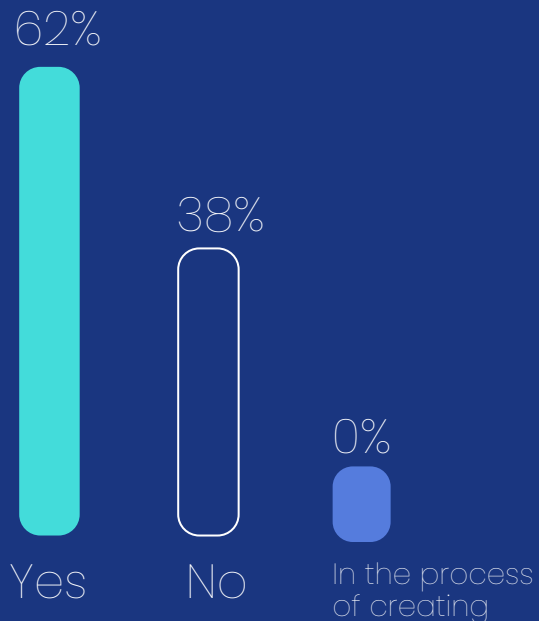




Midlands Global Mobility forum poll results

Has your organisation introduced a remote working policy?



What are the challenges you've faced in introducing a remote working policy?

- Employees combine their holidays with remote work in their home countries. Is it fair for other colleagues based in the UK, or do employees go on an extended holiday aboard? It seems difficult to manage as employees can go to any country for holiday then remotely working.
- Compliance
- PE risk, Admin in managing long term, Sign off at high level, Employee lack of understanding in tax/soc sec and general compliance rules
- Challenge from some departments over cost and bureaucracy. Don't understand why we have to have a policy
- No resources to support taxation issues and it is difficult to define criteria
- Global policy does not work has to be country specific. Getting people to understand it applies to them
- No appetite from the senior exec for remote working in the organisation
- Tracking Exceptions Compliance
- One that protects the business and provides flexibility to keep competitive
- Compliance

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What type of support does your organisation provide to network, connect and otherwise facilitate the inclusion of relocated employees?

- Dedicated GM rep. Cultural training
- Assignee networking platform
- Regular assignment experience check ins
- On Teams, regular visits in person (quarterly) or group events
- Catch up calls with global mobility. Rolling out virtual training courses.
- Cultural training Strengths coaching (individual and new teams)

Has the impact of Brexit on social security resulted in changes to assignment policies, i.e assignments for less than 24 months? If yes, how?



Is international business travel in your organisation seen as valuable as it was pre-pandemic?

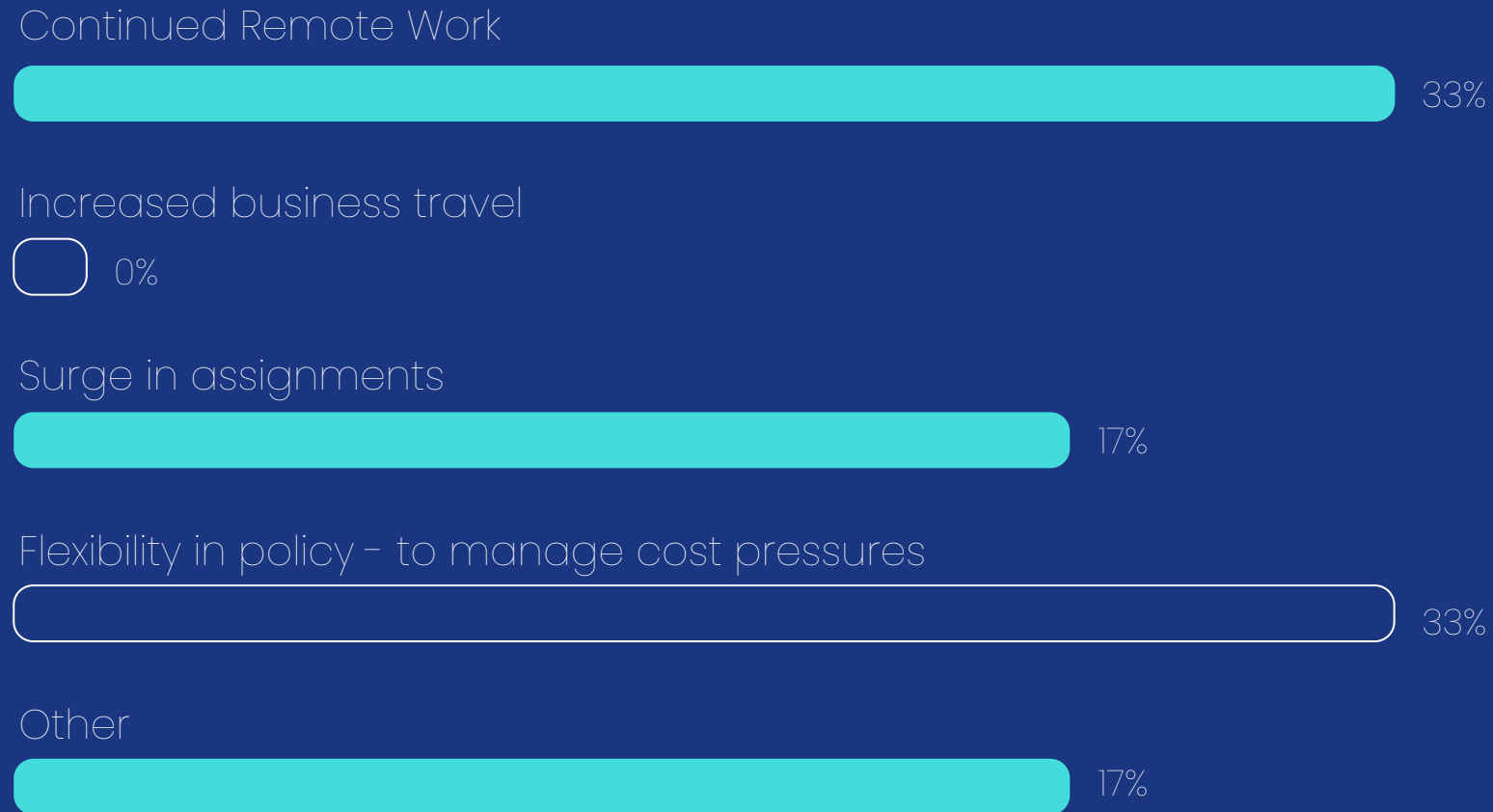


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What do you see as your top priorities related to GM in the coming months / years?



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