



Pavi Jain

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Practices:

Private Equity
Mergers & Acquisitions
Corporate & Commercial
ESG & Sustainability

Education:

B.A., LL.B., (Hons.), National
Law Institute University,
Bhopal (2013)

Professional Affiliations:

Executive Task Force
Member, FICCI Maharashtra
Ease of Doing Business

Newsletter Officer, BHR
Committee, International Bar
Association

Global Vice Chair, ESG
Committee, Inter-Pacific Bar
Association

Core member, CII Working
Group - Corporate
Governance Code

Asia Co-Chair, ESG, Meritas
Lawyers

Member - IBA, IPBA, Bar
Association of Madhya
Pradesh

Pavi Jain is a Partner specializes in M&A, General Corporate and Private Equity matters. Pavi is a commercial, sustainability-focused corporate and private equity lawyer with a market-leading practice in ESG, regulatory compliance, governance, and human rights-aligned advisory.

Recognised by Legal Era and Asia Pacific Business Awards for leadership and innovation in ESG. Regular speaker at IBA, IPBA, and global ESG forums. Deep experience advising Fortune 500 companies, global investors, and boards on sustainable business conduct, supply chain due diligence, BRSR/Core frameworks, and stakeholder governance across sectors.

Pavi has advised The Blackstone Group on several of its marquee investments and exits in India. In addition to her transactional practice, Pavi co-heads the firm's ESG practice.

KEY RECOGNITIONS & LEADERSHIP ROLES:

- Distinguished Advisor – Asia Pacific, Asia Pacific Business Awards 2025;
- Star Women Lawyer of the Year, Legal Era Awards 2024;
- Women in Sustainability Honouree, Snowkap, 2024;
- Asia Co-Chair – ESG, Meritas Law Firms Network; and
- Vice Chair – ESG Committee, Inter-Pacific Bar Association.

REPRESENTATIVE MATTERS

ESG & Business Rights

- Advised multiple listed entities on full-cycle ESG framework design, stakeholder engagement, and sustainability reporting, integrating UNGPs, BRSR, and OECD-aligned business and human rights principles;
- Advised a leading global ESG rating agency on Indian market entry, regulatory engagement, and disclosure strategy;

- Supported public companies on BRSR Core compliance, board training, and S-pillar governance including labour rights and grievance mechanisms;
- Counseled ESG-aligned global funds on investments in green hydrogen, circular economy, and sustainable infrastructure, factoring HRDD and ESG risk; and
- Advised agriculture and agri-tech companies on carbon markets and voluntary green credit mechanisms with attention to social impact safeguards.

Private Equity / Funds

- The Blackstone Group on warehousing investments in India, including: (a) acquisition of Allcargo group's warehousing business; (b) acquisition of the Warburg-Embassy warehousing platform; and (c) setting up warehousing JV with the Hiranandani Group;
- The Blackstone Group on exits including: (a) CMS Info Systems to Baring PE Asia; (b) Gateway Rail Freight to Gateway Distriparks; (c) Gokaldas Exports including public open offer; (d) MTAR Technologies stake sale; and (e) CMS IT Services exit;
- The Blackstone Group on proposed investments in financial services, asset management, and global IT companies;
- Peak Sustainability Fund on sustainability-focused investment in a Norwegian green hydrogen company;
- Apax Partners on: (a) ongoing exit from a leading surgical manufacturing firm; (b) bid to acquire JB Chemicals (listed pharma); and (c) acquisition of GlobalLogic, Inc. from WestBridge and other funds;
- Temasek Holdings on minority stake acquisition in StarAgri Warehousing and Collateral Management Limited;
- Neogrowth Credit Pvt Ltd on investment from Leapfrog, Omidyar, IIFL, Aspada, Khosla Impact, and Accion; and
- Mythik AI on full investment cycle and capital infusion from multiple VC funds.

M&A & Strategic Transactions

- Reliance Brands Limited on acquisition of Superdry Plc and Mothercare brands for South Asia;
- Reliance Brands Limited on acquisition and franchise deals with multiple hyper-luxury brands;

- Reliance Brands Limited on: (a) minority stake in Genesis Luxury from LVMH's L Capital; and (b) majority in Genesis Colors from Sequoia and others;
- PingSafe Singapore on sale to SentinelOne Inc. (USA) for US\$115 million;
- RPG Group on acquisition and subsequent sale of stake in a leading real estate company;
- Charoen Pokphand Group (Thailand) on bid for Metro Cash & Carry India;
- Radware Ltd (Israel) on 100% acquisition of Kaalbi Technologies (AI-based solutions);
- Mahindra Finance on AM joint venture with Manulife Investment Management;
- CrazyLabs Ltd (Israel) on full acquisition of Firescore, a leading Indian gaming company;
- Micron Technologies on acquisition of Cirel Systems (semiconductor);
- Vouvray Acquisition Ltd on 100% acquisition of Selandia Holdings (ship/crew management) ;
- Haitong International on acquisition of Haitong India from Haitong Bank S.A., Portugal;
- Mitsubishi Hitachi Metals Machinery, Inc. - advised an Indian promoter group on its continuing commercial and venture arrangements with an Indian entity wholly owned by Mitsubishi group;
- Transport Corporation of India Limited (TCIL) in connection with its joint venture with Mitsui & Co., Ltd., Japan, including the underlying joint venture and commercial arrangements;
- Osaka Gas in connection with sustainability and ESG-related matters in India; and
- Apparel Group on the structuring and establishment of its joint venture to launch and operate Carrefour stores in India.

SPEAKING ENGAGEMENTS:

- Multiple ESG teach-in sessions for private equity funds and clients
- Webinar by Global LegalEx on EU Acts and Indian Interplay, July 2023;

- Global LegalEx Conference – Governance Panel, Mumbai, June 2023;
- Global LegalEx Conference – Sustainability Panel, Mumbai, June 2024;
- Khaitan & Co's MNC Pulse – Sustainability Dialogue, November 2024;
- Khaitan & Co's In-House Counsel Forum on ESG Diligence, September 2024;
- Association of Corporate Counsel – Rise of ESG in India, April 2024;
- IPBA Annual Conference, Dubai, 2023 – Green Hydrogen and ESG Panel;
- IPBA Annual Conference, Tokyo, 2024 – ESG Dilemma and Feasibility Panel and Global Energy Development and Cooperation under the New Geopolitical Situation Panel;
- IPBA Annual Conference, Chicago, 2025 – ESG and Climate Litigation Panel;
- IBA ESG Conference, Paris, 2025 – ESG: The Push and Pull;
- IPBA Annual Conference, Delhi 2026; and
- IPBA Mid-Year Conference Madrid, 2025.

THOUGHT LEADERSHIP AND PUBLICATIONS:

- Oxford Net Zero Policy Monitor Report – UN Secretary General submission, COP29;
- India ESG Chapter – IBA ESG Guidebook;
- Slaughter & May ESG in APAC (India contributor, 2023 & 2024 editions);
- Combatting Greenwashing – Mondaq, 2024; and
- SEBI's ESG Framework – IFLR, 2023.

ACADEMIC & LEADERSHIP ENGAGEMENTS

- Chair Arbitrator and Judge – Willem C. Vis Moot (Vienna), GLC ADR Triathlon, NLIU and MNLU Moots; and
- Guest Faculty – Maharashtra National Law University, Mumbai.