
Zac Sammour

Zac has experience in substantial and complex litigation across the main areas of Chambers' work. He has appeared in the Supreme Court, Court of Appeal, all divisions of the High Court, the Employment Appeal Tribunal, the Competition Appeal Tribunal and a number of specialist first-tier tribunals (employment, information law and immigration and asylum).

He is ranked in the legal directories (Legal 500 and Chambers and Partners) where he is described as *"absolutely outstanding"*, *"a superb barrister"*, *"a rising star"* who is *"forensic in his examination of the brief, and does not let anything go or leave any stone unturned"*.

Specialisms

Commercial and Business Protection

Zac accepts instructions in all areas of commercial dispute resolution. He has particular experience in claims for civil fraud or which concern the breakdown of shareholder, director or executive employment relationships.

Zac is currently instructed as sole counsel in a number of matters in the High Court. He has also been instructed in proceedings in the Dubai International Finance Centre (DIFC).

Zac's recent instructions include:

- ***Sheikh Mohamed Bin Issa Al Jaber & Ors v Salfiti & Ors*** (Chancery Division). Zac acts for Mr Salfiti in multi million pound civil fraud claim involving allegations of identity theft and document manipulation. Zac appeared at the return date of a freezing injunction obtained ex parte against the Defendant at which the injunction was discharged in its entirety and indemnity costs ordered against the Claimants ([2018] 11 WLUK 46) (led by Olivier Kalfon). The claim is due to be tried in 2021.
- ***MBI International & Partners Inc (in Liquidation) v Sheikh Mohamed Bin Issa Al Jaber, Salfiti & Ors*** (Chancery Division). Zac acted for Mr Salfiti in a cross-border insolvency claim for c. £250 million brought by the liquidator of a BVI company. The claim against Mr Salfiti was discontinued following the exchange of witness statements.
- ***Allen & Anr v Rabobank*** (Commercial Court). Zac acts for the Claimants who seek indemnification from their former employer in respect of their legal costs in defending criminal proceedings arising out of the LIBOR scandal (instructed by Michelmores). The claim was the subject of an unsuccessful application for summary judgment ([2020] EWHC 1902 (Comm)).
- ***Rollingson v Hollingsworth & Ors*** (Queen's Bench Division). Zac acts for the Claimant in a team move case involving claims for breaches of contract, breaches of fiduciary duty, dishonest assistance, unlawful means conspiracy and inducement (led by Richard Leiper QC, instructed by Lewis Silkin).
- ***Richard Pease v Henderson Administration Ltd*** [2018] EWHC 661; [2019] EWCA Civ 158. Zac acted for the successful claimant, an investment fund manager, who brought a claim against his former employers for breach of contract arising out of its failure to pay him c. £4 million in management fees and its failure to allow him to replace the manager of a £1 billion investment fund on termination of his employment. Mr Pease successfully defended



Professional Summary

Called 2014

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Henderson's counterclaim for c. £2 million in the High Court, a decision reversed on appeal (led by Richard Leiper QC, instructed by Michelmores).

- ***SCDS Tofan Srl v Master Chem Oil Ltd*** [2018] EWHC 3564 (Comm). Zac appeared as sole counsel for the claimant in a contractual debt claim in the Commercial Court in which the Claimant obtained judgment for a seven figure sum.
- ***A v B***. Zac acted for the Defendants in a claim alleging fraudulent misappropriation of c £2 million arising out of a disputed declaration of trust of shares in the Claimant. The claim has settled (led by Richard Leiper QC).
- ***Bartholomews Agri Food Ltd v Thornton*** [2016] IRLR 432, an application for an interim injunction enforcing the terms of a restrictive covenant contained in the respondent employee's contract of employment. Zac acted for Bartholomews (led by Daniel Stilitz QC).
- Acting as sole counsel for a defendant in a claim for an interim injunction to enforce the terms of restrictive covenants contained in a share purchase agreement.
- Acting as sole counsel contractual adjudication between two NHS bodies worth in excess of £800,000.

Zac also has experience of arbitration proceedings in partnership disputes.

Employment Law

Zac regularly appears as sole counsel in the Employment Tribunals in high value and complex claims. Zac has particular experience in whistleblowing and discrimination claims. He also has experience in appellate matters. Zac is regularly instructed against more senior counsel.

In addition to the commercial employment work listed above, Zac's recent employment law work includes:

- Successfully defending a whistleblowing and ordinary unfair dismissal claim brought by a senior executive who had been dismissed for breaching the employer's anti-bribery and corruption policies. The trial was heard over 6 days. The Claimant has been granted permission to appeal to the EAT.
- Successfully resisting an application for interim relief in a whistleblowing claim involving allegations of unpaid tax.
- ***Fleming v East of England Ambulance Service NHS Trust***, EAT, 28 November 2017. Zac acted for the appellant, who successfully challenged a decision of the Employment Tribunal to exclude his covert recording of the private discussions of a disciplinary panel. The EAT ruled that the recordings were admissible, except those parts that were caught by legal professional privilege (led by Jane McCafferty, instructed by Steeles Law).
- Successfully defending claims for maternity discrimination and unfair dismissal in a 5 day hearing. Those claims arose out of a global redundancy exercise carried out by the Respondent, a US-based Company;
- Appearing as sole counsel for a respondent in a multi week trial during which the respondent successfully defended claims for victimisation, race discrimination and harassment;
- Appearing and advising (both for claimants and respondents) on claims for breach of contract, unfair dismissal, race discrimination, disability discrimination, and whistleblowing.

Media, Data Protection and Information Rights

Zac has a broad media and data protection practice and has acted in a number of high profile and complex matters. These include:

- ***Facebook v Information Commissioner*** (EA/2018/0256). Zac acted for Facebook in its appeal against a monetary penalty notice issued by the Information Commissioner in connection with the Cambridge Analytica matter (led by Anya Proops QC with Robin Hopkins, instructed by Baker McKenzie).

- ***Atkinson v Equifax Limited***. Zac acts for Equifax in an ongoing claim in the Queen's Bench Division arising from the criminal cyberattack suffered by Equifax in 2017 (led by Anya Proops QC with Robin Hopkins, instructed by Hogan Lovells).
- ***Whyte v CBS Interactive Inc & Anr*** (Media and Communications List), a claim by the well-known boxer Dillian Whyte arising out of the publication of an article discussing Mr Whyte testing positive for a banned substance in advance of a high profile fight. Zac acts for the Defendants (led by Anya Proops QC, instructed by Howard Kennedy).
- ***Newman v Southampton City Council*** [2020] EWHC 2148 (Fam). Zac acts for Ms Newman, a journalist seeking access to court documents in relation to care proceedings. Her application for access to the Court file was rejected at first instance. Ms Newman has been granted permission to appeal to the Court of Appeal (Led by Anya Proops QC with Kate Temple-Mabe, instructed by Howard Kennedy).
- Acting for a prominent newspaper editor in High Court proceedings involving an alleged misuse of private information (led by Anya Proops QC).
- Acting for a number of large and well-known entities in relation to widely publicised data breach issues.
- Providing data protection advice to very high profile individuals.

Zac has appeared, both as sole and junior counsel, in a number of information law cases, including ***Galloway v Information Commissioner*** (2017) and ***All Party Parliamentary Group on Drones v ICO and Ministry of Defence*** (2017) (led by Timothy Pitt-Payne QC). He has also advised on a range of data protection issues, and has appeared in the county court in data protection matters.

Zac has also acted for the Information Commissioner in a number of cases, including in ***Department for Works and Pensions v Information Commissioner***, a case in which the Department for Works and Pensions called evidence from Sir Oliver Letwin.

Public Law

Zac has a broad public law practice, and has appeared in a number of claims for judicial review. His work encompasses human rights, local government, asylum and constitutional law. His current and recent work includes:

- Acting for the Claimant in ***R (on the application of the Palestine Solidarity Campaign) v Secretary of State for Communities and Local Government*** in the High Court ([2017] EWHC 1502 (Admin)), the Court of Appeal ([2018] EWCA Civ 1284) and the Supreme Court ([2020] UKSC 16; [2020] 1 WLR 1774), a challenge to guidance from the defendant Secretary of State which sought to prohibit the administering authorities of the local government pension schemes from adopting policies of boycott, divestment and sanction against foreign nations (led by Nigel Giffin QC, instructed by Bindmans). The Supreme Court held that the challenged part of the guidance was contrary to the *Padfield*
- Acting for the Claimant in ***(R on the application of Tirkey) v the Lord Chancellor & the Director of Legal Aid Casework*** [2017] EWHC 3403, a challenge to the operation of the statutory charge (led by Peter Oldham QC, instructed by the Anti-Trafficking and Labour Exploitation Unit).
- Acting for Leicester City Council in ***R (on the application of Jewish Human Rights watch) v Leicester City Council*** in both the High Court ([2016] EWHC 1512 (Admin)) and the Court of Appeal ([2018] EWCA Civ 1551), a challenge to a resolution of the Council calling for a boycott of goods produced in Israeli settlements in the Occupied Palestinian Territories. The Council successfully defended that claim in the Divisional Court and in the Court of Appeal (led by Andrew Sharland QC).
- Acting for the Claimant in ***Gulf Center for Human Rights v the Prime Minister*** in both the High Court ([2016] EWHC 1323 (Admin)) and the Court of Appeal ([2018] EWCA Civ 1855), a challenge against changes to the Ministerial Code (led by Jason Coppel QC and Hannah Slarks, instructed by Deighton Pierce Glynn).
- Acting for the Claimant in a claim for judicial review against the Secretary of State for the Home Office's refusal to grant her temporary leave to remain in the United Kingdom on

grounds of her statelessness. The claim settled in 2018.

Procurement/Competition

Zac acted for the Claimant in ***Serco v Secretary of State for Defence***, a large and complex procurement challenge relating to a substantial contract worth c. £1billion. The claim settled before trial (led by Joseph Barrett with Edward Capewell, instructed by DWF).

Zac also has experience in competition law. He acted for the Claimant in ***Balmoral Tanks Limited v CMA*** in both the CAT ([2017] CAT 23) and the Court of Appeal ([2019] 4 CMLR 25; [2019] EWCA Civ 162)), the first decision of the UK courts on information exchange infringements.

Zac has broad ranging experience with EU law issues. Zac acted for a claimant in a claim for judicial review which argued that guidance issued by the Secretary of State was contrary to the IORP Directive (***R (on the application of the Palestine Solidarity Campaign) v Secretary of State for Communities and Local Government*** (led by Nigel Giffin QC) .

During pupillage, Zac gained extensive experience on competition cases, including ***Sky v Ofcom*** [2015] CAT 9 (assisting David Scannell) and ***Speed Medical Examination Services v Secretary of State for Justice*** [2015] EWHC 3585, a judicial review challenging reforms to the process for handling soft tissue whiplash claims on the basis (inter alia) that they gave rise to breaches of competition law (assisting Gerard Rothschild).

Zac also gained experience during pupillage in the following areas:

- EU sanctions;
- The Common Agricultural Policy and;
- Challenges to decisions of the European Medicines Agency.

Sports Law

Zac has recent experience in substantial sports-law cases.

- ***Zverev v Ace Group International*** (Chancery Division). Zac acted for the Claimant, a prominent tennis player, in his dispute with his former manager. Mr Zverev alleged that his representation agreement with his manager was an unenforceable restraint of trade, and sought declaratory relief to that effect. The claim was settled on the second day of trial (led by Anya Proops QC, instructed by Howard Kennedy).
- ***Whyte v CBS***. Zac acts for the Defendant to a claim brought by high-profile boxer, Dillian Whyte. The claim raises issues as to the confidentiality and privacy of anti-doping tests undertaken by professional athletes.

Public International Law

Zac maintains a keen interest in public international law. He was involved in human rights litigation conducted in a key African jurisdiction which raised a number of important public international law and human rights law issues, and which ended successfully for his client at appellate level. He is currently instructed in matters raising public international law issues in relation to a Middle Eastern state.

His other public international law experience includes:

- ***Al Waheed v Ministry of Justice***; a leapfrog appeal to the Supreme Court on the scope of Article 5 in the non-international armed conflicts in Iraq and Afghanistan (as a pupil assisting Karen Steyn QC and Julian Blake).
- ***Assuranceforeningen Gard Gjensidig v International Oil Pollution Compensation Fund*** [2015] EWHC 2117 (QB), a case involving the scope of the immunities of non-international organisations (as a pupil assisting Oliver Jones).
- Challenging a decision by the Council of Europe placing a major Russian Bank and its

Turkish subsidiary on sanctions lists, relying on the countermeasures doctrine under international law (as a pupil assisting Maya Lester).

Recent Cases

Zac's recent, notable cases include:

- *Allen v Co-operative Rabobank UA* [2020] EWHC 1902 (Comm)
- *Newman v Southampton City Council* [2020] EWHC 2103
- *Facebook v Information Commissioner* (EA/2018/0256)
- *Serco v Secretary of State for Defence* [2019] EWHC 549 (TCC) & [2019] EWHC 515 (TCC)
- *Sheikh Mohamed Bin Issa Al Jaber v Salfiti & Ors* [2018] 11 WLUK 46
- *SCDS Tofan Srl v Master Chem Oil Ltd* [2018] EWHC 3564 (Comm)
- *R (on the application of Jewish Human Rights watch) v Leicester City Council* in the High Court [2016] EWHC 1512 (Admin) and in the Court of Appeal [2018] EWCA Civ 1551
- *R (on the application of the Palestine Solidarity Campaign) v Secretary of State for Communities and Local Government*; High Court [2017] EWHC 1502 (Admin); Court of Appeal [2018] EWCA Civ 1284 and Supreme Court; [2020] UKSC 16; [2020] 1 WLR 1774
- *Richard Pease v Henderson Administration Ltd* [2018] EWHC 661; [2019] EWCA Civ 158
- *Balmoral Tanks Limited v CMA* [2017] CAT 23; [2019] EWCA Civ 162
- *Fleming v East of England Ambulance Service NHS Trust* EAT, 28 November 2017
- *(R on the application of Tirkey) v the Lord Chancellor & the Director of Legal Aid Casework* [2017] EWHC 3403
- *All Party Parliamentary Group on Drones v ICO and Ministry of Defence* (2017)
- *Bartholomews Agri Food Ltd v Thornton* [2016] IRLR 432
- *Gulf Center for Human Rights v the Prime Minister* in the High Court [2016] EWHC 1323 (Admin) and in the Court of Appeal [2018] EWCA Civ 1855

Recommendations

"He does an excellent job and is very bright" **Chambers & Partners**

"He's a superb barrister, who gets up to speed very quickly with the issues in the case and has a very thorough, detailed knowledge of the law" **Chambers & Partners**

"Forensic in his examination of the brief, and does not let anything go or leave any stone unturned. A rising star" **Chambers & Partners**

"Absolutely outstanding" **Legal 500**

Education

London School of Economics, LLB (First Class)

Oxford University, BCL (Distinction)

Awards

- Sweet and Maxwell Prize for Best Performance in final year exams (LSE)
- Clifford Chance Prize for Best Performance in Property II (LSE)

- Archibald Jackson Prize (Somerville College, Oxford)
- Denning Scholarship (Lincolns Inn)
- Hardwicke Entry Award (Lincolns Inn)

Other

Zac enjoys combat sports and competed for a number of years at an amateur level in boxing and Muay Thai. Zac competed for Oxford in the 2013 Varsity Match, where he beat the Cambridge captain and won Oxford's award for Best Technical Boxer. He is a long-suffering fan of Newcastle United FC.



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