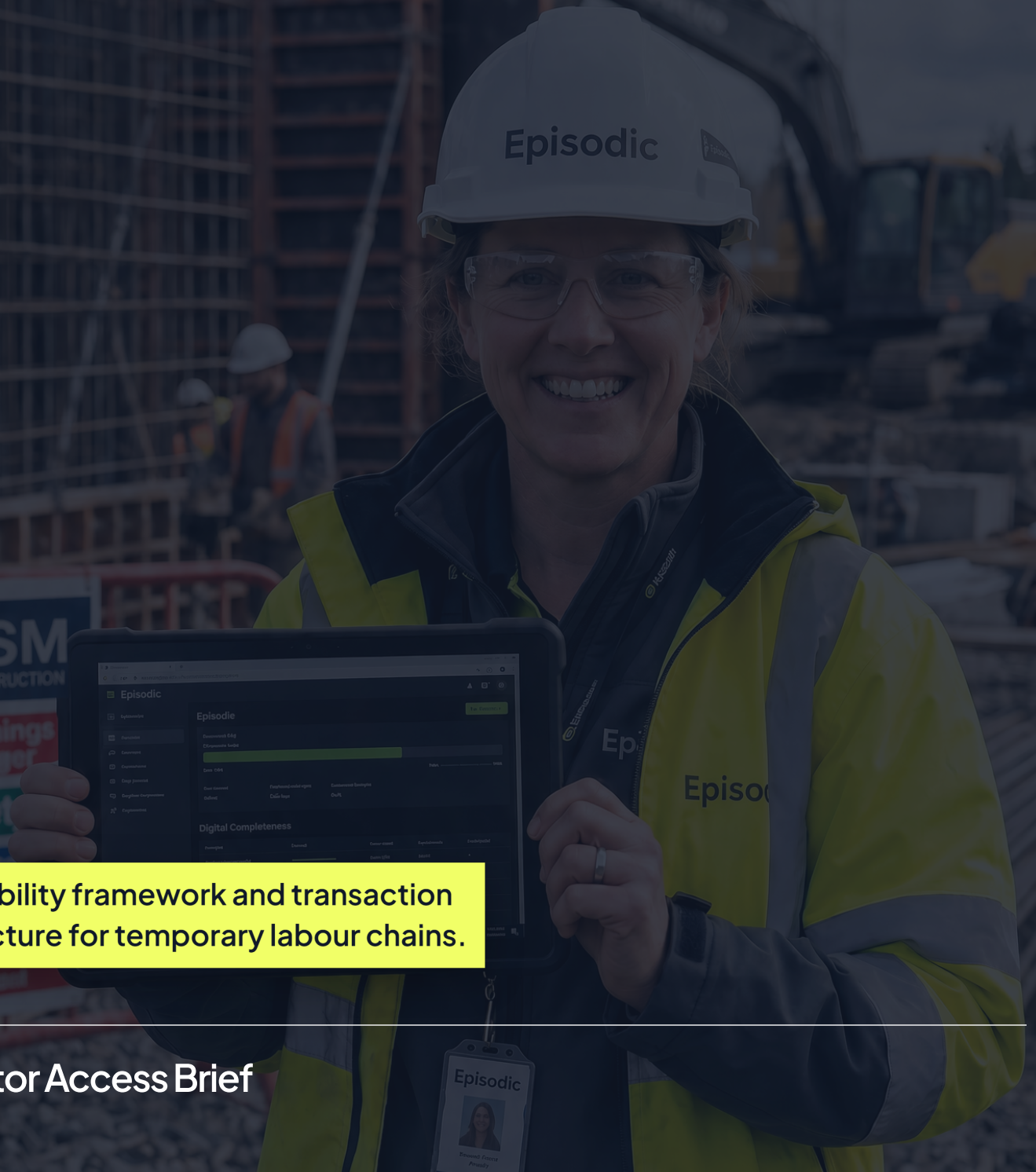


Free tools for controlling external labour activity.



High-visibility framework and transaction infrastructure for temporary labour chains.

Taking control of labour supply, without compromising on flexibility.

WHAT IS ICCE?

ICCE is a multi-party web-platform developed by **Episodic** to give contractors the precise tools needed to navigate the modern temporary labour landscape. To control and evidence external labour activity, producing positive financial and social-value linked outcomes whilst enabling maximum operational flexibility.

The **ICCE Platform** equips contractors with free access to four connected tools that materially reduce labour-chain related risk whilst capturing core data on each event occurring as a result of their external labour requirements.

The process starts with the contractor creating a **Framework** to isolate a defined scope of labour activity, such as a project, package of works, trade category, supply line, region or PSL subset.

Within each Framework, the contractor applies **Framework Controls**; system-enforced supply criteria that defines how labour activity may operate and which preferred agencies may participate.

Invited agencies then use the ICCE desktop and mobile portals to communicate with workers, coordinate placements and fulfil assignments, with each event routed, captured and recorded within the controlled environment.

ICCE Controlled Employment provides the lawful, transparent PAYE employment route that captures fulfilment activity as it occurs, excludes self-employed and higher-risk engagement routes, processes payroll and produces structured, actionable evidence for each party.

ICCE Platform:

The multi-party operating environment where contractor, agency and worker activity is created, validated, processed and captured.

Framework Controls:

System-enforced supply-control parameters that determine how labour activity is allowed to operate and which agencies participate.

Together, these connected tools allow contractors to keep preferred agency relationships while requiring selected activity to move through a controlled, low risk, evidence-producing route, producing more positive outcomes.

Because evidence is created as activity occurs, each engagement becomes a structured, reliable record rather than something reconstructed afterwards.

The resulting data chain provides a common record for the wider market to work from, giving each authorised party a relevant view of the same underlying labour activity.

IN SIMPLE TERMS

- 1 **Contractor:** creates the Framework, sets the controls and invites agencies.
- 2 **Agency:** creates individual placements inside the controlled platform.
- 3 **Worker:** engages through a clean PAYE-only employment route.
- 4 **ICCE:** enforces the controls, captures the activity, processes payroll and evidences the outcome, making relevant data available to authorised parties throughout the chain.

Frameworks:

Contractor-defined project, package, region, trade or supply-lines that isolate relevant activity for segregation and better reporting.

ICCE Controlled Employment:

The controlled PAYE-only route through which lawful, transparent temporary labour engagements and payments are processed.

WHAT ICCE IS NOT

ICCE does not replace, consolidate or sit commercially between contractors and their preferred agencies. It provides the ecosystem for selected agency activity to flow through, giving contractors free tools to establish consistent controls, create reliable evidence and improve worker-outcome visibility without displacing agency relationships, restricting supplier choice or adding another commercial intermediary to the chain.

ICCE is not an MSP.	ICCE is not a recruitment agency.
ICCE is not a labour supplier.	ICCE is not an umbrella company.
ICCE is not a payroll bureau for third-party employers.	ICCE is not a contractor-side replacement for agencies.

WHERE ICCE MAY BE MOST USEFUL

ICCE is deployed on a project-by-project basis, best used where cleaner routing, stronger evidence, financial attribution or social value improvements would matter most.

Public-sector-linked project	CIS-sensitive labour route
Social-value-sensitive programme	Multi-agency project
High-volume labour package	Region, project or PSL subset where stronger evidence would help
Trade category where payroll-route clarity matters	Future package of works where project-level labour attribution would be valuable
Umbrella-heavy agency supply line	

HOW ICCE EVIDENCE BECOMES ACTIONABLE

For a defined project, package, trade or agency flow, stronger route control could help different contractor teams answer practical questions with greater confidence.

Procurement

Activity records help procurement, framework and supply-chain teams understand labour volumes, agency usage and spend across projects, trades, regions and timeframes, supporting stronger supplier management and workforce planning.

Tax Governance

Labour-activity and payment records give tax teams clearer evidence of employment status, PAYE and CIS treatment, worker-payment routes and supply-chain controls, supporting stronger assurance and faster responses to tax enquiries.

Accounts

Accounts payable and commercial teams can compare supplier invoices against activity recorded within ICCE, identifying discrepancies in hours, rates, placements and charges before approval or payment.

Risk & Compliance

Worker-level engagement evidence helps risk and compliance teams demonstrate which workers were engaged, which employment-status route applied, how they were paid and whether higher-risk worker-paying arrangements were excluded.

Social Value

Worker-route and outcome evidence helps social value, ESG and responsible procurement teams substantiate fair-work claims with demonstrable evidence, rather than relying on policy statements, supplier declarations or retrospective narratives.

Audit & Reporting

Activity records give assurance, audit and governance teams fast access to accurate, segmented data by project, agency, supply line or timeframe, reducing reliance on retrospective reconstruction across disconnected records.

ICCE is forming its first contractor launch group.

THE NEXT STEP

Episodic is inviting Expressions of Interest from contractors that recognise where ICCE could improve control, evidence, financial attribution or social value across their external labour activity.

An Expression of Interest is an early, non-committal step. It does not require a contractor to nominate a project, commit to implementation or complete an internal approval process before beginning the conversation.

Its purpose is to establish whether there is a credible basis for further review and identify where ICCE may be relevant within the contractor's operating environment.

Where that basis exists, Episodic will provide the full Contractor Introductory Pack and begin a closed discussion with the relevant internal stakeholders.

HOW TO BEGIN

Initial interest can come from any individual who understands the potential relevance of ICCE and can introduce the opportunity to the appropriate people internally.

No single individual is expected to hold complete operational, commercial, tax, risk or social value knowledge. The first step is simply to recognise a potential use case and begin connecting the relevant perspectives.

Contractor access to ICCE Platform tools is free. ICCE is funded through agency participation, allowing contractors to assess the model without introducing another contractor software-cost decision.

Contractors progressing beyond initial discussions may be invited to join the first closed operational review cohort ahead of wider market access.

WHO CAN START THE CONVERSATION

A relevant stakeholder with responsibility for, or visibility across, any of the following areas can begin the discussion:

Social value and ESG	Risk and compliance
Responsible sourcing	Tax and finance
Procurement and frameworks	Project delivery
Supply-chain assurance	Implementation
Commercial management	Public-sector delivery

Expressions of Interest are reviewed individually during the limited launch phase and create no commitment, approval, partnership, exclusivity or deployment obligation for either party.

For.Every.One

RESEARCH-BACKED REVIEW AREAS

ICCE development was produced as a response to research into fragmented market truth, temporary labour-chain risk and umbrella labour social value.

[AMTF-001] Fragmented Market Truth and Retrospective Data Dependency.

Identifies how temporary labour chains often rely on fragmented records, late reconciliation and retrospective reconstruction, making it harder to establish who worked, when, through which route, for which project and on what evidence basis.

[ULESV-001] UK Umbrella Labour Ethics, Social Value and ESG Assessment.

Frames umbrella payroll and opaque worker-paying routes as worker-experience, ethical procurement and public-defensibility issues, especially where contractors need to evidence fair work, pay clarity, worker understanding and responsible supply-chain behaviour.

[CLCRH-001] UK Construction Temporary Labour Chain Risk Heatmap.

Compares construction labour routes including PAYE, CIS, umbrella, PSC, offshore and secondary-chain arrangements, showing how different routes carry materially different employment, payroll, tax, audit and reputational risk profiles.

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