

Corporate Brochure 2026

NP Group



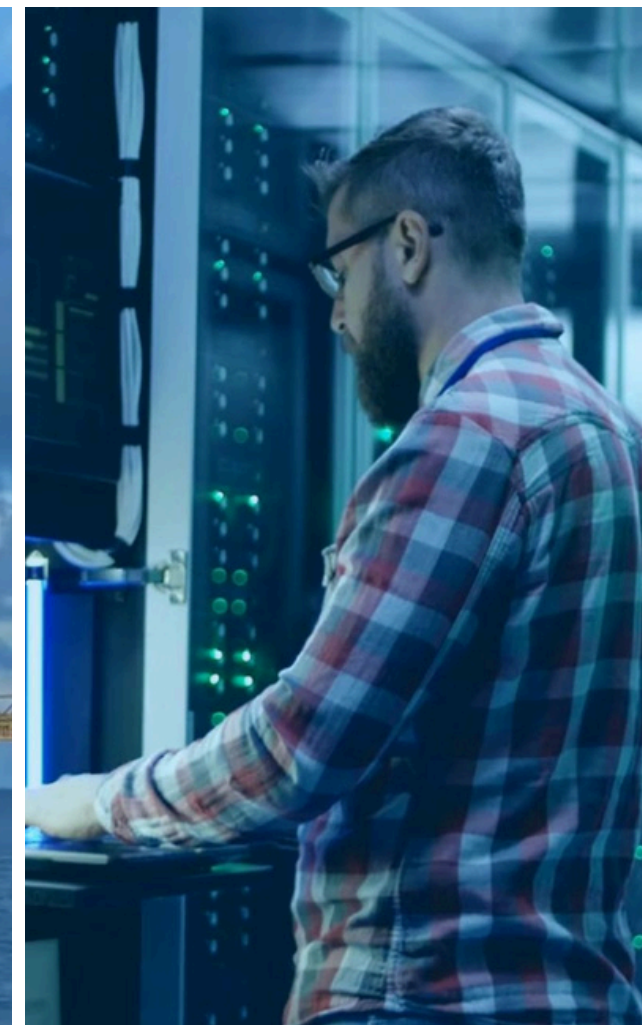
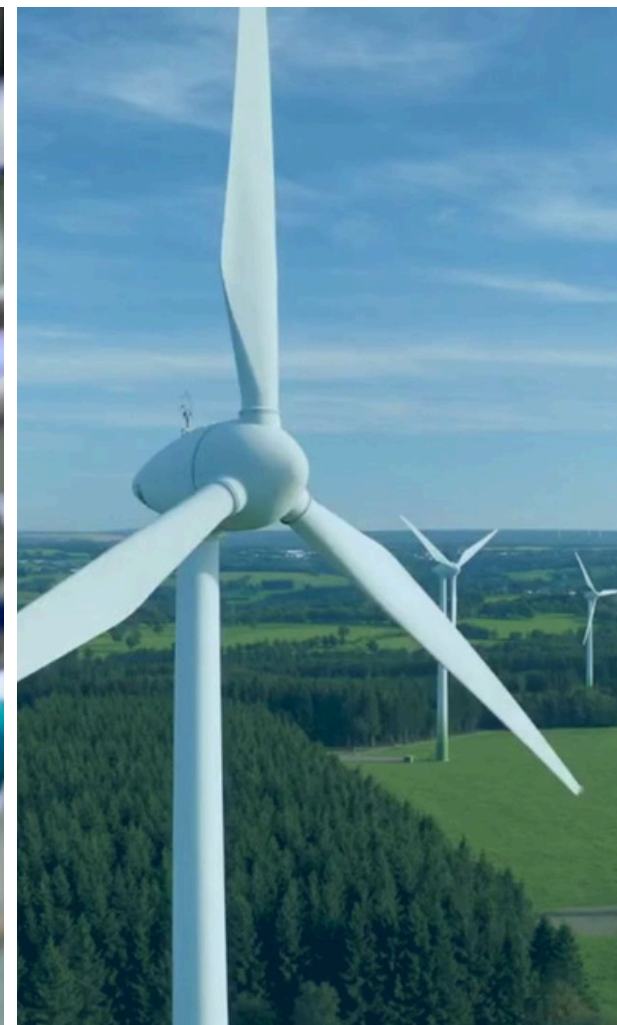
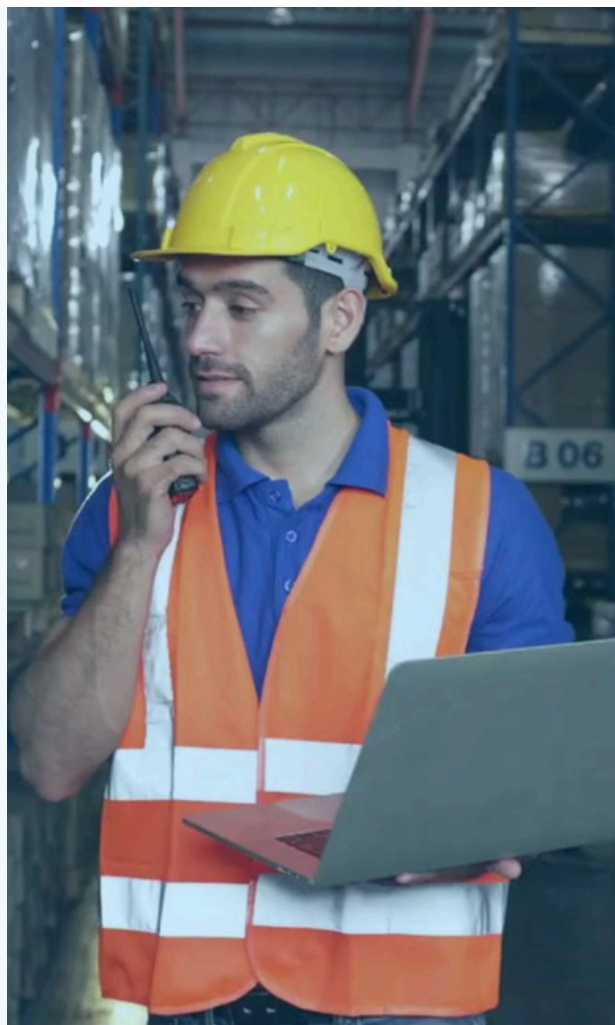
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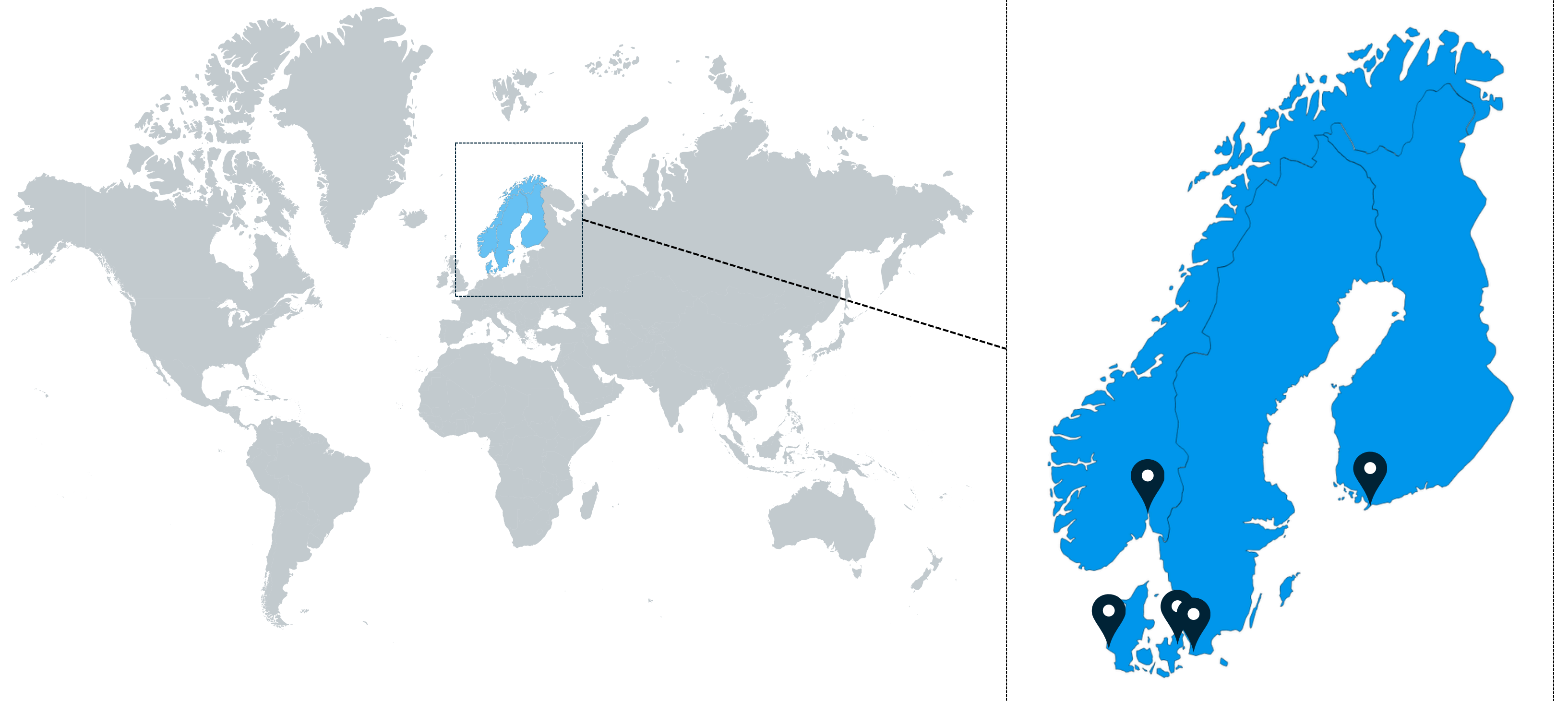
Our Purpose

Organisations working with international project based workforce in the Nordics need a clear and compliant employment setup. Differences in taxation, social security, reporting and contract requirements across Denmark, Sweden, Norway and Finland make structured solutions essential.

Northern Partners provides the framework that enables businesses, agencies and external professionals to operate predictably across the region. Our employment and administrative structures support compliance, documentation and stable project delivery.



Our Nordic Presence



Denmark | Sweden | Norway | Finland

Workforce Management in 2026

The shift toward a more flexible and project based workforce continues to change how organisations operate in the Nordic region. Businesses rely on international specialists for time limited assignments, and agencies work across borders where taxation, reporting and documentation requirements vary. Individuals also move between countries and projects more frequently, creating a need for predictable administrative structures.

This “liquid workforce” model increases the importance of clear processes for employment, payroll, social security and compliance. Organisations need administrative frameworks that are aligned with local rules and stable enough to support cross border movement.

Northern Partners provides the employment and administrative structure that supports this. Our frameworks ensure consistent compliance, transparent documentation and stable workflows for businesses, agencies and external professionals operating across the Nordic region.



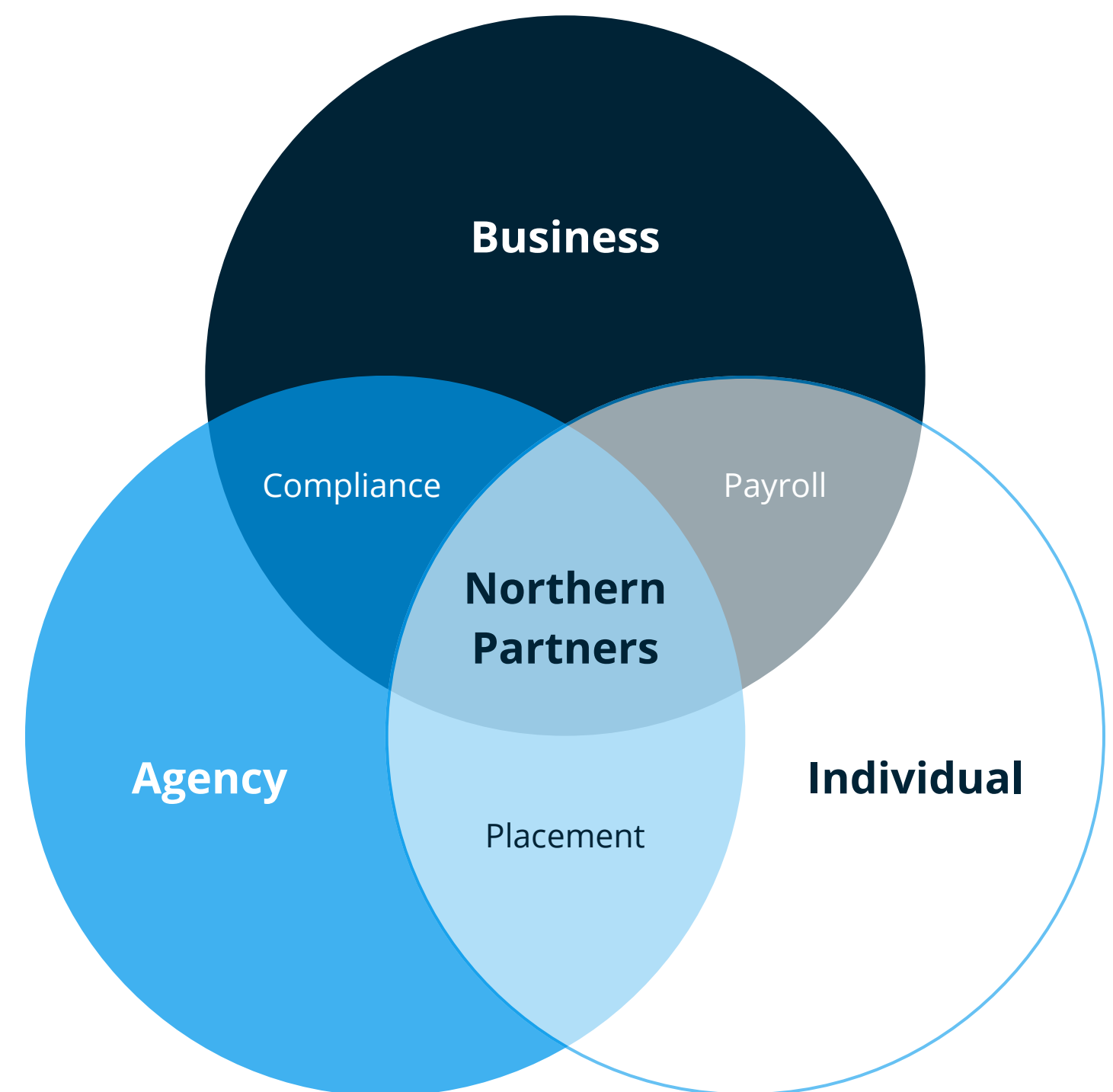
Connecting Business, Agencies, and Individuals

A Workforce Management company, also referred to as an Employer of Record (EOR), acts as an intermediary that manages the contractual and employment responsibilities between the three parties involved.

The Agency sources and screens candidates for the Business. Once a match is made, Northern Partners takes on the employer role to handle the administrative and regulatory requirements, reducing operational burden for the Business and ensuring contractual and employment compliance across jurisdictions.

In a typical set-up, the Individual works directly with the Business without being employed by it. Northern Partners manages the employment related responsibilities, including payroll, taxation, social security, insurance and compliance.

This three way structure supports all parties: the Business gains a compliant employment setup without taking on employer obligations, the Individual receives a clear and stable employment framework, and the Agency can focus on sourcing and delivery rather than administration.





Businesses

Organisations working with time limited and project based assignments often depend on international workforce to meet operational and technical demands. This provides flexibility and access to specialised competencies, but it also introduces regulatory obligations that must be managed correctly.

When Individuals are engaged through procurement channels or subcontractors, the Business remains responsible for correct handling of taxation, social security, reporting and contractual structure.

Without a clear framework, this can create compliance risks and additional administrative workload.

Northern Partners does not source or validate candidates. Our role is to provide the employment and administrative structure that supports a compliant set-up. We handle payroll, taxation, social security, documentation and reporting, reducing complexity for the Business when international workforce is involved.



Agencies

Agencies working with cross border placements need a reliable employment structure to support clients operating in the Nordic region. Establishing local entities or managing country specific regulations is often unnecessary for short term or project based assignments.

Handling payroll, taxation, social security, insurance and compliance across multiple Nordic jurisdictions can create administrative burden and increase operational risk.

Agencies benefit from a setup where these responsibilities are managed through a single, documented framework.

Northern Partners does not source candidates. Our role is to provide the employment and administrative structure that supports agency driven placements. This allows Agencies to focus on validation, delivery and client management while maintaining predictable processes and stable margins.



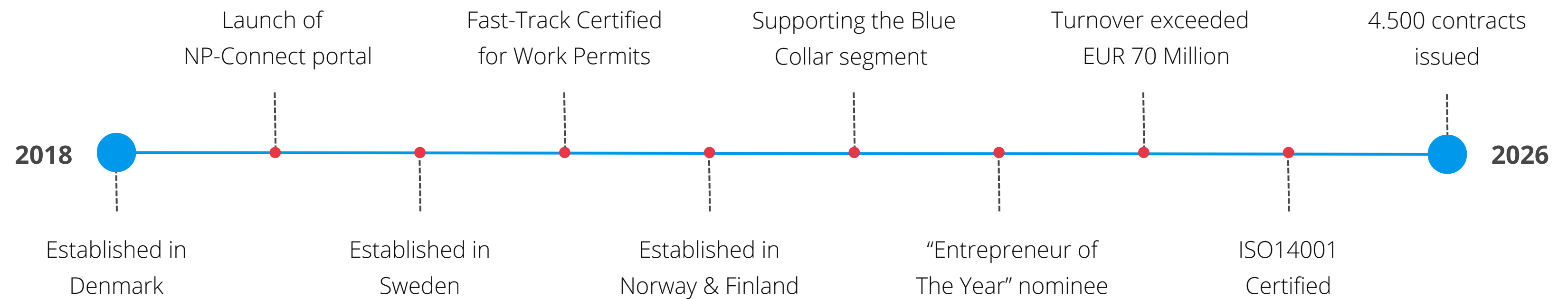
Individuals

Individuals working on international and project based assignments need a stable and compliant employment setup that supports cross-border and project-based mobility. The administrative requirements linked to international work can be extensive, and a clear structure helps reduce delays and uncertainty.

Different projects and countries may require a combination of employed and self-employed arrangements. Individuals benefit from a setup that allows this flexibility while ensuring predictable handling of payroll, taxation, social security and documentation.

When Northern Partners acts as the legal employer, employment related responsibilities such as payroll cycles, tax administration, insurance, social security placement and work permit handling are managed within one framework. This provides stability while allowing Individuals to take on new assignments without unnecessary administrative work.

Timeline



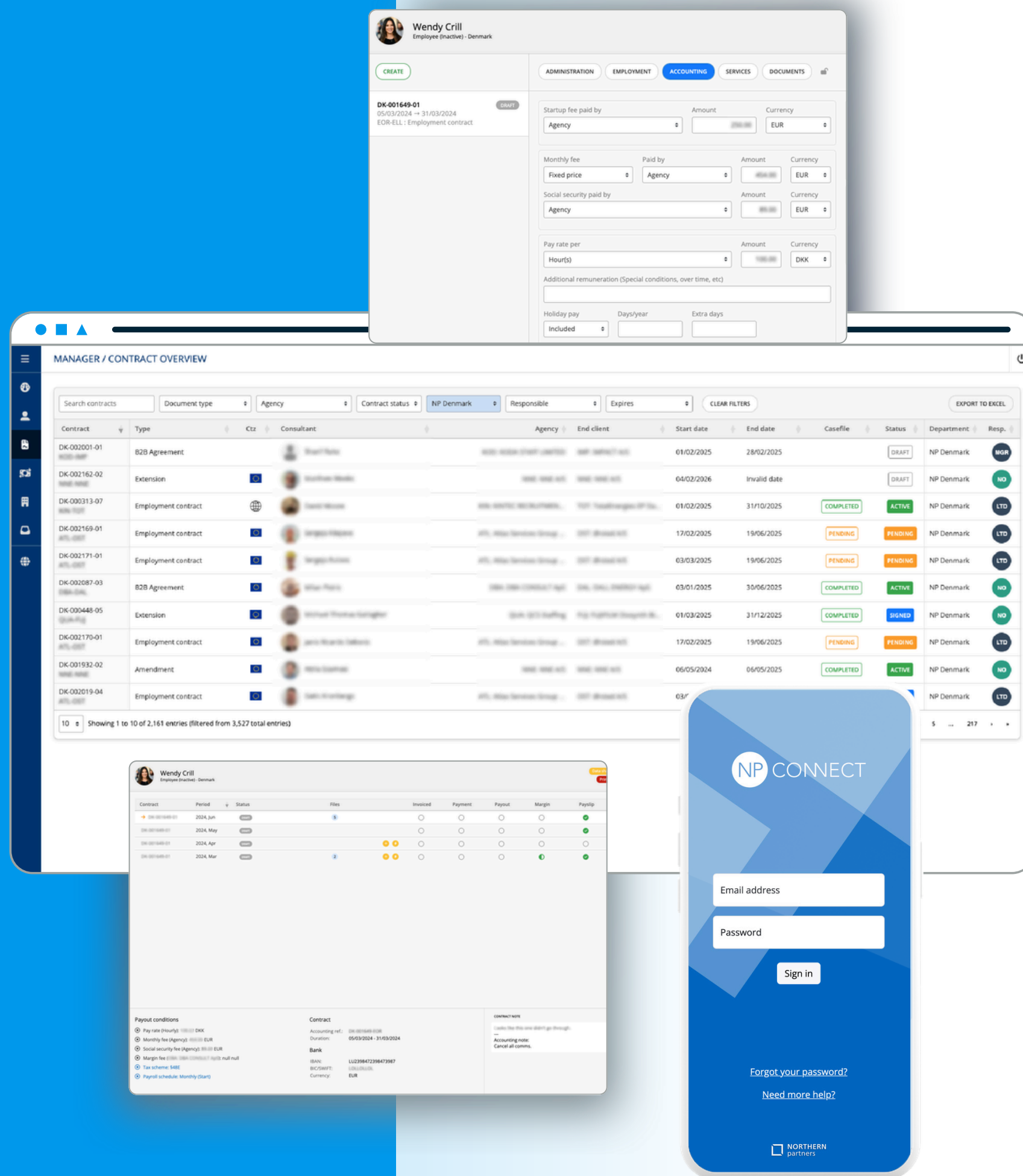
Human X Technology

Workforce management involves tasks that require human judgment and tasks that rely on structured, technology supported processes. Clear communication, interpretation of regulations and case specific guidance depend on direct human interaction. Routine administration, on the other hand, is most effective when handled through consistent digital workflows.

Organisations benefit from a model where these two elements work together: human oversight for complex matters and technology for accuracy, scheduling and documentation.

NP-Connect provides the digital workflow used in this setup. The platform manages documentation, payroll scheduling, compliance checks and other administrative procedures, ensuring that routine tasks are handled efficiently. Human touchpoints remain in place for matters that require clarification or regulatory interpretation.

This combination gives Businesses, Agencies and Individuals predictable processes, fewer administrative errors and stable handling of cross border assignments.



CPP - Certified Partner Program

Businesses engaging international workforce need clear structures to reduce legal and financial risk. Correct documentation, verified contractual relationships and transparent financial handling are essential to maintaining compliance and protecting operational integrity.

As part of the Certified Partner Program, Northern Partners performs Know-Your-Client (KYC) procedures to verify required documentation and ensure transparency in the contract chain. This supports predictable cooperation between the Business, the Agency and the Individuals involved.

All payments are processed through a controlled financial workflow. With annual transactions exceeding EUR 70 million, each transfer is handled through our main banking partner, providing full traceability for both domestic and cross-border payments.

To document compliance, a Compliance Certificate is issued for each Individual under our management. This certificate outlines the employment structure, financial handling and regulatory assessments, giving all parties a clear overview of how the assignment is managed.





Responsible Operations

Workforce Compliance Structures

Northern Partners maintains employment and documentation frameworks built for regulated Nordic project environments. Processes focus on traceability, contractual clarity and consistent compliance across all jurisdictions.

Documented Operations

Workflows follow verifiable data, controlled reporting and transparent financial handling. Employment conditions adhere to Nordic standards, supported by well documented and carefully governed procedures.

ISO 14001:2015 Certification

Northern Partners Group is ISO 14001:2015 certified. This reflects a structured approach to environmental management, continuous improvement and responsible business practices across Nordic operations.



A photograph of two men standing in front of a modern building with large glass windows. The man on the left is older, with dark hair, wearing a dark blue blazer over a light blue shirt. The man on the right is younger, with blonde hair and glasses, wearing a dark blue blazer over a white shirt. A solid blue rectangular graphic is positioned on the right side of the image, partially overlapping the man on the right.

Northern Partners - The People Behind

Northern Partners is led by an experienced leadership duo supported by specialised in-house functions. Together, they manage the operational, financial and regulatory processes required for international workforce assignments in the Nordic region.

The leadership behind Northern Partners brings long-standing experience with cross-border employment structures and the use of international workforce in project-based environments.

This background forms the foundation of our governance model and informs the procedures developed and maintained by our internal teams.

Our work is grounded in integrity and clear governance. We follow documented procedures, certified processes and audited financial workflows, ensuring that all services are delivered with transparency and consistent regulatory compliance.

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