

This is to certify that

## **PayMe**

has successfully completed the FCSA Compliance Code assessment process for:

Self Employed/CIS services and  
Umbrella Employment

I am delighted to confirm that PayMe is an ACCREDITED MEMBER of the Freelancer & Contractor Services Association (FCSA).

The assessment was undertaken independently of FCSA by regulated accountants and solicitors in March 2020. The process included the completion of the FCSA Code of Compliance, the production of detailed documentation to support the answers provided, on site testing by Saffery Champness and JMW to demonstrate reality of business activities and the submission of all review documentation to HMRC.

Based upon the code of conduct review process, FCSA can confirm that PayMe is providing professional employment organisation services and self-employed/CIS services to the required levels of compliance and are operating to the required professional financial and ethical standards.

Next compliance review due: May 2021



Julia Kermode  
Chief Executive

### **About FCSA**

FCSA has worked closely with member organisations and key stakeholders (HMRC, HMT, BEIS, REC, APSCo, CBI, PCG and more) to create a dedicated compliance code to encompass the range of businesses that operate in the service provider sector. These include professional employment businesses (sometimes referred to as umbrella companies) and businesses providing support and accountancy services to small limited companies. Adhering to the compliance code (independently reviewed and tested and with the results disclosed to HMRC) demonstrates that members are acting both professionally and ethically within the UK tax, employment and regulatory laws. Coupled with financial stability tests, the FCSA Compliance Code is a model of self-regulation and proof that professional businesses can take the lead in delivering the highest levels of industry standards.