



SAHA & ASSOCIATES

LEGAL FIRM PROFILE

STRATEGIC LAWYERING, PRACTICAL RESULTS

SAHA
associates
advocates & solicitors

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At Saha & Associates, we believe that strong, enduring relationships are the foundation of exceptional legal service. We are committed to building connections that begins long before the first consultation, offering timely responses, clear insights, and a hands-on presence to meet our clients' needs when it matters most.
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MANAGING PARTNER'S WELCOME NOTE

Relationships are the spice of life, this especially apparent in legal client relationships. Building and maintaining strong relationships is a key component of a law firm's success.

Building and strengthening relationships and positive client interactions has helped us ensure better outcomes and has for us proven to provide a more fulfilling experience. Creating a strong legal client relationship begins even before we meet potential clients. Many clients jump online and browse reviews and testimonials before contacting us at Saha & Associates.

The need for speed holds true for most clients. This need demands that we are available for clients. Difficulty in getting hold of your lawyer is the worst predicament to be in.

The client service process encompasses more of an attorney's mindshare and time besides providing excellent legal expertise and giving clients a clear and accurate perspective on a case. Use of technology ensures that we achieve a presence when and where the need arises.

The emphasis on effective advocacy skills goes a long way towards narrowing the grey area in favour of a just and legally coherent litigated outcome. At Saha & Associates we place considerable emphasis on honing our advocacy skills to be able to meet the challenges of the adversarial courtroom.

We thank you for inviting us to provide you with a brief introduction to the personalities, which make up the team at Saha & Associates and look forward to a mutually beneficial professional relationship for years to come.

Best Regards,

Saha Deva

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Saha Deva Arunasalam
Managing Partner,
Messrs. Saha & Associates

OUR STORY

From Vision to Reality



Founded with the belief that legal services should be as dynamic and results-oriented as the industries we serve, Messrs. Saha & Associates has grown from a vision of providing cutting-edge legal solutions into a trusted partner for corporations across Malaysia. Our firm was built on a foundation of innovation and a relentless drive for excellence.

Messrs. Saha & Associates began its journey in 1997 as a small, focused legal practice, handling primarily insurance and criminal matters. What started as a modest firm has since grown into a comprehensive legal powerhouse, offering a full suite of services to meet the evolving needs of businesses today. What sets us apart is the depth of our expertise and the breadth of our vision.

We have carefully expanded our capabilities across corporate, commercial, and regulatory law, with the goal of offering large corporations the kind of legal guidance that anticipates challenges and delivers solutions with precision. Our team of seasoned lawyers brings decades of experience to the table, translating into an ability to navigate even the most complex legal landscapes with confidence.

We understand that in today's fast-paced business environment, legal decisions cannot be made in isolation. Our clients seek more than just legal advice; they need strategies that align with their business goals. Whether you are expanding operations, managing regulatory risks, or structuring a major deal, our approach is designed to integrate seamlessly with your broader business strategy. At the heart of our firm is a commitment to building lasting partnerships.

We believe in working closely with our clients, understanding their challenges, and crafting solutions that are tailored to their specific needs. This collaborative approach allows us to offer not just legal support, but business-aligned strategies that deliver tangible results.

Our goal is simple: to help you navigate your most critical legal challenges with ease, while always keeping your long-term success in focus. Your success is our priority—and at Messrs. Saha & Associates, we are ready to be the strategic partner you need to achieve practical, lasting results.

OUR MISSION

At Messrs. Saha & Associates, our mission is simple yet profound: to provide strategic, results-oriented legal solutions that empower businesses to thrive in an ever-evolving landscape.

We believe that legal advice should not just solve problems—it should unlock opportunities. Our seasoned team of lawyers brings deep expertise and a forward-thinking approach to every challenge, offering insights that go beyond the law and into the heart of your business.

At the core of our practice is a commitment to building relationships based on trust, transparency, and integrity. We listen carefully to understand your unique business needs, ensuring our solutions are tailored to align with your strategic goals. Our approach is collaborative; we see ourselves not just as legal advisors, but as an integral part of your team, dedicated to driving your success.

In a competitive market, timing is crucial. Our clients know they can rely on us for prompt, decisive action, backed by deep legal knowledge and commercial acumen.

Our mission is to help your business not just navigate the complexities of today's legal environment, but to excel within it. With Messrs. Saha & Associates by your side, you'll gain more than just legal support—you'll gain a strategic partner committed to delivering results that matter.

OUR VISION

At Messrs. Saha & Associates, we believe that the foundation of exceptional legal service lies in core values that resonate deeply with what our clients need and expect. These values guide every decision we make, and it defines the quality of service we deliver. Here are the five principles that stand at the heart of our practice:

Client-Centric Approach

At Saha & Associates, your needs always come first. We make it a priority to listen carefully and tailor our solutions to meet your business objectives. Our approach is rooted in genuine partnership—we work with you, not just for you, ensuring that our advice aligns with your strategic vision.

Integrity & Transparency

Trust is the cornerstone of any successful relationship. Our clients rely on us because we uphold the highest standards of integrity. We believe in being straightforward and transparent in our dealings, offering clear, honest advice that enables you to make informed decisions.

Strategic Thinking

In today's business environment, legal challenges are rarely black and white. Our seasoned team of lawyers excels at navigating the gray areas, providing not just legal advice but strategic insight that helps you stay ahead of the curve. Whether it's mitigating risk, negotiating deals, or resolving disputes, we look beyond the immediate and offer long-term, sustainable solutions.

Practical Solutions, Real Results

At Saha & Associates, We understand that what matters most to you are outcomes that make a difference. Our tagline, Strategic lawyering, practical results, reflects this commitment. We focus on delivering actionable solutions that translate into real business benefits, helping your organization thrive in a competitive market.

Responsiveness & Agility

Time is of the essence in any legal matter. Our clients trust us to be agile, responsive, and proactive. Whether it's addressing urgent legal concerns or adapting to the shifting dynamics of your industry, we are always prepared to act swiftly.

WHY CHOOSE US?

A Partnership You Can Trust



Messrs. Saha & Associates is a partner in providing legal solutions, navigating through the complex legal landscapes. We provide support on various legal matters, including employment law, intellectual property protection, dispute resolution, arbitration, civil corporate, criminal litigation amongst others.

Our aim is to provide services, which not only support our client's efforts to enforce or defend their rights but also, to play a vital role in ensuring their companies comply with legal regulations and avoid legal challenges that may impact their operations.

We understand that legal challenges are never one-size-fits-all. In today's competitive landscape, businesses require more than just legal advice—they need a partner who understands their industry, anticipates their challenges and crafts solutions that align with their long-term goals.

Our firm stands out because we offer precisely that: strategic lawyering that delivers practical results. What sets us apart is our commitment to tailoring our strategies to your specific needs.

At Messrs. Saha & Associates, we reject the notion of generic solutions. We recognize that every business has its own objectives, challenges, and ambitions. By working closely with you to understand your goals, we craft legal strategies that don't just solve problems but support your broader business ambitions.

In an environment where agility and responsiveness are key, we pride ourselves on delivering practical, actionable solutions. We don't believe in overcomplicating legal matters; our focus is on driving tangible business outcomes.

OUR LEGAL EXPERTISE

Comprehensive Services for Modern Businesses

We believe that legal solutions should be as dynamic and versatile as the industries we serve. As a full-service firm comprising seasoned lawyers, we have built our practice on a foundation of strategic thinking, delivering practical results that address the unique challenges faced by modern businesses.

Whether you are navigating complex regulatory landscapes, managing corporate growth, or responding to unexpected disputes, we are here to provide tailored, results-driven legal solutions that enable your success.

Occupational Health & Safety Laws

A safe workplace isn't just a regulatory requirement—it's a cornerstone of sustainable business operations. Our team offers expert guidance on compliance with Malaysia's Occupational Safety and Health Act (OSHA) and other relevant regulations. We help you implement proactive measures, manage audits, and address non-compliance issues to foster a culture of safety and protect your organization from potential liabilities.

Appellate Advocacy

When a critical decision needs to be challenged, having a strategic partner by your side can make all the difference. Our appellate advocacy team combines deep legal expertise with sharp insight, ensuring your case is presented with clarity and precision.

Administrative Law

Operating in a heavily regulated environment requires navigating intricate legal frameworks. We work with you to ensure compliance while safeguarding your interests in dealings with governmental agencies and regulators.

Industrial / Labour Laws

We provide comprehensive legal support to ensure harmonious employer-employee relationships while safeguarding your business interests. From drafting robust employment contracts to advising on compliance with the Employment Act, we help you navigate disputes, collective bargaining, and terminations with precision.

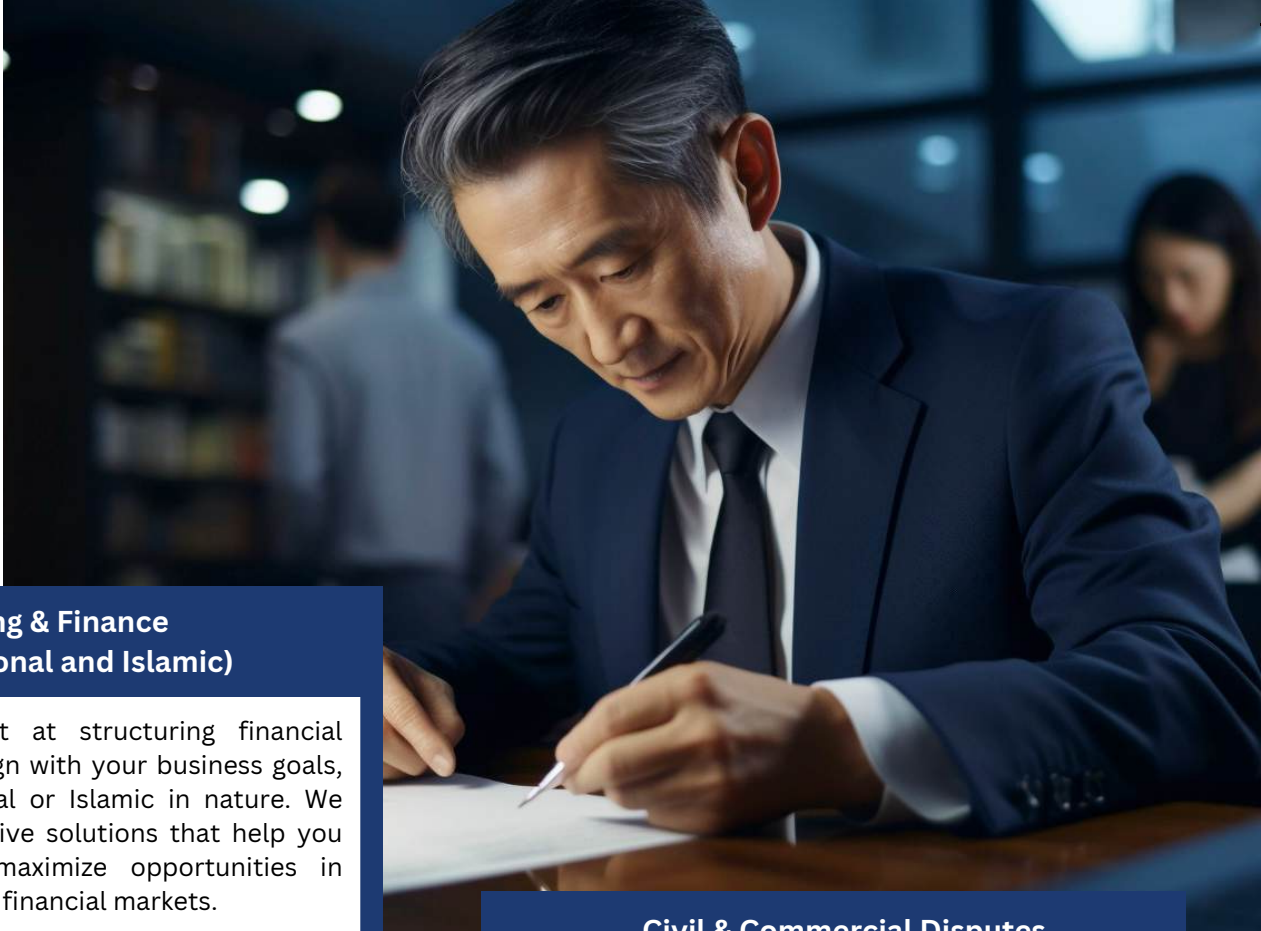
Planning and Real Estate

Whether you're navigating complex property transactions or addressing land use and zoning challenges, we offer strategic legal support tailored to your needs. Our expertise spans real estate development, lease agreements, financing, and dispute resolution. We ensure that your projects remain compliant and progress seamlessly, helping you maximize value while mitigating risks in Malaysia's evolving real estate market.

Government & Regulatory Compliance

We ensure your business is fully compliant with all regulatory requirements, helping you avoid costly legal entanglements while maintaining operational integrity.





**Banking & Finance
(Conventional and Islamic)**

Our team is adept at structuring financial transactions that align with your business goals, whether conventional or Islamic in nature. We provide clear, effective solutions that help you manage risk and maximize opportunities in today's fast-evolving financial markets.

Corporate Fraud

In an era of increasing scrutiny, businesses must remain vigilant against fraud and misconduct. We offer comprehensive legal solutions to investigate, address, and prevent corporate fraud, ensuring your business remains compliant and secure.

Bankruptcy & Insolvency

We assist businesses in distress, providing pathways to recovery through debt restructuring or navigating insolvency processes, with the aim of minimizing disruption and preserving value.

Debt Recovery and Restructuring

We understand the importance of cash flow and financial stability. Our team works to recover debts efficiently while exploring restructuring options that help businesses regain their footing.

Real Estate Transactions

Whether buying, selling or managing property, we offer end-to-end legal support to ensure that your real estate transactions are seamless and secure.

Civil & Commercial Disputes

Disputes are an inevitable part of business, but their resolution need not be drawn out or detrimental. Our lawyers act swiftly and strategically, employing dispute resolution tactics that protect your interests and minimize operational downtime.

Conveyancing, Corporate & Commercial

From corporate transactions to day-to-day commercial operations, we handle all aspects of your business's legal requirements with precision and an eye for long-term success.

Criminal Litigation

When legal challenges escalate to criminal proceedings, we provide robust defense strategies, protecting your reputation and interests at every step of the way.

Personal Data Protection

In a digital age, safeguarding personal data is paramount. We help you implement compliance strategies that protect both your customers and your business from legal risks.

Energy, Infrastructure & Projects

Our lawyers are at the forefront of advising on complex energy and infrastructure projects, ensuring that your investments are protected and your operations run smoothly.

Employment & Industrial Relations

Managing your workforce is crucial to maintaining a productive and harmonious business environment. We offer practical solutions to employment disputes, compliance issues, and industrial relations matters.

Environmental, Social & Governance (ESG)

As ESG considerations increasingly shape business decisions, we provide advisory services that align your operations with environmental sustainability, social responsibility, and good governance practices.

Shipping, Maritime and International Trade

Our deep experience in maritime law and international trade ensures that your business is compliant with global regulations, while our practical solutions mitigate risks and keep your operations moving smoothly.

Human Rights

Our expertise in human rights law ensures that your business practices are aligned with the highest ethical standards, promoting fairness and equity in every aspect of your operations.

Medical Negligence

We offer compassionate yet effective legal representation in cases of medical negligence, ensuring that justice is served while protecting professional reputations.



Corporate Law & Governance

Ensuring Compliance, Driving Growth

Our expertise in corporate governance ensures your business remains compliant and agile. We offer strategic advice on corporate structure, compliance, and governance, enabling sustainable growth while managing risks effectively.



Dispute Resolution & Arbitration

Resolving Complex Disputes Efficiently

In today's fast-moving business landscape, safeguarding your company's interests while navigating legal complexities is critical. At Messrs. Saha & Associates, we specialize in resolving high-stakes disputes through litigation and arbitration with a focus on preserving your business's reputation and minimizing operational disruptions. Whether faced with commercial, corporate, or contractual conflicts, we deliver strategic, efficient solutions designed to protect your bottom line.

At Messrs. Saha & Associates, we understand that time is a key factor for decision-makers. Delays in resolving disputes can impact your business operations, financial health, and long-term goals. We also recognize that reputation is invaluable in the corporate world. Prolonged disputes or public litigation can erode the trust your stakeholders place in your brand. That's why we prioritize solutions that not only address the immediate legal issues but also safeguard your company's image. Our strategic approach ensures your business remains focused on growth while we handle the complexities behind the scenes.

With deep knowledge of Malaysia's legal landscape and a team committed to excellence, we ensure that your legal matters are resolved efficiently and in line with your business objectives.

Government-Linked Corporation

Strategic Support for Public Sector Entities

We provide tailored legal support to Government-Linked Corporations (GLCs), helping navigate complex regulatory frameworks, compliance challenges, and commercial ventures, ensuring alignment with public sector objectives.

At Messrs. Saha & Associates, we understand the unique challenges GLCs face in today's fast-evolving legal and regulatory landscape. The complexities of navigating regulatory frameworks, managing compliance, and aligning commercial ventures with national objectives require more than just legal knowledge—they demand strategic foresight, precision, and an understanding of the public sector's unique priorities.

We understand that GLCs often face unique challenges balancing commercial success with public accountability. Our solutions are designed to help you navigate this delicate balance. With Malaysia's legal landscape becoming increasingly complex—especially as government-linked entities continue to engage in ambitious commercial ventures, infrastructure projects, and foreign partnerships—the need for comprehensive legal support has never been greater.



Mergers & Acquisitions

Seamless Transactions, Strategic Growth

Our M&A team guides you through every step of corporate transactions, ensuring smooth, compliant processes that align with your business's strategic goals. We focus on minimizing disruptions while maximizing value.

Corporate Social Responsibility

At Messrs. Saha & Associates, we believe in giving back. Our CSR efforts focus on supporting underprivileged communities, promoting access to justice, and fostering legal awareness in Malaysia.

At Messrs. Saha & Associates, we believe that our responsibilities extend beyond the confines of our legal practice; they reach into the very fabric of our society. Our commitment to Corporate Social Responsibility (CSR) reflects our ethos of giving back and supporting the communities in which we operate. We are dedicated to promoting access to justice, fostering legal awareness, and uplifting underprivileged communities across Malaysia.

Our firm actively collaborates with Yayasan Bantuan Guaman Kuala Lumpur (YBGK) and participates in various Legal Aid initiatives, providing essential legal support to those who cannot afford it. This engagement not only demonstrates our dedication to social justice but also reinforces our belief in the power of law to effect meaningful change. We understand that true success is measured not only by the cases we win but also by the positive impact we create in the lives of those we serve.

By aligning our CSR efforts with our core values, we aim to build a bridge between our legal expertise and the communities that need it most. Our members frequently engage in workshops, seminars, and outreach programs designed to promote legal literacy and empower individuals with the knowledge they need to navigate the complexities of the legal system. This commitment fosters a culture of awareness, enabling communities to understand their rights and access the justice they deserve.

Incorporating CSR into our firm's philosophy not only enhances our reputation but also resonates deeply with our corporate partners. We recognize that today's corporations are increasingly held to a standard of social accountability, and they seek partnerships that reflect their values. By collaborating with Messrs. Saha & Associates, you align your organization with a firm that is not just dedicated to legal excellence but also to nurturing a just society.



OUR TEAM

*Saha Deva
Arumadalam*



*Zaini Binti
Alyah*



*Datin Adiba
Sharon*



*Khalid
Manickaran*



Meet the Experts Behind Your Success

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Our lawyers come from diverse backgrounds, bringing a wealth of experience in corporate law, regulatory compliance, and dispute resolution. Our team is committed to providing exceptional legal services that drive your success.

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SAHA DEVA ARUNASALAM



Managing Partner,
Saha & Associates

Saha Deva is an experienced litigator and a well respected member of the Malaysian BAR and the International Bar Association with varied and distinct backgrounds.

Called to the Bar in 1997, he has over 27 years in legal practice.

His career prior to being called to the Malaysian BAR contributes to his vast experience and mastery of the fields of finance, insurance, construction, town planning, bonds, agency, credit control and recovery, regulatory guidelines, sustainability and other related matters.

With his keen insight of the law having been an active litigator, he has also honed and sharpened his communicative skills and has established himself as a potent litigator and borders.

His involvement in industry and in the legal field has exposed him to the areas of insurance claims / fraud, international trade, commercial crimes, employment, income tax, contractual disputes, obtaining injunctive relief and other contested matters.

He has held various management positions in the property insurance, renewable energy, industries as well as and in multinational investment concerns both in Malaysia and overseas.

Saha Deva also sits on Boards of various multinationals and on the DBKL Planning Public Hearing Committee among other appointments.

A firm believer in a holistic approach towards resolving disputes, Saha Deva is also a Mediator with the Malaysian Mediation Center, Kuala Lumpur Regional Centre for Arbitration.

He is also a Court Assigned Counsel on Criminal matters in the High Court, the Court of Appeal and the Federal Court.

ZAINI BINTI NGAH

Zaini has considerable experience in the field of litigation – with specific reference to civil litigation. Upon graduating with honors from Universiti Kebangsaan Malaysia, she had sought tutelage from many outstanding counsel in the country.

Her frequent presence at courts has exposed her to various temperaments and styles of judges and practitioners both in Kuala Lumpur and across Malaysia.

This has enabled her to become a serious litigator without compromising her high level of integrity and prudence whilst commanding mutual respect from the Bench and the Bar.

Her frequent presence at courts has exposed her to various temperaments and styles of judges and practitioners both in Kuala Lumpur and across Malaysia.

This has enabled her to become a serious litigator without compromising her high level of integrity and prudence whilst commanding mutual respect from the Bench and the Bar.

With her experience handling matters for financial institutions such as Bumiputra-Commerce Bank Berhad, Bank Rakyat, Maybank Berhad, Bank Islam (Malaysia) Berhad, Kuwait Finance House etc.

Puan Zaini is also well versed with Islamic Banking and their related documentation.



DATIN ADIBA SHAREEN

Datin Adiba's background has been primarily in the corporate and legal sector for the past 15 years. Bringing with her a wholistic set of skills and focus areas namely as an advocate and solicitor; a corporate executive, founder and advocate of social entrepreneurship and an active supporter of multiple civil societies in Malaysia and abroad. She primarily focuses on corporate insurance litigation, criminal litigation and corporate conveyancing.

Datin Adiba's corporate experience whilst at Khazanah Nasional Berhad, enhanced her stakeholder management and corporate communications skills, inadvertently building a solid network regionally and internationally.

Her tertiary education was completed at University Teknologi Mara (UiTM), as she graduated with honors and was a sole recipient of the Student (Curriculum) Award from the Yang Dipertuan Agong, Chancellor of UiTM for her contribution and excellence in debates at the National and international levels.

She was called to the Malaysian Bar in 2009 after her pupillage completion at Lee, Hishamuddin, Allen & Glendhill

Datin Adiba is an active member of various NGO's and charity organizations; sits as a board member of an international civil society and constantly pushes up the bar for social justice



KUHAN MANOKARAN



Kuhan Manokaran is a highly experienced lawyer with a focus on commercial and corporate disputes, shipping and international trade disputes, criminal law, administrative law, and human rights matters. Over the course of his career, he has gained significant expertise in handling complex legal issues, particularly within high-stakes commercial environments. His deep understanding of these fields is reinforced by his work in some of Malaysia's top law firms, where he regularly dealt with high-value commercial disputes, often representing major corporate clients in challenging cases.

Following his successful tenure in private practice, Kuhan was subcontracted to a prestigious property developer, where he frequently advised the board on a range of legal issues.

This role broadened his exposure to the intricate workings of corporate Malaysia, allowing him to develop a unique perspective on the legal and business challenges faced by major companies. His combination of litigation and advisory work gives him a well-rounded understanding of the corporate world and its practical realities.

In 2022, Kuhan's expertise was recognized with his inclusion in the Legal 500 Southeast Asia Arbitration Power List, an accolade that highlights his strength in arbitration and dispute resolution. His inclusion on this prestigious list underscores his ability to navigate complex legal disputes with a focus on achieving favorable outcomes for his clients.

Kuhan believes in delivering practical, pragmatic, and effective solutions. His approach is client-centered, aiming to provide timely, cost-effective advice that meets the commercial needs of his clients. His work ethos is grounded in the belief that legal solutions should be both strategic and actionable, ensuring the best outcomes for his clients.

Strategic Lawyering,
Practical Results.



Future - Ready Legal Solutions

Preparing Your Business for Tomorrow

In today's fast-paced business environment, uncertainty can often feel like the only constant. As your legal partner, Messrs. Saha & Associates understands that the key to thriving lies not just in addressing today's challenges but in proactively preparing for the future.

Our seasoned team of legal professionals is dedicated to ensuring that your legal strategy is as dynamic and forward-thinking as the market itself.

At Saha & Associates, we believe that the best defense is a well-prepared offense. This philosophy drives our commitment to deliver strategic, insightful legal solutions that evolve alongside your business. Whether you are navigating regulatory shifts, optimizing contractual agreements, or preparing for potential disputes, our tailored approach ensures that your legal framework supports your ambitions and mitigates risks.

By integrating our legal expertise with your business goals, we help you anticipate challenges and seize opportunities before they arise

Our proactive stance means that we don't merely react to issues; we foresee them. We take the time to understand your industry landscape, enabling us to provide counsel that aligns with your strategic vision. This collaboration is not just about compliance; it's about empowering your organization to innovate and lead with confidence.

With a keen eye on emerging trends and legal developments, we equip your business with the foresight necessary to adapt and thrive in an ever-changing environment. The benefits of partnering with S&A extend beyond legal assurance; they encompass enhanced operational efficiency and a competitive edge in your market. Imagine having a legal partner who not only safeguards your interests but also actively contributes to your growth trajectory.

Let us embark on this journey together, crafting a robust legal strategy that not only supports your current objectives but also propels you toward future success. At Messrs. Saha & Associates, we stand by our tagline: Strategic lawyering, practical results. We invite you to reach out and discover how our expertise can transform your legal challenges into stepping stones for tomorrow.



CONTACT US

Are you ready to experience strategic lawyering and practical results?

To ensure that we best understand your requirements and deliver the most effective solutions, we would be pleased to schedule a meeting with you.

Please feel free to contact our team in Kuala Lumpur or Penang with the details furnished below:





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