

Establishing your business in the Netherlands

**Recognized Sponsor
Status & Ongoing
Compliance**

November 2025

The Netherlands is an attractive destination for companies seeking to hire non-EU employees, particularly under the Highly Skilled Migrant (HSM) scheme. Since June 2013, businesses can apply for recognized sponsor status with the Dutch Immigration and Naturalization Service (IND), which streamlines immigration for employees and their families.

Becoming a recognized sponsor

A recognized sponsor is a company officially approved by the IND to facilitate immigration procedures for its employees. This status is mandatory for participation in the Highly Skilled Migrant scheme and provides significant advantages in the application process, including faster assessments and simplified procedures.

Key steps and requirements

Eligibility assessment

Companies must be registered with the Dutch Chamber of Commerce (*Kamer van Koophandel; KvK*), demonstrate financial stability, and have a clean compliance record. Background checks on directors and legal entities are required.

Documents

Required documents include proof of registration, recent financial statements, organizational charts, and background information on directors/shareholders.

Application process

The application typically takes 3 to 6 months, depending on company circumstances. Upon approval, the company is listed in the IND's public register of recognized sponsors, boosting its reputation with prospective employees.

Digital access

After approval, companies gain access to the IND's online portal for managing immigration matters.

KPMG Meijburg & Co can assist throughout the process, from assessing eligibility to preparing documents specific to your situation and managing the application timeline.

Ongoing compliance as a recognized sponsor

Once recognized sponsor status is granted, companies must comply with strict ongoing obligations to maintain their status and avoid sanctions.

Key compliance obligations

Recordkeeping

Maintain accurate and up-to-date records for all sponsored employees.

Timely notifications

Inform the IND promptly about any changes such as the termination of employment or changes in employment conditions.

Regular monitoring

The IND and the Netherlands Labor Authority may conduct scheduled or unannounced audits to check compliance, regardless of company risk profile.

Employee requirements

Ensure all sponsored employees continue to meet the requirements of their residence permit and that they are in possession of the correct labor annotation throughout their employment.

KPMG Meijburg & Co provides training for HR and compliance teams, helps review internal processes, conducts mock audits, and helps prepare responses to IND inquiries. They also advise on risk mitigation to avoid fines or loss of sponsor status.

Why work together with KPMG Meijburg & Co?

Our dedicated Immigration team combines practical expertise to support your business at every stage — from the initial application to ongoing compliance and audit readiness. We help organizations confidently navigate Dutch immigration procedures and maintain recognized sponsor status.

Contact KPMG Meijburg & Co to discuss how we can help your business succeed in the Netherlands.

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