

# How **Raychem RPG** Ensures Global Workforce Compliance with **Dhi ADT**

Case Study



## The Problem

As Raychem RPG continued expanding across Bangladesh, Indonesia, the Middle East, and Europe, it faced challenges in:

- Managing multi-country employment compliance and payroll regulations
- Securing work permits and visas for consultants in different jurisdictions
- Handling onboarding and offboarding smoothly without local legal entities
- Ensuring business continuity during unforeseen disruptions (like civil unrest in Bangladesh)
- Maintaining transparency and consistency across regions with varying employment laws

Raychem RPG needed a trusted partner capable of simplifying global workforce management — ensuring full compliance and operational reliability across borders.

## How DHI ADT Helped

Dhi ADT partnered with Raychem RPG as a comprehensive global EOR (Employer of Record) and HR solutions provider, supporting expansion into APAC, Europe, and the Middle East.

### Strategic Consultation:

Conducted in-depth market and compliance research to align with Raychem RPG's global hiring plans.

### End-to-End EOR Support

Managed employment contracts, payroll, taxation, and immigration for multiple countries

### Visa & Work Permit Sponsorship:

Enabled compliant onboarding of consultants in Bangladesh, Indonesia, Poland, UAE, KSA, Malaysia, and Germany.

### HR & Payroll Management

Oversaw onboarding, payroll, compliance, employee support, and offboarding through a single operational framework.



# Highlights of Key Engagements

Dhi ADT partnered with Raychem RPG as a comprehensive global EOR (Employer of Record) and HR solutions provider, supporting expansion into APAC, Europe, and the Middle East.

- **Bangladesh**

Managed onboarding amid political unrest, ensured secure payroll and compliant exits.

- **Indonesia**

Delivered full HR lifecycle support, including expedited visa processing and offboarding.

- **Europe & Middle East**

Expanded EOR operations to Poland, UAE, and KSA — aligning processes with EU and GCC labor laws.



# Key Highlights

- Multi-country EOR implementation across APAC, Europe, and Middle East

- End-to-end HR support from visa sponsorship to offboarding

- Reliable crisis management and compliance assurance

- Long-term, scalable global partnership

- Reliable crisis management and compliance assurance



# The Solution

Dhi ADT's proactive support and flexibility helped Raychem RPG seamlessly manage cross-border employment and compliance — empowering the company to focus on its core business growth.

Raychem RPG team saved \$250K across ongoing HR, immigration, payroll, legal, and tax operations.

**\$250K+ Saved**

- Achieved 100% compliance with international labor and immigration laws.
- Simplified payroll, visa, and HR operations through a unified service model
- Scaled workforce operations efficiently across Europe, Middle East, and APAC.
- Maintained business continuity and employee satisfaction, even during high-risk scenarios.
- Reduced administrative overhead and accelerated time-to-hire for global roles.

# Get in touch to explore solutions tailored to your team.

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