

DAVID K LAW GROUP

LAW FIRM PROFILE

2023

Second Edition

# About Us

## MISSION STATEMENT

The Mission of THE DAVID K LAW GROUP is to provide high quality legal services while maintaining integrity, professionalism and respect for our clients and the community. In doing so we enjoy and strive for a collegial group practice while keeping in mind that our primary goal is to effectively serve our clients

## VISION STATEMENT

THE DAVID K LAW GROUP aspires to be successful and well known Zimbabwean law firm. Our law firm provides high quality unbeatable legal services, putting us in competition with other long established law firms. Our success is driven by passion, ambition and innovation.

## CORE VALUES

**Integrity:** "Doing the right thing" is not just a common phrase for us, it is a primary guide for all our actions.

**Excellence:** We recognize that our clients must have total trust and confidence in us. We capitalize on our strengths and how to leverage them for our clients.

**Innovation:** We grow by developing and adapting to new tools and ideas to drive efficiencies for our clients.

## **SPECIFIC AREAS OF LEGAL PRACTICE AND COMPETENCY**

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David K Law Group offers a variety of expertise in all areas of law practice in Zimbabwe. The Firm offers Legal Services in the following fields of law

- + Corporate and Commercial Law
- + Conveyancing and Property Law
- + Mining and Energy Law
- + Employment and Labour Law
- + Dispute Resolution and Litigation
- + Environmental Law
- + Constitutional and Administrative Law
- + Intellectual Property Law
- + Immigration and Citizenship
- + Licensing Compliance and Regulatory Law
- + Criminal Law





## CORPORATE AND COMMERCIAL LAW

Our corporate law team is well placed to provide a full circle of legal services. Engineered to serve our corporate clients throughout all economic sectors, we tailor advice that is suitable for our client's problem or goal, always aiming for a smooth and sound outcome. Our corporate law team has the capacity and experience to attend to the following:

- + Trusts
- + Mergers and Acquisitions
- + Transactional Advisory Services
- + Corporate Due Diligence
- + Banking and Finance Exchange Control
- + Project Finance
- + Competition Law including dominant or prohibited practices and compliance
- + Infrastructure
- + Development and Public Private Partnerships
- + Private Equity structuring
- + Indigenisation / Empowerment Advice and Compliance
- + Company registrations

In the recent past our team has tailored niche sound indigenisation advice for international corporates and stands as a national leader in understanding and advising on such transactions.



## CONVEYANCING AND PROPERTY LAW

The firm is honored to have lawyers with vast knowledge and experience on Land/Property /Conveyancing Law. We advise on the following:

- + Acquisition and disposal of immovable property
- + Town developments
- + Zoning, subdivisions and change of land use
- + Mortgage and notarial bond registrations/ cancellations
- + Notarial deeds of cession
- + Removal and placement of restrictions
- + Removal and placement of caveats
- + Town planning issues
- + Neighbor disputes
- + Evictions and collections
- + Registration of Notarial documents



## MINING AND ENERGY LAW

Zimbabwe is fast becoming recognized for its mineral wealth. Investors from over the world and within the country are eager to contribute to the development of this sector of our economy. Our team has a wealth of experience in this practice area. It is a practice areas that has always been very near to the successive members of partnership from inception of the firm. Our mining law department is credited with having navigated many local and foreign corporations through the legal and regulatory aspects of this extractive industry and understands the changes that the industry has gone through as well as challenges it faces. We offer our clients innovative legal solutions that help them to stay competitive during the good times as well as the more challenging. We have successfully steered our clients through indigenisation compliance and continue to anchor their plans and processes with our sound knowledge.

Where multi-jurisdictional mining transactions are involved, we are sought after by various global firms as the local expert of choice as we equip our clients with the knowledge and assist in the facilitation of compliance with mandatory legislation generally (indigenisation, exchange control, investment licenses, competition laws and other and advise and assist with the protection of our client's mining rights. Our expertise is world renowned for being solid and reliable. We offer a one stop shop for your mining law needs. The depth of the firm in all areas of law allows our practitioners to draw upon other specialists in the firm where necessary, such as those who devote their practices to environmental or regulatory law or those experienced in dispute resolution. We make it our business to keep abreast of developments in the law and participate in industry seminars on an on-going basis. Our team advises and assists in obtaining and protecting the following: prospecting licenses, exclusive prospecting licenses, mining claims, mining leases, mining grants, mineral concessions and special mining leases.



## EMPLOYMENT AND LABOUR LAW

Our Labour Law Department is capable of handling all employment related issues and has vast experience in smoothing and resolving disputes in employment relationships. The department can handle litigious and non-litigious matters. We have the capability and resources to handle any of the following and more:

- + Labour litigation
- + Employment contracts
- + Advice on establishing employee share ownership schemes including those which are for Indigenisation compliance purposes
- + Advice on the generic/ sector employment codes of conduct and grievance procedures
- + Development of policy, procedure and employee handbook
- + Advice on labour issues relating to business transfers
- + Employment health and safety compliance
- + Employee benefits and compensation
- + Executive severance
- + Employee privacy
- + Independent contractors and outsourcing
- + Regulatory advice
- + Restructuring, re-organisation, reduction and retrenchment
- + Strikes
- + Training and compliance
- + Unfair competition
- + Unfair labour practice litigation





## ENVIRONMENTAL LAW

We have considerable experience in providing Environmental legal risk and compliance advice. Our team is equipped to assist clients in dealing with all legal matters pertaining to environmental sustainability and environmental claims, including :

- + Environmental Impact Assessment (EIA)
- + Compliance due diligences
- + Mining Activities, closure and rehabilitation
- + Water Quality, use and rights
- + Soil Population and land contamination
- + Waste management
- + Forestry management
- + Transportation of hazardous substances
- + Conservation of species and bio-diversity
- + Management of heritage and protected areas
- + Social and economic rights litigation



## DISPUTE RESOLUTION AND LITIGATION

This highly respected and fearless department produces work of high quality and standard. It boasts of a combination of experience, commitment, skill and sheer enthusiasm. The team has traditionally enjoyed and continues to rake in a high number of successes and is well respected within the legal fraternity. The team handles litigation in the Supreme Court, High Court, Labour Court, Administrative Court and Magistrates Court using both trial and motion proceedings. With the birth of the Constitutional Court no doubt the team will also handle matters in that Court. We also have highly competent Alternative Dispute Resolution practitioners with experience in Arbitrations, Mediations and Conciliations. Our litigation practice areas include:

- + Debt recovery
- + General law litigation
- + Personal injury litigation
- + Corporate and commercial litigation



## CONSTITUTIONAL AND ADMINISTRATIVE LAW

Our firm has traditionally fearlessly fought many human rights legal battles prior to the crystallisation of the constitutional law in Zimbabwe in its current form. Our area of expertise include;

- + Bill of Rights Litigation
- + Instituting and challenging administrative actions (appeals and reviews) in all forum
- + Constitutional law litigation
- + Land claims cases



## INTELLECTUAL PROPERTY LAW

Our team provides a wide range of intellectual property law services including intellectual property law litigation. Our service areas include:

- + Initial registration and renewal of IP rights both locally and internationally
- + Purchase, transfer and licensing of IP rights
- + IP portfolio management
- + Enforcement of IP rights
- + Due diligence investigations
- + Licensing, know-how and technology transfers Confidential information protection
- + Restraints of trade
- + Sponsorship agreements
- + Product design protection
- + Commercial agreements relating to IP and franchising



## IMMIGRATION AND CITIZENSHIP

We pride ourselves on our reputation for excellence, fast results and friendly personal service. As another one of our precedent making departments, it assisted in the landmark case that resulted in citizen women being allowed to confer residence on their foreign spouses. Our Immigration department assists business corporations and individuals with their immigration needs. Our services include:

- + Immigration and related applications and petitions to the courts
- + Temporary Employment Permits (short term and long term)
- + Spousal Permits
- + Permanent Residence Applications
- + All appeals to Immigration and to Home Affairs
- + Scholar's Permits
- + Temporary Permits
- + All Visa Extensions within Zimbabwe



## REGISTRATION LAW/ LICENSING COMPLIANCE

Our historic involvement in the development of various policies in Zimbabwe lends us wealth of knowledge in a wide scope of business sectors in the country. You can rely on our knowledge to navigate your business through what seems to be a maze of legislation. Both our local and International clients rely on our expertise to enable them to pursue their business ambitions without infringing applicable laws and regulatory imperatives. Our licensing portfolio boasts of numerous successful fresh applications and renewals for numerous corporate entities ranging from banks, shops, liquor stores and various other businesses.





## CRIMINAL LAW

Our practitioners aim to protect the rights of the individual. We have a rights based approach to criminal justice. Our team will assist clients with legal advice from the time of arrest to the finalization of the matter. We handle the following:

- + Attendance at police stations and holding cells to ensure that client's rights are not violated
- + Bail applications
- + Applications for the production of arrested persons by the state
- + Criminal trial litigation in all courts including appeals and private prosecutions

# OUR TEAM

# DAVID K CHIKUMBA

## MANAGING PARTNER



LLB, University of Zimbabwe

### Managing Partner

Mr David K Chikumba is currently the Managing Partner of David K Law Group. He was admitted into practice in August 2009. He was previously a Senior partner at Chizengeya Maeresera Chikumba (CMC) Law firm for a decade. David is a leading Commercial Lawyer and meticulous Corporate Lawyer with a progressive career in drafting, reviewing and negotiating a variety of commercial agreements.

Record of supporting quite a number of commercial transactions to help define business terms and structure deals in the most optimal way. Adept at fostering and sustaining strong professional relationship with clients, colleagues and law enforcement personnel to ensure success. He is a member of the Law Society of Zimbabwe and International Bar Association.



WADZANAI CHITIMBE



### Chief Operations Officer

As Chief Operations Officer with experience in the legal arena, Ms Wadzanai Chitimbe runs the firm's day-to-day business operations, including its finance, human resources compliance and office management functions. She is also responsible for maintaining the firm's quality mark for practice management and client care, by ensuring it operates to the highest standards of legal practice and compliance.

TINA T. CHADAMBURA



### Legal Secretary

As the Legal Secretary, Ms Tina T Chadambura focuses on the clerical and administrative role of our firm. She is responsible for managing schedules, appointments, travel arrangements, databases and files.

TAFADZWA. A CHIKUMBA



#### Marketing Officer

As our in-house Marketing Officer Mr. Tafadzwa A. Chikumba heads the marketing function of the law firm, working together with our lawyers to explore new opportunities and promote our work. Tafadzwa's goals include expanding our social media platforms, optimizing our website performance, advertisement management and increasing our customer satisfaction by providing necessary information to our clients. He has eight years of experience in the marketing field.

TAWANDA PANAVANHU



#### Legal Clerk

As the Legal Clerk, Mr. Tawanda Panavanhu assist our lawyers with court documentation and research.

# OUR REFERENCES

DAVID K LAW GROUP is proud to share some selected client references that are prime examples of the successful partnerships we aim to have with all of our local and global clients.

CLIENTS	ADDRESS	CONTACT
<p>CP Chemicals</p>  <p>Farmers' First Choice</p>	<p>16,5 peg Lomagundi Road Harare, Zimbabwe</p>	<p>Bridget G Mutasa 0242780216/ 0242756056</p>
<p>OPHID</p>  <p>Organization for Public Health Interventions &amp; Development</p>	<p>20 Cork road Belgravia Harare, Zimbabwe</p>	<p>Yvonne Chinzou 0242700607/ 781773</p>
 <p>The Methodist Revival Church</p>	<p>4 Sand Ford Crescent Eastlea Harare, Zimbabwe</p>	<p>Office of the Bishop +263 778187486</p>
<p>Flowserve Investments</p>  <p>FLOW SERVE</p>	<p>581 Muonde Road Ruwa, Zimbabwe</p>	<p>Tanyaradzwa Chifamba +263 773444427</p>
<p>C &amp; T Mining</p>	<p>9 Northampton Crescent Harare, Zimbabwe</p>	<p>Felix Chinhamo +263 77222208</p>



## Contact David K Law Group

Get in touch with us to get the ball rolling



EMAIL

[admin@thedklawgroup.co.zw](mailto:admin@thedklawgroup.co.zw)



PHONE

+263 771283503  
+263 242745510



WEBSITE

[www.thedklawgroup.co.zw](http://www.thedklawgroup.co.zw)



INSTAGRAM

The DK Law Group

### FIND US



### OUR ADDRESS

NO. 9 Glen Shee Avenue  
Highlands  
Harare Kwekwe



WHATSAPP

+263 771283503



FACEBOOK

The DK Law Group



LINKEDIN

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