



# Posted Workers Directive addition to A1 handling in Relocare Compliance App

## Why the Posted Workers Directive Matters!

The Posted Workers Directive (PWD) is an EU regulation designed to ensure fair treatment of employees who are temporarily sent by their employer to work in another EU/EEA country. Many companies are still unaware of their obligations under this directive — yet failing to comply can lead to severe consequences.

## When is a worker considered 'posted'?

When an employee is sent abroad temporarily to another EU/EEA Country to carry out a service, while remaining employed by a company in their home country and with no employment contract in the destination country. In short, this is what many companies would call a business traveler or project worker. That is why many overlook the demand for compliance.

What are the risks of non-compliance?

- Large financial penalties
- Bans from worksites
- Disqualification from public tenders
- Disruption to your mobile workforce

Each country in the EU has its own rules, registration portals, deadlines and required documentation — making compliance across borders extremely complex for HR teams. Relocare has made a solution under the Relocaretech umbrella as an extension to the A1 handling.





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## How Relocare Helps Companies Stay Compliant!

Relocare's Compliance App is built to take the complexity out of Posted Workers Directive compliance. We simplify the entire process for HR and employees alike.

### ✓ Automated Decision Tool

Employees answer a few key questions when a travel is registered — about their trip's duration, purpose, and whether work will be performed. Based on the destination country's rules, the Relocare Compliance App tells them (and HR) if registration is required.

### ✓ Instant Alerts for HR

HR receives immediate notifications when a registration is required, including who, where, when, and how to register.

### ✓ Smart Dashboards

Easily track your team's travel and compliance status across all EU/EEA countries. Reports generated can be used for other compliance matters too, like tax and payroll.

### ✓ Built-in A1 Form Handling

Integrated auto-filling for Denmark and Sweden and data handling for all EU/EEA countries.

Let us help you focus on your core business while we take care of the complex compliance landscape and offer True Care for Business travelers. Contact us at [info@relocare.dk](mailto:info@relocare.dk) to hear more.

