

Managing The Impacts of Brexit on Business Travel

With the UK exiting the EU, new rules have come into effect that impact how UK citizens travel around Europe. UK citizens now fall under the same rules as non-EU nationals, with new travel barriers and complex regulations existing within the Schengen Area, and on a country-by-country level. For companies with employees travelling in and around Europe, having accurate visibility and reporting into where employees are working will be critical to help manage and protect those employees against immigration risk.

New Protocol

- Most UK passport holders can visit Schengen countries for a combined total of 90-days in a rolling 180-day period before a visa is required
- Weekends and personal days spent within the Schengen Area are included in the day count - meaning personal travel can now impact the ability to travel for work

Implications of Getting it Wrong

- Fines - Fees of €3k+ could be incurred, the amount will differ depending on the member countries
- Travel bans - A person can be banned for 1-3 years for overstaying their 90-day allowance, or 3+ years for overstaying a visa
- Deportation - Followed closely by a travel ban
- Difficulties returning to Schengen countries - As database records are shared between Schengen countries, complications will occur upon attempting to re-enter or when applying for a Schengen visa

Schengen Area Countries

The 26 Schengen countries are:

Austria	Liechtenstein
Belgium	Lithuania
Czech Republic	Luxembourg
Denmark	Malta
Estonia	Netherlands
Finland	Norway
France	Poland
Germany	Portugal
Greece	Slovakia
Hungary	Slovenia
Iceland	Spain
Italy	Sweden
Latvia	Switzerland





How Topia Compass Can Help

Industry leader for managing distributed worker compliance - Provide you with the best-in-class business traveller and distributed workforce technology compliance management solution

Identifies risks before they occur - By having accurate visibility into where employees are working and travelling, you can identify at risk individuals before they reach the 90-day threshold, preventing painful compliance breaches before they occur.

Monitor your global employee footprint - Track the number of cumulative travel days across Schengen Area countries to ensure UK-based employees stay compliant with travel. Also supports non-EU global organisations with remote work and travel in the Schengen Area.

Reliable and high-accuracy advanced reporting capabilities - Analyze past, ongoing, and upcoming travel data to identify potential compliance issues.

Intuitive, consumer-grade interface that doesn't require deep immigration, tax or legal expertise

About Topia

Topia is the leader in Global Talent Mobility. We empower companies to deploy, manage and engage employees anywhere in the world. The Topia platform enables organizations to deliver mobility as part of a broader talent strategy encompassing all types of employee movement – remote and distributed workforces, business travel, and more traditional relocations and assignments. This drives enhanced employee experiences and competitive advantage by ensuring the right people are in the right place at the right time, while staying compliant no matter where they are. The Topia platform automates the entire global talent mobility process, including scenario-based planning, expat payroll, tax and immigration compliance, reporting and more. Topia powers global talent mobility programs for world-renowned brands such as Schneider Electric, Dell, Veolia, Equinor and AXA. Topia has raised over \$100M from NewView Capital (formerly New Enterprise Associates), Notion Capital and others, and is a global company with offices throughout the Americas and EMEA.

Connect With Us:

We are ready to conduct a 30-minute analysis of your specific situation, demonstrate how you can ensure minimized compliance risk, and have you operational within weeks.

Contacts: USA: +1 (415) 465-8484

Europe: +44 (0) 208 103 3200

<https://www.topia.com/contact>

Request a demo: <https://www.topia.com/request-a-demo>

Copyright ©2021 Topia. All rights reserved.