

#WEAREPAYMAKERS

PAYMAKERS

BARCELONA

9-12 OCTOBER 2023



CREATING A MODERN PAY EXPERIENCE WITH RALPH LAUREN

16:00-17:00

PAUL SIMPSON

Senior Director EMEA Payroll
and Benefits, Ralph Lauren



NICK WEBB

Chief Marketing Officer,
CloudPay



THE ENVIRONMENT WE LIVE AND WORK IN IS CHANGING RAPIDLY



CHANGING EMPLOYEE EXPECTATIONS

The rise of instant everything.

More workers entering the gig economy for increased flexibility.

Rise in remote working.

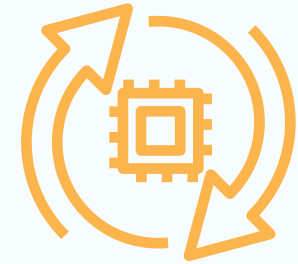


INCREASING BUSINESS CHALLENGES

Pressure to attract and retain talent.

Need for better cashflow management.

Managing complex local tax rules of an increasingly global workforce.



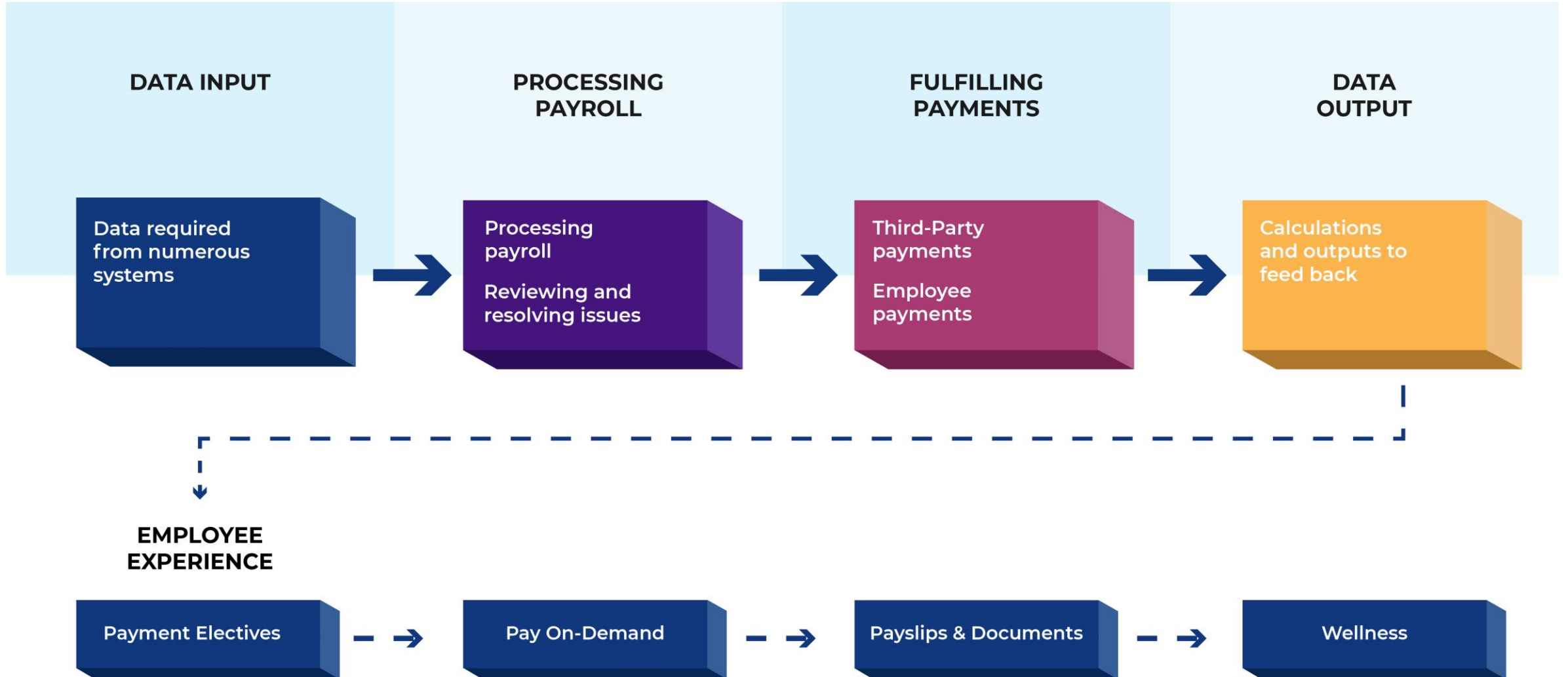
RAPIDLY EVOLVING TECHNOLOGY

AI and robotics enhancing process automation.

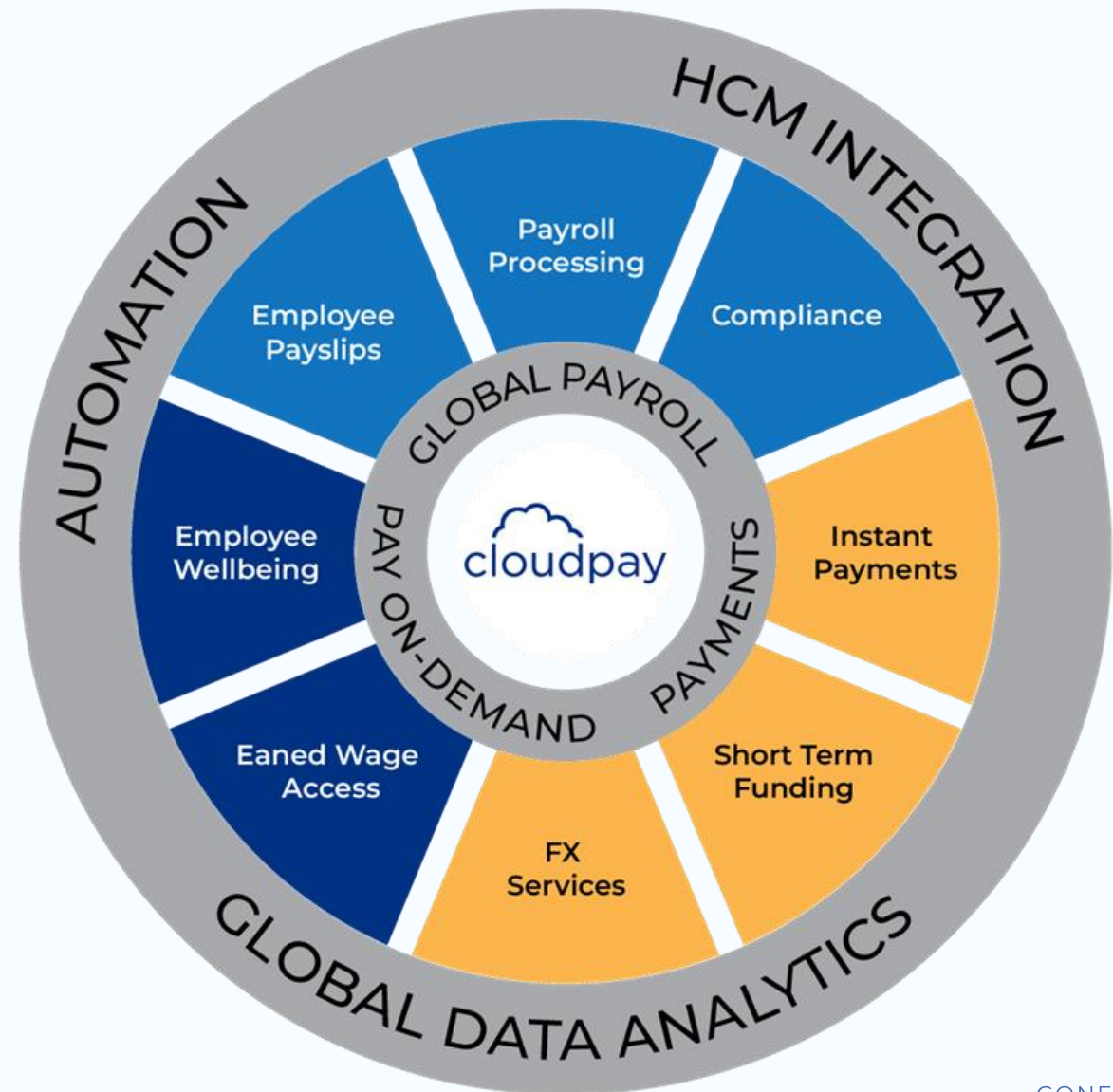
Rise of fast online transactions and open banking.

Access to real-time data and analytics.

THE MODERN PAY EXPERIENCE COVERS THE ENTIRE PAY PROCESS



OUR INTEGRATED SOLUTIONS UNDERPIN THE MODERN PAY EXPERIENCE



THE MODERN PAY EXPERIENCE IS:

1 Integrating payroll, funding, payments and earned wage
2 access on a single platform so you can pay your people
3 accurately on time, every time, everywhere.

THE MODERN PAY EXPERIENCE AT RALPH LAUREN

For Ralph Lauren, the Modern Pay Experience means greater efficiency, streamlined payroll processes and adding value to the business...



Payroll in 17 countries
for 5k+ employees



Payroll
funding



Instant salary payments
in 17 countries



Pay
On-Demand

CHALLENGES & SOLUTION

CHALLENGES

- Multiple payrolls and high volume of payroll payments
- Heavy workload for finance
- High-risk approvals process relying on individuals

FIND A SOLUTION THAT...

- Ensures no payment delays
- Delivers greater efficiencies in payments process
- Allows manual interventions to be skipped

BUILDING YOUR BUSINESS CASE FOR THE MODERN PAY EXPERIENCE

1 Prove the time
savings for Payroll
and Finance

2 Demonstrate the
impact on
employees

3 Present the
'why' to the
business

OUTCOMES

Implementing a complete pay solution has enabled Ralph Lauren to...



Simplify
processes



Improve payroll
performance



Enhance the
employee experience



Build the
payroll brand