

ESG & Work from anywhere

Rethinking flexible cross-border working:
sustainable, legally compliant and responsible

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Work from anywhere

Companies around the world introduced remote working almost overnight, initially in response to possibly the most rapid social change of our times. Including across international borders.

For employees and candidates alike, options for flexible working have become one of the key criteria when selecting an employer.

As such, work from anywhere is not just a challenge for companies, but also an opportunity for them to position themselves in a positive way on the market.

We can help you to harness the opportunities of work from anywhere for your company in an ESG context – and ensure the optimal strategic positioning.

What does work from anywhere mean for your company?

Harness the opportunities of the new world of work by introducing a sustainable work-from-anywhere strategy with a focus on compliance and efficiency.

Work from anywhere: The benefits at a glance



Expand the talent pool



Attract and retain high potentials



Manage compliance risks



Improve the employee experience



Achieve your ESG and DE&I* targets



Leverage savings potential

* Diversity, equity & inclusion



Compliance management

Our global Work from Anywhere study shows that ensuring compliance is the biggest challenge for companies when it comes to mobile working abroad.

Cross-border mobile working can lead to compliance risks for employees and your company in terms of tax and legal aspects, including employment law.

Our interdisciplinary team comprising various compliance and HR experts can help you to define the conditions for making mobile working abroad possible. We work with your compliance and HR functions to develop an individual framework that fits your business requirements and the needs of your employees. Above all, we ensure that this framework also supports your sustainability strategy so that you can optimise your company's image.

* Consulting on employment and residence law and data protection and security are performed by our colleagues from KPMG Law Rechtsanwaltsgesellschaft mbH.

Relevant compliance topics



Wage and income tax

Preventing wage and income tax obligations abroad



Permanent establishment

Minimising permanent establishment risks by focusing on employee groups and activities



Social security

Ensuring continued social security cover



Residence law and EU registrations*

Compliance with the requirements of residence law and EU registration obligations



Employment law*

Compliance with contractual rights and obligations and mandatory provisions of local employment law



Data protection and security*

Preventing risks to your data security
Compliance with intragroup data security policies



How KPMG supports you

Work with us to develop a legally secure, efficient work-from-anywhere strategy in an ESG context – for today and for the future.



Our services at a glance



Development of a work-from-anywhere strategy

Our Work from Anywhere team helps you to:

- Decide which forms of flexible working fit your corporate strategy, especially from an ESG perspective
- Find the right balance between talent, business needs and compliance
- Implement your work-from-anywhere strategy with the involvement of all stakeholders at your company
- Achieve a strategic market position for your company through a flexible and sustainable HR policy



Efficient compliance management

Our compliance experts understand the framework for enabling work from anywhere:

- Compliance analyses of your remote working scenarios with regard to wage/income tax, social security, employment and residence law and data protection
- Examination of existing policies, processes and tax documents
- Efficient compliance management systems for work from anywhere
- Individual case handling including performing necessary compliance steps such as A1 certificates, residence permits and the like



Policies, guidelines, works agreements

We work with you to develop and define your work-from-anywhere policies:

- International mobile working policies
- Works agreements
- Supplementary provisions in employment contracts
- Framework conditions, “do and don’t” lists
- Guidelines for managers



Processes and technology

We help you to implement work from anywhere in your processes:

- Set-up of processes depending on the volume and your requirements
- Potential solutions range from complete outsourcing to support for in-house processing
- Automated risk assessment as a pay-per-use solution
- Fully automated and integrated processing via KPMG LINK Go Remote Workforce

Your contacts

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