



SD Worx solutions powered by the leading HR software in the region

Designed for the way you work.



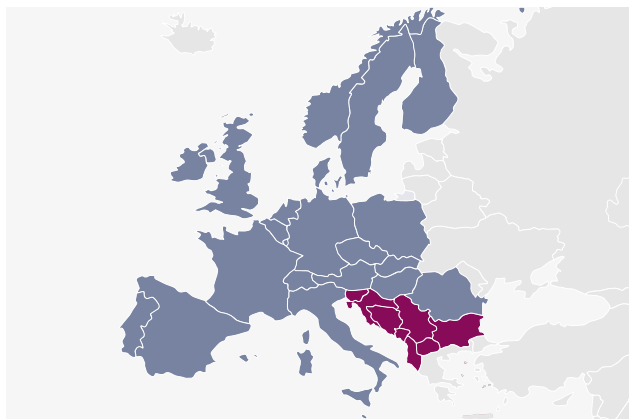


We spark success at the heart of your business, so you and your people can thrive.

As a leading European provider of people solutions, SD Worx turns HR into a source of value for the business and the people in it. The secret lies in regular discussions with our customers and in-house developers and experts, a powerful commitment and strong teamwork from the SD Worx employees, large-scale research, over 75 years of experience plus our natural thirst for innovation.

Our **people solutions** span the entire employee journey, from getting people paid to attracting, rewarding and developing the talent who make your business succeed. We spark success through four core capabilities: technology, outsourcing, expertise and data-driven insights.

As our customers are our guiding principle, we understand that each of them has different needs. That's why our offering supports a wide variety of solutions integrated in our HRnet software, a leading digital solution for HR management used by the most successful companies in the region.



SD Worx operates from offices in Croatia, Slovenia and Serbia while also expanding its European footprint to the rest of Southeast Europe. Thanks to the large portfolio of people solutions integrated in **HRnet** and enhanced with managed payroll services, SD Worx is expanding its expertise and offering to meet customers' expectations.



Payroll and HR tech can be found in abundance, but only a few software solutions genuinely do what they're designed for: making everyone's lives easier, from employees to managers and HR professionals.

Our customers make that claim with HRnet.



A modern software that has proven itself in various market segments as an intuitive digital solution with highly efficient performance.

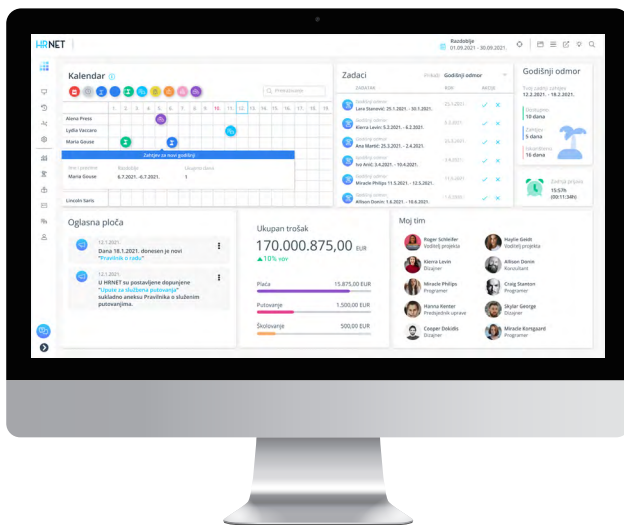
HRnet software is a complete digital solution for HR management, developed with a modern interface and responsive design. It performs at a high level of security and is fully compliant with European laws and legislation.

- Standardized web services allow simple integration with other systems (ERP systems, AD, Office 365).
- It can be used as a Cloud SaaS solution and on-premises or model.
- You can even combine it with managed payroll services if you wish.
- **HRnet** is designed as a multi-language and multi-country solution with the option to implement several entities inside the same system.

Why choose HRnet?

- Full people life cycle in one solution
- Multicountry software used in 16 countries
- Used by 250.000 users
- Easy implementation and data migration
- Legislation & GDPR compliant
- Reduce costs and raise efficiency of HR staff

Explore the best complete HR digital solution.



Designed and developed by a dedicated team of HR professionals for the needs of employees and managers throughout the entire organisation. **HRnet** is an easily integrated, full 'hire to retire' digital solution in one single system. It is rich in functionalities, responsive to the needs of the organisation, collaborative and oriented to support your business needs. Empower your people with powerful and intuitive Self Service tools.

All in one

All HR processes are integrated within the same system containing basic and advanced employee data in one database. **HRnet** is a comprehensive tool that will increase your efficiency with less effort and costs.

Compliance

Guaranteeing compliance with legal regulations in the Adria region and other EU countries is our key task. Our HR and payroll consultants will help you with 'first-hand' maintenance and provide you with comprehensive support.

Multilingual

Used in over 16 European countries **HRnet** is easily adapted to any language at user interface and data level.

Cost control and reporting

Built-in control features will help you identify extra costs before they occur. Use checkpoints to be sure you're on the right track with your business objectives. Reduce time and effort by automatically generating KPI reports and diverse analysis.

Modularity and flexibility

You can combine different modules and different features depending on your business needs. **HRnet** is continuously evolving and has been designed and developed according to the latest IT & HR industry trends, design and legislative framework.

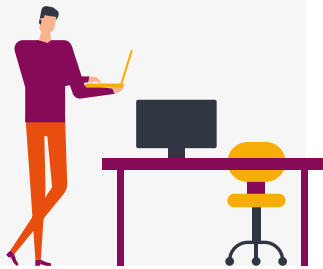
Self Services

HRnet is used by employees, managers, assistants and administrators. Same solution but with different views, adapted to roles and responsibilities.

We support your employees throughout their entire life cycle in the company.

We have what you're looking for. From our software and payroll services to Core HR and workforce management. We blend our expertise, software and services to meet your needs. With SD Worx, you take the decisive step towards a better future.

Find the perfect solution for your organisation.



Automate your HR administration

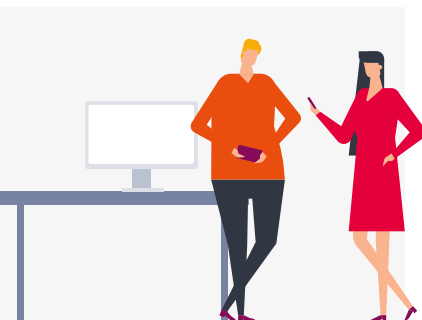
Do you often experience inefficient HR administration, absence, expense, document or data management? You're not the only one.

That's why we've developed Core HR solutions to make both HR's and your employees' lives easier. No matter the size of your organisation, no matter if you work on your organisation structure, job catalogue, job assignment, holidays or personal documentation management **HRnet** enables simple data entry, analysis and KPI reporting.

Manage your travel & expenses

Is your organisation still relying on manual processes and paper receipts to manage your expense reporting process?

Ensure a complete overview of spending, use accurate, up-to-date information to make decisions and simplify the entire process with automated, integrated travel and expense management solutions from SD Worx.



Payroll management & Rewarding was never easier

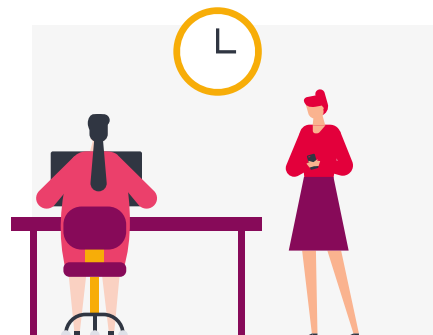
Can you imagine software that's fully compliant and which has the fastest payroll processing, calculation and payout?

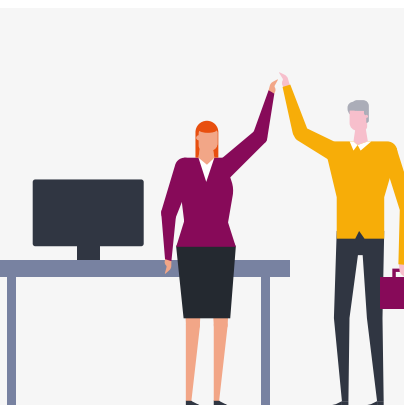
Our Payroll module includes integrated HR data, sick-leave, absence management and pay slips used for salary calculation. All employees can use a self-service option. Additionally, it is supported by general ledger, mandatory financial and payroll reports aligned with legal requirements.

Track time & attendance. Manage your workforce

Do you want to manage your labour costs, flexible working arrangements and make your employees more efficient?

Ease your planning and working hours management, integrate it with payroll management and use flexible working hours setup, homework or shift scheduling. Connect your digital working hour tracking system with ours and monitor your workforce via our simple analysis and reporting.





Discover our talent & career management expertise

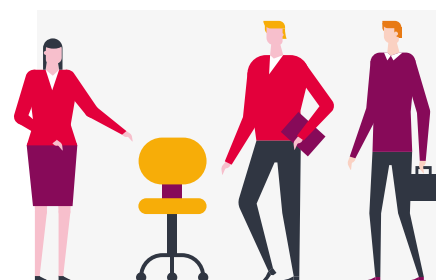
How to develop and empower your people in the organisation?

Your people are your organisation's greatest asset. Empowering them is one of the most important tasks of your HR team. Rely on the flexible tooling and deep expertise of SD Worx and build solid foundations for the future of work to foster agility and engagement. Benefit from our solutions for learning and development, performance and competency management, as well as career planning to define your gameplan. Whether it's HR tech, consulting, or data that you need, you can count on us.

Manage your selection and recruitment process

How to win the battle for talents?

HR should be able to swiftly respond to emerging staffing needs. Whether it's dealing with fluctuating workloads, covering for long-term absences, or finding the right skills for crucial projects, all eyes are on you. We help you to choose the right strategy and tooling and make sure you meet the expectations of the business.



Used by 250,000 employees and trusted by over 150 companies in 16 European countries.

ATLANTIC
GRUPA

A1

ERICSSON

FORTENOVA
GRUPA

Hrvatski
Telekom

Hrvatska
pošta

ORBICO

SIEMENS

UNITED
GROUP

KONZUM

Strong expertise & best practice gained in different industries

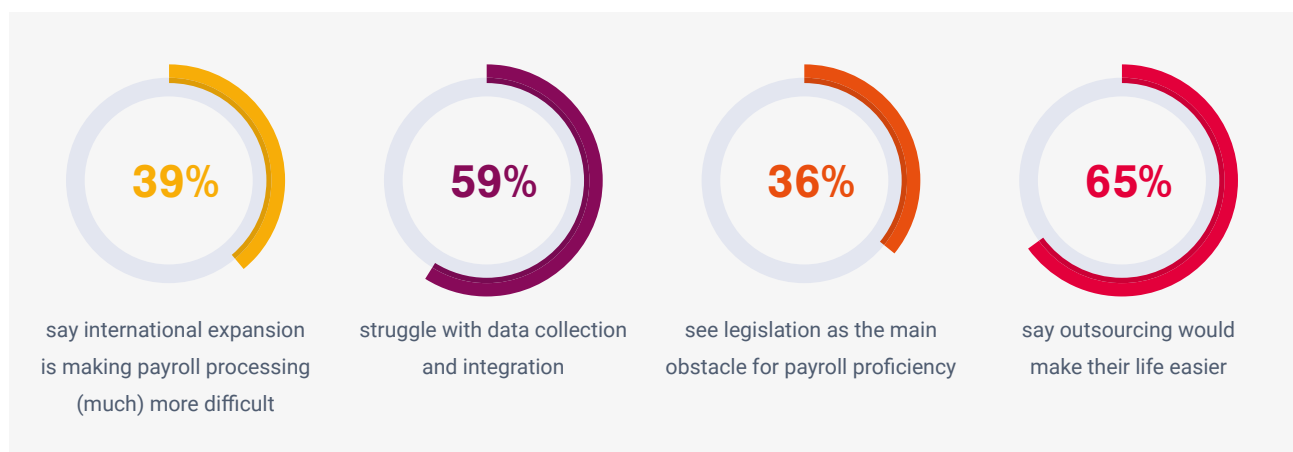
- Multinational groups
- Telecommunication and IT sector
- Retail, Banking and Insurance
- Hospitality, Manufacturing & Production
- Public sector
- Diverse SMEs and many others.



Make the most out of it. Combine the HRnet software solution with our managed payroll service.

To deal with emerging HR and payroll limitations, it's clear that many companies have shuffled the cards over the past years. One of the outcomes is that payroll is increasingly being entrusted to third parties. In addition to our software payroll and reward solution, we offer managed payroll services to our clients and prospects. Our service can be used together with any of our SaaS modules depending on your needs. **Your HR professionals and our payroll experts will work together, in the same system, in real time.**

Outsource your payroll to assure your peace of mind



Payroll requires specialist skills that need to be updated continuously, which is why more and more companies are starting to outsource their payroll process. Our payroll consultants are all SD Worx employees and experts who always follow local regulations and understand local culture. They are at your service to answer any question you may have.

Take the stress out of payday with our managed payroll services. Whether you're new to payroll outsourcing or reviewing your options, **we can help.**

SD Worx managed payroll service – rely on our knowledge, experience and regional expertise.

Payroll outsourcing is nothing new. Its benefits have been convincing both small and large companies to make the switch for many years now. **Payroll outsourcing with SD Worx makes a difference.**



Partnership & assurance partner

Instead of having a few payroll employees who have all the knowledge, you always have access to a number of highly trained specialists with 10+ years of experience in the region. Efficiency with less effort and costs.



Compliance & knowledge

Outsourcing and expert knowledge close at hand ensure well-documented routines and processes as well as guaranteed updating of laws, regulations and changes.



Risk & Accuracy

When you manage your payroll in-house it can be easy to make mistakes, which means costly penalties for your business. SD Worx takes on the risk for any payroll mistakes.



Integration & data security

Protect your business from any data breaches with our cloud-based payroll software. Our experts strictly follow ISO 27001 procedure when operating with your data and take care of GDPR regulation.



Control & transparency

You can decide what you want to keep control of. Define KPIs to measure success and have absolute cost control in your hands with direct access to your HR data at any time.



Scaling & flexibility

With outsourcing by SD Worx, our customers can scale down or scale up services as needed. We are flexible towards your organization, whether that means expanding or cutting back.

Interested? Contact us.

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