

Cloud-Based HR & Payroll Services for Africa

EQUINOXPAY

INTRODUCTION

EQUINOXPAY

EquinoxPay is a comprehensive HR & Payroll system that caters for local or expatriate multi-country and multi-currency payrolls throughout Africa. Our software offers a 100% cloud-based Payroll and Human Capital Management System with built-in, up-to-date, country specific legislation and compliance.

Using EquinoxPay for the entire lifecycle of the employee will save you time and money by eliminating manual and error-prone processes. It will provide you with a single truth for HR and Payroll data-and the tools to make strategic decisions at every level.

WHY

EQUINOXPAY?

- 100% Cloud-Based Payroll HR software & services for 40 countries in Africa
- ISO 27001 Certified GDPR compliant
- Multi-Country, Multi-Currency, Multi-Language solution and for clients in all sized market segments in Africa
- Expatriate management & international compliance
- Employee & manager self-service on any device
- Pay-As-You-Go payments, no annual license fees save on infrastructure = SaaS (Software as a Service)
- Anywhere, any-time & any device access
- Application Program Integration (API) with 3rd parties' systems
- Local tax compliances for 40 African countries

EQUINOX

INFORMATION SECURITY FRAMEWORK

AVAILABILITY

- Production data is replicated (in encrypted format) to a warm standby DR environment containing healthy data at primary and secondary location
- Provide approximately 99.98 percent availability and durability of data

CONFIDENTIALITY

- ISO 27001 certified
- Employee vetting and security awareness training
- Tenants cannot access any other tenant data due to the architectural design
- Client data is never shared with any 3rd parties
- Entire database is encrypted
- Strong network traffic encryption techniques i.e. SSL
- Formal incident management procedure in place
- Comprehensive cyber insurance cover
- 100% compliant with internationally accepted data protection principles – POPI & GDPR
- Regular penetration testing conducted
- 2 Factor Authentication Options

INTEGRITY

- Formal incident and vulnerability management process and patch management process
- From a credibility perspective, over 4000 clients utilising the solution daily on a global basis which include leading audit firms. Since inception, zero security incidents to date.
- Any new security features rolled out are immediately accessible to all tenants.
- Logging of all activity or changes on a per-tenant basis
- Continuous health monitoring

BENEFITS

- It enables a secure, agile, compliant cloud platform to meet your current and future payroll and people management operation needs. It delivers a robust set of best-in-class human resources functionality, designed to support more than just the basics, including Self Service, Advanced Workflow, Consolidated Reporting, Recruitment, Talent-, Performance- and Training Management.
- Offers local compliance as well as built in standard delivered expatriate functionality for 40 Countries in Africa. The advanced features provide automated multi-country, multi-currency salary and tax processing in both the home and the host country at a click of a button. Automated and instant single or multi component gross up functionality also available, catering for complex tax equalization scenarios.
- Pay as you go. Prices per pay slip per month.
- Offers specialist payroll processing in 40 African Countries to ensure you have access to multilayer governance and expert support, focused specifically on keeping your payroll 100% compliant.
- This level of proficiency applies to each country in which your business operates. As your company expands, you can rely on a team of always-on payroll professionals with the right legislative knowledge to support your growth.
- Supports your in-house staff and this will dramatically reduce your payroll and HR teams' administrative workload - allowing them to focus on more strategic tasks adding greater value to the business.
- It fully comprehends the modern business's need for privacy and security. EquinoxPay uses advanced professional methods to guard against data loss. This cloud-based solution gives you the exceptional advantage of cloud data exchange while delivering the ultimate in cyber security.
- The unique Cloud Room facility provides a secure platform to exchange all-encompassing payroll information. The Cloud Room facility is also fully integrated with a ticket management

FOOTPRINT - AFRICA

FULL LEGISLATIVE DELIVERY

- | | | |
|-------------------|----------------|----------------------|
| Angola | Ghana | Rwanda |
| Benin | Guinea Conakry | Senegal |
| Botswana | Ivory Coast | Sierra Leone |
| Burkina Faso | Kenya | South Africa |
| Burundi | Lesotho | Swaziland |
| Cameroon | Liberia | Tanzania |
| Chad | Madagascar | Togo |
| Congo | Malawi | Uganda |
| DRC | Mali | United Arab Emirates |
| Egypt | Mauritania | (UAE) |
| Equatorial Guinea | Mauritius | Zambia |
| Eritrea | Mozambique | Zimbabwe |
| Ethiopia | Namibia | |
| Gabon | Nigeria | |
| | Niger | |

FURTHER AFIELD

BASIC LEGISLATIVE DELIVERY

- | | | |
|-----------|-------------|----------------|
| Australia | Kazakhstan | Reunion |
| Argentina | Malaysia | Russia |
| Barbados | Malta | Saudi Arabia |
| Brazil | Netherlands | Singapore |
| Germany | New Zealand | Switzerland |
| Hong Kong | Panama | United Kingdom |
| India | Paraguay | |
| Ireland | Philippines | |
| Jersey | Poland | |

FULL LEGISLATIVE DELIVERY 2019

- | | |
|---------|------------|
| Morocco | Seychelles |
|---------|------------|

OUR CONTACT DETAILS

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For further information, please schedule a consultation with one of our directors.

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