

Global Mobility

Multiconsult has greatly enhanced its international business portfolio by establishing several fully owned international subsidiaries and executing projects all over the world. This enables Multiconsult to provide its expertise and resources to customers in many different countries. Global mobility is an integrated part in Multiconsult's on-going international growth ambitions, aimed at ensuring that our experts are able to answer to our customer's needs globally.

Our approach

- Multiconsult has a global approach to mobility: We provide a standardized global mobility framework within Multiconsult ASA that is coherent, equitable, transparent and consistent in how we manage employees mobilized for work outside their home country. We pursue global mobility for the benefit of our customers, our partners, our employees and Multiconsult. In Multiconsult, concerns for health, safety and security shall have higher priority than economic considerations. This approach is reflected in the way the company works and cares for employees and nature.
- Our framework shall ensure that Multiconsult acts as a professional employer, encourages employees to gain international experience, supports our international business strategy and complies with legislation and regulations in both home- and working country.

We are committed to

- Promote global mobility and motivate employees to develop their international mindset, international business experience and cultural awareness capabilities.
- Ensure equitable and consistent treatment and support to employees throughout the group and transparency with respect to the terms and conditions applicable for international assignments.
- Use relevant market information when establishing the terms and conditions for international assignments.
- Maintain a high focus on compliance both on a corporate level and with respect to the individual employees.
- Ensure that HSE requirements are taken into consideration when establishing regulations and standards for assignment locations.
- Ensure that Multiconsult executes its work in a way that safeguards life, health and the external environment.

How we work

- Assignment types that are based on business needs and a standardized global approach to assignment compensation and benefits.
- If Multiconsult has an office or branch in Host Country, the Employee shall preferably be on local contract.
- Adequate social security, insurance coverage and financial security for employees on assignment in case of accidents, illness, disability, retirement and death.
- Provide employees and partners with a strong framework that motivate and enable them to carry out their responsibility when it comes to safeguarding the security, safety, health and environment.
- Safeguard employees from health- and safety risks, implemented travel preparedness and tracking of employees on assignment to secure duty of care.
- Consolidate that both Multiconsult and employee comply with the immigration legislation and regulations in the working country.
- Ensure that both Multiconsult and employee comply with any tax reporting, tax return - and withholding obligations in the home- and/or working country and secure that employees receive necessary support in case of double taxation.
- Standard assignment agreements and applicable procedures in order to be compliant with home- and host country working conditions and labor law rules.
- A service delivery model that will support and guide employees and their managers.



Grethe Bergly
Chief Executive Officer
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