



# “Work from Anywhere” while staying compliant

**Our managed service solution to ensure  
your cross-border work compliance**



**Working together from anywhere  
can mean working from different  
countries. Our integrated solution  
helps you to establish effective  
cross-border work arrangements  
in a legally compliant way.**

## **The challenges**

The trend towards remote and flexible working has accelerated exponentially. Depending upon the degree of flexibility, virtual collaboration concepts include cross-border work arrangements where the employee can choose to work – permanently or temporarily – from another country.

While this approach is beneficial to increase an employer’s attractiveness, to expand the global talent pool and to access critical knowledge, ensuring compliance with complex national and international regulations remains a critical aspect for a successful implementation. If compliance requirements are not met, this may lead to serious consequences for both the employees and the company.

Our recipe to ensure compliance for the mobile workforce is simple: you inform us, we **track, assess** and **mitigate compliance risks**.

## **Our managed service solution**

Our integrated and holistic solution enables your employees to “Work from Anywhere”. Based on your company profile, policies and defined target population, you can simply grant your employees authorization for KPMG’s “Work from Anywhere” managed service solution. Our specialized and trained “Work from Anywhere” experts take care of the rest. This includes e.g. an employee briefing on your policy, as well as dos and don’ts to create awareness and prevent compliance exposures.

Additionally, we offer:

- Access to our support hotline for urgent questions
- Access to our global tracking & monitoring technology to create transparency and identify compliance risks
- A risk assessment and risk mitigation process to ensure full cross-border work compliance

## **Our compliance solution in four steps:**



### **Simple authorization process**

By placing an order via our free-to-use and leading case & workflow management tool, you can grant the employee authorization for KPMG’s “Work from Anywhere” services.



### **Briefing and hotline**

Within two business days your employee receives a notification with access to our “Work from Anywhere” landing page together with an invitation to our briefing call. To provide ongoing support, the employee also gets access to our hotline service.

- ✓ Direct hotline for support
- ✓ Clear instructions on how to mitigate compliance risks
- ✓ Information and instructions on our main tools



### Global monitoring

We track the working time, location and activity of your employee to match this information against our risk assessment logic to identify compliance risk exposures.

Tracking of:

- ✓ Work time
- ✓ Work location
- ✓ Activity performed



### Risk mitigation

Employees exposed to compliance risks will then be given authorization for an individual risk assessment and all relevant risk mitigation steps.

- ✓ Focus on employees with high risk exposure
- ✓ Effective individual review covering tax, employment law\*, social security and payroll support such as allocation of workdays
- ✓ Standard tools and automated risk mitigation solutions available
- ✓ Full control and insights

### Ideally positioned for you

Our managed service solution supports you in the implementation of a compliant and effective “Work from Anywhere” strategy.

We can consult you further on:

- The diagnosis, definition, design and deployment of your “Work from Anywhere” strategy
- Company-specific risk assessment solutions including PE analysis
- The design and implementation of “Work from Anywhere” policies and efficient internal compliance processes
- Automation potential, technologies and tools

We are looking forward to making your “Work from Anywhere” strategy a success.

\* Legal services are provided by KPMG Law Rechtsanwaltsgesellschaft mbH.

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