



JunHe LLP houses a growing team that is recognised for its knowledge in the anti-corruption and white-collar crime areas. The team stands out for its representation of clients in government investigation, compliance and regulatory work.

—Chambers Greater China Region

## White-collar Crime

In a heavily regulated government environment, white-collar crime presents a dual threat to companies, i.e., an internal management crisis and a government investigation. Companies are now presented with the complex challenge of controlling internal risks while dealing with government regulations and investigations. Therefore, assistance from legal counsel with comprehensive capabilities is paramount.

If a company suspects an employee of negligence or misconduct, JunHe can assist. We have extensive experience in assessing the nature and extent of suspected misconduct by conducting confidential internal investigations in accordance with laws and regulations. These internal investigations may include technical analysis, the restoration and review of company emails and electronic data by forensic analysis, the review of contracts and financial records, random voucher inspections, and on-site inspections and interviews. JunHe has developed unique investigation and evidence collection models for the review, storage and cross-border use of data when conducting cross-border regulatory investigations and assisting with litigation.

JunHe also assists clients to assess the impact of an employee's alleged misconduct, crime or other actions. Employees, particularly senior management, who are suspected of misconduct may be held personally liable. Their employers may also be held liable for other investigations and face consequences such as governmental investigations, third-party claims, and the fallout of the damage done to a company's goodwill. Due to the difficulty of cross-border governance, cultural differences and the application of laws in different jurisdictions, the investigation and handling of white-collar crime in MNCs is even trickier.

With unique expertise in this field, JunHe integrates its knowledge, talents and comprehensive legal service capabilities across different fields from a global perspective. We provides client with advice to maximize their interests and minimize any adverse effects by considering the possible impacts on multiple stakeholders.

### Legal Services Provided by JunHe

JunHe has worked with many of the world's leading multinational and Fortune 500 companies, and our team is able to assist in controlling the risks of white-collar crime. These risks relate to tax, fraud, corruption, bribery, embezzlement of corporate funds, unfair competition, intellectual property, trade secrets and state secrets. Our wealth of experience in this field gives us a practical understanding of the different risks and laws and enables us to provide practical solutions for our clients. The legal services provided by JunHe include:

- conducting internal investigations;
- responding to and addressing internal reports;
- responding to government regulatory actions and investigations;
- dismissing employee(s) involved in white-collar crime;
- providing advice on and assisting in the reporting of crimes;
- responding to blackmail and the leakage of secrets;
- managing and responding to crises, and
- providing advice on solutions for corporate compliance governance.

JunHe, founded in Beijing in 1989, is one of the first private partnership law firms in China. Since its establishment, JunHe has grown to be a large and recognized Chinese law firm. The firm has fifteen offices around the world and a team comprised of more than a thousand professionals.



Their (JunHe) comprehensive, detailed and practical advice is always tailored to specific needs and concerns.

—Chambers Asia-Pacific

**Regulatory Compliance Law Firm of the Year**  
2025, 2022, 2017  
ALB China Law Awards

**Law Firm of the Year - Corporate Compliance**  
2025, 2023, 2022, 2021  
China Business Law Journal: China Business Law Awards

**Regulatory & Investigations Firm of the Year**  
2025  
Law.com International The Asia Legal Awards

**PRC Firm of the Year - Dispute Resolution**  
2018, 2017  
China Law & Practice Awards

**Most Influential Law Firm Brands in Dispute Resolution**  
2024  
Legal Vision

**Law Firm of the Year - Corporate Compliance**  
2024  
*'Law Firms Recommended by China's Leading Corporate General Counsel'* released by LEGAL GURU CLUB and Legal Hall of Fame

### Selected Deals

#### **Provided legal support to a leading global auto parts manufacturer in its investigation of allegations against a senior executive in China (in progress)**

We advised a client in an urgent comprehensive investigation following a whistleblower's report concerning the general manager of its PRC subsidiary. Our work encompassed on-site visits, the comprehensive review of contractual and financial records, and detailed legal analysis to assess any potential liabilities for the PRC subsidiary, their headquarters and their shareholders across all contractual, regulatory, and criminal law domains. We facilitated communication with governmental and regulatory authorities and offered practical recommendations and solutions to mitigate any risks from both a reactive and proactive compliance perspective.

#### **Provided comprehensive legal services to a prominent global printing product and services company in a compliance investigation and legal action against their foreign executives in China for misconduct (in progress).**

We are currently advising a client in a complex internal investigation involving allegations of bribery and embezzlement by both foreign and Chinese executives. Our team has conducted meticulous preliminary investigations which have included evidence gathering and legal analysis. We have obtained important evidence and developed a highly efficient criminal reporting strategy, leading to the prompt filing of a criminal case using key evidence obtained during the investigation. Following case filing, JunHe continued to coordinate with the public security authorities, procuratorates, and courts, exploring and supplementing evidence from multiple perspectives to further solidify the foundations for a robust prosecution. Throughout the proceedings, JunHe safeguarded the client's interests and assisted in recovering losses. We also helped address various issues exposed by the case—including internal compliance management and potential commercial contract disputes—and provided comprehensive legal services.

#### **Assisted a well-known German sensor manufacturer in taking legal action against its senior officers in China (in progress)**

We assisted a well-known German sensor manufacturer in dealing with the alleged embezzlement, bribery, and receiving kickbacks by its senior officers in China. We helped the client to achieve pivotal progress in the criminal procedure and file a criminal case within a short period of time. We represented the client throughout the detection, prosecution and trial of the case. The German senior officer involved in this case may be subject to criminal punishment. In addition to representing the client in the criminal case, we also provided a full range of legal services to the client in the areas of D&O insurance, labor issues, civil proceedings, and data security matters.

#### **Assisted a European enterprise in conducting internal investigations on its senior officers and post-investigation matters**

We assisted a European enterprise in conducting a series of investigations on its senior officers who were alleged to be involved in bribery and had received kickbacks and misappropriated funds. Several senior officers were dismissed, and the enterprise's tax evasion was corrected. We also assisted the client in conducting a large compliance self-investigation against the customers of the enterprise by forensic accounting and a forensic collection of evidence.

#### **Assisted a renowned European manufacturing company with a case involving infringement of trade secrets and the subsequent resignation of an employee.**

We assisted the Chinese subsidiary of a renowned European manufacturing company to protect its trade secrets. This case involved an internal investigation, evidence collection, notarized purchases, the evaluation of trade secrets and initiating litigation. With our assistance, the company was awarded compensation to be paid by the former employee and initiated a criminal action against the former employee's new employer (which was a competitor of the company).

JunHe's government enforcement and investigation team is an excellent legal service team in China in the areas of Foreign Corrupt Practices Act (FCPA) and anti-bribery, cross-border compliance investigation and white-collar crime. The legal issues relating to government enforcement and investigation are often complex, may involve contact with numerous government departments and face strong regulatory enforcement. In this field, our clients can face great hazards with potentially long-lasting impact. Our team has years of successful experience and legal practice. We properly address the regulatory issues often encountered by our clients and assist in preventing and reducing any legal, commercial or public opinion risks. In this way, we help our clients to conduct business in compliance with the law and maintain their strong business reputation.