The Hogan Lovells Consumer Team recognizes the challenges that you are facing during this uncertain time. Businesses are reshaping the way they operate and consumers are changing the way they shop. Supply chains are strained. Plants and factories are closing down or transitioning to making health care products. Workers want to know if it is safe to come to work.

As COVID-19 continues to impact consumer companies around the world, and there seems to be an endless stream of new information, our team has compiled the firm’s guidance and alerts that are most relevant to your business. In the following pages, you will find a compilation of the guidance that the Hogan Lovells team has published to date to address the COVID-19 crisis.

If you have questions or need support, please do not hesitate to get in touch with the authors of these alerts listed in this guide or the Hogan Lovells lawyers with whom you regularly work.

COVID-19: A Global Guide


Returning to the Workplace: The global coronavirus pandemic has impacted workforces in different ways in each sector. As many global businesses now navigate plans to safely return their employees to the workplace, we are faced with a web of interconnected issues and variations across jurisdictions. Here we’ve included a list of resources to help companies and their employees return to the workplace.
Global supply chain

Contracts

- Global | Force majeure claims in future waves of COVID-19: four key actions (8 July 2020)
- Global | Supply chain and force majeure disputes in the COVID-19 era (8 April 2020)

Americas

- U.S. | COVID-19 and IT service provider contracts: A checklist for force majeure events (13 April 2020)
- Mexico | The Force Majeure Problem and the COVID-19 (30 March 2020)
- U.S. | MAC/MAE clauses and the COVID-19 pandemic: a checklist of things to consider (27 March 2020)
- U.S. | Coronavirus as a contractual force majeure event: A simple checklist for New York contracts (23 March 2020)
- U.S. | Coronavirus and implications of force majeure (20 March 2020)

Europe

- UK | “COVID-19 MAC – Can we get out please?” – UK Takeover Panel says no (28 May 2020)
- France | The impact of the COVID-19 crisis and government measures in relation to the capacity of parties to perform their contractual obligations – force majeure, revision of contracts for unforeseen circumstances and MAC clauses (27 May 2020)
- Russia | The Supreme Court of Russia to Clarify Certain COVID-19 Related Legal Issues (22 April 2020)
- France | COVID-19: can the parties evade their contractual obligations? (9 April 2020)
- Spain | Update - COVID-19 in Spain: Measures on Contracts and Corporate Activity (8 April 2020)
- Italy | Electronic signature and electronic documents: how to sign Italian law agreements (30 March 2020)
- Italy, Germany, Spain, and France | Combating COVID-19: Government powers for safeguarding supply of critical products and potential conversion of production (27 March 2020)

Suppliers chain

- North America | Certain COVID-19 Related Legal Issues (27 May 2020)
- Asia-Pacific

- U.S. | CISA recommends raw materials be diverted to produce hand sanitizer (9 April 2020)
- U.S. | Customs Rescinds Proposal to Extend Payment of Duties in Response to COVID-19 Pandemic; Requires Payment of Deferred Duties Not Granted Extension (30 March 2020)
- U.S. | FDA moves to increase ventilator supply (24 March 2020)
- U.S. | The Defense Production Act and the PREP Act: Key tools in the fight against COVID-19 (23 March 2020)

Europe

- Germany | Coronavirus and civil procedure: Implications for the Indo-German supply chains (8 June 2020)
- UK | Update on UK export licensing processes amidst the COVID-19 outbreak (1 May 2020)
- EU | The EU and Member States measures on PPE in response to COVID-19 outbreak (23 March 2020)
- Spain | Consumers will be able to return their purchases after the alarm state (19 March 2020)
- UK | Blocks in the road – COVID-19 and supply chain issues (17 March 2020)

Transactions

- Global | Negotiating M&A transactions in the COVID-19 era: considerations for navigating new opportunities in uncertain waters (14 May 2020)
- Global | Coronavirus outbreak grinds dealmaking to a halt, but some sectors could rebound more quickly than others (15 April 2020)
- Global | Pandemic curbs activity worldwide (15 April 2020)
- Global | Joint ventures: Key topics surrounding the COVID-19 pandemic (3 April 2020)
- Global | Coronavirus battle: can I sign cross-border transaction documents with a Chinese party remotely? (19 March 2020)
- Global | Contractor performance under Dutch law (30 March 2020)

Disclosures

- Netherlands | COVID-19: How the outbreak will impact disclosure deadlines and AGMs of listed and non-listed Dutch Companies (31 March 2020)
- EU | How should EU listed companies think about their ongoing disclosure obligations? (16 March 2020)
- EU | Bill Introduced to Block Chinese Acquisitions During COVID-19 Pandemic (12 May 2020)
- Germany | Next steps towards tighter German Foreign Investment Control rules passed (19 June 2020)
- EU | EU merger control in times of COVID-19 (6 April 2020)
- China | Early emergence from the COVID-19 crisis may spark an M&A boom (15 April 2020)

Asia-Pacific

- China | Early emergence from the COVID-19 crisis may spark an M&A boom (15 April 2020)

Trade Talks: Risk Management Webinar

Listen on-demand
Employment

Americas
- U.S. | COVID-19 considerations: vacation and PTO (30 June 2020)
- U.S. | Department of Labor clarifies FFCRA Leave based on summer camp closure is similar to leave based on school or day care closure (30 June 2020)
- U.S. | OSHA issues return-to-work guidance for non-essential businesses (16 June 2020)
- U.S. | Are you ready for D.C. paid family/medical leave on July 1? Questions & Answers for employers, including benefits coordination (18 June 2020)
- U.S. | CDC releases new guidance on considerations for events and gatherings (16 June 2020)
- U.S. | EEOC updates COVID-19 Q&A (12 June 2020)
- U.S. | Major changes coming to Virginia employment laws on July 1, 2020; prepare now with this employer checklist (11 June 2020)
- U.S. | Employers need to consider whether they must compensate employees for mandatory COVID-19 testing (9 June 2020)
- U.S. | Governor Cuomo’s Executive Order grants commercial building owners and retail store owners the ability to conduct temperature screenings (8 June 2020)
- U.S. | CDC provides updated guidance and toolkit for employers preparing to re-open (2 June 2020)
- U.S. | What do “work-related” COVID-19 infections mean for employers (2 May 2020)
- U.S. | OSHA requires all employers to investigate whether COVID-19 infections are “work-related” (20 May 2020)
- U.S. | Return to Workplace U.S. Memorandum for Employers (15 May 2020)
- U.S. | Workers’ compensation now presumptively applies to employee COVID-19 claims in California (8 May 2020)
- U.S. | Los Angeles adopts ordinances giving certain laid off workers “Right to Recall” and right to be retained during a change of control (4 May 2020)
- U.S. | EEOC states that employers may administer COVID-19 tests before permitting employees to enter the workplace (24 April 2020)
- U.S. | California grants additional paid sick leave rights to food sector workers (21 April 2020)
- U.S. | DC expands COVID-19 related leave requirements (21 April 2020)
- U.S. | States expand workers’ compensation law for “front-line” workers in response to COVID-19 (17 April 2020)
- U.S. | CDC issues new guidance regarding critical infrastructure workers with potential COVID-19 exposure (14 April 2020)
- U.S. | CDC issues return-to-work guidance for employees possibly exposed to COVID-19 (10 April 2020)
- U.S. | Larger California employers face growing local requirements to provide paid COVID-19-related sick leave and other accommodations (10 April 2020)
- U.S. | OSHA to issue industry-specific guidance on COVID-19 (9 April 2020)
- U.S. | DOL Clarifies CARES Act Unemployment Ambiguities (7 April 2020)
- U.S. | Assessment of CISA “Memorandum on identification of essential critical infrastructure workers during COVID-19 response” guidance; version 2.0 (6 April 2020)
- U.S. | DOL’s new FFCRA regulations and Q&As on COVID-19 paid leave clarify documentation and other requirements (6 April 2020)
- U.S. | Department of labor clarifies health care provider, emergency responder, and small business exemptions and answers other questions under covid-19 related paid leave law (30 March 2020)
- U.S. | Payroll Tax Credits under the Families First Coronavirus Response Act (26 March 2020)
- U.S. | DOL issues posters and initial guidance on FFCRA paid leave for coronavirus needs; Announces April 1 effective date (25 March 2020)
- U.S. | What employees can report to work during the COVID-19 pandemic? (25 March 2020)

Europe
- Netherlands | Update on employment and tax relief measures during the covid-19 crisis (16 June 2020)
- UK | The UK’s Job Retention Scheme (15 June 2020)
- Netherlands | Return to work: Guidelines for Dutch employers (26 May 2020)
- Spain | Main measures included by Royal Decree-Law 10/2020 of 12 May on social measures in defense of employment (18 May 2020)
- UK | Exiting lockdown and the re-opening of UK workplaces – employers’ frequently asked questions (12 May 2020)
- UK | Re-Open for Business in the UK – How to plan a safe return to the workplace (7 May 2020)
- Germany | How can employers “save” to prevent short-time work? 9 ways to stay liquid in the crisis (22 April 2020)
- Italy | COVID-19 – INAIL Coverage for employees and direct liability of the employer (15 April 2020)
- Netherlands | COVID-19 crisis – sharing the financial burden by changing employers' employment conditions? (2 April 2020)
- Spain | Regulations on measures in the field of employment by the Spanish Government (1 April 2020)
- UK | UK employers and COVID-19: Frequently asked questions (31 March 2020)

Asia-Pacific
- Hong Kong | We are all in this together: navigating employment issues during COVID-19 (May 2020)
- Singapore | Navigating choppy waters: Employment measures in the age of COVID-19 (3 April 2020)
- Japan | Navigating employment issues in Japan amidst the COVID-19 pandemic (30 March 2020)

Middle East and Africa
- UAE | The emerging normal: navigating UAE employment issues amidst the COVID-19 pandemic (5 May 2020)

Blog
All in a Day’s Work: The Employer’s Legal Guide.
Real estate

Americas
• U.S. | Navigating coronavirus: Considerations for rent modifications in the U.S. (31 March 2020)

Europe
• UK | UK COVID-19: Should the UK real estate sector still worry about a no-deal Brexit? (29 June 2020)
• UK | COVID-19 UK – Additional breathing space... but tenants who can pay should (24 June 2020)
• UK | COVID-19: Landlords take note – this is not a wind up (5 June 2020)
• UK | COVID-19: The Corporate Insolvency and Governance Bill – New tenant/debtor protections unveiled (22 May 2020)
• UK | COVID-19: Back to the workplace – stay alert (15 May 2020)
• UK | COVID-19 UK – Emergency permitted development right switched on (9 April 2020)
• Europe | COVID-19 – Real Estate Tax Issues in Europe (9 April 2020)
• Italy | COVID-19’s impact on hotel activities in Italy (9 April 2020)
• UK | Virtual planning committee meetings are no longer a remote possibility (3 April 2020)
• UK | COVID-19: Update on protection from forfeiture for commercial tenants (2 April 2020)
• UK | Flexibility in insurance policies for property managers (1 April 2020)
• Poland | Key provisions of The Polish Law on Special Measures for COVID-19 and Crisis Prevention from the real estate perspective (30 March 2020)
• UK | Landlord and tenant insurance issues (27 March 2020)
• Germany | Impact of COVID-19 on hotel transactions (25 March 2020)
• UK | Risks and responsibilities for UK landlords (24 March 2020)
• UK | Commercial tenants to be given three months’ protection from forfeiture (24 March 2020)
• Spain | COVID-19’s impact on the Spanish real estate sector (23 March 2020)
• UK | Has your tenant asked for a concession? (17 March 2020)
U.S. Food and beverage

- U.S. | COVID-19 Restaurant/Foodservice and Retail Establishment Re-opening Considerations: Trends and Observations (24 June 2020)
- U.S. | COVID-19 Update: Agriculture Workers and Employers Guidance; Meat and Poultry Facility Assessments Toolkit; Retail Food Establishment Checklist (5 June 2020)
- U.S. | COVID-19 update: FDA issues guidance on voluntary reporting of temporary closures or significantly reduced production (28 May 2020)
- U.S. | President Trump Issues Executive Order Authorizing Agencies to Provide Regulatory Relief to Support Economic Recovery in Response to COVID-19 (21 May 2020)
- U.S. | CISA Updates Critical Infrastructure Workers Guidance to Provide Additional Recommendations for Government and Businesses and Clarify Scope of Food and Agriculture Sector (20 April 2020)
- U.S. | Highlights from new Q&A with FDA Deputy Commissioner Yannas (17 April 2020)
- U.S. | FDA Issues Minor Updates to Guidance on Hand Sanitizer Production (16 April 2020)
- U.S. | AMS announces COOL labeling flexibilities to facilitate redirection of foodservice product to retail (14 April 2020)
- U.S. | FDA Issues Best Practices for Retail Food Establishments and Food Delivery; FSIS Issues Notice on Use of PPE by Inspectors (10 April 2020)
- U.S. | WHO and FAO release guidance on food safety for food businesses (9 April 2020)
- U.S. | CDC issues interim guidance on safety practices for critical infrastructure workers who may have had exposure to a person with suspected or confirmed COVID-19 (9 April 2020)
- U.S. | FDA Announces Temporary Policy for Shell Egg Producers and Updates COVID-19 Guidance (7 April 2020)
- U.S. | FDA Deputy Commissioner Yiannas Issues PSA and FDA Updates COVID-19 Food Safety Guidance (3 April 2020)
- U.S. | FDA Issues Temporary Policy for Menu Labeling Requirements and Updates COVID-19 Guidance (2 April 2020)
- U.S. | FDA Updates Critical Infrastructure Workers Guidance and FDA Issues Additional Guidance for Industry and the Public (31 March 2020)
- U.S. | What Food Companies Should Know About the Third Federal COVID-19 Stimulus Package (CARES Act) (30 March 2020)
- U.S. | CISA Updates Critical Infrastructure Workers Guidance to Provide Additional Recommendations for Government and Businesses and Clarify Scope of Food and Agriculture Sector (20 April 2020)
- U.S. | FDA and TTB Response to Increased Demand for Alcohol-Based Hand Sanitizer Production (30 March 2020)
- U.S. | FDA Announces Temporary Flexibility Regarding Nutrition Labeling Due to COVID-19 Pandemic (27 March 2020)
- U.S. | FSIS Announces Temporary Allowances for Foodservice Labels Going to Retail (24 March 2020)
- U.S. | FDA Issues Updated Guidance for Food Industry (24 March 2020)
- U.S. | Supplemental Update on Essential Critical Infrastructure Workers (20 March 2020)
- U.S. | FDA Temporarily Postpones Routine Domestic Inspections (19 March 2020)
- U.S. | Food and agriculture critical infrastructure sector classification and state and local restrictions and curfews (19 March 2020)
- U.S. | FDA and USDA Issue Guidance for Industry and Inspectors (18 March 2020)
- U.S. | AMS announces COOL labeling flexibilities to facilitate redirection of foodservice product to retail (14 April 2020)
- U.S. | FDA Issues Minor Updates to Guidance on Hand Sanitizer Production (16 April 2020)
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- U.S. | FDA Announces Temporary Policy for Shell Egg Producers and Updates COVID-19 Guidance (7 April 2020)
- U.S. | FDA and USDA Update COVID-19 Food Safety Guidance Regarding Masks, Inspector Availability, and More (6 April 2020)
- U.S. | FDA announces plans to conduct remote FSVP Inspections (3 April 2020)
- U.S. | FDA issues reopening guidance for retail food establishments that closed in response to COVID-19 (11 May 2020)
- U.S. | Secretary Perdue issues letters to governors and industry addressing continuity of meat and poultry processing operations (7 May 2020)
Finance

Global
- *Global | Summary of Key International Tax Measures (20 April 2020)*
- *Global | COVID-19: Measures taken by financial supervisory authorities in certain jurisdictions as of 17 April 2020 (17 April 2020)*
- *Global | The impact of COVID-19 on the hardest hit industries and how to minimize the damage (16 March 2020)*

Americas
- *U.S. | Lender requirements for the Paycheck Protection Program under the CARES Act (3 April 2020)*
- *U.S. | COVID-19 U.S.: Navigating the Paycheck Protection Program (PPP) under the CARES Act (1 April 2020)*
- *U.S. | Derivative considerations for end-users in times of disruption (26 March 2020)*

Europe
- *Italy | Italy heads towards a FinTech Sandbox: feedback to the MEF consultation (26 June 2020)*
- *Spain | Is there any room for cash payment in the future? (23 June 2020)*
- *UK | Impact of coronavirus on loans in Italy (22 June 2020)*
- *UK | UK insurance M&A following COVID-19 (18 June 2020)*
- *Netherlands | Dutch Insolvency Restructuring (18 June 2020)*
- *Italy | MEF consults on the eligibility criteria for the subscription of Italian reserved AIFs (8 June 2020)*
- *UK | Update - FCA, FRC, PRA and ESMA announce measures to alleviate impact on listed issuers and their auditors in response to COVID-19 (29 May 2020)*
- *UK | UK FCA urges diligence for market abuse and managing conflicts of interest (29 May 2020)*
- *Italy | COVID-19 and online KYC: an Italian picture (26 May 2020)*

Asia-Pacific
- *China | Cross Border Guide to Restructuring and Insolvency - China and Hong Kong (7 July 2020)*
- *Australia | COVID-19 – Temporary emergency changes to Australian insolvency laws (15 April 2020)*
- *Singapore | Temporary relief for struggling businesses and individuals in Singapore during COVID-19 (6 April 2020)*
- *China | COVID-19 – top China court puts restructuring to the fore in key corporate insolvency rulings (21 May 2020)*

German Federal Ministry of Finance in a letter dated 19 March 2020 (27 March 2020)
- *Germany | Effects of Covid-19 on facility agreements under German Law (26 March 2020)*
- *Europe | COVID-19 – a health check for European leveraged financings (25 March 2020)*
- *UK | UK equity capital markets and the COVID-19 response – Key legal and regulatory themes (25 March 2020)*
- *Italy | The Cura Italia Decree and other measures enacted to cope with the COVID-19 outbreak in Italy (24 March 2020)*

Listen on-demand
- Strategies for the retail sector in a time of crisis
- Consumer financial issues during COVID-19 and beyond: Communications, collections, and privacy/security
- Insurance coverage considerations webinar
- Restructuring a portfolio company webinar
**Antitrust and competition**

**Global**
- U.S. and EU | U.S. and European authorities actively pursue COVID-19 price gouging violations (20 April 2020)
- Americas
  - U.S. | Reducing antitrust risk of collaborations during the COVID-19 pandemic (23 April 2020)
  - U.S. | A welcome update from the U.S. antitrust agencies regarding merger review process (31 March 2020)
- Europe
  - Mexico | Cofece released a communication that exempts Competition Law due to the COVID-19 pandemic (28 March 2020)
  - U.S. | Deputy attorney general issues new mandate prioritizing enforcement of antitrust laws amid COVID-19 outbreak (26 March 2020)
  - U.S. | Antitrust implications from U.S. government recapitalizations (13 May 2020)

**Privacy and cybersecurity**

- Global | COVID-19 exit strategy: A global privacy and cybersecurity guide (19 May 2020)
- EU | Making COVID-19 Apps Data Protection Complaint (16 April 2020)
- U.S. | FCC Confirms that Certain COVID-19 Communications Fall Within the TCPA’s “Emergency Purposes” Exception (27 March 2020)

**Intellectual property**

- U.S. | USPTO Alert – New fast track for certain COVID-19 trademark applications (18 June 2020)
- Mexico | Intellectual Property Update | COVID-19 (17 April 2020)
- U.S. | USPTO extending deadlines falling between March 27 – April 30, 2020 (7 April 2020)
- Global | COVID-19 and Emergency Inventions (3 April 2020)
- Mexico | The Mexican Institute of Industrial Property (IMPI) has suspended activities and the National Institute of Author’s Rights has suspended legal deadlines and terms (27 March 2020)
- EU | 5 tips to protect your trade secrets during the COVID-19 emergency (25 March 2020)

**Product liability**

- U.S. | Navigating Limits on Product Liability under the PREP Act for COVID-19 Clinical Trial Activities (23 March 2020)
- Global | COVID-19: A quick recap of key considerations for products companies (20 March 2020)

**Crisis preparedness**

- Global | Back to work during COVID-19: A guide for retailers re-opening their doors (15 May 2020)

**Litigation and arbitration**

- Global | Litigation Landscape: managing your COVID-19 risk (4 June 2020)
- U.S. | SEC enforcement and litigation risks amid the COVID-19 pandemic (22 April 2020)
- Netherlands | Impact of COVID-19 on Dutch legal proceedings (15 April 2020)
- Global | Hogan Lovells Protocol for the use of technology in virtual international arbitration hearings (9 April 2020)
- U.S. | In rapidly changing circumstances, look to arbitration for flexible interim relief (7 April 2020)
- Hong Kong | Hong Kong courts in lockdown – how technology is helping with dispute resolution in the time of COVID-19 (3 April 2020)
- UK | Remote hearings in the English courts – Learning points and pitfalls to avoid (2 April 2020)
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