

European Expatriate Policy Forum (EEPF)

The European Expatriate Policy Forum (EEPF), established over 25 years ago, provides a confidential and informal environment where major international companies can exchange information, experiences and strategies for success in global mobility and general HR practices.

The Forum covers new developments and emerging trends in expatriate management and global mobility policies and practices. Members have the opportunity to discuss and explore current issues related to operating and competing in a global world.

Overview

Typically, the Forum holds four quarterly meetings: two in key European cities (this year, in Milan and Madrid) and two virtually.

- Facilitated by senior Mercer consultants, the meetings allow for the sharing of current, authoritative information from noted guest speakers.
- Roundtable sessions provide informal networking opportunities and allow members to seek advice from their global mobility peers.
- Confidentiality within the group is paramount, enabling members to talk freely.

Benefits

In addition to the Forum meetings, members benefit from:

- An EEPF LinkedIn group where you can share topics and issues with other members in between meetings
- Ad hoc member surveys on mutually agreed topics
- Networking opportunities with peers in a confidential setting



For more information about membership, please contact Narcisa Chelaru at **+41 44 200 45 72** or narcisa.chelaru@mercer.com.



2023 member companies

Airbus
Alfa Laval Corporate AB
Allen & Overy
Bayer AG
Boehringer Ingelheim Corporate Center
Continental AG
COWI
Danone
EYGS LLP
Ferrero International SA
Friesland Campina
Generali
Johnson & Johnson
JTI Services Switzerland SA
Kellogg's
Klarna
Lonza AG
Merck
Mondelez
Novartis Pharma AG
Philip Morris International
Publicis
Ramboll Gruppen A/S
Red Bull
Richemont International SA
Schindler Management AG
Siemens AG
Sony Europe B.V.
Stryker European Operations Ltd
Tetra Laval International SA
Zurich Financial Services

Sample topics discussed at meetings

- International remote working and virtual assignments
- Managing a distributed global workforce
- Impact of legislation on global mobility
- Enhancing the international mobility experience
- Global mobility transformation
- Implementing global mobility technology
- Smart global mobility
- Designing global mobility with a focus on diversity and inclusion
- International mobility engagement surveys
- Managing RFPs
- Talent mobility analytics

2024 meeting schedule

- Quarterly meetings:
 - **Q1: 21-22 March** — In-person, Milan, Italy
 - **Q2: 21 May** — Virtual meeting
 - **Q3: 24 September** — Virtual meeting
 - **Q4: 7-8 November** — In-person, Madrid, Spain

Membership

- The Forum represents major global employers with operations across a range of sectors. While the aim is to represent diverse business sectors, competing companies are accepted into the Forum with existing members' approval.
- Forum membership is limited in order to facilitate a more meaningful and personal exchange of information, and to provide beneficial networking opportunities.
- Each company's key representative is the person with primary full-time responsibility for expatriate human resource management.

Membership fee

- The 2024 membership fee is €2,500 (plus VAT, where applicable) to cover the costs and expenses of facilitating the European Expatriate Policy Forum.

Referral fee

- Know someone who would benefit from joining the EEPF? Refer a peer at a company that isn't currently an EEPF member and receive 10% off your annual membership fee.
- To find out more, please contact Narcisa Chelaru at narcisa.chelaru@mercer.com.