



This is to certify that:

## JSA Services Limited T/A Workwell

Address: 4th Floor Radius House, 51 Clarendon Road, Watford, Hertfordshire, WD17 1HP  
Company number: 02407547

has successfully completed the FCSA Compliance Code assessment process for:

Umbrella Employment Services  
Limited Company Advisor Services

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

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

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

Date of assessment: March 2023  
Certificate issue date: 28/03/23  
Re-Assessment due date: March 2024  
Certificate expiry date: 31/03/24

Membership Number: 310324281

A handwritten signature in black ink, appearing to read 'Chris Bryce', with a long horizontal stroke extending to the right.

Chris Bryce  
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: 71-75 Shelton Street, Covent Garden, London, WC2H9JQ

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