

IMPACT INVESTMENT: A FOUNDER-FOCUSSED INITIATIVE

05 October 2018 | Global
Legal Briefings

As technology increasingly drives innovation in all sectors, we use our extensive global expertise to help businesses adjust to and gain from that innovation.

Our start-up pack is intended to introduce you to a set of key agreements that any start-up or social enterprise should consider putting in place at the first stage of its development or, in some cases, having ready in their back pocket for specific circumstances. We aim to describe the purpose of each document, any limitations associated with its use, and what is (in our experience) the common or market position around certain issues. We also highlight areas that tend to be more heavily negotiated or that you should consider in more detail.

The following materials have been created with the vision to help you build strong and adequate legal foundations for your business which can have a big impact on the long-term success of your company.



Startup school



[Start-up School](#)

AUTOMATICALLY ENROLLING YOUR WORKERS INTO A PENSION SCHEME (UK)

In the UK, all businesses are required to enrol eligible workers into a pension scheme and pay minimum contributions on their behalf. This article explores how to automatically enrol your workers into a pension scheme and your obligations as a start-up business.

Please click [here](#) to read the full article and download a copy.

EMPLOYMENT 101 (AUSTRALIA)

When you start a business, the first question that is asked by a founder is should I be an employee or just work as a shareholder. Tax usually drives this decision. To begin with – it is common for a founder not to be employed but to essentially ‘work’ for ‘sweat equity’.

The question is – when are contracts with employees and contractors required? In this article we further explore that whilst it may not be necessary to have an employment contract with a founding shareholder initially, as venture capital firms grow, the company will require founders to have employment contracts.

Please click [here](#) to read the full article and download a copy.

EMPLOYING EMPLOYEES FOR THE FIRST TIME (UK)

We've produced a checklist which sets out the issues that new employers should consider when employing employees for the first time. It covers the minimum obligations of employers under UK laws.

Please click [here](#) to read the full article and download a copy.

EMPLOYING EMPLOYEES FOR THE FIRST TIME (GERMANY)

We have prepared a check list which sets out the issues that new employers should consider when employing employees for the first time. It covers the minimum obligations of employers under German laws.

Please click [here](#) to read the full article and download a copy.

SUBSCRIBE TO STAY UP-TO-DATE WITH INSIGHTS, LEGAL UPDATES, EVENTS, AND MORE

Close

© HERBERT SMITH FREEHILLS LLP 2021