

# Whistleblowing Policy

*Public/internal whistleblowing policy.*

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

## 1. Purpose

This Whistleblowing Policy provides a route for raising serious concerns about wrongdoing, risk or malpractice connected with Pariter Limited. It supports an open culture and aims to protect people who raise genuine concerns.

## 2. Concerns covered

- Criminal offences, fraud, bribery, corruption, tax evasion or financial crime.
- Failure to comply with legal, regulatory, RICS or professional obligations.
- Health and safety risks or environmental damage.
- Modern slavery, human rights abuse or serious supply chain concerns.
- Data protection or information security breaches.
- Concealment of any of the above.

## 3. Concerns not normally covered

Personal employment grievances, routine HR matters, service complaints and client disputes should usually be handled through the relevant grievance, complaints or contract process unless they raise wider public interest or serious wrongdoing issues.

## 4. How to raise a concern

Concerns may be raised with Ian Chadwick, Director, by email to info@partier.co.uk, in writing to the registered office, or through another senior person where the concern involves the Director.

Reports should include the nature of the concern, relevant dates, people involved, evidence and whether any immediate risk exists.

## 5. Confidentiality and anonymity

We will seek to protect confidentiality so far as reasonably possible. Anonymous reports will be considered, but anonymity may limit our ability to investigate or provide feedback.

## 6. Investigation and outcome

Concerns will be assessed and, where appropriate, investigated. Outcomes may include no further action, corrective action, disciplinary action, supplier action, regulatory notification, police notification, insurance notification or other remedial steps.

## 7. Protection from detriment

Pariter Limited will not tolerate retaliation, victimisation or detriment against a person who raises a genuine concern, even if the concern is not ultimately substantiated.

## 8. External reporting

In appropriate circumstances, concerns may be raised with a prescribed person or regulator, such as RICS, the Information Commissioner's Office, the Health and Safety Executive, law enforcement or another relevant body. Individuals may wish to seek independent advice before making an external disclosure.

## 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.