

BRIDGING LAW AND ERP EXECUTION

ERP Systems cannot comply with what they cannot interpret

Agencies continue to revert to spreadsheet-driven workarounds, manual adjudication, and exception handling to bridge the gap between legal obligations and system execution.

When legal obligations shift, ERP configurations become brittle, requiring rework, revalidation, or rebuilds. This creates a landscape that is fragile, opaque, and resource-intensive — marked by high remediation overhead, low compliance confidence, and persistent audit exposure.

ERP platforms are engineered for transaction integrity, master data, ledgers, and controlled process flows.

While exceptional at structured operations, ERP systems falter under regulatory complexity, leaving agencies vulnerable to persistent audit findings and systemic non-compliance despite continuous investment in ERP uplift.

An ERP is designed to be a unified system of structured business processes — not a system of law.

They lack the interpretive capability required to apply lawful determinations governed by human-readable legal texts within legislations, agreements, and operational policies.

Expecting a modern ERP platform to resolve these regulatory complexities is a costly misconception. No matter how configurable, ERP systems are fundamentally unsuited to handle the unstructured legal obligations and conditional determinations embedded in legislation, industrial instruments, and operational policy.

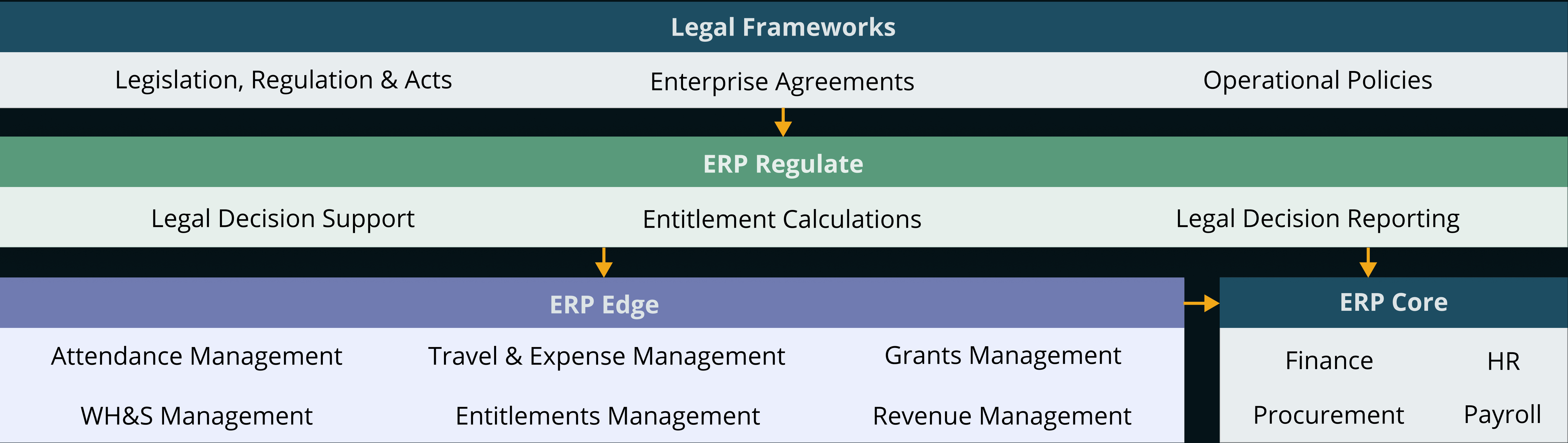
Without an intelligent interface between law and ERP execution, an ERP transformation simply recreates the same risks on a new platform.

Introducing the next layer in ERP Architecture

ERP REGULATE

Modern ERP Edge patterns are reshaping ERP architecture by enabling modular, externally-configurable products that sit alongside an ERP. These Edge components unlock high-fidelity, specialised capabilities — such as Time & Attendance and Travel & Expense — without bloating or compromising the integrity of the core system.

ERP Regulate defines a critical new layer within this pattern that translates complex legal instruments — Acts, Enterprise Agreements, Awards, and Operational Policies — into structured, operational logic using a Legal Interpretation Engine. This allows ERP systems to execute lawful, auditable, and compliant decisions at scale, eliminating the need for brittle custom code, off-system workarounds, or manual interpretation.



The ERP Regulate layer enables agencies to inject customer-specific legal intelligence — derived from legislation, awards, agreements, and internal policies — directly into ERP Core and Edge workflows. This ensures operational decisions in high-risk domains such as payroll, payments, subsidies, and entitlements are lawful, precise, consistent, and traceable, without compromising system integrity or requiring customisation of the ERP.

Embedded within the ERP architecture, agencies gain the agility to adapt to legal change, the confidence of clause-level auditability, and the operational clarity to enforce compliance without slowing down core ERP functions.

When embedded across the ERP Core and Edge, this intelligent legal interface delivers:

- High-stakes regulatory processes with confidence and control
- Real-time adaptability to legislative and policy change
- A legal-grade compliance layer for complex, high-volume operations
- Automated audit and compliance reporting by design
- A sustained reduction in the cost, risk, and burden of remediation



WHERE LAW IS EXECUTED

Decisively is Australia's leading **Legal Interpretation Engine** — designed to automate legal interpretation and ensure lawful execution of complex decisions inside your ERP, without compromising governance, agility, or audit integrity.

Decisively transforms natural language within unstructured legal documents — such as enterprise agreements, legislation, and internal policy — into structured, machine-readable logic. This logic is embedded into ERP workflows via secure APIs and SDKs. At every critical point — whether calculating entitlements, validating procurement rules, or managing leave claims — Decisively applies the relevant legal clauses, consistently and transparently.

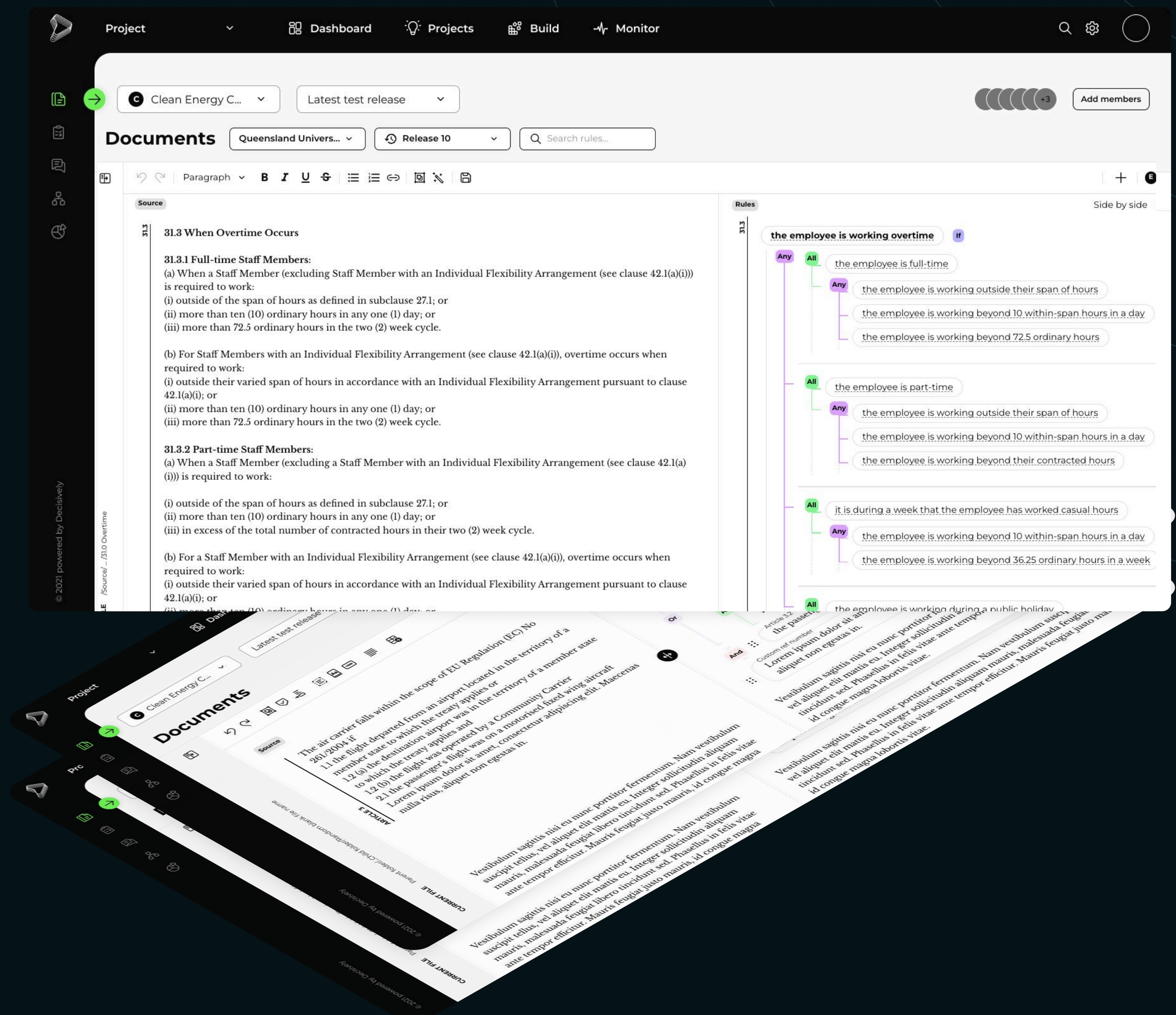
✓ **Legal Interpretation Engine:** No-code platform that converts legislation, agreements, and policies into executable logic, ensuring lawful, explainable decisions without ERP customisation.

✓ **API-First Architecture:** Real-time decision APIs that integrate with ERP workflows to determine entitlements, eligibility, and compliance across HR, Payroll, Finance and Procurement.

✓ **Always-On Legal Auditing:** Every decision is linked to its legal source, providing traceable, clause-level justification to support audit, assurance, and transparency.

✓ **Dynamic Updates:** Legal changes can be applied by authorised users when legislation or policies change. All updates are versioned and validated for accuracy and audit.

✓ **Deploy Anywhere:** Deployable into any client managed cloud, ensuring it operates within the same infrastructure, network, and security parameters as the core ERP system.



Relevance

In regulated environments, lawful precision is non-negotiable. Decisively enables your ERP to think like your legal team — at scale — with every calculation and determination grounded in source law, fully auditable, and delivered autonomously.

Why Executives Choose Decisively

- **Reduce Audit Risk:** Ensure every decision is traceable and clause-correct — eliminating guesswork and reducing exposure during internal and external audits.
- **Accelerate ERP Transformation:** Deploy ERP systems faster and with fewer costly customisations by externalising complex regulatory logic to Decisively's embedded edge layer.
- **Cut Operating Costs:** Eliminate reliance on spreadsheets, manual double-checking, and off-system workarounds, streamlining operations and freeing up valuable staff time.
- **Improve Confidence:** Deliver transparent, accurate, and explainable decisions that employees, managers, and auditors can trust — reducing disputes and building organisational confidence.
- **Future-Proof Compliance:** Maintain continuous compliance by updating rules and entitlements in real time as legislation, awards, or policies change — without needing to reconfigure core ERP systems.

Company Spotlight



Ready to See It in Action?

Request a tailored demonstration of how we can transform your legal frameworks into an operational asset.

Contact: info@imminently.co

Built for Government Scale. Trusted Across Regulated Sectors.

Imminently is an Australian technology company that equips public sector agencies and regulated industries with embedded legal intelligence that transforms legislation, enterprise agreements, and operational policies into structured, executable logic.

Purpose-built for complex ERP environments, our modular tools integrate seamlessly with leading ERP platforms — including TechnologyOne, SAP, Oracle, Workday, Dayforce, and AscenderPay — to automate compliance with precision and auditability. From payroll and entitlements to grants, WHS, and travel, we ensure high-volume, regulation-driven processes are lawful, transparent, and scalable.

With deep expertise in legal interpretation, system integration, and digital transformation, Imminently enables government agencies to operationalise legal frameworks inside ERP workflows to deliver compliance as an architectural feature, not a workaround.