



Zhao Renming

Partner

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Profile

Renming Zhao has been practicing law since 2005, with a long-standing focus on real estate and construction, labor law, and civil and commercial dispute resolution. He possesses a solid legal foundation and extensive practical experience.

In real estate and construction, Mr. Zhao has practiced for nearly twenty years, mastering every aspect of real estate development, construction project execution, commercial property operation, and property management. He has provided ongoing legal counsel and specialized services to numerous large real estate developers, construction enterprises, and commercial operating companies.

In labor law, Mr. Zhao has practiced for more than fifteen years, conducting long-term research on enterprise employment legal risk control. He is adept at handling complex labor disputes, frequently invited to deliver employment-risk training for enterprises, conducting labor compliance reviews, and serving as special legal counsel.

Education background:

Peking University, Bachelor of Laws (LL.B.)

Areas of expertise:

Labor Law

Real Estate and Construction

Civil and Commercial Dispute Resolution

Membership:

Member, Real Estate Committee, Nanjing Bar Association

Member, Construction Committee, Nanjing Bar Association

Member, New Social Stratum of Nanjing

Honors & Awards:

Named Outstanding Young Lawyer of Nanjing (2012)

Awarded Outstanding Performance by the Nanjing Bar Association (2022)

Working Language:

Chinese, English

Served clients / Service performance

Key clients include:

- Nanjing Water Group Co., Ltd.;Jiangsu Nongken Group Co., Ltd.
- Jiangsu Pharmaceutical Co., Ltd.;Nanjing Tongrentang Pharmaceutical Co., Ltd.
- Jiangsu Suhao Holdings Group Co., Ltd.;Jiangsu Expressway Company Limited.
- Industrial and Commercial Bank of China Limited Jiangsu Branch.
- Nanjing Rensheng Decoration Engineering Co., Ltd.
- Minmetals Property Services (Nanjing) Co., Ltd.
- Jiangsu Huihong International Group Huayuan Trade Co., Ltd,among others

Publications

- <The Validity Requirements and Legal Nature of Joint Real Estate Development Contracts>
- <Disputes over internal subcontracting contracts in construction projects and their application>

Speeches

- Labor Compliance – Terminating an Employment Contract Due to Significant Changes in Objective Circumstances.
- Handling Employee Misconduct and Preventing Legal Risks.