

How **IndiGo** Accelerated Global Workforce with **Dhi ADT**

Case Study

Aviation

EOR

Global Payroll

Immigration

Compliance



The Problem

IndiGo, India's largest airline operating 130+ destinations, faced significant challenges expanding its global workforce to Denmark and Greece.

- Hiring talent without establishing a local entity
- Limited understanding of local labor laws
- Urgent hiring timelines with no room for delays
- Complex payroll and statutory compliance management
- Visa and immigration complexity across jurisdictions
- Contractor classification and misclassification risks

How Dhi ADT Helped

Dhi ADT partnered with IndiGo as a comprehensive global EOR and HR solutions provider, supporting expansion into Denmark and Greece.

Strategic Consultation:

Conducted in-depth market and compliance research aligned with IndiGo's global hiring plans and timelines.

End-to-End EOR Support:

Managed employment contracts, payroll, taxation, and immigration for both countries simultaneously.

Visa & Work Permit Sponsorship:

Enabled compliant onboarding in Denmark (EOR) and Greece (EOR & Immigration).

HR & Payroll Management:

Oversaw onboarding, payroll, compliance, employee support, and offboarding through one unified framework.

Highlights of Key Engagements

Dhi ADT served as IndiGo's EOR partner enabling compliant workforce expansion across two European markets.

● Denmark EOR

Full Employer of Record – contracts, payroll, statutory compliance and ongoing HR lifecycle for all hired talent.

● Greece EOR & Immigration

End-to-end EOR combined with immigration – visa and work permit sponsorship alongside full payroll and compliance.

● Multi-Country Unified Framework

Single operational framework: onboarding, payroll processing, compliance monitoring, employee support and offboarding.





Key Highlights

- Multi-country EOR implementation across Denmark and Greece
- End-to-end HR support from employment contracts to offboarding
- 100% compliance assurance with zero compliance incidents
- Long-term scalable global partnership model with Dhi ADT
- Full go-live achieved in just 20 days – faster than any entity setup

The Solution

Dhi ADT's proactive support and tailored EOR approach helped IndiGo seamlessly manage cross-border employment and compliance — enabling the airline to focus on its core operations.

IndiGo achieved full international hiring capability with a combined cost saving of 40% versus traditional entity setup.

40% Cost Saved

- Achieved 100% compliance with local labor and immigration laws
- Simplified payroll, visa and HR via a single unified service model
- Scaled workforce operations without establishing any local entities
- Maintained business continuity and employee satisfaction throughout
- Reduced admin overhead – time-to-hire cut to just 20 days

2

Countries

2

Employees

20 Days

To Onboard

100%

Payroll Acc.

90%

Retention



Ready to scale your global workforce compliantly?

Let's talk.

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