

Zaynab PENOT
Admitted Lawyer (Paris Bar)
Admitted Solicitor (England & Wales)

ICC-UAE steering Committee member
ICC YAF Representative for MENA and North Africa (2021-2024)
Secretary of the Arab Regional Forum (ARF) of the International Bar Association (IBA)
Member of the ICC Task Force on corruption in Arbitration
Mobile: 0501202577
E-mail: zaynab@averroeslaw.com
Nationality: French
Age: 36

PROFESSIONAL EXPERIENCE : UAE/FRANCE/QATAR

Founding Partner, Averroes Law Ltd February 2022 - Present
Arbitration/Corporate/Commercial

ADGM, Abu Dhabi, UAE

Adjunct Professor/Heading the Legal clinic October 2021 – June 2023

SUAD Sorbonne University, Abu Dhabi/Paris II

Panthéon Assas, Dubai

- workshops with students of the legal clinic assisting on ADGM court pro bono cases
- Teaching the UAE Legal and Judicial System to first year students
- Teaching Corporate Law to third year students
- Teaching Comparative Law: Civil, Common Law and Sharia to first year students

Senior Associate January 2014 – Novembre 2021
Arbitration/Corporate/Commercial

International Consultant Law Office (ICLO)

Abu Dhabi, UAE

- Drafting submissions, legal opinions, contracts, legal updates, regulations (commercial, insurance, labor, real estate, construction, IP)
- Chief Editor of the UAE arbitration yearbooks 2015, 2016, 2017, 2018 & 2019 (2020 under process)

Experience in commercial & Contractual matters

- Drafting and reviewing agency agreements, master franchise agreements, commercial rent agreements (Dubai & Abu Dhabi);
- Providing legal opinions on feasibility of commercial claims in front of UAE Courts and International Arbitral Tribunals;
- Reviewing Sales and Purchase Agreements in accordance with UAE Laws

Corporate experience

- Advising a French company on the acquisition of a free zone entity in Dubai: conducting the legal due diligence and drafting the needed documentation (share purchase agreement, shareholder agreement, security agreement).
- Advising a UAE company on the acquisition of a UAE company both specialised in the manufacturing, installation and maintenance of elevators
- Providing corporate secretarial services to ADGM entities (Holding, SPV, start-ups)

- Advised on a joint venture between a UAE company and an Italian firm for the exploitation and implementation of Italian-developed technology in the Gulf region.

Others

- Accompanying a VIP client in a construction project and drafting the relevant documentation (NDA, LOI, LOA, main consultant agreement, main ID consultant agreement, main contractor agreement, service providers' agreements)

Pro Bono

- Conducting settlement negotiations for high earners on termination of employment with an international bank;
- Representing employees in a ADGM Courts in relation to termination of employment.

Experience in International arbitrations

- As legal representative, in arbitration proceedings including:
 - A UAE company, Claimant in a DIAC arbitration in the UAE against a UAE developer. The dispute arose out of a manpower supply agreement. UAE laws apply.
 - A UAE demolition company, Claimant in an ICC arbitration in UAE against a UAE developer. The dispute arose out of an agreement for the demolition of buildings in the UAE. UAE laws apply (Award pending).
 - A UAE individual, Respondent in an LCIA arbitration in London brought by a UK company. The dispute arose out of an agreement for the exploitation of IP rights. UK laws apply.
 - A Middle Eastern State entity, Respondent in an ICC arbitration in Switzerland brought by an international defence consulting company. The dispute arose out of a contract for the purchase and supply of goods. The law of Switzerland applies.
 - A local contractor, Respondent in an ICC arbitration in Abu Dhabi, UAE, brought by a real estate company. The dispute arose out of a contract for construction of a commercial building. The laws of the UAE apply.
 - A local group of companies, Respondent in a DIAC arbitration in Dubai brought by an international hospital. The dispute arises out of the development of a world-class medical facility in the Middle East. The laws of the UAE apply.
 - An international company providing automated guided vehicle system, Claimant in an ADCCAC arbitration in Abu Dhabi brought against a local contractor. The dispute arises from a contract for the design, supply and installation of a fully automated parking system. UAE laws apply.
 - International contractors, Claimants in an ADCCAC arbitration in Abu Dhabi, UAE brought against a local contractor. The dispute arose out of a contract for construction of a luxury hotel project in Abu Dhabi. UK laws apply.
- As legal representative in relation to the enforcement proceedings including:
 - Annulment proceedings of an ICC Award brought by the Claimant in front of the Dubai Courts in violation of the arbitration agreement and seat of arbitration in DIFC. Dubai Courts declined jurisdiction and the Award was enforced by the DIFC Courts.
 - Successful enforcement by the Abu Dhabi Courts of an Award issued by ADCCAC.
- As sole arbitrator:

- A DIAC arbitration brought by two individuals against a property developer related to the purchase of an off-plan property. UAE laws apply.
- A DIAC arbitration brought by two individuals against a property developer related to the purchase of an off-plan property. UAE laws apply
- An ADCCAC arbitration opposing 2 contractors in relation to a dispute arising out of a settlement agreement. UAE laws apply.
- As co-arbitrator
 - A DIAC arbitration brought by a Saudi subcontractor against a Saudi entity in relation to the delivery and installation of aluminium works. Saudi laws apply.
- As case secretary in proceedings including:
 - 2 local energy infrastructure companies opposed in an ADCCAC arbitration in Abu Dhabi, UAE conducted under UAE laws in relation to a dispute arising out of the design, supply, construction and commission of a photovoltaic power plant.
 - 2 contractors opposed in an ADCCAC arbitration in Abu Dhabi, UAE, conducted under UAE laws in relation to a dispute arising out of a contract of construction of port related projects.
 - An international IT solution and services company opposed to a contractor in an ADCCAC arbitration in Abu Dhabi, UAE, conducted under UAE laws in relation to a dispute arising out of the design, supply, installation, testing and commissioning of an audio-visual and security system at the Abu Dhabi Stock Exchange.
 - ICC proceedings conducted under the Expedite Procedure Provisions and opposing 2 local contractors in relation to a dispute arising out of purchase orders.
 - Conciliation proceedings conducting under ADCCAC rules and UAE laws opposing an equipment consultant to a contractor in relation to a dispute arising out of a contract for the provision of drawings and designs for tender purposes.
 - DIAC arbitration proceedings conducted under UAE laws and opposing 2 real estate companies in relation to a dispute arising out of a sales and purchase agreement.

ICC YAF Representative for MENA and North Africa

November 2021 – Present

Abu Dhabi, UAE

- Organizing arbitration events for young arbitrators in the MENA region (defining subjects, securing speakers, and moderating the panel)

**Arbitrator/Case Manager
ADCCAC/DIAC, United Arab Emirates**

Jan 2013 – Jan 2018

- **Acting as Sole Arbitrator under DIAC arbitration rules**
- **Management of more than 50 arbitration cases:**
 - Coordinating between the Parties and ADCCAC/DIAC/ICC and between the Arbitral Panel and the Parties
 - Assisting the Arbitral Tribunal in drafting relevant procedural documents
 - Attending arbitration hearings and drafting minutes of meeting

EDUCATION BACKGROUND: FRANCE/UNITED KINGDOM

Qualified Lawyers Transfer Scheme (Qualification route for Solicitors in England & Wales) May 2018 - September 2019
London, UK

Ecole de Formation professionnelle des Barreaux de la Cour d'Appel de Paris (Qualification route for French Lawyers) September 2011 – October 2013
Paris, France

Master's degree in International Arbitration October 2010 – May 2011
University of "Paris 1, Pantheon SORBONNE" *Paris, France*

Master's degree in International Business Law October 2009 – May 2010
University of LIVERPOOL – *Liverpool, UK*

Bachelor degree in International & European Law 2006 – 2009
University of "Paris 1, Pantheon SORBONNE" *Paris, France*

SKILLS

➤ Languages

- French: native
- English: fluent
- Literary Arabic: advanced

➤ Computer skills

Microsoft Office, Word, Excel, Power Point, Internet, outlook

HOBBY

- Competitive sports: gymnastic (level 5), windsurfing (level 3), horse riding (advanced level, "gallop 5"), swimming
- Others: jogging, tennis, padel, dance, skiing