

Marianne Granhøj

Partner (Copenhagen)



Marianne Granhøj specialises in employment and labour law and heads Kromann Reumert's practice group in the area.

Marianne has worked with employment law for 25 years and has a strong track record as adviser to clients in the financial sector on regulatory matters and collective agreements. She is praised for her in-depth knowledge of the rules governing listed companies and is valued by boards of directors for her insight into executive service contracts and pay/incentive structures.

Marianne has throughout her career been involved in litigation, dispute resolution and internal investigations and legal audits. She has represented clients in a large number of cases before the ordinary courts, the Danish Labour Court, and arbitration tribunals. Marianne assists in negotiations concerning management issues in connection with business transfers and in projects involving inbound and outbound secondments and immigration.

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Practice areas

[External counsel](#)

[investigations](#)

[Employment and Labour Law](#)

[Corporate crime,](#)

[investigations and](#)

[compliance](#)

[Dispute Resolution](#)

[ESG - Environmental, Social](#)

[and Governance](#)

[Outbound Legal](#)

Industries

[The Financial Sector](#)

[Healthcare](#)

[Technology, Media and Tele-communications](#)

Many clients are foreign companies. She is particularly dedicated to her international work, being active in several international organisations, inter alia as board member.

Marianne works by the philosophy that the legal aspects should never stand alone. She is highly regarded for her ability to understand the client's situation and to effectively analyse the basis for achieving the best result in close cooperation with the client.

Ratings

Based on client testimonials, acknowledged rating organizations have most recently rated Marianne in:

- [Chambers Europe](#), Band 1, 2024
- [Legal 500](#), Leading individuals, 2024
- [Who's Who Legal](#), Thought Leader - Global Elite 2023

Background

Career

- Partner, Kromann Reumert, 2009-
- Right of audience before the Danish Supreme Court, 2008
- Holland & Knight (secondment), New York, 2002
- Assistant Attorney, Attorney and partner, Norrbom Vinding, 1998-2009
- Kromann & Münther (secondment), 1998-1999
- Assistant attorney, Bech-Bruun & Trolle, 1996-1997

Education

- Admitted to practise law 1999
- Master of Laws (*cand. jur.*), Aarhus University 1996

Languages

- Danish
- English

Activities

- Member of IBA Employment and Industrial Relations Committee (formerly co-chair and officer in the same committee)
- Member of American Employment Law Council (AELC)
- Member of the European Employment Lawyers' Association (EELA)
- Member of the Danish Employment Lawyers Association (Foreningen for Ansættelsesretsadvokater)
- Member of the Danish Association for Labour Law (Dansk Forening for Arbejdsret)
- Member of Human Resources Committee of American Chamber of Commerce (AmCham)
- Member of the Danish Bar and Law Society
- Teacher under Børsen's Board Leadership Training Programme in cooperation with CBS.
- Frequent teacher at internal and external courses and seminars on e.g. financial remuneration, management issues, and national/international employment law issues.
- Vice Chair of the IBA Global Employment Institute (GEI)

Publications

- The book "Compliance for praktikere" (in English: Compliance for practitioners), published by Djøf Forlag, 2021, the chapter on employee rights and human rights
- Co-author of the chapters on employment law and management aspects in business transfers, published by DJØF, 2019
- Article: Remuneration in financial undertakings, Danish Audit & Accounting Journal (Revision & Regnskabsvæsen) no. 5, 2014
- Article: New Executive Order and guidelines on pay adjustment in financial undertakings, Danish Audit & Accounting Journal (Revision & Regnskabsvæsen) no. 4, 2012
- Article: New rules on pay policy in financial undertakings, Danish Audit & Accounting Journal, (Revision & Regnskabsvæsen) no. 3, 2011
- Author of the chapter on Denmark in The Employment Law Review, Law Business Research LTD, 2010, and 2nd edition, 2011
- Co-author of the chapter on Denmark in Hiring the Best Qualified and Most Talented Employees, Klüwer Law, International 2008
- Author of the chapter on Denmark (Non-competition and Employment issues in Denmark) published in "Restrictive Covenants in Employment Contracts and other Mechanism of

