

This is to certify that:

**Clarity Umbrella Ltd**  
**10 Queen Street, Ipswich, Suffolk, England, IP1 1SS**

has successfully completed the FCSA Compliance Code assessment process for:

Umbrella Services

I am delighted to confirm that Clarity Umbrella Ltd is an ACCREDITED MEMBER of the Freelancer & Contractor Services Association (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 and samples to support the answers provided. Assessors JMW and BDO LLP conducted the assessment.

Based upon the code of conduct review process, FCSA can confirm that Clarity Umbrella Ltd is providing professional Umbrella Services to the required levels of compliance and are operating to the required professional financial and ethical standards.

Certificate issue date: 01.04.2021  
Re-Audit due date: March 2022  
Certificate expiry date: 31.03.2022

Membership Number:210305



**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: 4<sup>th</sup> Floor Radius House, 51 Clarendon Road, Watford, Hertfordshire, England, WD17 1HP

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