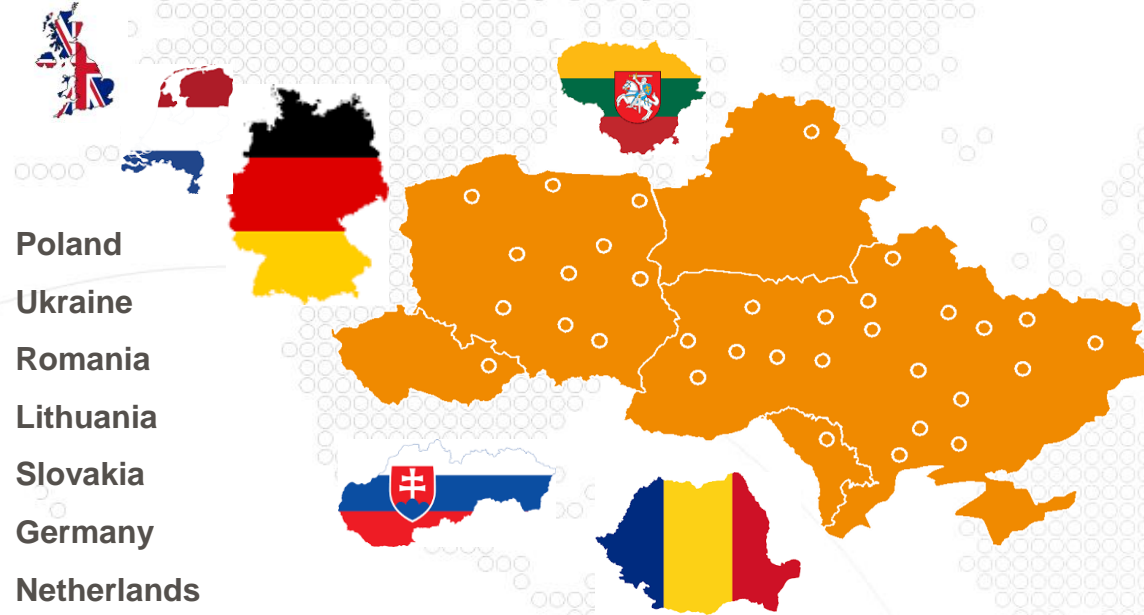




CHANGING THE EUROPEAN LABOR MARKET

EWL Group Presentation

Where are we?



- Poland
- Ukraine
- Romania
- Lithuania
- Slovakia
- Germany
- Netherlands
- United Kingdom

33

Branches
In 7 countries

10

Regional offices
in Poland



16 years in the
market



50+ regular
foreign clients



+12,000
employees
in 2023



Network of 180
partners in CEE
and Asia

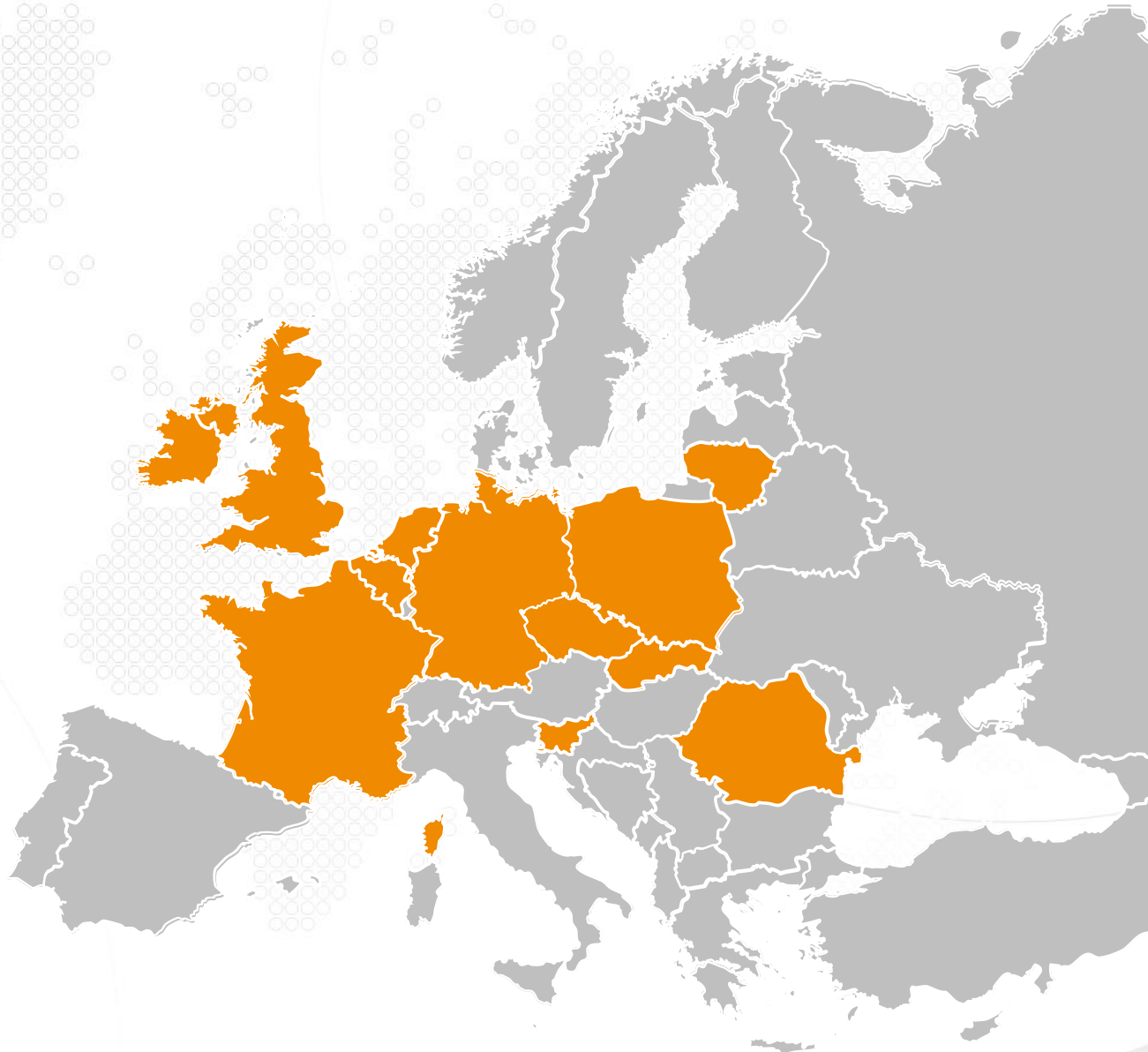


Over 300
active clients
in Poland

Our Operational Capabilities

WE PROVIDE SERVICES IN:

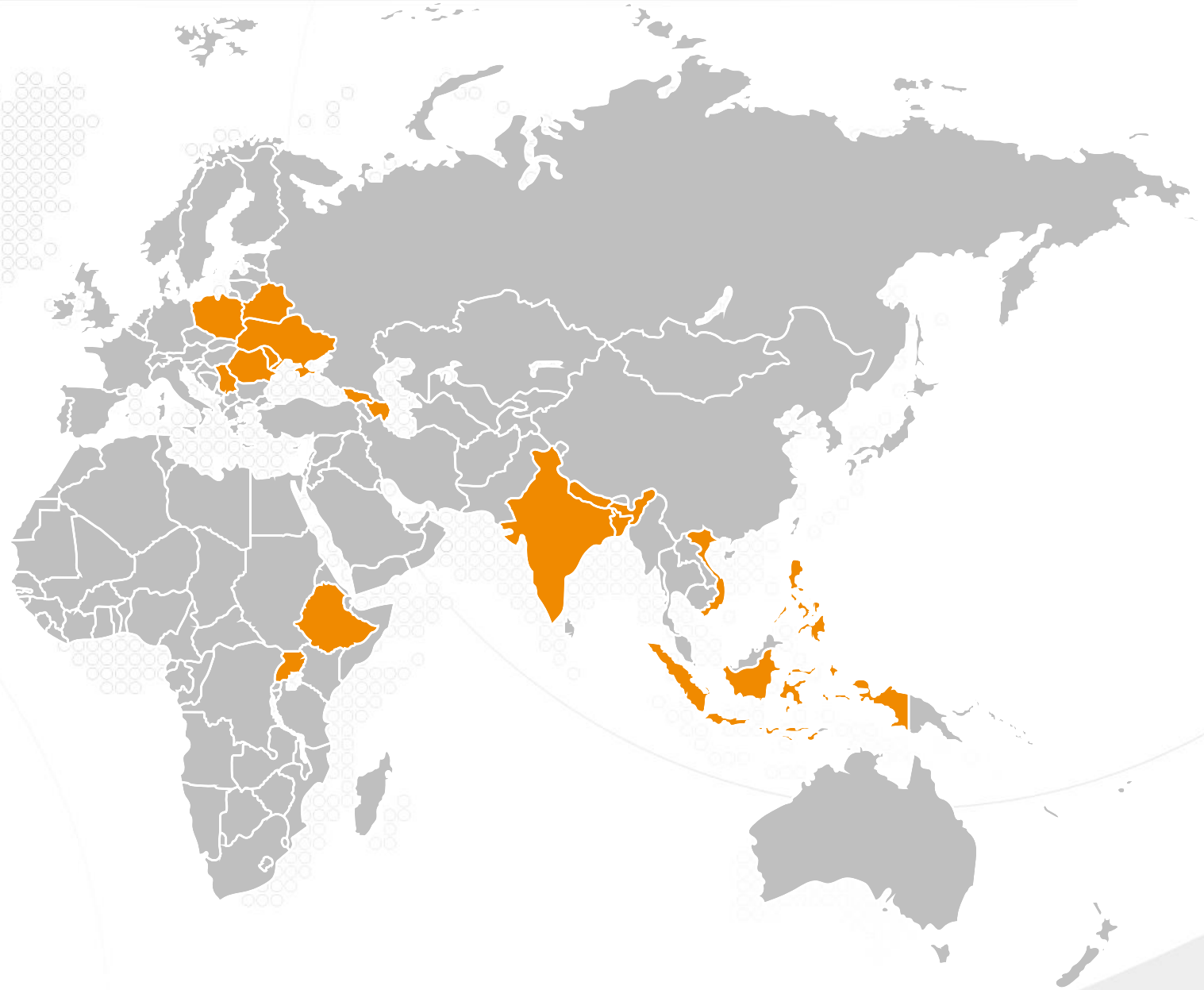
- *Poland*
- *Czech Republic*
- *Slovakia*
- *Germany*
- *France*
- *Belgium*
- *Netherlands*
- *Romania*
- *Slovenia*
- *Lithuania*
- *Ireland*
- *United Kingdom*



Our Operational Capabilities

WE RECRUIT WORKERS FROM:

- *Ukraine*
- *Poland*
- *Indonesia*
- *Belarus*
- *Moldova*
- *Georgia*
- *Colombia*
- *Kazakhstan*
- *Cuba*
- *Nepal*
- *Kyrgyzstan*
- *Azerbaijan*
- *Turkey*
- *Turkmenistan*
- *Philippines*
- *Romania*



Trusted by



Jerónimo
Martins



Raben

3M

FERRERO



faurecia

FM>LOGISTIC



Fresh Logistics
Raben Group

Valeo

DELPHI

ALUDYNE

• APTIV •



oponeo

TRUVANT



FOOD
CARE
FoodCare Group

TOYOTA BOSHOKU

RHENUS
LOGISTICS

ANIMEX

HUMAX

ANSWEAR.

BorgWarner



merlin
GROUP



arvato
BERTELSMANN

FRONERI



pesa
Bydgoszcz SA

Our Values



BEING FAIR



**CHALLENGING
STATUS QUO**



**COOPERATION AND
EMPOWERMENT**



OPENNESS



CUSTOMER FOCUS

EWL GROUP MIGRATION PLATFORM

From industry reports, conducted jointly with scientific and governmental institutions, to IT solutions for recruitment that contribute to the automation and digitization of employee acquisition processes; EWL Group is more than just a recruitment agency. It's a migration platform, an expert and market leader in recruitment, where research activity meets modern solutions in new technologies, making the Platform a trustworthy partner for many industries in Poland and Europe.

- **Research reports** that help you understand the labor market and prepare for changing trends.
- Solutions that allow you to look to the future with confidence - **Employee Leasing, Outsourcing of processes and functions, Permanent Recruitment, and Employment Legalization.**
- Technological solutions for your company that allow you to **monitor recruitment processes in real-time.**
- **Mobile application for candidates** - Because we want our B2C clients to have all the information they need for efficient work.



Our Advantages - EWL Market Advantages

- **Large availability of workers** from different countries
- **Network of Branches** across Poland
- **Full digitization of the process** - from customer orders, recruitment, legalization, to employment, scheduling, and settlements
- **Flexible cooperation models**
- **Safety in employing** foreigners
- **High order** fulfillment rate
- **Accommodation network** across Poland
- **Unique solutions** for organizing the arrival of foreigners - our unique Arrival Departments
- **Extended care** for employees
- **Low employee turnover rate**
- **References** – many satisfied clients recommend cooperation with EWL Group
- **Experience and knowledge of the requirements** of various industries, gained through projects in different sectors of the economy
- **Reports and studies**, providing comprehensive knowledge about the labor market

Why Recruit with a Staffing Agency?

RECRUITMENT

Market insight based on experience. Cooperation with many clients provides the know-how to ensure that recruited employees are efficient and meet the industry's requirements.

Knowledge of the salary rate that will interest the candidate, which also guarantees a pool of candidates. An entrepreneur relying solely on their own wages will not have current data, and the offered rate may not be attractive to the employee and profitable for the company.

Access to the latest trends in various sectors, gained through numerous recruitment projects in companies representing many industries.

No need to handle formalities related to the employment of foreigners. This is particularly important in a market like Poland, where the legalization process is complicated and often changed.



Why Recruit with a Staffing Agency?

RECRUITMENT

An extensive recruitment network, allowing for candidate profiling according to the requirements of a particular company and industry.

A wide range of services allows for choosing a solution tailored to the company's profile and staffing needs. For example, employee leasing, allowing for short-term employment. A worker recruited through an agency is more likely to accept a few months' employment offer, knowing that they will receive another job offer from the agency afterward.

By opting for outsourcing with EWL, a company can entrust a part of its operations to us, and we, as an experienced and proven partner, **will secure the processes without engaging the client's HR department**, as the outsourcer handles recruitment, employment, planning, and control of employees' work.

According to estimates, the cost of a failed recruitment can equal the annual salary of an employee. **Cooperation with a staffing agency**, specializing in the selection and acquisition of candidates, **will cost significantly less than the costs incurred through unsuccessful recruitment.**

OUR COMPETENCIES

EMPLOYEE LEASING

Ability to **dynamically respond** to changing staffing needs.

Flexible adjustment of employment to changing needs.

Elimination of significant financial expenditures on recruitment and selection of employees.

Reduction of payroll and administrative costs.

Significant **reduction of overtime costs, sickness contributions, and PFRON contributions.**

Simple process of planning employment costs and settlements based on hourly rates.

Securing legal risks associated with employment and legalization of work.

OUTSOURCING

End-to-end service - we take over all recruitment, HR, training, motivational activities, as well as those related to the legalization of employment of foreign workers, accommodation, and organization of transport.

Supervision over the entire process.

Specialized know-how and technological background for effective execution of assigned tasks.

Customized cooperation model and performance indicators tailored to individual needs and requirements of our clients.

LEGALIZATION OF EMPLOYMENT OF FOREIGNERS

Verification of documents, indicating employment possibilities, and obtaining required permits and declarations.

Analysis of the situation and **assistance in choosing the appropriate legislative path.**

Support in the process of employment legalization.

Employment possibility audit.

Legalization consultations with the client and the employee, with support at every stage of the employment legalization.

Monitoring of expiring permit deadlines.

Guidance on employment continuation.

Training in the field of legalization of employment of foreigners.

PERMANENT RECRUITMENT

Experienced recruiters from Poland with essential know-how about the labor market to guarantee qualified employees for clients. The recruitment team is located in Wrocław and Kraków.

Analyzing and monitoring market changes regarding wages and assisting clients in determining their amount for various positions.

Managing the recruitment process from sourcing candidates using various channels, including headhunting, through the selection of submitted applications and meetings with candidates, to arranging meetings between candidates and clients.

Employee Leasing - Staff Rental for Companies

Employee leasing primarily allows for dynamic response to changing staffing needs. In industries characterized by seasonal work, personnel rental enables quick acquisition of temporary workers during increased production periods and smooth reduction of employment during downturns, thus mitigating the costs and risks of employing and dismissing permanent employees.

We have been cooperating with various clients for many years, and thanks to specialized business lines, we effectively and quickly recruit employees from almost every sector.



Employee Leasing - Staff Rental for Companies

The employee leasing service greatly simplifies the process of planning employment costs thanks to a clear model of settlements for hours worked. An additional advantage of hiring workers is securing legal risks associated with the employment and legalization of foreign workers' work in Poland.

From the company's perspective, another benefit is the ability to classify the costs of employing temporary workers as external services, rather than personnel costs, as well as the option of choosing short-term or long-term employment contracts.



OUTSOURCING OF PROCESSES AND FUNCTIONS

Process outsourcing is one of the fastest-growing business support models today. It involves a company delegating part of its processes, tasks, or projects to a specialized external entity.

Entrusting a segment of operations to an experienced and proven business partner secures processes without engaging the HR department, as the outsourcer handles recruitment, employment, planning, and employee work control.

It also reduces the risk associated with operating in an uncertain economic environment – **the service provider is responsible for building teams, their results, and the flexibility of the employment structure.**



PERMANENT RECRUITMENT

FOR CLIENTS ACROSS EUROPE, WE SEEK CANDIDATES THAT MEET THEIR EXPECTATIONS



Experienced recruiters in Poland have the necessary know-how about the labor market to ensure clients get qualified employees. The recruitment team is located in Wrocław and Kraków.



We analyze and monitor market changes in salaries and assist clients in determining the appropriate pay for various positions.

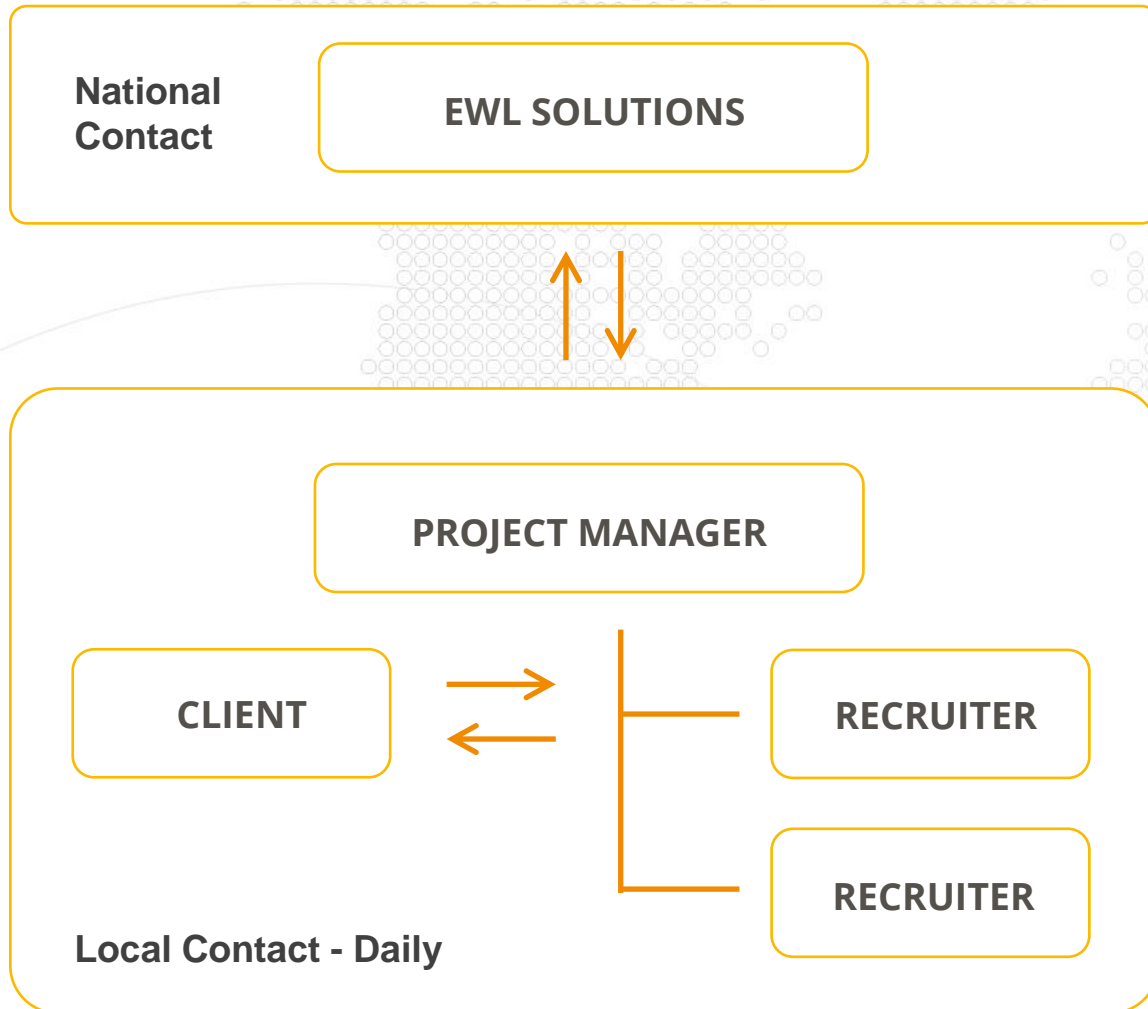


We manage the recruitment process from sourcing candidates using various channels, including headhunting, through the selection of applications and meetings with candidates, to arranging meetings between candidates and clients.



We are consistent in our actions and tailor them to effectively plan a recruitment strategy suitable for the specifics of each industry and position.

PERMANENT RECRUITMENT



PROJECT MANAGER

- Local level contact
- Signing the contract
- Monitoring and improving the process
- Responsibility for KPI achievement

RECRUITERS

- Creating a database of active and passive candidates
- Conducting the recruitment process according to relevant standards
- Recruitment interviews sending
- Recommendations to the client

METHODOLOGY OF CONDUCTING RECRUITMENT PROCESSES

JOB SPECIFICATION

1

- In-depth understanding of the role
- Learning about the market and gathering all information related to the specific profession

REQUIREMENTS GATHERING

2

- Planning meetings with recruitment managers to better understand the requirements and specifications of roles

BUILDING A CANDIDATE DATABASE

3

- Using direct search methods and an established candidate database
- Publishing job advertisements through dedicated portals/methods

CANDIDATE VERIFICATION

4

- Checking candidates' financial expectations, availability, first impressions
- Providing more information about the role and employer

QUALIFICATION INTERVIEWS

5

- Conducting qualification interviews with selected candidates using behavioral
- Questions, competency tests, language proficiency assessments

RECOMMENDATIONS

6

- Sending candidates' CVs with a brief recommendation note directly to the hiring manager/recruitment coordinator or a dedicated system

OFFERING

7

- Making offers to candidates/negotiations
- Confirming the candidate's decision

IMPLEMENTATION / HR

8

- Coordinating the onboarding
- Process post-employment support for employees

FLEXIBILITY

9

- Implementing clients' best practices into conducted processes

CUSTOMER EXPERIENCE

○ CUSTOMER CARE POLICY IN EWL

EWL Group places special emphasis on caring for its B2C customers, operating on principles of respect and dignity. We ensure that our B2C clients become active ambassadors of our and your brands through the quality of our work.

○ ARRIVALS DEPARTMENTS - THE BEGINNING OF THE B2C CLIENT'S JOURNEY

Throughout Poland, we create Reception Points where the client can start their professional journey. Here they receive a free SIM card, install the app, sign a contract, and we provide all materials and knowledge, answer questions, and also ensure their comfort in the relaxation area.

○ B2B, B2C INFORMATION POLICY

We provide information about work details, accommodation, commute, workplace and residence rules, anti-mobbing policies, wages, legislative actions, and emergency phone numbers.

CUSTOMER EXPERIENCE

○ B2C-CUSTOMER-HOTLINE SERVICE

Since the beginning of 2021, have been expanding the Customer Care Department to be able to effectively support our B2C customers. We operate until 9 p.m. every day and until 5 p.m. Also on weekends.

○ WE FOLLOW THE PATH OF OUR B2C CUSTOMER

We also conduct in-depth on-site surveys on behalf of our B2B clients. The conclusions are used to improve the quality of working conditions and thus - the efficiency of employees.

○ GUARANTEE

We want each of our B2C clients to feel safe and be able to come to work without worrying about basic livelihood issues. That's why we have introduced a catalytic mechanism that guarantees newcomers employment, accommodation and legalization service or reimbursement of arrival costs of \$100.

CUSTOMER EXPERIENCE

The satisfaction of our business clients is inextricably linked to the number and fit of temporary employees to their needs. Years of experience have convinced us that only a satisfied employee will be a loyal employee and become an active promoter of our clients' brands.

We have established a pathway of temporary employee experience by creating the first such detailed Customer Journey Map in Poland. When printed, the map measures almost 9 meters in length. It yields 322 observations and recommendations, from systemic to operational and manual. We are continually converting conclusions from this work into real action.



MOBILE APPLICATION FOR CANDIDATES

We've created this mobile application because we want our B2C customers to have a access to information which will help them acclimatize to the job market as soon as possible, resulting in effective work practices.

IT ALLOWS YOU TO:



Quick access
to information
about earnings



Answers to the most
common questions



Your documents
in one place



Quick contact
with EWL



Current vacancies



and much more



CUSTOMER PANEL (B2B)

Information about the stage at which recruitment is taking place is some of the most essential data for company managers. Similarly, the ability to respond to the company's staffing needs on an ongoing basis is becoming a very useful feature.

THE CUSTOMER PANEL ALLOWS

self-submission of orders for employees through a clear and intuitive interface, observing the dynamics of the recruitment process, previewing the dates of order placement and its planned completion, as well as its progress in percentage terms, obtaining information on the number of vacancies and the current number of candidates already available for recruitment.



CUSTOMER PANEL (B2B)

The B2B panel is part of the EWL Migration Platform, which will allow recruiters to run their entire recruitment process on the Platform. This is a unique project not only in Poland, including such functionalities as group recruitment.



We have tools for our recruiters, so the sourcing process is efficient for our B2B clients and we are able to accurately profile candidates according to the requirements and specifics of the industry.

OPTIMIZATION OF LABOR COSTS AND EMPLOYMENT STRUCTURE

CASE STUDY

1. CHALLENGE

Need to create a **flexible security buffer of personnel resources, assuming no fixed commitments** to selected employees.



Provide a stable pool of foreign workers when there is a shortage of personnel from the local market

2. SOLUTION

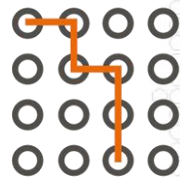
Benchmarking employment and production levels based on previous orders and planned orders

Billing model based on **the cost of the service provided, transparent terms and conditions**



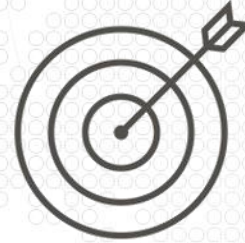
On-site office at the customer's site

Care of a coordinator, organization of transportation and accommodation for employees



Introduce a system for extending the stays of foreign workers. Use of flexible forms of employment adapted to the needs of the client and UA employees

3. RESULT



FULL RESPONSIBILITY

or the entrusted resource transferred to EWL: rotation, recruitment, training, administration and legal aspects: legalization, calculation of payroll components and maintenance of personnel records, payment of salaries, preparation of relevant declarations and contracts, social security, taxes

2.7

employment the company can supplement with the work of people seconded by an external supplier during periods of increased production

FINANCIAL BENEFITS

reduced labor costs by matching staffing levels to actual production levels (by eliminating losses during downtime or production declines; no-cost reduction in staffing during down times

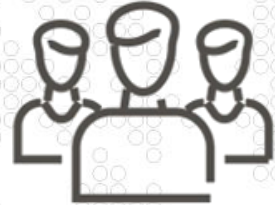


REDUCTION OF TURNOVER DUE TO OPTIMIZATION OF EMPLOYMENT MODEL

CASE STUDY

1. CHALLENGE

The need to make the customer's business model more flexible, including under the seasonality of production.



Provide a stable pool of foreign workers when there is a shortage of personnel from the local market

Need to create a flexible security buffer of personnel resources, assuming no fixed commitments to selected employees.

2. SOLUTION

Human resource management function handed over to EWL as sole provider (between 90 and 200 employees work on a dedicated part of the process, depending on the season)



Mass recruitment project according to the client's order schedule, permanent recruitment under rescuing resources

Introduce a system for extending the stays of foreign workers

3. RESULT



Full responsibility for the entrusted resource transferred to EWL: rotation, recruitment, administration, legal aspects, legalization

Reduced employee turnover below

4%



No commitment to employees / in the form of indefinite employment contracts

Financial benefits:
no overtime costs



Stable workforce - after 1 month of service - we offer an extension for employees of your choice



Billing model based on the cost of the service provided, transparent terms and conditions

OUTSOURCING - ORDER PICKING IN DISTRIBUTION CENTERS

1. CHALLENGE

Optimize and minimize inefficiencies in order picking processes



Provide a stable pool of foreign workers when there is a shortage of personnel from the local market

2. SOLUTION

End-to-end service - all legalization, human resources, training, health and safety, incentive issues, etc. transferred to EWL as service provider



Take responsibility for increasing the efficiency of the picking process



Performance monitoring and observation of the learning curve



Billing model based on actual work performed and tasks - the number of packed items

Take over processes related to the preparation and renewal of documents necessary to work in the territory of Poland, including visa applications, visas, permits for work, residence cards, certificates

3. RESULT

With an extensive recruitment network and an experienced validation team we deliver the right number of job-ready Candidates in a short period of time



By using a two-stage employee deployment model, we ensure the efficiency of order picking processes - minimizing inefficient workers

Full responsibility for the entrusted process transferred to EWL: rotation, recruitment, administration, legal aspects, legalization, performance control



Stable workforce - after 1 month of service - we offer an extension for employees of your choice

Financial benefits: increase in completed orders



Easy relocation of resources to other customer warehouses

LEGALIZATION OF STAY AND EMPLOYMENT OF FOREIGNERS

CASE STUDY

1. CHALLENGE

Lack of workers in the local market

Rotation

Multi-volume and distributed recruitment



The need to hire foreigners in the situation of labor deficit in local markets

Lack of knowledge about the procedure for obtaining permits

2. SOLUTION

Mass recruitment project in accordance with the client's order schedule, permanent recruitment under rescuing resources - reporting to EWL with the aim of starting legalization procedures

Human resources management function in terms of employment legality transferred to EWL (70%)



Making the employment model more flexible to meet the needs of workers from abroad

Serving **900** people per month



Introduce a system for extending the stays of foreign workers

Adaptation of service to customer needs (internal procedures)



3. RESULT



Increase the volume of employment of foreigners by

100%

Full responsibility for administrative legalization aspects transferred to EWL



Reduced turnover of employees by

40%

The employee is kept informed about the progress at each stage of the procedure related to his/her legality of employment

Stable workforce - after 1 month of service - we offer an extension for employees of your choice

Financial benefits: avoiding financial liability for illegal employment



FLEXIBLE FORMS OF EMPLOYMENT AS A SAFETY BUFFER AGAINST PRODUCTION DECLINE

CASE STUDY

1. CHALLENGE

Provide flexibility in hiring employees both on a permanent basis as well as on a seasonal basis

Prepare a cooperation structure that assumes the possibility of hiring workers from abroad as well as from the local market.

Minimize costs associated with lower production needs caused by COVID-19 (layoffs, severance payments, etc.).



Creating opportunities to maintain cooperation with employees who have been laid off as part of collective layoffs.

2. SOLUTION

Establishing a

20%

buffer in case of decline in production



Diversification of contracts and rates depending on the position and local labor market conditions

Application of personnel outsourcing of the employees recruited and designated for acquisition by the Client



Comparative analysis of employment and production levels

3. RESULT

30%

employment the company can supplement with the work of people seconded by an external supplier

Maintaining cooperation with employees previously laid off, but under more flexible forms of employment.



Increase flexibility and reduce costs in the area of human resource management by ~8%

Optimize labor costs by using different contract options with employees

Creating income opportunities for laid-off workers



**WE INVITE YOU
TO WORK WITH US**

EWL S.A.
Jerozolimskie Avenue 160
02-326 Warsaw, Poland
bartosz.maciejewski@ewl.com.pl /
ewl.com.pl