



FIRM PROFILE

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WHO WE ARE

OSH Advocates is a full-service law firm that embodies a comprehensive legal team with a proven track record spanning nearly two decades in Uganda. Our representative mantle extends to a sizable clientele encompassing established international corporations, government bodies across the national and local government spectrum, commercial and development banking/financial institutions, local start-ups and companies dedicated to infrastructure construction amongst others in various assignments.

We possess a diverse legal acumen in numerous sectors. Our services border robust advisory in energy and extractive industries, telecommunications, information and communication technology, and intellectual property. Our seasoned team of legal professionals excels in areas of banking and finance, regulatory compliance, licensing, private equity, venture capital and investment amongst others.

Our proficiency covers sectors such as debt restructuring, privatisation, healthcare, infrastructure development, and education. We have distinguished ourselves in the realm of public-private partnerships (PPPs), project financing, public procurement, corporate and commercial law, corporate setups, and restructuring. Our adeptness extends to capital markets, mergers and acquisitions, labour law, immigration, taxation, real estate transactions, commercial litigation and arbitration.

OSH'S Accolades & Market Recognition

Our reputation as a leading law firm in Uganda is bolstered by industry accolades. We are proud to be ranked amongst the top legal entities by prestigious legal directories, including the International Financial Law Review (IFLR1000). In 2016, our exceptional service merited recognition as a notable firm by IFLR1000, an accolade we cherish.

We are proud to acknowledge that in 2021 we were awarded the Banking & Finance Law Firm of the Year accolade in the Global Law Experts Annual Awards thus showcasing our stellar performance as leading corporate and commercial law firm in Uganda.

Our commitment to outstanding service and quick turnaround time resonates with industry insiders, who regard us as a dynamic and growing firm.

Our pride lies in our contributions to International Comparative Legal Guides (ICLG) annual publication on 'A practical cross-border insight into the trade mark work' having featured in the 2020 & 2021 publications, more so IFLR1000's annual publication, the "Cross-Border Financing Report", facilitating cross-border transactions across multiple countries



Our Mission, Vision and Values / Our Work Ethic

Our Mission



To provide expert legal services to our clients

Our Vision



To be a leading Corporate Commercial and Litigation law firm in East Africa

OSH Values



Integrity
Excellence
Client-centeredness
Professionalism
Innovation
Collaboration
Community
Involvement

All - Round Holistic Approach

OSH Advocates prides itself on a well-rounded legal practice. Our team's vast expertise spans banking and finance, corporate and commercial law, oil and gas and extractives, project finance, dispute resolution, real estate and conveyancing, private equity, and taxation.

Our diverse range of experience enables us to approach each assignment with a comprehensive legal perspective. By offering advice based on different legal viewpoints, we anticipate potential challenges and create solutions drawing from our vast amount of experience.



WHY
OSH?



Why OSH?

At OSH Advocates, we offer an unrivalled quality of comprehensive legal support. Our services stand out for several reasons:

Our services are fully integrated, offering your organisation a team with deep insights into the subject matter and a robust understanding of the Ugandan legal framework. This comprehensive understanding allows us to deliver solutions that are legally sound and tailored to your organisation's unique needs and circumstances.

As an independent firm, we've established a solid network of relationships with like-minded firms across Africa, Middle East, Asia, Europe, and North America while maintaining our roots in Kampala. This network allows us to effectively address multi-jurisdictional issues for our clients.

Our global reach allows us to leverage relationships to deliver optimal outcomes for our clients, regardless of where their legal challenges arise. With OSH Advocates, you can be confident in our ability to navigate the complexities of both local and international law.



PRACTICE AREAS

Oil & Gas and Extractives

At OSH Advocates, we excel in navigating the multifaceted terrains of the oil and gas and extractives industry. Our comprehensive suite of legal services spans the entire energy value chain, encapsulating upstream exploration, midstream production to downstream distribution.

Our legal practitioners are proficient in licensing, commercial contracting, contract management, dispute resolution, oil and gas and extractives financing. In addition, we demonstrate exceptional proficiency in addressing the particular legal issues indigenous to oil and gas companies, such as regulatory affairs, taxation, real estate, project financing and corporate immigration as well as environmental and social governance matters which are relevant for today's business.



Mining Sector

We extend our legal mastery to the mining sector, offering unrivalled insight into the vast mineral resources in Uganda. From gold and copper to tantalite and phosphates, our role as legal advisors to various mining companies is extensive and comprehensive. We are committed to continually broadening our understanding of mining law and practice, ensuring our ability to guide clients through the array of challenges from acquisition and disposal of mineral interests, licensing requirements to mining litigation and compliance aspects. Our clientele, ranging from government agencies to multinational corporations and private investors, benefit from our expansive range of mining-related advice in addition to a range of matters that involve finance, audits and due diligence, environment, equity, tax, employment, real estate, compliance and risk.



Banking, Finance & Capital Markets

Our practice in banking and finance transcends lending and compliance matters. We are adept at fiduciary activities, data security and risk management, corporate reorganisation, and emerging fields like electronic banking and digital products for banks.

Our advisory services range from borrower due diligence, legal standing and transactions opinions to financial disbursements, to assisting late-stage financiers, security sharing, inter creditor agreements and handling regulatory investigations, audits, and enforcement actions.

The team is well versed with the legal and regulatory environment which constitutes the debt, equity, swaps and futures markets. Licensing, Listings/Initial Public Offers, private equity or debt fundraising approaches are a suite of services the firm will provide you as clients.



Litigation and Arbitration

OSH offers a full range of litigation services including commercial disputes, bank litigation, criminal cases, land disputes, defamation, procurement, recoveries and debt collection, insurance claims, aircraft accidents, medical negligence, traffic cases, workmans compensation, marine claims, mortgage realisations, partnership disputes, infringement of intellectual property rights (trademarks, copyrights and patents), arbitration, admiralty claims, etc.

We handle matters before courts, quasi-judicial authorities, and tribunals that include:

- Supreme Court of Uganda
- Court of Appeal
- High Courts
- Magistrate Courts at all levels
- Sector Regulators (telecom; electricity; ports; labour, tax) and their Appellate Authorities
- International and local arbitration



Corporate and Commercial Practice

OSH Advocates offers a broad range of commercial legal services. We excel in drafting, reviewing, and standardising commercial contracts and agreements, preparing legal opinions, and providing training on commercial matters. We are experienced in corporate transactions like mergers and acquisitions, corporate restructuring, debt rescheduling, and joint ventures.



Land Acquisition

Our proficiency at OSH Advocates covers the intricate legal terrain of land acquisition in Uganda. We have facilitated numerous land acquisitions for a range of projects, from mining operations and sugar plantations to large-scale construction projects. Our involvement in Resettlement Action Plan (RAP) studies from their inception extends to offering advice on all stages from initial planning to comprehensive implementation. Our team's experience encompasses managing the social aspects related to land acquisition and compensation, and we have successfully implemented grievance mechanisms to address ensuing social issues. Regardless of the funding source, whether it's the Government of Uganda, World Bank, or African Development Bank, we are committed to applying the best practice standards to each unique project.



Infrastructure Development

Our team at OSH Advocates demonstrates an extensive understanding of the local regulatory environment integral to infrastructure development. This encompasses key areas such as regulatory compliance, environmental and safety considerations, licensing and permitting, procurement considerations, land rights, land use and acquisition, insolvency or security takeovers, government guarantees, foreign exchange and profit repatriation, taxation, sovereign immunity, enforceability of foreign civil and arbitral awards in Uganda, and labour law constraints. We utilise our local knowledge to aid clients in identifying, analysing, negotiating, and documenting legal and financial structures for the development, financing, acquisition, delivery, commissioning, and operation of infrastructure projects.

Regulatory Compliance

In a world governed by stringent regulations, OSH Advocates shines with its distinct approach to regulatory bodies and investigators. We acknowledge the importance of fostering positive relationships with regulatory authorities, utilising careful judgement and comprehensive analysis in all our dealings. We assist our clients in regulatory compliance matters, potential legal risks, and their business impacts. We extend practical advice to ensure they uphold a positive reputation. Our legal professionals possess extensive experience in compliance, legislation, litigation, corporate governance, and corporate advisory services. We help businesses identify potential liabilities and devise compliance manuals, workflows, and procedures that address ongoing obligations, relationships, and reporting.



Intellectual Property & Technology

OSH Advocates excels in the protection of intellectual property; handling registrations, assignments, intellectual property disputes and renewals of trademarks. We draft Registered User Agreements, deal with patent registrations, and manage the registration of industrial designs. We collaborate with the Uganda Registration Service Bureau to expedite our clients' applications.

Pension Schemes

Our multi-dimensional approach caters to the evolving pension sector. We advise on a range of pension aspects, from compliance and regulatory matters to the establishment and management of pension and other employee benefit schemes. We've successfully represented clients in pension and social security benefits litigation, offering advice about in-house social security and provident funds as well as termination issues.



Employment & Labour Law

At OSH Advocates, we provide comprehensive advice on various aspects of employment law. We assist in preparing employment contracts, setting up Employee Share Option Plans/Schemes, assigning employees, and crafting human resource policies and manuals. We also specialise in individual labour disputes as well as advising on legal aspects of local and international labour placement.

Taxation

We offer an extensive array of tax services including personal, corporate, and partnership tax advisory services. Our expertise extends to tax due diligence reviews, lobbying for amendments to tax legislation or tax exemptions on behalf of clients, tax compliance reviews, and tax training. If required, we represent our clients in the local tax authority and tax litigation.



Construction Law

Osh Advocates brings unparalleled experience in advising on both local and international standards applicable to construction projects. We are more alive to Fidic contracts and construction adjudication.

Non-Governmental Organisations

We serve as legal counsel for several local and international NGOs operating in Uganda. We understand the unique legal needs of these organisations and provide tailored advice and support to help them achieve their missions.





WE ARE EXPERIENCED



We are experienced

At OSH, we pride ourselves on our comprehensive industry insights and extensive experience in a wide range of practice areas. We align our legal and sector expertise with a deep understanding of our clients' business needs, providing strategic advice that maximizes project value and mitigates risks. Below, we highlight some of our recent notable engagements:-

We advised Ford Credit Europe Bank (FCE Bank plc) a chain subsidiary of Ford Motors Company on all aspects of the law applying in Uganda as it relates to proposed financing transactions between FCE Bank plc and an entity incorporated within Uganda.

Advised a consortium of international lenders on a possible restructuring of USD 9,000,000 loan portfolio to a local micro finance entity.

Represented a client on a UGX 100 Billion compensation by Government on a major facility occupied by a Government Ministry.

Advised a client in negotiating and execution of road supervision contract between Uganda National Roads Authority (UNRA) and a client. The consultancy involves supervision of UGX 800 Billion Tirinyi-Pallisa road construction.

In a suit filed in High Court of Uganda, we successfully represented Nigeria Deposit Insurance Corporation(NDIC) (an Agency in the Federal Republic of Nigeria that provides safety net for depositors in Nigeria banking sector), in finder's fee dispute involving Bank PHB, Keystone Bank and an agent.

Prepared loan and security documentation for an international lender for financing transactions in Uganda. Advised the client on borrower due diligence, loan and security documentation, legal opinions on various financing transactions, security perfection and registration.

The firm successfully represented a client in an Arbitration at International Chamber of Commerce against Tanzania Revenue Authority in a case concerning breach of contract.

Restructuring and debt recovery for a company with bad loans securitized by the Bank of Uganda from three defunct banks. Instructions involved restructuring debt repayments, attachment and disposal of securities, litigation to recover unpaid loan amounts.

Successfully handled syndicated agriculture asset refinancing facility of over UGX 8 billion between a Commercial Bank, Development Bank and Tea factory.

Advised on acquisition of industrial property for the development of a Cement factory in Tororo Industrial area. Instructions involved negotiations with the land owners, the controlling local government authority, National Environment Management Authority and residents to approve the anticipated industrial development.

We served as transactional advisors for the acquisition of water use rights for irrigation on a sugar cane plantation in Northern Uganda.

We provided advisory services to All Ways Environment Limited on the transportation, management, and treatment of legacy solid oil wastes in the Albertine Region.

We were involved in transactional work for the acquisition and development of an Inland cargo terminal in the Kampala Industrial park at Namanve, to support the intended inland

port at Bukasa on the shores of Lake Victoria.

We offered legal advisory services and procurement hearings for the design, development, installation, and management of an Intelligent Telecommunication Network Monitoring Solution (INMS) under a Build Operate arrangement in Uganda.

We provided advisory services on the National Insurance Pension scheme.

We conducted transactional advisory and due diligence in the funding of a USD 60 Million project for the design, manufacture, delivery, erection, supervision, test, and commission of a complete sugar plant with a 50 TPH Boiler and 6 MW power generation, expandable to 3500 TCD.

We assisted in loan and security documentation for international lenders for financing transactions in Uganda. Services included borrower due diligence, loan and security documentation, legal opinions on various financing transactions, and security perfection and registration.

We worked on restructuring and debt recovery for companies with bad loans securitized by the Bank of Uganda from three defunct banks. Instructions involved restructuring debt repayments, attachment and disposal of securities, and litigation to recover unpaid loan amounts.

We facilitated the acquisition of industrial property for the development of a cement factory, which involved negotiation with land owners, local government authorities, the National Environment Management Authority, and residents.

We represented Aya Investments Limited in regard to its Hilton Project against Maersk, an AP Moller company, and a Chinese supplier of critical electrical equipment for breach of forwarding and shipping agreements. The subject matter involved was USD 500,000. We successfully obtained a mandatory injunction as part of the instructions.

We represented Wabulungu Multi-purpose Company, a coffee export company, in its tax appeal against the Uganda Revenue Authority. The instructions involved setting aside a tax decision of UGX 7.9 billion and obtaining a stay of execution of an Agency Notice served on a Commercial Bank.

We represented Oiko Credit, a global social lender, against a debtor in possession of movable agricultural equipment and fixed assets for recovery of UGX 6.5 billion. The instructions involved obtaining seizure of movable assets and foreclosure proceedings.

We represented Ultra Cellular services, a debtor in possession, against the bank foreclosure of property without complying with mandatory statutory procedures. The instructions involved mitigating the client's liability and advising on the settlement, with a subject matter of UGX 350 million.

We represented a mortgagor of commercial property against a commercial bank in regard to the legality of the mortgage and improper due diligence carried out by the lender. The subject matter involved UGX 950 million.

We advised on the registration of Cordaid and EDUKANS- Local Expertise centre both Dutch based international NGOs in Uganda.

Advised China National Offshore Oil Corporation (CNOOC) on procurement/ prequalification complaint by one of the major logistics companies in Uganda.

We have registered intellectual property for Bimeda Uganda LTD, part of the wider Bimeda

AMEA business a leading global manufacturer, marketing and distributor of animal health products and veterinary pharmaceuticals.

We have been retained to provide legal services to Petrok Oil And Gas Services Uganda Limited a subsidiary of Petrok Oil And Gas Limited Of Nigeria.

OSH acts for various clients including, architects and property developers, owners of commercial buildings, individual and corporate entities in the purchase and sale of various properties whether commercial, residential and agricultural. This involves negotiating, preparing and approving terms of sale agreements, preparing and registering transfers, leases and security documents at the Land Office and advising the clients on legal issues arising therefrom.



METHODOLOGY



Methodology

Our firm's methodology is rooted in commitment to understanding our clients' needs and providing comprehensive legal solutions. We prioritise clear communication, thorough research, and strategic planning in our approach to handling legal instructions. Below is a deeper look at how we approach three key areas: Advisory Work, Litigation and Alternative Dispute Resolution, and Transactional Work.

1 Advisory Work:

When acting in an advisory capacity, we delve into the details of our clients' legal questions and provide them with actionable, comprehensive advice.

Meet with the client to understand the terms of reference and outline the subject.

Obtain relevant background documents from the client.

Identify key preliminary issues, provide comments on the Terms of Reference (TORs), and establish legislative provisions or constraints.

Review the subject's documents or laws, seeking clarification or amplification from the client as necessary.

Reconcile the client's comments or concerns on the rendered opinion.

Render a final opinion that may lead to further transactional or litigation instructions from the client.

Prepare an Inception Report to detail the client's objectives and a timetable outlining necessary steps.



2 Litigation & Alternative Dispute Resolution:

In situations that call for litigation or alternative dispute resolution, we employ a strategic, meticulous approach to guide our clients through each step. Our methodology involves:

Obtaining instructions and background documentation from the client.

Reviewing the client's instructions and documents and providing an initial opinion on the intended suit.

Meeting and interacting with the client to understand facts of the case.

Serving a notice of intended suit to the other party unless urgency or strategic reasons suggest otherwise.

Preparing court papers and reviewing them with the client.

Filing the suit in court or submitting it for arbitration.

Registration and execution of Arbitral awards within the necessary jurisdiction.

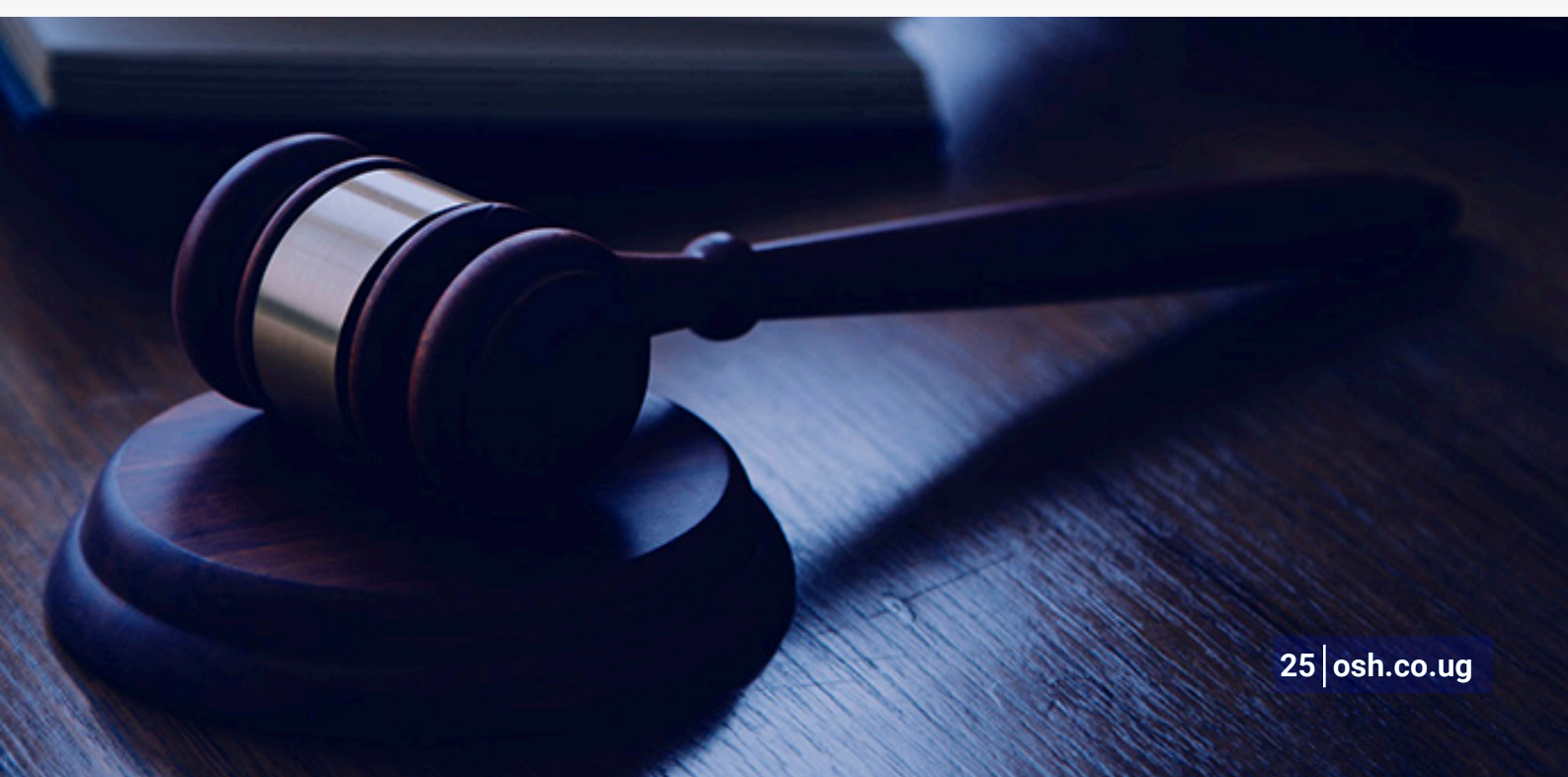
Preparing and filing any necessary interlocutory relief papers, and pursuing the hearing of applications.

Following applicable arbitration procedures to obtain hearing dates and manage any arising matters.

Vigorously following up on the matter to secure hearing dates, encourage settlement, and advise the client on the best way forward in the face of potential court delays.

Upon obtaining a judgement, extracting a decree, updating the client, and advising on execution for the collection of judgement/decreed fruits or enforcement of arbitral awards.

In defence cases, discussing the merits and demerits of the case with the client and seeking alternative dispute resolution mechanisms where possible.



3 Transactional Work:

When handling transactional work, we offer specialized expertise across various practice areas to support our clients' specific transactions. Our methodology includes:

Agreeing with the client on the scope of work and services to be provided, usually outlined in a Term Sheet or Terms of Reference.

Assembling a team of our lawyers, led by a team leader, to carry out the transaction.

Preparing and agreeing on a work plan.

Establishing clear lines of communication and agreeing on a modus operandi with all relevant counterparts and the client's contact person or team.

Conducting due diligence and delivering reports or statements to the client along with opinions on the findings.

Holding strategic meetings with the client to discuss progress, key issues, statements of affairs, authorizations, and compliance matters.

Preparing preliminary or final transaction documents, reviewing existing documents, and discussing these with the client, particularly the terms, conditions, and ancillary matters.

Executing transaction documents.

Perfecting securities as necessary.

Throughout all these processes, we maintain regular reports and communication with our clients to ensure a high standard of service and quality work delivery. Our focus is always on achieving the best possible outcomes for our clients, providing expert guidance every step of the way.





THE TEAM



The Team

OSH boasts of a robust team of members, including a legal team of qualified advocates and support staff.

Our partners are highly respected within the legal profession, upholding the utmost standards of professional ethics. Similarly, all of our associates adhere strictly to the highest professional ethics.

Our firm operates primarily through four key departments:

1 Infrastructure, Projects, Energy, and Natural Resources:

This team specialises in dealing with legal matters related to infrastructure development, project management, energy, and natural resource management. They have a depth of experience in these sectors and are well-versed in the related legal frameworks.

2 Corporate / Commercial and Tax Department:

This department handles all matters related to corporate law, commercial transactions, and tax-related issues. They provide comprehensive legal advice and services to businesses of all sizes, from startups to multinational corporations.

3 Banking, Finance & Capital Markets

This team specialises in banking law, and financial legal matters. They offer support to clients in the real estate sector, banking institutions, and finance corporations, providing expert advice and representation. The team also advises on capital markets related matters.

4 Litigation Department:

Our litigation team represents clients in court cases, arbitration, and alternative dispute resolution proceedings. They bring a wealth of experience in arguing cases before various courts and tribunals.

Our legal team includes lawyers trained in other jurisdictions such as the United Kingdom and Kenya. These team members bring expertise in areas such as cross-border transactions, competition law, and international trade, adding to our firm's comprehensive legal service offerings.



Nathan Osesi

Managing Partner

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Areas of Practice:

Financial Institutions and Banking, Commercial Practice, Government Contracts, Litigation, Construction Law, Oil and Gas Practice.

Bar Admission:

Advocate admitted to the High court of Uganda (2006)

Education:

MBA Oil and Gas Management, Uganda Christian University, Mukono (UCU)

PGD LP, Law Development Centre (LDC),
LL.B (Hons) Makerere University

Memberships:

Uganda Law Society
East African Law Society

Overview

Nathan is a founder and Managing Partner of OSH Advocates currently co-heading the Corporate, Banking, Finance and Conveyancing Practice Department. His practice focuses on advisory on corporate governance, bank recoveries, commercial litigation and arbitration. His role involves advising lenders and borrowers with regard to debt financing and restructuring transactions including asset based loans, commercial lending transactions, debtor in possession, exit financing, acquisition finance, secured and unsecured loan transactions.

Experience

Headed legal team for Ford Credit Europe Bank, advising on Ugandan law for financing dealings with a local entity. Covered all legal aspects concerning proposed transactions between FCE Bank and the Ugandan entity.

Advised a consortium of international lenders on a possible restructuring of USD 9,000,000 loan portfolio to a local micro finance entity.

Represented a client on a UGX 100 Billion compensation by Government on a major facility occupied by a Government Ministry.

Advised a client in negotiating and execution of road supervision contract between Uganda National Roads Authority (UNRA) and a client. The consultancy involved supervision of UGX 800 Billion Tirinyi-Pallisa road construction.

Nathan effectively represented Nigeria Deposit Insurance Corporation (NDIC) in a High Court suit in Uganda, resolving a finder's fee disagreement among Bank PHB, Keystone Bank, and an agent.

Successfully negotiated a restructuring of over UGX 90 Billion agriculture facility provided by a major bank to a client.

Drafted loan and security papers for global lender in Ugandan financing deals. Provided counsel on borrower checks, legal opinions, and security procedures, ensuring registration and perfection.

Handled debt recovery and restructuring for a firm with loans from three defunct banks securitized by Bank of Uganda. Tasks encompass repayment restructure, asset attachment, disposal, and legal action for loan recovery.

Successfully negotiated syndicated agriculture asset refinancing facility of over UGX 8 billion between a Commercial Bank, Development Bank and Tea factory.

Assisted in acquiring land for a Cement factory in Tororo Industrial area. Managed negotiations with landowners, local government, and environmental authorities for necessary approvals and development.



Godfrey Himbaza

Partner

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Areas of Practice:

Litigation,
Public Enterprises, Intellectual
Property, Arbitration,
Oil & Gas and Extractives,
Environmental Law Practice &
Renewable Energy,
Employment Practice,
Alternative Dispute Resolution

Bar Admission:

Advocate admitted to the High court
of Uganda, 2003

Education:

LL.M Oil & Gas (Distinction) Uganda
Christian University (UCU) Mukono,
PGD, LP
Law Development Centre (LDC)
LL.B (Hons) Makerere University

Memberships:

Uganda Law Society
East African Law Society

Overview

Godfrey Himbaza is an Advocate, Solicitor and Legal Consultant in Uganda. He is a partner in the Firm and the head of the Litigation Department.

Godfrey has advised Ugandan Government, Municipal Governments and private investors in the areas of Constitutional Law, enforcement, regulatory and transactional matters including protocols under the East African Community. He specializes in litigation and legal advisory. He has advised clients developing private contracts, legal due diligence, regulatory frameworks for different sectors and has participated in business Negotiations.

Experience

Was part of Uganda Government's legal advisory and negotiation team, that advised and negotiated the Ugandan Government's position on the East African Protocol on Integrated Northern Corridor Development (EAPINGD).

Led the firm's team in reviewing the consultant's report on the Reform of Urban Water and Sanitation, significantly impacting the reform policy of the National Water and Sewerage Corporation.

Represented the Attorney General to the Ministry of Trade, Industries, and Antiquities in developing the Ugandan Government's tourism policy and marketing framework, "Gifted by Nature".

Offered crucial advice to local governments on contractual engagements with the private sector and on interdepartmental relations.

Represented Uganda Air Cargo, a national air cargo transporter in major cases against its national & international clients.

Led the OSH team that successfully represented a client in an Arbitration at International Chamber of Commerce against Tanzania Revenue Authority in a case concerning breach of contract.

Co-represented a client on a UGX 100 Billion compensation by Government on a major facility occupied by a Government Ministry.

Co-handled debt recovery and restructuring for a firm with loans from three defunct banks securitized by Bank of Uganda. Tasks encompass repayment restructure, asset attachment, disposal, and legal action for loan recovery.



Eric Kenneth Lokolong

Partner

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Areas of Practice:

Project and Corporate Finance, Infrastructure Finance and Development, Commercial Banking Law, Financial Services Regulation, Corporate Law, Trade Finance, Wealth and Asset Management, Governance, Regulatory Compliance, Aviation law and practice

Bar Admission:

Advocate admitted to the High court of Uganda, 2005

Education:

MBA (Financial Management), ISBAT University, Kampala, Uganda

PGD.LP, Law Development Center, Kampala

LL.B (Hons), Makerere University.

Memberships:

Uganda Law Society
East African Law Society

Overview

Eric Kenneth Lokolong, an advocate of the Courts of Judicature and all Courts Subordinate thereto, is a seasoned lawyer based in Uganda. Specializing in project and corporate finance, development and commercial banking, as well as financial services regulation, Lokolong is a renowned figure in the realm of Banking and Finance and law, with a remarkable ability to navigate the complex landscapes of long term financing, syndicated lending, cross-border lending, and regulation of financial institutions.

Eric has handled Public, Private, Partnerships (PPP) involving water and energy supply in Kalangala District Uganda.

His career boasts of expertise in board nominations and appointment procedures, board assessments and evaluations, among other competencies. These skills have been further enriched by a range of financial sector training and awards from global bodies such as the World Bank, African Development Bank, International Finance Corporation (IFC) and the International Capital Markets Association (ICMA) among others.

Experience

Lokolong's illustrious career includes roles as a partner at OSH Advocates and Solicitors, the Bank Secretary / Senior Legal Officer at East African Development Bank, and Senior Legal Counsel for Barclays Bank. His other noteworthy positions include Senior Legal and Compliance Officer for Capital Markets Authority and Legal Officer for the Dfcu Group.

His legal services have impacted multi-billion-dollar projects and reforms in various institutions. He is a board member for several companies such as NWSC Insurance Company Limited, Kirinya Sugar Factory Estates Limited, and Kirinya Group Limited have added more dimension to his experience.

He has facilitated infrastructure financing of up to USD 1.5 billion to the Government of the United Republic of Tanzania and served as onshore legal counsel to a USD 900M Hydro Power Project. He has also been a key player in the Barclays/ABSA Bank integration in Africa, a USD 2.2 billion deal, and a World Bank/ESAAMLG Financial Sector Assessor for the Republic of Mozambique, among other accomplishments.

Eric has successfully managed aircraft acquisitions for a Ugandan airline and has also undertaken a USD 500M fuel hedge for Air Mauritius.



Stella Okumu

Senior Associate

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Areas of Practice:

Litigation and Alternative Dispute Resolution, Corporate and Commercial law, Intellectual Property, Employment and Benefits, Immigration law, Debt Recovery, Family law

Bar Admission:

Advocate admitted to the High court of Uganda, 2011

Education:

PGD.LP Law Development Center (LDC),

LL.B (Hons), Makerere University

Memberships:

Uganda Law Society
East African Law Society

Overview

Dorothy Stella Okumu is an Associate in the Litigation department. Stella has a wealth of experience in litigation, acting for both local and foreign clients.

She is equally adept at mediating disputes, consistently securing practical and cost-saving solutions for her clients. Her skills in Mediation and Arbitration have been credited for facilitating the timely resolution of legal disputes throughout Uganda.

Experience

Advising clients on matters of compliance, registration of copyrights, trademarks, industrial designs, drafting and registration of company resolutions, and Annual returns.

Providing counsel to both local and international clients on the legal and policy landscape governing minerals in Uganda.

Assisting with the incorporation of local and foreign companies, including providing a legal framework analysis of investment climate and procedures in Uganda. A notable example is a Chinese Company with an interest to establish proposed industrial parks in Uganda.

Preparing legal due diligence reports on local laws, policies, and regulations in various transactions including land, labour, immigration.

Assisting Non-Governmental Organisations (both local and foreign) on matters of legal and regulatory compliance as well as dispute resolution, such as Prosperity Mission Uganda, Rays of Hope Development Initiative.



Muwanguzi Jennifer

Senior Associate

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Areas of Practice:

Banking, Domestic relations, Land Transactions and Conveyance Company secretarial and compliance advisory services,
Debt recovery, Litigation, Arbitration and mediation, Regulatory Compliance & Licensing Advisory services.

Bar Admission:

Advocate admitted to the High court of Uganda, 2012

Education:

PGD.LP Law Development Center (LDC),
LL.B (Hons), Makerere University

Memberships:

Uganda Law Society
East African Law Society

Overview

Jennifer is a Senior Associate in the Firm's Banking, and Finance Department. Jennifer has attained experience in representing several clients' interests in banking, land, family, corporate secretarial and advisory work.

Experience

Through her years of practice in Banking, Jennifer has attained vast experience in securities perfection, risk management and debt recovery on behalf of Uganda Development Bank Ltd, Kenya Commercial Bank (U) Ltd, Ecobank (U) Ltd, Orient Bank Ltd, Absa Bank (U) Ltd and Housing Finance Bank (U) Ltd.

Jennifer was part of the team which participated in carrying out due diligence study for the acquisition of Engen Petroleum Company by Oryx Energies in Uganda.

Part of the team which carried out due diligence studies for Uganda Development Bank Ltd on how to mitigate pre- and post - lending risks.

Together with the Criminal Intelligence & Investigations Department of Uganda Police, Jennifer and a team of fraud investigators supported in investigations of fraud and corruption amongst top management of one of top financial institutions within the country. This exposed her to vast experience in areas of fraud detection and prevention in companies.

Over the years, Jennifer has attained experience in areas of domestic relations especially in complicated areas of acquiring letters of administration for several families. Jennifer has also attained experience in divorce settlements especially regarding sharing of property acquired before and after marriage of the petitioners.

Currently, Jennifer is actively involved in international adoptions between Uganda and majorly European countries such as Spain, Greece and Argentina.

Jennifer also has a lot of experience in matters of company incorporation and registration including both local and foreign companies in Uganda and this involves advising on a number of set up structures and aspects like tax matters, investment, trade, acquisition of work permits and environment law issues such as Environmental Impact Assessments and Audits.



Phiona Kebikomi

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Areas of Practice:

Oil and Gas, Energy, Infrastructure Development, Taxation, Corporate Governance, Commercial Banking, Employment, Dispute Resolution, Litigation

Bar Admission:

Advocate admitted to the High court of Uganda, 2020

Education:

LL.B (Hons) University of Coventry,
LL.M Nottingham Trent University
Diploma Legal Practice Nottingham
Trent University
LL.M, Oil & Gas (ABN) | Diploma in
Taxation, Revenue & Administration,
EAST

PGD.LP Law Development Center
(LDC),

Memberships:

Uganda Law Society
East African Law Society

Overview

Phiona Kebikomi, an associate at OSH Advocates since 2015, has been a standout performer in the domain of Energy, Infrastructure, and Projects. Her acumen in the complex field of oil and gas law has been integral to the firm's success. She has been involved in advising on critical issues like oil waste management and disposal, demonstrating her ability to navigate the intricate dynamics of environmental and regulatory considerations in this industry.

Experience

Phiona's expertise isn't limited to energy. She has also carved a niche for herself in the realm of taxation. Her work in assisting both local and international clients with their tax compliance obligations reflects her proficiency and dedication. Phiona's tasks, including the preparation of individual tax computations and returns, and her interaction with tax authorities, have been consistently marked by meticulous attention to detail and a deep understanding of international and local tax laws.

Her role in setting up local and foreign companies in Uganda has been paramount. Phiona has addressed not only tax-related issues but has also been instrumental in advising on corporate governance matters. Her ability to handle these multifaceted responsibilities speaks to her versatility as a legal professional and her commitment to providing comprehensive services to her clients.

In an unprecedented move, Phiona is part of the pioneering team advising on the establishment of the first-ever Islamic bank in Uganda. Her responsibilities in this endeavour included crafting a legal opinion on the regulatory framework of Islamic banking in Uganda, securing regulatory approvals from the Central bank, and delineating the procedural aspects involved. This work underscores her adaptability and her capacity to venture into novel legal territories.

Furthermore, Phiona's skills aren't confined to advisory roles. She is also proficient in handling employment matters, reviewing contracts, negotiating agreements, and reviewing human resource policies and manuals, making her a well-rounded professional capable of addressing diverse legal needs.

Phiona's ability to pivot seamlessly between different areas of practice, her commitment to staying at the forefront of emerging trends, and her unwavering dedication to her clients all testify to her formidable abilities as a legal professional. Her journey at OSH Advocates is a testament to her unique skill set and her relentless pursuit of legal excellence.



Ssebumpenje Twalhat

Associate

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Areas of Practice:

Corporate and Commercial Practice, Commercial Arbitration, Litigation, Banking and Finance, Employment

Bar Admission:

Advocate admitted to the High court of Uganda, 2021

Education:

Dip. In Tax and Revenue Administration (DITRA) EAST,

PGD.LP Law Development Center (LDC),

LL.B (Hons), Makerere University.

Memberships:

Uganda Law Society
East African Law Society

Overview

Ssebumpenje Twalhat is an exceptional Associate at OSH Advocates, bringing to the table a potent blend of expertise in taxation, corporate, and commercial litigation.

Twalhat has acquired invaluable experience and exposure in both litigation and transactional advisory matters. His keen understanding of the intricate nuances of law and his relentless pursuit of excellence have made him a trusted advisor to clients and an indispensable member of the OSH team.

His core areas of practice are Corporate and Commercial Practice, Commercial Litigation and Arbitration, Banking and Finance, and Employment, each of which he navigates with an impressive mix of strategic thinking, problem-solving acumen, and client-focused approach.

Experience

Acting as part of the team for a commercial bank to recover UGX 1,000,000,000 advanced under a loan facility from the borrowers.

Working on the team advising on the purchase of a USD 4 million aircraft by a statutory entity.

Was part of the OSH team that successfully represented a client in an Arbitration at International Chamber of Commerce against Tanzania Revenue Authority in a case concerning breach of contract.

Participated in a team acting for a commercial bank in a recovery of UGX 700,000,000 advanced under a loan facility from guarantors and borrowers.

Part of the team defending a commercial bank in a labour dispute worth UGX 100,000,000 brought against it in the Industrial Court.



Nairuba Joanita Bamusute

Associate

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Areas of Practice:

Banking, Corporate Commercial, Conveyancing and Employment, Real Estate, Commercial Transactions, Litigation and Alternative Dispute Resolution

Bar Admission:

Advocate admitted to the High court of Uganda, 2017

Education:

LL.B (Hons) Uganda Christian University,

PGD.LP Law Development Center (LDC),

Memberships:

Uganda Law Society
East African Law Society

Overview

Nairuba Joanita Bamusute is an associate and exceptional legal mind as well as a proficient negotiator. She has expertise in banking, corporate commercial, conveyancing, employment, real estate, commercial transactions, litigation, and alternative dispute resolution.

Joanita navigates the complexities of the legal world with an astute understanding of the law, a keen eye for detail, and an unwavering commitment to her clients.

Experience

As a vital part of the banking team, Joanita provides invaluable legal advisory to the firm's banking clients. Her portfolio includes the perfection of securities, due diligence on bank transactions, contract review, verification of documents, and proficient handling of debt collection.

Joanita also offers specialist advisory services in employment law matters. Her expertise in drafting human resource policies, reviewing disciplinary codes and procedures, formulating sexual harassment policies, and reviewing employee contracts makes her an invaluable asset to companies navigating the complexities of employment law.

Her legal advisory extends to both local and foreign companies in Uganda, providing guidance on set-ups, tax matters, investment, trade due diligence, acquisition of work permits, and environmental law issues. She has also demonstrated exceptional prowess in managing international trade disputes, ensuring risk management and limited liability for organisations.

Joanita has garnered a wealth of experience in handling litigation matters arising from local and foreign commercial transactions, real estate transactions, employment issues, and corporate and commercial matters. Her tactful negotiation skills and adept knowledge of the legal landscape make her an effective and formidable litigator.



Megere Hillary

Associate

Contact:

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Areas of Practice:

Litigation and Alternative Dispute Resolution, Corporate and Commercial Transactions, Intellectual Property, Employment Law, Law and Technology, Land Transactions, Arbitration and Mediation

Bar Admission:

Advocate admitted to the High court of Uganda, 2018

Education:

LL.B (Hons) Makerere University Kampala,

PGD.LP Law Development Center (LDC),

Memberships:

Uganda Law Society
East African Law Society

Overview

Megere Hillary is an Associate at OSH Advocates with a vast experience in diverse areas of law including Corporate and Commercial transactions, Law and Technology, Intellectual Property, Litigation, Land Transactions, Arbitration and Mediation, and Employment Law.

He has developed expertise in various forms of dispute resolution including arbitration, mediation, and litigation in Uganda in fields as diverse as pension, energy, real estate, sale of goods, insurance, and election petitions.

In his current role at OSH Advocates, Hillary is an integral part of the litigation department, representing numerous clients' interests in Courts of Judicature and Tribunals.

Experience

Hillary's key experiences reflect his dynamic range of skills and his ability to navigate complex legal issues.

He has handled contentious and non-contentious matters across all fields of law such as recovery of insurance claims, land, damages in fraud and breach of contract claims, constitutional petitions on enforcement of human rights, claims by way of judicial review, settlement of family and domestic matters, registration of marriages and adoptions involving issues of domicile.

One of Hillary's notable achievements was his role in advising one of the leading passenger transport service companies in Uganda, where he formulated legal opinions on various management contracts, private equity and mergers with individuals and/or companies, negotiating and preparing transaction documents, as well as handling all sorts of dispute resolution through mediation, arbitration, and litigation.

In the realm of intellectual property, Hillary has been instrumental in formulating and registering numerous software companies seeking to maximise the benefits of the internet in providing tailored services to their target clients in Uganda and abroad, simultaneously ensuring the safeguarding of their intellectual property.



Owor Moses C Kibang

Associate

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Areas of Practice:

Banking, Corporate Commercial,
Employment & Pension, Immigration
Law Practice, Conveyancing
and Employment, Real Estate,
Commercial Transactions,
Alternative Dispute Resolution

Education:

LL.B (Hons) Islamic University in
Uganda,

PGD.LP Law Development Center
(LDC),

Overview

Owor Moses C Kibang is an Associate specialising in Banking Practice. With a wealth of knowledge and vast experience in recovery, advisory, and transactional work for various financial institutions and business organisations, Moses is a vital asset to the firm.

His expertise encompasses a broad range of services, from entity set up, due diligence, to loan recovery and advisory services. Moses is adept at navigating the complexities of tracing and recovery for the banking sector, delivering valuable legal advice to the firm's bank clients.

Experience

Was part of the team participating for a commercial bank in a recovery of UGX 700,000,000 advanced under a loan facility from guarantors and borrowers.

Acting as part of the team for a commercial bank to recover UGX 1,000,000,000 advanced under a loan facility from the borrowers.

Moses provides legal advisory to both local and foreign companies in Uganda. His services include advising banks on the recovery of their un secured loan portfolios.

Being part of the Banking, Corporate, and Commercial team has exposed Moses to a wide array of experiences in handling corporate and commercial matters. His portfolio includes local and foreign commercial transactions, real estate transactions, employment issues, immigration, and corporate and commercial matters.



Patricia Alowo Majwere

Associate

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Areas of Practice:

Litigation, Banking Law, Finance, Private Equity, Intellectual Property, Regulatory Compliance, Family Law

Bar Admission:

Advocate admitted to the High court of Uganda, 2020

Education:

Post Graduate Diploma in Tax and Revenue Administration, East African School of Taxation

LL.B (Hons) Makerere University Kampala,

PGD.LP Law Development Center (LDC)

Memberships:

- Uganda Law Society
- East African Law Society

Overview

Patricia Alowo Majwere is an associate in the Firm's Litigation Department and brings a dynamic blend of legal expertise to her practice.

Patricia has a vast experience in areas of law including Corporate and Commercial transactions, Law and Technology, Intellectual Property, Litigation, Land Transactions, Arbitration and Mediation, and Employment Law.

Experience

Patricia has held the position of Associate at the firm. She has worked extensively in both contentious and non-contentious matters across all fields of law such as ordinary suits in recovery of insurance claims, land, damages in fraud, breach of contract claims, constitutional petitions on enforcement of human rights.

Further more, she has handled claims by way of judicial review, settlement of family and domestic matters, registration of marriages and adoption proceedings. In addition, Patricia offers commercial and corporate advisory in her areas of practice, specialising in banking, finance, asset-based financing, private equity, and intellectual property matters.

Patricia has been part of the team that has handled groundbreaking cases and precedent setting cases for clients in the logistics sector involving recovery of shipping containers from a major shipping line.



Miriam Mbabazi

Associate

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Areas of Practice:

Corporate Governance, International Human Rights, Corporate and Commercial Law, Banking and Finance, Employment and Benefits, Real Estate Management, Insurance Law, Family Law, Debt Recovery

Education:

PGD.LP Law Development Center (LDC)

LL.B (Hons) Uganda Christian University (UCU) Mukono

Overview

Miriam Mbabazi is a passionate and result-driven Legal Associate. She is a seasoned professional with a deep-seated commitment to fostering positive change through the lens of law.

Her areas of expertise span from corporate governance, international human rights, corporate and commercial law, to banking and finance.

Experience

Miriam's career has been characterised by meaningful contributions to various organisations and projects. As a Legal Associate at OSH ADVOCATES, she is deeply involved in business development, managing contracts, grants, and legal documents. Her role goes beyond compliance —she actively engages in providing expert legal advice, laying strategy for business development and supporting dispute resolution. Furthermore, she contributes to policy development and stays abreast of legal developments to ensure clients' interests are safeguarded.

Miriam's enthusiasm for her work is born out of her passion for justice and her belief in the power of law to enact positive societal transformation. This passion is not only reflected in her professional career, but also in her ongoing academic pursuits. She is currently pursuing a Master of Laws in International Human Rights at the University of East London, demonstrating her commitment to understanding and advocating for human rights on a global stage.

Miriam's approach to her work is multifaceted; she places a strong emphasis on building and maintaining relationships, understanding the needs of clients, and delivering tailored legal solutions.

Miriam leads the firm's pro bono practice with passion and has over the years done significant human rights work.



Baruga Edward

Associate

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Areas of Practice:

Litigation and Arbitration, Intellectual Property Disputes, TMT (Technology, Media and Telecommunication, Data Protection and Cyber Security

Education:

Post Graduate Diploma in Legal Practice, Law Development Centre, Uganda

LL.B (Hons.), Uganda Christian University, Mukono.

Overview

Edward is an Associate in the Firm's Litigation department. His practice focuses on litigation, arbitration and technology advisory.

He has expertise in intellectual property, technology transactions and dispute resolution. He also has experience in publishing emergent legal research.

Experience

His experience spans across corporate and land transactions, preparation of security documents and perfection of securities, conducting due diligence investigations, advisory on legal compliance over commercial and land transactions, litigation and intellectual property.

Participating in a team acting for a foreign entity in a recovery of UGX 2,000,000,000 worth of goods advanced to Ugandan nationals.

Undertaking the drafting, reviewing and negotiation of various commercial agreements and other documents, on behalf of OSH clientele.

Prepared incorporation documents and obtained licenses for various clients and companies.

Involved in setting up various corporate entities as well as advising companies on issues of Corporate Governance and new areas of Environmental and Social Governance (ESG)

Preparation of legal opinions and briefs and drafting of pleadings and relevant court documents.

Edward has published emerging legal trends in media on technology, intellectual property and finance, positioning the firm as a thought leader disrupting the legal-tech sector.



WE BUILD TRUST









OUR CLIENTELE



Our Clientele





POLICIES



Occupational Safety, Health and Environment (OSHE)

Policy Statement

OSH Advocates, Solicitors and Legal Consultants has a legal and moral obligation to safeguard all its employees, suppliers, contractors, clients and public against injury and disease, as well as any risks to health and safety from all operations associated with its business.

Cognizant of the firm's mission, vision and objectives, the firm has adopted a zero tolerance policy when it comes to non-compliance with our OSHE protocol and we expect the same from ourselves and all those with whom we do business.

Legislation and International best practice places the onus for OSHE management upon the partners of OSH Advocates, Solicitors and Legal Consultants. Our firm's success depends on our ability to deliver the highest level of client service whilst providing safe, compliant and an excellent safe working environment for our staff and clients.

With this OSHE policy statement, we reaffirm our commitment to:
Prevent the injury and ill health of our employees, suppliers, contractors, clients and public through a continual improvement of our OSHE management and OSHE performance

Comply with all relevant and applicable national legislation and industrial standards and guidelines.

Demonstrate visible OSHE assurance and take a leading role in establishing best practice in the our services

Continuously identify and review OSHE risks and implement appropriate corrective and preventative actions to manage these risks

Promote open communication with employees, suppliers, clients, contractors, interested parties and government bodies regarding any suspected and/or potential OH exposure and its impact

Ensure that our employees, suppliers, contractors and subcontractors, who perform work for our firm, are included in our safety management system and that their OSHE compliance is monitored and evaluated periodically.

Integrate OSHE considerations in business planning and decision making

Educate and raise our employees' awareness about issues that impact their health and wellness, including the health benefits of physical activity and healthy eating.

Signed by

Dated

Quality Assurance

Policy Statement

Quality assurance is printed in our own law practice and first it rests with the leadership of our law firm, we believe that the business is us! Our leadership vision is a direction of change in legal practice. Our strategic plan emphasises three areas of quality assurance: Control, competence and culture.

Control: all our clients' work is managed by an engagement partner who controls all the work which the firm is engaged to handle and distributes it to the in-charge lawyers for handling. At every stage, the engagement partner is charged with defining the client's assignment and ensuring that there is in place a well-managed process and all integrity criteria are in order for the performance of the assignment.

Competence: In legal practice, competence is key to execution of client's work, we focus on lawyers' knowledge, skills, experience and qualifications at recruitment and assignment levels. Our lawyers comply with the annual Law Council mandatory professional development training hours for areas relevant in their practice. Secondly, we do our own training specific to our practice.

Culture: at the Centre of our business, culture is a soft element in our Firm. We ensure that personnel integrity, confidence, motivation, and team work forms our organisational culture.

Through the above 3C's, we ensure that there is a systematic monitoring and evaluation of all aspects of clients' assignments. It is the above 3Cs that helps us to supervise and delegate work to our lawyers, manage priorities and ensure all key aspects of assignment activities are delivered within set time frames to meet deadlines.

Technology: Technology assists us to decrease turnaround time, streamline work processes and systematically monitor progress of client's work. We utilise document management and practice systems to facilitate standard templates where necessary, legal updates, work scheduling, tracking progress and linking documents and emails to the network. In future we shall link client's work to the client directly.

Last but not least, quality assurance is also a way of life in managing our business and practice risks. Our Executive partner management team supports the partners and associates to ensure that the Firm complies with the rules in the marketplace, applicable laws and professional rules.

The team manages the firm's exposure to risks to avoid claims and or complaints in the conduct of our legal practice, our business continuity, IT security and wider operational risks. The team reviews our quality control and professional responsibility in the delivery of our services. Risks which are identified are incorporated in our business plans for appropriate action. With the changing landscape in client engagement, the team reviews new business acceptance and terms, who we will work for and on what terms in order to avoid association with "wrong" clients or third parties.

Signed by

Dated



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OSH Advocates is a licensed law firm in Uganda
and it is regulated by the Law Council