

CASE STUDY

The Secret to **Anglo American's** Successful Global Growth



**GLOBAL
EXPANSION**



AngloAmerican

EXECUTIVE SUMMARY

Anglo American is a leading global mining company that provides essential metals and minerals for modern life. Their world-class operations and innovative practices ensure a sustainable future, meeting the growing demands of billions.

Focusing on responsible production, they mine diamonds (through De Beers), copper, platinum group metals, premium iron ore, steelmaking coal, and nickel, with crop nutrients in development. They aim to be carbon neutral by 2040.

Their Sustainable Mining Plan sets ambitious goals for a healthy environment, thriving communities, and corporate trust. They work with partners and stakeholders to create lasting value from natural resources for communities, society, and shareholders. Anglo American is re-imagining mining to improve lives.

Previously, Anglo American used an EOR solution for one employee but preferred creating entities for international expansion. They began exploring the EOR model to bridge the gap between creating an entity and hiring personnel locally, planning to transfer employees to the new entity later.

After a competitive review, Global Expansion was chosen as their EOR partner. The decision was based on their service model, global presence, experienced personnel, and market-leading software, providing Anglo American confidence in their strategic business evolution.



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PROBLEM STATEMENT

Anglo American needed a partner to handle their onboarding and transfer processes. EOR was new to their business, so finding the right partner was crucial.

The chosen provider had to offer wide coverage, experience, and the ability to meet Anglo American's needs. They needed a technology platform to track personnel and a client-focused approach to ensure smooth transfers to new entities without negative impacts.



APPROACH & METHODOLOGY

The Global Mobility team researched the EOR model and potential providers. They met with a shortlist of providers, requested formal proposals, and conducted technology demonstrations to assess system compatibility with Anglo American's tools.

After reviewing commercial and legal aspects, Anglo American selected Global Expansion (GX). The GX¹ technology solution easily connects to Anglo American's system, providing a single source of information managed by GX experts for all EOR employees.

During implementation, Global Expansion provided:

- ✓ A dedicated team that met weekly with the Mobility unit
- ✓ A [Monday.com](#) board (CRM) to outline each step
- ✓ Managed the EOR population and transferred employees from other EOR providers

This workflow gave GX and Anglo American visibility and assigned project owners to each task. Weekly meetings ensured tasks stayed on track, facilitating ongoing onboarding in new locations and analyzing requirements for entity setup and transfer.

A key part of the implementation was training the Anglo American team on the [GX¹ platform](#) and planning system connections. GX's dedicated contact oversees new initiatives and enters EOR-related employees into GX¹ for centralized tracking.



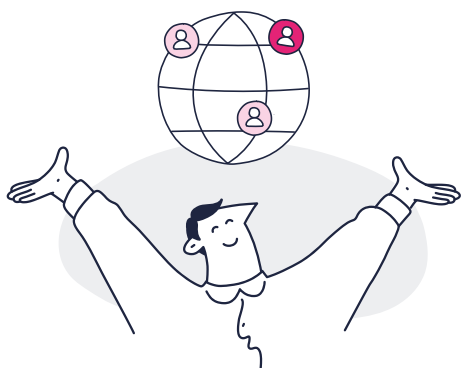
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RESULTS & OUTCOMES

GX will transfer existing EOR employees into the GX program, ensuring favorable employment conditions.

We have set up a training schedule for all internal stakeholders and a communication plan to explain the EOR program and the process of sourcing, hiring, and transferring employees to new entities.

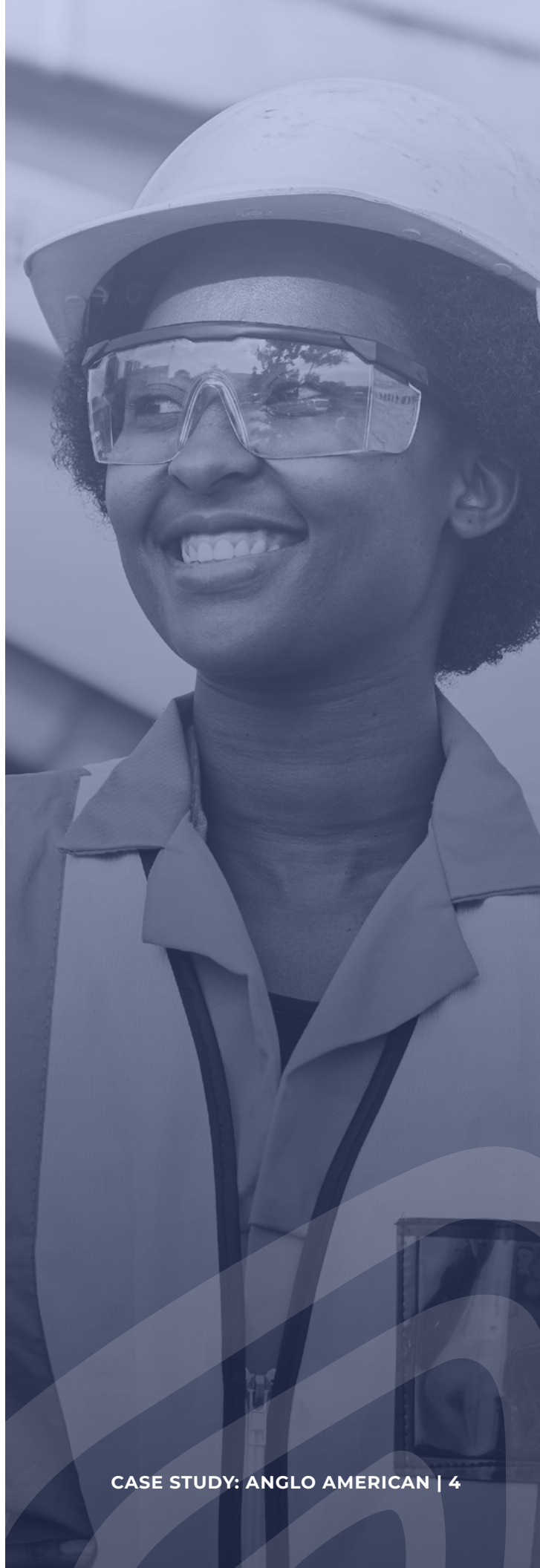
A multi-phased project management board will keep the global transition on track, supporting strategic expansion and entity creation.



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LESSONS LEARNED & BEST PRACTICES

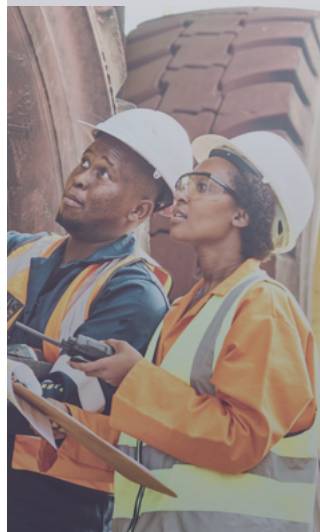
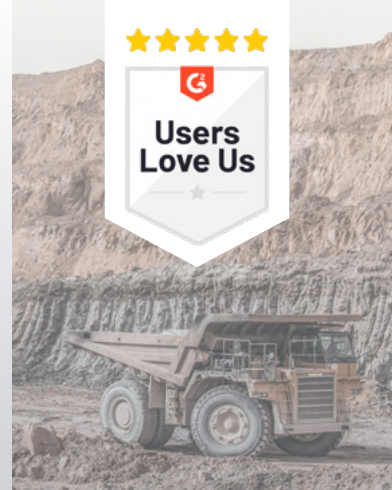
During Anglo American's review of the EOR marketplace, they found the buying process complex with hidden fees and unclear terms. The procurement team worked with Mobility to create a commercial agreement that analyzed the total cost and set minimum terms for each employee.



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GX POWERS ANGLO AMERICAN'S EXPANSION

After partnering with GX, the Anglo American team successfully planned and executed an expansion program. They could advise the business on costs and compliance for each new location, hire personnel identified by talent teams, and transfer employees from the EOR to the new entity once established.





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