

VISTRN

Case study: schleich®

**Providing world-famous
toy manufacturer
schleich® with
consolidated global
payroll services**





Vistra provides payroll services in various countries in which schleich® operates and has assisted with Employer of Record services – all managed through a **single-point-of-contact** relationship management framework.



schleich® Company overview

schleich® is one of the largest toy manufacturers and the world's leading supplier of realistic animal figures. The famous play figures and play sets are sold in more than 60 countries and have conquered children's rooms all over the world. As a global player with Swabian roots, schleich® today generates more than half of its turnover outside its core market of Germany. The company is majority-owned by Partners Group, a global manager of private market investments. The design of schleich® figures and play worlds, the manufacture of production tools and the quality and safety tests are carried out in Germany. The production itself takes place on a small scale at the company's site in Schwäbisch Gmünd, while the main production takes place in production facilities abroad.

🏢 **Industry** Corporate

📍 **Location** Schwäbisch Gmünd and Munich

The challenge

With production subsidiaries around the world, schleich® was using multiple providers across different countries to manage payroll. This had created inefficiencies, additional administration and issues around systems compatibility.

As a result, schleich® decided that to streamline processes, it needed a service provider who could consolidate its payroll services onto a global platform.

Also, with the varying regulatory and legal requirements across the jurisdictions, it needed a provider who understood the local nuances but had the backing of a global network.

schleich® planned for a staged roll-out with one country being transitioned at a time.

Vistra's solution

In October 2021, Vistra was appointed and started the staged transition from the incumbent providers using the skills of the experienced Global Payroll team.

Central to this approach was the introduction of a single point of contact at the heart of a comprehensive relationship and project management framework – something that schleich® found exceptionally useful and reassuring.

On a country-by-country basis, the Global Payroll team have moved a significant number of locations onto Vistra's Overseas Connect platform as part of an ongoing roll-out, providing consistency across processes.

During this time, schleich® found themselves moving into Poland and needed to take on employees before the Polish entity was set up. Vistra was able to step in and provide a solution through its Employer of Record service, making the process seamless for schleich®.



Vistra's solutions continued

Since January 2023, Vistra also takes care of the domestic payroll of schleich GmbH and its subsidiary Scur-Alpha 1092 GmbH, providing monthly payroll, HR Support, payroll tax and social security advisory, payment process support and reporting. More recently choosing to use Vistra's new General Ledger integration functionality.

Benefits

- Reduction of administration work by coordinating several service partners
- Unified global overview of payroll through Vistra's OverseasConnect platform
- Stronger governance
- Reduced risk and stronger compliance across multiple jurisdictions both during and after set-up

9

countries using Vistra's Global Payroll services (Austria, Czech Republic, Germany, Italy, Netherlands, Poland, Spain, Switzerland and the UK)

3

countries to follow (France, Japan, USA)

1

country using Employer of Record services (Poland)

425

employees worldwide serviced by Vistra Global Payroll

“We chose Vistra because they responded to our requests in a solution-oriented way right from the start. A big plus was the single point of contact for relationship management, which was evident already during the pitch. Once we confirmed Vistra, the **onboarding was seamless and highly professional.**

With Vistra's support, we are well on track to consolidate our payroll globally, streamline processes, and provide a new level of support and transparency to all schleich® employees.”

Robert Marx Head of HR Global Services Legal & Compliance, schleich®

About Vistra

Here at Vistra, our **purpose is progress**. As a close ally to our clients, our role is to remove the friction that comes from the complexity of global business. We partner with companies and private capital managers along the corporate and private capital lifecycle. From HR to tax and from legal entity management to regulatory compliance, we quietly fix the operational and administrative frustrations that hamper business growth. With over 9000 experts in more than 50 markets, we can accelerate progress, improve processes and reduce risk, wherever your ambition takes you.

