



Graylark.

*The Graylark Platform - Governance platform
for collective labour relations, consultation
management and workforce change.*

Business moves fast. Consultation must keep up.

Organisations are under increasing pressure to deliver workforce change quickly.

Consultation obligations operate on a different timeline.

When consultation requirements are identified too late, programmes slow down, risks increase and implementation becomes more difficult.

For multinational organisations, governing consultation activity across multiple jurisdictions has become a strategic challenge.

Graylark provides the visibility, structure and audit-ready records needed to manage workforce change with confidence.

Labour relations management without the hassle.



Visibility. Governance. Auditability.

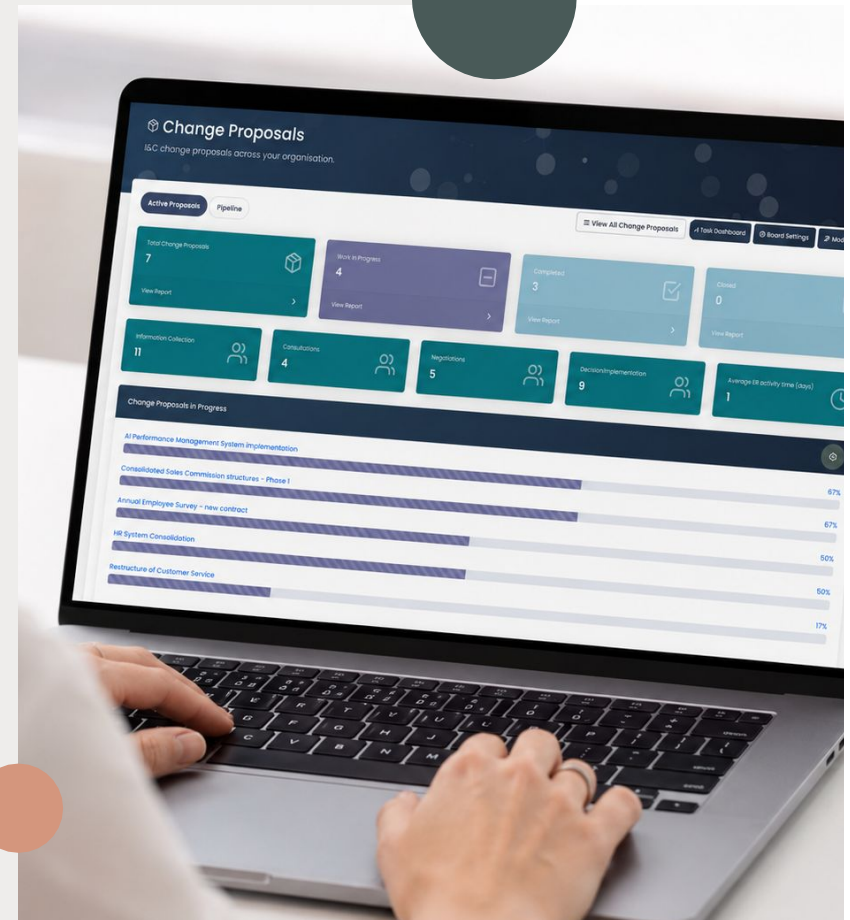
Managing **workforce change** across multiple countries?

Trying to understand which **consultations** need to happen, where, and when? **EWC revisions**?

The challenge isn't consultation. It's coordination.

A single workforce change initiative can trigger consultation obligations across multiple countries, representative bodies and timelines.

Graylark provides the visibility needed to understand obligations, coordinate stakeholders and manage consultation activity from initiation through to implementation.





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.

Built for your consultation landscape.

Every organisation operates within a different consultation environment.

- Different countries.

- Different representative bodies.

- Different collective agreements.

- Different governance requirements.

What applies in one jurisdiction may not apply in another.

Understanding your consultation landscape is the foundation of effective workforce change governance.

Graylark is configured around your organisation's specific consultation requirements – helping Employee Relations, HR and Legal teams understand obligations before change begins.



One platform. Multiple workstreams.

Managing workforce change requires visibility across **consultation activity, representative bodies**, agreements and organisational programmes.

Graylark brings these workstreams together in a single **governance platform**, helping Employee Relations, HR and Legal teams manage consultation activity with confidence.

From understanding consultation obligations and tracking **workforce change initiatives**, to managing EWC activity and maintaining organisational knowledge, Graylark provides **one source of truth** across the labour relations landscape.

Configured around your organisation's unique consultation environment, the platform helps teams maintain **visibility, governance** and **audit-ready records** throughout the change lifecycle.



Visibility where it matters most.

Whether managing a single consultation process or a multi-country workforce change programme, effective decisions depend on having access to reliable information. **Single source of truth.**

Visibility across your consultation landscape

Understand consultation activity, obligations and stakeholder engagement across countries, representative bodies and programmes.

Access the information you need, when you need it.

Better informed for better decisions

With greater visibility comes greater confidence.

Employee Relations, HR and Legal teams can identify emerging risks, understand programme readiness and make informed decisions based on real-time information.



The **Graylark** Platform.

One source of truth.

1

ER Landscape

Understand your consultation landscape across countries, representative bodies, agreements and organisational structures. 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 insights, summaries and consultation analytics
- Automatic agenda creation for changes

3

EWC Management

Manage every aspect of your EWC obligations – from meeting coordination to compliance tracking – while staying 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

Built to Grow

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.

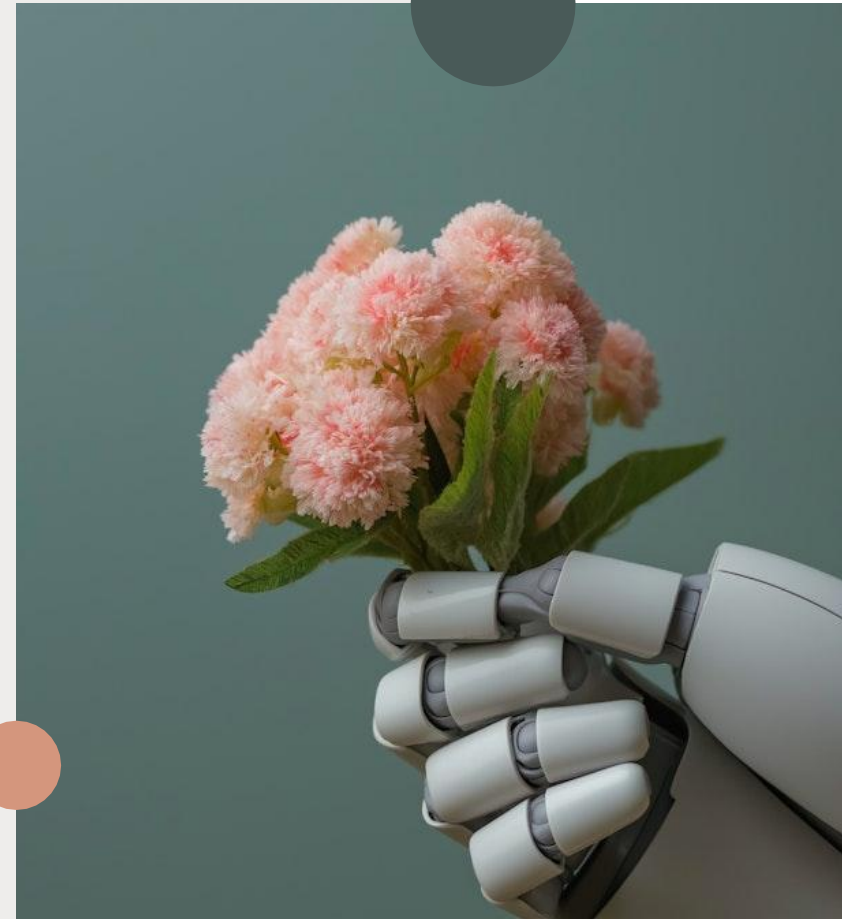
- Agreement analysis and comparison
- Change proposal insights for each country in scope taking into account local labour laws, your ER landscape – and learning from your past changes.
- Executive summary generation for proposals, agreements and reports
- Sentiment analysis of representative feedback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

Data Safe AI

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

Purpose-built for labour relations

Unlike generic AI tools, GrAI is designed specifically for consultation management, workforce change and collective labour relations. We believe they are the **best in the world** at what they do.



Why organisations choose **Graylark**.

Designed to help multinational organisations manage consultation activity, workforce change and collective labour relations with greater visibility, governance and confidence.

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 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 Graylark work?

Graylark provides a governance platform for collective labour relations, consultation management and workforce change. The platform helps organisations manage consultation activity, representative engagement and organisational change across multiple jurisdictions.

Does Graylark include AI?

Yes. GrAI provides AI-powered insights, summaries and analysis designed specifically for labour relations and consultation management. Customer data remains private and isolated at all times.

Which countries does it cover?

Graylark is designed for multinational organisations and can be configured to support consultation activity, representative structures and governance requirements across jurisdictions.

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?

Book a demonstration with our team to understand how Graylark can support your consultation landscape, governance requirements and workforce change programmes.

Want to see it in action?

**Click here to
book a demo.**



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