

SETON HALL | LAW

Healthcare Compliance
Certificate Program



Yuet Ming Tham

Partner

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YUET MING THAM is the global co-leader of the White Collar Defense and Investigations practice and leader of the Asia Pacific Compliance and Investigations practice. She speaks fluent English, Mandarin, Cantonese, and Malay, and is admitted in New York, England and Wales, Hong Kong, and Singapore.

Yuet is a globally recognized Life Sciences leader and has represented more than 40 different Life Sciences clients headquartered in the U.S. and Europe. She has extensive experience advising her clients on healthcare compliance, clinical trials, off-label promotion, direct-to-consumer advertising of prescription drugs and OTC medication, drug labelling, patient interactions, as well as on a variety of commercial matters such as the negotiation of distribution agreements and the termination of distributors. Yuet is also well-versed in the regulation of novel foods and sustainable proteins.

Yuet has a special focus on the FCPA, corporate compliance and investigations, sanctions, privacy, cybersecurity, and employment law. She has led investigations and compliance projects across Asia Pacific, Europe, the Middle East, Africa, and Latin America, and has counselled clients on matters involving the U.S. Department of Justice, the U.S. SEC, FINRA, the HK Securities and Futures Commission, as well as investigations by other enforcement agencies in Asia. Most recently, Yuet led investigations in India, China, Indonesia, Japan, South Korea, Thailand, Vietnam, the Philippines, Australia, Nepal, Turkey, Egypt, Saudi Arabia, Israel, Nigeria, South Africa, and Algeria.

Accolades

Advocacy on behalf of her clients has earned Yuet notable awards and acknowledgement:

- Since 2012-2024, Yuet has been recognized by Chambers Global, Chambers Asia-Pacific, and Chambers Greater China, where she is ranked “Band 1” in the Corporate Investigations/AntiCorruption (International Firms) category. In the 2024 edition, clients have commented that “Yuet has a very practical and very global view, and she is trusted for her intimate knowledge of risk and enforcement in the market,” and “her knowledge of the broader Asia-Pacific legal environment, as well as specialized knowledge in healthcare, makes her an important resource in the region.” In 2023, a client noted that Yuet is “in a class of very elite lawyers who handle the most complex international issues and make it look easy.” And another source added “She is my go-to in the APAC and around the world.”

- From 2012-2024, Chambers Asia-Pacific and Chambers Greater China Region has ranked Yuet in the Life Sciences: International category in “Band 2”, and she has been described as “the subject matter expert in the life science industry”, with the Sidley team ranked “Band 1” in the Life Sciences category for Chambers Greater China.
- Yuet is a “Leading Individual” for Regulatory: Anti-Corruption and Compliance in *Legal 500 APAC Hong Kong* (2023-2024), and a recommended “White Collar Crime” lawyer in *Legal 500 APAC Singapore* (2023). In the 2024 edition, a client has commented that “Yuet Ming Tham is a powerhouse. She knows the various APAC markets thoroughly, and we count on her insight to make strategic decisions. Our business goes to her and her alone. Truly head and shoulders above all the others in the region.”
- Yuet is ranked as a recommended “Compliance and Investigations” lawyer by the *Legal 500 Latin America* 2024 edition.
- Yuet was added by Global Investigations Review 2021 to its list of “Top 100 Women in Investigations” globally.
- Yuet was listed as a leading lawyer in the *Women in Business Law Expert Guide* 2021.
- Yuet was awarded the “Top 100 Women in Law” recognition for the Asia Pacific region and as the “Dispute Resolution Star: White-collar” by *Benchmark Litigation Asia-Pacific* from 2019-2023. In the 2023 edition, clients noted that Yuet “Provides pragmatic advice, and manages complex issues efficiently and cost effectively.”
- Yuet was recognized by *Who’s Who Legal: Thought Leaders – Global Investigations Review* 2019-2021 and *Who’s Who Legal: Thought Leaders – Hong Kong* 2021. In addition, Yuet is recognized in *Who’s Who Legal* as a “Leading Business Lawyer” in three separate categories namely Life Sciences, Business Crime Defense, and Investigations. A source commented that she is regarded as “one of the best-informed regulatory lawyers in the region.”
- Yuet was awarded the Emerging Markets “Compliance & Investigations Lawyer of the Year” by *The Asian Lawyer*, with the team also recognized as the “Compliance/Investigations Firm of the Year.”
- Yuet is recognized in *IFLR1000* in the “Financial Services Regulatory” category as a “Leading Lawyer.”

Additional Testimonial

- In *Legal 500 APAC* 2024, a client described Yuet as a person who “ensures that any work coming from her team is consistent and thorough” and “takes time to understand our concerns and offers immediate workable and often innovative solutions.”
 - In *Chambers Asia Pacific* 2023, Yuet is described as “a highly reputable professional who delivers long-term value for her clients” and is “widely recognized as a trusted counsel to a number of Sidley Austin’s prominent life sciences and pharmaceutical clients in relation to global investigations and compliance advice.” She has been described as being “very responsive and understands the unique needs of her clients. Her blend of firm and in-house counsel experience is very helpful for providing practical advice that in-house lawyers can use.” Clients appreciate that her advice is “punctual, balanced, and comprehensive.”
 - In *Benchmark Litigation* 2023, a client describes Yuet as being “...excellent at client service, ensuring the right person is working on my matter with the required knowledge and expertise. She is also transparent with the billing, and we get excellent outcomes.”
 - In *Chambers Asia-Pacific* 2018, under the Corporate Investigations chapter, Yuet is described as “exceptionally bright” and “very responsive and knowledgeable and can immediately dive into the issues.” In the Life Sciences chapter, clients shared: “We have always been impressed by her leadership, professionalism, tenacity and savvy technical skills.... You will love to work with Yuet.”
 - In *Chambers Global* 2015, Yuet is described by clients as “a marvelous and gifted attorney” while peers acknowledge her prowess in working with clients in the life science

sector. She is active advising on anti-corruption issues across Asia, with a focus on assisting businesses on FCPA investigations in China, Japan, South Korea, Indonesia, and Vietnam. Meanwhile, *Chambers AsiaPacific* noted that Yuet “is frequently sought after by international corporations, who respect her experience and expertise in risk management.” In addition, she is described as being “highly thought of in the life sciences industry,” and that industry players appreciate her “wealth of knowledge of the latest trends across the region” as well as having a “tough, no-nonsense approach in tackling tricky compliance questions.”

Prior to joining Sidley, Yuet held roles as a Deputy Public Prosecutor in Singapore and was the Asia Pacific Regional Director for Pfizer. She is on the Advisory Board(s) of the Seton-Hall University Healthcare Compliance Programs in both Asia Pacific and the Middle East.

Yuet is frequently invited to speak at major conferences around the world.

Experience

Life Sciences Experience Highlights

- Carrying out multiple investigations for some of the world’s largest pharmaceutical and medical device clients in jurisdictions all over Asia and EMEA, on issues such as improper sponsorships of healthcare professionals, improper marketing of products, assessing the propriety of funding to medical associations and healthcare institutions, inappropriate provision of grants, misuse of product samples, violations relating to virtual events and kickbacks from distributors
- Setting up a European headquartered pharmaceutical company, a compliance program in the Asia Pacific (China, Korea, Japan, Thailand, Vietnam, Taiwan, Philippines, Malaysia, Singapore, Hong Kong, India, and Australia); Latin America (Brazil, Chile, Mexico, and Argentina); and the Middle East (Turkey, Saudi Arabia, and the UAE). This included drafting individual country SOPs for sales and marketing, dealings with healthcare professionals, the engagement of consultants and the organizing of scientific/promotional events.
- Leading and managing a global transparency project for a European medical device client, including considerations of the transparency requirements in the U.S., Belgium, the United Kingdom, France, the Netherlands, and other parts of Europe.
- Assisting a U.S.-listed Fortune 50 pharmaceutical company with the drafting and preparation of all its policies and procedures for its China, Taiwan, Japan, Singapore, Hong Kong, and Malaysia businesses. This involved drafting all the procedures for the preparation of marketing materials for pharmaceutical products, website advertisements, rules governing the interactions between sales persons and scientific personnel with medical professionals, clinical trials, marketing approvals, advisory boards, consulting agreements, the engagement of doctors to be speakers, sponsorship of doctors to conferences, the regulations relating to the organizing of medical conferences and symposia, the provision of hospitality to doctors, off-label promotions, and interactions with distributors.
- Advising multiple healthcare and nutraceutical companies on regulatory issues in Hong Kong and Singapore such as nutritional labeling, product claims, off-label issues, advertising regulations for prescription drugs and healthcare products, and product recalls.
- Advising, drafting, and implementing for a multinational pharmaceutical company, FCPA/anti-bribery compliance programs covering interactions with healthcare professionals, intermediaries and government officials for the Middle East (Saudi Arabia, the UAE, Bahrain, and Turkey) and Latin America (Chile, Brazil, Mexico, and Argentina). This included providing training to senior management, rolling out the program, and putting in place the training program.

- Assisting a U.S. food technology company to obtain regulatory approval from the Singapore Food Agency in the submission of a novel food application for cell-cultured meat, and advising on the confidentiality obligations of the Singapore Food Agency. Additionally, advising on product labelling.
- Advising and assisting a U.S.-based nutrition, animal feed and chemicals company on the FCPA and on its global anti-corruption compliance program, including preparing its Gifts and Entertainment Guidelines for their operations in the Czech Republic, Germany, Romania, Switzerland, Estonia, France, Spain, Belgium, United Kingdom, Mexico, Brazil, India, China, Vietnam and Thailand.
- Advising numerous Life Sciences clients on distribution contracts with channel partners and the termination of distributors and wholesalers in South-East Asia, China, and Hong Kong in the context of statutory requirements in Vietnam, Cambodia, and Indonesia for distributor termination.

Events

SELECTED SPEAKING ENGAGEMENTS

- Speaker, “Asia Pacific’s Fast-Changing Life Sciences Business Landscape: The 5 Most Vexing Questions and Practical Tips for Navigating Grey Areas,” 18th Annual FCPA & Anti-Corruption for the Life Sciences Industry, New York, May 10, 2023.
- Speaker, “Conducting Fraud Investigations for Listed or Regulated Entities,” ACFE Singapore’s Leadership in Fraud Investigations, Governance and Compliance, ACFE, Singapore, April 25, 2023.
- Speaker, “Being the Focus of a Government Investigation,” Asia-Pacific Healthcare Compliance Certificate Program, Seton Hall Law, Singapore, February 27, 2023.
- Speaker, “Re-Assessing Your FCPA Risk Profile and Operations in Asia/China: Practical Advice for Operationalizing Your Compliance Program,” ACI’s 16th Forum on Foreign Corrupt Practices Act, ACI, Houston, Texas, January 26, 2023.
- Speaker, “Global Anti-Corruption Enforcement,” Middle East Compliance Program, Seton Hall Law, Dubai, January 16, 2023.
- Chair of Opening Plenary, “Advancing Sustainable Protein Scale-Up & Large-Scale Commercialization,” Asia-Pacific Agri-Food Innovation Summit, Singapore, October 2022.
- Chair of Breakout Session, “Protein Security: Risk Assessment, Novel Food Approvals & Future Growth,” Asia-Pacific Agri-Food Innovation Summit, Singapore, October 2022.
- Keynote Speaker, “Internal Investigations, international procedures/Cross-border Implications,” Fraud Conference Asia-Pacific, ACFE, Singapore, September 2022.
- Speaker, “Data Privacy Updates – Spotlight on Japan and China,” World Federation of Advertisers, June 2022.
- Speaker, “How China’s Data Security and Data Protection Laws Will Impact Multinationals,” Economic Crime Prevention Conference, Zurich, April 22, 2022.
- Speaker, “Economic Crime Prevention & Compliance,” Zurich, Switzerland, April 5 and 6, 2022.
- Speaker, “Privacy in China: The new Personal Information Protection Law (PIPL),” World Federation of Advertisers, September 2021.
- Speaker “Investigations in Asia,” Great Women in Compliance Podcast, September 2021.
- Speaker, “Global Anti-Corruption Enforcement,” Middle East Healthcare Compliance Certification Program, Seton Hall, Dubai, United Arab Emirates, September 29, October 1, 6, and 8, 2020.
- Speaker, “Special Update: The EU and Switzerland’s Advancement of Whistleblower Protection Law,” C5’s 4th Advanced Conference on Anti-Corruption & Compliance Programs Switzerland, (Virtual conference), September 2020.
- Speaker, “Being the Focus of a Government Investigation,” Asia-Pacific Healthcare Compliance Certificate Program, Seton Hall, Singapore, September 2020.

- Speaker, “New Chapter, Strategies and Challenges – shining the light ahead and what legal and compliance professionals should look to – Practical Approaches” and “Remote Working – Risks, Opportunities and How to Manage Risk in a World Without Travel,” Asia Pacific Life Science Legal & Compliance Industry Group meeting, Novartis/Sandoz, Singapore, June 2020.
- Speaker, “Country Snapshot of China & Asia and What Industry Needs to Know about Local Anti-Bribery Crackdowns – the practical realities of operating in China/Asia today, the latest anti-corruption initiatives and the enforcement landscape,” C5’s 6th Annual Conference on Anti-Corruption Nordics, Oslo, January 2020.
- Speaker, “Third Party Distributors & Channel Management Issues,” Pharma/Life Science Legal & Compliance Summit, APAC, Singapore, October 2019.
- Speaker, “Updates from the APAC landscape,” Asia Pacific MedTech Business Ethics & Compliance Summit, Asia Pacific MedTech Forum 2019, Singapore, October 2019.
- Speaker, “Brazil and China’s New Data Privacy Standard, GDPR and What They Mean for Third-Party Due Diligence, Audits and Cooperation with Authorities,” ACI’s 13th Advanced Forum on FCPA & AntiCorruption for The Life Sciences Industry, ACI, New York, June 2019.
- Speaker, “Defending Your Anti-Corruption Compliance Programme to the SFO and the DOJ: Practitioners Discuss Their Experiences with Preparing for a Meeting and What to Expect,” C5’s 13th International Conference on Anti-Corruption, C5, London, June 2019.
- Speaker, “Global Anti-Corruption Enforcement,” Middle East Healthcare Compliance Certification Program, Seton Hall, Dubai, United Arab Emirates, April 2019.
- Speaker, “The Most Pivotal Developments Affecting Corporate Liability and Adequate Process,” C5’s Advanced Conference on Anti-Corruption, C5, Switzerland, Zurich, April, 2019.

Admissions & Certifications

- New York
- England and Wales (Solicitor)
- Hong Kong (Solicitor)
- Singapore (Advocate & Solicitor)

Education

- Queen Mary, University of London (LL.B.) - Leonard Sainer Memorial Prize for Company Law (Joint Runner-Up) awarded to the top student in the University of London