

FORMIX

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# Introduction

**Who We Are?** We are a dynamic and forward-thinking business solutions provider specializing in remote working, outsourcing, recruitment, HR management, payroll processing, and accounting services across Sri Lanka, Australia, and Europe. Our company was founded with the vision of redefining how businesses operate in a rapidly evolving digital world where efficiency, technology, and people come together to create lasting impact.

At our core, we believe that great organizations are built on great people. That belief drives us to deliver seamless HR and recruitment solutions designed to help companies focus on growth while we take care of their operational needs. From end-to-end talent acquisition to payroll outsourcing and workforce management, we serve as a trusted extension of our clients' internal teams, ensuring accuracy, confidentiality, and compliance with international standards.

Our expertise extends beyond borders, working with a diverse portfolio of clients in multiple industries across Sri Lanka, Australia, and Europe. We take pride in offering tailor-made solutions that suit the unique requirements of every client, whether it's a startup seeking flexibility or an established enterprise looking to optimize operations.

With a strong commitment to remote work models and digital transformation, we empower businesses to operate without geographical limits. Our global approach, combined with local expertise, allows us to bridge talent gaps, enhance workforce efficiency, and build sustainable partnerships that go beyond transactions. We are not just a service provider we are a strategic partner dedicated to helping our clients grow, scale, and succeed in today's competitive business environment.

**What we do?** We provide a complete range of business outsourcing and HR solutions designed to simplify operations, reduce costs, and accelerate growth for organizations around the world. Our services are built on a foundation of trust, expertise, and innovation, enabling our clients to focus on their core business while we handle the rest with precision and professionalism.

Our main areas of service include recruitment, HR management, payroll processing, accounting, and business outsourcing. We work with companies of all sizes from startups to large enterprises helping them build efficient and high-performing teams. Through our recruitment division, we connect global employers with skilled talent, ensuring that each placement adds measurable value to their business. Our HR and payroll services are designed to deliver compliance, accuracy, and transparency, giving companies the peace of mind that every employee-related process is handled seamlessly.

**We also specialize in remote working and offshore outsourcing solutions, providing dedicated professionals who work closely with international clients across Sri Lanka, Australia, and Europe. Whether it's HR administration, financial management, customer support, or virtual office operations, we create customized solutions that integrate smoothly into existing business systems.**

Our approach combines human expertise with technology-driven efficiency. We use advanced digital tools, including AI-based systems, to automate repetitive tasks, streamline recruitment, and enhance decision-making. Every service we provide is guided by one clear purpose to help our clients save time, reduce costs, and build stronger, smarter, and more agile organizations.



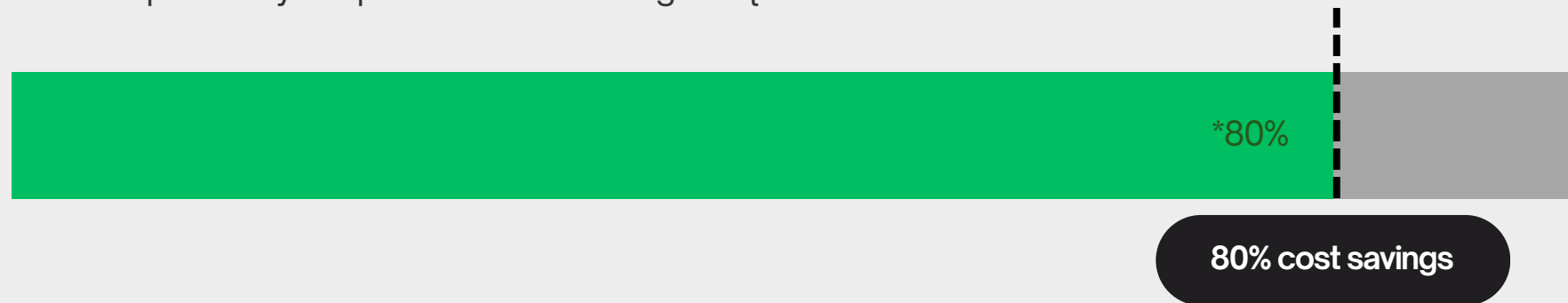
# Our Services

## Recruitment Services

Formix provides specialized recruitment solutions for white-collar positions, including executive search, headhunting, and targeted talent sourcing. We focus on delivering highly skilled professionals who match your organisational needs, ensuring a seamless hiring process through structured screening, assessments, and personalized support for both local and remote roles.

## Remote Working Outsourcing

Formix offers end-to-end remote working outsourcing, supplying qualified professionals to handle core business functions from anywhere. We manage sourcing, onboarding, monitoring, and performance, enabling companies to reduce costs, scale rapidly, and maintain productivity with dependable remote staff tailored specifically to operational and strategic requirements.



## Payroll Management

Our payroll management service ensures accurate, timely, and fully compliant salary processing for your workforce. Formix handles statutory deductions, allowances, calculations, and reporting while maintaining confidentiality and efficiency. We streamline payroll operations, minimize errors, reduce workload, and help organizations stay aligned with Sri Lankan labour regulations.

## HR Consulting & Outsourcing

Formix provides comprehensive HR consulting and outsourcing, covering policy development, performance management, HR documentation, recruitment coordination, and employee relations. We act as your extended HR team, helping you strengthen compliance, enhance productivity, and build effective people-management frameworks that support long-term organisational success.

## Accounting Services

Our accounting services support businesses with bookkeeping, monthly financial statements, cash flow tracking, tax documentation, and compliance. Formix ensures accuracy, transparency, and timely financial reporting, allowing companies to focus on growth while we handle the essential accounting functions with professionalism and attention to detail.

# Vision, Mission & Core Values

## Vision

Our vision is to build a powerful remote talent network connecting Europe, Australia, and Sri Lanka through a seamless and reliable outsourcing ecosystem. We aim to become the bridge that brings global companies closer to skilled professionals who can support their operations efficiently and cost-effectively.

We want to create a system where any business, from startups to large organisations, can easily access high-quality remote teams without facing delays, high costs, or recruitment struggles. Our goal is to ensure every client feels confident knowing they can hire the right people at the right time.

By strengthening this international remote network, we believe we can transform the traditional hiring model. Formix aims to make remote staffing a smooth, trusted, and value-driven solution, enabling companies worldwide to grow faster with dependable talent from Sri Lanka and beyond.

## Mission

Our mission is to provide fast, reliable, and professional recruitment and outsourcing services to clients in Australia, Europe, and Sri Lanka. We focus on hiring top talent and delivering consistent results, ensuring that every client receives the best support for their business needs.

Formix currently manages end-to-end outsourcing operations, supports large teams, and handles over 300+ active hires per month within Sri Lanka. We work closely with both clients and candidates to maintain smooth communication, accurate processes, and high-quality placements.

With a strong commitment to technology and modern HR practices, we continue improving our systems, expanding our reach, and delivering efficient staffing solutions. Our mission is to help companies save time, reduce costs, and build strong, long-lasting teams with confidence.

## Core Values

### Speed

We prioritise fast response times and quick delivery in everything we do. From answering client requests to completing recruitment processes, our team works with urgency and focus to make sure no time is wasted.

### Quality Support

Our customer support is designed to be clear, friendly, and highly reliable. We guide clients through every step whether hiring, outsourcing, or managing remote teams.

### Expert Screening

Our team is trained to identify, filter, and select the most suitable candidates using structured assessments and detailed screening methods.

### Technology-Driven

We use AI tools, automation, and modern HR technologies to improve accuracy, increase efficiency, and reduce manual errors.

# Countries We Operate In

## Countries

Sri Lanka  
Australia  
United Kingdom  
Maldives  
Asia  
Europe



# Sri Lanka

Sri Lanka serves as our primary hub for end-to-end HR outsourcing, professional talent acquisition, and business support operations. From here, we manage fully-integrated recruitment workflows, HR administration, payroll services, and accounting-related support for both local and international clients. With a strong internal delivery team, advanced process frameworks, and technology-enabled recruitment functions, Sri Lanka acts as the backbone for all service execution, quality assurance, client coordination, and continuous improvement initiatives.

## Service Model

Comprehensive recruitment solutions, HR outsourcing, payroll management, accounting support, workforce administration, and task-based operational handling for corporate, SME, startup, and international clients.

## Industries Served

Technology & software development, BPO & BPM, fintech & financial services, retail & e-commerce, logistics, manufacturing, education, hospitality & tourism, real estate & construction, healthcare, professional services, startups, scale-ups, and government-linked sectors.

## Key Achievements

**Over 200+ active clients, 300+ successful monthly placements, recognised as the leading HR solution provider in Sri Lanka on Clutch.co, 100% success and satisfaction rating, and headquartered in Colombo 01.**

# 100%

success and satisfaction rating  
[Clutch.co](#)

# #1 HR

Sri Lanka's No. 1 HR Solutions Company  
According to [The Manifest](#).

# 200+

Trusted by 200+ companies from  
startup to enterprise

# AI

Sri Lanka's first AI recruitment  
company



# Australia

Our expansion into Australia introduced a hybrid and remote-driven service model designed to meet the growing demand for cost-efficient, reliable, and professionally screened global talent. We collaborate closely with Australian businesses to support recruitment, virtual staffing, and HR outsourcing needs while ensuring compliance-focused, high-quality workforce delivery that consistently aligns with industry expectations, performance standards, and organisational objectives. By combining local market knowledge with global talent networks, we are able to provide tailored workforce solutions that drive growth and operational efficiency.

## Service Model

Remote hiring, global HR support, virtual staffing, offshore recruitment partnerships, and scalable talent acquisition for small, medium, and rapidly growing businesses, with a focus on delivering flexibility, speed, and measurable results.

## Industries Served

Tech & digital companies, professional accounting firms, e-commerce brands, creative industries, consultancy firms, and startup ecosystems, including high-growth ventures and multinational organisations seeking specialised skills.

## Key Achievements

Growing multi-industry client base, continuous talent deployments, successful fulfilment of complex workforce needs, and strengthened long-term partnership-based service engagement that supports organisational growth, talent retention, and leadership development.

# 100%

success and satisfaction rating  
[Clutch.co](https://www.clutch.co)

# Top 3 HR

Officially listed among Australia's Top 3 HR solution companies — a benchmark of excellence.

# 50+

Trusted by 50+ companies from startup to enterprise

# 20+

Full outsourced projects are live and actively running.



# Maldives

Our expansion into the Maldives positioned us as the leading recruitment and executive search provider for organisations seeking highly skilled, reliable, and professionally vetted C-level and senior leadership talent. We collaborate with Maldivian businesses to support executive hiring, leadership placements, and HR outsourcing needs while ensuring culturally aligned, compliance-focused, high-quality talent delivery that meets organisational performance expectations.

## Service Model

Executive search, senior leadership hiring, confidential headhunting, global talent mapping, cross-border recruitment partnerships, and strategic workforce solutions for established companies and rapidly growing organisations.

## Industries Served

Luxury resorts and hospitality groups, travel and tourism companies, corporate and professional service sectors, financial institutions, technology-driven firms, government bodies, and emerging Maldivian startups.

## Key Achievements

Recognised leadership in C-level and senior talent placements, consistent high-performance deployments across multiple industries, and the establishment of strong, long-term, partnership-based service engagements with major Maldivian employers.

# 100%

success and satisfaction rating  
[Clutch.co](https://www.clutch.co)

# #1 HR

Maldives No. 1 HR Solutions Company  
According to [The Manifest](#).

# 70+

Trusted by 50+ companies from  
startup to enterprise

# 27+

Full outsourced projects are live and  
actively running.



# Asia

In addition to fixed-country operations, we expanded into multi-region hiring and remote workforce deployment across Asia and global markets to support companies seeking diverse, scalable, and multi-cultural talent pools. This capability enables clients to access regional skill networks, specialised professionals, and flexible workforce models without geographical limitations, while maintaining service quality, transparency, and operational consistency.

## Service Model

Cross-border recruitment, regional talent sourcing, remote employee placement, international workforce support, and skill-specific hiring pipelines.

## Industries Served

Flexible and customised according to market, skill category, employer demand, and project-based requirements.

## Key Achievements

Successful multi-country talent sourcing, established regional hiring capabilities, and expanding global recruitment network.

# Europe

Our expansion into Europe established us as a premier recruitment and executive search partner for organisations seeking highly skilled, reliable, and professionally vetted C-level and senior leadership talent. We collaborate with European businesses to support executive hiring, leadership placements, and HR outsourcing needs while ensuring compliance-driven, high-quality workforce delivery that aligns with regional regulations, industry expectations, and performance standards.

## Service Model

Executive search, senior leadership hiring, confidential headhunting, strategic talent mapping, cross-border recruitment partnerships, and scalable workforce solutions for multinational corporations, SMEs, and high-growth enterprises.

## Industries Served

Technology and digital firms, professional services and consulting companies, finance and accounting institutions, creative industries, e-commerce brands, healthcare organisations, and innovative European startups.

## Key Achievements

Rapidly growing multi-industry client base, successful placement of high-performance leaders across Europe, and the establishment of long-term, trust-based partnerships that ensure consistent organisational success and leadership excellence.



**Lusha**

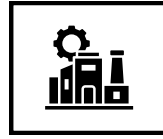


**Kaspr**

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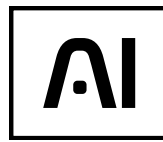
We believe in search, not waiting for candidates to apply. When it comes to recruitment, we actively search, identify, and reach the right talent.



We work with every industry, helping businesses improve their operations and achieve their highest goals.



We have also partnered with the Global Goals initiative, contributing to making the world a better place.



We are proud to say that we are Sri Lanka's first AI-integrated HR solutions company, powered by a database of 3.2 million candidates.

# Key Highlights

Our expansion into Europe established us as a premier recruitment and executive search partner for organisations seeking highly skilled, reliable, and professionally vetted C-level and senior leadership talent. We collaborate with European businesses to support executive hiring, leadership placements, and HR outsourcing needs while ensuring compliance-driven, high-quality workforce delivery that aligns with regional regulations, industry expectations, and performance standards.

## Service Model

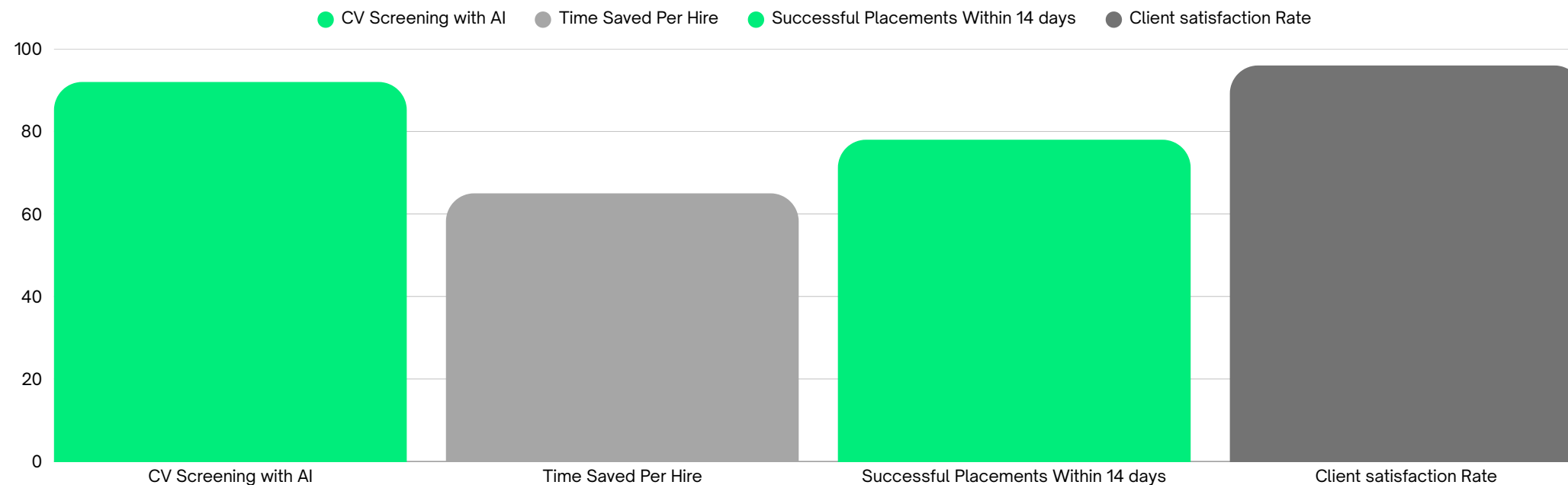
Executive search, senior leadership hiring, confidential headhunting, strategic talent mapping, cross-border recruitment partnerships, and scalable workforce solutions for multinational corporations, SMEs, and high-growth enterprises.

## Industries Served

Technology and digital firms, professional services and consulting companies, finance and accounting institutions, creative industries, e-commerce brands, healthcare organisations, and innovative European startups.

## Key Achievements

**Rapidly growing multi-industry client base, successful placement of high-performance leaders across Europe, and the establishment of long-term, trust-based partnerships that ensure consistent organisational success and leadership excellence.**



# Exclusive Clientele

## LANKATILES

### Recruitment

Lanka Tiles has been hiring C-level and executive positions for over 5 years now.

## HCLTech

### Recruitment

Our recruitment model, ensuring that all employees for their large projects are hired exclusively through us..

## Luminary

### Remote Team

Luminary has given us the responsibility of managing their Sri Lankan team. They have outsourced 10 remote employees from us since 2022.



## PORT CITY BPO

### Recruitment

Port City BPO hires more than 300 call center executives every year.



### Recruitment

Midnight Divas has trusted us as their recruitment partner since 2021. We have been hiring a large number of employees for them across many roles, supporting their continued growth.



### IT Recruitment

Surge, one of the best IT companies in Sri Lanka, has selected us as their IT recruitment process partner. This partnership clearly shows that we are among the top IT recruitment companies in the country.

## SHANGRI-LA

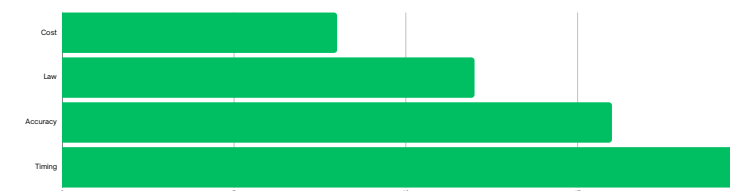
### Payroll

We manage the entire Sri Lankan payroll for Shandrilla Hotel, ensuring accuracy, compliance, and smooth monthly operations.



### Payroll

We handle the full payroll operations for Interpid, managing payroll for more than 300 employees across Sri Lanka.



[See our other clients](#)

# Notable Success Stories



IFS achieved over 95% less HR stress after Formix took full control of their ETF and EPF work. Our accurate handling improved compliance by 40%, reduced errors, and saved many hours every month. This allowed IFS to focus on growth, operations, and serving clients with complete peace of mind.



Surge scaled faster during big projects especially in the COVID period with Formix delivering talent 60% quicker than before. We helped them build a full software team with 100% on-time project delivery. Our fast recruitment support allowed Surge to accept bigger clients and grow even during difficult market conditions.



Intrepid Travel improved hiring speed by 70% and candidate quality by 50% with Formix's Sri Lankan recruitment support. We quickly delivered skilled local talent, helping them expand operations smoothly. Our reliable process supported long-term staffing needs and ensured continued success in the competitive tourism and travel industry.

# Australia Focus & Case Studies

## Topics

Overview of Operations in Australia  
Case Study 1: Remote work  
Case Study 2: Formix AI  
Results & Impact



# Overview of Operations in Australia : Driving operational excellence: delivering trusted remote support for businesses across Australia.

We currently provide end-to-end remote outsourcing, virtual assistant services, and dedicated offshore teams to Australian companies across multiple industries.

Formix actively supports Australian businesses by supplying skilled remote professionals who handle daily operational tasks with accuracy and consistency. Our teams work across administration,

HR support, customer service, data management, digital marketing, payroll assistance, and general virtual assistant functions. Each remote staff member is fully managed by us, ensuring that clients receive reliable performance, smooth communication, and measurable efficiency improvements.

Our operations include full-cycle talent sourcing, training, workflow alignment, and continuous HR supervision from our Sri Lankan office. Australian clients rely on Formix for cost-effective staffing, rapid team expansion, and dependable

operational continuity. By maintaining high service standards and dedicated account management, we ensure that every remote team integrates seamlessly into our clients' processes and contributes directly to their ongoing business success.



**ATKing**



# Remote Staffing Solutions for Australian Businesses

## Overview of the Case

Across Australia, companies from small startups to established enterprises have been experiencing rapid increases in labour costs, talent shortages, and operational inefficiencies. To support these businesses, our remote staffing solution has evolved into a fully managed service that strengthens workflow, reduces expenses, and gives companies access to highly skilled talent in Sri Lanka. Today, we support more than fifty Australian clients, each relying on our remote teams to stabilise their operations, improve output quality, and scale sustainably.

## Challenges Faced by Australian Clients

Before partnering with us, most clients struggled with maintaining cost-effective teams while ensuring high standards of work. Australia's rising salaries, complex HR compliance, and scarcity of experienced back-office talent created operational bottlenecks. Many businesses encountered delays in accounting, payroll, digital marketing, and administrative tasks simply because they could not recruit and retain specialised staff locally. Additionally, small and medium-sized companies often lacked the resources to build structured departments, leading to inefficiencies and unpredictable workflow gaps.

Through our remote staffing solution, we have enabled Australian businesses to overcome operational challenges, gain access to exceptional talent, and create high-performance teams without the financial burden of traditional hiring. As more companies move toward flexible, efficient staffing models, our Sri Lankan workforce continues to deliver measurable value, stability, and long-term growth opportunities across the Australian market.



## Our Solution and Service Approach

Our approach is centred around building dedicated remote teams that function as a direct extension of the client's in-house staff. Once we understand the organisation's workflow, culture, and operational priorities, we structure the exact talent they need whether it is accountants, HR executives, customer support agents, digital marketers, or admin teams. These individuals are carefully selected, trained, and aligned with Australian work standards. We handle everything: recruitment, HR compliance, payroll management, team supervision, and performance reporting. This removes the operational burden from clients and gives them immediate access to a professional, reliable workforce that fits seamlessly into their daily operations.

## How the Remote Staffing Model Works

The process begins with a detailed consultation where we map out the client's existing structure, identify delays, and understand where inefficiencies occur. Based on these insights, we build a remote team with the right skill set and personality match. The team then works exclusively for that client, following their internal processes, reporting systems, and communication channels. We provide continuous support, monitoring, and technical infrastructure to ensure the team remains productive and aligned with client expectations. This integrated model allows remote employees to deliver high-quality output while maintaining transparency and accountability, just like an in-house team.

**Formix AI** is our in-house intelligent recruitment and workforce automation platform, built to strengthen the operational capabilities of our clients through data-driven decision-making. With more than 3–4 million verified candidate records and continuous data enrichment, the system serves as a powerful engine behind our recruitment accuracy, speed, and service quality. Although Formix AI is not accessible directly to clients, it plays a central role in enabling us to deliver faster, smarter, and more reliable recruitment outcomes for organisations across Australia.

### The Challenges in Traditional Recruitment

Australian companies consistently face difficulties in sourcing the right talent at the right time. Conventional hiring methods job ads, manual shortlisting, and limited databases are slow, costly, and often produce inconsistent results. Many clients struggle with duplicated CVs, limited candidate pools, outdated information, and time-consuming screening processes. These inefficiencies delay critical hiring decisions, increase operational pressure, and contribute to skill gaps across finance, admin, HR, IT, and customer support roles.

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### Results and Operational Impact

With Formix AI, the hiring cycle time for our clients has significantly reduced. Instead of waiting days or weeks for applicants, clients often receive a suitable shortlist within hours. This accelerated process allows businesses to fill roles faster, avoid workflow disruptions, and reduce the cost of prolonged vacancies. Additionally, the quality of hires has improved due to AI-backed analysis, resulting in higher retention rates, fewer mismatches, and smoother onboarding experiences. The combination of real-time data, predictive talent insights, and structured screening enables our clients to maintain operational stability even in competitive talent markets.

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### Our Solution: The Power of Formix AI

Formix AI was developed as a proprietary intelligence system that combines candidate analytics, skill clustering, behaviour pattern recognition, and AI-assisted matching. Instead of manually searching for talent across multiple platforms, the system instantly identifies suitable candidates from millions of internal data points. It analyses work history, qualification depth, skill relevance, timeline consistency, behavioural markers, industry match, and even job stability patterns. This enables us to deliver shortlists that are highly accurate and aligned with exact client requirements. The system is internally managed by our recruitment specialists, ensuring full data privacy, quality control, and zero client-side complexity.

The logo for Formix AI is displayed in a light grey rounded rectangle. The word "Formix" is in a bold, black, sans-serif font, and the letters "AI" are in a bright green, bold, sans-serif font.

### Why an Internal System (No Client Access)

Formix AI is intentionally kept as an internal system to maintain data security, update accuracy, and proprietary competitive advantage. By restricting access, we ensure that candidate information is protected under strict compliance standards, while also maintaining full control over how data is used and interpreted. This approach allows us to give clients the benefits of a powerful AI engine without requiring them to manage technology, learn a new platform, or handle complex recruitment tools. They simply receive the final output high-quality talent, matched with precision, and delivered rapidly.

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### How Formix AI Works Behind the Scenes

Every candidate profile stored in Formix AI goes through multiple layers of classification powered by machine learning. The system continuously updates records with new data from job portals, interviews, screening notes, and previous hiring outcomes. When a client requests a role, Formix AI runs a deep-match cycle scanning millions of records in seconds and creating a refined pool of candidates ranked by relevance and performance prediction. Our recruiters then conduct human verification, interviews, and compliance checks, ensuring that the final shortlist is both AI-filtered and recruiter-approved. This blend of technology and human expertise creates a hiring process that is faster, more precise, and free from manual bottlenecks.

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### Why Formix AI Gives Us a Strategic Advantage

Sri Lanka's talent landscape, combined with our massive data ecosystem, allows Formix AI to remain uniquely strong. Over the years, we have built one of the largest private recruitment databases in the region, covering multiple industries, roles, and experience levels. The system's continuous learning capability helps us predict future hiring trends and proactively prepare talent pools for upcoming roles. This gives our Australian clients a strategic edge: they gain access to a deep, intelligent talent network that is far broader and faster than traditional recruitment channels.

Formix AI has transformed our recruitment approach from manual, reactive hiring to intelligent, predictive workforce solutions. By combining millions of data points, advanced AI matching, and expert human screening, we deliver unmatched speed, accuracy, and reliability to Australian businesses. The system remains an internal powerhouse designed not for client usage, but for client success. Through Formix AI, we continue to raise the standards of recruitment efficiency and support our clients in building strong, future-ready teams.

# Results & Impact on Australia

Our contribution to the Australian business landscape goes far beyond cost reduction or faster recruitment cycles. Over the years, our remote staffing model and Formix AI-driven recruitment solutions have created a measurable national impact by strengthening hundreds of workflows, supporting business continuity, and enabling companies to grow in challenging economic conditions.

For many Australian organisations especially small and medium-sized businesses labour shortages and high operational expenses have become major barriers to stability. Through our services, companies have been able to maintain productivity without compromising quality. By providing reliable offshore teams and delivering talent through intelligent AI matching, we have helped businesses avoid costly delays, reduce workload pressure on local teams, and maintain smoother operations across finance, HR, admin, customer service, and digital functions.

The savings achieved by our clients have also contributed directly to their reinvestment strategies. Many organisations have used the financial flexibility gained from remote staffing to expand product lines, increase marketing efforts, hire senior local talent, invest in technology, or open new branches. This reinvestment cycle stimulates growth within the Australian economy and supports job creation in higher-value sectors.

Our impact is also reflected in talent stability. Companies that previously struggled to fill roles now have continuous access to skilled professionals, reducing turnover, preventing workflow bottlenecks, and ensuring that Australian customers receive consistent service. With Formix AI enhancing hiring accuracy, businesses experience fewer mismatches and smoother onboarding, resulting in stronger long-term workforce performance.

At a broader level, our services have helped Australian companies operate more efficiently in global markets. With reduced costs, improved speed, and stable back-office support, they can focus on innovation and competitiveness instead of administrative burdens. By bridging Sri Lankan expertise with Australian business needs, we have created a sustainable, long-term partnership model that strengthens both economies.

Overall, our contributions have positioned us as an essential operational partner for Australian businesses delivering stability, efficiency, and long-term value in an increasingly competitive environment.

# AI Recruitment – First Time in Sri Lanka

We are proud to introduce the first fully AI-powered recruitment model in Sri Lanka. Our system changes the way hiring works by using advanced technology to find and filter candidates much faster than traditional methods. While most companies wait for applications to come in, we use AI tools to search across millions of data points and reach the right people immediately. This makes our recruitment process extremely fast, accurate, and more effective than anything used before in the local market.

## What We Do With AI

Our AI system helps us find suitable candidates within seconds by scanning work history, skills, qualifications, and behaviour patterns. Instead of spending hours on manual searching, the system instantly shows us the best matches for any job. It also removes duplicated CVs, updates candidate information automatically, and highlights top-performing talent. This allows us to give clients a shortlist quickly, with high accuracy and minimum delay.

## How We Use AI for Recruitment

We use AI in every step of the hiring process. The system searches for candidates, analyses previous experience, checks job stability, and predicts how successful the person will be in a new role. While others are waiting for people to apply to job ads, our system goes out and finds the right talent proactively. This gives us a big advantage because we can respond to client needs within hours instead of days.

## Why We Are the First and Fastest

In Sri Lanka, no other recruitment company uses AI in this level of depth. We combine millions of CV records, machine learning, candidate behaviour tracking, and real-time data updates. This makes our recruitment speed more than 80% faster compared to traditional agencies. Our clients get quick results, larger talent pools, and more accurate matches because our system works continuously, day and night.



[Contact Us](#)

**Recruit  
Now Smarter**

## Impact on the Hiring Process

The impact is very clear. Clients no longer face long delays, lack of candidates, or weak shortlists. With AI, we can find rare skills, hidden talent, and experienced professionals much more easily. The hiring cycle becomes smooth, short, and cost-effective. Companies are finally able to fill their roles on time and maintain business operations without interruptions.

## Future AI Development

Our next phase of AI development will make the recruitment journey even smarter and simpler. We are working on:

- AI candidate matching that improves accuracy with every hire
- AI chatbots to speak with candidates and collect information instantly
- AI email automation to send replies, updates, and interview links

- AI assessments to test job skills, communication, and problem-solving

These developments will help us build the strongest recruitment technology in Sri Lanka and support clients with even faster and more intelligent hiring solutions.

# Society & Environment

## Social Responsibility

We believe in running our business with honesty, fairness, and respect. Our company ensures equal opportunities for all employees, supports ethical business practices, and contributes to society through donations and volunteer work. We focus on improving people's lives while maintaining strong values and a positive workplace culture.

## Sustainability

We follow sustainable business practices that support long-term growth without harming the environment or society. This includes responsible sourcing, efficient resource use, and ongoing improvement of our environmental strategies. We train employees on sustainability and invest in initiatives that benefit both the planet and the communities connected to our business.

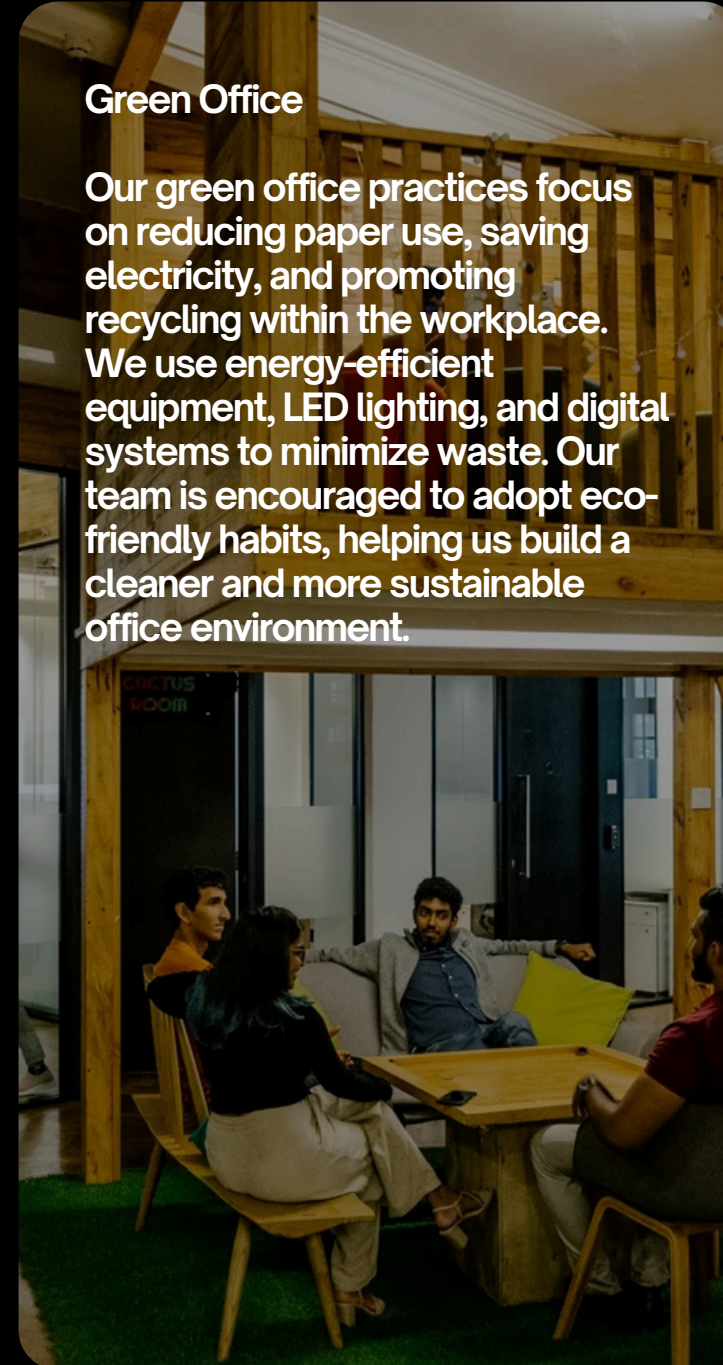
## Community Engagement Program

We actively support the communities around us through educational programs, youth development initiatives, and partnerships with local organizations. Our community engagement efforts include workshops, skill-building activities, and support for social projects. We aim to empower people, encourage growth, and create positive, lasting change within the communities we serve.

Care  
**TOGETHER**

## Green Office

Our green office practices focus on reducing paper use, saving electricity, and promoting recycling within the workplace. We use energy-efficient equipment, LED lighting, and digital systems to minimize waste. Our team is encouraged to adopt eco-friendly habits, helping us build a cleaner and more sustainable office environment.



## Environmental Commitment

Our company is committed to protecting the environment by reducing waste, saving energy, and choosing eco-friendly materials. We follow sustainable practices that lower our carbon footprint and promote a cleaner future. Through responsible resource management, we work every day to minimize environmental impact and support long-term ecological balance.



# Our Journey

2020

We started our journey during the COVID-19 pandemic, building our foundation despite challenges and introducing innovative HR solutions to support businesses in a difficult period.

2021

In 2021, we expanded rapidly, partnering with over 30 companies across Sri Lanka. This growth strengthened our capabilities and helped us deliver reliable and modern HR services to a fast-growing client base.

2022

During 2022, we entered the global market, serving clients in the UK and Australia with innovative HR and remote staffing solutions. We also partnered with 22 private universities and were recognized as Sri Lanka's leading HR and recruitment company.

2023

In 2023, we strengthened our operational structure, expanded our service portfolio, and improved our digital HR processes. We enhanced client onboarding, upgraded remote staffing capabilities, and built stronger partnerships with universities and corporate clients, preparing the platform for large-scale innovation in the upcoming years.

2024

By 2024, we expanded our influence by collaborating with government universities and launching Sri Lanka's first AI-powered recruitment system. Our advanced technology and trusted service helped us achieve the top ranking in the industry, setting new standards in digital HR transformation.

2025

In 2025, we fully integrated AI into every stage of HR operations, transforming recruitment, talent management, and workforce planning. Our innovation and service excellence positioned us as the market leader in Sri Lanka and among top-viewed HR solution providers in Australia and beyond.

2026 Next Chapter

In 2026, we begin our next chapter: becoming a worldwide HR powerhouse. We are expanding into new regions, integrating advanced systems, building global talent pools, and strengthening AI capabilities. Our goal is to redefine the future of HR while delivering unmatched value and opportunities to clients across the world.

# Industry Positioning & Rankings

Recognized by Clutch.co as the best recruitment company in Sri Lanka, we maintain a 100% positive rating with verified reviews and Proven Outcomes, demonstrating unmatched service quality and industry leadership.



Be Manifest ranks us as Sri Lanka's leading HR solutions company, highlighting our strong market position, consistent performance, and trusted service excellence across the country's rapidly evolving human resource landscape.



Statista acknowledges us as one of Sri Lanka's top companies a distinction awarded to only a few. This recognition reflects our exceptional performance, reliability, and continuous success in the HR and recruitment sector.

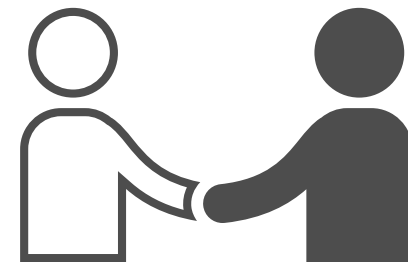


We are proud to be consistently ranked among Sri Lanka's top HR and recruitment companies. These recognitions reflect our dedication, proven results, and unwavering commitment to delivering exceptional value to clients across industries.

Our strong industry experience, innovative business model, and client-focused approach have positioned us as a leading HR solutions provider. These achievements highlight our credibility, operational excellence, and long-term vision for transforming the Sri Lankan HR landscape.

**Unlike many HR companies in Sri Lanka that operate without a structured business model, we are built as a true international business driven by strategy, client satisfaction, measurable performance, and a scalable model that ensures long-term excellence.**

[Check out the rankings here.](#)



# Talk to Us!

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**Our Hotline** : +94-717-985-045

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