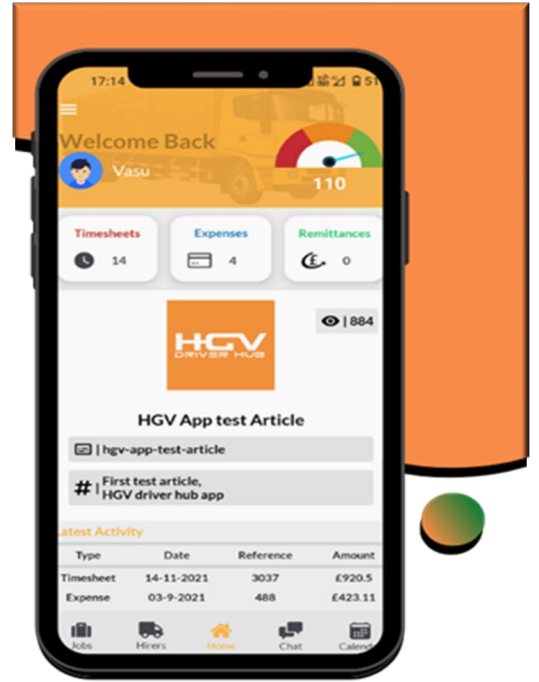
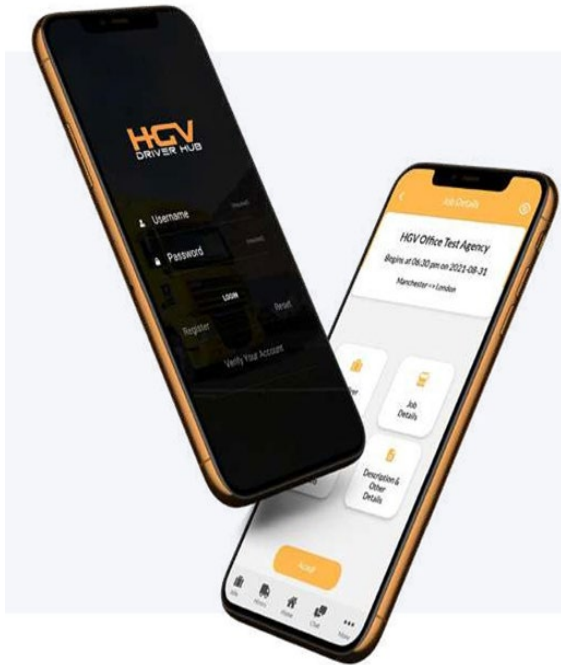


# Enhanced Driver Model

## Summary of the EDM

- **Payment Solutions currently provides through PSCs some 2,500 HGV Drivers to the Industry.**
- **Payment Solutions has designed a new model for the hiring of HGV Drivers.**
- **The model uses comprises an Enhanced Driver Model (“EDM”) which reflects the practical reality and day to day working relationships of HGV Drivers and places Drivers inside or outside IR35. This is designed to provide Hirers with re-assurance that they can issue a SDS with confidence and improves the overall compliance of Drivers on the platform.**
- **Payment Solutions have reported an overwhelming majority of results outside IR35. This has been reflected in SDSs provided by Hirers.**
- **Payment Solutions indicate that stronger green zone within the Compliance Review System (outside of IR35) is achievable with use by the Drivers/Hirers of the Substitution feature contained within the App.**



**Modern Technology is key to the EDM - one component of the App is a Compliance Review Service based on variables such as CEST testing, SDS assessments, Substitution and Public Liability Insurance collated over a 3-year period.**

**This algorithm will provide a weighted Compliance Score: A result in the green zone is indicative of a driver outside IR35**



## Leading Counsel

**Stated that HGV Drivers are likely to be treated as self-employed individuals based on the working practices included within the EDM and the application of the relevant legal tests**

**Leading Counsel also stated that the EDM and App has the building blocks of a very useful tool for Hirers and Drivers and that the Compliance Review Services has many advantages over CEST assessments as it is industry specific and more nuanced to the distinctive traits of the HGV Driver space.**