

CHARLES HUNTER ASSOCIATES – UMBRELLA COMPANY POLICY

It is company policy to only work with Umbrella companies that are both FCSA accredited and that pass our internal audits. To have FCSA accreditation means that the Umbrella Company in question has been independently audited by leading accountants and legal professionals to confirm that they adhere to the rigorous FCSA codes of compliance. A copy of the audit report is also sent to HMRC for absolute transparency.

The accreditation offers all parties the security in knowing that, the correct process and procedures are being followed in line with law.

The below FCSA accredited Umbrella Companies are most used amongst our contractors, and form our preferred supplier list:

- Umbrella.co.uk – www.umbrella.co.uk
- NASA – www.nasagroup.co.uk
- ICS – www.icsuk.com
- Churchill Knight – www.churchill-knight.co.uk
- Liquid Friday – www.liquidfriday.co.uk

Please see below a link to the HMRC's specific guidance when working alongside Umbrella Companies:

<https://www.gov.uk/guidance/working-through-an-umbrella-company>

Using an Umbrella Company that has not been vigorously audited to FCSA standards carries a high risk of tax avoidance.

For further information with regards to tax avoidance and to obtain detailed information on the many unlawful schemes being applied please do take a look at the following webpages from HMRC -

<https://taxavoidanceexplained.campaign.gov.uk>

<https://www.gov.uk/guidance/warning-for-agency-workers-and-contractors-employed-by-umbrella-companies-spotlight-60>

<https://www.gov.uk/guidance/contractor-tax-loan-schemes-can-cost-you-more>

This Policy has been approved and authorised by Jonathan Wadsworth, Managing Director.

Date: 12th September 2023

Due for Review by: 11th September 2024

Signature:

