Belgian Business Chamber Award 2024

SD Worx Poland application

SD Worx has been actively leveraging research and development to drive innovation in its products and services, particularly focusing on sustainability and business growth.
Here are some key ways we have achieved this:

- **Innovative Solutions and Technology**
  SD Worx integrates cutting-edge technology into its HR solutions, such as advanced analytics, AI, and cloud-based platforms. These innovations help businesses streamline HR processes, improve efficiency, and reduce operational costs.

- **Sustainability Initiatives**
  SD Worx is committed to sustainability through its Environmental, Social, and Governance (ESG) strategy. SD Worx has developed ESG-inspired offerings that help clients manage our sustainability goals.

- **Supporting Sustainable Development Goals (SDGs)**
  As a member of the United Nations Global Compact, SD Worx actively works towards several UN SDGs, including decent work and economic growth, quality education, good health and well-being, and gender equality.

- **Business Growth and Social Impact**
  By focusing on sustainability and innovation, SD Worx not only meets regulatory requirements but also creates a positive social impact. This approach attracts clients who are looking for responsible and forward-thinking partners, thereby driving business growth.

- These initiatives demonstrate how SD Worx leverages R&D to innovate while aligning with sustainability goals, ultimately enhancing both their business growth and social impact.

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Annual Report: SDW_ESGReport_2023.pdf

At SD Worx we continually invest in HR research and technology that helps organizations create next-generation workplaces where people can thrive.

- **Europe-wide research, the biggest of its kind,** on Payroll & HR challenges, conducted annually among employers & employees.

- Future-proof **tools** designed to **improve the HR digitalization process**, while enhancing **employee experience** at the same time.

- Focus on **evidence-based HR** practices.

- **Inform & advise on sustainable, innovative people solutions** that address the whole spectrum of employment challenges in our super-digital yet ultra-human era.

Europe's biggest HR research project, also covering Poland

AI	Payroll	Reward	Time

AI

33% of **employers** are investing in genAI to support the workplace

21% of **employees** are concerned genAI will make their job redundant

Payroll

41% of **employers** name speed & accuracy as top payroll challenges

33% of **employees** experience occasional errors in the calculation of their salary

Reward

36% of **employers** see pay equity as their top reward challenge

57% of **employees** believe their salary package is unfair compared with colleagues

Time

50% of **employers** provide flexible working arrangements

50% of **employees** are satisfied with their work-life balance

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SD Worx in Poland

Activities within Products Team in Poland:

- **IT Potentials Program**
  - running program yearly for students/ fresh IT graduates, providing full training for FullStack profile and guidance/coaching, Agile trainings.

- **Participation in tech conference: 4 Developers in Katowice as a partner (10/2024)**
  - learning &development opportunity for Products Team members
  - employer branding activities: increasing awareness about the Company in the region

- **Tech Lunches**
  - internal meetings where colleagues exchange knowledge, share best practices

- **Collaboration with local IT communities (Microsoft Silesia Group)**
  - co-sponsorship and co-organization of meet-ups

- **Participation in Company Hackathon**
  - Polish Products Team members participated in a Hackathon where they were competing with other colleagues in international teams in developing a solution within a theme: Building Bridges with AI.

IT Potentials Program

Join us.
Light your spark.

sdworx
For life. For work.

SD Worx in Poland

Collaboration with the Universities in Poland:

- **Internships**

- **Participation in Career Academy**
  - lecture delivered on IT career paths (10/2024)
  - lecture delivered on Agile (10/2024)

- **Talent Days participation**

SD Worx in Poland

Collaboration with Belgian Business Chamber in Poland:

- International Speed Business Mixer; Gdańsk; 04/2024 – **Sponsor**
  LinkedIn promotion

- HR Business Breakfast with BBC; Katowice; 05/2024 – **Partner**

  AI & HR exploring the unknown future | BBC x SD WORX | Katowice

  LinkedIn video promotion

- Back to Business Mixer l Warsaw 09/2024 - **Participant**

Recent awards and recognitions

Gartner

2023

Market Guide for Multi-country Payroll Solutions

Market Guide for Workforce Management

Leader in Payroll BPO Services since 2015

Everest Group
From **insight** to *action*.

2023

Leader in Multi-country Payroll Solutions

Major contender in Multi-process HR Outsourcing EMEA

Quadrant
Knowledge Solutions

2024

Leader in HR Outsourcing Services

2023

Leader in Multi-country Payroll Solutions

Leader in HR Outsourcing Services

NelsonHall
TRANSFORM THROUGH INSIGHT

2024

Leader in MPHR Transformation Services

2023

Leader in Payroll Services

Leader in Cloud Transformation Services

Leader in Workforce Management

AVASANT

2024

Innovator in Payroll Business Transformation

FOSWAY GROUP
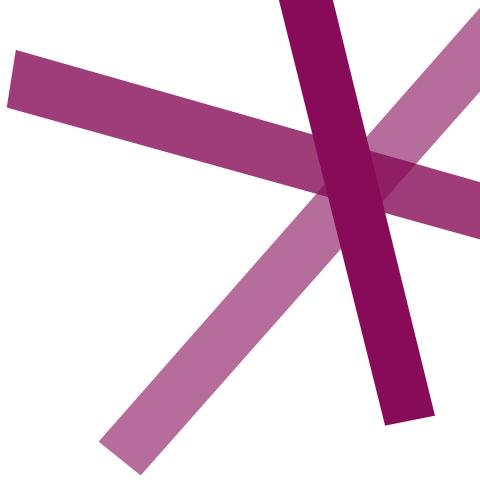
2023

Core Leader in Cloud HR technology

iSG

2024

Leader in Multi-country Payroll Services

2023

Leader in Multi-country Payroll Services

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Thank you!