



GIBB&co

LAWYERS & NOTARY PUBLIC

EST 1982



www.gibblawyers.com



Guiding Malaysian
businesses & families with
trusted legal expertise.

Established 1892 • 130+ Years of Experience

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About Us

Firm Overview

Gibb & Co is a distinguished legal firm established in 1892, guiding Malaysian businesses and families with trusted legal expertise. The firm has a heritage spanning over 130 years of continuous legal excellence.

The practice is defined by its deep experience and commitment to personalised legal strategies, operating under a client-first approach.

Expertise

Gibb & Co provides comprehensive legal support for every stage of a client's journey. The firm delivers tailored solutions across multiple practice areas, including corporate, real estate, family, employment, intellectual property (IP), banking, and dispute resolution. The firm offers multilingual support across its regional offices.

Our Philosophy

We invest in our people to serve our stakeholders better.

By combining heritage values with modern practice, the firm ensures every client receives attentive, solutions-driven support tailored to their goals.

The firm was named a finalist for Litigation Law Firm of the Year at the Asian Legal Business (ALB) Malaysia Law Awards in 2025, highlighting its expertise in dispute resolution among Malaysia's top firms.

Heritage, Values and Legacy

Gibb & Co's foundation is rooted in a vision for service established during Malaya's rapid development.



A Legacy of Integrity

"Integrity, excellence, and unwavering commitment to justice."

- **Alfred Montagu Gibb**

The firm was founded in 1892 in Ipoh. The beginning of the firm was marked by Alfred Montagu Gibb's vision for service, arriving in Penang aboard a British ship and establishing the practice in Ipoh, grounded in trust and community impact. His dedication to rigorous standards set the values that guide the partners today.

The firm preserves core values of integrity while delivering continuous legal services across generations. The original guiding principles established by **Alfred Montagu Gibb** are:

- Legal Excellence: Commitment to the highest standards of professional conduct.
- Client Service: Dedicated service with integrity, confidentiality, and trust.
- Community Leadership: Active participation in the development of Malaya's legal framework.
- Professional Heritage: Building a lasting legacy of legal expertise and institutional knowledge.

Our History

Founded over a century ago, GIBB & CO. maintains a rich professional heritage and institutional knowledge

1892
1906
1930
2025

The firm traces its origins to 1892, when Alfred Montagu Gibb arrived in Penang aboard a British vessel and went on to establish Gibb & Co. in Ipoh. That moment marked the start of our enduring legal legacy.

Upon Alfred Montagu Gibb's retirement, Ashworth Hope joins as partner, and the firm is renamed to Gibb & Hope, continuing the tradition of excellence.

Upon Alfred Montagu Gibb's retirement, Ashworth Hope joins as partner, and the firm is renamed to Gibb & Hope, continuing the tradition of excellence.

Following a strategic review of our clients' needs and long-term direction, we closed the Teluk Intan, Penang, and Kuala Lumpur branches.

As demand shifts toward centralised expertise and enhanced digital access, this consolidation strengthens our capabilities and ensures clients continue to receive the highest standard of service.

Our Values

Our Mission

To guide Malaysian businesses and families with trusted legal expertise, combining over 130 years of heritage and integrity with modern, solution-driven practice.

01. Compassion

Our genuine care to help resolve problems lies in our compassion for the communities we work within to constantly make them better. Without compassion, one cannot get the best solution.

02. Communication

One of the most important aspect of communication is by listening to our client's perspective and objectives to understand a client's requirements, business and corporate culture

03. Creativity

By thinking out-of-the-box, we craft creative solutions for client while mitigating any risk. Providing solutions to better equip them to deal with the ever evolving business environment.

04. Perseverance

With perseverance, anything and everything can be achieved.

05. Negotiation

We take a pro-active stand and seek alternative solutions to address legal issues in the hope of avoiding litigation.

06. Integrity

We maintain a high standard of professionalism, integrity and ethics by performing an overall assessment of every brief, we advise our clients on the best course of action without compromising our integrity.

Our Partners

The senior team guiding clients through Malaysia's most complex matters

With more than 90 years of combined practice, our partners pair heritage experience with modern insight to deliver decisive legal strategies for businesses and families alike.



ZORINAH BT. MOHD

SOBRI

MANAGING PARTNER

E. ERNEST
BALASINGAM

SENIOR PARTNER

EDWIN SEIBEL
(A.M.P)

SENIOR PARTNER

ABOUT ERNEST



“Commitment does not need an alarm clock.”

E. Ernest Balasingam

SENIOR PARTNER

EXPERIENCE

Ernest Balasingam is Senior Partner at Gibb & Co. Advocates & Solicitors, where he has spent nearly three decades specialising in employment law, industrial relations, and judicial review. He is engaged for high-stakes restructuring, employee misconduct investigations, and regulatory compliance mandates that call for legal rigor and a nuanced grasp of organisational dynamics.

His academic grounding in Physical & Health Education (University of Toronto) and Law (University of Wolverhampton) reflects the discipline and adaptability that shape his work. As founder of Back2Basics Consultants, an HRDCorp Registered Training Provider, Ernest trains and advises companies on HR best practices, workplace mental health, leadership, and compliance frameworks, championing evidence-based policies over superficial fixes.

Outside chambers, Ernest's four-decade journey as an endurance athlete fuels his community commitments. A former triathlete, he helped establish the Malaysian and Perak Triathlon Associations in the early 1990s and continues to raise funds for underserved causes through cycling initiatives such as Sepeda Amal Borneo (SAB) and AWOL Riders.



29+

Years in Practice



40 Years

Endurance Athlete & Charity Rider

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Practice Areas

Employment Law . Industrial Relations Litigation . Organisational Right-sizing and Compliance . Judicial Review . Wills & Trusts . Estate Administration & Executorship . General Civil Litigation . Conveyancing

ABOUT ZORINAH



"Justice begins with integrity, and integrity begins with how we serve."

Zorinah bt. Mohd Sobri

MANAGING PARTNER

Experience

Zorinah binti Mohd Sobri is a Senior Partner at Gibb & Co., one of Ipoh's longest-standing firms. Called to the Malaysian Bar in 1988 after completing her LL.B (Hons) at the University of Malaya, she has dedicated more than three decades to advancing justice through professionalism and service.

Her practice spans civil and commercial litigation, corporate and contract advisory, and probate and estate administration. She is recognised for delivering clear, practical strategies grounded in integrity and diligence.

Zorinah advises individuals, families, and corporations on property transactions, commercial agreements, dispute resolution, and family matters, always with a client-centric, pragmatic approach built on trust and long-term relationships.



37+

Years Experience



Since 1988

Called to Bar



zorinah@gibblawyers.com



+60 5 241 0027

Practice Areas

Civil Litigation . Commercial Litigation .
Corporate Advisory . Contract Advisory .
Probate & Estate Administration . Family &
Matrimonial Matters . Property Transactions .
Dispute Resolution

ABOUT EDWIN



"Life is God's gift to us. What we do with it is our gift to God."

Edwin Seibel (A.M.P)
SENIOR PARTNER

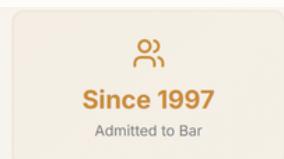
Experience

Edwin Seibel is an Advocate and Solicitor of the High Court of Malaya with more than 29 years of practice. As Senior Partner of Gibb & Co. in Ipoh, he stewards one of the city's most established firms and continues its tradition of meticulous, client-centred advocacy.

His caseload spans civil and commercial litigation, corporate advisory mandates, property and trust matters, employment disputes, and family law. Clients rely on Edwin for clear, practical strategies that balance legal precision with empathy for the people behind every brief.

He is regularly instructed on shareholder arrangements, joint ventures, real estate transactions, and complex documentation, from sale and purchase and loan agreements to settlement terms and trust instruments.

Beyond chambers, Edwin is a committed community leader. Twice elected President of the Rotary Club of Ipoh and a two-term Assistant Governor for Rotary International District 3300, he champions initiatives that support orphans, underprivileged families, and special-needs children.



edwin@gibblawyers.com

+6016 550 8650

Practice Areas

Civil Litigation . Commercial Litigation .
Corporate Advisory . Property & Trust
Matters . Employment Law . Family Law .
Real Estate Transactions . Dispute
Resolution



Our Services

Specialist legal counsel across corporate, commercial, and personal matters

For over 130 years, we've partnered with organisations and families to navigate complex legal landscapes with clarity, strategy, and care.



WHAT WE OFFER

Authentication Services

Corporate, Litigation, and Finance

Specialized Practice Areas

Knowledge Transfer

In our Client-Partner relationship, we listen with compassion to understand our clients, their business, its corporate culture so as to better equip our clients for the ever-evolving complex environments and provide winning solutions while mitigating the risks

Authentication Services

Notarial services recognised locally and abroad.



Notarial Services

Ensure your documents meet international standards with attestation handled by our experienced notary public.

Common documents we certify:

- | | |
|-------------------------|-------------------------|
| ➤ Identity Cards | ➤ Passports |
| ➤ Academic Certificates | ➤ Commercial Agreements |
| ➤ Property Transfers | ➤ Estate Paperwork |

Overview

Professional attestation

Whether you're completing a property transfer, managing overseas business filings, or arranging estate documentation, our notarial team provides fast, compliant certification.

Why clients choose us:

- Documents trusted by embassies and regulators worldwide
- Efficient scheduling without unnecessary delays
- Guidance on required supporting paperwork

Book an appointment

Contact our Ipoh office to schedule notarisation with William Balasingam.



Call +60 12-505 0713

Corporate, Litigation, and Finance

Expert legal solutions for corporate, litigation, and finance matters, protecting your business and guiding you to success.



Corporate & Commercial Law

Law governs the formation of companies, corporate restructuring, shareholder rights, mergers, and acquisitions and commercial transactions.

How we can help

- Incorporation
- Joint venture agreement
- Registration of Offshore Company
- Company Secretarial Work
- Due Diligence
- Corporate Restructuring
- Share Buy Back/Capital Reduction
- Purchase of Shares
- Memorandum and Articles of Association
- Mergers and Acquisitions
- Scheme of Arrangements

Overview

With our dedicated team of corporate lawyers, we support your commercial decisions by investing time in understanding your objectives and working alongside you to achieve them by advising on a wide range of corporate and commercial law services such as banking and finance, company incorporation, privatization, accounting, joint ventures, insurance, investment and real estate.

For Corporate Restructuring, we provide innovative, practical legal solutions to clients involved in distressed company situations. Our experience across a variety of industries and with all types of restructuring, combined with our wide-ranging practice capabilities and dedication to client service, allows us to address clients' needs in any restructuring situation.

Our lawyers have a very diverse skill set, spanning dispute resolution, mergers and acquisitions, capital markets, and finance. This equips us to deal with the complex issues that arise in workouts, the rehabilitation process, and solvent reorganisations.



Alternate Dispute Resolution & Litigation

The procedure for settling disputes without litigation, such as adjudication, arbitration, mediation, or negotiation while litigation is the process of taking legal action.

How we can help

- Banking
- Insolvency Securities
- Employment
- Land Disputes
- Insurance Securities
- Corporate
- Winding Up and Breach of Duty by Directors
- Construction and Building Contracts
- Sales of Goods

Overview

We assist to balance our client's objectives with regards to their legal and commercial risk and guide them to solve disputes efficiently and effectively. Disputes can be commercially and emotionally exhaustive for the parties involved. We strongly believe in the benefits of Alternative Dispute Resolution namely Adjudication, Arbitration and Mediation as an alternative to litigation. In the event litigation is unavoidable or at the preference of our client, our tenacious lawyers have a vast experience in general litigation matters.

Corporate, Litigation, and Finance

Expert legal solutions for corporate, litigation, and finance matters, protecting your business and guiding you to success.



Insurance

Legal services covering insurance claims, disputes, and regulatory compliance.

How we can help

- Insurance policy drafting and review
- Insurance Disputes and Litigation
- Property Insurance Claims
- Marine Insurance Claims
- Claims Handling and Assessment
- Motor Vehicle Accident Claims
- Professional Indemnity Matters
- Regulatory Compliance and Licensing

Overview

Our insurance practice encompasses all aspects of insurance law, from policy drafting and claims handling to complex insurance disputes. We advise on motor, property, marine, professional indemnity, and other insurance matters, helping clients understand their rights and obligations under insurance policies.



Debt Recovery

Legal processes and procedures for recovering outstanding debts and financial obligations.

How we can help

- Demand Letters and Notices
- Asset Tracing and Recovery
- Negotiation and Settlement Agreements
- Security Enforcement
- Debt Recovery Litigation
- Enforcement Proceedings
- Bankruptcy and Winding Up Proceedings

Overview

Our debt recovery services are designed to help clients recover outstanding debts through various legal mechanisms while maintaining professional relationships where possible. We understand that debt recovery requires a balance between firm legal action and commercial sensitivity.

Specialised Practice Areas

Specialised legal solutions spanning employment, real estate, estate planning, construction, family, IP, administrative, and criminal matters; protecting your rights at every stage.



Employment Industrial & Human Resources

The area of law that governs the employer-employee relationship.

Overview

Employment law has become increasingly complex in view of numerous statutes which protect the rights and interest of workers / employees. In view of such complexities, we are focused in practical outcomes which benefit both the Employer and the Employee.

We offer practical solutions by providing hands on advice in respect of disputes which arise in the work place. We work closely with our clients to manage employment and safety risks, protect corporate reputation and manage employer-employee relations as these are factors that impacts our client's commercial decision-making.

How we can help

- Re-organisations and separation of work force to ensure companies operate profitably and efficiently.
- Drafting of Contracts of Employment and HR Policies to ensure that they are in compliance with local legislation.
- Assisting with setting up of a domestic inquiry panel to investigate any allegations of misconduct.
- Representing parties at the Industrial Court and Court of Appeal on disputes arising out of dismissals and trade disputes.
- Creating strategies on the right sizing of companies.
- Preparation of performa letters to assist in management of indiscipline and misconduct which is consistent with the legal requirements for fairness and just cause.
- Representing parties at the Department of Industrial Relations in respect of complaints made under Section 20 of the Industrial Relations Act 1967.



Real Estate & Conveyancing

Real estate law governs who may own and use the land while in law, conveyancing is the transfer of legal title of real property from one person to another, or the granting of an encumbrance such as a charge, assignment or lien.

How we can help

- Conversion, Amalgamation, Subdivision, Partition Land
- Development Agreements
- Negotiation and Settlement Agreements
- Tenancy Agreements
- Forfeiture of Land by Virtue of Breach of Condition of Title
- Surrender and Exchange of Land with The State Government

Overview

Our lawyers have in-depth expertise for real estate transactional matters apart from the standard conveyance and application for loans for housing and development projects. We service individual purchasers, investors, real estate companies, developers and financial institutions in a full range of real estate matters.

Specialised Practice Areas

Specialised legal solutions spanning employment, real estate, estate planning, construction, family, IP, administrative, and criminal matters; protecting your rights at every stage.



Construction & Engineering Law

Legal services for construction projects, engineering contracts, and infrastructure development

How we can help

- Construction Contract Drafting and Review
- Project Financing and Development
- Adjudication and Arbitration Proceedings
- Delay and Disruption Claims
- FIDIC and Standard Form Contracts
- Construction Dispute Resolution
- Professional Negligence Claims
- Defects and Warranty Matters

Overview

Our construction and engineering law practice serves contractors, developers, consultants, and other stakeholders in the construction industry. We provide practical legal solutions for complex construction projects, from initial planning through completion and beyond.



Intellectual Property

Protection and enforcement of intellectual property rights including trademarks, patents, and copyrights

How we can help

- Trademark Registration and Prosecution
- Copyright Registration and Protection
- IP Due Diligence and Portfolio Management
- IP Enforcement and Litigation
- Patent applications and prosecution
- Industrial design registration
- IP licensing and Assignment Agreements
- Anti-counterfeiting Measures

Overview

Our intellectual property practice covers all aspects of IP law, from registration and prosecution to enforcement and litigation. We help clients protect their innovations, brands, and creative works while navigating the complex landscape of IP rights in the digital age.

Specialised Practice Areas

Specialised legal solutions spanning employment, real estate, estate planning, construction, family, IP, administrative, and criminal matters; protecting your rights at every stage.



Administrative Law

Law dealing with the establishment, duties, and powers of and available remedies against authorized agencies in the executive branch of the government

How we can help

- On breaches under Town & Country Planning Act 1976, Local Government Act 1976 & Street Drainage & Building Act 1974
- Applications for Judicial Review, Declarations & Injunctions
- On Forfeiture & Compulsory Acquisition by Local Authorities

Overview

We are at the forefront of issues which are of public concern to the community as well as for the commercial and industrial sectors with matters relating to complex public laws. The act, omission and neglect by any Public Authority is analyzed against the prejudice and detriment to the community. Our objective is to engage public authority into a discussion and to make decisions which will serve to benefit the community. Our lawyers are experienced judicial review, tribunal proceedings, disciplinary proceedings and statutory appeal work.



Criminal Law

Law concerned with the punishment of offenders, threatening, harmful, or otherwise endangering to the property, health, safety, and moral welfare of people inclusive of one's self.

How we can help

- The Penal Code
- Prevention of Corruption Act
- Firearms Act
- Local Government Act and Subsidiary Legislation
- Security Industries Act
- Security Offences (Special Measures) Act 2012
- Road Transport Act
- Companies Act
- Dangerous Drugs (DDA) Act
- Employee Provident Fund (EPF) Act and Social Security (SOCSO) Act
- Dangerous Drugs (Forfeiture of Property) Act 1988
- Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001

Overview

With our experienced and dedicated lawyers, we handle a broad spectrum of cases which are of diverse criminal nature with tenacity. Whatever the challenge, we partner with our clients every step in the process.

Specialised Practice Areas

Specialised legal solutions spanning employment, real estate, estate planning, construction, family, IP, administrative, and criminal matters; protecting your rights at every stage.



Trust & Estate Planning

Comprehensive estate planning, trust administration, and succession services

How we can help

- Will Drafting and Estate Planning
- Probate and Estate Administration
- Tax-efficient Wealth Transfer Strategies
- Estate Disputes and Litigation
- Claims Handling and Assessment
- Succession Planning for Businesses
- Guardianship and Power of Attorney
- Cross-border estate planning

Overview

Our trust and estate planning practice helps individuals and families plan for the future through comprehensive estate planning strategies. We assist with will drafting, trust establishment, estate administration, and succession planning to ensure your assets are protected and transferred according to your wishes.



Family Law

The branch of law that deals with matters relating to the family, such as divorce and child custody.

How we can help

- Deed of family settlements
- Custody & Maintenance
- Divorce, Nullity
- Adoption

Overview

Family and matrimonial disputes are sensitive matters and we believe that litigation should be the last resort. We guide our clients towards settlement by focusing on solutions and conclusions that are viable for all parties. In the event we move onto litigation, our priority is to safeguard our clients' interest.

Knowledge Transfer

Custom, HRDCorp-claimable training programmes that equip leaders and teams to anticipate risks, meet regulatory requirements, and turn complex legislation into practical, compliant workplace policies.



Training Excellence

We design bespoke workshops and briefings that help leadership teams anticipate risk and navigate regulatory change.

Overview

From company compliance to succession, we run practical sessions which translate legislation and case laws into actionable policies and workflow for your teams.

Our clients across the manufacturing and heavy industries rely on our training expertise to deliver scenario based learning to prepare them for real world decisions.

Training Topics

- Bullying & Sexual Harassment in the work place
- Basic HR for Non-HR Managers/Executive
- HR Compliance incorporating Personal Data Protection and Environmental Social Governance compliance
- Domestic Inquiry training for DI panel and prosecution team
- Leadership and managing teams in the workplace
- Managing Termination and the disciplinary process
- Performance Management
- Personal Data Protection Act training for Companies & Data Protection Officers
- Tailored programs to meet your company's SOP's and compliance requirements



Get In Touch

We're here to discuss your legal strategy in confidence

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Notary Public Service (Ipoh)

Arrange document attestation with our Notary Public for international and local matters.

William Balasingam



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