

# GIBB & CO

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ADVOCATES & SOLICITORS • NOTARY PUBLIC

Experience you need.  
Achievements you get.

Firm Profile



## The Firm

Gibb & Co is an established firm, that brings together the best people across our offices to provide a steadfast and staple array of legal services focusing on Client-Partner relationships.

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# Our Values

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## Compassion

Our genuine care to help resolve problems lies in our compassion for the communities we work within to constantly make them better. Without compassion, one cannot get the best solution.

## Communication

One of the most important aspect of communication is by listening to our client's perspective and objectives to understand a client's requirements, business and corporate culture.

## Creativity

By thinking out-of-the-box, we craft creative solutions for client while mitigating any risk. Providing solutions to better equip them to deal with the ever evolving business environment.

## Perseverance

With perseverance, anything and everything can be achieved.

## Negotiation

We take a pro-active stand and seek alternative solutions to address legal issues in the hope of avoiding litigation.

## Integrity

We maintain a high standard of professionalism, integrity and ethics by performing an overall assessment of every brief, we advise our clients on the best course of action without compromising our integrity.



# Our History



Founded over a century ago, GIBB & CO. is one of the most established firms in Malaysia.

## 1892

Our founding partner Alfred Montagu Gibb arrived at shores of Malaya in Penang on a British Ship from Britain and he set up Gibb & Co in IPOH in 1892 and when he retired in 1906, Ashworth Hope took over as partner and changed the firm name to Gibb & Hope till mid 1930's before he return to England and the remaining partners then reverted to the original name of Gibb & Co.

## 1930

With the rise in Malaya's tin mining & rubber industry we expanded to Ipoh.

## 1930s

While playing an instrumental role in the development of the state of Perak, Ipoh branch came to the fore as the principal office.

## 2005

In order to cater to the demands of the communities, the Teluk Intan Office was established.

## 2009

On this year, the firm made a return to the Island of Penang.

## 2017

Due to the increasing demands by the Firm's existing business partners and clientele, the Firm expanded its services into the Nation's Capital.



## Meet Our Lawyers

We invest in our people to be better stakeholders for our Client-Partners. Our lawyers are vastly experienced in their array of expertise, dedicated to our clients' cause and committed to the betterment of the community.



Experience tells you what to do,  
confidence allows you to do it.

Zorinah bt. Mohd Sobri  
MANAGING PARTNER

## Contact

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## Experience

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She was called to the Malaysian Bar in 1988, having read in the Chambers of Mr V.W. Balasingam and thereafter commenced practice with Gibb & Co where she has remained since. She became a partner in 1989 and is currently the Group managing partner of the firm.

In her early years of practice she has lectured Commercial Law, Contract, Torts, Constitutional and also Islamic Law in University Sains Malaysia (USM) (which was then based in Perak) and also a few of the private colleges in Ipoh.

She frequently appears in various events organised by the local NGOs to give talks on family and commercial law. Occasionally she also gives talks to government departments.

## Area of Practice

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- Insurance which include motor vehicle accident (MVA) claims, recovery of premiums and performance bond recovery
- Matrimonial Law
- Probate & Estates
- Family Litigation
- General & Civil Litigation



Commitment does not need  
an alarm clock.

E. Ernest Balasingam

SENIOR PARTNER



## Contact

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## Experience

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Prior to becoming a lawyer, he was an hotelier with the Hyatt & Parkroyal Groups where he developed vast experience in operations, compliance and human resources.

In 1996 he joined the firm of Messrs. Gibb & Co, in Ipoh Malaysia where he did his pupillage and thereafter his appointment as partner in 2000 where he developed and managed the Insurance (Motor Claims), Employment & Industrial Relations portfolios and also conducts in-house training for organizations in the areas of employment & compliance. He is a qualified corporate trainer / coach and company profiler. He is also experienced in the area of Public Interest Litigation and Judicial Reviews.

In addition to Employment & Industrial Relations adjudication, he specialises in the right-sizing of companies and also strategizes on separation schemes for employees.

In June 2007 he sought admission to the Supreme Court of Brunei Darussalam and was attached to the law firm of Messrs. K.Lim & Co wherein he set up the Insurance (Motor Claims) & Employment portfolios.

He also has vast knowledge on the Laws of Brunei Darussalam especially in the area of Motor Vehicle Accident Claims, Employment and Companies and also provides consultation and advise on investment in Brunei Darussalam.

With a degree in Physical and Health Education from the University of Toronto he is an advocate of sports and fitness. He is President of the Perak Triathlon Association and Vice President of Triathlon Association of Malaysia (TRI-AM).

## Area of Practice

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- Motor Vehicle Accident (MVA) Claims
- Employment Law
- Planning & Administrative Law
- General Civil Litigation



Always seek out the seed of  
triumph in every adversity.

Edwin Seibel (A.M.P)

SENIOR PARTNER

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## Experience

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Upon his call to the Bar in 1997, he commenced practice with Messrs. Mogan & Co and thereafter in 2000, he joined Messrs. Loh Poh Seng & Co. In 2003 he joined Gibb & Co and in 2006 was made a partner.

He has been actively involved in Rotary and was the President of Rotary Club of Ipoh in 2008-2009 and Assistant Governor for Rotary District 3300 in 2011/2012 & 2017/2018 and a recognised Paul Harris Fellow. He has also been active with the Perak Bar Committee and has served in numerous positions since 1999 until 2011. In 2001 he was the Chairman for the National Young Lawyers Committee for the State of Perak, and in 2011 was the Chairman of the Perak Legal Committee. He is also a member in Perak Turf Club and a committee member of YMCA Jalan Lahat, Ipoh.

## Area of Practice

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- Commercial & Family Law
- Civil & Criminal Litigation
- Conveyancing





Lawyers bring the changes  
that you wish to see.

Chan Kean Li  
SENIOR PARTNER



## Contact

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## Experience

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Chan is the Senior Partner in the Northern Region office of the Firm and attends regularly to clients in our Federal Territory office.

He constantly appears in the High Court as well as the Appellate Courts. Being an experienced Civil Litigator, he leads on various private and public matters which includes but not limited to State Commission Inquiry and alternative dispute resolution such as arbitration and adjudication.

Equipped with the practice in construction and engineering law, Chan advises corporate Clients in the corporate and commercial division of the Firm. He is also constantly engaged to advise Joint Management Committee in stratified housing accommodation and appears in the local council tribunals and Appeals Board.

He also give talks and trainings to Professional Consultants in the construction and engineering industry and provides legal advisory to the banking and financial institutions clientele of the Firm.

## Area of Practice

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- Commercial & Family Law
- General & Civil Litigation
- Conveyancing
- Alternative Dispute Resolution
- Legal Corporate Documentation



Carpe Diem.

Terence Naidu

SENIOR PARTNER

## Contact

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## Experience

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A partner at the firm since February 2005 and manages the Teluk Intan branch. He commenced practice with Messrs Paul Ong, Kuala Lumpur in 1995 and thereafter returned to Teluk Intan in 1996 as a partner in the firm of Messrs.W.K.Kok & Co. He is Past President and an active member of the Rotary Club of Teluk Intan where he is recognized as a Paul Harris Fellow. He was formerly on the management board of Rumah Bethany (a Special Needs School), former Vice-President of Lower Perak Club, former Town Counselor of the Teluk Intan Municipality and ex-Territorial Army.

He is currently an elected representative to the Perak State Legislature, member of the Advocates & Solicitors' Disciplinary Board Committee and an avid Hashman.

## Area of Practice

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- Criminal & Civil Litigation



We are what we repeatedly do.  
Excellence then, is not an act,  
but a habit.

Lim Poh Leong

PARTNER

## Contact

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## Experience

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Hailing from the island of Penang, Lim manages clientele from both the Northern Region and Federal Territory offices.

With a vast knowledge in civil law, Lim constantly advises the Firm's Banking and Financial Institutions clientele.

Being a realist and strategist, he is also sought after in advisory matters relating to insolvency, corporate and commercial litigations, civil litigation, contentious and non-contentious matters of probates and wills.

Lim actively appears for and on behalf of Clients in matters at the tribunals, local council Appeals Board, State Commission Inquiry and Courts both of first instance to appellate jurisdiction.

## Area of Practice

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- General & Civil Litigation
- Alternative Dispute Resolution
- Probate & Estates



Emotions don't win the case,  
Rationale, logic and objectives do.

Yap Kok Kheong

PARTNER



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## Experience

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Yap's legal practice began from the chambers of Mr. Chan Kean Li. He was made a Partner of the Firm in 2011 and commutes regularly between our Northern Region and Federal Territory offices.

Yap frequently appears in the Firm's Senior Litigation Team on different aspects of civil litigation and had represented Financial Institutions on matters pertaining to forfeiture of property under Dangerous Drugs Act, Customs Act and Anti-Money Laundering and Anti-Terrorism Financing Act.

He is also actively involved in the corporate and commercial division of the Firm and had attended various Joint Venture Development Projects and Project Financing documentation.

Yap is a member of the panel of Construction Industry Payment and Adjudication Act (CIPAA) 2012 Adjudicators and a Fellow member of the Asian Institute of Alternative Dispute Resolution.

## Area of Practice

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- Civil Litigation
- Corporate & Commercial Law
- Family Law
- Alternative Dispute Resolution
- Conveyancing



People do not win people fights.  
Lawyer do.

Ong Bee Khoo  
PARTNER

## Contact

---

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## Experience

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Having completed her pupillage in the chambers of Mr. Chan Kean Li, Ong's legal practice is extensive in the civil litigation area.

Ong is also a member of the Firm's Senior Litigation Team and engages with the Courts, relevant authorities and officers in matters relating to insolvency and liquidation. She also oversees the administrative and daily operations of both the Northern Region and Federal Territory offices.

Ong has led as Counsel in debt recovery matters at the Civil Division Courts and attends to cases referred under the alternative dispute resolution section. She is also equipped with Islamic Financing knowledge and advises Financial Institution clients of the Firm.

## Area of Practice

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- Civil Litigation
- Corporate & Commercial Law
- Family Law
- Alternative Dispute Resolution



## Our Legal Services

In our Client-Partner relationship, we listen with compassion to understand our clients, their business, its corporate culture so as to better equip our clients for the ever-evolving complex environments and provide winning solutions while mitigating the risks.

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# Practices

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## Administrative Law

Law dealing with the establishment, duties, and powers of and available remedies against authorized agencies in the executive branch of the government

### Overview

We are at the forefront of issues which are of public concern to the community as well as for the commercial and industrial sectors with matters relating to complex public laws. The act, omission and neglect by any Public Authority is analysed against the prejudice and detriment to the community. Our objective is to engage public authority into a discussion and to make decisions which will serve to benefit the community.

Our lawyers are experienced judicial review, tribunal proceedings, disciplinary proceedings and statutory appeal work.

### How We Help

- On breaches under Town & Country Planning Act 1976, Local Government Act 1976 & Street Drainage & Building Act 1974
- On Forfeiture & Compulsory Acquisition by Local Authorities
- Applications for Judicial Review, Declarations & Injunctions

## Alternate Dispute Resolution & Litigation

The procedure for settling disputes without litigation, such as adjudication, arbitration, mediation, or negotiation while litigation is the process of taking legal action.

### Overview

We assist to balance our client's objectives with regards to their legal and commercial risk and guide them to solve disputes efficiently and effectively. Disputes can be commercially and emotionally exhaustive for the parties involved. We strongly believe in the benefits of Alternative Dispute Resolution namely Adjudication, Arbitration and Mediation as an alternative to litigation.

In the event litigation is unavoidable or at the preference of our client, our tenacious lawyers have a vast experience in general litigation matters.

### How We Help

- Banking
- Corporate
- Insolvency Securities
- Winding Up and Breach of Duty by Directors Employment
- Construction & Building Contracts
- Land Disputes
- Sale of Goods
- Insurance Securities
- Motor Vehicle Accidents Claims
- Medical Negligence

## Banking & Finance

Law that addresses the operations of banks and other regulated & licensed financial institutions

### Overview

In the evolving financial environment of today, with the experience of our lawyers, we are adept at advising financial institutions in relation to loan and financing structures and security.

### How We Help

- Security / Collateral Documentation
- Legal Charges and Related Documents
- Loan Agreement cum Assignment and Related Documents Master Indemnity Agreements
- Bridging Loan Agreements
- Islamic Financing Documentation
- Trade Financing Documentation

## Company Secretarial Services

The regulatory laws relating to the setting up of small medium enterprises to public listed companies in Malaysia.

### Overview

Being a Firm established even before the English Companies Act 1929, this Firm had incorporated this section of service to provide corporate secretarial advisory to both local and foreign businesses. Having an in-house registered Company Secretary with Malaysian Institute of Chartered Secretaries And Administrators [MAICSA], the Firm provides advisory on the establishment of Private Limited Companies, Public Limited Companies and Public Listed Companies. This section constantly collaborates with the Commercial and Corporate area of practice in the Firm to provide Clients the added value service and extends the services beyond borders with our affiliates in Singapore.

### How We Help

- Advisory services in the establishment of Companies
- Advisory services in the composition of shareholding and appointment of Directors
- Advisory services in the submission of annual documents to the regulatory bodies

## Construction & Engineering Law

In a developing nation like Malaysia, the construction and engineering industry is evolving and revolving rapidly every minute of the day.

### Overview

The Construction and Engineering area of practice in the Firm is helmed by the Senior Litigation Team comprising of Senior Partners and Partners who had represented Professional Consultants, Developers and Contractors [both Main and Sub-Contractors] in contentious litigation proceedings, alternative dispute resolution matters and State Commission Inquiry.

This division of our Firm's legal practice also provides consultative and advisory services to the client in the construction and engineering industry particularly on development project management and preventive risk management matters. The Senior Litigation Team also engages with the Professional Consultants' accredited bodies in preliminary assessment of regulatory compliance in the construction and engineering aspects of buildings.

The Firm has also conducted talks and trainings for members of the Persatuan Arkitek Malaysia [Northern Chapter] particularly on the landmark case of LOH CHIAK EONG & ANOR V LOK KOK BENG & ORS [2013] 1 MLJ 27 and LOK KOK BENG & 49 ORS V LOH CHIAK EONG & ANOR [2015] 4 MLJ 734 which determined the extent of Professional Negligence in the Construction Industry.

### How We Help

- To manage Project Development legal issues
- To conduct risk management and preventive measures in progress claims
- To assess the legal issues arising from the scope of duty of care of Project Consultants
- To provide preliminary assessment and advisory on defective and non-compliance of buildings with the approved Building Plans by regulatory statutory bodies

## Corporate & Commercial Law

Law governs the formation of companies, corporate restructuring, shareholder rights, mergers, and acquisitions and commercial transactions.

### Overview

With our dedicated team of corporate lawyers, we support your commercial decisions by investing time in understanding your objectives and working alongside you to achieve them by advising on a wide range of corporate and commercial law services such as banking and finance, company incorporation, privatization, accounting, joint ventures, insurance, investment and real estate.

For Corporate Restructuring, we provide innovative, practical legal solutions to clients involved in distressed company situations. Our experience across a variety of industries and with all types of restructuring, combined with our wide-ranging practice capabilities and dedication to client service, allows us to address clients' needs in any restructuring situation. Our lawyers have a very diverse skill set, spanning dispute resolution, mergers and acquisitions, capital markets, and finance. This equips us to deal with the complex issues that arise in workouts, the rehabilitation process, and solvent reorganisations.

### How We Help

- Incorporation
- Joint Venture Agreements
- Purchase of shares
- Registration of off shore company



- Partnership deeds and Shareholders Agreements
- Sale of Goods
- Contract for Medical services, equipment & facilities
- Assist companies with establishing operations in Brunei Darussalam in association with local partners.
- To give effective and expedient responses.
- To provide innovative and economically efficient strategies for our clients, including debt and equity exchange offers, purchases and sales of distressed assets.
- To assist clients to minimize costs, enhance value and properly position themselves for the future.

## Criminal Law

Law concerned with the punishment of offenders, threatening, harmful, or otherwise endangering to the property, health, safety, and moral welfare of people inclusive of one's self.

### Overview

With our experienced and dedicated lawyers, we handle a broad spectrum of cases which are of diverse criminal nature with tenacity. Whatever the challenge, we partner with our clients every step in the process

### How We Help

- The Penal Code
- Road Transport Act
- Prevention of Corruption Act
- Companies Act
- Firearms Act
- Dangerous Drugs (DDA) Act
- Employee Provident Fund (EPF) Act and Social Security (SOCSSO) Act Security Industries Act
- Local Government Act and subsidiary legislation
- Dangerous Drugs (Forfeiture of Property) Act 1988
- Security Offences (Special Measures) Act 2012
- Customs Act 1967

## Debt Recovery

Debt recovery is the legal process of recovering payments which are due for services, goods or monies owed by individuals or corporations.

### Overview

Our experienced legal team has the expertise in various legal processes in resolving unwanted payment problems. The Debt Recovery practice at Gibb & Co. is extensive and diversified ranging from the corporate and retail banking & financial institutions industry to trading houses and construction industry payment

claims. This area of practice includes the preliminary issuance of notices to the enforcement of Judgments and Orders. Our team of lawyers are well equipped to support and advise our Clients in the Alternative Dispute Resolution mechanism and negotiation exercises for amicable settlement with the defaulting party.

### How We Help

- To advise on the nature of debt and the relevant course of legal proceedings or alternative dispute resolution [which includes claims made under the Construction Industry Payment and Adjudication Act (CIPAA) 2012]
- To provide innovation and economical strategies to our Clients for debt recovery processes
- To risk manage and minimize bad debt exposure

## Family Law

The branch of law that deals with matters relating to the family, such as divorce and child custody.

### Overview

Family and matrimonial disputes are sensitive matters and we believe that litigation should be the last resort. We guide our clients towards settlement by focusing on solutions and conclusions that are viable for all parties. In the event we move onto litigation, our priority is to safeguard our clients' interest.

### How We Help

- Deed of family settlements
- Divorce, Nullity
- Custody & Maintenance
- Adoption

## Industrial & Human Resources

The area of law that governs the employer-employee relationship.

### Overview

Employment law has become increasingly complex in view of numerous status which protect the rights and interest of workers / employees. In view of such complexities, we are focused in practical outcomes which benefit both the Employer and the Employee.

We offer practical solutions by providing "hands on" advise in respect of disputes which arise in the work place. We work closely with our clients to manage employment and safety risks, protect corporate reputation and manage employer-employee relations as these are factors that impacts our client's commercial decision-making.

### How We Help

- Reorganisations and separation of work force to ensure companies operate profitably and efficiently
- Creating strategies on the right sizing of companies
- Drafting of Contracts of Employment and HR Policies to ensure that they are in compliance with local legislation
- Preparation of perma letters to assist in management of indiscipline and misconduct which is consistent with the legal requirements for fairness and just cause
- Assisting with setting up of a domestic inquiry panel to investigate any allegations of misconduct
- Drafting of necessary documentation for the performance improvement process within organisations
- Industrial Court/Labour Court Representation

## Insolvency & Liquidation

The inability to pay debts entails the application of insolvency laws and is not limited to individual but also corporations.

### Overview

In challenging times, the insolvency of any individual or corporation requires the examination of the current applicable laws and regulations. Constantly engaging with both Government Insolvency Officers and privately appointed Receivers and Liquidators, the Firm has the expertise and experience in providing advisory and solutions to both the Creditors and the insolvent party on the legal positions and avenues available to the respective party.

### How We Help

- Assessment of the solvency status of the party
- Advisory on the legal position of the Creditors and the insolvent party
- Advisory on the possible resolutions to legal position of the Creditors and the insolvent party

## Insurance

The practice of law surrounding insurance, including insurance policies and claims.

### Overview

Our lawyers have a deep understanding of the regulatory and legislative environment for insurance. We service policy holders and numerous insurance companies. Our experience gives us an insight to both sides and we use our expertise in our approach.

We predominantly advise or represent our clients in motor vehicle accident (MVA) claims, recovery of premiums and performance bond recovery.

### How We Help

- General insurance namely Fire, Theft, Property Damage Professional Indemnity & Medical Negligence
- Recovery of payment to a Third party
- Public Liability
- Construction All-risk

## Intellectual Property

The domestic and international laws on copyrights, patents, trademarks and trade secrets that relate to the proprietary rights and interest in the intangible creations of the human intellect.

### Overview

Having deep historical roots in Malaysia, Gibb & Co. had provided legal services through the ages from vintage radio to digitalised podcast. This Firm's division of protecting the Client's creative trademarking is housed in our Head Office led by senior and experienced Trademark team. The client base of this division is extensive and ranges from automobile industry to registered local Food & Beverage (F&B) franchise owners and foreign F&B franchisee. This area of practice involves the constant engagement with the Intellectual Property Corporation of Malaysia (MyIPO) and extends to the litigation aspects of infringement and counterfeiting laws.

### How We Help

- Preliminary Investigative reports on the classes of trademarks; Advisory on the registration procedures;
- Attending to dawn raids and contentious proprietary litigation

## Real Estate & Conveyancing

Real estate law governs who may own and use the land while in law, conveyancing is the transfer of legal title of real property from one person to another, or the granting of an encumbrance such as a charge, assignment or lien.

### Overview

Our lawyers have in-depth expertise for real estate transactional matters apart from the standard conveyance and application for loans for housing and development projects. We service individual purchasers, investors, real estate companies, developers and financial institutions in a full range of real estate matters.

### How We Help

- Conversion, Amalgamation, Subdivision, Partition Land Forfeiture of Land by Virtue of Breach of Condition of Title Development Agreements
- Surrender and Exchange of Land with The State Government Tenancy Agreements

## Trust & Estate Planning

Plan your family's future and leave a legacy with well-drawn wills, the right types of trusts, careful estate planning, and tax strategies.

### Overview

Our lawyers have in-depth expertise for real estate. Our client's trust in the future is vital, we advise and guide our clients' in their trust and wills which includes setting up corporate trust structures, private trusts and charitable trust. Protection of our clients' expectations and requirements are also vital and our lawyers are experienced in handling disputes relating to trusts and probate/wills.

We provide services to individuals, trustees, executors, charities, corporate clients and others in the area of trust, estates and charities.

### How We Help

- Preparation of Wills
- Establishment of Trusts
- Extraction of Grant of Probate / Letters of Administration Contest of Wills & Trust Disputes
- Administration of Trust & Estates



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# Training

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## Overview

Training is an integral part of the firm's practice. We believe in better equipping our clients in the manner they manage their organization, advising and addressing issues in their operations. Over the years we have conducted training for several of our clients in the areas of Insurance, Employment, Banking & Commercial law and Construction Law.

## Some of the topics we have covered

- Understanding the Employment Laws of Brunei Darrussalam
- Safeguarding your company's interest in commercial transactions
- The role of the Industrial Court
- Assessing documents for Motor Vehicle Accident Claims
- Understanding Termination, Retrenchment & Redundancy
- The role of Adjusters in Motor Vehicle Claims Investigations
- Risk Assessment on Property & Banking Security Documentation • Recovery Rights of Financial Institutions for Abandoned Projects • The Amendments To Improve The Housing Delivery System
- The Architect's Duty Of Care

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# Notarial Services

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## Overview

We offer Notary Public services for attestation and notarisation of documents in Malaysia. We are a firm which has been providing a wide range of legal services in the bustling business hubs of Malaysia

Notaries Public are internationally recognised witnesses whose primary functions include the authentication and attestation of documents to be used overseas and locally (when necessary) The service is essential for the certification of documents namely identity cards, passports and certificates. In addition, the attestation is essential in the transfer of properties and estate and probate matters and any other legal matters beyond the jurisdiction of Malaysian Law.

The benefit for such a service is that it saves an individual time and the cost of travel of attending to the matter personally overseas



Any City.  
Any Court.  
Anytime.

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