

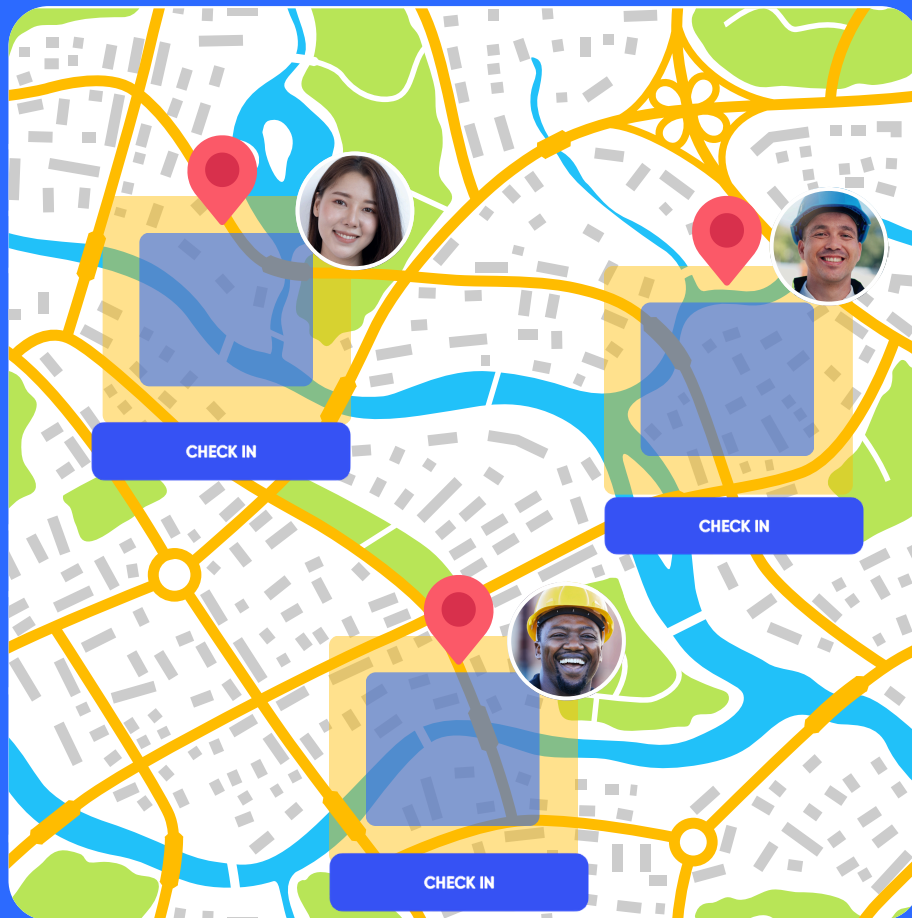
# Site360

## WHITE PAPER



### BEYOND QR CODES

Why Geofencing is the Future of Contractor Management



## BEYOND QR CODES

### EXECUTIVE SUMMARY

Contractor management has evolved considerably over the past decade. QR code sign-in systems represented a genuine step forward from paper visitor books — but they were never designed to provide verifiable proof of presence, and they were never built for the compliance demands facing enterprise organisations today.

As regulatory accountability increases across construction, aged care, facilities management and retail, simply recording that a QR code was scanned somewhere is no longer enough. Organisations need to know who was on site, when, where, and what they did while they were there.

Geofencing is the next generation of contractor management. Rather than relying on a static code fixed to a wall, geofencing uses GPS, device positioning and configurable site boundaries to confirm physical presence before any compliance action is recorded. Every check-in becomes a verified location event. Every form, induction and signature becomes part of an auditable chain of evidence.

This white paper explores the technical limitations of QR code systems, explains how geofencing addresses them, and outlines why enterprise organisations are increasingly adopting location-aware contractor management.

### THE LIMITATIONS OF QR CODE SIGN-IN

QR codes became widespread in contractor management for a simple reason: they are inexpensive and easy to deploy. A printed code on a wall or reception desk requires no hardware, no configuration and minimal staff training. For organisations looking to move away from paper logbooks, it was a natural first step.

The problem is that a QR code is just data. Anyone with access to that data can reproduce it, share it, photograph it, or use it from an entirely different location. The code has no mechanism to verify who scanned it, where they were standing, or whether they remained on site after signing in.

For organisations managing small teams across a single location, this limitation may be tolerable. For enterprise contractor management across multiple sites and hundreds or thousands of workers, it introduces compliance exposure that is difficult to defend in the event of an incident, audit or legal challenge.

## COMMON QR CODE VULNERABILITIES

The weaknesses of QR-based contractor management are well-documented across multiple industries. Contractors photograph site QR codes and share them with colleagues, enabling multiple people to appear as having attended without physically being present. Workers check in remotely before arriving on site, creating inaccurate attendance records.

Supervisors conduct batch sign-ins for entire teams before those teams have arrived on site. Workers leave but remain signed in until the following day, compromising the accuracy of any emergency evacuation report.

Perhaps most concerning is the risk of physical tampering. QR code swap scams have already happened — bad actors replace a legitimate code with their own, redirecting sign-ins to a fraudulent system and leaving no trace of who was actually on site. This vulnerability, well-documented in consumer payment environments, carries the same underlying risk in contractor management: the code itself cannot prove who scanned it, where they were standing, or whether the data it captured is legitimate.

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**A QR code cannot prove who scanned it, where they were standing, or whether the record it created is genuine.**

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## HOW GEOFENCING WORKS

Geofencing creates a virtual perimeter around each workplace. Using GPS, assisted GPS, cellular positioning and Wi-Fi location services, the Site360 mobile application determines whether a contractor's device is physically located within the authorised site boundary before permitting any compliance action to be completed.

This shifts the verification question entirely. Rather than asking "did someone scan this code?", geofencing asks "is this person physically standing within the approved work location?" That is a fundamentally different level of assurance — and one that a static QR code is incapable of providing.

Once physical presence is confirmed, the platform locks every critical compliance action to that verified location event. Site check-ins, mandatory inductions, Safe Work Method Statement acknowledgements, permit acceptances, toolbox talks, safety forms, digital signatures and incident reports all carry the same location and timestamp verification. Nothing can be completed remotely. Nothing can be back-filled.

## **BUILDING A VERIFIED COMPLIANCE CHAIN**

The practical impact of geofencing goes beyond preventing fraudulent sign-ins. It transforms the entire contractor management workflow into an auditable chain of evidence.

Every compliance action — from the moment a contractor arrives on site to the moment they leave — is timestamped, location-verified and tied to a confirmed user identity. An induction completed on-site carries weight that a remotely submitted induction cannot. A digitally signed SWMS with location verification is a materially stronger compliance record than one completed from a home office the night before.

For enterprise organisations operating under Work Health and Safety legislation, aged care regulatory frameworks or construction site standards, this distinction matters. The question an auditor or investigator will ask is not whether the paperwork exists — it is whether it can be proven that compliance activities occurred in the right place, at the right time, by the right person. Site360's geofencing answers all three.

## **LOCATION-SPECIFIC DOCUMENTS, FORMS AND INDUCTIONS**

Documents, forms and inductions served through Site360 are both site-specific and role-specific. A visitor at one site may see a completely different set of forms and requirements than at another — configured automatically based on where they are and who they are. An electrician sees the floor wiring diagram, a cleaner sees the daily checklist, a builder sees the asbestos register. The right information, for the right person, every time.

The same logic applies to inductions. The correct induction triggers automatically based on the contractor's physical location and role — ensuring site-specific hazards and requirements are captured for every visit without relying on manual configuration or staff intervention.

Every form submitted through the platform carries full location verification. Site360 confirms a worker's physical presence at sign-in — not just that a code was scanned somewhere — so businesses can prove exactly where and when any form was completed, and by whom. Airtight audit logs. Zero ambiguity.

## **AUTOMATIC CHECK-OUT AND LIVE SITE OCCUPANCY**

One of the most overlooked weaknesses of QR-based contractor management is sign-out. Manual sign-out processes are routinely ignored. Workers leave site and simply forget. The result is an occupancy record that bears little resemblance to who is actually present at any given moment — which, during an emergency evacuation, is not an acceptable margin of error.

Site360's geofencing automatically detects when a contractor exits the configured site boundary. The platform records the departure time, updates live occupancy data, triggers any required workflow actions and notifies administrators where needed. No manual intervention is required. No sign-out step is forgotten.

The downstream benefits extend beyond safety. Accurate departure records improve labour reporting, reduce administrative burden and provide more reliable data for payroll reconciliation and contractor billing. For enterprise organisations managing large contractor workforces, the operational value of reliable occupancy data is significant.

## ENTERPRISE RISK MANAGEMENT

For enterprise organisations managing contractor workforces across multiple sites, the compliance risk associated with QR code systems compounds with scale. A vulnerability that might go unnoticed in a small operation becomes a significant governance problem when applied to hundreds of contractors across dozens of sites.

Geofencing provides a materially stronger compliance foundation at scale. Every compliance action is tied to confirmed physical attendance, making remote sign-ins substantially more difficult. Auditors gain the ability to verify who attended, when and where they attended, what compliance activities were completed, and whether mandatory documentation was signed while the contractor was physically on site. Emergency response coordinators work from occupancy data they can trust.

Across aged care, construction, retail and facilities management, the regulatory expectation is shifting from process compliance to evidential compliance. It is no longer sufficient to demonstrate that a system existed — organisations must demonstrate that the system produced reliable, verifiable results. Geofencing is designed for exactly that standard

“**Modern compliance requires evidence, not just records. Geofencing provides both**”

## INTEGRATED ACROSS THE FULL CONTRACTOR MANAGEMENT LIFECYCLE

Geofencing is not a standalone feature. In Site360, it underpins the entire contractor management ecosystem — adding location verification to every stage of the contractor lifecycle.

Before a contractor arrives on site, the platform validates licences, insurance, training records, competencies and high-risk work licences. Only prequalified contractors can proceed. When they arrive, geofencing confirms physical presence before any induction, form or permit can be completed. When they leave, automatic check-out updates the occupancy record in real time.

Every form submitted carries location verification. Every incident report is logged while the worker is physically present at the location of the incident. Visitor management follows the same location-based verification as the broader contractor workforce, without relying on shared QR codes

Site360's open API ensures data flows directly into existing IT systems, minimising disruption for internal teams. No manual credential tracking is required — licences, permits and compliance records are managed by the platform and updated automatically. Set up once, and it is done for good.

The result is a platform where compliance is not only recorded — it is evidenced

## WHY ENTERPRISE ORGANISATIONS ARE MOVING BEYOND QR CODES

Safety legislation increasingly requires organisations to demonstrate due diligence, not merely collect paperwork. The questions that matter in a compliance audit or post-incident investigation cannot be reliably answered by a QR code system.

Was the contractor genuinely on site? Were inductions completed before work commenced? Was the worker still present during the incident? Did they leave safely? Who was on site during the emergency? These are not abstract questions — they are the questions that determine legal and regulatory outcomes. Geofencing answers each of them with verified, timestamped, location-confirmed data.

Enterprise organisations are adopting location-aware contractor management not solely because of regulatory pressure — though the direction of travel is clear — but because the governance risk of relying on QR codes at scale is no longer easy to justify. The technology to do better exists. The compliance expectation to use it is growing.

## CONCLUSION

QR codes were a meaningful step forward from paper sign-in books. However, modern contractor management requires more than a digital attendance register.

Geofencing provides verifiable site presence, stronger compliance controls, automatic occupancy management and enterprise-grade auditability. By integrating location verification across contractor management, inductions, forms, permits, training and safety workflows, organisations can prove that compliance activities were not only completed — but completed in the right place, at the right time, by the right person. For organisations seeking stronger governance, reduced administrative burden and improved workforce visibility, geofencing is no longer an emerging technology. It is becoming the standard.

## CONCLUSION

Site360 is a cloud-based contractor and visitor management platform that helps organisations streamline contractor compliance, improve workplace safety and maintain real-time visibility across every site. By combining geofencing, contractor prequalification, digital inductions, compliance verification, forms, permits, incident reporting and enterprise reporting into a single platform, Site360 enables organisations to replace manual processes with a smarter, more accountable approach to workforce management.

