



Anindita Hapsari

Senior Associate

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QUALIFICATIONS

- Bachelor of Laws (*Sarjana Hukum*), Universitas Gadjah Mada
- Admitted to practice law in Indonesia (PERADI)
- Member, Indonesia Labor Law Consultant Association (HKHKI)

LANGUAGES

- Indonesian
- English

PUBLICATIONS

- Contributed to Freshfields Asia Pacific employment law bulletin – Horizon Scanning 2025 (<https://www.freshfields.com/en/our-thinking/campaigns/asia-pacific-employment-law-bulletin>).
- Contributed to TerraLex – Labor & Employment Guidance for Indonesia 2025 (<https://www.terralex.org/insights-cross-border-guides/cross-border-labor-employment-guidance/indonesia-labor-and-employment-guide>).

Since joining Soemadipradja & Taher in 2013, Anindita has acted for both Indonesian and foreign clients in a variety of projects and commercial transactions, including handling compliance matters for Indonesian and foreign companies, and assisting on various corporate actions. She also regularly provides advice on compliance in relation to employment laws, health and safety regulations, immigration requirements, and employee benefit regimes.

Anindita is an active member of the Indonesia Labor Law Consultant Association, and regularly engages in seminars and discussions on employment with government and industry experts.

Anindita is also one of the main contacts for Freshfields' Stronger Together network on employment matters in Indonesia, and actively participates in the network's regular APAC regional gatherings.

PRACTICE AREAS

- Employment (including employment disputes and Occupational Health & Safety)
- Corporate & Commercial
- Mergers & Acquisitions
- Foreign Direct Investment

INDUSTRIES

- Financial Services

WORK HIGHLIGHTS

- Navigated various employment matters arising from the global restructuring of a well-known international beverages company.
- Regularly providing legal advice and guidance on compliance with applicable health and safety requirements to an Indonesian company engaged in the information and technology industry.
- Successfully assisting with terminations of employment in complex situations, including representing: (i) an oil and gas company in a termination case brought by one of its former foreign employees; (ii) a nationwide retail company in the termination of an employee due to misconduct; and (iii) an international oil and gas company in conducting a mass termination.
- Assisted a digital financial services company in establishing a mechanism for its employees' benefit and reward program (i.e. equity compensation plan).
- Led comprehensive legal due diligence exercises for various companies, including a cryptocurrency company and a leading international dairy company.
- Assisted in the transition of several international clients from representative offices to limited liability companies, including a footwear company and an education services company.
- Led the handling of corporate and employment matters from establishment to day-to-day operations for a company engaged in battery-cell development and related activities.

