



This is to certify that:

Payme Limited
Equinox 2, Audby Lane, Wetherby, England, LS22 7RD

has successfully completed the FCSA Compliance Code assessment process for:

Umbrella Employment Services
CIS/Self Employed Provider Services

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

The assessment was undertaken independently of FCSA by regulated accountants and solicitors in May. The process included the completion of the FCSA Code of Compliance, the production of detailed documentation and samples to support the answers provided. Assessor JMW Solicitors LLP and Saffery Champness LLP conducted the assessment.

Based upon the code of conduct review process, FCSA can confirm that Payme Limited is providing professional Umbrella Employment and CIS/Self-Employed Provider services to the required levels of compliance and are operating to the required professional financial and ethical standards.

Date of audit: May 2021
Certificate issue date: 25.06.2021
Re-Audit due date: May 2022
Certificate expiry date: 31.05.2022

Membership Number: 210603

A handwritten signature in black ink, appearing to read 'P. Pluck', is written over a light blue horizontal line.

Phil Pluck
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.

Certified by: Freelancer & Contractor Services Association (FCSA)
Registered address: 4th Floor Radius House, 51 Clarendon Road, Watford, Hertfordshire, England, WD17 1HP

V01CM2021