



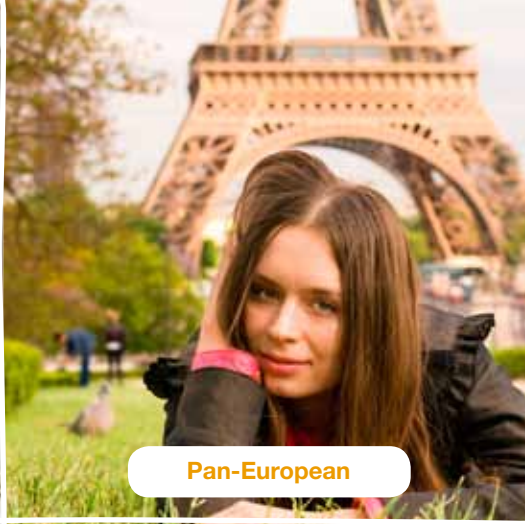
SD Worx Connect

Erasing the borders of payroll





Systems



Pan-European



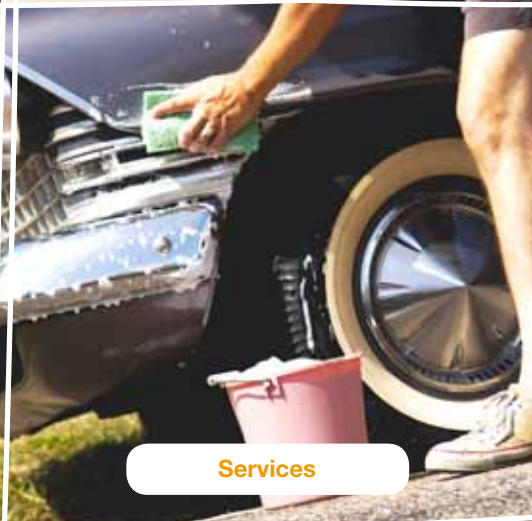
Payroll



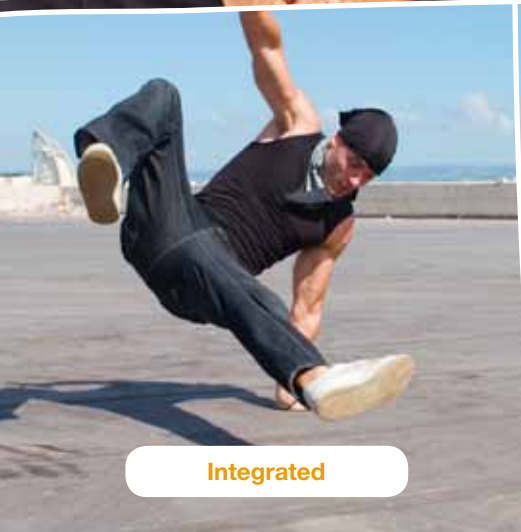
Tax & Legal



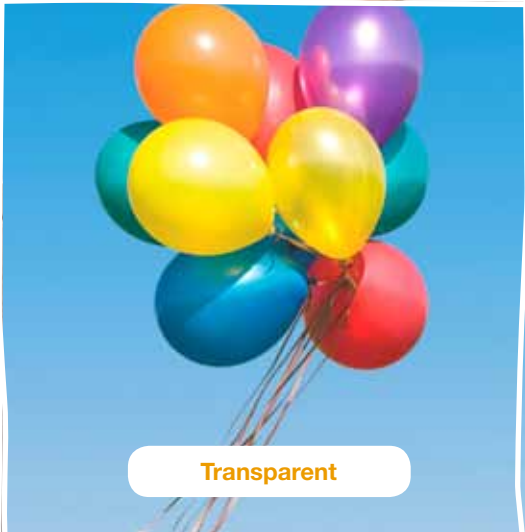
Think Global, Act Local



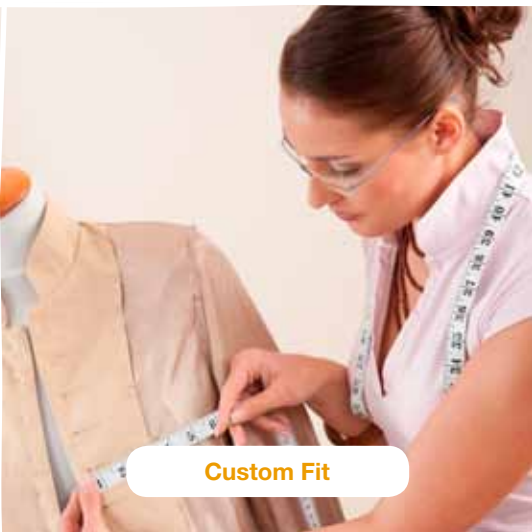
Services



Integrated



Transparent

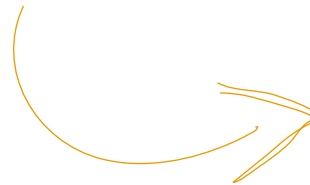


Custom Fit

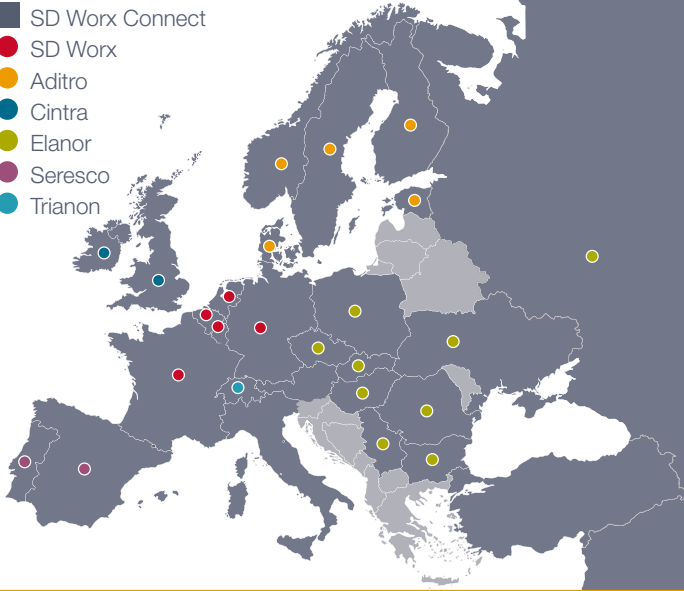
Does your company have offices in several European countries? If so, you are undoubtedly all too familiar with the web of rules, laws and local payroll providers that come with the territory. It makes acquiring strategic information extremely challenging.

SD Worx travels across borders with you. We offer European payroll solutions that are perfectly tailored to your particular needs. We bring a backpack full of HR expertise, legal advice and user-friendly software.

SD Worx Connect is active in 27 European countries. Find out now about the benefits of cross-border payroll management.



- SD Worx Connect
- SD Worx
- Aditro
- Cintra
- Elanor
- Seresco
- Trianon



SD Worx established the Payroll Services Alliance together with Aditro. This alliance combines strengths of leading European players in the payroll services sector. So we can offer high quality payroll services across Europe that give you the advantage of global reporting.

Current partners in the Payroll Services Alliance are: **SD Worx** (Western Europe), **Aditro** (Northern Europe), **Cintra** (UK and Ireland), **Elanor** (Central and Eastern Europe), **Seresco** (Southern Europe) and **Trianon** (Switzerland).

Member of
Payroll Services Alliance

Think global, act local

SD Worx Connect sweeps away administrative borders and harmonises your international payroll management. We do this using a contract, transparent governance and a cast-iron package brimming with services. Our integrated software systems provide support and are fully user-friendly.

SD Worx is a European supplier with strong local expertise. Operating from the heart of Europe, we have our own offices in 5 countries and reliable partners in 22 other countries. Save yourself the headache and the time it takes to negotiate with diverse local players by concluding a single contract with SD Worx. Simple and reliable.

SD Worx looks at the DNA of each company and takes into account the uniqueness of your company culture. We use governance models adapted to your structure. If your head office exerts a lot of control then we provide a European Steering Committee. If your European branches operate with more autonomy, we provide a close connection with our local experts. In every situations, we guarantee consistently high standards.

Think global, act local.

Fast Facts

- @ 1 contract, transparent governance models, global services
- @ Strong European network with strong local expertise
- @ Payroll Services Alliance (SD Worx-Aditro-Elanor)
- @ Active in 27 European countries

Your challenges, our solutions

Your company has offices in several European countries. The 'classic' challenges that every company has to face are even more complicated when the company is international. And you certainly do not need these issues when it comes to a sensitive process such as calculating your employees' wages.

"We are very pleased that in SD Worx we have found an international player that supports us in diverse areas of the payroll and HR playing field." (PUMA)

You probably recognise the situation:

- Multiplicity of local laws and regulations
- Complex systems and problems with interfaces
- Laborious consolidation of strategic reports
- A patchwork of processes, policies and wage packages
- Time-consuming management of partners and contracts
- Difficult to understand services, different in each country
- Heavy development and maintenance costs
- Lack of transparency in relevant data
- Lack of strategic harmonisation
- Loss of valuable time
- Hidden costs

With over 65 years in Payroll Services, SD Worx serves over 45,000 clients throughout Europe today. We know our clients' challenges and have tested corresponding solutions in practice. The acquired expertise is now collected in SD Worx Connect. It is the missing piece of the puzzle for companies active in more than one European country.



SD Worx is your **only cross-border** partner. Your partner management is simpler, more efficient and faster.



We offer **compliance proof payroll services**. At every moment and in any country, you are in compliance with local and European regulations and legislation.



You can count on **harmonised service levels**. This allows you to optimise and steer processes better.



We work with **transparent governance models** that ensure quality. From analysis through start up to maintenance, from local issues to European integration: you always know where you stand and who is doing what and when.



Our systems are **integrated**. Whether you use our local payroll systems with European coverage or our integrated European system, all relevant data is instantly accessible at all times.



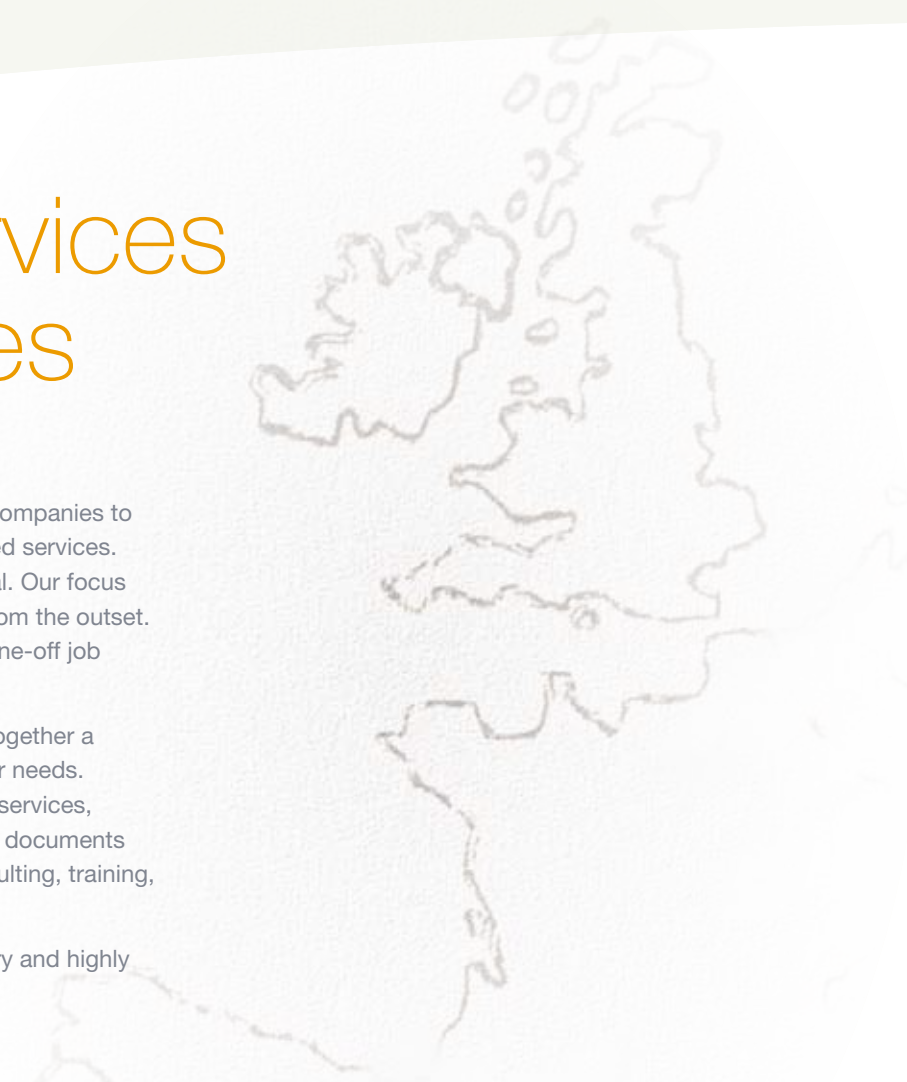
**“Our carefully built-up expertise
is now collected in SD Worx Connect.”**

Payroll Services in the genes

SD Worx was founded in 1945 by several companies to provide them with specific personnel-related services. First came payroll, then HR and Tax & Legal. Our focus has, therefore, been on service provision from the outset. Quality is of primary importance from the one-off job to the full outsourcing of a major project.

Your SD Worx Connect is unique. We put together a customised service package based on your needs. The package can comprise of outsourcing services, employment administration, payroll, official documents and payslips, international tax & legal consulting, training, split payroll, and more.

To support our services, we offer proprietary and highly reliable IT solutions.



"Thanks to SD Worx' services, we have gained an overview of the complex local rules and laws in Spain and Italy. In both countries, SD Worx has been the perfect partner that thinks along with our company." (BUCKMAN)

Example



Suppose that you input your payroll for the Netherlands and Germany in our system yourself, but you would like SD Worx to host your Spanish and Hungarian payroll too.

We provide full outsourcing for Spain and Hungary and coordinate your German, Dutch, Spanish and Hungarian payroll. You will have one contact person who translates, interprets and applies the local laws and customs to your payroll. Your contact helps you with simple legal questions and, for more complex issues such as split payroll, puts you in contact with SD Worx Consulting.



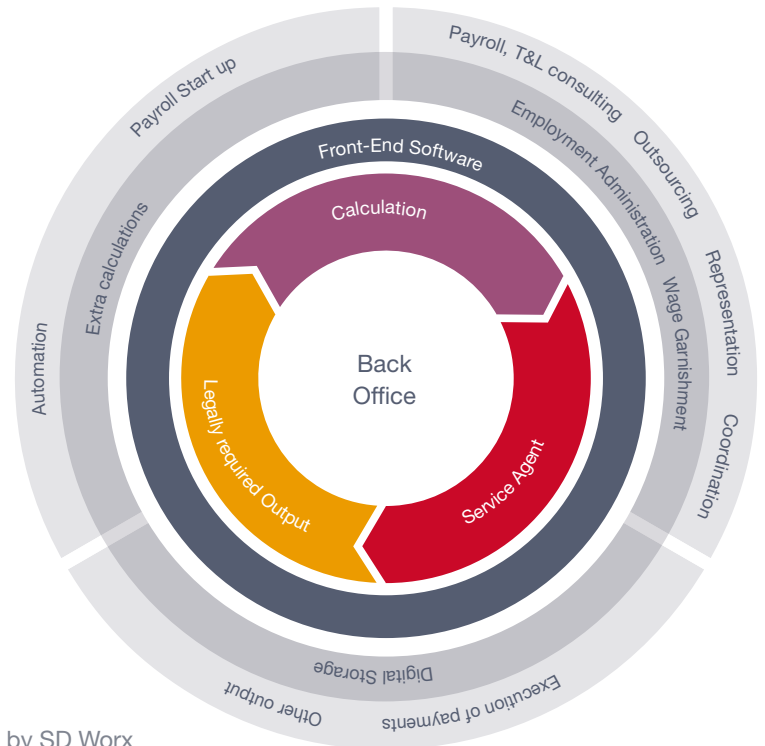
Every quarter, your employees expend considerable time preparing reports so that you can monitor your strategic personnel data in Belgium, Luxembourg and Germany. Furthermore, it costs you a lot of time and money managing (the problems inherent to) contracts with people in other countries.

We make sure that you receive all the reports with one touch of a button. And you can contact us with all your questions concerning international employment.

We have set up **cross-border service models** at Payroll Services Alliance. They are geared towards offering consistent quality in different European countries. So you can trust that your payroll in the Czech Republic is of the same standard as that in Germany.

We offer the **same service package across national borders**. For example, you can define a contract in which we take care of all your declarations to the authorities, or where we deliver all files for you to upload to your accounts. For this, we use our Payroll Services Model.

"The ready knowledge, insights and skills that we have acquired are immediately convertible into daily practice and help us in our development as a professional HR service provider." (BASF)



The Payroll Services Model by SD Worx

International HR Tax & Legal Consulting & Learning

**What's the best approach to wage optimisation?
You need practical advice on correct
implementation of new legislation? You have
questions about cross-border employment?
You're going through major organisational
changes?**

You can come to us for advice on social security legislation and regulations, national and international labour law, social law and general legislation concerning personnel. We also help with reorganisations, transfer of personnel, mergers and acquisitions, redundancy optimisations, issues of flexibility, personnel costs, split payroll, trade union negotiations and advice concerning expats. SD Worx also offers consulting and trainings on labour related taxes and special fiscal arrangements in respect of international employment.

Our HR Tax & Legal consultants assist you in organising your national and international employment as favourably as possible.

Our experts perceive the links between all your HR processes and can, therefore, provide pragmatic solutions to legal issues.



SD Worx Connect

Erasing the borders of payroll

SD Worx Connect has what it takes to streamline your European payroll management. We are happy to study your individual situation and inform you how you can benefit maximally.

www.sdworx.com/connect



Member of
Payroll Services Alliance



sdworx
Result driven HR