



Press release

Bureau Veritas France renews its contract with ADP to optimise its payroll and HR management

Nanterre, 22 June 2023 – Bureau Veritas renewed its contract with ADP in early 2023 to improve its payroll processes and streamline time management on behalf of its 8,500 employees in France, opting for ADP's Time and Attendance Management (TAM) HR module: *ADP Time Connect*.

One of the leaders in the testing, inspection and certification industry, with almost 400,000 customers in 140 countries, Bureau Veritas has been a client of ADP for 25 years.

ADP Link: integration within the Core HR system and a new philosophy

In 2015 Bureau Veritas aimed to introduce a universal HR information system (HRIS) connecting all of its 1,600 locations around the world. This gave leaders the opportunity to reflect on what they wanted from a payroll solution; aiming to integrate payroll with HR so they would have a clean database of employee information that would avoid double entry and optimise HR processes. The project was understandably a sensitive one, as reliability, timeliness and accuracy were crucial.

Faced with these challenges, Bureau Veritas decided to use *ADP Link* payroll solution, which was originally implemented in 2015. This solution, usually dedicated to very large accounts, offers a fully customisable payroll engine, which includes multi-structure (legal, organisations, etc.) and multi-agreement management (functional prioritisation of regulations - legal, standards, agreements, contracts, variable items, etc.). It also performs payroll calculations on demand (simulated pay, balance pay for any account, etc.), individually or by group. *ADP Link* is now a key component of the Bureau Veritas organisation.

By integrating *ADP Link* within its Core HR function, Bureau Veritas has broadened its scope from administrative payroll management to include performance, recruitment and succession. Indeed, in addition to France, it's now deployed the system in the US and Canada.

To facilitate this over a period of six months required a coordinated effort between administrative management, HR, management controllers, accounting and IT. A series of workshops were held to explain the integration of *ADP Link* within the HR system and how it would help HR management. Numerous tests were carried out, in particular a 'blank payroll' test begun in January 2016.

As part of its growth and acquisition strategy, Bureau Veritas now relies on *ADP Link* to secure and optimise payroll processes with data that's secure, up to date and error-free. It also operates a legal watch mechanism that automatically updates processes to ensure compliance.

As a result, the number of pay-related questions from employees has dropped significantly. The company recognises the benefits in terms of reliability, compliance and easy access to a digital safe in which staff can access their payslips and all their personal HR documents. At the same time the HR department welcomed the introduction of this simple, reliable and user-friendly tool. In a world where regulatory changes occur frequently, it's a real timesaver when it comes to managing payslips and online statement reporting (Nominative Social Declaration). This allows HR teams to devote time and effort elsewhere; and to training and career development, so essential for retaining talent.

Meanwhile, *ADP Link* also provides the finance department with in-depth information and analysis, helping them to manage payroll more effectively, which is vital for a services company like Bureau Veritas.

ADP Time Connect, a real-time application integrated into HRIS

In 2019, Bureau Veritas sought to optimise its HR processes by introducing more automation, mainly so that it could focus on improving the employee experience. Time and attendance management needed streamlining as processes were disparate, with applications that were often obsolete or incomplete. The firm also wanted to be able to use a mobile solution. Moreover, it needed to be robust enough to incorporate regulatory changes following a renegotiation with staff representatives on a collective bargaining agreement.

Following a call for tenders, Bureau Veritas recommended ADP Time Connect, an application integrated in real time with its HRIS, which facilitates and secures payroll processing. The ADP Time Connect solution provides employees and managers with a shared portal, giving both access to time management tools. In addition to information on employee leave of absence including holidays, ADP Time Connect lists attendance, such as remote working and training. This simplifies the company's ability to monitor time for a variety of activities throughout the organisation.

The project was divided into three delivery phases in June 2021, November 2021 and November 2022. The first phase of the implementation consisted of collecting the existing rules within the organisation in terms of working time management to integrate them into the solution. Workshops involving the teams in charge of the HRIS, the HR managers, as well as the operational managers then took place so that everyone understood the methods and usage challenges, and could familiarise themselves with the screen layouts.

During the configuration phase, ADP teams developed new functionalities to meet Bureau Veritas' specifications. And after carrying out numerous tests, the team organised communication, training and change support initiatives.

Today, ADP Time Connect is regarded as a success among employees. It's a simple, user-friendly tool, making it easy for them to arrange their leave days, check their leave balance and request days off. Since this information is easily accessible, it helps to streamline interactions between employees and managers.

Thanks to ADP Time Connect, Bureau Veritas has been able to standardise its time management practices. Collecting information directly from employees is a real time and productivity saver for HR, who now have time to focus on other tasks. And with legal time management rules integrated within the application, HR is secure.

"We're delighted to have been a partner of ADP for 25 years, whose expertise in payroll and human capital management is well established. Today, ADP supports us across a wide range of HR issues, beyond only payroll. To sum up, it is a real partnership, which has developed according to our needs, and which will continue to do so. ADP and Bureau Veritas are two global companies that share the same values: technological advances, innovation; always with the employee at the centre for better employee and manager experiences", says **Fernanda Ribeiro, VP HR Operational Excellence & Digitalisation at Bureau Veritas.**

"HR and payroll data are sensitive and their handling therefore requires special attention in terms of security. Relying on a secure system to pay employees and ensure regulatory monitoring is decisive in France: with ADP, we're not caught off guard. These innovative solutions allow us to manage our data effectively, guaranteeing its security with greater employee insight. The guiding principles driving ADP and Bureau Veritas are the same, which helps us to work together to achieve our goals", says **Florent Lacoche, Compensation & Benefits and HR Operations Director at Bureau Veritas.**

"At ADP, we're proud to support Bureau Veritas in optimising and securing its HR and payroll processes. There's a genuinely close relationship between the ADP and Bureau Veritas teams, which we've built up over the years. This is set to continue since the contract between us has been renewed for the next three years. Bureau Veritas considers security, data management and a sense of service of prime importance: these are values that we also share at ADP.

ADP Link and ADP Time Connect enable Bureau Veritas to become more efficient, to better support employees and manage their activities more precisely. Today, the management of HR data is an increasingly important issue for large companies, which they can leverage to carry out analysis and make better strategic decisions", says **Carlos Fontelas De Carvalho, General Manager, ADP France & Switzerland.**

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