



Cross-Border Hiring and Integration: Building an Inclusive Talent Strategy

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Who we are

We are a leading, global physical commodities merchant and financier, founded in 2011. It provides supply chain, logistics, and structured financing solutions for energy, metals, and agricultural products.





Who we are – People

Our vision and strategy are ‘recognizes the value that our employees bring to the table’

Powering a Global Commodities Network with Boundaryless Talent

The Core Business

Global traders of physical commodities and financiers of upper/mid-stream commodity-producing assets.

The Footprint

- 12 Global Offices | Over 600 Employees
- Operating across all continents

The Philosophy

Placing the wellbeing and success of our people at the heart of everything we do through an inclusive cross-border framework.





Cross-Border Hiring – What is it?

Cross-Border Hiring is the process of recruiting, onboarding, and managing employees who are legally a resident in a different country than the one where the company is headquartered or has its primary legal entity.



Cross-Border Hiring – Challenges





Cross-Border Hiring – Challenges

Main Challenges

- Compliance – Employment laws, Immigration
- Regulatory differences
- Cultural and organizational misalignment
- Currency risk and tax complications
- Cybersecurity and data privacy constraints, GDPR
- Hyper-Local Benefits



Cross-Border Hiring and Integration

The Mix:

- Remote international employees
- Foreign nationals relocating to another country
- Contractors based overseas
- Global teams within multinational matrix organizations





Cross-Border Hiring and Integration

The legal, financial and logistical friction of cross-border hiring is so significant, we cannot afford to get the people side wrong.

Most importantly the compliance!



Cross-Border Hiring and Integration

What Freepoint does:

- Hire the best matching skill
- Local entity establishment
- Immigration plans
- Localised pay & benefits
- Positive employee experience



Freepoint's Talent Strategy

Skills first – Compliance always!



Cross-Border Hiring and Integration

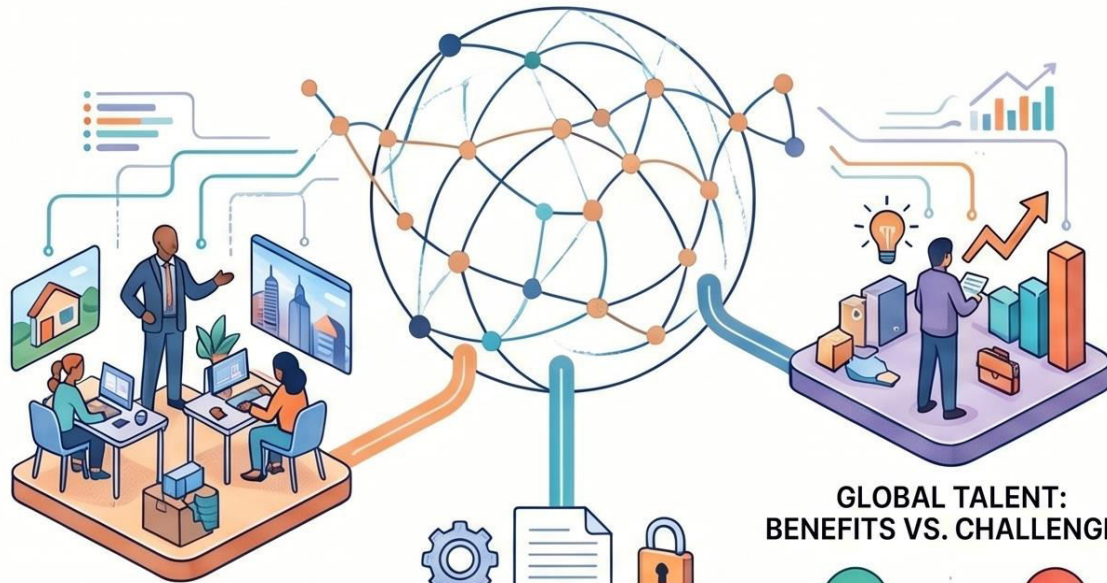
Value Created at Freepoint

- Access to global talent and best utilisation of talents
- Growth - global scalability
- Operational excellence - competitive advantage by having integrated teams
- Financial optimisation
- Business resilience - "follow-the-sun"



The Global Talent Blueprint: Navigating Cross-Border Hiring & Strategy

THE CROSS-BORDER HIRING FRAMEWORK



WHAT IS CROSS-BORDER HIRING?

Employing remote international staff, relocating foreign nationals, or managing overseas contractors and distributed teams.



THE ESSENTIAL COMPLIANCE LAYER

Critical evaluation of employment laws, taxation treaties, and immigration/right-to-work permits to avoid legal liability.

GLOBAL TALENT: BENEFITS VS. CHALLENGES



BENEFITS

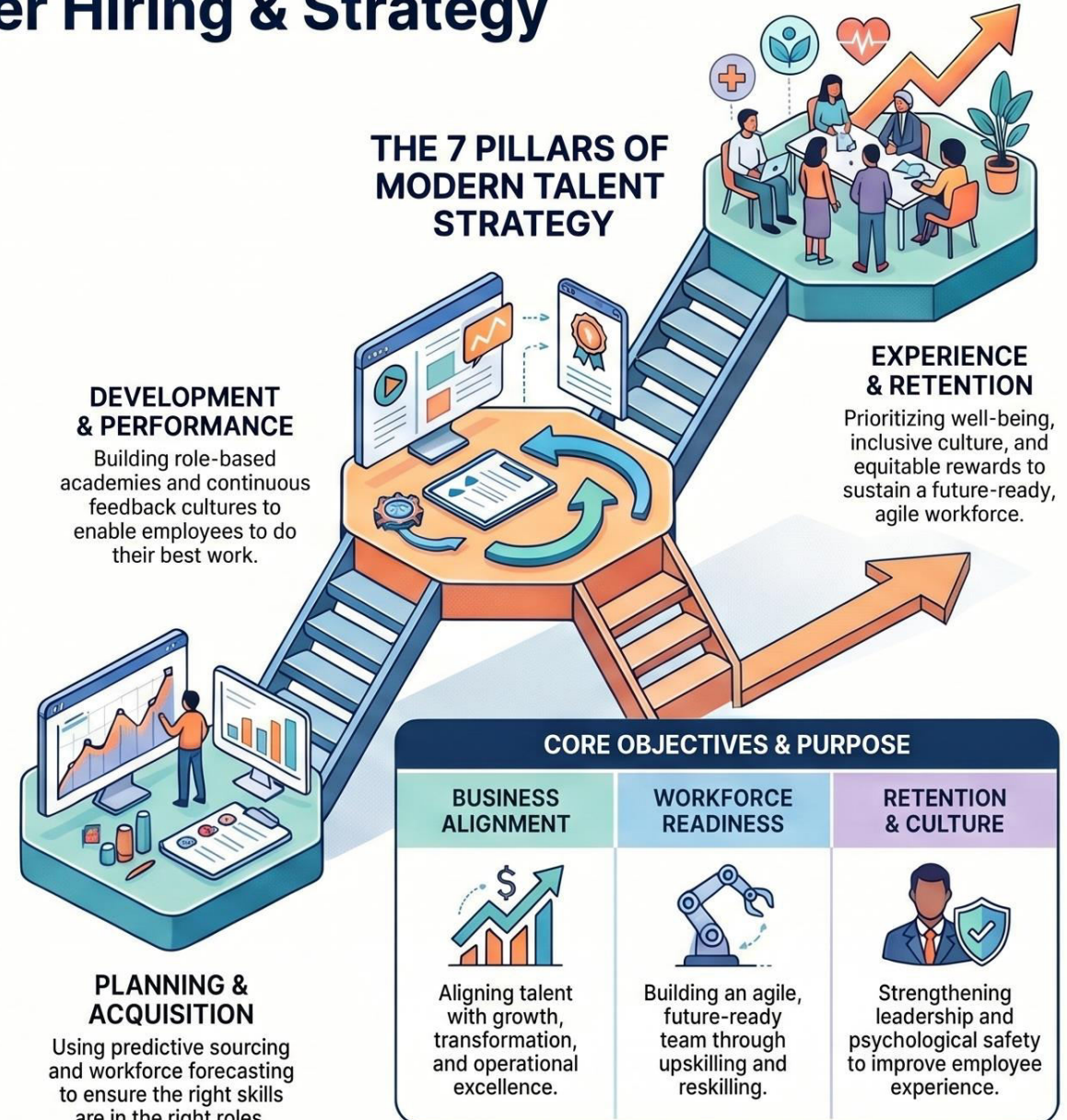
Access to specialized skills and cost flexibility.



CHALLENGES

Regulatory differences and cultural misalignment.

THE 7 PILLARS OF MODERN TALENT STRATEGY



DEVELOPMENT & PERFORMANCE

Building role-based academies and continuous feedback cultures to enable employees to do their best work.

EXPERIENCE & RETENTION

Prioritizing well-being, inclusive culture, and equitable rewards to sustain a future-ready, agile workforce.

PLANNING & ACQUISITION

Using predictive sourcing and workforce forecasting to ensure the right skills are in the right roles.

CORE OBJECTIVES & PURPOSE

BUSINESS ALIGNMENT	WORKFORCE READINESS	RETENTION & CULTURE
<p>Aligning talent with growth, transformation, and operational excellence.</p>	<p>Building an agile, future-ready team through upskilling and reskilling.</p>	<p>Strengthening leadership and psychological safety to improve employee experience.</p>

Questions? Comments?

YOU HAVE

QUESTIONS

WE HAVE

ANSWERS



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