



Phoebe Pan

Salaried Partner

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Profile

Nov 2007 - Apr 2021 Celanese, Bosch, Brembo, Honeywell
(Nanjing Companies) | Senior HSE Engineer

May 2021 - Nov 2022 Shanghai Hai Hua Yong Tai (Nanjing) Law
Firm | Trainee Lawyer

Dec 2022 - Jun 2025 Jiangsu Manxiu Law Firm | Practicing
Lawyer, Deputy Director of the Enterprise Compliance & New
Energy Business Department

Jul 2025 - Present Beijing Grandway Law Firm (Nanjing) |
Practicing Lawyer, Salaried Partner

Education background

Master of Laws, Tongji University

Areas of expertise

Civil and Commercial Dispute Resolution
ESG Compliance and Administrative
Penalty Defense
EHS Criminal Defense
General Legal Counsel Services

Membership

Member of the Nanjing Work Safety
Expert Pool

Working Language

Chinese, English

Served Clients/Service Performance

Litigation

- Represented China Railway Major Bridge Engineering Group Co., Ltd. in multiple major construction project cases, including intermediary contract disputes and construction contract disputes, protecting the client's legitimate rights and interests to the greatest extent.
- Acted as counsel in multiple lease contract disputes, ship repair contract disputes, sales contract disputes, contract manufacturing disputes, and administrative forcible demolition disputes, earning client recognition.
- Handled criminal defense for multiple environmental and work safety cases. Leveraged professional EHS background combined with legal practice experience to secure the best possible defense outcomes for clients.

Non-Litigation

- Provided specialized ESG & EHS compliance services for multinational corporations, including compliance system establishment, policy drafting, risk assessment, and administrative penalty defense.
- Participated in-depth in the EHS compliance management for large-scale projects of major enterprises, including new construction projects, environmental protection treatment projects, and relocation/expansion projects.
- Served as general legal counsel for multiple manufacturing enterprises, covering daily operational compliance consultation, contract review, labor employment risk prevention, and shareholder rights protection.
- Conducted specialized legal services such as corporate due diligence, enforcement, and non-performing asset disposal, assisting clients in effectively mitigating operational risks.