

Health Safety and Wellbeing Policy

Public-facing health, safety and wellbeing 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 protecting the health, safety and wellbeing of employees, consultants, clients, contractors, occupiers, visitors and others affected by our work. We will take proportionate steps to manage health and safety risks arising from office work, travel, site visits, surveys, inspections, meetings and project activities.

2. Scope

This policy applies to all work activities undertaken by or for Pariter Limited, including office-based work, remote work, lone working, site attendance, travel, meetings and client premises.

3. Responsibilities

- Ian Chadwick, Director, has overall responsibility for health and safety governance.
- Managers and project leads are responsible for planning work safely and ensuring relevant risks are considered.
- Employees and consultants must take reasonable care for their own health and safety and that of others, follow safe systems of work and report hazards, incidents and near misses.

4. Risk management

We will assess risks proportionately and implement suitable controls. Particular attention should be given to site access, work at height, confined spaces, asbestos, structural instability, services, occupier risks, hostile environments, lone working, driving, manual handling and emergency arrangements.

5. Site visits and inspections

- Confirm site arrangements, hazards, access restrictions and PPE requirements before attendance where practicable.
- Do not enter unsafe areas or undertake activities outside competence, instruction or safe access arrangements.
- Use suitable PPE and follow site rules.
- Escalate serious hazards, access concerns or incidents promptly.

6. Wellbeing

We recognise the importance of mental health, workload management, respectful working relationships and work-life balance. Concerns about wellbeing should be raised with a manager or Director so support can be considered.

7. Incidents

Accidents, incidents, near misses and hazards should be reported promptly. Serious incidents may require investigation, corrective action, client notification, insurer notification or statutory reporting.

8. Review

Health and safety arrangements will be reviewed following incidents, significant operational change, changes in law or regulation, and at least annually.

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.