

This is to certify that

Key

has successfully completed the FCSA Compliance Code assessment process for:

Umbrella Employment

I am delighted to confirm that Key is a fully ACCREDITED member of FCSA.

The assessment was undertaken independently of FCSA by regulated accountants and solicitors. The process included the completion of the FCSA Code of Compliance, the production of detailed documentation to support the answers provided, rigorous testing by Ernst & Young 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 Key is providing professional employment organisation services to the required levels of compliance and are operating to the required professional financial and ethical standards.

Next compliance review due: March 2020



Julia Kermodé
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.