

Equal Opportunities Policy

Modus Utilities Limited is committed to be an equal opportunities employer and to ensuring that all employees, job applicants, customers and other persons with whom the Company deal with are treated fairly and are not subjected to discrimination.

Our policy is designed to ensure that current and potential employees are offered the same opportunities regardless of their race, creed or religion, nationality, ethnic origin, age, sex, sexual orientation, marital status, domestic circumstances, disability or any other characteristic unrelated to the performance of the job. I seek to ensure that no one suffers because of discrimination, either directly or indirectly.

I recognise that an effective Equal Opportunities policy will help all staff to develop to their full potential, which is clearly in the best interests of both my staff and our business. I want to ensure that the Company not only observes the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity.

I expect all our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

I further recognise the benefits of employing individuals from a range of backgrounds as this creates a workforce where creativity and valuing difference in others thrives. I value the wealth of experience within the community in which the Company operates and aspire to have a workforce that reflects this.

Employees who consider that they are a victim of unlawful discrimination may raise the issue through their Line Manager.

All personnel must be familiar with the requirements of this Equal Opportunities policy and abide with the contents.

This policy will be reviewed annually and is available to the public and interested parties on request.



John Cahill

Managing Director

Modus Utilities Limited

Reviewed and updated: 3rd January 2023

Next review: January 2024