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Business law today

In this issue

- A Wake-Up Call: Lessons from the M&S, Harrods and Co-op cyber attacks
- The Immigration White Paper – what could this mean for UK business?
- The right to statutory neonatal care leave and pay is now in force. What should employers be doing?
- Succession planning for business owners and entrepreneurs - it's time to act
- International & domestic supply chain contracts: is a Trump majeure clause needed?
- When handed a lemon, make lemonade – or cider – Thatchers Cider successful Appeal
- Redundancy consultation – what do employers need to know?
- Bikes, Buns and Bimbos - why a Trade Mark is not a real monopoly
- Lessons learned: Pre-contractual representations and warranties in Veranova Bidco LP v Johnson Matthey plc and others [2025] EWHC 707
- What should employers be doing to prepare for the new 'failure to prevent fraud' offence, which comes into force on 1 September 2025?



Hi,

Welcome to the May 2025 edition of Business Law Today.

With the UK Government and Courts making big decisions on what feels like a daily basis, holding your breath before you look at the news headlines has become the norm.

Whilst we might not be able to directly influence these decisions, we can certainly

take steps to brace our businesses for impact and protect our pipelines and our plans for growth in the process.

As an employment specialist and head of our Immigration Team, I'm obviously biased, but I do think this starts with understanding what these big decisions will mean for our employees and workers. The Government's proposals in the Immigration White Paper will certainly limit our access to overseas talent when the changes come into force, so assessing your staffing gaps now and expediting any recruitment initiative is key. Conversely, if your bottom line is not looking too healthy after the NIC hikes, assessing the need for redundancies and commencing consultation before the Employment Rights Bill is committed to legislation, will save you considerable time and money. In addition, it is vital that you ensure that your current employees are trained to manage any and all employment law changes. Recent such changes include the Court's confirmed definition of sex in the Equality Act 2010 and the new entitlement to leave and pay for parents that are enduring the harrowing experience of having their newborn in the NICU. Being behind the curve on either of these topics could well land you with, at best, a nasty grievance and at worse, an eye-wateringly expensive Employment Tribunal claim.

To help you profitably manage your workforce, we have included a number of practical employment and immigration articles in this edition. We have also included pithy and useful articles covering other very topical issues such as cyber security, fraud prevention and key considerations when trying to make your brand stand out in a crowded market.

It might not be smooth sailing out there in the market at present, but we'll certainly help you navigate the troubled waters to find fair winds and following seas.

Lynsey Blyth



A Wake-Up Call: Lessons from the M&S, Harrods and Co-op cyber attacks

Anne Todd and Tobe Obi

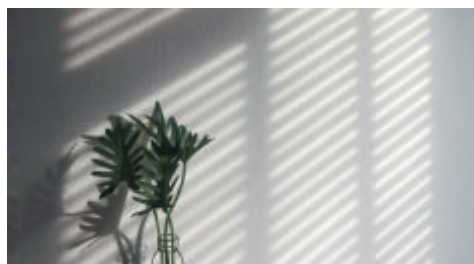
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The Immigration White Paper – what could this mean for UK business?

Nicole Hambleton

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The right to statutory neonatal

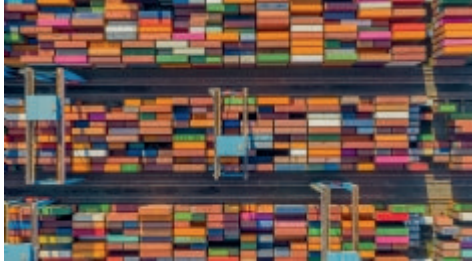


Succession planning for business

care leave and pay is now in force. What should employers be doing?

Lynsey Blyth

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International & domestic supply chain contracts: is a Trump majeure clause needed?

Nick Roberts and Sophie Uyttenhove

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Redundancy consultation - what do employers need to know?

Rachael Lloyd

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Lessons learned: Pre-contractual representations and warranties in Veranova Bidco LP v Johnson Matthey plc and others [2025] EWHC 707

Adam Marques-Quint, Jack Kewley, Daniel Onafuwa and Sophie Uyttenhove

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owners and entrepreneurs - it's time to act

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When handed a lemon, make lemonade - or cider - Thatchers Cider's successful Appeal

Iain Connor

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Bikes, Buns and Bimbos - why a Trade Mark is not a real monopoly

Lorenza Picciano and Iain Connor

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What should employers be doing to prepare for the new 'failure to prevent fraud' offence, which comes into force on 1 September 2025?

James Baker

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Upcoming events

We hope to see you there

Michelmores Bristol Cycle Club

Bristol

Date: Friday 20 June

The Michelmores Cycle Club was established to provide inclusive, friendly and safe networking opportunities for like-minded bike enthusiasts.

The Cycle Club meets once a month in Exeter and Bristol. London will be hosting a few cycle & run events throughout the year (dates TBC).

[Find out more](#)

MAINstream South West 5th Anniversary Event

Exeter

Date: Wednesday 25
June

Join us to celebrate five years of MAINstream. We will be hosting our usual pitches from four companies, followed by a celebratory drinks event to mark our anniversary.

MAINstream is a network for business angel investors established by Michelmores in 2019 to help accelerate the growth of angel investing.

[Find out more](#)

Michelmores Property Awards 2025

Exeter

Date: Wednesday 2
July

The shortlist for the Michelmores Property Awards has been announced!

The Awards celebrate the best property, development and construction projects in the South West, with a focus on sustainability, innovation, social, environmental, and economic values.

Book your tickets now.

[Find out more](#)

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