

A3 COMPLIANCE REQUIREMENT

TrueNorth Umbrella's Commitment to compliance:

Here's how we ensure the highest standards:

Employment Law Compliance: We ensure all our contractors are paid at least the National Minimum Wage (NMW) and receive statutory rights such as holiday pay and sick pay in full compliance with UK laws.

Tax Compliance: We operate PAYE taxation correctly and strictly avoid any tax avoidance schemes.

IR35 Compliance: Our contractors are thoroughly assessed for IR35, and we align all tax treatments with HMRC guidelines to ensure full compliance.

Fair Treatment: Transparency is key. We provide clear pay and deduction details, and all contractors receive Key Information Documents (KID) to ensure they understand the terms of their engagement.

Comprehensive Insurance: We offer full insurance coverage, including professional indemnity and employer's liability, for complete peace of mind.

Client/Agency Compliance: We adhere to all UK regulatory requirements in our contracts with clients and recruitment agencies.

Holiday Pay Management: We handle holiday pay diligently, ensuring it's managed properly and paid out accurately.

Protecting Worker Rights: All contractors have access to their statutory benefits, including pensions and sick pay, through our services.

Financial Transparency: We maintain a clear breakdown of all pay, deductions, and charges, so contractors are never left in the dark.

Ethical Practices: Operating with integrity is at the heart of Westlakes Fusion. We are committed to ethical practices, ensuring fair treatment and avoiding any exploitation of workers or agencies.

This is a testament to our commitment to these standards, providing our contractors and agency partners with the security and trust they deserve.