

CERTIFIED MEMBER INFORMATION

COMPANY ADDRESS

11-15 Dix's Field, Exeter, England, EX1 1QA

COMPANY NUMBER

08615815

REASSESSMENT DUE DATE

31/03/2026

CERTIFICATE ISSUE DATE

31/03/2025

MEMBERSHIP NUMBER

31032699

AUTHORISED BADGES



Umbrella
Accredited
Member



Professional
Employment
Organisation
Accredited
Member



THIS DOCUMENT CERTIFIES THAT

AZEBRA GROUP LTD

Has successfully completed and conforms to the FCSA Compliance Code assessment process for:

Umbrella Employment and PEO

I am delighted to confirm that the company listed above is a CERTIFIED MEMBER of the Freelancer & Contractor Services Association (FCSA).

The assessment was undertaken independently of FCSA by regulated tax experts and solicitors in

March 2025

The process included the completion of the FCSA Code of Compliance, the production of detailed documentation and samples to support the answers provided.

The following Assessor(s) conducted the assessment

JMW Solicitors & Saffery

Based upon the code of conduct review process, FCSA can confirm that the CERTIFIED MEMBER is providing services to the required levels of compliance and are operating to the required professional financial and ethical standards.

Chris Bryce
Chief Executive

FCSA has worked closely with member organisations and key stakeholders (HMRC, HMT, DBMT, REC, APSCo, CBI, TEAM 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) 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: FCSA, 35 Ballards Lane, London, UK N3 1XWV