

Deloitte.

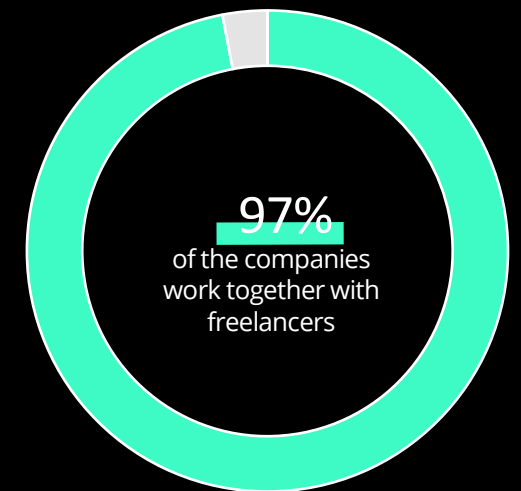
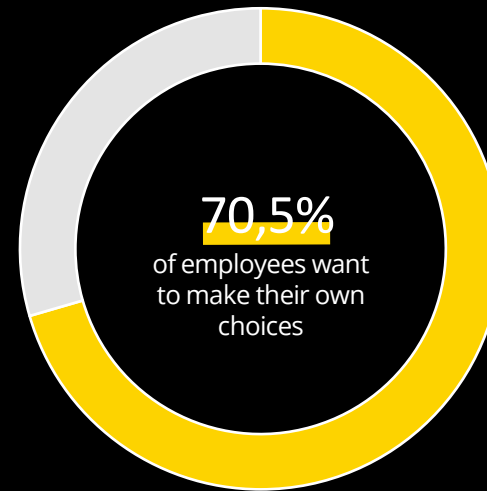
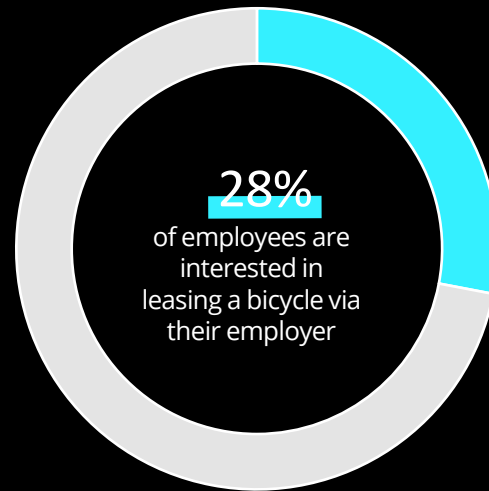
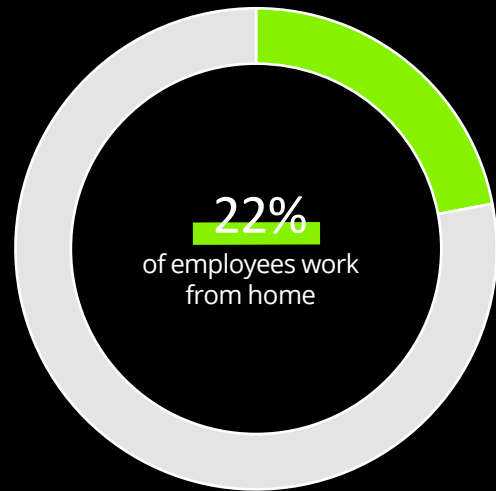
Deloitte.
Legal



Flexibility at work

Employment team

Be flexible!



The evolving expectations of employees, the developments in the legislative framework and the current Covid-19 situation drive employers to **rethink and reshape their current way of working**

4 ways to think differently about **flexibility**.



New ways of working

- ✓ Telework
- ✓ Digitalization
- ✓ Flexible working place (e.g. shared offices)
- ✓ Flexible working time



Corporate mobility

- ✓ Electrification of corporate fleets incl. charging possibilities
- ✓ Lease bicycles
- ✓ Railease
- ✓ MaaS solutions



Flexible reward

- ✓ Alternative remuneration (e.g. warrants)
- ✓ Flexible benefits scheme
- ✓ Harmonization of salary packages

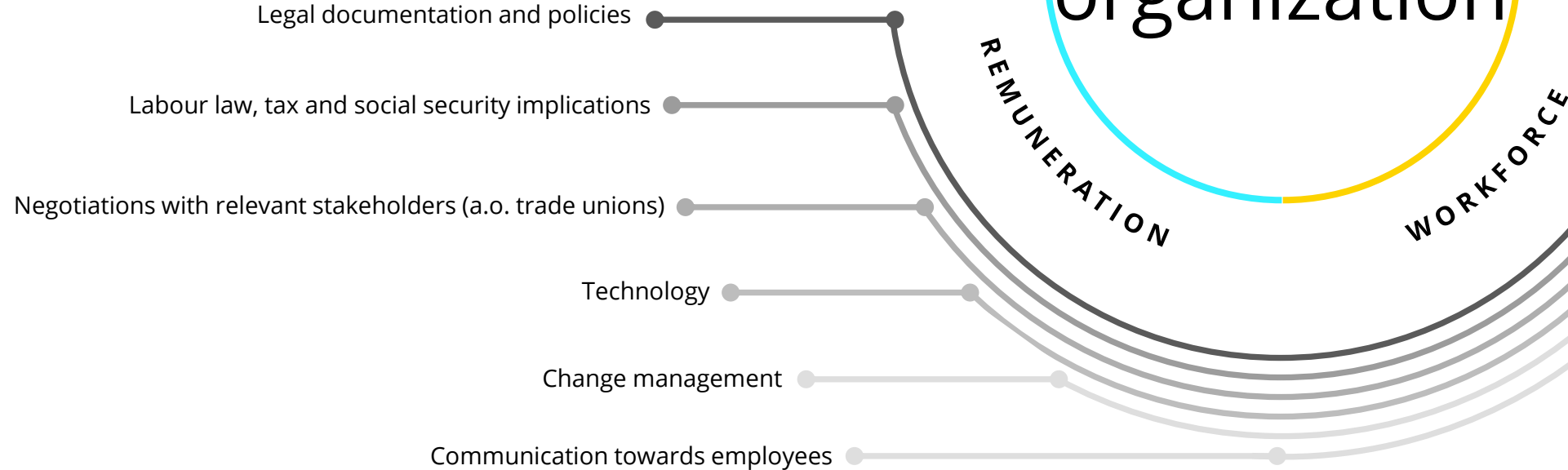


Agile workforce

- ✓ Increasing flexibility for specific positions or functions
- ✓ Sharing personnel

An end-to-end and tailor-made approach.

Deloitte is a one stop shop using a holistic approach to bring your organization to the next flexible level



We support employers to prepare, create & implement their flexibility solution.



PREPARE

Understand the current context

Scan of current policies, offerings and salary components, analyze impact of legislative changes, map business' needs, ...

Analyze employees' needs

Perform qualitative scan of employee needs through survey/s and/or interviews



CREATE

Develop vision & principles

Align on the new strategy and operating principles

Select solutions & enablers

Define solutions and enablers in line with the vision & principles



IMPLEMENT

Define roadmap & implementation

Design of the "to be" flexibility solution(s)

Implement the plan

Draft legal documents, implement digital solutions, communicate change to employees & other relevant stakeholders, ...

D E L O I T T E A C C E L E R A T O R S

Insights à la carte



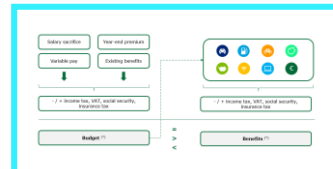
Deloitte Employee Survey Tool



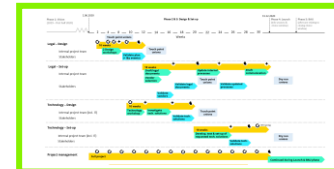
Strategy workshop



My Benefits My Choice



Roadmap



Legal documents



OUR CONTACT DETAILS



Stijn Demeestere

Partner
Deloitte Legal – Lawyers

sdemeestere@deloitte.com



Nicolaas Vermandel

Partner
Global Employer Services

nvermandel@deloitte.com



Karel De Schoenmaeker

Senior Associate
Deloitte Legal – Lawyers

kdeschoenmaker@deloitte.com



Anke Elsen

Senior Manager
Global Employer Services

aelsen@deloitte.com



Deloitte refers to a Deloitte member firm, one or more of its related entities or Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”). DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. Please see www.deloitte.com/about for a more detailed description of DTTL and its member firms.

Deloitte provides audit, tax and legal, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte has in the region of 286,000 professionals, all committed to becoming the standard of excellence.

This publication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or their related entities (collectively, the “Deloitte Network”) is, by means of this publication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No entity in the Deloitte Network shall be responsible for any loss whatsoever sustained by any person who relies on this publication.

Deloitte Legal - *Lawyers* CVBA in Belgium

Deloitte Legal - *Lawyers* CVBA is part of a privileged multidisciplinary cost-sharing association with Deloitte Belastingconsulenten CVBA