



LUXEMBOURG SOLUTIONS

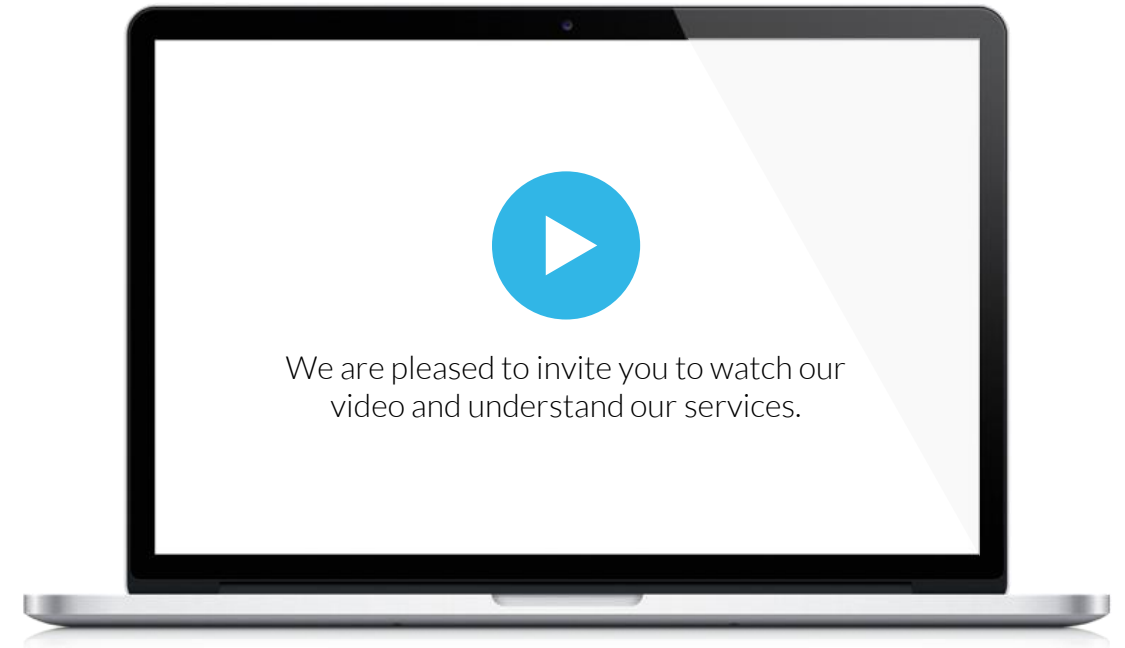
All you need to know about contracting in Luxembourg >>>

About Access Financial

The purpose of Access Financial is to provide all our clients – contractors, recruitment businesses and corporates with the most efficient payroll, immigration, tax and social security solutions that are possible under law.

We are pleased to invite you to visit our company's website to learn more about our solutions.

Learn More



Why Us?



100% Compliant

We have the necessary licences, proven experience and demonstrable track record to provide you with all the national and international payroll, contract management, tax and immigration services that you need.



Global Presence

We have offices in the United Kingdom, Switzerland (Head Office), Germany, Luxembourg, Cyprus, China, India and Malaysia.



Cost Efficient

We listen carefully to you, understand your personal requirements and needs, and then we collaborate with you to provide our services at reasonable prices.



Unparalleled Support

When you need any help, our team of experts will work directly with you via live chat, phone or email to reach a quick and efficient solution.



Proven Results

Thousands of contractors and recruitment businesses and their clients have benefited from our expertise and professionalism.



Local Billing

We have nearly 30 internal companies for local billing and to mitigate withholding tax losses to you.



Luxembourg

Key Facts



Cross-border Businesses

Luxembourg's geographical position is ideal and attracts high volumes of cross border businesses



Salaries

Salaries in Luxembourg are subject to indexation, which means an individuals' salary will be adjusted (increased) according to inflation upon the government's announcement.



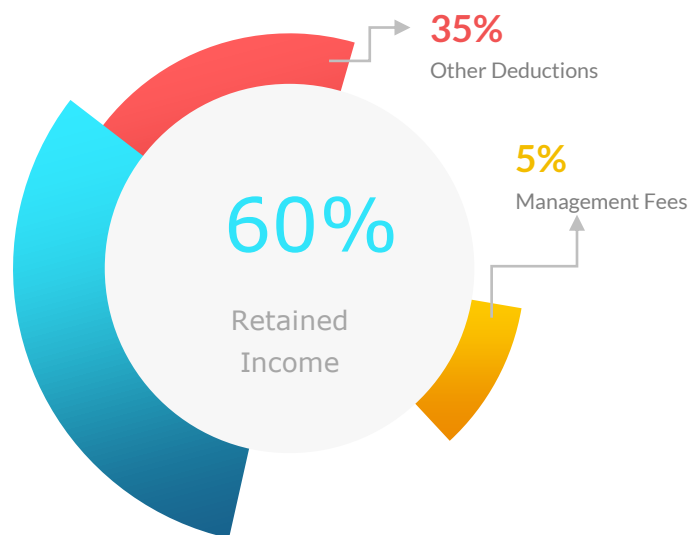
Medical Check

All contractors have to undergo a medical check with the occupational health practitioner immediately after employment in Luxembourg.



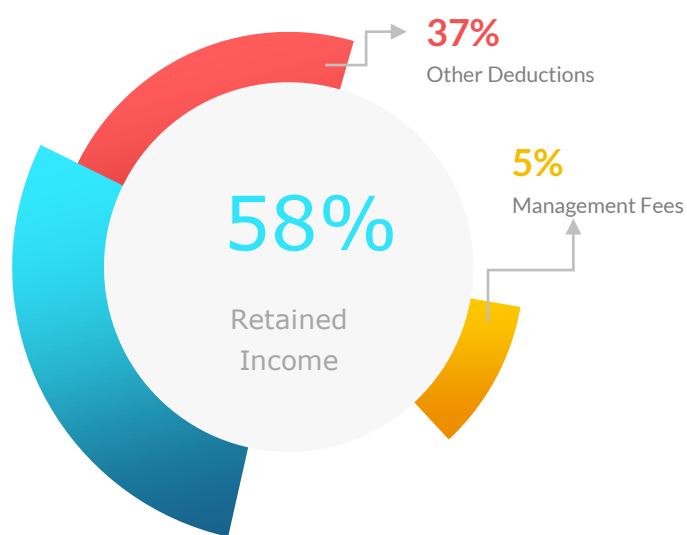
Luxembourg Solutions

Employed Solution



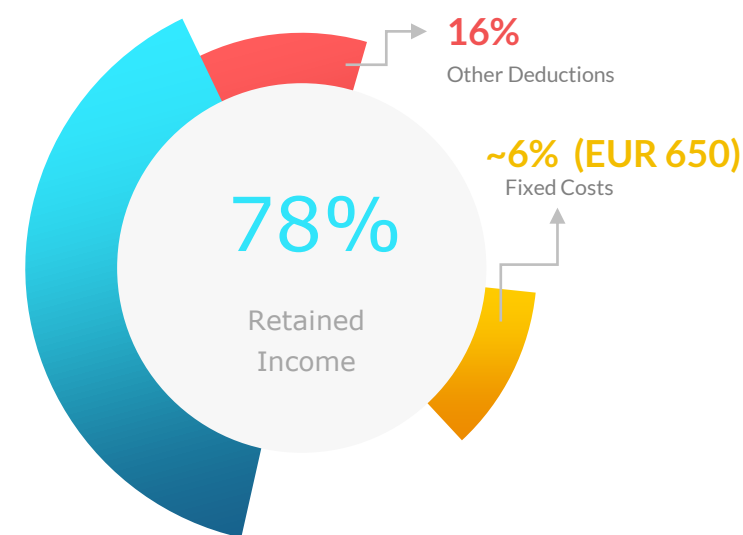
Open to all nationals, and there is no requirement to hold a university or college diploma. This solution will appeal to EU nationals and non-EU citizens or British nationals after 01/01/2021, who will need a work permit. As shown in the chart, an employed individual should be able to retain approx. **60%** of their emoluments.

Self-Employed Solution



Where the contractor is in possession of a professional qualification and wishes to work independently, then the self-employed solution is applicable. This solution is for EU nationals or those having the right to work in Luxembourg. Under self-employment, a contractor will be able to enjoy retention of approximately **58%**.

Limited Company (PSC) Solution



Where there is a degree of independence between the contractor and the client, then using a limited company is an attractive option for the contractor. This solution is for EU nationals or those having the right to work. An individual working through their own PSC may enjoy retention of approx. **78%**.



Please note: We have based the information in this brochure on our understanding of the law at the time of writing. For the most current information and a personalised calculation in Luxembourg, contact us at info@accessfinancial.com.

Summary Table (1/2)

	Employed	Self-Employed	Limited Company (PSC)
Retention (for a typical contractor)	<ul style="list-style-type: none"> 60% (±5%)* 	<ul style="list-style-type: none"> 58% (±5%)* 	<ul style="list-style-type: none"> 78% (±10%)*
Eligibility	<ul style="list-style-type: none"> All nationals No degree required 	<ul style="list-style-type: none"> EU/EEA nationals Non-EU/EEA nationals who have a residency permit allowing them to work as self-employed A minimum requirement of a bachelor's degree 	<ul style="list-style-type: none"> EU/EEA nationals No diploma or degree is required Working period in Luxembourg must be at least 6 months
Work Permits	<ul style="list-style-type: none"> We can sponsor work permits 	<ul style="list-style-type: none"> Non-EU/EEA nationals must obtain a work permit themselves 	<ul style="list-style-type: none"> Not required
Registrations	<ul style="list-style-type: none"> We will ensure all required registrations are done in Luxembourg The only registration the contractor must do in person is registration at the town hall 	<ul style="list-style-type: none"> We will ensure all required registrations are done in Luxembourg, as well as obtain a trade licence for working as self-employed The only registration the contractor must do in person is registration at the town hall 	<ul style="list-style-type: none"> We will ensure all required registrations are done in Luxembourg
Our Fees	<ul style="list-style-type: none"> 5% of the monthly invoice value (with a minimum EUR 550 per month) 	<ul style="list-style-type: none"> 5% of the monthly invoice value (with a minimum EUR 550 per month) 	<ul style="list-style-type: none"> EUR 650 per month (fixed per month)

Summary Table (2/2)

	Employed	Self-Employed	Limited Company (PSC)
Features	<ul style="list-style-type: none"> • The contractor is employed by Tenebras Sàrl (the Employer) • The Employer runs the payroll and deducts the necessary tax and social security costs • The gross salary will arise after we deduct the management fees and Employer's contributions from the contract value 	<ul style="list-style-type: none"> • A self-employed contractor may claim various business expenses which reduce the tax charge • We will apply for the trading licence on behalf of the contractor • Taxes are paid quarterly in advance during the year based on the tax due in the last assessed year (in the first year a self-assessment is made to calculate and pay taxes) 	<ul style="list-style-type: none"> • The level of retention depends on the salary level and tax claimable expenses. • Contractors are assisted by our local firm of accountants, an expert in tax and social security • We will ensure your compliance with foreign and local tax laws
Benefits	<ul style="list-style-type: none"> • Easy to implement • Open to non-EU/ EEA nationals and non-graduates • Eligibility for unemployment benefits • Immigration Assistance 	<ul style="list-style-type: none"> • Flexibility in choosing own working hours and place; possibility of holding simultaneous contracts • Possibility of holding simultaneous contracts • Lower social security contributions, if the contractor can obtain an A1 from their home country • We will prepare the accounting and tax returns 	<ul style="list-style-type: none"> • Flexibility in choosing own salary and the possibility of holding simultaneous contracts • We will prepare the accounting and tax returns for both the contractor and the PSC • The PSC can be used in future projects and elsewhere

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