

Kelio

GLOBAL WORK-LIFE SOLUTIONS



A global digital offering that facilitates managing an employee's life at work

HRIS - PAYROLL - ACCESS CONTROL

CONTENTS

P.3 / Intro

P.4 / Kelio - key figures

P.5 / Solutions for managing life at work, to support HR teams, employees and managers

P.7 / Kelio V5, a comprehensive HRIS featuring functionality that has been designed to help organisations manage their employees

P.9 / Access Control management: an integrated software and hardware solution that enables you to create a secure employee environment

P.10 / A range of cutting-edge, innovative readers and clocking terminals

P.12 / Kelio, the software publishing company that places quality of life at work at the heart of its growth strategy

P.14 / Kelio is committed to Sustainable Development

P.15 / The software publishing company that supports and meets the current and future needs of HR teams



Kelio has emerged as the European leader in software publishing, as it reimagines the employee experience of the future

For more than 35 years, Kelio has been a vital partner, supporting a variety of businesses and organisations. From the outset, we have offered a reliable, robust management software suite, drawing on our long-standing expertise in Time & Attendance management, while progressively expanding our software's features.

At the end of 2022, we completed a project that had been about ten years in the making – a strategic shift towards developing a comprehensive, centralised HRIS software solution. Our solution now encompasses Human Resources management, online Payroll management, Security, and Access Control management. We also rebranded under the name of Kelio, with the aim of establishing an international brand that would enable us to commercialise our solutions within Europe and worldwide.

We are very conscious of the important role fulfilled by the HR function within organisations, and of the need to continually innovate in order to respond to changing needs within this sector. That's why we invest 15% of our annual turnover in R&D, which enables us to anticipate and prepare for the technological and human challenges of the future. Artificial Intelligence, longer working careers, knowledge and skills transfer, the emphasis younger generations place on CSR, well-being at work and flexibility... These are all topics that not only dominate major current trends, but are also at the centre of our internal discussions and future planning.

We are equally conscious of our impact on the environment and on organisations. We have a CSR policy in place to minimise this, which includes efforts to reduce our carbon footprint, as well as significant investment in renewable energy and quality of life at work.

Our employees are committed to supporting HR and Security professionals over the long term, and to reimagining the employee experience of the future. We strongly believe that our expertise in change management, along with our innovation capabilities, will enable us to meet our clients' needs and expectations for years to come.

Eric Ruty, Managing Director of Kelio



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Kelio

in figures



520

Employees

€68.1 m

2022 turnover

+13%

Kelio growth
between 2021 and 2022

more than 50

job openings each year

15%

Proportion of turnover
invested in R&D each year

35,000 clients

worldwide (businesses of all
sizes, government bodies and
organisations)

5 million

users everyday

17 languages

available for our solutions

5 subsidiaries

within Europe (Belgium, Spain,
The Netherlands, United
Kingdom, Switzerland)

50 countries

covered by our network of
international distributors

**A 7 hectare
campus**

that includes an R&D centre,
training centre and Otium, a
unique space dedicated to
quality of life at work

Solutions for managing life at work,

to support HR teams, employees and managers

Kelio is a leading developer of software and hardware solutions for Time & Attendance management, Human Resources, Payroll, and Access Control management. As a software publisher, it has developed a comprehensive range of services dedicated to organising life at work, which are available within Europe and worldwide.

Kelio's software offering includes a wide range of features, both modular and customisable.

Time & Attendance management:

- Time and activities
- Leave and absences
- Planning
- Remote working
- Clocking terminals

Administrative HR management:

- HR portal
- Staff administration
- Onboarding / offboarding
- Electronic signature
- Expenses forms
- HR Reporting

Payroll management:

- Online payroll
- Outsourced payroll
- Reporting on social security contributions

Talent management:

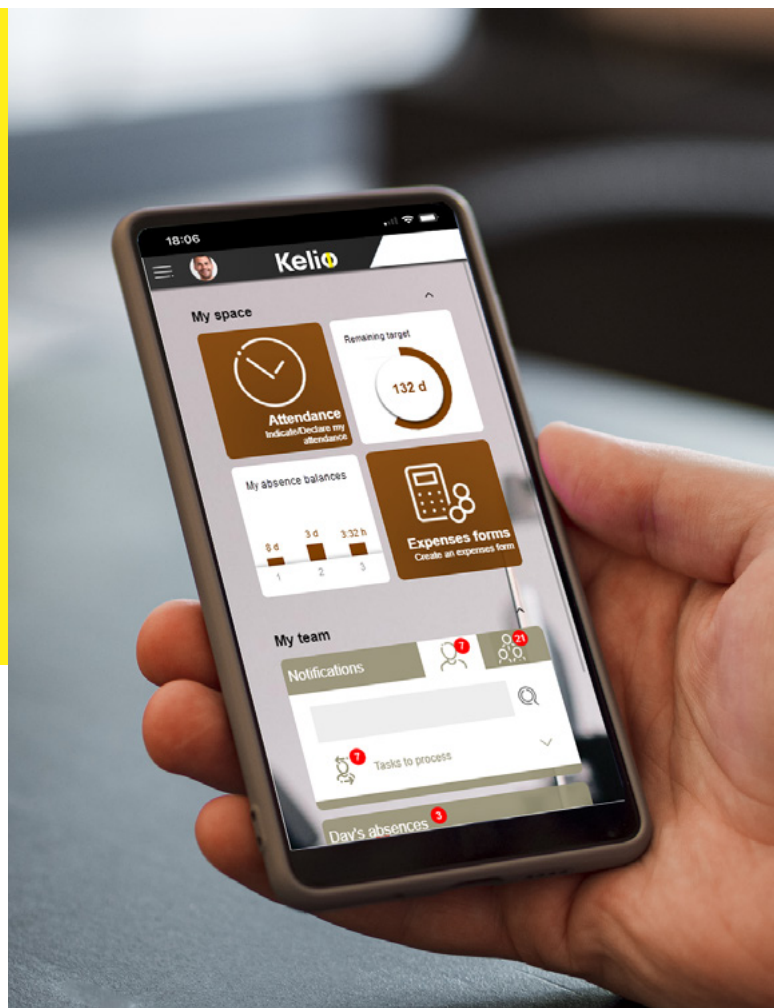
- Recruitment
- Job titles and skills
- Appraisals
- Training

Access Control management:

- Access management
- Visitor management
- Room reservation
- Video surveillance
- Fire drills
- Badges
- Access readers
- Locks and barriers

To support employees, managers and HR and Security professionals, the software publishing company has implemented a service journey, which includes a needs assessment, deployment, user training and support.

Kelio software suites and hardware are designed in France. The ISO 9001 and ISO 14001 certified software publisher, a division of the family-owned manufacturing group, Bodet, integrates its own solutions. Around 50% of these are currently marketed internationally. Over the coming years, the company plans to increase this proportion to 75%.



Kelio's references in France and internationally



Kelio V5, a comprehensive HRIS,

featuring functionality that has been designed to help businesses manage their employees

Kelio V5 is more than just a software programme – it is a cross-functional and ultra-configurable service offering, designed to meet all needs relating to your employees' lives at work – from workforce management to Time & Attendance management, Talent management and Access Control management.

This new generation SaaS-based HRIS is structured around an “HR Core”, which centralises all information related to the lives of employees within a company, and feeds into all HR processes: personal data, HR contracts, certification history, medical check-ups, skills, etc.

Kelio V5 also includes a module dedicated to onboarding, a key process in the life of a company, that enables businesses to welcome new employees in an organised and structured way, and build loyalty among their teams over the long term, within the context of a difficult jobs market. By coordinating and distributing tasks to be completed before a new employee joins the business, the software suite facilitates internal processes and ensures new starters feel positive about joining the company.



The advantages of Kelio V5:

- A comprehensive solution with one interface, rather than having to use multiple different tools.
- A software suite that supports all types of organisation (SMES, major companies, government bodies, and other organisations), whatever their sector or size, thanks to its flexible configuration capabilities, and the option to customise the solution to meet your needs by adding modules.
- Deployment carried out by Kelio teams, with technical support based in France at the software publisher's head office.





Access Control management:

an integrated software and hardware solution that enables you to create a secure employee environment

The security of employees in the workplace is an issue for both HR and Security professionals. Kelio connects Time & Attendance management to Access Control management, to enhance the security of personnel, buildings and property.

The Access Control management offering is designed to secure access to buildings, manage flows within strategic areas, facilitate the evacuation of your premises in the event of a fire, establish a centralised system for reserving meetings rooms, and organise the process for welcoming visitors (such as service providers, partners and job applicants).

Kelio has developed a comprehensive Access Control management software and hardware solution, through which **an employee's access rights are automatically linked to their working hours**. If an employee's schedule changes, their access rights are adjusted. If an employee is absent, their access rights are suspended; as is the case for when an employee leaves the business. This system facilitates the daily work of the HR team and the site managers, relieving them of the need to update access rights. Access Control management becomes more reliable by reducing the risk of human error.



Access Control management that enhance the process of welcoming new starters

Many organisations choose to provide their employees with an access badge to allow them access to their workplace. Kelio helps businesses to simplify the process of distributing badges to their staff and managing these badges. Leveraging the expertise of Orange Business Services, Kelio offers a new virtual badge option, which is hosted on smartphones using standard Bluetooth/NFC technology.

Thanks to this innovative new solution, a site manager can issue an employee with a badge that will be available on their smartphone, just by sending a quick email. The smartphone is then ready to be presented to a compatible Kelio reader, for the purpose of opening an access or recording a clocking. This solution makes it easy to distribute badges remotely, and enhances security at access points, while offering greater flexibility when it comes to managing badges.

A range of cutting-edge, innovative **readers and clocking terminals**



Kelio is one of the few software publishing companies to design and manufacture its own hardware, in France, which it does in order to extend the coverage and impact of its software solutions.

The company also offers a comprehensive range of terminals aimed at facilitating the daily activities of employees - including touchscreen clocking terminals, which are waterproof and biometric - as well as multiple clocking options, which are available from a computer, smartphone or tablet.

Key features of these readers and clocking terminals include secure clocking, absence request management, and checking time accounts.

Thanks to digitalisation, Kelio clocking terminals now include a range of collaborative features (suggestion box, polls, comments relating to an atypical clocking, communication via internal messaging, etc.).

Through these features, they are able to enhance the dialogue between management and employees who are located more remotely and away from offices (on sites such as factories, warehouses, construction sites, farms, etc.).

Its many features enable organisations to guarantee fair treatment for all employees, manage absence requests relating to paid leave, produce reliable calculations of payroll variables, check accounts (overtime, and the like) and integrate field teams.



Kelio Visio X7 is a networked, collaborative clocking terminal that simplifies HR management processes

It includes the following features:

- Its large 7-inch touchscreen makes it intuitive and fun to use;
- It can be configured to your needs, thanks to the range of applications available to manage attendance time, monitor activities, make leave requests, and check accounts and schedules...
- An integrated access reader, which uses standard high-security protocols to trigger the opening of the door associated with the terminal, welcome and register visitors, and reserve meeting rooms.

“

Cédric Lampin, Marketing Manager at Kelio, tells us how:

“At Kelio, innovation represents both a fundamental value, and one of our major commitments. We have placed a Design and Innovation Manager at the heart of our organisation, for the purpose of anticipating market developments, and in particular to identify the new technologies that will transform usage habits in the future. There is also a Product Manager within each business area, who is responsible for optimising their product range. Today, Kelio combines the experience of a major company with the innovative capabilities of a start-up.”

Kelio, the software publishing company that places quality of life at work at the heart of its growth strategy.



Kelio is seeing continuous, sustainable growth. Its solutions have helped both French and international companies to structure their HR management processes.

The company has passed the 500 employees mark, and is looking to fill more than 50 positions each year, to help it achieve further growth. To build loyalty among employees and attract new talent, Kelio has opted for an HR policy focused on quality of life at work.

Set within grounds of seven hectares located in Cholet, 60% of which are covered by green spaces, the Kelio campus includes office buildings, an R&D centre incorporating creative spaces and areas dedicated to agile working, an internal training centre and, as of 2022, **Otium, a 1,500 m² space dedicated to quality of life at work.**

Otium is comprised of a company restaurant, five themed break rooms and six outdoor sports areas. The more than fifteen activities on offer encourage teams to come together (with sports and break-out areas) as well as providing more individual moments of calm (where employees can take a nap, read or enjoy green spaces, for example).

While employees mainly participate in these activities during the lunchtime break, the rooms and grounds are also available at the beginning and end of the day. The changing rooms are popular with sports enthusiasts who use the facilities at Otium, as well as with joggers and cyclists, allowing them to take a shower before resuming their working day.



Outdoor facilities:

Outdoor sports equipment

Tennis court

Volleyball court

Basketball court

Petanque court

Ping-pong table



Indoor facilities:

Library

Dance, yoga and fitness studio

Music room complete with instruments and equipment

Nap room

Games room (with five activities: billiards, table football, darts, a video arcade machine, and pinball)

Changing rooms (with nine individual showers)



Eric Rutty, Managing Director at Kelio, explains:

“Otium perfectly symbolises the values we share: time management, work and rest, creativity, skills development, well-being and teamwork. The health crisis gave even greater impetus to the development of this project. Remote working was initially deployed as an emergency measure, but has since become institutionalised. However, it has weakened the boundaries between personal and professional lives, as well as impacting relationships. The current objective is not to extend the length of the working day or the number of hours an employee spends on-site, but to enable them to take restorative breaks, and to forge connections between colleagues.”

Kelio is committed to Sustainable Development

Conscious of its responsibility in terms of CSR, Kelio is committed to making a number of improvements, to ensure that its approach to growth is sensitive to environmental, social and societal issues. The company is focusing its efforts on limiting the direct impacts it has as an organisation, as well as the impacts related to the implementation and operation of its solutions.

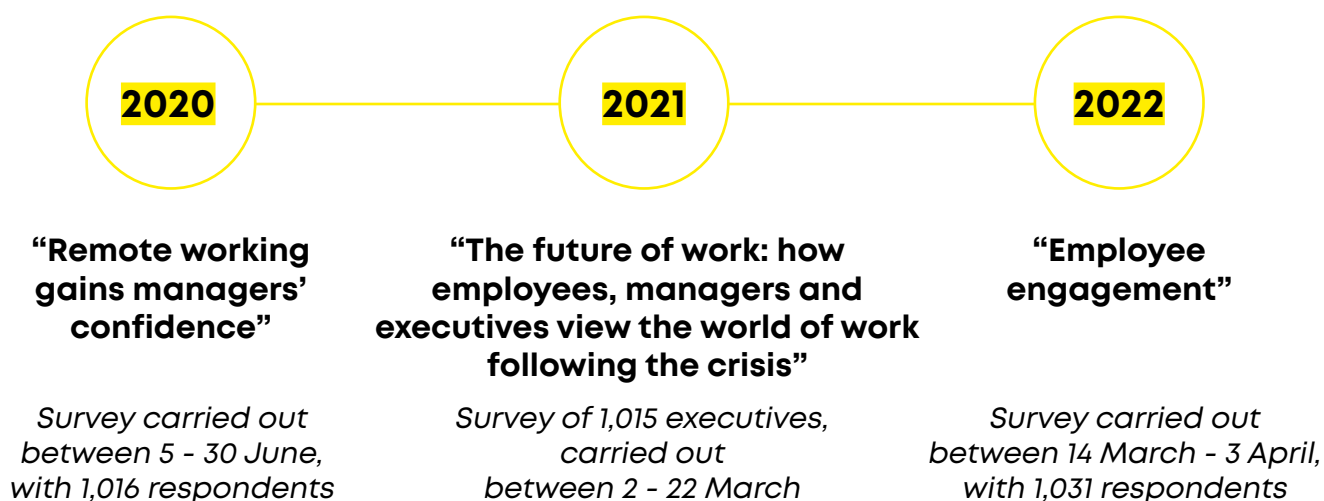
Various long-term initiatives are being implemented as part of a comprehensive CSR policy: reducing the carbon footprint of our employees; large-scale installation of solar panels on our buildings; construction of HQE (High Environmental Quality) premises; signing the Planet Tech'Care manifesto; encouraging employees to play sports and take part in activities that promote well-being at work; and so on.



The software publishing company that supports and meets

the current and future needs of HR teams

For over a decade, Kelio has consulted HR professionals, managers and employees, through its annual barometer survey. This research enables them to address issues encountered by professionals in the field, and to anticipate the major trends of the future.



Kelio is committed to supporting higher education and research through:

- the ArchOps teaching chair (Architecture, deployment and administration of agile IT infrastructures), within the IMT Atlantique engineering school (Brest, Nantes, Rennes);
- The Human Resources Chair of the Université Catholique de l'Ouest (Catholic University of the West, Angers), a centre of excellence for Human Resources and the responsible management of people in the workplace;
- The Innovation and Society Chair at ESEO (Angers). Kelio has been a patron and long-standing partner of the engineering school for the last 10 years.



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