



PACM

Parakeelya Architecture +
Construction Management

QHSE Issue Resolution Policy

Parakeelya Architecture and Construction Management (PACM) are committed to ensuring the timely and effective resolution of all workplace issues, including those relating to health and safety. This is to ensure we are providing a safe and conflict free workplace for all our employees, contractors, suppliers and stakeholders.

PACM will achieve this policy through the following measures:

- Senior Mangers leading by example and having an approachable manner as a core value of their leadership style;
- Cultivating and encouraging a culture where people feel comfortable raising concerns;
- Providing systems, methods and a sense of safety for workers who report issues;
- Ensuring that all concerns are identified, heard and assessed without bias;
- Providing information to all personnel to show we are committed to resolving issues without discrimination;
- Investigating identified issues and concerns to provide a suitable resolution;
- Providing feedback, guidance and suggestions to all parties;
- Consulting with and engaging appropriate support, including Regulatory Authority's, to assist with mediation services where applicable if the issue cannot be resolved internally.

This policy is communicated throughout our organisation and is available to the public.

All personnel are expected to always remain committed to this policy when working on our behalf, and to make reasonable efforts to achieve a timely, final and effective resolution of all issues.

This policy will be reviewed annually.

David Cann

PACM Director

Ian Sandell

PACM Director

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