



Expanding your business in ASIA PACIFIC

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Simplifying the business of expansion

Supporting organisations to conquer new markets in more than 150 countries since 1996.

Doing business in ASIA-PACIFIC

ASIAPAC has been a prime destination for trade and expansion between the East and West since the days of the Silk Road.

With close proximity between countries, simple and business-friendly tax systems, open immigration policies and top-grade local talent in the workforce, ASIAPAC is one of our most sought-after destinations.

Mauve Group offers Employer of Record across 18 countries in the region, and further supporting services in even more – everything a business needs to hit the ASIAPAC market running.



Mauve Group In ASIA-PACIFIC

This year marks Mauve Group’s twentieth year of operations in ASIAPAC – and our guidance is underpinned by our own experience of expanding into the continent.

Our first projects in Asia supported independent contractors working for telecommunications companies to install and upgrade networks in the region in countries such as Thailand, Bangladesh and Japan.

Mauve set up its own companies in each country to facilitate these projects. This developed into a network of ASEAN entities as demand grew and Mauve’s service offering diversified.

The next step was to partner with local experts in key areas such as tax and compliance, labour law and immigration so we could learn from the best and deliver locally compliant services.

Today, we run solutions across the majority of ASIAPAC countries and hire staff across a myriad of industries – offering a trustworthy partnership to organisations as they embark on their next international project.



What is Employer of Record?

Our Employer of Record solutions support organisations by compliantly employing their workers in countries where their own local entity is lacking. Mauve takes care of the necessary local employment and HR tasks, while you focus on the day-to-day management of your worker and ASIAPAC-based project.

Employer of Record opens you up to a new talent pool in the country of your expansion, allowing you to dip your toe in the local market without the commitment and expense of entity set-up. Expatriates working on fixed-term Employer of Record solutions can even be utilised to train local staff, expanding local skillsets and ensuring the longevity of the project.

Mauve Group’s Employer of Record solution offers you peace of mind that personnel are being compliantly managed, as well as drastically reduced costs and timescales when compared with entity set-up. Utilise an Employer of Record solution to gain rapid access to ASIAPAC’s opportunity-rich, investment-friendly business environment.

Other services in ASIA-PACIFIC

At Mauve, we’ve developed a full range of ASIAPAC services to meet every business need.

Whether engaged as a standalone service or alongside an Employer of Record solution, these will equip you with all the tools needed to launch your ASIAPAC business venture.

-  **GLOBAL BUSINESS EXPANSION**
-  **GLOBAL VISA & IMMIGRATION**
-  **GLOBAL PAYROLL**
-  **PROJECT MANAGEMENT**
-  **CONSULTANCY SERVICES**
-  **VALUE ADDED SERVICES**
-  **INDEPENDENT CONTRACTOR SOLUTIONS**



Australia

THE SOLUTION

All individuals will be employed by Mauve Corporate Systems Australia Pty Limited.

Mauve Corporate Systems can payroll local Australians and other nationalities. Expatriates must have a sponsored work permit that does not restrict their employment by Mauve Australia. Employees will be registered on a monthly payroll for tax and social security deductions.

TAXES & SOCIAL SECURITY

Each employee will require a tax file number which our local representative can assist in obtaining from the tax office. If the individual is working for an Australian resident company, taxes will be paid from their first working day. If the employee is paid by an overseas entity, they may temporarily pay tax on their overseas income - this will be assessed.

Medicare levy (social security healthcare) is a separate tax levied when an Australian tax return is filed. The rate applied is 2%-3%.

IMMIGRATION

Mauve Australia is an approved sponsor, holding the SBS license. Our Australian entity can support the visa category, referred to as the Temporary Skills shortage (TSS) visa. This visa enables employers to address temporary skilled labour shortages in the Australian labour market by sourcing overseas skilled workers when they cannot source an appropriately skilled Australian worker. TSS visa holders can work in Australia in their nominated occupation under the short-term stream, medium-term stream, or the Labour Agreement stream. The type of stream determines the employee's length of employment and pathway to permanent residency.

ABOUT AUSTRALIA

Situated between the Pacific and Indian oceans, Australia is the sixth-largest country in the world. Its isolation from other continents explains its singularity in flora and fauna. The country's unique animal and plant life include kangaroos, koalas, and its vast range of eucalyptus trees. Australia is also home to the greatest mass of coral in the world, known as The Great Barrier Reef – a very popular tourist destination located off the east coast of Queensland. The Great Barrier Reef is regarded as the world's largest living organism and is listed as one of the Seven Wonders of the Natural World. By international comparisons of wealth, education, health and quality of life, Australia ranks as one of the best countries to live on Earth.



Capital - Canberra

Population - 25.8 million

Area - 7.7 million sq km (2.9 million sq miles)

Currency - Australian dollar

Language - English

Religion - Christianity

Major Exports - Iron ore, coal, gold

Other services in Australia



GLOBAL BUSINESS EXPANSION



GLOBAL VISA & IMMIGRATION



GLOBAL PAYROLL



PROJECT MANAGEMENT



CONSULTANCY SERVICES



VALUE ADDED SERVICES



INDEPENDENT CONTRACTOR SOLUTIONS



| THE SOLUTION | TAXES & SOCIAL SECURITY |
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| <p>Individuals working in Bangladesh will be employed by the local representative of White Coral Consulting DMCC.</p> <p>Employees will be placed on the local payroll of White Coral's representative. Salaries will be paid in the local currency of Taka and workers will, therefore, require a local bank account.</p> | <p>All employees are liable for tax from the first day of their contract. Expatriates will be taxed at 25% of their total salary (including bonus and overtime) from day one for 183 days, after which the tax rate will become progressive. Social security is not applicable in Bangladesh.</p> <p>White Coral's representative will make the tax payment to the local authorities on a monthly basis. Individuals must obtain a tax identification number (TIN) - this takes approximately 3 days.</p> <p>The tax year in Bangladesh is from 1st July to 30th June.</p> |

IMMIGRATION

All foreign nationals entering Bangladesh must possess a passport valid for at least six months beyond the date of entry into the country, with at least two blank face-to-face pages for visa stamping. It may be possible to enter Bangladesh on a business visa if on a short-term contract of 3 months or less. If the contract is for more than 3 months, an application for an E-visa and work permit must be submitted prior to entering the country. Our in-country representative can assist with the submission process.

ABOUT BANGLADESH

Located in South Asia, Bangladesh is one of the world's most densely populated countries. Formerly known as East Pakistan, Bangladesh was formed in 1971 when the two parts of Pakistan split after war in India. Despite its history under military rule and poverty, the country's market economy is fast developing and is classified among the next eleven emerging middle-income economies. Some of the country's main exports include clothing, footwear, and other textile products. Bangladesh is also famed for its history of a female-led government. Sheikh Hasina, the prime minister, has been placed in the list of the longest serving eminent female leaders of the world - Bangladesh is now regarded as a country role model for the modern society.



- Capital - Dhaka
- Population - 170 million
- Area - 148,460 sq km (57,320 sq mi)
- Currency - Bangladeshi taka
- Language - Bengali
- Religion - Islam

Major Exports - Clothing (particularly knit or crochet), accessories, footwear

Other services in Bangladesh

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| GLOBAL BUSINESS EXPANSION | GLOBAL VISA & IMMIGRATION | GLOBAL PAYROLL | PROJECT MANAGEMENT |
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China



THE SOLUTION

All workers will be employed by Mauve's in-country local representative. The location of work within China will determine if the services of a third party will be required.

Both expatriates and Chinese nationals will be placed on the payroll of our local representative. Individuals will be required to complete a Recruitment Confirmation Form at the beginning of their contract for payroll registration to go ahead. The salary for locals must be paid in the local currency, Chinese Yen (CNY) – also referred to as Renminbi (RMB).

TAXES & SOCIAL SECURITY

Income tax is levied at 3-40% according to income earned. The first 4800 RMB of the salary per month is tax free for expatriates. For locals, the first 3500 CNY/RMB of the salary per month is tax free.

Social security is not applicable to expatriates. For local employees, the rates vary depending on the city. Currently, they stand at approximately 32.9% for the employer and 10.5% for the employee.

IMMIGRATION

Mauve can offer visa and immigration support in the Shanghai, Guangzhou, and Shenzhen areas of China.

All expatriates will need to apply for the business visa, commonly known as the Z-visa. The visa allows an individual to enter China for the purpose of work and is applied for at the Chinese Embassy/Consulate of the individual's country of residence beforehand. Upon entry into the country, our local representative will assist with all procedures required for a residence permit application. The residence permit will need to be renewed each year.

ABOUT CHINA

China is the largest country located entirely within Asia and is the most populous country in the world. Occupying most of the entire East Asian landmass, it covers approximately one-fourteenth of the Earth's land area. With a population size of 1.4 billion, it is no surprise that one fifth of humanity is of Chinese nationality. The country also has a thriving economy. Since its economic reform in 1978, GDP growth has averaged nearly 10% a year, and over 800 million people have been lifted out of poverty. Manufacturing makes up almost half of the Chinese economy and makes China one of the world's largest manufacturers.



- Capital – Beijing
- Population – 1.4 billion
- Area – 9.6 million sq km (3.7 million sq mi)
- Currency – Renminbi (yuan)
- Languages – Mandarin Chinese
- Religions – Buddhism, Christianity, Islam, Taoism
- Major Exports – Electrical machinery, furniture, plastics

Other services in China

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GLOBAL BUSINESS EXPANSION
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GLOBAL VISA & IMMIGRATION
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VALUE ADDED SERVICES



THE SOLUTION

All workers will be employed by Mauve Hong Kong Limited.
 Employees will be placed on the local payroll of Mauve Hong Kong Limited. Salaries will be paid in the local currency of Hong Kong Dollars.

TAXES & SOCIAL SECURITY

Employers are required to contribute 5% of employees' salaries to the Mandatory Provident Fund (MPF). Contributions are not required for limited categories of persons, including foreigners working in Hong Kong for a period of less than 13 months, or who are covered by overseas retirement schemes. Employees who are covered by the Mandatory Provident Fund (MPF) System are also required to make regular mandatory contributions which is calculated at 5% of their income.

Income tax in Hong Kong is progressive from 2% - 17% according to the income earned. The minimum and maximum relevant income levels are HKD 7,100 and HKD 30,000, respectively.

IMMIGRATION

In order to work in Hong Kong, all foreign nationals must obtain an employment visa or be in Hong Kong on a dependant's visa. Our in-country immigration partners can assist with both types of application.

The Hong Kong Immigration Department does prefer for employment visa applications to be submitted prior to a person entering Hong Kong.

ABOUT HONG KONG

Hong Kong was a British colony until its independence in 1997, when it became a special, autonomous, administrative region of the People's Republic of China. Now, it is a global financial center and extremely attractive business place due to its proximity to mainland China and East Asia. Hong Kong's economy is characterised by free trade, low taxation, and minimum government intervention. It is the world's 8th largest trading economy. The strong stimulus of foreign direct investment and private companies, and the abundant labor force from neighboring countries make this a very attractive point.



Population - 7,482,500

Area - 1.106 sq km (414 sq mi)

Currency - Hong Kong dollar

Languages - Cantonese, English

Religions - Buddhism, Taoism, Confucianism, Christianity, Islam, Hinduism, Sikhism and Judaism

Major Exports - lectrical machinery, apparatus and appliances

Other services in Hong Kong





| THE SOLUTION | TAXES & SOCIAL SECURITY |
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| <p>Individuals working in India will be employed by our local representative who will also sponsor the work permits for expatriate workers.</p> <p>Employees will be registered on a local payroll in India. Each employee's salary must be paid in the local currency (INR). Individuals should also open a non-resident bank account. Our local representative can assist with this.</p> | <p>Upon the employee's arrival, our local representative will apply for the Permanent Account Number (PAN) for income tax purposes. Each individual will be paid a monthly salary from which taxes will be deducted at the applicable rates. At the end of the financial year (31st March), our local representative will file an income tax return.</p> <p>Social security must be paid to the authorities by the 7th of the following month. Our representative will make the payment to the local authorities on a monthly basis.</p> |

IMMIGRATION

Expatriates intending to work in India will require a work permit. This should be applied for at the Embassy/Consulate of the applicant's home country or country of residence and obtained before entering the country. Once all of the documents have been collated and the application has been filed with the immigration authorities, the work permit will take 3-7 days to be processed, depending on the individual's nationality. Processing time for a work permit for Chinese nationals is approximately 3 months.

ABOUT INDIA

India, officially the Republic of India, is a country situated in South Asia. It has the largest democracy and is the second-most populous country in the world. Though the country is predominantly rural, India has three of the world's most populous cities - Mumbai, Kolkata, and Delhi. According to the UN, its population is expected to overtake China's in 2028 to become the most populous country on Earth. It is also home to the world's fastest-growing high-technology centres, including Bengaluru and Chennai. Additionally, its rich and vibrant forms of music, literature and Bollywood cinema makes the country popular for its cultural dynamism.



- Capital - New Delhi
- Population - 1.3 billion
- Area - 3.287 million sq km (1,269,219 sq mi)
- Currency - Indian rupee
- Language - Hindi
- Religion - Hinduism
- Major Exports - Mineral fuels (including oil), gems, precious metals

Other services in India

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| GLOBAL BUSINESS EXPANSION | GLOBAL VISA & IMMIGRATION | GLOBAL PAYROLL | PROJECT MANAGEMENT |
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| THE SOLUTION | TAXES & SOCIAL SECURITY |
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| <p>All individuals in Indonesia will be employed by Mauve's local representative.</p> <p>Employees will be placed on the local payroll. If required, expatriates can open a local bank account.</p> | <p>Employees are liable for a set flat tax rate of 20% and this will be deducted on a monthly basis. No tax return is necessary whilst on the local payroll.</p> <p>No social security taxes are levied in Indonesia; however, employees must have an insurance that covers accident, pension, and death. Our local representative can assist expatriate employees with obtaining insurance. We recommend, however, that expatriates arrive in Indonesia with their own private insurance that will cover accident, pension, and death.</p> |

IMMIGRATION

To work in Indonesia, all expatriates must obtain a temporary stay entry visa and an IMTA work permit. This will be initiated by the sponsoring company submitting a foreign manpower utilisation plan and work recommendation to the Department of Manpower in Indonesia. Upon entering the country on an entry visa, employees must go to the immigration office and apply to change the limited stay entry visa to e-ITAS (electronic temporary stay permit paper). Our in-country representative can assist with the work permit application process.

ABOUT INDONESIA

Located off the coast of mainland Southeast Asia between the Indian and Pacific oceans, Indonesia is the world's largest island country. It consists of more than seventeen thousand islands, including Sumatra, Java, and Sulawesi. Despite its large population of 275 million people, Indonesia has vast areas of wilderness and one of the world's highest levels of biodiversity. Conservation International have even identified it among the 17 megadiverse countries. Indonesia is also highly diverse in ethnic and linguistic groups, with more than 300 local languages spoken across the country. The country has the largest economy in Southeast Asia and is listed as one of the emerging market economies of the world.



- Capital - Jakarta
- Population - 275 million
- Area - 1.9 million sq km (742,308 sq mi)
- Currency - Rupiah
- Languages - Indonesian, 300 regional languages
- Religion - Islam
- Major Exports - Oil, gas, electrical machinery

Other services in Indonesia

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| GLOBAL BUSINESS EXPANSION | GLOBAL VISA & IMMIGRATION | GLOBAL PAYROLL | PROJECT MANAGEMENT |
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Japan

THE SOLUTION

Individuals will be employed by our local entity, Mauve Japan. Employees will be issued with an employment contract which complies with local labour legislation.

The employee will be registered on a local payroll and will be given a tax ID and social security number. Expatriates will need to obtain a Certificate of Eligibility (COE), work visa and alien registration card (ARC) before they can be registered on the payroll. The employee must also open a bank account in Japan before they can receive a net salary in Japanese Yen.

TAXES & SOCIAL SECURITY

Tax is based on the amount of taxable income and number of dependants. The actual rate will vary across individuals. The national tax rates range from 5-40%. Taxes are to be paid by the 10th of the month following the one worked. Resident's tax will also apply to each employee in Japan. The amount deducted will be dependent on each individual's personal circumstances.

Social security contributions cover the cost of health and pension insurance. Employee contributions are approximately 15.3% and the employer contributions are approximately 16.2%.

IMMIGRATION

In order to work in Japan, expatriates must obtain a certificate of eligibility (COE) and work visa. They may enter Japan on a short-term visa and begin the COE and work visa application in Japan with the help of our local representative. All applications will be sponsored by Mauve Japan. Employees will be required to change the status of their current visa from residence to a work visa at the regional immigration office. The processing time for the COE ranges from 3 to 8 weeks.

ABOUT JAPAN

Japan is an island country situated in the northwest of the Pacific Ocean. It has the world's third-largest economy, which grew significantly in the second half of the 20th century following the Second World War. Much of this profit was propelled by Japan's success in car manufacturing and consumer electronics. Three-quarters of the country's terrain is mountainous, concentrating its population on narrow coastal plains. Mount Fuji stands as Japan's highest mountain, at 12,388 feet. Despite the country's history in nature and agriculture, Japan has become a modern industrialised nation. It is now one of the world's foremost manufacturing countries and is considered a global financial leader.



Capital - Tokyo
 Population - 125 million
 Area - 377,864 sq km (145,894 sq km)
 Currency - yen
 Language - Japanese
 Religions - Shintoism, Buddhism
 Major Exports - Vehicles, electronic equipment, medical apparatus

Other services in Japan

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GLOBAL BUSINESS EXPANSION
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GLOBAL VISA & IMMIGRATION
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PROJECT MANAGEMENT
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GLOBAL PAYROLL
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CONSULTANCY SERVICES
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VALUE ADDED SERVICES



Malaysia

| THE SOLUTION | TAXES & SOCIAL SECURITY |
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| <p>All workers in Malaysia will be employed by our local entity, Mauve Corporate Systems (Thailand) Co.</p> <p>Employees will be placed on a local payroll in Malaysia and will be paid in the local currency of Malaysian ringgits (MYR). Individuals should also open a local bank account.</p> | <p>Employers of expatriates will be expected to pay SOCSO contributions. This will be 1.25% of the gross salary.</p> <p>The social security contributions for locals are 13% of a gross salary up to 5000 MYR and 12% of a gross salary over 5000 MYR.</p> <p>Income tax in Malaysia is progressive between 0 and 28%. As per the labour department law, the salary must be paid by the 7th of the month following the one worked.</p> |

IMMIGRATION

Expatriates are required to apply for an employment pass (EP). Our Mauve local representative will submit this application via the online Expatriate Services Division's (ESD) portal system.

Once the individual has received approval, they must go the Malaysian embassy in their home country or country of residence with the necessary supporting documents to have the 'Visa with Reference' endorsed in their passport. The 'Visa with Reference' allows permission to enter Malaysia, then the endorsement can take place. The process takes approximately 3-5 working days.

ABOUT MALAYSIA

Malaysia lies just north of the equator in Southeast Asia. It is composed of two non-contiguous regions - Peninsular Malaysia (West Malaysia) and East Malaysia (Malaysia Timur) which is situated on the island of Borneo. The country is a multi-ethnic and multi-religious federation of 13 states and three federal territories. Approximately half of the population is ethnically Malay, with minority groups of Chinese, Indians, and indigenous individuals. After gaining independence in 1957, the Malaysian GDP increased at an average of 6.5% per year for nearly 50 years. The economy was traditionally fuelled by its natural resources, but has since expanded into the science, tourism, and commerce sectors. It is now ranked as the third-largest market economy in Southeast Asia.



- Capital - Kuala Lumpur
- Population - 33.4 million
- Area - 329,847 sq km (127,355 sq miles)
- Currency - Ringgit
- Languages - Malay, English, Chinese
- Religions - Islam, Buddhism, Taoism, Hinduism, Christianity, Sikhism
- Major Exports - Electrical machinery, palm oil, timber

Other services in Malaysia

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| GLOBAL BUSINESS EXPANSION | GLOBAL VISA & IMMIGRATION | PROJECT MANAGEMENT | GLOBAL PAYROLL |
| CONSULTANCY SERVICES | INDEPENDENT CONTRACTOR SOLUTIONS | VALUE ADDED SERVICES | |



Myanmar

THE SOLUTION

Individuals will be employed by our local in-country representative in Myanmar.

Employees will be placed on a local payroll; if they wish to be paid in Myanmar, the salary can be remitted in local currency of Kyat (MMK) or USD. Expatriates can open a bank account on a business visa. To open a Kyat account, individuals will need approval from the Central Bank, which is usually provided within 2-4 weeks.

TAXES & SOCIAL SECURITY

Taxation is progressive from 0-25% and taxes are deducted monthly. The tax year in Myanmar is 01 April – 31st March. All employees are entitled to an annual salary statement confirming the salary paid to them and the deduction made.

Social security is deducted and paid monthly. Social security contributions are required to be made by expatriates as well as locals. Employer contribution is 3% of gross salary up to a maximum of MMK 9000 per month, and employee contribution is 2% of gross salary up to a maximum of MMK 6000 per month.

IMMIGRATION

All workers entering Myanmar will require a visa. As work permits are not readily available, most people conduct working activities whilst on a business visa which is then converted to a stay permit. A business visa can be applied for in the applicant's home country or country of residence, on arrival at the border or online. Once the applicant has held at least two 70-day single entry visas, they become eligible to apply for a multiple-entry stay permit. Once a stay permit has been issued, they must apply for a Foreign Registration Certificate (FRC) within 90 days.

ABOUT MYANMAR

Myanmar, also known as Burma, is the largest country in mainland Southeast Asia. The country was coined the Golden Land for its rich cultural history and natural resources. Myanmar is rich in jade and gems, oil, natural gas, and other mineral resources. It is also endowed with renewable energy and has the highest solar power potential of any other country of the Greater Mekong Subregion. Despite decades of its rise-and-fall empires and military dictatorships, the economy is one of the fastest growing in the world and the country has become a coveted tourist destination.



Capital – Nay Pyi Taw

Population – 54.6 million

Area – 676,552 sq km (261,218 sq mi)

Currency - Kyat

Languages – Burmese, minority languages

Religion - Buddhism

Major Exports – Natural gas, beans, teak

Other services in Myanmar



GLOBAL BUSINESS EXPANSION



GLOBAL VISA & IMMIGRATION



VALUE ADDED SERVICES



CONSULTANCY SERVICES



INDEPENDENT CONTRACTOR SOLUTIONS



PROJECT MANAGEMENT



Nepal

THE SOLUTION

Those working in Nepal will be employed by Mauve Group's local in-country representative. Employees will be placed on the local payroll and paid in local currency (NPR).

If required, it may be possible for the local salary to be paid in USD. Our representative can assist with the opening of a local bank account by request.

TAXES & SOCIAL SECURITY

Income tax in Nepal is progressive from 1% up to 40% and must be paid by the 15th of the month following the month worked. The tax year runs from 16th July - 15th July and only persons earning over NPR 4 million per annum must submit a tax return. However, this is not applicable if their only source of income is employment income from one employer.

Only the employee is subject to social security in Nepal, this is paid as part of their income tax deduction - the 1% income tax is for social security and this is deposited in a separate government account.

IMMIGRATION

Individuals will enter Nepal on a visa waiver or tourist visa status as business visas are generally reserved for investors only. Once in country, the work permit application must be submitted within 30 days. Ideally the work permit application would be completed prior to entry, the applicant can only legally commence work once the work permit has been approved.

Following the work permit approval, we will then request the non-tourist visa. The whole process will take approximately 2-3 months to complete.

ABOUT NEPAL

Nepal, officially the Federal Democratic Republic of Nepal, is a sovereign country in South Asia. The birthplace of the founder of Buddhism, Nepal has a multi-ethnic population; the predominant religion is Hinduism. The nation is diverse and ranks the 49th largest country by population in the world. Although Nepali is the official language of Nepal, there are another 121 languages that are recognized as national languages in the country. Nepal is home to the Himalayas and the highest elevations in the world, including Mount Everest which stands at 8848 metres. It is one of the poorest countries in the world and was closed to outsiders until the 1950s.



Capital - Kathmandu

Population - 29.5 million

Area - 147,181 sq miles (56,827 sq miles)

Currency - Nepalese rupee

Language - Nepali

Religions - Hinduism, Buddhism

Major Exports - Clothing, carpets, palm oil

Other services in Nepal



GLOBAL BUSINESS EXPANSION



PROJECT MANAGEMENT



CONSULTANCY SERVICES



VALUE ADDED SERVICES



INDEPENDENT CONTRACTOR SOLUTIONS



New Zealand

| THE SOLUTION | TAXES & SOCIAL SECURITY |
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| <p>Individuals working in New Zealand will be employed by Mauve Corporate Systems New Zealand Ltd.</p> <p>Each person in New Zealand will be placed on a local payroll and their net salaries will be paid monthly to a local bank account in New Zealand. This will be paid in the local currency of New Zealand dollars.</p> | <p>New Zealand does not have a social security system requiring compulsory contributions. Individuals must apply for an Inland Revenue Department (IRD) number as soon as the work visa is obtained.</p> <p>Income tax is levied at 10.5% - 33% according to income earned. An Earners' levy is also payable which is currently set at 1.45%. Taxes are deducted and paid to the IRD on a monthly basis.</p> <p>The tax year in New Zealand runs from the 1st of April to the 31st March of the following calendar year.</p> |

IMMIGRATION

Applicants may apply for work visas if they hold an offer of employment from a New Zealand company for which they are suitably qualified by training and/or experience and there are no suitable New Zealanders available. The normal entry procedure into New Zealand will be via the work visa. This will enable individuals to start work immediately on arrival in the country, we will then request the non-tourist visa. The whole process will take approximately 2-3 months to complete.

ABOUT NEW ZEALAND

New Zealand is a remote island nation in the Pacific Ocean. The country is so isolated that it has developed its own unique wildlife and eco-system. It is made up of two neighbouring landmasses; the North and South Islands and more than 600 smaller islands. The country covers a total area of 268,021 square kilometres but is only home to 5 million people, making it one of the least densely populated countries in the world. The indigenous peoples are known as Maori and originate from Eastern Polynesia in the 12th century. English is the dominant language in New Zealand, only around 4% of the population speak traditional Maori languages.



- Capital - Wellington
- Population - 4.8 million
- Area - 270,534 sq km (104,454 sq mi)
- Currency - New Zealand dollar
- Languages - English, Maori
- Religion - Christianity
- Major Exports - Meat, wood, fruit, nuts

Other services in New Zealand

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|  GLOBAL BUSINESS EXPANSION |  GLOBAL VISA & IMMIGRATION |  PROJECT MANAGEMENT |  GLOBAL PAYROLL |
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Pakistan

THE SOLUTION

In collaboration with a trusted local representative, Mauve can support local and expatriate workers in Pakistan.

Each individual will work as an employee of The Point of Contact (TPOC) Pakistan. The employee will be registered on a monthly payroll for tax deductions.

TAXES & SOCIAL SECURITY

Income tax in Pakistan is progressive from 2% - 35% according to income earned. Tax amounts will be deducted on a monthly basis and paid to the local authorities.

The tax year in Pakistan runs from the 1st of July until the 30th of June. Final tax returns shall be submitted by the 31st of August following the end of the tax year. There will be no social security deductions for employees whilst working in Pakistan.

IMMIGRATION

Foreigners intending to work in Pakistan must obtain work permits. A work permit application form must be completed and sent with the required documents to TPOC Pakistan, they will then submit the application to the Board of Investment (BOI) for issuance of the work permit.

The processing time for the work permit is approximately 6 - 8 weeks once all the information/ documents have been collated and the application has been filed with the immigration authorities.

ABOUT PAKISTAN

The area now termed Pakistan is known to have been occupied by a number of ancient civilisations and many different faiths from the Neolithic age to the present day. The Pakistan of today, officially called the Islamic Republic of Pakistan, was created in 1947 as an independent nation for South Asian Muslims. It is the world's fifth-most populous country and has the world's second-largest Muslim population. It is considered a developing economy and has the 10th largest labour market in the world. The country's economy is largely dependent on agriculture and is home to the world's largest contiguous irrigation system.



- Capital - Islamabad
- Population - 224 million
- Area - 881,913 sq km (340,509 sq mi)
- Currency - Pakistani Rupee
- Languages - English, Urdu, Punjabi, Sindhi, Pashto, Balochi
- Religion - Islam
- Major Exports - Clothing, cotton, accessories

Other services in Pakistan

- GLOBAL BUSINESS EXPANSION**
- GLOBAL VISA & IMMIGRATION**
- PROJECT MANAGEMENT**
- VALUE ADDED SERVICES**
- CONSULTANCY SERVICES**
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THE SOLUTION

Each worker will be employed by Mauve Group's local representative in the Philippines.
 All employees will be registered on a monthly local payroll in the Philippines and can be paid in the local currency of Philippine peso or US dollars.

TAXES & SOCIAL SECURITY

Income tax in the Philippines is calculated at a progressive rate of 5-32%. Non-resident individuals who stay in the Philippines for less than 180 days i.e., on a Special Work Permit (SWP), are generally taxed on employment income and other Philippines sourced income at a flat rate of 25% of gross income.
 There is no requirement for an expatriate employee to register for social security (SS) when in country on a SWP, as he/she is classed as a non-resident and is therefore only temporarily working in the Philippines.

IMMIGRATION

There are two types of work permits in the Philippines. The Special Work Permit (SWP) is for employment contracts of less than 6 months, and the 9(G) Pre-Arranged Employment Visa is for contracts over 6 months.
 The SWP application process will be handled in country by our Mauve local representative. The SWP allows the applicant to work but not reside in the Philippines therefore the applicant must hold a temporary visitor's visa for business alongside the special work permit for the duration of the contract.

ABOUT THE PHILIPPINES

The Philippines, officially the Republic of the Philippines, is an archipelagic country in Southeast Asia. An equatorial island country situated in the Pacific Ring of Fire, the Philippines is prone to earthquakes and typhoons but also benefits from plentiful natural resources and a diverse ecosystem. The Philippines has approximately 7,500 islands with only 2,000 of them inhabited. The Philippines population crossed the 100-million threshold in 2014, ranking as the 12th most populous country in the world. With an annual growth rate of about 2 percent, it is also one of the fastest growing countries in the world. The country has close ties to former colonisers the US and Spain.



- Capital - Manila
- Population - 110 million
- Area - 300,000 sq km (115,831 sq mi)
- Currency - Philippine peso
- Languages - Filipino, English
- Religion - Christianity
- Major Exports - Electrical machinery, petroleum, coconut oil

Other services in The Philippines

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THE SOLUTION

All local workers will be employed by our Mauve limited company in Singapore. All employment passes required by expatriate workers to work in Singapore will be sponsored by our limited company, but the workers will remain as employees of the end client.

Employees will be paid a monthly salary. This will be paid in the local currency of Singapore dollars (SGD) and paid into their local bank account in Singapore.

TAXES & SOCIAL SECURITY

Only Singapore citizens and permanent residents in Singapore are required to contribute to the CPF (Central Provident Fund). All foreigners are exempt from CPF contributions, although a skills development levy will be applied monthly for all foreign employees rendering services wholly or partly in Singapore.

A withholding amount of 20% will be applied from day one for expatriates only. A tax return must be submitted by the 15th April. Assistance can be given with the tax return by our recommended accountant. A tax clearance certificate is also required before the employee leaves Singapore. Withheld taxes will be released for this purpose.

IMMIGRATION

All expatriates wishing to live and work in Singapore must apply for an employment pass (EP) before their arrival in Singapore. Our local representative will apply and obtain approval on their behalf.

The whole process to obtain the employment pass is approximately 4 - 6 weeks (2 weeks for the extension) once all the information/documents have been collated and the application has been filed with the immigration authorities.

ABOUT SINGAPORE

A former British colonial trading post, Singapore is a sovereign city state in South East Asia. Singapore is among the 20 smallest countries in the world, with a total land area of only 682.7 square kilometres. It is considered a global financial centre and is ranked the most pro-business economy in the world. Singapore has very few natural resources, including limited water; revenue to import these is generated from its status as a wealth management centre and export of services, electronics, and chemicals. The four official languages of the country are English, Chinese, Tamil, and Malay.



Capital - Singapore

Population - 5.8 million

Area - 660 sq km (255 sq mi)

Currency - Singapore dollar

Languages - English, Malay, Mandarin, Tamil

Religions - Taoism, Buddhism, Islam, Christianity, Hinduism

Major Exports - Aircraft, electrical machinery, optical and medical apparatus

Other services in Singapore



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THE SOLUTION

In South Korea, individuals will work as an employee of Mauve Hong Kong's local in-country representative.

Employees will be registered on the monthly payroll of our Mauve local representative in South Korea. Salaries shall be paid into a local bank account and will be in the local currency of Korean Won. Our local representative will be able to assist with the opening of a local bank account if required.

TAXES & SOCIAL SECURITY

The tax year in South Korea is the calendar year and tax rates are progressive from 6- 42%. Tax returns are a requirement in South Korea, these will be filed by our local representative in conjunction with the company accountants and the employee at the end of the financial year.

If the employee leaves the country before the tax return is due, the tax return is filed at the end of the contract. All employees will be issued with a certificate for payment of taxes and the filing of a tax return will be charged separately.

IMMIGRATION

Foreigners wishing to work in South Korea must apply for the appropriate visa beforehand. It is possible to change the status of the visa from 'tourism' to 'work' after entry into the country, the approval of the application should ideally be submitted prior to entry into South Korea.

After entry into the country, the employee can then expect to wait a further 2 weeks to 1 month before the whole process is fully complete.

ABOUT SOUTH KOREA

South Korea is located in Eastern Asia and shares its only land border with neighbouring North Korea. Following the Korean War, South Korea's government incentivised the growth of family-run industrial enterprises, sparking global household name companies like Hyundai and Samsung. Today the country is famed across the western world for its spearheading of technological advancement, smart cities like Seoul, the phenomenon of K-Pop and its unique cuisine. The nation has a mountainous terrain with 70% of the land covered by hills and mountains. The country's capital Seoul is the largest city in the country and is home to around 10 million people.



Capital – Seoul

Population – 51.3 million

Area – 99,313 sq km (38,345 sq mi)

Currency - Won

Language - Korean

Religions – Buddhism, Christianity

Major Exports – Electrical machinery, vehicles, plastics

Other services in South Korea



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Taiwan

THE SOLUTION

Workers will be employed by The Point of Contact Communication (Services) Limited (TPOC), part of the Mauve Group of Companies and will be assigned to work under a service agreement as employees in Taiwan.

Employees will be registered on a monthly local payroll in Taiwan. They will be paid in the local currency of NTD (new Taiwan dollar) into a bank account of their choice.

TAXES & SOCIAL SECURITY

No social security taxes are levied in Taiwan. However, nominal labour insurance premiums and national health insurance premiums are imposed at low rates on each person. These insurances will be deducted monthly and paid directly to the relevant authorities. Resident and non-resident employees are subject to Taiwan consolidated (personal) income tax on income earned from Taiwan sources.

A tax return must be filed, and taxes paid if an employee spends longer than 183 days in the country in any one tax year. The tax year is the calendar year.

IMMIGRATION

At present, work permit/visa availability for Taiwan is constantly changing within the immigration authorities. Therefore, at this time Mauve Group can only support the employment of local Taiwanese nationals.

ABOUT TAIWAN

Taiwan, one of the world's leading producers of computer technology, is considered one of the four Asian Tigers because of its strong economy. Computer makers Acer and Asus are based in Taiwan, as are phone maker HTC and electronics giant Foxconn, which manufactures products for Apple and Microsoft. Taiwan is diplomatically isolated as a result of its tense relationship with China, but the United States is a close ally. Despite being independent in all practical sense since 1950, China has claimed sovereignty over Taiwan since the end of the Chinese civil war in 1949.



Capital – Taipei

Population – 28.8 million

Area – 36,188 sq km (13,972 sq mi)

Currency – New Taiwan dollar

Languages – Mandarin, Min Nan Chinese (Taiwanese), Hakka

Religions – Taoism, Buddhism, Christianity

Major Exports – Electrical machinery, base metals, plastics

Other services in Taiwan



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| THE SOLUTION | TAXES & SOCIAL SECURITY |
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| <p>All workers will be employees of Mauve Singapore's local representative in Thailand.</p> <p>Employees will be registered on a local payroll to pay tax and social security in Thailand. Employees will be paid in the local currency of Thai baht and will be required to open a local bank account.</p> | <p>The Thai tax year is the calendar year and runs from the 1st of January to 31st December.</p> <p>All resident and non-resident individuals earning income from sources in Thailand are subject to personal income tax (PIT) and social welfare. A Thai resident is also subject to PIT on self-employment and business income from sources overseas if the income is remitted to Thailand. Income tax in Thailand is progressive from 0 - 35%.</p> <p>The employer and employee must make equal monthly contributions to the Social Security Fund at a fixed rate of THB 750.</p> |

IMMIGRATION

Individuals of all nationalities require work permit approval before they can apply for a Non-Immigrant B visa to enter Thailand.

Documents for the work permit will be sent to our local representative, who will submit the application for the WP3 work permit at the Ministry of Labour in Thailand. The approval takes approximately 5-21 working days depending on the nationality of the applicant.

ABOUT THAILAND

Thailand's political landscape has swung between military junta rule and parliamentary democracy since 1947; it has the second-largest economy in Southeast Asia after Indonesia. The country's Buddhist religion, monarchy, and military have shaped the nation's society and politics. Thailand is an extremely popular destination for tourists attracted by the hundreds of islands in the Gulf of Thailand and Andaman Sea, and the ease of travel between Thailand and its neighbouring countries of Vietnam, Laos, and Cambodia. Out of Thailand's total population of around 70 million, almost 10% live in the country's capital, Bangkok.



- Capital - Bangkok
- Population - 69.9 million
- Area - 513,115 sq km (198,115 sq mi)
- Currency - Baht
- Language - Thai
- Religion - Buddhism
- Major Exports - Machinery, vehicles, gold

Other services in Thailand

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THE SOLUTION

Individuals working in Vietnam will work as employees of Mauve's local representative in Vietnam.

The net salary will be paid in the local currency of Vietnamese dong into a bank account of the employee's choice. Some employees may prefer to have their net salary paid into their home country banks to cover any expenditure at home. Tax deductions will be calculated monthly and forwarded to our local representative to pay the local authorities in Vietnam.

TAXES & SOCIAL SECURITY

The services provided by our local representative will include registering the employee for Vietnamese personal income tax (PIT), preparing monthly PIT returns, making monthly payments to the tax authorities, obtaining receipts of tax payments and preparation, filing and payment of taxes for the end of year tax return. Expatriates will be subject to personal income tax on their income even when on a business visa. Income tax is progressive between 5 and 35%.

Expatriates are not liable for compulsory social security contributions under Vietnamese law. For local nationals, employer social security is 22% and employee social security is 10.5%.

IMMIGRATION

For expatriates to enter Vietnam for work, a copy of the individual's passport is required at least two weeks before the date of entry, to begin the application for the entry visa for business. The applicant can start work on a business visa whilst the work permit is applied for in Vietnam by our Mauve local representative.

If the intended stay is more than 3 months, expatriates must apply for a work permit.

ABOUT VIETNAM

Vietnam spent much of the 20th century locked in a revolutionary conflict against French rule, and a bloody civil war that saw US-backed South Vietnam unsuccessfully attempt to topple communist North Vietnam. Today, it is a one-party communist state and has one of the fastest developing economies in South East Asia. Between 2002 and 2018, GDP per capita increased by 2.7 times, this economic growth lifted more than 45 million Vietnamese people out of poverty. Vietnam is well connected with global economic communities, the country is a member of the Asia-Pacific Economic Cooperation, Association of Southeast Asian Nations, and the World Trade Organization.



- Capital - Hanoi
- Population - 98.1 million
- Area - 329,247 sq km (127,123 sq mi)
- Currency - Dong
- Language - Vietnamese
- Religion - Buddhism

Other services in Vietnam

Major Exports - Electrical machinery, footwear, clothing

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