

Anti-Bribery and Corruption Policy

Public-facing anti-bribery and corruption policy.

Company	Pariter Limited (company number 05308864)
Registered office	5/6 Salmon Fields Business Village, Oldham, Lancashire, OL2 6HT
Policy owner	Ian Chadwick, Director
Contact email	info@partier.co.uk
Version/status	Version 0.1 Draft for internal approval and website publication
Review cycle	Approved on [INSERT APPROVAL DATE]; review at least annually or sooner following legal, regulatory or operational change.

1. Policy statement

Pariter Limited has a zero-tolerance approach to bribery and corruption. We are committed to conducting business honestly, fairly and professionally, and to maintaining proportionate procedures to prevent bribery and corruption in our operations and supply chain.

2. Scope

This policy applies to directors, employees, consultants, contractors, agents, suppliers and any person performing services for or on behalf of Pariter Limited.

3. Bribery and corruption

Bribery includes offering, promising, giving, requesting, agreeing to receive or accepting any financial or other advantage intended to induce or reward improper performance. Corruption includes dishonest or improper conduct for personal, commercial or organisational advantage.

4. Prohibited conduct

- Offering, promising, giving or accepting bribes, kickbacks, facilitation payments or improper inducements.
- Using gifts, hospitality, donations, sponsorship or expenses to influence a decision improperly.
- Concealing commissions, referral fees, conflicts of interest or personal interests.
- Making payments to public officials or private parties to secure improper advantages.
- Using third parties to do anything that Pariter Limited would not do directly.

5. Gifts and hospitality

Modest, proportionate and transparent hospitality may be acceptable where it has a legitimate business purpose and is not intended to influence a decision improperly. Gifts or hospitality must not be lavish, frequent, secret, cash-based or capable of creating a conflict or perceived obligation.

All gifts and hospitality above [INSERT THRESHOLD] must be approved by [INSERT APPROVER] and recorded in the gifts and hospitality register.

6. Charitable and political contributions

Charitable donations and sponsorship must be transparent, proportionate and approved. Pariter Limited does not make political donations unless expressly approved by the board and lawful.

7. Due diligence and suppliers

We will take proportionate steps to assess bribery and corruption risks in suppliers, contractors, consultants and agents. Contracts may require anti-bribery commitments, audit rights, termination rights and reporting obligations.

8. Books and records

Payments, expenses, gifts, hospitality and supplier arrangements must be recorded accurately and honestly. False, incomplete or misleading records are prohibited.

9. Reporting

Suspected bribery or corruption should be reported to Ian Chadwick, Director, or by emailing info@partier.co.uk. Reports may also be made under the Whistleblowing Policy. Retaliation against anyone raising a genuine concern is prohibited.

10. Breach

Breach of this policy may result in disciplinary action, termination of contract, notification to regulators, law enforcement or professional bodies, and civil or criminal consequences.

Review and approval

This document is owned by Ian Chadwick, Director. It should be reviewed at least annually, and whenever Pariter Limited changes its services, suppliers, cookie technology, personal data uses, RICS registration arrangements, complaints procedure, ADR provider, insurance arrangements or client money arrangements.

Version	Date	Approved by	Changes
0.1	11 May 2026	[INSERT APPROVER]	Initial draft for website policy suite.