



Q

BÄR  
& KARRER

PORTRAIT

MY GENEVA

A MOMENT WITH

CINZIA CATELLI

B&K SPOTLIGHT

CYBER SECURITY

/01



## IMPRESSUM

Herausgeberin

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# The Editorial

*Dear readers,*



Curiosity is the driving force for continuous development. Curiosity makes us go one step further in solving problems, question the familiar, think outside the box, dare something new. Curiosity and the desire for new things also prompted us to create Q, our brand new law firm magazine, the first issue of which you are currently reading.

Q – our quarterly quest for quality content to serve your curiosity and answer your questions:

In the «spotlight» articles we focus on recent topics and share our ideas, conclusions, and specific advice.

In the section «a moment with» we bring some of our people closer to you, by giving you a glimpse of their thoughts about things which normally do not take center stage in a business relationship.

The «legal snapshots» will provide you with insights about important legal development and issues.

Last, but not least, in our series «our cities», an insider shares certain well-kept secrets about our offices and the communities in which we live and work.

We hope you enjoy reading Q!

Daniel Hochstrasser  
Bär & Karrer

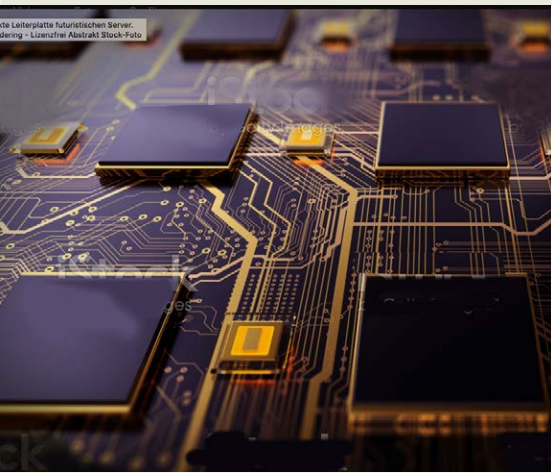
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06

# How to prevent a cyber incident? Training is key!

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«According to Security Magazine, there are over 2,200 attacks each day which breaks down to nearly 1 cyber attack every 39 seconds.»



**Ransomware and malware do not show any sign of slowing down. Looking at the recent statistics for these attack vectors, companies continue to pay a high price for both. Furthermore, attackers target a wide range of entities from local and national governments to businesses and nonprofits.**

**Now is the best moment to think about precautions related to cyber security. We asked Karoly Aczel, Chief Information Security Officer, Head Risk & Compliance at Bär & Karrer, to answer 5 urgent questions and give practical advice.**

**Are companies too careless when it comes to the confidentiality, privacy and security of their and their customers data?**

In general, I would say no. Of course, this depends on the company size and the industry, but most companies are aware of the cybersecurity threat and try to protect their IT framework, however, it is much more difficult if you are a small business than a mid or big sized company, due to the budget constraints. To a certain extent, the smaller the business is, the «higher» the hope factor is, meaning that the senior management is betting on not being a target to cyber attackers due to their size, which, in reality, is a very dangerous and simply wrong approach. Research shows that company size does not matter and that the tactics are getting more clever and sophisticated every day.

**How does Bär & Karrer protect their data?**

We have a state of the art technical defense system that is also accredited (ISO 27001). Additionally, we run a wide ranging employee awareness program that is combining a variety of learning and training tactics. The most important factor to be aware of (no matter of how big or small your company) is human error and we try to conquer this on a daily basis.

It is noteworthy to mention, that due to the professional secrecy obligations that we are subject to as a law firm, the confidentiality and protection of information is much deeper rooted than maybe in other industries, so we always had a certain level of protection, just because of the nature of our business activity. This, can be of a challenge in my experience when trying to implement a new security framework like ISO 27001 for example. We have many requests from clients on how we tackled that question and it is important to understand that implementing new security measures, trainings and awareness tools or for obtaining a certificate requires also a change in mindset. The change is bigger for companies that have been not exposed to any professional secrecy obligations in the past, but it is not impossible. The cultural change needs to be supported by management, leading by example. That is what sets Bär & Karrer apart, we really «live» Information Security.

**What to do if you experience a «cyber attack»?**

I love this question, cause people forget to apply the most important rule, when they hear that there has been a breach of IT systems or loss of data, which is, to stay calm. I get often calls where clients ask us what they can do and it must be IMMEDIATELY, meaning, to shut down the attacker or to restore information asap. You as a company should set up procedures for the worst case and «train» the procedures frequently, so that you are prepared. This should, by the way, also be a part of every BCP.

**What percentage of cyber attacks include a social engineering aspect versus a technical problem?**

According to Cybint, nearly 95% of all digital breaches come from human error.

**What advice would you give a firm to prevent a cyber incidence?**

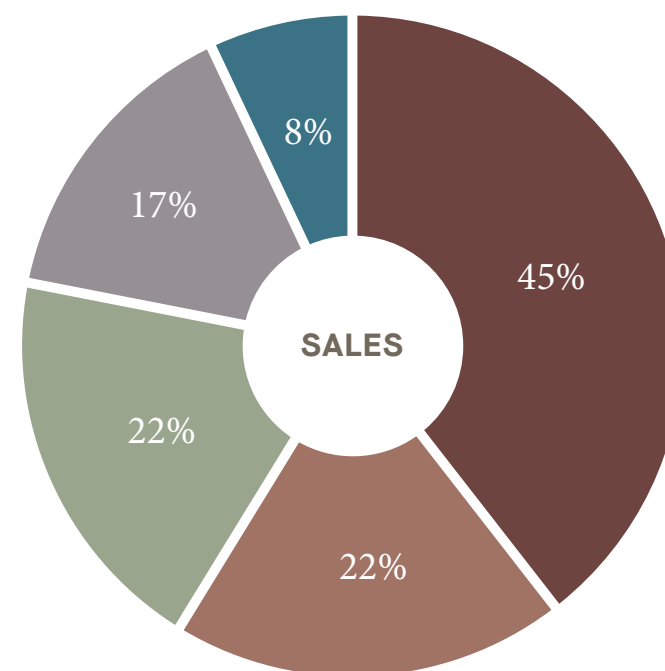
Training, training, training of all staff is one the most important things one can do, besides investing in a proper IT infrastructure.

## Cybersecurity Statistics for 2021

- > Cyberattacks projected to hit \$6 trillion in annual loss in 2021 which has doubled since 2015. (Cybersecurity Ventures)
- > Cybersecurity spending estimated to exceed \$1 trillion in 2021. (Cybersecurity Ventures)
- > 68% of business leaders felt the risk of a cyberattack increasing. (Accenture)
- > 86% of cyberattacks are motivated by financial gain. The second leading motivator of a cyberattack includes state espionage. (Verizon)

> In 2020, the average business cost of a cyberattack is \$3.86 million and it takes over 200 days to detect the breach. (IBM)

The most common cyberattack is a hacking breach and cyber attacks occurred with the following frequency:



- Hacking
- Error as causal events
- Social attacks
- Malware
- Misuse by authorized users





10

A  
MOMENT  
WITH.

CINZIA  
CATELLI

*PARTNER*



«A  
CAPPUCCINO,  
A «SCHOGGI»,  
AND  
GOOD NEWS  
FROM THE  
COURT.»

**This is how the  
perfect day begins  
for Cinzia Catelli.**

**We spoke to Cinzia  
about her new role as  
partner, her sources  
of inspiration,  
diversity, good food  
and fashion, and what  
makes the spirit of  
Bär & Karrer so  
unique.**



***Congratulations on your  
appointment as partner  
beginning of this year. How  
intensely do you have to strive  
for this position to get it?***

Thank you. You have to be committed to make it, and like the challenges that come with being a lawyer. Doing a good job is valued and rewarded at Bär & Karrer. During my path as an associate it was very inspiring to learn from experienced partners «on the job». They are very experienced in their field and still passionate and committed every day. It's impressive how they handle clients and deal with challenges. You can't learn that from books. In the end, the pieces of the puzzle just fit together for me.

***What changed fundamentally  
with your new role as partner?***

As a senior associate, I was already handling most of the mandate work rather autonomously, therefore this aspect did not change overnight. Rather, as a partner, you are much more involved in the administrative and the strategical matters. I recently joined the internal commission dealing with know-how development and management at our firm, a topic I am very passionate about. I am eager to bring in my ideas. As a partner you feel much more responsible to contribute to the development of the firm.

You feel responsible for the people in your team. *Glücks  
r\_ai jc\_ nrm jck \_q\_ rc\_k ugf  
rf c pgef r\_rgs bc\*ecmg e rf c  
u mpi bnh c dtcj k saf c\_ogp*

***How important is diversity to  
you?***

I believe that working with different people is very important and valuable. The goal should be, among other things, that being a woman makes no difference to one's career. I don't want to be treated better than a man, but of course also not worse, and I definitely want to earn the same as my male colleagues for the same performance.

In my younger years, I had to deal with some stereotypes about female lawyers in a couple of occasions, but this was never within the firm. In this respect, I think that things have changed and improved a lot within the span of the last decade.

***How do you deal with stress  
and pressure?***

Doing sport is a nice way to gain new energy. We have a gym in our firm in Zurich which is highly appreciated by all employees. I like to take a break by doing 30 minutes of light cardio training while watching an episode of a Netflix series on my iPhone.

For a change from the routine after an intense work period with various deadlines, I reward myself with a visit of my family and friends in sunny Ticino. We also have a nice office in Lugano where I spend a few days from time to time. The atmosphere there is familiar to me. I have been working with the partners in our Lugano office since I was a trainee.

***Why are you fascinated by  
litigation and arbitration?***

One common cliché about studying law and working as an attorney is that it's all about learning law paragraphs by heart. While a well-founded understanding of the laws and their underlying ratio is of course a requirement, creativity plays also a major role in litigation and arbitration.

Being able to persuade the judge with a compelling narrative, researching for new angles of a legal argument is what makes a brilliant litigation lawyer. I want to understand and clarify all the basics and details of a case very carefully, which means I like to research – even myself.

In a large law firm like ours the large, complex cases that require extensive research are our daily bread and we have all the resources for precise research.

«YOU HAVE TO LIKE  
THE CHALLENGES  
THAT COME WITH  
BEING A LAWYER.»

***To what extent do the different locations – Zurich, Geneva, Lugano, Zug – define the Bär & Karrer world?***

We live integration, also by taking different mentalities into account. All our trainees and associates are part of the so-called "AAA", a kind of internal union, meeting once a month to discuss topics and concerns that are then brought to the management or partnership. The meetings are followed by an apero riche, which is a great way to get to know colleagues from all locations and integrate quickly. As a newcomer who might feel a bit lost in a large law firm at first. Thanks to this kind of events, co-workers often also become friends.

Further, practice groups meet regularly to exchange know-how on the latest cases and law developments. Once a year the practice group reunites all practitioners from all the offices for a two-day seminary, in addition to academic content, there is a social program allowing to get to know each other on a personal level also. I was involved in the organization committee hosting this event for the litigation and arbitration practice group in Ascona in 2018 and we had a really nice time.

***Is it possible to be good friends with the co-workers? Isn't there also competition involved in some degree?***

The team spirit within Bär & Karrer is unique, which was one of the reasons to pursue my career here. I have known some of my closest friends since my time as trainee or as a young associate. Even when they eventually went on to pursue their career in other firms or in-house legal departments, the friendship bond remained. I try to spend some quality time with them, for example meeting them for a nice lunch or dinner and trying out new restaurants.

***How do you like to spend your free time?***

Every year in summer I attend the Locarno Film Festival at least a few days. I used to work for the festival when I was studying and I am still fascinated by this creative, artistic scene I love to watch the films at the piazza. Fashion is also a source of inspiration I am fond of. Happily the dress codes in the business world have loosened up compared to the times when I started my career. Clothes are allowed to differ and underline one's personality.

***If you hadn't become a lawyer, what would you be doing today?***

When I was in high school, I was fascinated by subjects such as physics, chemistry and mathematics. I therefore considered studying microbiology at the ETH Zurich and to pursue a job in scientific research. I struggled to decide between this and law. After talking with a few professionals, I felt more inspired by law, and never regretted this decision.

***What do you still want to learn?***

There is a lot I still want to learn! Right now I am self-studying Spanish. Further, I enjoy staying up to date with legal developments, e.g. by reading law journals and recent court decisions. Know-how is very important to me, not only in my area of expertise. It helps to being able to identify all issues arising out a case in a first step, and if needed, know the key people / specialists within the firm to tackle the problem efficiently.



«*THE TEAM SPIRIT  
IS UNIQUE,  
WHICH WAS ONE  
OF THE REASONS  
TO PURSUE MY  
CAREER HERE.*»

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# 20 Inherit and bequeath under the new law.

On 18th December 2020, the Swiss parliament passed the draft to modernize Swiss inheritance law by increasing the testator's freedom of disposal.

This step is a necessary illustration of social reality. We present the new regulations and give advice on succession planning that you should take into account now.





# Something had to change

Swiss inheritance law is over 100 years old and its main features have remained unchanged ever since its adoption in 1907. While the traditional family model – consisting of a father, a mother and common children – was practically the only form of family known at the time, new forms of life such as patchwork families, cohabitation or same-sex partnerships have emerged in recent years. Against this background, the current revision aims to modernise Swiss inheritance law.

It therefore focuses on increasing the testator's freedom of disposition by reducing the minimum share in the estate guaranteed by law to certain persons close to the deceased, the so-called forced heirship share. The revision notably provides that in cases where a spouse predeceases during ongoing divorce proceedings, the surviving spouse is no longer entitled to her or his forced heirship share. The revision is also intended to clarify certain questions regarding the calculation of the forced heirship share. However, the Federal Council's proposal to introduce an inheritance entitlement for unmarried and cohabiting partners was not supported by the Parliament.

The revision was also taken as an opportunity to clarify a number of technical issues. The Federal Council, however, took the decision to treat these issues separately. Likewise, it decided to use a separate revision to address the reform of Swiss inheritance law regarding succession pertaining to family businesses. These two legislative projects are currently in progress.

## Reduction of the Forced Heirship Share

Under the current law, descendants, the surviving spouse and – in certain cases – the parents of the deceased are entitled to a forced heirship share.

The forced heirship share of a descendant amounts to three quarters of her or his statutory share, defined as the share of the estate provided by law in the absence of a last will or an inheritance contract. The statutory share of a descendant depends on whether the deceased was married and also on the number of descendants. The forced heirship share of the surviving spouse amounts to one half of the statutory share, which depends on whether the deceased left surviving children or parents. The parents of the deceased are entitled to a forced heirship share of one half of the statutory share, which exists only if there are no descendants.

According to the draft bill, the descendants' forced heirship share shall be reduced to one half (instead of 3/4 as it currently stands) of their statutory share, while that of the parents shall be abolished completely. The spouse's forced heirship share, however, shall remain unchanged.

In view of the testator's increased freedom of disposition, there may well be a need to reconsider current estate planning. For instance, the testator may wish to dispose of a larger portion of her or his assets in favour of her or his unmarried partner, a stepchild or a successor to the family business.

*Example: Testator leaves two descendants and her spouse. In accordance with the current law, the forced heirship share of each descendant amounts to 3/16 (3/4 x 1/4) while that of her spouse amounts to 1/4 (1/2 x 1/2) of the estate. In comparison, under the revised Swiss inheritance law, the forced heirship share of each descendant amounts to 1/8 (1/2 x 1/4) while the forced heirship share of the spouse remains at 1/4. Under the new law, the testator can therefore freely dispose of half of her estate, whereas under the previous law it is only 3/8.*

## Unmarried, cohabiting partners

Unless the deceased has made dispositions in a will or concluded an inheritance contract, unmarried partners have no inheritance rights whatsoever. The revision is aimed at improving the protection of unmarried, cohabiting partners and so at adapting the current law to today's social reality. In its draft bill, the Federal Council proposed an entitlement of financial support for the said partners, provided that they have cohabited for at least five years. The Parliament rejected the proposed entitlement of financial support for unmarried, cohabiting partners altogether. A majority in Parliament feared that such an entitlement would be difficult to implement and would potentially lead to complex inheritance disputes.

Unmarried partners are advised to make dispositions in a will or inheritance contract to provide adequate financial support for their life partner. In addition to the allocation of assets and decisions by the testator regarding her or his estate distribution, tax issues should also be carefully considered, as unmarried partners are subject to particularly high inheritance tax rates in many cantons, while spouses benefit from a zero-tax rate in all cantons.

*Example: Testator and his partner are parents of a common descendant and have lived together for six years. While the common descendant will inherit from the Testator, his partner will only do so if the Testator appoints him in a will or they agree so in an inheritance contract.*

## Ongoing Divorce Proceedings

If a spouse dies during ongoing divorce proceedings, the surviving spouse is still entitled to claim a forced heirship share under the current law. The entitlement only ceases upon the issuance of a final divorce decree by the court.

The draft bill foresees that the entitlement of the spouse to a forced heirship share ceases immediately once divorce proceedings are initiated. The Parliament specified that in such cases, the forced heirship shares shall apply as if the predeceased spouse had not been married.

*Example: Testator, who has two descendants, dies during ongoing divorce proceedings. In his will, Testator may give his entire estate to his descendants given that his not yet divorced – spouse is no longer entitled to a forced heirship share.*

## Treatment of Marital Benefits

In the case of the death of a married person, the division of the matrimonial property must be carried out before the estate can be distributed among the heirs. Under the default matrimonial property regime of participation in acquired property which in principle applies whenever the spouses have not opted for the separation of property regime or community property regime by means of a marital agreement each spouse participates in half of the other spouse's so-called acquisitions accrued during marriage, i.e. mainly income from work and revenues from a spouse's own property.

By marital agreement, the spouses may alter the said level of participation. For example, the spouses may agree that the surviving spouse receives the entirety of the predeceased spouse's acquisitions. However, such an agreement must not negatively affect the statutory inheritance entitlements of spouses' non-common descendants. This restriction does not apply to common descendants given that they will in principle inherit the whole estate at the time the surviving spouse dies.

The amendment of the default 50/50 split by marital agreement has given rise to various legal controversies such as whether the marital benefit in favour of the surviving spouse shall be included when calculating the forced heirship share of the common descendants of the spouses. The controversy around this issue was the subject of various debates during the legislative process. The Parliament finally decided not to include the marital benefits in the calculation of the forced heirship share of the common descendants of the spouses.

*Example: Testator leaves behind his spouse and two common descendants as well as a non-common descendant. The spouses agreed that the surviving spouse will receive the*

*entirety of any acquisitions accrued during marriage. The marital benefit in favour of the surviving spouse will be included in the calculation of the forced heirship share of the non-common but not of the common descendants.*

## Reviewing Existing Succession Planning

In light of the above, we recommend reviewing existing succession plans to ensure that these are up to date not only with regard to the testator's specific circumstances, but also in relation to the new inheritance law. If, for example, a last will states that child A should receive her or his forced heirship share and child B should inherit the remaining estate, it may be worth clarifying whether child A should receive the forced heirship share in accordance with the current law or the smaller forced heirship share provided for by the new law once it becomes effective.

## Advise

The adopted draft bill is subject to an optional referendum. The date of entry into force of the revised inheritance is expected to be on 1 January 2023. Nonetheless, the proposed amendments should already be considered in current estate planning by taking the necessary steps to draft last wills accordingly.

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# 24 My Geneva Saverio Lembo

—  
Partner

«*THE ONLY REAL  
DRAWBACK OF  
GENEVA IS THE  
TRAFFIC DURING  
RUSH HOURS*»,



Saverio Lembo comments over the phone, with high background noise and the sound of honking cars.

The dispute resolution and white-collar crime specialist is on his way to the office on his red Vespa, driving slalom between the cars.



**Each issue of this magazine features a portrait of one of our locations presented by one of our local partners. To start off, Saverio Lembo introduces you to his very personal Geneva.**



Saverio lived in the USA, London and Germany.

*«The time abroad made me more open-minded and cosmopolitan. But it also highlighted the advantages we enjoy as Genevans and made me realize how happy I am to call this city my home.»*

Saverio recommends to hike up the Salève, one of the local mountains. It offers a breathtaking view of the city and the surrounding area. As a nice place to stay, he recommends La Reserve, located a bit outside the city centre on the lakeside. A Riva boat, a spa for relaxation and a Michelin star restaurant with Cantonese food welcome those who want to escape the hustle and bustle of the metropolis.



Resaturant Alma

21 years ago, Saverio set up the Bär & Karrer office in the city on the Rhone with a population of 200,000, together with Cédric Chapuis, who heads the financial services team.

*«I had one trainee at the time. That's it. I did everything on my own, from research to drafting»,*

Saverio remembers.

*«Today, my life has changed, with more than 15 specialists working in the dispute resolution team he grew over the years. 20 percent of the world's private assets are in Switzerland, most of them in Geneva. The city is also a hub for international organizations and diplomacy, for trade, the private wealth industry, as well as an important venue for arbitration. Matters handled by us at the Geneva office often revolve around related topics.»*

*«If you prefer to be in the middle of the action, you may want to stay at the Hotel Tiffany, for example.»*

Saverio enjoys fusion cuisine with a Peruvian focus at the restaurant Alma, one of his favorites. Also, a culinary highlight he recently discovered is Trattoria Ciro, where a young Neapolitan Chef talentedly revisits classical recipes from South of Italy. Saverio particularly likes Italian specialties – a tribute to his Italian roots.

*«Geneva is the most latin canton of Switzerland anyway», jokes the football fan, who dreamed in his young years to turn professional himself. His team: Servette FC, where he once played in the reserve team,*

*«and, of course, my heart also beats for Juventus Turin.»*

*Living with his family about 30 minutes from the city, Saverio has remained athletic. He runs and works out regularly. «But I also like operas. Especially those that end in “o” or “a”, like Il barbiere di Siviglia or Le nozze di Figaro. There are wonderful productions in the Grand Théâtre», he says with a smile. Saverio adds*

*«You will see and hear that the cliché of the Calvinist- Huguenot Geneva as a boring city is by no means true. You can have a lot of fun here if you know where – and with whom – to go!»*

Although the expats and the locals don't mingle that much, Geneva's cosmopolitan flair is omnipresent. The most international area is the embassy quarter

«Quartier des Nations» (175 countries are diplomatically represented in Geneva). The Acacias district is the trendiest. For years, the country's second largest city has been voted one of the top 10 places with the highest quality of life in the world. The advantages are obvious:

*«It's safe, clean, has an international airport and offers everything from sports – whether on the lake or in the mountains – to culture and business opportunities».*

Au revoir, Genève et à bientôt!



Musée d'ethnographie



14

# Switzerland extends the prohibition of abuse of market position.

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To relative market power and prohibits geo-blocking expectedly in 2022. These are the consequences for Swiss companies.

Switzerland introduces the concept of relative market power into its competition law. The main purpose of this amendment is to force foreign suppliers to supply Swiss customers abroad at the (more favourable) local market conditions. A second purpose is to introduce a general prohibition on companies with relative market power to abuse their market position. Furthermore, geo-blocking is prohibited.



## Extension of the prohibition to abuse its own market position to companies with relative market power

The Swiss Parliament has adopted an amendment to the Act on Cartels. Under the amended Act on Cartels, not only dominant companies but also companies with relative market power are prohibited from restraining other companies from exercising or entering into competition or placing trading parties at a disadvantage. This means that the rules that previously only applied to dominant companies now also apply to companies with relative market power.

A company has relative market power if another company depends on it for the supply or procurement of a product or service in such a way that there are no sufficient and reasonable opportunities to switch to other companies. While a dominant position generally requires a market share above 40%, relative market power can exist at significantly lower market shares. In determining whether a company has relative market power, the individual dependencies of the respective buyer or supplier in relation to the company in question are relevant. The notion of relative market power extends the scope of the rules governing the abuse of the own market position to significantly more companies. Many of them may not even be aware that the new rules apply to them because they do not see themselves as dominant. With the introduction of the notion of relative market power, the Swiss legislator follows the example of other jurisdictions such as Austria, Belgium, France and Germany which regulate the unilateral conduct of companies that are not dominant in the classic sense. Unlike the abuse of a dominant position, however, the abuse of relative market power is not subject to fines.

## Right to get supplied at the lower foreign prices

The main objective of the amendment of the Act on Cartels is to compel foreign suppliers to supply Swiss customers abroad at the applicable (lower) local prices and conditions. In other words, companies with relative market power will no longer be in a position unilaterally to refuse to supply Swiss customers abroad at the local prices and conditions.



## Extension of prohibition on abusing market position to companies with relative market power

As mentioned above, the amended Act on Cartels extends the rules that formerly only applied to dominant companies to include companies with relative market power. In effect, this will mean that a variety of practices will become unlawful unless they can be justified by legitimate business reasons, among others:

- > *Unequal treatment of similar customers or suppliers, e.g. in terms of prices, discounts, and terms and conditions; however, also the amended Act on Cartels arguably does generally not require an equal treatment of every and each trading partner, in particular if the discrimination does not restrict competition.*

- > *Termination of supply or procurement relationships; for example, to the extent that a distributor or retailer claims to be dependent on the supply of a certain product or brand, a supplier may need to carefully assess the justification for terminating such distributor or retailer.*
- > *Tying, i.e. making the conclusion of a contracts subject to buying or supplying supplementary goods or services.*

It remains to be seen how these rules will be applied in practice. It will be challenging to enforce these rules vis-à-vis companies with no physical presence and assets in Switzerland. While it can be expected that companies will increasingly use arguments in negotiations that the other party would be abusing its relative market power and file corresponding complaints at the Swiss competition authority, the Swiss competition authority will be unlikely to pursue every of these complaints and probably only pick a few of them to establish leading cases. The introduction of the notion of relative market power may therefore fail to meet the expectations that the Swiss Parliament raised.

Companies are well advised to analyze in which areas they may have relative market power (both in markets where they sell and purchase products) and to adapt their conduct if necessary. However, companies should also identify those areas where they may be dependent on suppliers or customers to make use of the new possibilities the concept of relative market power may offer to them.

**Prohibition on geo-blocking** The Swiss Parliament has also introduced a ban on geo-blocking in the Act against Unfair Competition. The amendment makes it unlawful (also for foreign traders) to discriminate against Swiss customers in any distance trade if there is no objective justification. Under the amendment it is unlawful to:

- > *discriminate in terms of price or terms of payment;*
- > *block or restrict access to an online portal; and*
- > *to redirect him/her without his/her consent to a version of the online portal other than that originally visited*

On the basis of the customer's nationality, place of residence, place of establishment, registered office of his/her payment service provider, or place of issue of his/her means of payment.

This prohibition does not apply to non-economic services of general interest; financial services; electronic communications services; public transport services; services of temporary employment agencies; health services; games of chance requiring a monetary stake, including lotteries, games of chance in casinos and betting; private security services; social services of all kinds; services linked to the exercise of public authority; activities of notaries and court officials appointed by public authorities; and audiovisual services.

## Entry into force

The date on which the amendments enter into force has not yet been determined. However, it is expected that the amendments will come into force in 2022.

«The notion of relative market power extends the scope of the rules governing the abuse of the own market position to significantly more companies. Many of them may not even be aware that the new rules apply to them because they do not see themselves as dominant.»

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LAST  
BUT  
NOT  
LEAST.

# NEWS & EVENTS

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# Facts about B&K Geneva Office

**1** st Bär & Karrer office outside Zurich, founded in the year 2000 with the purpose of being closer to our clients in the Romandie, the French speaking part of Switzerland, and of creating a gateway to France.

140 metres high is the Jet d'Eau, a large fountain situated where Lake Geneva exits as the Rhône and one of Geneva's most famous landmarks. It is visible from our offices. Watching the Jet d'Eau from close has a calming, almost meditative effect.

**12** Quai de la poste: our address in Geneva, in the heart of the city, a stone's throw away from the river Rhône.

48 stone [?] stairs lead to our reception desk.

O parking lots reserved for us means more biking, motorcycling, and public transport to work.

54 people currently work at our Geneva office, 10 of them are partners.

5 times the fun ski race on our annual Bär & Karrer skiing weekend was won by a team from Geneva, last time in [2020].

45 percent of our lawyers in Geneva are female



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