



# Work from Anywhere

Enabling your international remote workforce today  
KPMG LINK Go Remote Workforce

June 2022

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# Work from Anywhere

## Rethinking global employee mobility

In response to what could be the fastest social change in modern times, businesses worldwide enabled remote working nearly overnight.

What started as an extraordinary cross border remote working pilot is now permanently embedded in the operating model of many organizations.

As a result, the new reality is a world where we focus on the work, instead of where it happens. We describe this transformation as “Work from Anywhere” — it’s the new reality of work.



## What if people could work from anywhere?

A robust, cross-border remote working strategy creates huge possibilities for your business. And can help you to:

**Broaden your talent pool**

**Attract and retain key talent**

**Manage compliance costs and risks**

**Enhance your Employee Value Proposition**

**Deliver on your ESG and DE&I objectives**

**Create saving potentials**

# How KPMG can help

We can help you to take advantage of this opportunity and create a competitive and cost-effective remote working strategy — for today and for the future.



## Creating a mobile workforce strategy fit for the future

We bring together experts from Tax, Legal & Global Mobility Services to support you:

- Define a remote workforce strategy in line with your business objectives.
- Design and implement reward and talent management processes.
- Ensure alignment with your broader employee value proposition.
- Undertake organizational transformation if required.



## Helping you to develop and implement your policies

We co-develop and define with you the framework and conditions to enable cross-border remote working:

- We provide market insights, benchmarking and peer comparisons.
- We support you in the development of policy documentation in line with business objectives.
- We design policy communication strategy, including education for, and deployment within, your business.



## Giving you confidence to manage cross-border compliance risk

Our subject-matter experts can help you understand and mitigate compliance and regulatory risks through:

- Tailored compliance risk analysis of overseas remote working scenarios (including income tax, payroll, social security, immigration and permanent establishment).
- In-depth review of employment law, pensions, labor leasing, regulatory, indirect tax and transfer pricing policies.
- Review of existing policies, processes and tax documentation.



## Using technology to save time and money

KPMG LINK Go technology can be implemented to help you to manage remote work in a compliant and efficient way:

- Fully automated compliance risk and cost assessments.
- Clear and secure workflows for approval and sign-offs.
- Ongoing tracking and compliance monitoring of approved arrangements.
- Real-time data and analytics to manage global remote working population and associated risks.

# KPMG LINK Go Remote Workforce

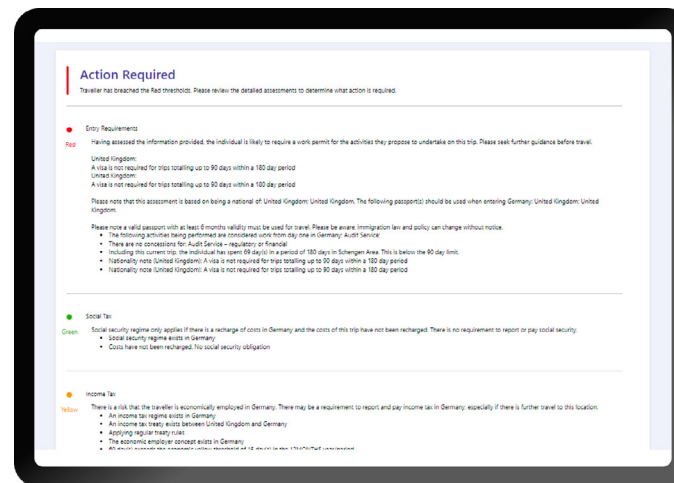
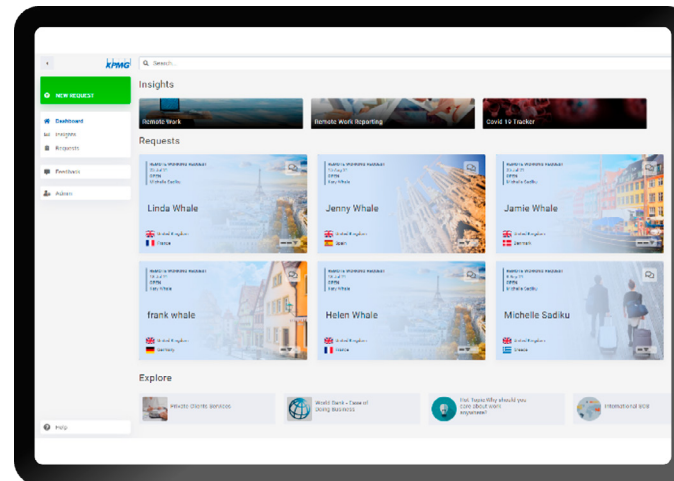
**KPMG LINK Go Remote Workforce provides risk assessments, cost estimates and intelligent workflow to manage requests.**

Human resources line managers, Global Mobility or Tax teams can review cross border work requests and make informed decisions, based on cost and risk, as to whether mobile/remote work arrangements should be approved.

The portal supports integration of a decision tree to filter work requests based on your defined policy, strategy and approach to remote work requests.

Integrated workflow builds in your approval processes and provides detailed reporting and analytics minimising the number of requests requiring manual review.

This automation can significantly reduce time spent reviewing cross border work requests and can help provide a consistent, cost conscious and risk focused approach.



## Automated RAG rating assessments

	<b>Permanent Establishment</b>	<span style="color: red;">●</span> <span style="color: yellow;">●</span> <span style="color: green;">●</span>
	<b>Immigration</b>	<span style="color: red;">●</span> <span style="color: yellow;">●</span> <span style="color: green;">●</span>
	<b>Income Tax</b>	<span style="color: red;">●</span> <span style="color: yellow;">●</span> <span style="color: green;">●</span>
	<b>Social Security</b>	<span style="color: red;">●</span> <span style="color: yellow;">●</span> <span style="color: green;">●</span>
	<b>Payroll Withholding</b>	<span style="color: red;">●</span> <span style="color: yellow;">●</span> <span style="color: green;">●</span>

# Managed Service Solution

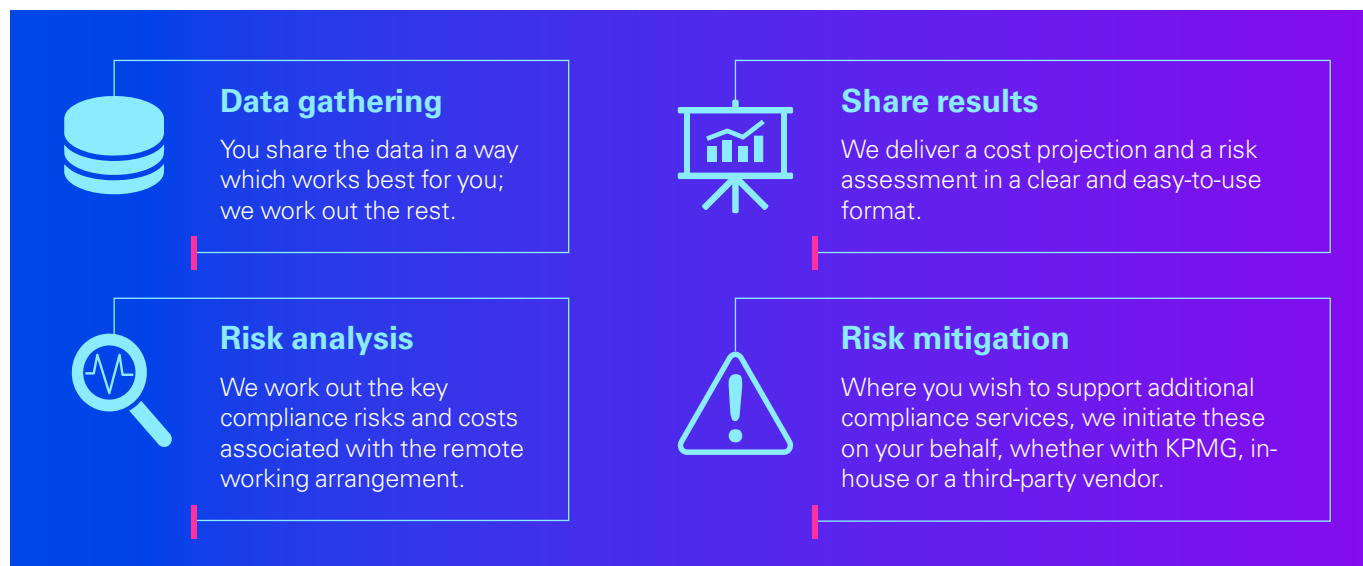
## Alternatively, we can manage requests for you, under a managed service solution.

You send the request information and we provide you with detailed risks assessments and cost projections without the need to implement technology.

The managed service approach works particularly well for pilot policy projects and lower request volumes, giving you flexibility and agility to make informed decisions fast.

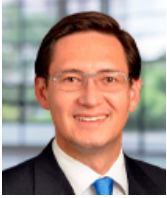
Where required, we can incorporate your specific policies, thresholds and corporate structure into the analysis.

We can also integrate additional compliance support, such as A1 certificates, immigration applications or tax return preparation.





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