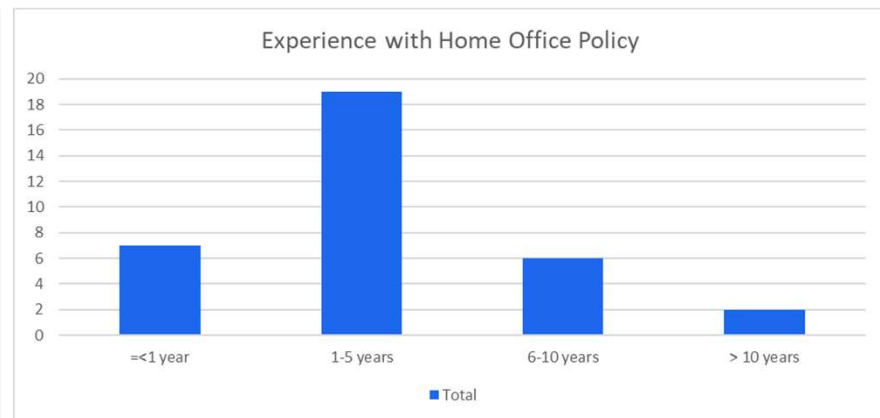
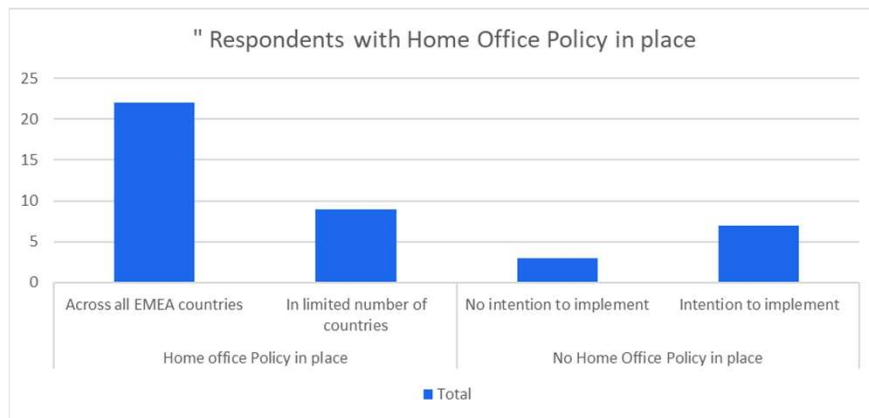


# **EMEA HOME OFFICE & REMOTE WORKING POLICY FRAMEWORK**

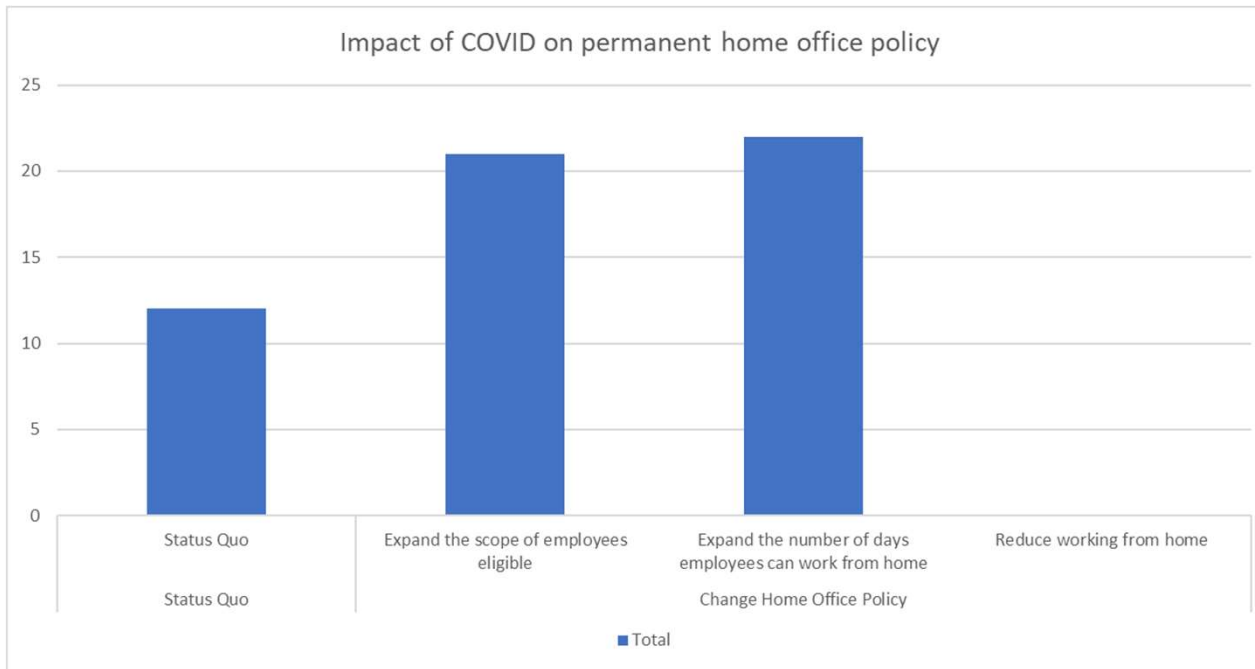
# How is the market looking at Home Office work?

## *External survey*

- a survey with 39 international companies in EMEA.
- A majority of surveyed respondents has a Home office policy in place, with a majority of them already having this since 1-5 years.
- Majority of the companies not having currently a HO policy, have shown intention to implement one.



# Impact of COVID on permanent Home Office External Survey (ct'd)

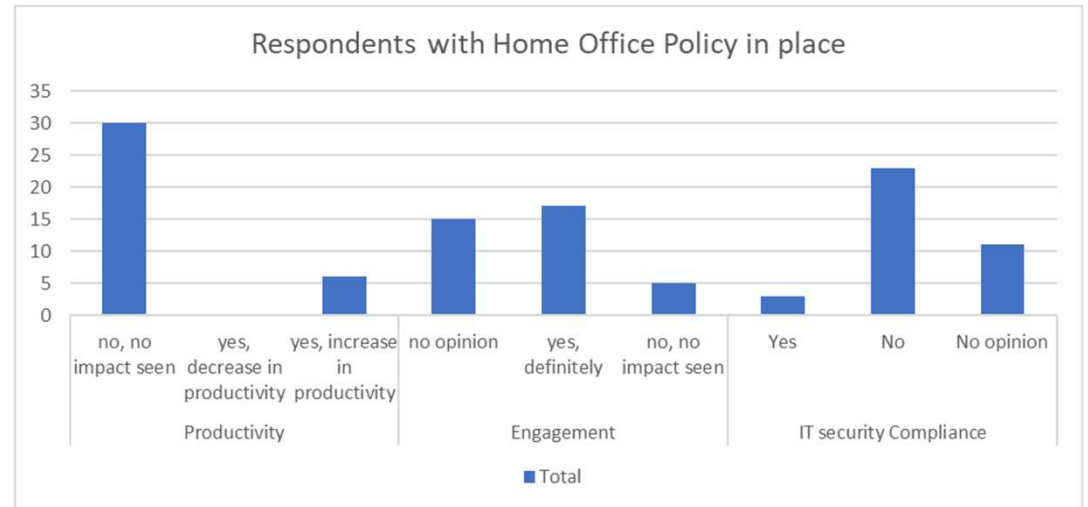


*The changes the business world is considering offer a radical rethinking of a place that is central to corporate life. There will likely be fewer offices in the center of big cities, more hybrid schedules that allow workers to stay home part of the week and more elbow room as companies free up space for social distancing.*

*(Wall Street Journal, 16/05/2020)*

**COVID did impact home office policies and majority of companies wants to expand scope and/or number of days in their home office policies.**

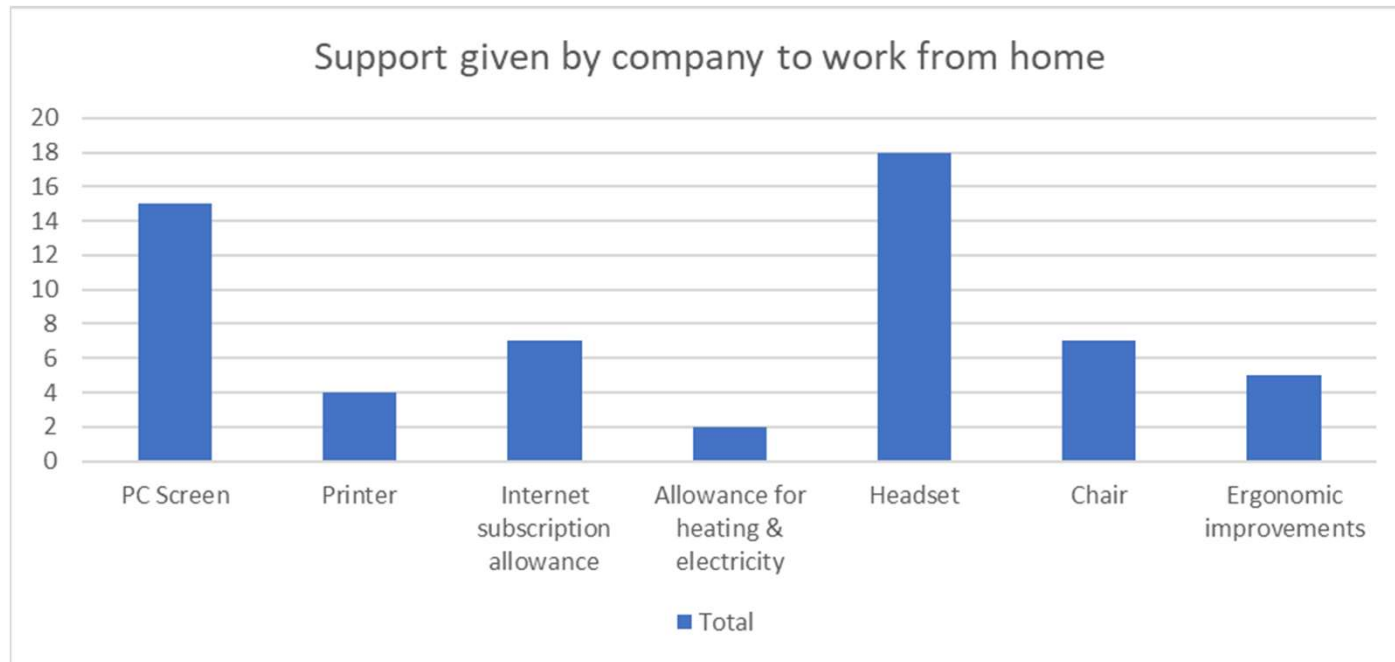
## Effects on key drivers. External Survey (ct'd)



- A majority of respondents see:
  - *Productivity stable or increasing\**
  - *A positive impact on engagement* with their employees.
  - Risk on compliance and IT is assessed low.

*\*As experienced under the exceptional circumstances during the COVID crisis.*

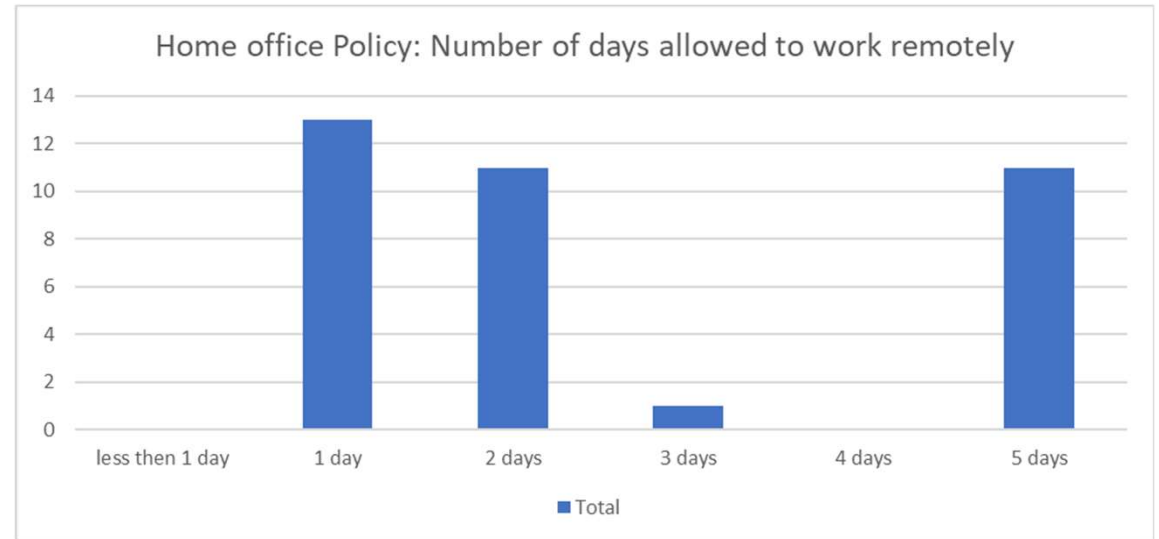
# What support to be given from company side?



- Most companies provide basic IT equipment: laptop, headset and PC screen.

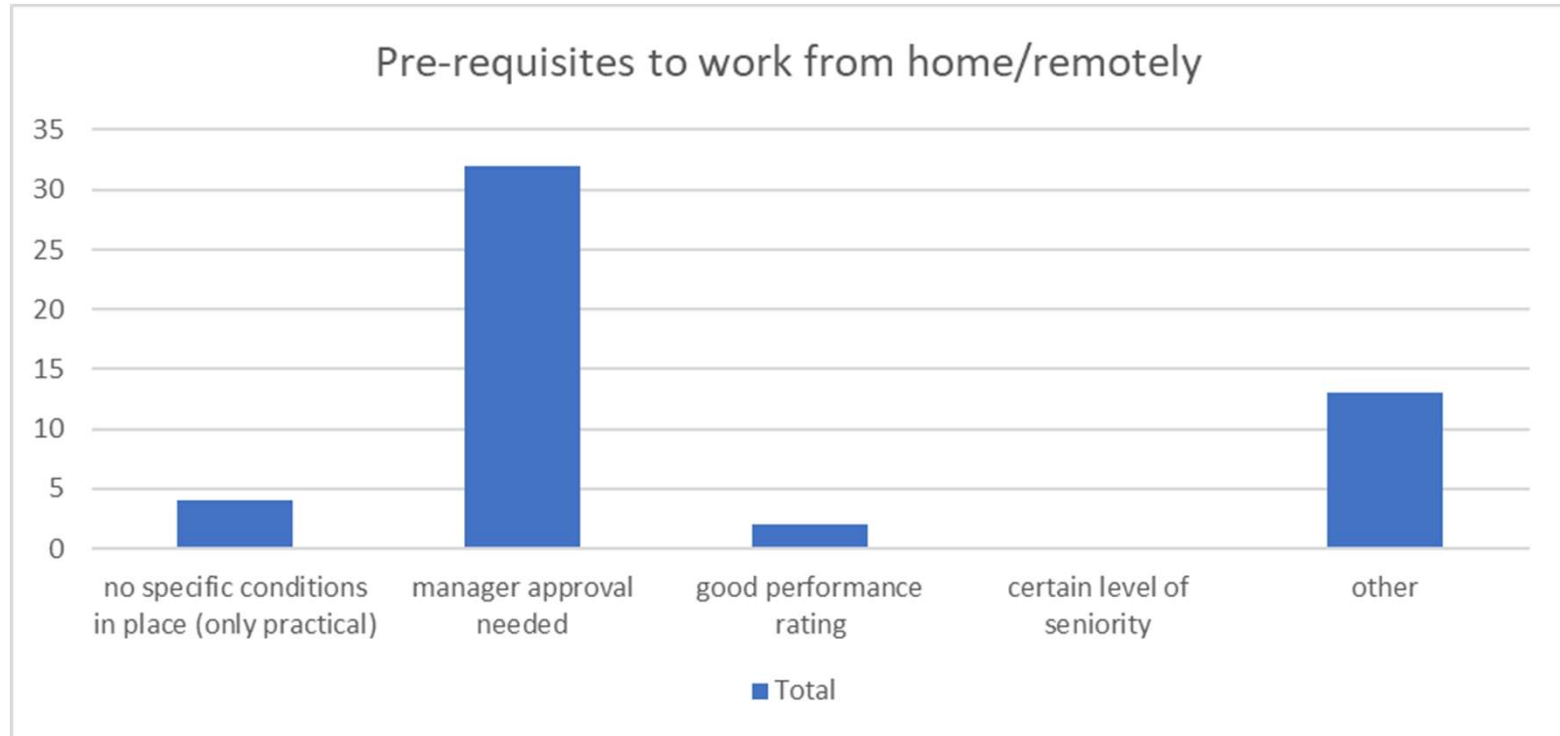
## Frequency (number of days/week)

- Market survey confirms this, but also shows some companies allowing fulltime home-based setups.



Based on scientific studies, finding the right balance between days worked from home and days spent in the office has a positive impact on maintaining the social network with line manager, team members and colleagues.

# Pre-requisites for associates to WFH



**Mutual agreement with manager is main pre-requisite.**