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Technology

Safeguarding Global Payroll: How Mercans Ensures Compliance and Data Protection

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Compliance and data security stand paramount for global payroll management. Mercans has established itself as a trusted partner for businesses navigating these challenges across 160 countries. With a robust platform and dedication to advancement, Mercans actively secures its clients' data and maintains compliance with international standards.

Mercans' Strategic Regulatory Mastery

Mercans' strategy for compliance rests on local competence and a specialized compliance mechanism. It utilizes a globally distributed workforce with deep knowledge of local regulations to establish alignment with the latest legal requirements. This works alongside a comprehensive compliance flow that integrates seamlessly into its development processes, allowing rapid adaptation to changing regulations.

"Compliance is the very basis of payroll, so local compliance is crucial," notes Eero Plato, global head of engineering at Mercans. *"We navigate these challenges through a combination of local aptitude and dedicated compliance mechanisms in the business."*

"We swiftly adapt to regulatory changes and maintain compliance. This is achieved by combining agile methodologies with close collaboration between operations, compliance, and engineering," Plato adds.

The company integrates compliance development into its software development process. It embeds regulatory accuracy into its platform and focuses on similarities rather than differences across different regions. The company adapts quickly to regulatory changes, demonstrating its dedication to compliance and forward-thinking method of integrating compliance into its engineering processes.

Furthermore, Mercans enhances its compliance strategy through specialized compliance schemes that maintain regulatory accuracy across over 100 countries. These schemes address payroll management aspects, such as tax compliance and labor laws, with meticulous attention.

The company adheres to strict regulatory requirements and continuously advances its payroll solutions by integrating compliance into the software development lifecycle.

Bulletproof Data Protection Arsenal

Mercans is dedicated to data security. It implements a layered security model that includes multi-factor authentication and real-time fraud detection. All locations and processes meet ISO and SOC standards. It recently achieved certifications of ISO 27017 and ISO 27018, further strengthening its cybersecurity and data privacy capabilities.

"Keeping your data secure is non-negotiable," emphasizes Andre Voolaid, chief technology officer at Mercans. *"We take security seriously, and our platform complies with the strictest international standards and regulations. We deploy AI-based data anonymization processes and maintain stringent access*

controls, certifying client data receives access only on a need-to-know basis."

Additionally, the company employs end-to-end encryption for all inbound and outbound data, consistently protecting client privacy. It adheres to data minimization principles, accepting only data necessary for compliant payroll calculations.

Mercans also implements anonymized payroll processes, converting data into a format that does not expose personally identifiable information (PII), thus safeguarding employee privacy. This method strengthens security and builds client trust with their sensitive data.

Mercans's robust security measures protect against evolving threats. The company continuously develops and improves its data security protocols to stay ahead of potential risks. The company combines advanced technology with strict access controls to assure clients that their data remains protected.

Mercans' Game-Changing Payroll Technology

HR Blizz, Mercans' global payroll platform, leads the advancement in payroll technology. The platform helps businesses manage HR and payroll across 160 countries. It offers self-service tools and integrates with major HR systems such as SuccessFactors and Workday. Continued investment in technology, including no-code HR integration tools and instant payments functionality, has positioned the company as a payroll business process transformation leader.

The integration of AI and machine learning into payroll calculations has improved the efficiency and accuracy of Mercans' services. This technological aptitude, combined with its global delivery network and local knowledge, makes the company an essential partner for businesses expanding internationally. Automating complex calculations and providing predictive analytics help clients make informed decisions about their global workforce.

Mercans' payroll engine G2N Nova deserves particular note for its stateless application architecture, which enables anonymous payroll processing. AI identifies and anonymizes personal information before transfer, eliminating data breach risks and securing sensitive information. This progressive technique for payroll processing highlights the company's dedication to protecting client data while delivering efficient and compliant payroll solutions.

Mercans also extends its AI use in payroll processing to improve accuracy and efficiency. Task automation and large dataset analysis allow the identification of potential errors before they occur, pledging correct and timely payroll processing. This reduces the administrative burden on clients and enhances the overall reliability of the payroll process.

While the global payroll field continues to evolve, Mercans remains at the forefront, driving progress and enabling businesses to operate securely and compliantly across borders. With robust security measures and a focus on compliance, the brand supports multinational companies' growth, safeguarding their data, and facilitating seamless global operations.

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