

Equality Diversity and Inclusion Policy

Public-facing equality, diversity and inclusion 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 is committed to equality, diversity and inclusion in employment, professional services, procurement and client relationships. We aim to treat people fairly, with dignity and respect, and to provide services in a way that is inclusive and accessible.

2. Scope

This policy applies to directors, employees, workers, consultants, applicants, clients, suppliers, contractors and others who interact with Pariter Limited.

3. Protected characteristics and equal treatment

We will not tolerate unlawful discrimination, harassment, victimisation or bullying because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or any other protected or relevant personal characteristic.

4. Employment and recruitment

- Recruitment and promotion decisions should be based on merit, competence, experience and objective criteria.
- Job requirements should be proportionate and relevant to the role.
- Reasonable adjustments should be considered for disabled applicants and employees.
- Pay, training, development and progression should be approached fairly and transparently.

5. Service delivery

We will seek to provide professional services in a manner that is respectful and accessible. Where a client, occupier, neighbour, supplier or other stakeholder requests a reasonable adjustment or alternative communication format, we will consider the request and respond appropriately.

6. Working environment

We expect professional and respectful behaviour. Harassment, discriminatory language, intimidation, exclusionary conduct and bullying are unacceptable, whether in the office, on site, at client premises, online, at events or during travel.

7. Reporting concerns

Concerns may be raised with Ian Chadwick, Director, via info@partier.co.uk, or under the Whistleblowing Policy where appropriate. Concerns will be handled sensitively and retaliation is prohibited.

8. Monitoring and improvement

We will review this policy periodically and consider lessons from complaints, feedback, recruitment, staff engagement, client feedback and legal or regulatory developments.

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.