



Building a truly global business.

ACCESS INTERNATIONAL TALENT AND ESTABLISH
A PRESENCE OVERSEAS WITH GLOBAL TEAMS



Foreward.

Long before I started Employment Hero, I made it my mission to help make employment easier and more rewarding for everyone. With COVID-19 globally impacting millions of small businesses, there has never been a better time to grow our mission on an international scale.

Earlier in the year, the Employment Hero team and I conducted a Remote Work Survey and found that 92 per cent of employees would continue to work from home regularly if given the opportunity. Hybrid working models are the way of the future, and small businesses cannot afford to be left behind in the remote work

revolution. When I heard of these findings, I knew my team and I had to do something to help fellow small and medium-sized businesses prepare for the future of work.

That's why we created Global Teams; to empower SMEs to future-proof their workforce without sacrificing the feel of small business culture.

The Global Teams service will empower small businesses to join the international arena, offering them the chance to compete with big enterprises who have historically had a stronghold over this kind of product and service.

Keeping in mind we're a proud Australian-born business, we want to focus our efforts on helping local small businesses employ talent internationally -- something that has been a huge roadblock for many local businesses wanting to tap into the global talent pool.

We all know that COVID-19 has fuelled rapid digital adoption in large enterprises and small businesses, and we want to keep the momentum going. The appetite for innovation has never been greater, meaning now is the time to be brave. While large companies have been paralysed by bureaucracy through

the crisis, SMEs have been afforded an opportunity to take the world by storm. Be courageous and focus on new growth channels; Employment Hero exists to make it easier and more rewarding for you.

I'm excited to share this new phase of Employment Hero with you all and I can't wait to see what the new world of work has in store for us all.



Ben Thompson
CEO and Co-founder
of Employment Hero

Introduction.

COVID-19 has changed our world at work forever.

It's changed the way we work, the way we think about work, where we work from, and when we choose to work.

It's taught us that business operations are not confined by borders. It's taught us that geographic location shouldn't be a factor when it comes to recruiting and hiring the best talent for your business. And it's taught us that small and medium businesses need more support when it comes to keeping up with bigger business.

With so many disruptions to the working world, we knew it was time for a change. It was time to innovate, time to disrupt, and time to empower businesses by providing them with access to the best talent the world has to offer.

So, what exactly happens when you take away the restrictions and confinements of borders?

You're able to tap into the biggest talent pool we've ever seen, allowing you to easily hire anyone, anywhere in the world. This means SMEs can now access the best talent, wherever they choose to live. It means that

small and medium-sized businesses can compete on a global scale, while also giving local talent access to opportunities in international markets.

With all of these realisations coming to light, there is one thing clear -- we are living in an entirely different working world, and we're here to help small businesses keep up.

That's why we're excited to announce Global Teams; a borderless people management solution that allows businesses to access top talent from 54 different countries around the world.

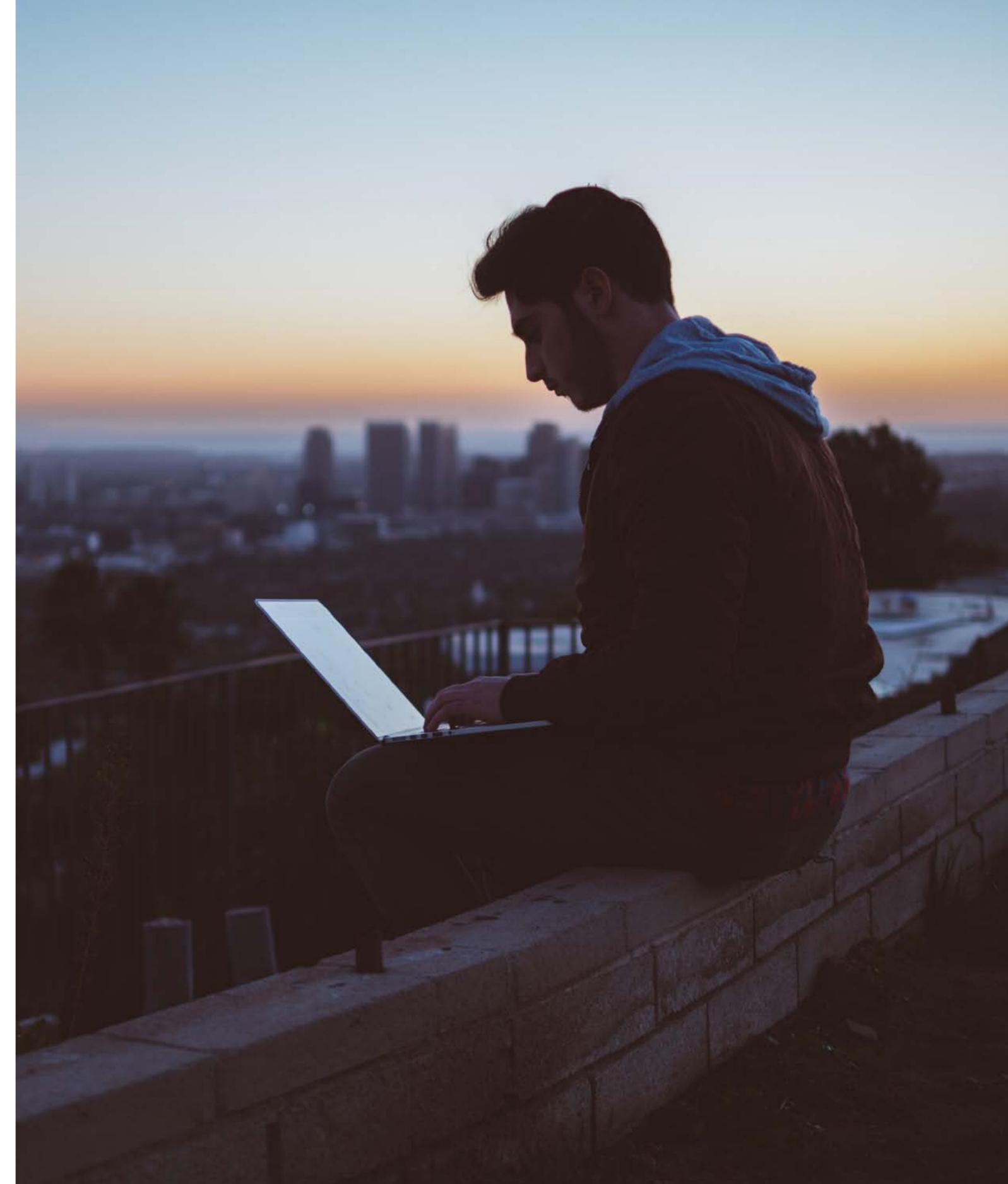
Bureaucracy has traditionally made it hard for companies to hire internationally. If a company wants to hire workers in another country, they're often forced to either take them on as a contractor or go through the processes of incorporating in multiple countries. This process is expensive and often leaves workers with fewer benefits -- it's no wonder many companies choose to recruit employees who live within 50km of their physical office.

But now, this is changing. We're taking the headache out of managing international remote employees, so you can focus on growing your business.

When you take away the limits associated with borders, the opportunities are endless.

Our Global Teams service doesn't just help hire and pay remote team members. It provides them with full access to our suite of HR tools, keeping them engaged, motivated and productive.

Our world at work has changed forever and Global Teams is here to support you as you grow in many ways you never thought possible, until now...





What is Global Teams?

Global Teams is a Professional Employer Organisation (PEO) and can help you easily create and manage a global workforce, right from your home country. It's purpose-built for small to medium-sized businesses and helps you access the world's top talent.

Global Teams is an all in one solution that can help you attract, hire, manage, pay, motivate and reward your local and global teams together, in one secure, cloud-based platform. It allows businesses of all sizes to easily hire anyone, anywhere in the world. This means SMEs can now access the best talent, wherever they choose to live.

It removes the distance between borders, making all of your employees feel part of the team, no matter where or when they choose to work.

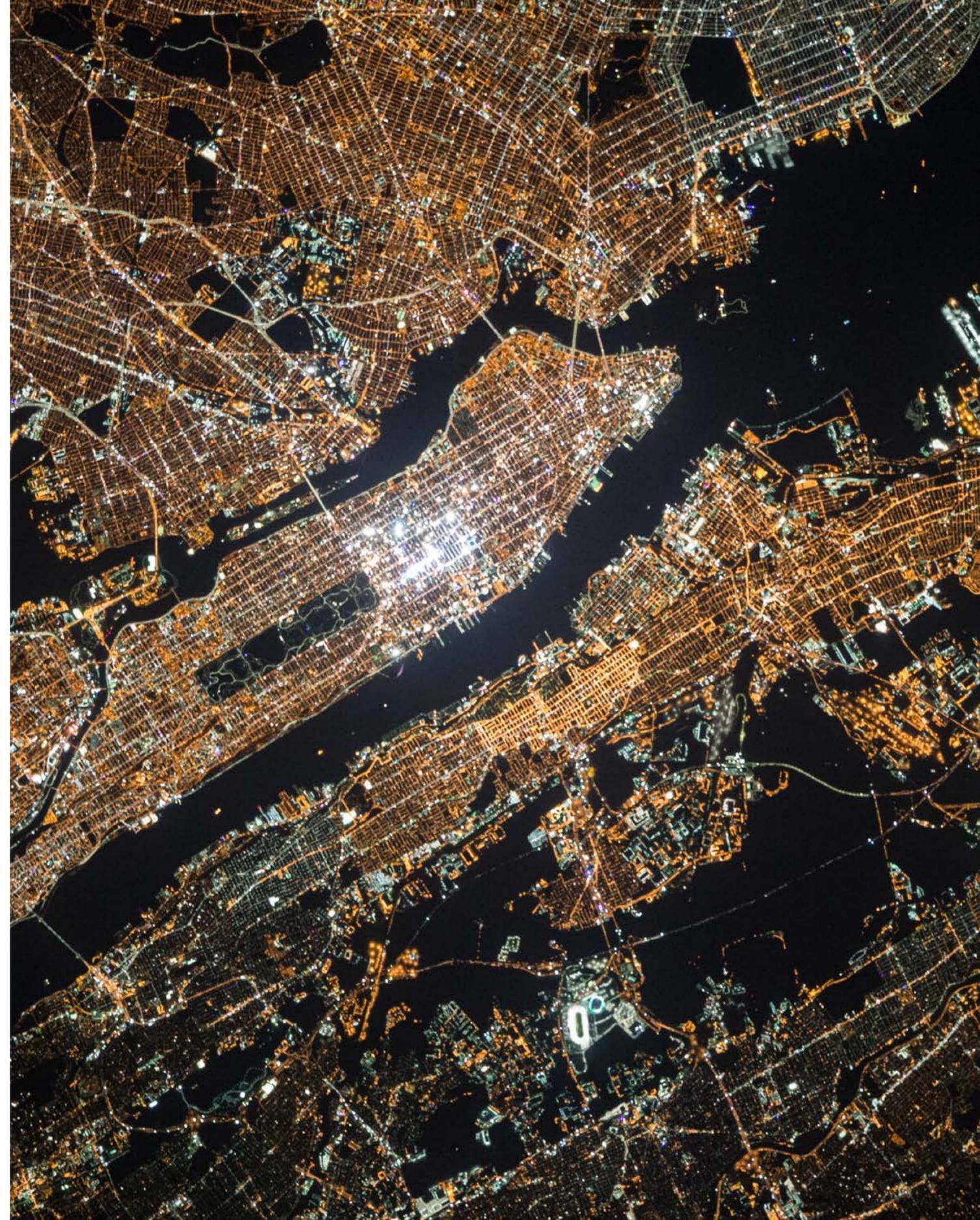
What is a Professional Employer Organisation (PEO)?

A Professional Employer Organisation (PEO) is an all-in-one HR service that allows employers to access talent from across the world.

It manages payroll, benefits, remuneration, administration, employment taxes, HR guidance and more, in accordance with local government laws.

It provides employers with peace of mind knowing that they are accessing the best talent in the world, compliantly.

It takes the stress out of establishing different legal entities in different countries to employ talent, providing small businesses with the same opportunities as larger businesses with a greater geographical spread.



How does Global Teams work?

Global Teams allows you to hire employees in other countries, compliantly and ethically, and without the need to establish a foreign legal entity. Employment Hero uses its global infrastructure and locally-compliant employment contracts to hire employees for you. We become their legal Employer of Record, so you can focus on running and growing your business. We manage the compliance, payroll and paperwork for you, so you can focus on growing your business with a team made up of the best talent the world has to offer.

1. ACCESS THE BEST TALENT

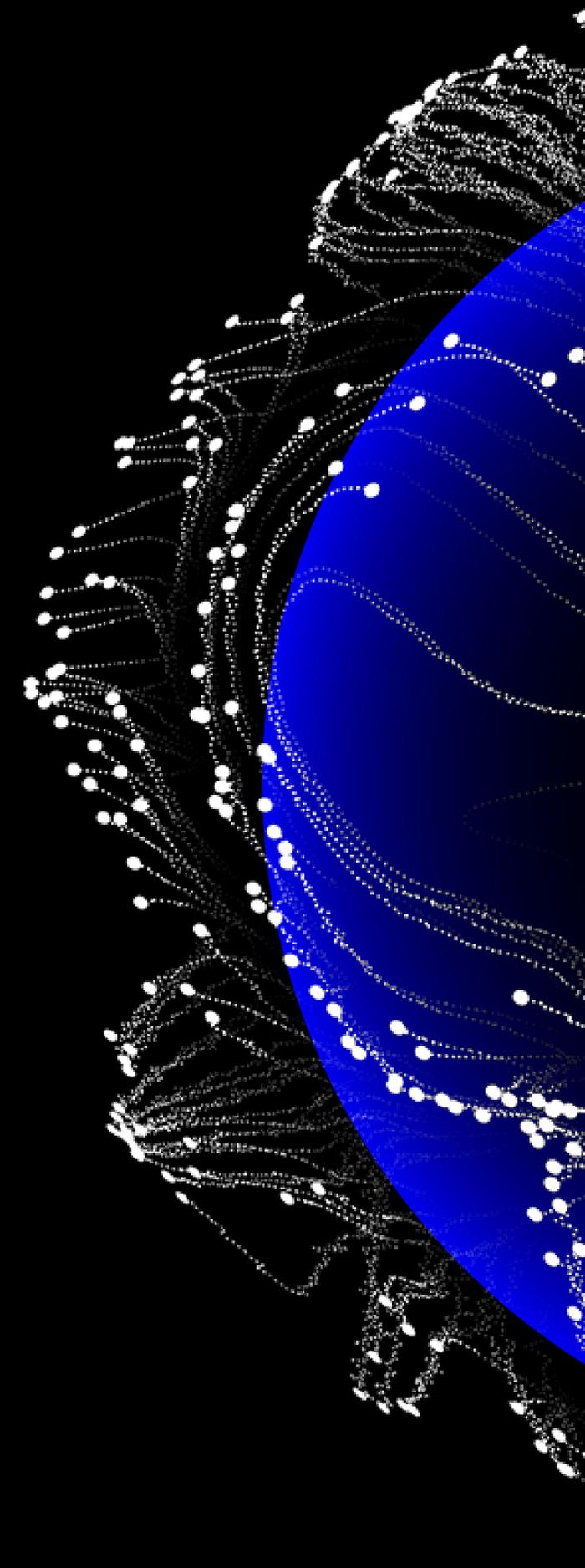
With Global Teams, you can post job ads anywhere in the world via Employment Hero, or choose from our Global Talent pool of employment-ready candidates.

2. EASY ONBOARDING

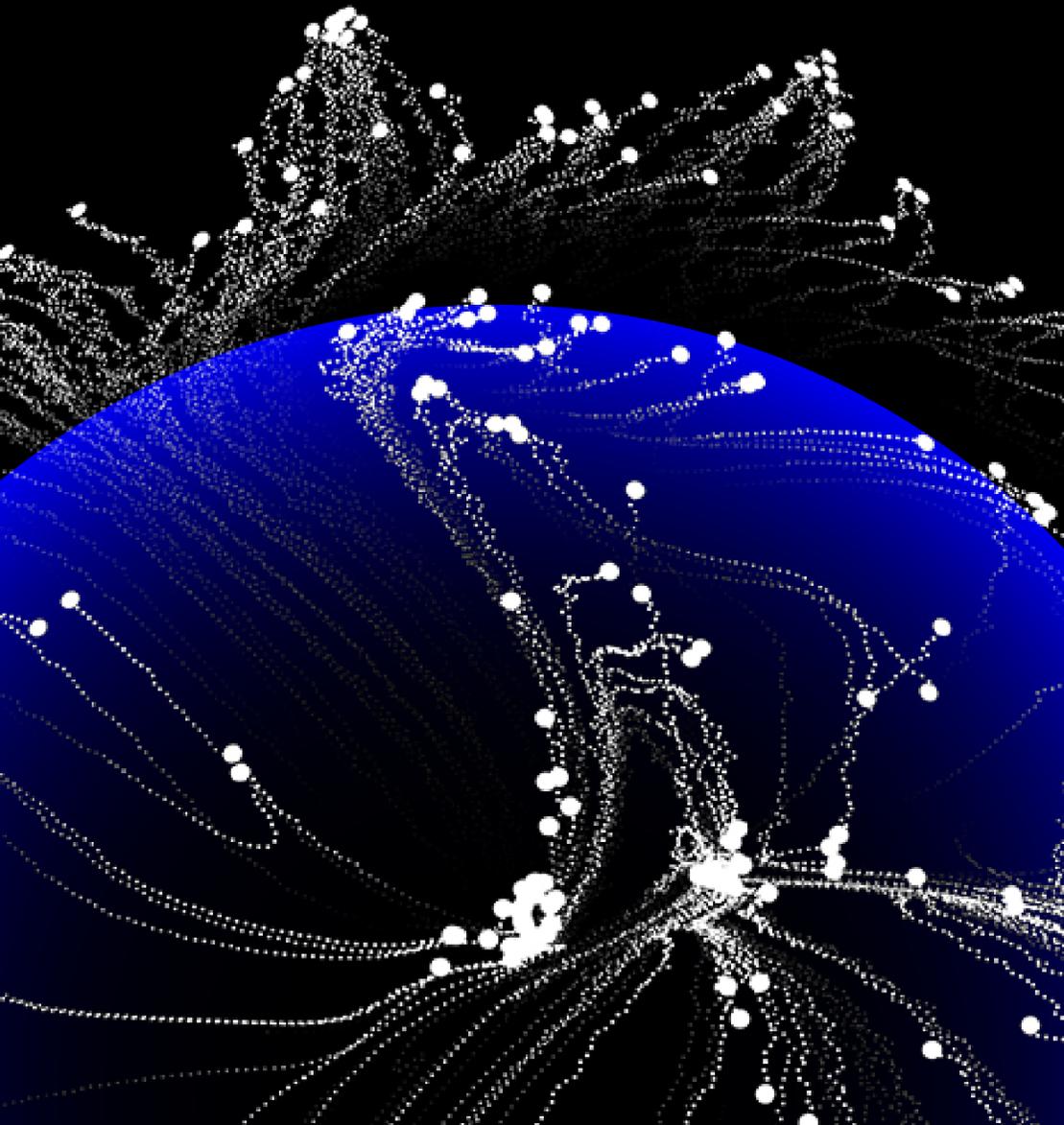
When you've decided on your talent, you can seamlessly onboard your new hires, using our easy digital platform. We fully automate compliance to reduce risk and complexity for you.

3. ENGAGE AND MOTIVATE

When your new team members are up & running, they'll have full access to our suite of features, making them feel a part of the team from day one, where ever they're located.



Benefits of Global Teams.



FOR EMPLOYEES

Go for the most exciting roles

Work should be about your capability, not your location. Find exciting remote opportunities.

Have secure employment

Working internationally doesn't mean you need to miss out on the usual permanent employee benefits.

Experience greater diversity

Join motivated and high performing remote teams full of the best global talent.

FOR EMPLOYERS

Find and access the best talent

The country you operate in shouldn't dictate who you can hire.

Build a world-class culture

All of your employees should feel like they are part of the team, no matter their location.

Avoid cost & complexity

Hiring and running teams should be simple and efficient, even if the applicant is remote.



Who can use Global Teams?



GEMMA PHILIPS
Business Owner

"I want to access the best talent, even if they aren't in my country"

Gemma could use Global Teams to find workers in:

- marketing
- sales
- strategy
- technology
- operations
- management
- and more



MATTHEW TORNEY
Business Owner

"Wages are a big expense. I would like to get better value"

Matthew could use Global Teams to find workers to cover:

- administration
- data entry
- technology
- project management
- operations
- customer service
- finance
- and more



SALLY ZHEN
Chief Technology Officer

"I plan to expand my business into new international markets"

Sally could use Global Teams to find for workers abroad in:

- marketing
- sales
- strategy
- technology
- operations
- management
- and more



LAUREN WITHERS
Head of Operations

"I would like to integrate my existing overseas contractors into the team and give them benefits"

Lauren could use Global Teams to transfer any contractors currently working with the business as a non-employee.

This will entitle her contracts to the benefits of a permanent employee.



GERARD BLACKHALL
Chief Financial Officer

"I would like to hire across state borders easily and compliantly"

Gerard could use Global Teams to find knowledge workers in:

- marketing
- sales
- strategy
- technology
- operations
- management
- and more

Employment Hero and Global Teams.

YOUR EMPLOYER OF RECORD (EOR).

Also known as Professional Employer Organisation (PEO), we hire full-time employees on your behalf, saving you the cost and time of setting up a local entity in multiple countries.

CONSISTENT COMPLIANCE.

You don't need to worry about the unique rules and regulations in each country. We fully automate local compliance, so you can focus on your people rather than policies and paperwork.

FAIR FOR ALL INVOLVED.

We have designed our policies with fairness for all parties in mind. You will find our systems are transparent, so everyone knows where they stand. Where possible, we've made our policies consistent across borders, meaning everyone gets a fair go.

ALL-IN-ONE SOLUTION.

Our Global Teams service doesn't just help you hire and pay your employees. Remote team members can access our suite of employee engagement tools (plus employee benefits) no matter where they live. With Employment Hero and Global

Teams, you will have one single system for your entire workforce, so your remote employees are exactly like all of your other team members.

EMPOWER REMOTE EMPLOYEES.

Through Global Teams, your international employees will be a full member of your team and will be able to access Employment Hero's large suite of employee engagement features such as Discounts, Employment Hero's online marketplace with access to discounts on thousands of everyday items, the Employment Hero app, performance reviews, leave requests, payslips and more.

COMPANY-WIDE ALIGNMENT.

When your team is located across the globe, company alignment is crucial for success. With Employment Hero, you can manage your team's goals with Objectives and Key Results (OKRs), create recurring one-to-one meetings, share Announcements in the Company Feed and publicly recognise co-workers for great work through our Shout Outs and Recognition features.

With Global Teams, you'll have access to talent in 54 countries.

- Australia
- New Zealand
- UK
- Canada
- USA
- Hong Kong
- Malaysia
- Singapore
- Austria
- Belgium
- Czech Republic
- Denmark
- Finland
- Germany
- Ireland
- Italy
- Luxembourg
- Ecuador
- Taiwan
- Cyprus
- Hungary
- India
- Philippines
- Bulgaria
- Greece
- Vietnam
- France
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- South Africa
- Spain
- Sweden
- Switzerland
- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica
- Mexico
- Panama
- Peru
- Thailand
- Turkey
- Ukraine
- Bangladesh
- China
- Indonesia
- Myanmar
- Nepal
- South Korea
- Japan





What could an international employee look like in your organisation?

When your team is based in one country, it can be hard to envision what an international team could look like.

By combining Global Teams with Employment Hero HR, your new team members will feel just as much as part of your own company as anyone else. Don't believe us? We spoke to Katrina who is employed via our Global Teams solution.



**MEET
KATRINA**

Katrina works for a company based company in Sydney, Australia as part of Employment Hero's global team. She is currently managing their Manilla team consisting of Data Analysts for Professional Services, Support Specialists and Sales Administrators.

Her everyday duties as a team leader focus on ensuring her employees have access to tools, providing performance coaching, addressing team issues, relaying information from Sydney to the Manila team, organising training, and planning team-building celebrations. She says that it's a tough job dealing with 22 different personalities, but it's worth seeing everyone unite as a family.

Katrina loves working for a global company because it helps her with personal development and growth. It increases her exposure to multiple areas of the business and provides her with more opportunities for job movement within the organisation.

She was originally hired as a Customer Service Executive for Support and after 2 years, was promoted to Customer Support Lead for the Manilla team.

HER NEXT STEPS?

She would love to have the opportunity to look after the entire Manila Team.

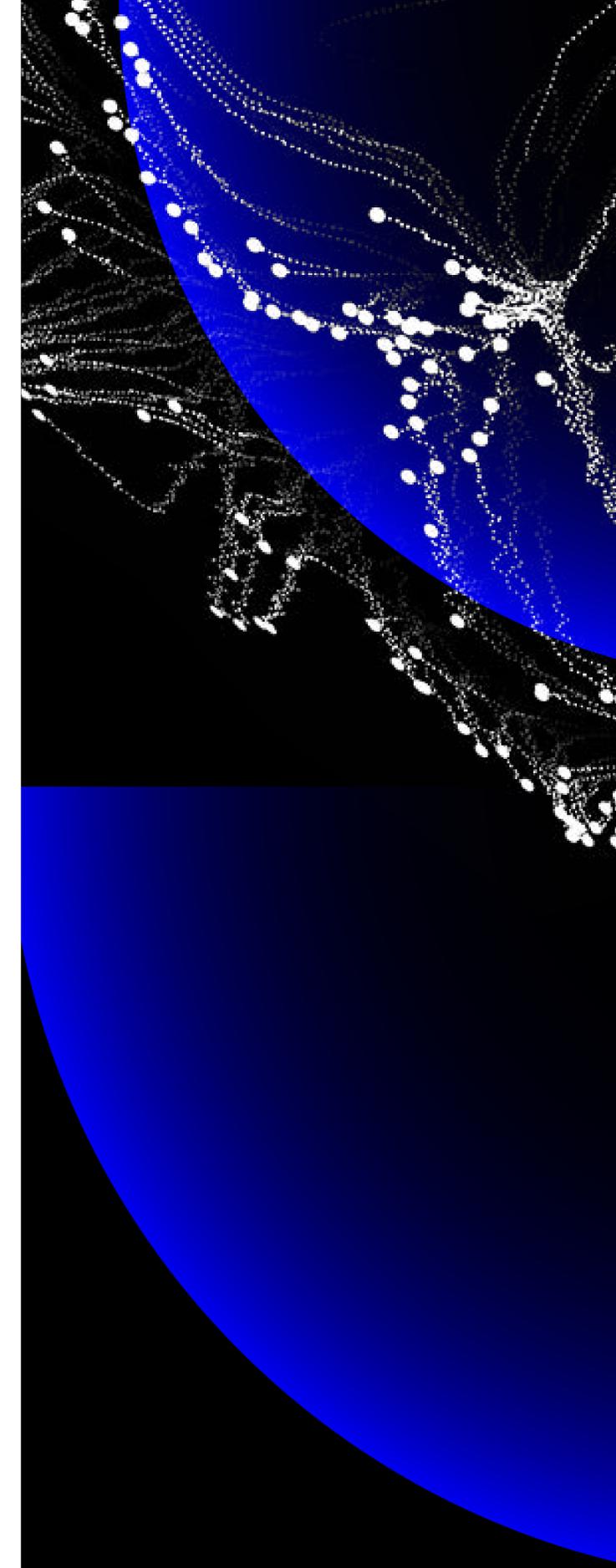
Being in a global team has also allowed Katrina to have a greater work/life balance. She's enjoyed the flexibility that has come from working at home during the pandemic, plus the incentives that help her do her work efficiently. She says it's the total package.

Her company also provides her with access to innovative technology which she knows is necessary for the future success of any company.

WHAT DOES KATRINA LOVE MOST ABOUT WORKING IN AN INTERNATIONAL ORGANISATION?

Overall, Katrina has gained a better understanding of global markets and given her a taste of how organisations operate internationally.

She loves that she gets to work in a collaborative, positive culture, which embraces the philosophy of growth mindset. Each person she works with has unique expertise and diverse perspectives, and she loves that everyone learns from each other, no matter what country they are located in.



FAQs.

HOW WILL MY EMPLOYEE APPEAR IN EMPLOYMENT HERO HR?

Employees will appear in your organisation as normal employees (They will have a flag of PEO attached to them).

This helps you identify which employees are Global Teams employees.

Note: only admins and owners on the Employment Hero platform will have this flag.

You will have limited access to their employee files. These fields are only relevant to the payroll side of the employee and since we're taking care of them, you don't have to worry about this.

WILL I NEED TO FILE OR SUBMIT ANY LOCAL FORMS OR RETURNS?

No, everything will be handled by us.

DO I HAVE TO FOLLOW LOCAL EMPLOYMENT LAWS IN THE COUNTRY OF MY TEAM MEMBER?

We will send you a schedule of the rights and responsibilities of the country and team members. Remember our Global Teams HR manager will be available for any questions you may have.

HOW DO I FIND AN EMPLOYEE IN A NEW COUNTRY?

At this stage Global Talent starts with you sending us an employee you would like to hire in another country.

We are currently building a talent pool of candidates globally in which you will be able to search for employees.

HOW IS THIS DIFFERENT FROM HIRING A CONTRACTOR OR FREELANCER?

With a contractor or a freelancer you may still be liable for certain obligations and contractual needs between your business and the freelancer.

Global Teams has many benefits as you can have a full time employee who is truly part of your team but without the jurisdiction headache. It'll also be easier to find talent and fill those harder to source for positions with access to knowledge workers in 54 countries around the world.

The future of work is global. Are you ready?

If you're looking for an all in one HR, payroll and benefits system that can assist with managing your global team, Employment Hero can help.

Employment Hero can help your team stay engaged, motivated and strategically aligned in their goals wherever they are in the world with:

- Global Talent Pool
- Local compliance
- Paperless onboarding
- Performance reviews (1 on 1's and feedback)
- Timesheets
- Leave management
- Access to the Employment Hero portal and app
- Happiness surveys
- Reward and recognition
- Custom surveys
- Access to discounts and savings on thousands of everyday items
- OKRs (Objectives & Key Results)
- Employee assistance program

And so much more...

[BOOK A DEMO WITH ONE OF OUR
SMALL BUSINESS SPECIALISTS TODAY.](#)

