



# My vision for PayePass and the Compliance Awards

Julia Kermode - CEO of PayePass





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We want a world where the contracting sector is free from the scourge of tax avoidance schemes, tax evasion, mini-umbrella companies, skimming and holiday pay misconduct.

Such dubious practices exploit workers, create financial risk, and ultimately affect the value of businesses that allow this within their supply chain. I can't sit back and watch an industry I love being increasingly vilified and untrusted due to the actions of a minority.

That's why I am taking matters into my own hands to raise standards and clean up the sector once and for all!

It's clear to me that we must eradicate the many tax avoidance schemes that masquerade as compliant umbrella businesses for several reasons:

1. Innocent people are duped into them, often the first they know about it is when they receive a huge bill from HMRC.
2. There is so much money sloshing around these schemes that it's impossible for compliant businesses to compete with the scale of backhanders that we all know is going on.
3. Being unable to compete drives bad practices such as skimming and withholding holiday pay - these scandals might be legal sometimes, but they aren't ethical and they are never acceptable.

That's why PayePass offers a guarantee that none of the following are taking place within our Verify Award clients:

- mini-umbrella companies
- tax evasion
- tax avoidance
- holiday pay being withheld
- skimming
- funds being diverted to offshore schemes

Not only do we guarantee it, our guarantee is backed by a £10m insurance policy.

For me, the ability to protect workers from misconduct is and always has been my driving force.

That's why I am CEO at PayePass, and that's why what we're doing is so important.