating a Consultancy Agreement: United Arab Emirates: Overview*, Practical Law Global Guide (Thomson Reuters), 2021
- *Acquisition of UAE Nationality*, Afridi & Angell inBrief, 1 February 2021
- *The element of surprise*, Lexis Middle East Law Alert, November / December 2020
- *A Customs-free access? The Oath*, September 2020
- *New Law on Registering Security over Movable Assets*, Afridi & Angell inBrief, 6 September 2020
- *UAE Foreign Direct Investment Law vs GCC Customs Exemption*, Afridi & Angell inBrief, 30 August 2020
- *Legal Aspects of Doing Business in the Middle East (UAE chapter)*, Juris Publishing, 2019
- *Three Years On: The Bankruptcy Regime in the United Arab Emirates*, Lexis Nexis, The MENA Business Law Review, 2019
- *FDI - A "Positive" Development*, Afridi & Angell Legal Alert, 17 July 2019
- Co-author of *Shareholders' Rights in Private and Public Companies in the United Arab Emirates: overview*, Thomson Reuters Practical Law, 2019
- *Health Data Confidentiality on a Rise in the UAE!* Afridi & Angell inBrief, 23 April 2019
- *New Tawazun Economic Program Policy Guidelines Issued*, Afridi & Angell inBrief, 11 April 2019
- *Netting arrangements made enforceable in the UAE*, ASIAN-MENA Counsel, December 2018
- *Federal Penal Code Amendments*, Afridi & Angell inBrief, 20 December 2018
- *Netting arrangements in Qualified Financial Contracts made enforceable*, Afridi & Angell inBrief, 28 October 2018

- *A Pledge in Practice*, Lexis Middle East Law Alert, June/July 2018
- *Qatar Sanctions - New Developments*, Afridi & Angell inBrief, 29 May 2018
- *Legal Reforms in Abu Dhabi*, Afridi & Angell inBrief, 9 May 2018
- *The New UAE Pledge Law - Promulgation of Regulations That Make Registration Available*, Afridi & Angell Legal Alert, 15 April 2018
- Co-author of *Regulatory Focus: Ready for reform across the region?* Lexis Middle East Law Alert, April/May 2018
- *The New UAE Pledge Law - Security Registration*, Afridi & Angell Legal Alert, 19 February 2018
- *Opportunities in Dubai's Healthcare Sector*, Afridi & Angell inBrief, October 2017
- *Companies Law Compliance*, Afridi & Angell inBrief, April 2017
- *Getting a Grip on Movables*, The Oath, March 2017
- *The New UAE Bankruptcy Law*, Afridi & Angell inBrief, November 2016
- *International Comparative Legal Guide to Corporate Governance*, 2014 (UAE chapter), Global Legal Group

## Presentations and Seminars

### Compliance

- Speakers, *Anti-Bribery and Anti-Corruption Laws in the UAE*, LexisNexis Training webinar, 26 October 2021
- Panelist, *Sanctions Risk and Third-Party Due Diligence*, webinar organised by Dun & Bradstreet, 25 August 2021
- Panelist, *US Anti-Boycott Law in UAE - Why It Still Matters*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 7 December 2020
- Speaker, *Anti-Corruption and Compliance in the UAE*, TRACE Member Firms Virtual Networking Event, 15 October 2020
- Speaker, *Doing the right thing - anti-bribery training*, workshop for NGK, Dubai, 14 May 2019
- Speaker, *Anti-Corruption Roundtable*, anti-bribery workshop organised by TRACE Anti-Bribery Compliance Solutions, Dubai, 25 February 2019
- Speaker, *The UAE's Anti-Corruption Framework and Increased Focus on Compliance*, anti-bribery workshop organised by TRACE Anti-Bribery Compliance Solutions, Dubai, 1 March 2018
- Speaker, *Anti-Corruption Compliance in the United Arab Emirates*, workshop for Al Masaood Oil & Gas, Abu Dhabi, 15 June 2017
- Panelist at the Regulatory & Financial Crime Conference organised by Deloitte and DIFC, *FATF Preparedness: what it takes to become a full-time FATF member*, Dubai, 2 March 2017
- Speaker, Foreign tax crimes & UAE professionals (Academy & Finance conference), *Extraterritorial effect in the UAE of the national rules against tax evasion*, Dubai, 16 May 2016
- Speaker, American Conference Institute's Seventh Middle East Summit on Anti-Corruption, *Minimising Compliance Risks in Mergers & Acquisitions: The Top 10 Pitfalls that Acquirers Make During Pre-Acquisition Due Diligence and Integration*, Dubai, 21-22 March 2016
- Speaker, Anti Money Laundering Obligations in the UAE: the recent changes (Academy & Finance conference), *Mobilising and Empowering the Regulatory Authorities*, Dubai, 15-16 November 2015
- Panelist, Anti Money Laundering Obligations in the UAE: the recent changes (Academy & Finance conference), *Clarifying the Sanctions and the Liabilities: administrative sanctions & penal sanctions*, Dubai, 15-16 November 2015
- Speaker, American Conference Institute's Sixth Middle East Summit on Anti-Corruption, *Convergence of Compliance - Linking Economic Sanctions, Trade and AML Controls with Your Anti-Corruption Protocol*, Dubai, 24-26 February 2015
- Panelist, American Conference Institute's Inaugural Global Anti-Corruption Regulatory and Enforcement Update, *Increased Legislative Activity in the UAE and Saudi Arabia: How to be Proactive Amid Evolving Regulatory Changes*, Washington, DC, 14 July 2014
- Panelist, American Conference Institute Fifth Middle East Summit on Anti-Corruption, *Components of a Robust Anti-Fraud Framework*, Dubai, 26-27 February 2014
- Panelist, American Conference Institute Anti-Corruption Enforcement and Compliance Conference, Abu Dhabi, 30-31 January 2012
- Moderator and presenter, American Conference Institute Abu Dhabi Summit on Anti-Corruption Enforcement and Compliance, 13-14 December 2010

- Panelist, the American Conference Institute Anti-Corruption Enforcement and Compliance Conference, Dubai, October 2009

#### Employment

- Speaker, *New Year's Legal Update: UAE Labour Law*, Afridi & Angell's webinar, 10 February 2023
- Speaker, *UAE New Labour Law*, webinar to Citibank's HR Team, 31 May 2022
- Speaker, *New Year's Legal Update: UAE Labour Law*, Afridi & Angell's webinar, 26 January 2022
- Speaker, *2022 Immigration and Employment Law: Overview and Updates*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 12 January 2022
- Moderator, *New Visa Rules and Other Developments in Immigration Law in the UAE*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 11 November 2020
- Speaker, *UAE Labour and Employment Law: Recent Developments*, In-House Congress Dubai 2020, Address Dubai Mall, Dubai, 3 March 2020
- Speaker, *UAE Employment Law Workshop*, workshop for Tabreed, Abu Dhabi, 18 March 2019
- Speaker, *UAE Labour Law: Challenges and Practical Considerations*, In-House Congress Abu Dhabi 2018, Rosewood Abu Dhabi, 21 November 2018
- Speaker, *Key Aspects of the Employment Relationship*, workshop organised by the Dubai Chamber of Commerce, Dubai, 8 May 2018
- Speaker, *UAE Labour Law: Challenges and Practical Considerations*, seminar organised by The Oath as part of the GC Talk Series, Dubai, 18 October 2017
- Panelist, IBA/ICC Conference on working in government, private sector or private practice - challenges and opportunities for legal professionals, *Compensation and Job Satisfaction*, Dubai, 4-5 March 2014
- Panelist, IBA Conference, *The New World Economy: Key Labour, Employment and Human Resources Challenges faced by Business with a Global Workforce*, Delhi, India, 18-19 February 2010
- Ius Laboris Annual Congress, Cyprus, May 2009
- Littler Mendelson Employer Executive Conference, Phoenix, Arizona, April 2009

#### Covid-19

- Moderator, *Targeted Economic Support Scheme (TESS)*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 18 August 2020
- Panelist, *Virtual chat with Afridi & Angell: answers to COVID-19 related questions on employment, risk management & disputes among others*, webinar organised in collaboration with the Association of Corporate Counsel, 23 April 2020, Dubai
- Speaker, *COVID-19 & Employment: What you need to know now and what to anticipate in the near- and long-term*, webinar organised by The Oath as part of the GC Talk Series, Dubai, 20 April 2020
- Moderator, *Covid-19: Keeping Your Business Afloat & Compliant*, webinar organised by AmCham Abu Dhabi, 9 April 2020

#### Other

- Speaker, *New Year's Legal Update*, webinar organised in collaboration with the Association of Corporate Counsel, 20 January 2021, Dubai
- Panelist, *Recent Developments on the Legal and Business Scene*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 11 January 2021
- Panelist, *From Trade to Tourism: Israel and the UAE Are Open for Business*, webinar organised by Fox Rothschild LLP, 28 October 2020
- Panelist, *Bounced Checks*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 5 October 2020
- Moderator and panelist, *Commercial Agency Agreements in the UAE, Bahrain and KSA*, webinar organised by Lex Mundi as part of the 2020 Middle East & Africa Regional Webinar Forum, 22 September 2020
- Speaker, *Doing Business in the UAE*, a Lex Mundi webinar hosted by S. Horowitz & Co. in collaboration with Afridi & Angell, 8 September 2020
- Speaker, *Electronic Transactions Law: An Introduction to E-Signatures*, online training organised by LexisNexis Middle East, 24 August 2020

- Speaker, *Insolvency in the GCC: A comparative analysis*, webinar organised by LexisNexis Middle East, 20 July 2020
- Moderator, *Managing Tax Disputes in the UAE*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 14 July 2020
- Moderator, *The legal system of the UAE - Confronting new challenges to the development of the rule of law*, webinar organised by the AmCham Abu Dhabi's Legal Affairs Committee, 30 June 2020
- Speaker, *The UAE Real Estate and Labour Markets: Current Situation and a Post COVID-19 Outlook*, Industry Breakfast Webinar organised by the Canadian Business Council Dubai, 17 May 2020
- Speaker, *Key M&A Trends and Challenges in the United Arab Emirates*, In-House Congress Abu Dhabi 2019, Rosewood Abu Dhabi, 20 November 2019
- Speaker, *Post Summer Regional Update*, seminar organised by Afridi & Angell in collaboration with the Association of Corporate Counsel Middle East, the Canadian Business Council, and the Capital Club Dubai, Dubai, 16 September 2019
- Speaker, *Overview of the UAE and DIFC Companies Law*, workshop organised by the Dubai Chamber of Commerce, Dubai, 16 April 2019
- Moderator, *How Your Law Firm Can Help You Avoid Complex Debt Recovery Proceedings*, Lex Mundi Africa and Middle East Regional Forum, Dubai, 26-28 February 2019
- Speaker, *Post Summer Regional Update*, seminar organised by Afridi & Angell in collaboration with the Association of Corporate Counsel Middle East, Dubai, 26 September 2018
- Panelist, *Managing Litigation and Enforcement Risks*, seminar organised by Afridi & Angell in conjunction with Jenner & Block, Dubai, 7 November 2017
- Speaker, *New UAE Commercial Companies Law: key features, changes and compliance*, workshop organised by the Dubai Chamber of Commerce, Dubai, 22 May 2017
- Speaker, Webinar with Steptoe & Johnson, and Federal Publications Seminars, *The US Contractor's Guide to Doing Business in the UAE*, 22 March 2016
- Panelist at a seminar on the Civil Code organised by Lexis Middle East and the Dubai Chamber, *Civil Transactions: Challenges & Opportunities*, December 2014
- Panelist, International Law Office (ILO) Global Counsel Congress, *Live Q&A: managing the Challenges of New Markets, New York*, 12 June 2014
- Panelist, Corporate Counsel Forum Middle East, *Preparing for New Challenges - Growing Markets, Growing Risks*, Dubai, 16 May 2013
- Panelist, Lexis Nexis Conference: *The Legal and Regulatory Framework for Doing Business in the Middle East*, 10-11 October 2012
- Panelist, IBA Annual Conference, *International Projects Group panel*, Dubai 2011
- Panelist, Corporate Counsel Forum, Middle East 2011, Dubai, 18 May 2011
- Panelist, Annual Meeting of the Association of Corporate Counsel, San Antonio, Texas, October 2010

### Honours, Awards and Testimonials

- Ranked in Band 1 for Corporate and Commercial, **Chambers Global**
- Awarded the Lifetime Achievement award at the Legal Era Middle East Awards 2023
- *Lexology Legal Influencer for Employment - Asia-Pacific, Q2 2020*, **Lexology**
- *Commended External Counsel of the Year 2017*, **In-House Community**
- *External Counsel of the Year 2013*, **Asian-MENA Counsel Representing Corporate Asia & Middle East In-House Community Survey**
- Consistently recognised as one of the "Leaders in their Field," Corporate/Commercial (United Arab Emirates), **Chambers Global**
- Charles Laubach "has been exposed to virtually all legal issues in the region, and as such has developed a strong reputation for always knowing the answer and delivering advice that is consistently on point, practical and commercially oriented." **Legal 500 EMEA**
- Charles Laubach "brings a wealth of experience" when representing clients. **Chambers Global**
- Clients appreciate his "quick and precise guidance," with one source noting that "his main strengths are his experience and strategic approach." **Chambers Global**
- Charles is commended for combining a "deep knowledge of local legal systems with strong international exposure." **Chambers Global**

