



# CORPORATE PROFILE

ADVOCATES,  
CONSULTANTS  
& NOTARY



DUBAI

SINGAPORE

MUMBAI

DELHI

KOLKATA

CHENNAI

COCHIN



# CALLIDUS LEGAL

**Callidus is a Law Firm, founded by Adv. Joy Thattil Ittoop, who is the Managing Partner of the firm, operating in India, under the banner of M/s. Callidus Legal, Advocates & Notary; with consulting operations overseas, especially in the Middle East, and Singapore, catering to the requirements of people in corporate sector in general and the shipping industry in particular.**

Its Corporate Office in India is located in Cochin, Kerala, with branch offices at Delhi, Mumbai, Kolkata and Chennai.

Its team in India is equipped to handle a wide gamut of Maritime related issues including Admiralty, Freight Forwarding & Logistics, Maritime Law, Marine Insurance, Claims handling, Sale of Goods in International Trade, Casualty & Personal Injury, etc. Additionally, Callidus also provides legal services in relation to corporate matters, Direct and Indirect Taxes, Banking etc.

As a team, Callidus is able to draw on a broad base of skills and expertise, banking on experience and seniority in order to provide apt legal advice, while harnessing the power and inputs of experienced lawyers.

# AREAS OF PRACTICE



## SHIPPING

- Admiralty and Maritime Law
- Ship Arrest & Release
- Marine Casualty & Personal Injury
- Marine Insurance
- Marine Pollution
- Charter Party Disputes
- Bill of Lading Disputes
- Freight Forwarding and Logistics
- Cargo claims



## CORPORATE & COMMERCIAL LAWS

- Company Law
- Law of Insolvency & Bankruptcy
- Corporate re- structuring
- Corporate Governance
- Statutory and regulatory compliance
- SEBI Regulations
- Foreign exchange law advisory
- Banking and Finance
- Debt Recovery and collections
- Import & Export Regulations
- Law of contracts and commercial law
- Drafting/Reviewing
- Contracts and Agreements



## TAX MATTERS & GENERAL LAWS

- Income Tax
- Customs Regulations
- Goods & Service Tax
- Labour Laws
- Cyber laws
- Consumer law
- Constitutional and Administrative Law
- Civil and Criminal Law
- Intellectual Property laws
- Alternate Dispute Resolution

# THE CALLIDUS TEAM



## JOY THATTIL ITTOOP

Advocate  
Managing Partner  
Callidus Legal  
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**Mr. Joy Thattil is the Managing Partner of Callidus Legal. Mr. Thattil, after completing his schooling in Cochin, did his graduation in Law from the Government Law College, Ernakulam. Thereafter he enrolled as an Advocate on the rolls of the Bar Council of Kerala in the year 1996. He has been a notary public appointed by the government of India since 2007.**

The firm led by Mr. Joy Thattil commenced operations under the name and style M/s Joy Thattil & Co, which included professionals from other disciplines consisting of Company Secretary, Chartered Accountant and Rtd. Registrar of Companies. The firm has been handling Tax, Constitutional, Shipping, Company, Civil, Criminal and Service matters before the High Courts, and other Courts and Tribunals. M/s. Joy Thattil & Co. merged with M/s. Callidus in 2009 and extended its services to Mumbai, Delhi, Kolkata and Chennai. M/s. Callidus also has overseas branches in Dubai and Singapore.

Mr. Joy Thattil attended the University of Southampton, U.K to do his specialization in International Maritime Law. As a Maritime Lawyer, Mr. Thattil had the opportunity to conduct several cases throughout India and abroad relating to Maritime issues representing clients ranging from owners of vessels to individuals raising claims against shipping companies.

Mr. Thattil has had the opportunity to travel across the world and present papers on International Maritime Law, including the US, Canada and the UK. He has also been a Guest Faculty member to many premier professional institutes in India and abroad for dealing with various branches of Law.

He has been appointed as the Special Public Prosecutor in 2016 for the Thekkady Boat Tragedy. Mr. Thattil is the present Secretary General of the Indian Institute of Maritime Law.



## BIJISH B.TOM

Advocate  
Partner  
Callidus Legal  
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**Mr. Bijish B. Tom is a Partner of Callidus Legal. He did his law from School of Legal Studies, Cochin University of Science & Technology in 2000 and enrolled as an Advocate with the Bar Council of Kerala in 2001. He commenced his legal career in 2001 as a Junior Associate to Adv. Philip M. Varghese and gained experience in Writ proceedings and civil matters and later started practicing in the field of Admiralty and Maritime Law with M/s V. J Mathew & Co.**

He joined M/s Callidus Legal as an Associate Partner in 2015. His areas of practice and experience includes admiralty and maritime law, civil law, corporate law, consumer law, drafting and vetting of various agreements and advising clients on various issues relating to admiralty and maritime law. He practices regularly in the High Court of Kerala and the Courts in Cochin/Ernakulam. He has substantial experience in the field of trial litigation as well as appellate side litigation. He is a Life Member of the Kerala High Court Advocates Association.



## K M ANAND

Advocate  
Partner  
Callidus Legal  
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**Mr. Anand is a Partner of Callidus Legal. He completed his B.A., B.L., (Hons) from School of Excellence in law and pursued his Masters in Maritime Law from Indian Maritime University. He has enrolled as an advocate in the year 2011.**

He started his professional experience as an intern with Mr. S. Manoharan, who was dealing with criminal matters, after which, he did his internship with Mr. S. V. Vijay Prashanth who is a well known advocate in the field of mines and minerals. After completing his Masters, he joined Mr. J. Srinivasa Mohan with whom he worked as a Junior Advocate, handling various Writs, Service and Civil matters. He joined Callidus Chennai office in the year 2014, since then he has been practicing in the areas of Admiralty and Maritime, Corporate, Consumer, Civil, Mines and Minerals, Service and Writ Matters. He has also been a guest faculty to various maritime colleges.



## Dr. CYRIL C GEORGE

Advocate & Senior Consultant  
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Dr. Cyril C. George holds a degree in LLB with specialization in Labour Laws, a Ph.D. in Port and Logistics Management coupled with an M.S.W with specialization in Personal Management, Industrial Relations and Labour Welfare, and an M.B.A degree in Human Resource Management.

Dr. Cyril had an illustrious professional career of 30 plus years in the Ports Sector which includes Dy. Chairman, KDLB (2000), and Deputy Secretary in Kandla Port (2001). Thereafter, at the Mormugoa Port Trust, Goa he took office as the Deputy Chairman in 2014 but was soon elevated as in charge of Chairman. Dr. Cyril also held the post of Deputy Chairman and in charge of Chairman at the Chennai Port Trust, Tamil Nadu, in the periods between 2015 and 2020. He was the Secretary (Head of Admin & HR) at the Cochin Port Trust, Kerala, from 2003 to 2014 and the Deputy Chairman from August 2020 to July 2021. While serving in four Major Ports in senior Management positions, he was proactive and instrumental in initiating and implementing many developmental projects. He was an effective administrator who brought in discipline and cordial industrial relations in these Ports.

He headed many high-powered Committees under the Ministry and Indian Port Association in aspects of Port functioning, including the Committee for finalizing the Major Port Authorities Rules. He headed a Committee to address HR issues of all Major ports, and his report, viz., Cyril Committee Report, was accepted and implemented by the Government of India. He played a key role in implementing various development projects of Cochin Port, specially the ICTT Project, Vallarpadam, and he played the pivotal role in negotiating with ten trade unions and signed a historical settlement for the transfer of 352 employees to ICTT, thereby resolving all labor-related issues related to the ICTT Project. Besides, Dr. Cyril is also the founder of the Mind Engineering Program ([www.bodymindengineering.com](http://www.bodymindengineering.com)) and conducts workshops for numerous interest groups. Dr. Cyril has published over 50 Articles in the field of HR, Logistics, and Ports in various newspapers, journals, and magazines. He is a motivational speaker, corporate trainer, and an accomplished corporate consultant.



## MALVIN ALEX A.C.A

Chartered Accountant & Senior Consultant  
Company Law & Corporate Administration  
Callidus Legal

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Malvin Alex is a Chartered Accountant (ICAI) and also holds a CPA degree from Australia along with a Bachelor's degree in Commerce. He brings to the table over 21 years of experience in Finance, Accounting, Audit, Tax, Strategy and Business Management.

He commenced his career as an Auditor with Deloitte & Touche, Qatar in 1998 and was engaged in audit assignments for organizations operating in Oil & Gas, Financial Services, Manufacturing and Trading Industries. He moved to Dubai in 2001 and has worked in various companies like Lloyds Banking Group, United Arab Bank PJSC (UAB), where he demonstrated various strategic and operational roles in finance and audit functions. He has a number of key achievements to his credit throughout his career that includes completing an AED 688m Rights Issue, Implementation of IFRS 9 and UAE Value Added Tax law at UAB as well as implementing a new Core Banking System for Lloyds Bank. Capitalizing on his skills and experience in finance and strategy, Malvin aims to create value to client businesses through hands on finance support and CFO level strategic advice



## Capt. MILIND J. KARKHANIS

Senior Consultant  
Callidus Dubai

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Capt. Milind J Karkhanis has about 40 years' experience in the Maritime industry with expertise and skill under various sectors of the industry.

He started his maritime career in 1978 and committed 15 years to the sea from being a Cadet to the Master. He later shifted ashore in the year 1993 and commenced working with Confidence Shipping, India and thence with American Bureau of Shipping in India where he has handled work on ISM / ISO activities of the Bureau in India.

Thereafter he moved to Hong Kong to work with New Asian Shipping managing over 40 vessels as the Designated Person Ashore (DPA) and Head of Operations, Security, Safety and Quality. Since 2004, he has been based out of London, working with a leading maritime distance learning training provider called Videotel where he has been developing training programmes related to ship safety, operation, technical and other loss prevention matter and liaising with the Flag state Administration and Class societies in connection with the training programmes. He has accounted a number of achievements throughout his career. He has about 21 years' experience in handling various claims including wet and dry from Ship owners and others along with the other technical operations including ship sale, ship building etc.



## JACOB TOMLIN VARGHESE

Advocate  
Associate Partner  
Callidus Legal

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Mr. Jacob Tomlin Varghese is an Associate Partner in Callidus Legal. He graduated in law in 2006, from VBCL Law College, Manipal in Karnataka. He is also a graduate in Physics and Electronics from St Michael's College, Cherthala, in Alappuzha.

He is a 4th-generation Lawyer, and commenced his practice in law as a civil lawyer with his father, in a law firm, with over 100 years' history. He is the great grandson of late C J Varghese Vakil, who was the president of the local Bar Association for several years, and also a member of Travancore Praja Sabha (the first Legislative Assembly under the Travancore King). Jacob Tomlin Varghese is the grandson of late Adv. C. V. Jacob, former Member of the Legislative Assembly, and the son of Adv. C. J. Varghese, who is currently heading the firm, C J Varghese & Associates, with his individual experience of 45 years of practice in civil law. Jacob Tomlin Varghese joined Callidus Legal in 2014. His areas of practice and experience include Civil law, Criminal law, Company law, Consumer law, Banking law, Labour & Industrial laws. He proved himself as an eminent lawyer in conducting civil and criminal trials, and also has considerable experience in Motor Accident Tribunal cases as well as Co-operative tribunal matters. He also has experience in Family law and Arbitration law. He is also a member of Kerala High Court Advocates' Association.



## Shantanu Singh

Advocate  
Associate Partner  
Callidus Legal

Mr. Shantanu Singh is an Associate Partner in Callidus Legal, Delhi Office. He graduated in Law in 2011, from Chanakya National Law University, Patna and is professionally affiliated with the Bar Council of Delhi.

After working with the Shipping Corporation of India for a period of 5 years as the Deputy Manager, Legal, he shifted to New Delhi and joined Callidus in 2018.

With over a decade of experience in both Civil and Commercial Litigation, he advises a wide range of clients including individuals and corporates before various judicial forums in New Delhi. He is also skilled at dispute resolution, and in giving advises on Contracts and preventive measures in pursuant thereto.

He regularly practices and handles cases before the Hon'ble High Court of Delhi, District Courts and Special Tribunals including National Company Law Tribunal and Consumer Forums across New Delhi.



## VEENA MARIAM RAJAN

Advocate  
Associate Partner  
Callidus Legal

Ms. Veena is an Associate Partner in Callidus Legal. She did her law from Government Law College Trivandrum, Kerala in the year 2011 and enrolled as an Advocate with the Bar Council of Kerala in the same year.

She did her LLM in Maritime Law from Indian Maritime University, Chennai in the year 2013 and commenced her career as a Junior to Adv. N.V. Srinivasan, Chennai and gained experience in handling civil matters including Banking. She joined M/s Callidus Dubai as an Associate Partner in the year 2015. Her areas of practice and experience include Admiralty and Maritime Law, Corporate Law, drafting and vetting of various Agreements.



## CASSANDRA L. NEVIS

Advocate  
Associate Partner  
Callidus Legal

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Ms. Cassandra is an Associate Partner in Callidus Legal. She obtained her LLB degree in 2006 from the Government Law College, University of Mumbai. Her professional experience in the field of Admiralty and Maritime Law commenced with her internship at the Chambers of Senior Advocate, S. Venkiteswaran and was absorbed as a paralegal and continued her professional practice as an advocate registered with the Bar Council of Maharashtra & Goa.

After a few years of independent practice in Mumbai, she shifted to Kerala and joined Callidus in 2013. Her areas of practice and experience include admiralty and maritime law, company matters, corporate law, drafting of plaints, petitions and related pleadings, appearance in various courts and consumer fora, vetting and drafting of agreements pertaining to lease, leave and license, mobile service agreements, various master service agreements, tenders and bid documents. She is a Member of the Kerala High Court Advocates Association.



## CHETAN KHAJURIA

Advocate  
Associate Partner  
Callidus Legal

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Mr. Chetan is an Associate Partner in Callidus Legal. He did his law from IMS Law College, Noida in 2010 and enrolled as an Advocate with the Bar Council of India in the same year. He did his LLM in Maritime Law from Indian Maritime University, Chennai in the year 2013.

He commenced his legal career in 2012 as an intern with DP World's Mumbai office, assigned to assist the legal department in matters pertaining to arbitration. In 2013, he joined P&I Services Pvt. Ltd. in Chennai, where he worked as a Claims Executive. Following this, he was employed with CMA CGM (SSC Mumbai) as a Senior Executive of Global Claims. His most recent employment was at the Chambers of Senior Adv. V. K. Ramabhadran, where he gained experience in matters pertaining to ship arrests, charter party disputes, customs matters and company winding-up petitions. He joined M/s Callidus Legal as an Associate Partner in 2017. Chetan also holds a Post Graduate Diploma in Alternative Dispute Resolution from the International Centre for Alternative Dispute Resolution (ICADR) and Nalsar University of Law, Hyderabad.



## PHILLIP THOMAS

Advocate  
Superintendent of Central Excise  
Customs & Service Tax (Retd.)

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Mr. Thomas joined the Indian Audit and Accounts (P & T) department as an auditor in 1970. In 1975, he was employed as an Inspector of the Central Excise and Customs department and retired in 2009 as a Superintendent of Central Excise, Customs & Service Tax.

He possesses nearly 40 years of service in various Central Government departments. Following his retirement, he joined Callidus as a Consultant in the matters pertaining to Central Excise, Customs and GST.



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