

Umbrella Company Compliance Policy

1. Background

- 1.1. The introduction of the Criminal Finances Act 2017 means there is a criminal risk for recruitment companies utilising non-compliant umbrella and management companies and those with lax policies for overseas contractors. The Act makes companies criminally liable if they fail to prevent tax evasion by either a member of their staff or an external agent, even where the business was not involved in the act or was unaware of it.
- 1.2. In addition, forthcoming government reforms under HMRC's "Tackling Non-Compliance in the Umbrella Company Market" legislation, scheduled to take effect from April 2026, will introduce further regulatory requirements for umbrella companies and the organisations engaging them. These changes are intended to strengthen compliance, improve transparency, and reduce tax and labour-market risks associated with non-compliant umbrella models.

2. Policy Purpose

- 2.1. This policy is to ensure legal and financial compliance under the Criminal Finances Act 2017, alignment with the forthcoming Tackling Non-Compliance in the Umbrella Company Market (April 2026) reforms, and propriety of stakeholders and partners of Waterman Aspen.

3. Core Principles

- 3.1. All Umbrella Companies providing workers to Waterman Aspen using their own payroll method must be FCSA (Freelancer & Contractor Services Association) Accredited.
- 3.2. All Umbrella Companies engaged by Waterman Aspen must hold valid SafeRec certification.
- 3.3. Where a secondment is delivered via a Managed Service Provider (MSP), Waterman Aspen's Preferred Supplier List (PSL) for umbrella companies will be aligned to, and amended to reflect, the PSL approved by the MSP. Only umbrella companies included on the MSP's PSL may be used for such secondments. Please refer to Appendix A for the full list.
- 3.4. The Umbrella Company and the Umbrella Worker will also be required to co-operate in undergoing regular payslip audits conducted by Waterman Aspen. These audits may be carried out using the SafeRec support tools for Umbrella Companies associated with those systems.

- 3.5. Waterman Aspen will not facilitate arrangements under the Construction Industry Scheme (CIS). All umbrella contractors seconded via Waterman Aspen must be Pay As You Earn (PAYE) Umbrella workers.
- 3.6. The Umbrella Provider shall be responsible for making all statutory deductions including PAYE, Income Tax, National Insurance Contributions, Statutory Sick Pay, Holiday Pay and any other taxes and deductions payable in respect of its staff engaged on the delivery of the worker services.
- 3.7. Regular compliance checks will be made to ensure compliance before any engagement is confirmed.

Appendix A - Preferred Supplier Information

Please Note:

- Links to our current approved providers are provided in place of a static list, as this information is updated regularly. Before engaging with any umbrella company, you must confirm with the Compliance team that the provider remains approved and compliant.
- Accredited providers can be verified via the FCSA Directory of Members (www.fcsa.org.uk/directory-of-members) and the SafeRec Certified Umbrellas Register ([Find SafeRec Certified Umbrella Companies](#)).
- Where a Managed Service Provider (MSP) is engaged, the MSP's Preferred Supplier List (PSL) will take precedence. Only umbrella companies approved on the MSP's PSL may be used.

Reed Talent Solutions
Brookson Solutions Ltd
Champion Contract Service Ltd
Focused Consulting Ltd
Giant Professional Ltd
Nasa Umbrella Ltd
Parasol Ltd
Paystream My Max Ltd
Sapphire DNP Ltd
Umbrella-Company Ltd (Umbrella.co.uk)
Workwell Contractor Solutions Ltd

Matrix
Danbro
Giant Professional Ltd
Liquid Friday
Nasa Umbrella
Paystream My Max Ltd
Sapphire DNP Ltd
Umbrella-Company Limited (Umbrella.co.uk)

AMS (PSR)
Giant Professional Limited
Advance Contracting Solutions
Brookson One Limited
Paystream My Max Limited

Opus People Solutions	
Approved Supplier Name	Company Registration Number
Giant Professional Limited	7872025
NASA Umbrella Ltd	6836385
Paystream My Max Limited	6042225
Sapphire DNP Ltd	10007617
Umbrella-Company Limited (Umbrella.co.uk)	6969639
Workwell Contractor Solutions Limited	4620624

Impellam Group (Comensura)	
Umbrella Company	Company Number
Danbro Workforce Solutions Ltd	10567033
Focused Consulting Limited	05261541
ForeTwo Group Ltd	10867179
Giant Professional Limited	07872025
Nasa Umbrella Ltd	6836385
Parasol Limited	03940716
Paystream My Max Ltd	06042225
Sapphire DNP Ltd	10007617
UmbrellaCompany Limited	6969639
Workwell Solutions Limited	4620624

Hays	
Umbrella company	Website
Nasa Umbrella Ltd	www.nasagroup.co.uk
Umbrella.co.uk	www.umbrella.co.uk
Clipper Contracting Ltd	www.clippercontracting.co.uk
Danbro Ltd	www.danbro.co.uk
Focused Consulting Ltd	www.focusedumbrella.co.uk
Giant Professional Ltd	www.giantgroup.com
Workwell Solutions Ltd	www.workwellcontractorsolutions.com
N W M Contracting Ltd	www.nwm.uk.com
Parasol Ltd	www.parasolgroup.co.uk
Paystream My Max Ltd	www.paystream.co.uk
Sapphire contracting ltd	www.wearesapphire.co.uk
Brookson One	www.brooksonone.co.uk