



Graylark.

Spreadsheets and powerpoints **just don't cut it.**

Labour relations managers spend too long working with spreadsheets, email threads and endless meetings to coordinate activities and action change. Data is fragmented. Compliance gaps go unnoticed. Audit trails are incomplete. When a deadline is missed or an obligation overlooked, the consequences are real.

Graylark replaces all of that with a single source of truth — enabling you to work more efficiently, effectively and compliantly whilst scaling your labour relations operations.

We've created a better way, **come join us.**

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Trying to juggle the status of your **work council obligations?**

Concerned about the impact of the proposed **EU EWC revisions?**

We've got it covered.

Meeting works council obligations is vital to ensure legal compliance and maintain a positive workplace environment. We all know non-compliance can result in severe repercussions.





Managing labour relations across multiple countries, whilst also ensuring that you have a comprehensive up to date view of all work councils processes can be a real challenge.

It's critical that you balance organisational interests with those of employees, but this can be challenging, requiring effective communication and regular, transparent interaction.

This becomes even more important when you have EWC obligations to contend with. The EU Commission has proposed revisions to the current EWC directive which will further increase the need to work smarter if organisations are to cope with the increased need for reporting and compliance.

Coupled with a raft of new EU directives that trigger work councils obligations, these changes continue to add pressure to Labour Relations Managers.

managing multi country obligations simultaneously is complex and with increasing obligations on the horizon, we're enabling organisations to prepare for the challenges ahead.

Simplify your labour relations, with **one, unified platform** you can call your own.

Labour relations managers frequently find themselves overwhelmed by the myriad of spreadsheets, emails, and meetings necessary to coordinate their activities. This complexity not only hampers productivity but also diverts attention from strategic initiatives.

Graylark addresses these challenges by offering a streamlined solution—a comprehensive platform that consolidates all labour relations tasks, ensuring efficiency, effectiveness, and compliance.

Fully configurable, Graylark adapts to the specific needs of your organisation. From visualising your labour relations landscape, managing information & consultation processes and storing all company agreements it ensures that all aspects of labour relations are recorded, organised and accountable.



Providing a single source of truth, for a single entity in a country or a complex global operation it's all handled in one, comprehensive system.

Detailed data at your fingertips

Say goodbye to endless spreadsheets, task lists and email threads.

Graylark provides you with all your information at your fingertips. A detailed Dashboard makes it easy to review data and take action where it's needed.

Better informed for better decisions

With access to better data, labour relations managers can spend time on the things that matter. Empowered by data, you have more time to focus on the strategy, planning and the proactive approach you've been trying to achieve for years.



Our Modules.

1

ER Landscape

Visualise your full labour relations landscape across regions. Track agreements, representative structures and legal entities – **all in one place.**

- Interactive geomaps with FreshScore
- Agreements repository with version tracking and expiry alerts
- Manage works councils, ERBs, trade unions, associations.

2

Change Proposals

Manage organisational change consultation processes across multiple countries. Track deadlines, manage obligations and maintain a clear audit trail.

- Multi-country proposals with country-specific obligations
- AI-powered summaries and analytics via GrAI
- Automatic agenda creation for changes

3

EWC Management

Manage your EWC obligations end-to-end – from meetings to compliance – and stay ahead of evolving EU directives.

- Meeting, agenda and membership management
- Opinions, responses and SNB support
- Budget tracking and dispute resolution
- AI sentiment analysis of representative feedback

4

And more!

Graylark Elect – Works council election management, from nominations to results.

Change Gateway – Connecting business teams with your ER function to submit and track changes.

Rep Portal – A dedicated space for representatives and experts to collaborate and stay informed.

More modules on the way – the platform grows as you do.

Meet GrAI

AI-powered insights and workflow acceleration built directly into the platform. Spot issues, generate summaries and take action faster.

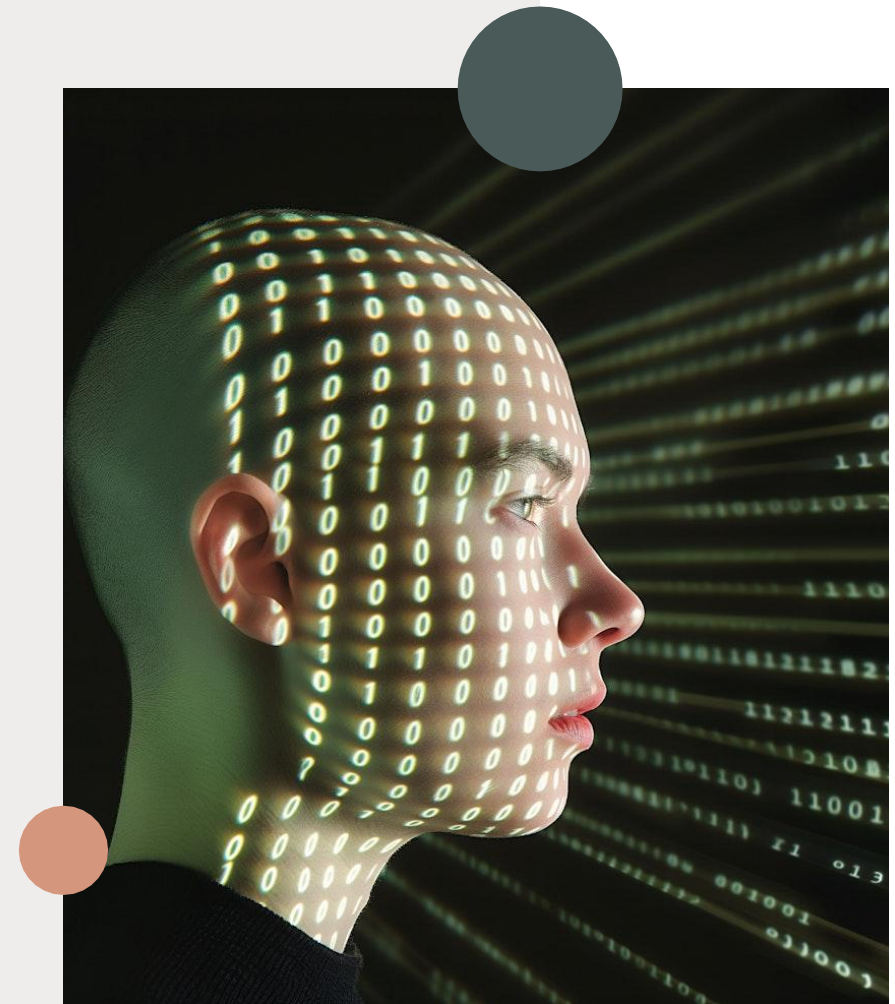
- Agreement analysis and comparison
- Change proposal insights for each country in scope taking into account local labour laws, your ER landscape – and learning from your past changes.
- Executive summary generation for proposals, agreements and reports
- Sentiment analysis of representative feedback
- Built-in to every module — not a bolt-on

Data Safe AI

Your data never leaves the platform. GrAI runs entirely within Graylark – no external AI calls, no training on your data. Your information stays private, **always**.

Purpose-built for labour relations

GrAI is powered by custom models built specifically for labour relations: multi-country obligations, works council processes, EU directives and collective bargaining. We believe they are the **best in the world** at what they do.



Fully Equipped.

The all-in-one place solution that equips you and your team around the world. Secure, real-time data of your labour relations landscape that saves you time – and hassle.

Secure

Protected with completely isolated and segregated client data. A robust security framework ensuring that your labour relations data is protected against unauthorised access and breaches.

Reporting

Visualise labour relations information in real time with dashboard view, providing you with oversight of your labour relations landscape across regions in just a few clicks.

Efficient

AI tools to help speed up processes, spot issues and easily make adjustments. Drive efficiency in your management of labour relations data, it's like your own personal assistant on hand.

Flexible

Build and grow your platform – add and remove modules as you need them. New territories or compliance obligations, adapt and grow your platform as you grow. Integrate with your existing tools with supported integrations for teams, slack, workday, and others

Compliant

Configurable for company specific and/or regulatory rules across regions. From EU directives to evolving labour relations laws. Easily review and reflect the changes you need to make on an ongoing basis.

Multi-Lingual

Work seamlessly across regions with no language barrier. Connect teams across borders and simultaneously work so that nothing gets lost in translation.

Comprehensive onboarding.

1

Understand

The first step involves a thorough analysis of your existing processes and workflows. We work closely with your organisation to understand your unique challenges and requirements. This detailed understanding forms the foundation for the subsequent steps.

2

Advise

Based on the insights gained during the initial analysis, We'll advise on the best approach for your labour relations landscape. Tailored advice on the best-fit configuration for your organisation. This includes recommending efficiency improvements and identifying opportunities for process optimisation. The goal is to ensure that the platform is configured to meet your specific needs and deliver maximum value.

3

Configure

The configuration process is designed to be seamless and efficient. Graylark's 12-week onboarding programme ensures that the platform is set-up and configured as you need it. This includes customising modules, integrating existing systems, and training your team to use the platform effectively. The onboarding programme is structured to minimise disruption and ensure a smooth transition.

4

Support

Continuous support is a cornerstone of our customer service philosophy. Once the platform is up and running, we provide ongoing assistance to ensure that your organisation continues to derive value from the solution. This includes support for new users, additional locations, and periodic updates to ensure that the platform evolves with your organisation's needs.

FAQ's

How does it work?

Our platform replaces the myriad of spreadsheets, powerpoints and emails that are currently used to track labour relations management and compliance across regions.

Which countries does it cover?

Our platform can allow you to configure any country that you operate in. These will automatically be available in the Landscape and Assessment modules. Our geomaps will automatically scale to show you an appropriate level of details depending on what regions your countries span.

Can it work in multiple languages?

Yes! We currently support 14+ languages including English, German, French, Spanish and Dutch and will be adding support for additional languages soon.

Is my data secure?

Yes, security is one of our fundamental principles. Client data is isolated for additional peace of mind, with AES-256 Encryption for added security. Users log on using two factor authentication to ensure your information remains confidential.

We only operate in a couple of countries, will this work for us?

Yes, the platform is designed to scale, as your organisations grow you can add additional regions.

How do I get started?

We always start with a call, a chance to see the platform in detail, ask questions and understand if it's the right solution for you and your organisation.

Want to see it in action?

**Click here to
book a demo.**

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