

Loopol

BUILT ENVIRONMENT

COMMERCIAL SUB-CONTRACTORS | B2B

Make compliance work for your business.

Sector-specific systems and expert advice which protect your income, defend your directors and help you win larger packages of work.

THE REALITY

Face the compliance burden head on.

The compliance burden on trades and sub-contractors is relentless and shows no sign of easing.

Managing regulatory demands requires specialist expertise which most businesses don't possess in-house, yet hiring full-time compliance and legal staff is rarely financially viable. Without that expertise, these obligations consume capital, slow down site operations and create friction without adding obvious value to projects.

Rising taxes, material inflation and skilled labour shortages are all driving up the cost of doing business, and thousands of construction businesses fail every year. Regulators know the sector relies heavily on fragmented supply chains and self-employed labour. HMRC, the Home Office and the Health and Safety Executive are actively targeting the industry, and scrutiny now travels in both directions along the supply chain.

This is a commercial threat which must be proactively managed.

£60,000
Civil penalty per illegal worker for a repeat breach

100%
HMRC penalty on tax due for deliberate inaccuracies

2 years
Maximum prison term for a director under Section 37

1 month
Deadline to answer a Subject Access Request



AN EVOLVING REGULATORY LANDSCAPE

Know where enforcement is heading.

Regulators now share data to flag anomalies. Enforcement is scaling up, liability is moving up the supply chain and every business in that chain is being examined more closely as a result.

01 | HMRC, CIS AND SUPPLY CHAIN TAX

Data-driven investigations

HMRC Connect cross-references tax returns with bank, payroll and Home Office data. For sub-contractors, CIS determines how and when you are paid, and your Gross Payment Status is a commercial asset in its own right. Under the Criminal Finances Act 2017, tax evasion anywhere in your chain can expose your business to investigation.

- Gross Payment Status can be removed with a five-year reapplication ban
- Penalties of up to 100% of tax due, interest and prosecution

02 | EMPLOYMENT RIGHTS ACT 2025

New rules for flexible labour

Strict zero-hours rules and significant penalties for misclassifying workers as self-employed. If you engage labour-only sub-contractors or casual workers, misclassification brings tribunal claims for backdated holiday pay and minimum wage arrears on top of any tax penalties.

- A proactive duty to prevent third-party harassment on multi-trade sites
- The Fair Work Agency can issue civil penalties and enforcement notices



03 | HEALTH, SAFETY AND JOINT CRIMINAL RESPONSIBILITY

Directors held personally accountable

Construction accounts for the highest number of workplace fatalities in the UK. A gross breach of duty can bring an unlimited corporate fine under the Corporate Manslaughter and Corporate Homicide Act, and directors face up to two years in prison under Section 37.

A sub-contractor remains responsible for the safety of its own work and its own people, whatever its size, and cannot assume the main contractor's systems will protect it.

04 | HOME OFFICE AND ILLEGAL WORKING

Intelligence-led site inspections

The civil penalty for employing an illegal worker is £45,000 for a first offence and £60,000 for repeat breaches. From October 2026 the regime extends to sub-contractors and agency workers.

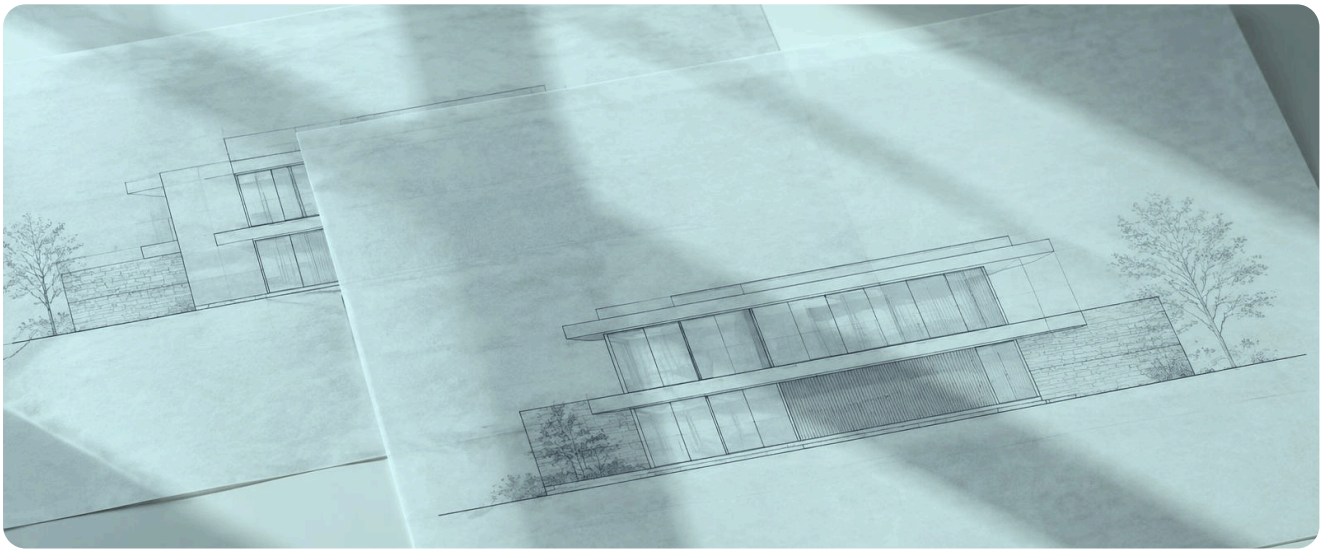
A single unannounced inspection can mean immediate site shutdown and removal from approved supplier lists.

05 | DATA PROTECTION

A stronger regulator

Site cameras, dashcams and right-to-work records make construction firms prime targets for data breaches. Under the Data (Use and Access) Act the regulator is now the Information Commission, still abbreviated to the ICO, with enhanced investigatory and penalty powers.

It expects site operations to match the data governance of major corporate institutions.



SECURING WORK AND MARGINS

Turn compliance into a competitive edge.

For a business in a regulated supply chain, compliance is a fundamental part of any growth plan.

It protects your income, defends against investigations and wins larger contracts. Main contractors and developers are tightening their supply chain requirements. Auditable frameworks, strict health and safety protocols, right-to-work tracking and a clean enforcement record are increasingly conditions of getting on site at all. Businesses win work because they do not expose others in the chain to regulatory risk.

JOINED-UP COMPLIANCE

See your whole business clearly.

When every legal and administrative element is managed as one co-ordinated whole, issues are dealt with quickly, cohesively and effectively.

That operational agility simply isn't available to competitors relying on fragmented, reactive paperwork. It matters for any business and becomes critical as a sub-contractor grows and takes on larger packages of work.

Get paid on time

No delayed payments from disputed variation orders or deficient contract administration.

Stay on site

Prevent removal from site caused by failed verification checks.

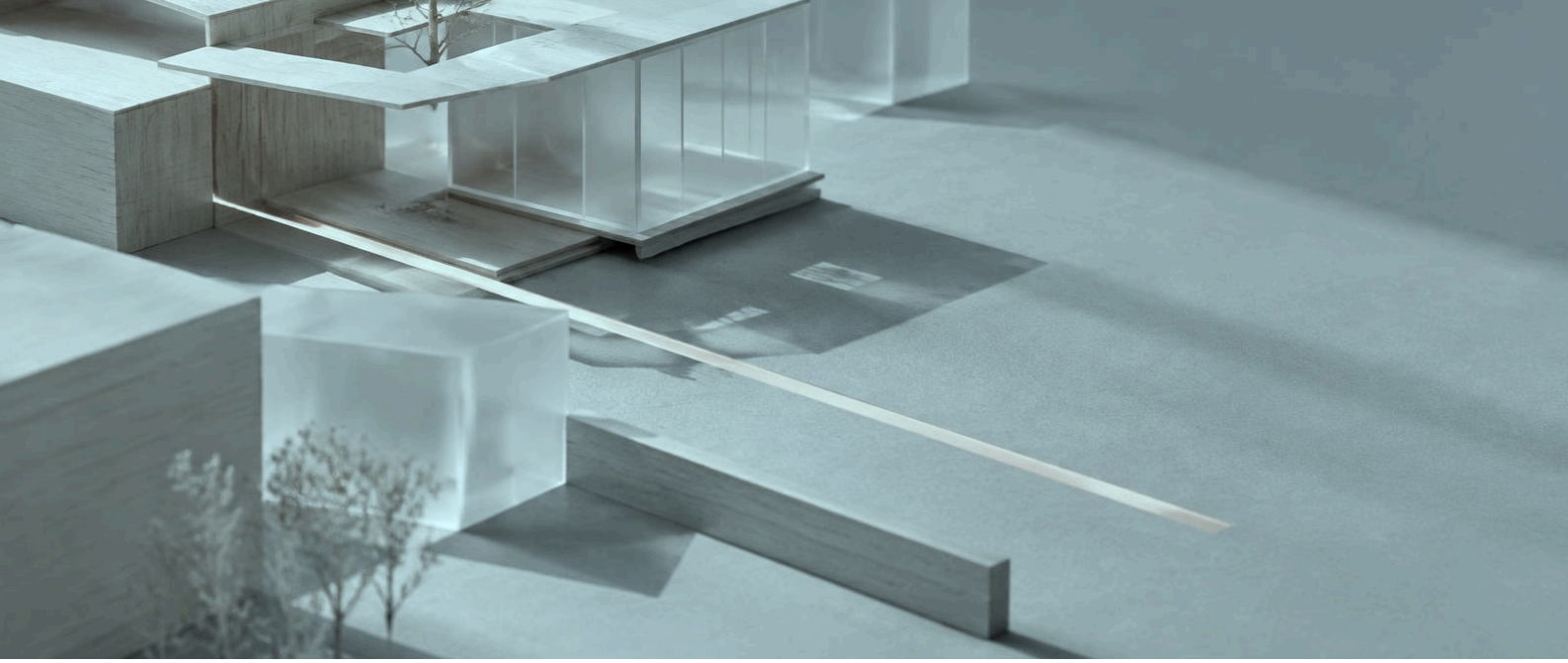
Stay calm under scrutiny

Avoid the surges of workload and stress when HMRC audits records or the ICO investigates.

Strengthen your brand

Make auditable frameworks part of your commercial offering.





THE LOOPOL SOLUTION

Bring everything under one roof.

Loopol is a sector-specific compliance consultancy. We bridge the gap between commercial reality and statutory obligations, delivering the exact level of support your business needs to scale safely.

Whether integrating into your team in a fractional capacity, acting as your outsourced compliance department or providing targeted strategic advice, policy reviews and compliance software, Loopol replaces the fragmented approach of traditional law firms, single-issue software, standalone outsourced HR, siloed consultancies and pure AI tools.

Holistic structural defence

One failed worker verification check can trigger a CDM 2015 violation, CIS tax exposure and a breach of your agreement with the main contractor. We consolidate tax, data protection, site safety and employment law into one coherent whole, so there are no blind spots.

Solving the automation trap

Fully automated decisions such as ending site access or flagging workers for fraud can contravene Article 22 of the UK GDPR. We embed human-in-the-loop controls so technology supports your managers rather than replacing their accountability.

COMPREHENSIVE OPERATIONAL SCOPE

Cover every critical area.

We build frameworks covering the key elements of your business and adapt them as you scale. Our core areas include:

Financial control and commercial contracts

Contracts and terms drafted for the work you take on. Payment terms, variations and retention release agreed before work begins, payment notice deadlines under the Construction Act 1996 tracked and written variation orders required before any additional work begins.

Supply chain and tax governance

Protocols to manage CIS, protect your Gross Payment Status, determine the employment status of anyone you engage and handle Domestic Reverse Charge VAT, with due diligence on the businesses you work with and unverified bank accounts flagged.

Workforce verification and competency

Right-to-work share code checks, CSCS, CITB and PASMA verification against official databases, worker compliance passports and card expiry tracking, plus mandatory training on site safety and the Employment Rights Act 2025.

Site safety and CDM 2015

Your duties as a contractor on site tracked, pre-construction information from clients and principal contractors managed, proportionate RAMS oversight and inductions, training records and safety documentation kept complete and auditable.

Data protection and information security

Outsourced privacy team or DPO, privacy policies, processing agreements, DPIAs, complaints and Subject Access Requests, site camera rules and controls on consumer AI tools.

Employment law and HR operations

Clear lines between employment and trade sub-contracting, bespoke contracts, handbooks and master agreements, plus disciplinary, grievance, absence and flexible working processes.

Handover and quality control

Waste carrier licence checks on Environment Agency registers, snagging deadlines which protect your retention and the documentation main contractors and clients increasingly demand before final payment.



HOW OUR PRICING WORKS

Know your costs from day one.

Clear fees, predictable retainers and support which grows with your business.

01

Fixed-fee architecture

We charge a clear upfront fee to audit your operations and build your tailored compliance scaffolding. This prevents budget overruns and ensures your business is structurally protected from day one.

02

Predictable monthly retainers

We replace unpredictable hourly legal bills with fixed monthly retainers which cover your ongoing fractional oversight, vendor vetting, digital training and contract administration.

03

Tiered to your scale

Our retainers are tiered on your turnover and site volume. You only pay for the level of structural oversight your current operations require, and our capacity scales as you win larger tenders.

04

Commercial return

Compliance is a profit-protection mechanism, not a sunk administrative cost. By preventing regulatory interventions, resolving commercial disputes before they escalate and keeping the audit trails needed to pre-qualify for major tenders, the architecture pays for itself by safeguarding your margins.

FLEXIBLE DEPLOYMENT

Choose how we work with you.

Choose integrated systems, outsourced support or off-the-shelf products.

OPTION 01

Integrated bespoke systems

With our strategic technology partner, we build bespoke software which brings our compliance frameworks into one operating system. For your own developers, we review AI and automated decisions, identifying when human intervention is required by law.

OPTION 02

Outsourced and fractional support

Outsource an agreed function to Loopol or bring fractional expertise into your team. Alongside your existing systems, we can manage supply chain onboarding, workforce vetting, digital training, policy management and compliance oversight. Scope, responsibilities and fees are agreed before work begins.

OPTION 03

Off-the-shelf products

Buy document packs, digital training and ready-made compliance tools directly from our website. Create a free account at iloveloopol.com to see prices and buy online whenever you need them.

Scale safely with Loopol.

We stabilise operations, protect directors and structure your processes to scale. Proper compliance protects your margins, defends against investigations and provides the audit trails needed to win larger contracts.

07884 383 326

helloloopol@gmail.com

iloveloopol.com/built-environment

Loopol. Keeping your business safe.