

remote work solution

harness the power of intelligent and compliant remote and hybrid workforces at scale

supporting remote work options without turning your hr team into compliance firefighters

In recent years, remote work has evolved from being a perk for talent, to a global necessity to keep businesses functioning, to an option that supports flexibility and meets the needs and values of a modern workforce.

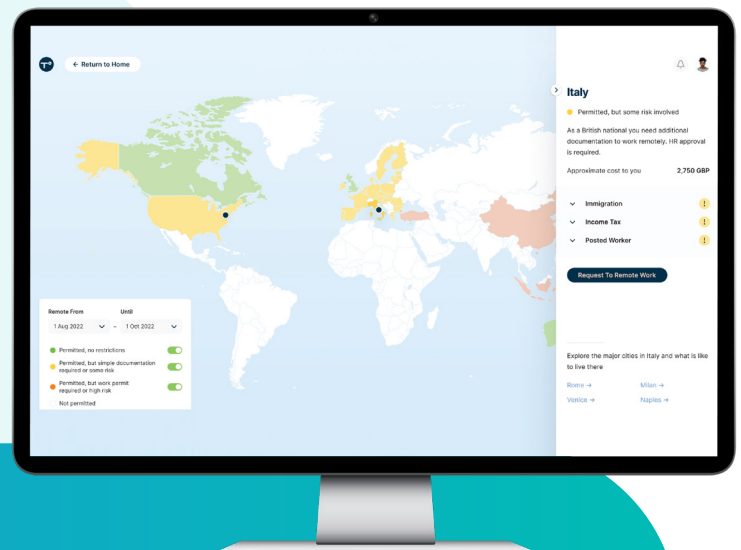
As organizations develop formal remote and hybrid work policies, the need to assess risk, manage compliance, and properly quantify benefits and potential exposure is quickly outstripping the level of complexity that can efficiently be managed via spreadsheets alone.

Cartus' remote work solution, powered by Topia, provides automation of assessment, initiation, review, approval, and management of remote workers, allowing your business to remain compliant with local regulations, no matter how many markets your workforce touches domestically or across the globe. Configurable logic based on compliance rules, risk tolerances, and company policy proactively guide your business towards achievable remote work options while streamlining the management process for HR and mobility teams.

Cartus' remote work solution delivers end-to-end oversight and practical support. Automated workflows, reports, and notifications protect businesses and employees from audits and fines while ensuring remote

work policies can be delivered at the scale your business needs. Our teams' extensive experience in offering relocation solutions also provides guidance and practical assistance with any logistical needs which may arise.

With Cartus, you can embrace modern talent strategies, attracting and retaining diverse, mobile employees, without overburdening your people teams.



key benefits

- Attract and retain employees by offering flexible workplace options
- Automate the remote work request process, making it scalable and consistent
- Protect against unforeseen fines, penalties, or reputational damage
- Uncover instant insights into employee footprint
- Access a holistic solution covering all types of talent mobility

the cartus advantage

Cartus' remote work solution allows any organization the following in order to offer a modern remote work program:

- A single place to receive and manage all remote work requests
- An interactive tool for employees to explore remote work options available to them
- Intelligent decision support, surfacing potential compliance and productivity impacts
- Clear language warnings for immigration, income and corporate tax, social security, or other documentation requirements (such as Posted Workers Directive)
- Automated downstream service authorization or easy delegation of such actions to the employee
- All necessary agreements and documents stored in a central, secure platform
- A modern employee portal to manage required action items to compliantly work remotely and receive a supported experience from their employer
- The industry's leading global talent mobility platform with powerful analytics, off the shelf integrations, integrated best practices, and more
- Optional employee working location monitoring for assured compliance

an end-to-end process for managing remote work requests

- **Explore.** Empower employees to see where they could work remotely, including detailed information about potential new locations, and guide them towards acceptable options. Place control in employees' hands and offer compelling remote work experiences.
- **Request.** A single place to submit remote work requests capturing the key details required to process an employee's request, and automatically pull key demographic and talent data from your HRIS.
- **Assess.** Automatically assess company policy and key tax and immigration risks. Surface key compliance and talent impacts for informed decision-making.
- **Manage.** Pre-configured workflows automate key steps, gather approvals, generate letters, and initiate services—minimizing effort while providing visibility.
- **Comply.** Automated alerts and dashboards ensure work is happening where it should be in a non-intrusive, privacy-first solution that puts employees in control of their data.

To find out how Cartus can help your organization develop a remote work policy, contact cartussolutions@cartus.com.