

CHARLES HUNTER ASSOCIATES – UMBRELLA COMPANY POLICY

It is company policy to only work with Umbrella companies that are either Freelancer and Contractor Services Association (FCSA) or Professional Passport accredited and that pass our internal audits.

By having FCSA or Professional Passport accreditation means that Umbrella Companies have been rigorously audited and checked to ensure compliance with the Criminal Finances Act 2017.

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

Accredited Suppliers can be found here –

FCSA

<https://fcsa.org.uk/directory-of-members/?e-filter-f612450-fcsa-certification=umbrella>

Professional Passport

<https://professionalpassport.com/Approved-providers/Approved-Providers>

Do not get caught out with tax avoidance. 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>



CHARLES HUNTER
ASSOCIATES

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

This Policy has been approved and authorised by:

Name: Jonathan Wadsworth

Position: Managing Director

Date: 22nd July 2025

Due for Review by: 21st July 2026

Signature:

A handwritten signature in black ink, appearing to read 'J. Wadsworth', is written over a horizontal line. The signature is fluid and cursive.