



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





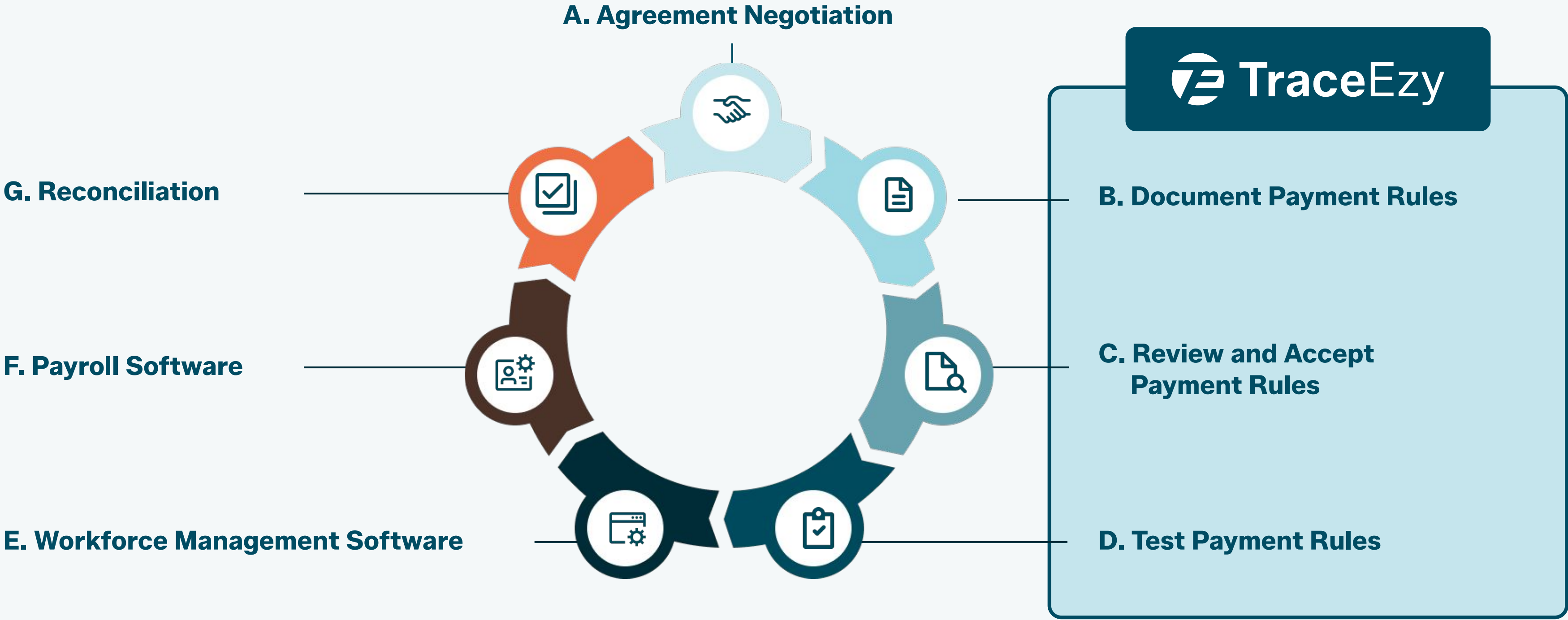
# Mini Use Case

- 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.