



What is the **FCSA Supply Chain Partner Charter** and how will end-hirers benefit?

About the Charter

The FCSA Supply Chain Partner Charter is designed to help end-hirers mitigate the risks associated with the use of flexible workers.

The Charter creates a clear framework for agencies of principles and values that support and underpin compliance throughout the supply chain.

It is particularly useful for meeting the requirements of the Modern Slavery Act which require businesses to confirm steps taken to prevent slavery and exploitation within their supply chain.

Adherence to the Charter demonstrates:

- that a business is committed to professional and ethical recruitment;
- that the management of the contingent workforce is in the hands of trusted experts;
- that there is no slavery, human trafficking or exploitation of the workforce;
- and that risk is mitigated for all parties in the supply chain.

The purpose of the Charter

The demand for contingent labour has resulted in an expanding industry and with it, a growing variety of service providers and payment intermediaries. At one end of the spectrum, workers are engaged directly by recruitment businesses or through umbrella companies under PAYE, or via personal service companies - with or without the support of an accountant. At the other end, aggressive tax avoidance arrangements involving offshore structures or loans schemes, managed service companies, and other legally or ethically questionable solutions that remove workers' rights and facilitate low pay.

Despite growing pressures on margins, non-compliance within the supply chain, knowingly or unwittingly, can have

devastating consequences on recruitment businesses. Particularly in the wake of ever-increasing legislation and scrutiny of the sector.

From crippling financial losses from non-compliance, debt transfer, fines and penalties, reduced corporate valuations and damaged reputations, the necessity for compliance throughout the supply chain has never been more important to recruitment businesses and end-hirers engaging flexible workers. With increased liability and due diligence responsibilities facing recruiters, the need for careful risk management and reliable supply chain partners has become a critical part of day-to-day business.

Enabling agencies to demonstrate to end-hirers a commitment to professional and ethical recruitment.

Who is eligible for the Charter?

The Charter is accessible to recruitment businesses who commit to a preferred supplier list consisting exclusively of FCSA Accredited Members.

Every FCSA Accredited Member (not to be confused with self-certifying FCSA Associate Member status) has already undergone the toughest testing in the industry, by independent, regulated assessors who are accountants and lawyers - at no cost to your organisation.

Recruitment agencies that sign up to the Charter have the ability to proudly display the FCSA Supply Chain Partner logo as a distinguishable quality mark to end-hirers and contingent workers.

Benefits for end-hirers

Ensuring your agency partners work only with FCSA accredited service providers offers many commercial advantages for your organisation, including:

- Removes the complexity, time and cost of managing compliance risk associated with the engagement of flexible labour.
- Provides assurance that your supply chain is as robust as it can be.
- Peace of mind that any FCSA Accredited Member operates at the highest standards for your benefit and protection.
- Aligns your organisation with good supply chain compliance.
- Demonstrates good recruitment practice to potential candidates.
- Supports raising the standards in recruitment and supply chain management when engaging the flexible workforce.

Join us as we work together to raise standards in the UK's professional employment services sector.