



TraceEzy

Automated Agreement Interpretation, Your Way

Product Overview

What problem does TraceEzy solve for Clients?

TraceEzy software tackles wage compliance at its source - fixing inconsistent agreement interpretation, poor traceability, and manual inefficiencies.

TraceEzy sits upstream of payroll.

- ✖ It is *not* a payroll engine.
- ✖ It is *not* a pay rule interpreter.
- ✓ It is the **system of compliance** for agreement interpretation—the single source for version-controlled, auditable, and collaborative requirements, before any pay calculations begin

Challenges

Inconsistent and error-prone manual pay interpretation processes

Lack of traceability and transparency in payment decisions

Limited automation and inefficiency in handling updates

Heightened risk of wage underpayment and overpayment

Focussing on payroll symptoms rather than the cause

Inconsistency across org units and how to deal with it

What's at Stake? Financial and Risk Exposure

- Wage underpayments: \$28.1M – Hamilton Island case
- Civil/criminal penalties: Up to \$8.25M under Closing the Loopholes Act
- Increased manual rule maintenance costs
- Reputational harm/lost contracts: Sushi Bay fined \$15.3M, risk of \$50M+ loss
- Goal for company directors



Hamilton Island Enterprises underpaid workers by \$28.1 million, Fair Work finds

By Jenae Madden ABC Tropical North Wages and Benefits

Thu 30 Jan

'Paying staff wrongly': 20 per cent of employers fear new workers laws

One in five employers suspect they're not paying their staff correctly, a survey has revealed, as new laws mean they risk huge fines or even jail time.

Cameron Micallef

2 min read January 3, 2025 - 8:06PM NewsWire

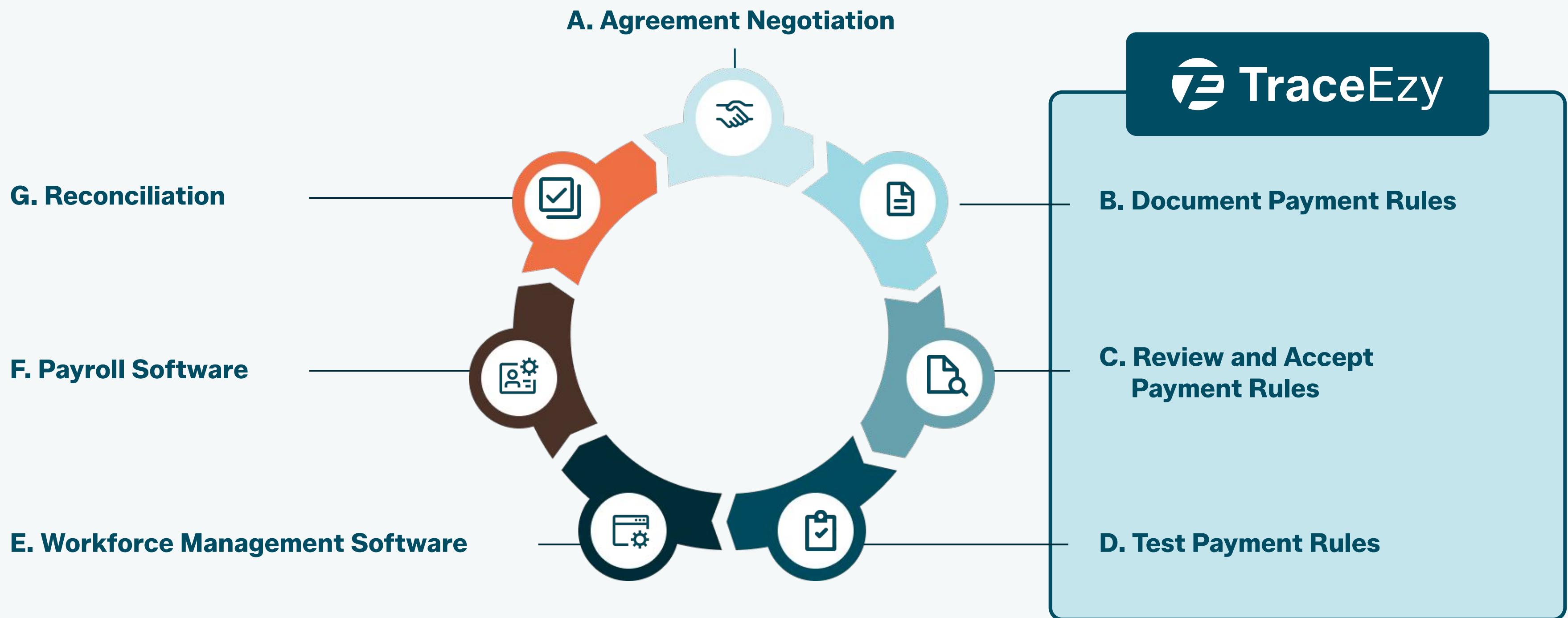


Mini Use Case

- New EBA is negotiated
- **TraceEzy** converts EBA into structured, traceable rules
- Routes reviews through HR, IR, Legal, Payroll and/or Finance
- Logs every interpretation decision and approval
- Snapshot rules at point in time



Where does TraceEzy sit in the process?



TraceEzy Product Overview

TraceEzy is a purpose-built solution designed to address the growing complexity and risk of modern wage compliance. Built in collaboration with workforce management experts and leveraging best-in-class technology, the solution enables organisations to confidently manage, interpret, and trace complex industrial agreements in a compliant and auditable way.

Traceability & Governance

Full change history, comments, and approvals recorded in a centralised audit trail.

Enables HR, Legal, Payroll, and Executives to trace how pay decisions were made, by whom, and when.

Workflow Engine

Customisable workflows to route changes and approvals based on organisational structures.

Supports structured reviews from HR to Legal to CFO — ensuring compliance every step of the way.

Simple Agreement Interpretation

Initially, Interpreted agreements are uploaded into structured rules via a consistent approach.

These are ingested into TraceEzy to kick off version-controlled workflows — with a clear path to AI-assisted automation in future phases.

Built for Compliance Readiness

Developed with Closing the Loopholes legislation in mind (effective Jan 2025).

Provides audit-ready documentation and reduces underpayment risk that could lead to millions in penalties.