

A1 certificate for social security

Why do employees need an A1 certificate?

In principle, all employees are covered by social security in the country where they work at that time, unless they can prove that they are covered by social security in another (home) country. To prove this, employees must carry an A1 certificate for social security coverage.

The A1 certificate confirms your employees' entitlement to:



What are the risks of not having an A1 certificate?

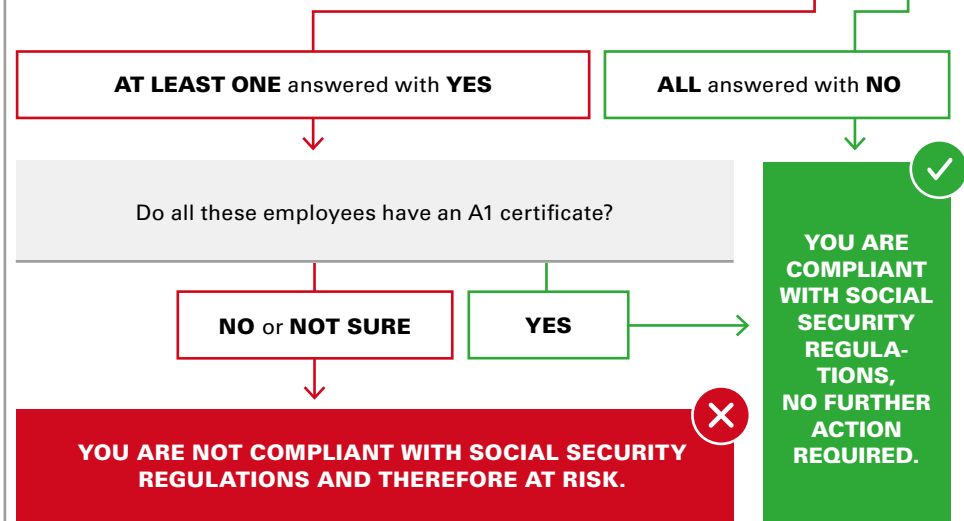
- ⚠ Fines to the employer
- ⚠ Fines to company that hosts employees
- ⚠ Reputational damage
- ⚠ Difficulties for employees trying to access rights to social security benefits
- ⚠ Employee dissatisfaction

Our solution:

- + Gain insight into the mobility patterns of your employees through data analysis.
- + Use data analysis to understand your exposure and requirements for compliance according to the EU legislation for social Security
- + Advice and recommendations for your management of social security for your mobile employees.
- + Compliance support
- + Prepare the company and the employees for inspections, audits and/or any unforeseen circumstances

Are you or your employees at risk? QUICK SCAN

| | | | |
|----|---|---|---|
| 1. | Do your employees work abroad? | ✓ | ✗ |
| 2. | Do you employ foreign workers? | ✓ | ✗ |
| 3. | Do one or more of your employees hold global/regional positions involving entities in other EU countries? | ✓ | ✗ |
| 4. | Do you have foreign board members? | ✓ | ✗ |



Contact us



Daida Hadzic
Director - EU Tax Center

✉ hadzic.daida@kpmg.com
☎ +31 6 5324 4599