

## Stefan Martin

Partner  
London

### Biography

Stefan Martin provides practical and strategic advice in relation to any employment issue a business is likely to face, using over 25 years' experience to guide employers through some of their most sensitive employee related challenges.

He concentrates on high-value, high-profile, high-stakes issues which carry a material reputational and/or financial risk, or which involve making sensitive judgment calls. Much of his practice involves an international dynamic, taking the lead on managing and co-ordinating cross-border projects and issues in multiple jurisdictions for multinational corporations. Clients appreciate his 'unflappable', 'calm and highly astute' manner in what are often highly pressurised situations.

Described as a 'shining in both the contentious and transactional arenas', Stefan handles an extensive array of matters, acting for a longstanding client base focused on financials and well known corporates. Prior to joining Hogan Lovells, Stefan was instrumental in building the top tier employment practice of another international law firm.

Stefan represents respondents in complex Employment Tribunal cases and in relation to High Court claims which often include allegations of whistleblowing and



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### Languages

French

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### Practices

Employment

Technology Litigation

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### Industries

Financial Institutions

Technology and Telecoms

Consumer

Aerospace and Defense

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discrimination or which may involve advising on the enforcement of restrictive covenants. He has handled a number of high-profile cases at first instance and at appellate level. He also has a great deal of experience advising clients on board level and senior executive issues.

Stefan's transactional practice spans mergers, acquisitions, joint ventures and restructurings and he has particular knowledge advising on the employment aspects of outsourcing deals, often on an international basis.

He is a natural communicator, able to explain how complex legal theory relates to a given audience in a commercial and practical way.

## Representative experience

Acting for a global 50 law firm on a claim by another global law firm concerning poaching of clients and staff.

Acting for a global technology company in relation to the multi-jurisdictional disposal of its technology services business.

Defending a global bank against high value claims of race discrimination.

Advising a computer chip manufacturer in relation to the closure of its UK manufacturing facility.

Acting for an international chemical company in relation to the closure of a UK manufacturing plant.

Advising a global investment bank in relation to the collection and use of diversity information in 67 jurisdictions.

Advising a major airline on allegations of sex and disability discrimination.

Advising a major FMCG company in relation to the structuring of its board, including the replacement of

## Areas of focus

IERP Dispute Resolution

Data Protection

Financial Services Regulatory Investigations and Enforcement

Outsourcing

Workplace Privacy

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## Education and admissions

### Education

Law Society Finals, The College of Law

LL.B., The University of Hull

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## Memberships

Employment Lawyers Association

European Employment Lawyers Association

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## Accolades

Shines in both the contentious and transactional arenas

*Legal 500 2013*

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"Clients describe Stefan Martin as "a true trusted partner who is always calm and pragmatic," adding: "He has a great ability to defuse a situation and find a practical pathway to a balanced solution."

its CEO.

Advising a global investment bank in relation to a pay equity project.

## Awards and rankings

- Band 2, *Chambers UK*
- Super Lawyers, *Thomson Reuters*, 2015
- Employment (UK), *Chambers Global*, 2019

## Latest thinking and events

- News
  - Broad brush - UK government responds to sexual harassment consultation
- News
  - Jam tomorrow - employment implications of UK's national disability strategy
- News
  - As you were – UK Supreme Court confirms no change to discrimination burden of proof
- News
  - After the event - medical evidence obtained after an ill-health dismissal not relevant to fairness
- News
  - Global employment law guide
- Hogan Lovells Publications
  - Podcast: Talking the cure

The wide scope of his practice sees him advise on all manner of employment issues, particularly those carrying sensitive reputational risk."

*Chambers UK*

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Stefan Martin is brilliant with banks and finance houses; in-depth involvement and hands-on with cases. Someone you want on your team.

*Legal 500*

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Listed in Thomson Reuters Super Lawyers

*2013 and 2015*

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"Unflappable"

*Chambers 2015*

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"Very good and easy to deal with as well as pragmatic and constructive"

*Chambers UK, 2019*

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