

Policy Area & Title of Policy	Aim(s) of the Policy	Outcome of Screening IN for EQIA (IN_EQIA) OUT With Mitigation (OUT- M) OUT Without mitigation (OUT)	Comments or Reason for Screening Decision Taken or Mitigation Measures, Alternative Policies	Included consultation exercise Y/N	EQIA Timetable	Screening date
Marketing Code of Practice for Domestic Customers	Protect customers and ensure best practice	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts- positive protection for older customers	N	N/A	Jan-14
Parental Leave Policy	Amend the policy to increase the parameters for parental leave.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts- positive outcomes for parents and dependants	N	N/A	May-13
UR contract of Employment	The NICS retirement on age grounds policy is currently under review, the revised policy will remove the DRA (age 65), and it is intended that UR adopt this revised policy in due course.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts only a positive impact on age.	N	N/A	May-14
Grievance Policy	NICS Disciplinary policy, has recently been updated February 2014. This was in response to review of statutory grievance procedures in 2011. There are a list of exemptions in the new version of the NICS grievance policy which includes Performance Management (PM), and refers PM appeals to the uniform appeal policy. UR mirrors NICS grievance and discipline policies and proposes to adopt the policy in full, subject to amendments to the UR/NICS terminology set out at the front of the document.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts	N	N/A	May-14
Disciplinary Policy	The appeals procedure for disciplinary matters is set out within the new disciplinary policy.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts	N	N/A	May-14
Uniform Appeals Policy	The uniform appeals policy will be used when an appeal process is not included within a particular policy. To update UR policy to introduce new uniform appeals policy and align UR to NICS policy, while also ensuring the grievance procedure is revised and exemptions updated in line with the Assembly Ombudsman's report dated 11 March 2014 made recommendations for clarification to UR policy.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts	N	N/A	May-14

Employer Supported Volunteering (ESV)	UR, in recognition of its corporate social responsibility, is committed to encouraging and supporting staff to make a positive impact to the wider community through Employer Supported Volunteering (ESV). Volunteering opportunities initiated by UR through this scheme would not require individuals to match volunteering time with their own time. Subject to Trade Union and staff representative consultation, the provisions therefore of Chapter 14: Voluntary Service, of Section 3.08: Special Leave in the NICS HR Handbook would cease to apply.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts	N	N/A	May-14
Adendum Career Opportunities and Promotion Policy	Add a clarification to the career opportunities and promotion policy (at para 6.1) in response to recommendation and to reflect our established practice where the chair of recruitment panels normally provides feedback to internal candidates.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening there are no adverse impacts	N	N/A	May-14
HR Policies - HR Strategy	However, it is recommended to update the contract of employment line with the statutory change (April 2011), which abolished the Default Retirement Age (DRA), staff who wish to work beyond 65 will not be required to apply to continue working.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. The policy aids UR to address equality in pay and as such has positive impacts only.	N	N/A	May-15
Retail - Supplier Codes of Practice	This policy contributes to one of the UR corporate objectives, Protecting the long-term interests of business and domestic consumers.	OUT	It has been decided that this policy should not be subject to an EQIA. There will be no detrimental impacts to any section 75 group as a result of this policy and there will be beneficial impacts to older people and people with disabilities.	Y	N/A	Apr-15
HR Policies - Performance Management Policy 2015	To provide a framework which embeds best practice for performance management; identify how an individual's work contributes to business objectives and the agreed performance and outputs; ensure individuals have regular and constructive feedback on how effectively they are performing; help identify and support an individual's development needs to enhance performance and develop potential; help identify different types of performance.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. The policy aids UR to address equality in pay and as such has positive impacts only.	N	N/A	Apr-15
HR Policies - Parental Leave Policy	Amend the policy to increase the parameters for parental leave.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. Positive impact for staff with dependents- increases scope for unpaid parental leave.	N	N/A	Jul-15

HR Policies - Hours & Attendance Policy Requests for Flexible Working	Amend the policy to extend right to request flexible working to all staff with appropriate service. From 05 April 2015 requests for flexible working will no longer be made under the Employment (NI) Order 2002 but the Flexible Working Regulations (Northern Ireland) 2015.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. Positive impact- applies equally to all staff.	N	N/A	Jul-15
HR Policies - Special Leave Policy	To update UR policy to align UR to NICS policy.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. Policy applies equally, there are no specific needs or priorities.	N	N/A	Jul-15
HR Policies - Shared Parental Leave Policy	A new UR policy to align UR to NICS policy and statutory requirements of Work and Families (Northern Ireland) Act 2015. The intention is to allow families more choice over how they look after their children in the first year and gives mothers/adopters the option of being able to end their maternity/adoption leave and pay early and share untaken leave and pay with their partner	OUT	Positive Impact- greater flexibility for first 52 weeks. However, Occupational Maternity Pay is only mothers on maternity leave. Occupational pay, in line with guidance, is not be offered to mothers or fathers on Shared Parental Leave. Guidance and support will be required to ensure staff understand the policy- HR will promote and support. HR will keep abreast of developments or case law which may impact on the equality for men in terms of shared parental leave pay or occupational schemes and review policy or seek advice from Equality Commission as appropriate.	N	N/A	Jul-15
Retail - Northern Ireland Sustainable Energy Programme (NISEP) – extension to programme and reallocation of costs between customer groups.	The extension to the NISEP is to ensure that there is not a gap in energy efficiency provision in NI, particularly for low-income/fuel poor households, while other proposed initiatives are developed. The reallocation of costs is intended to reduce electricity prices for the business sector which can only benefit from up to 20% of the NISEP funding.	OUT	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. The NISEP should be extended for a further year, until March 2017, to ensure low-income households can continue to benefit from the availability of grant funding for energy efficiency measures. By March 2017, the Energy wise scheme should be fully phased in and the Affordable Warmth scheme fully established so that withdrawing the NISEP at this stage will have no negative impacts.	Y	N/A	Jun-15

Retail - Energy Efficiency directive Articles 9-11 and Article 15	The Energy Efficiency Directive establishes a common framework of measures for the promotion of energy efficiency within the EU in order to ensure that the EU achieves its overall target of a 20% improvement in energy efficiency by 2020. Whilst the Directive imposes a wide range of requirements on Member States in relation to energy efficiency this screening focuses specifically on licence modifications relating to Articles 9-11 and Article 15 of the Directive. The purpose of the licence modifications is to implement the Directive at best value to customers, and the aim of the policy is the implementation of the Directive.	OUT	Only positive impacts on equality found.	Y	N/A	Jun-15
Wholesale - Implementing a Fuel Switching Agreement Framework	Implementing a fuel switching framework which clarifies the rights obligations and cost recovery in respect of secondary fuel switching (including testing) and secondary fuel stock monitoring.	OUT	The policy is technical in nature and will have no bearing on terms of its likely effect on on equality of opportunity or good relations for people within the equality and good relations categories	Y	N/A	Jun-15
Retail Energy Market Monitoring (REMM) project	To deliver an enhanced market monitoring framework for electricity and gas suppliers and network companies to increase transparency for consumers and help facilitate more informed consumers in energy retail markets	OUT	There will continuous monitoring of REMM framework to ensure the submission process and data provided from suppliers and network companies are fit for purpose.	Y	NA	Jun-15
Changes to Gas and Electricity Licences - Appeals to CMA	UR consultation amended Regulations to Gas (NI) Order 1996 (the Gas Order) and the Electricity(NI) Order 1992 (the Electricity Order)	OUT	No impacts on equality found	Y	N/A	Aug-15
Finance- Subsistence Allowances	Staff guidance	OUT	No impacts on equality found - positive impacts only	Y	N/A	Feb-17
Retail- Implementation of a Code of Practice on Bills and Statements	To deliver a code of practice on supplier bills and statements	OUT	The policy will not result in any detrimental impacts to any section 75 group and there will be beneficial impacts to older people	Y	N/A	Feb-17
Retail-SoLR	Supplier of Last Resort procedures to protect domestic customers with outstanding credit balance inn event of supplier having licence revoked	Out	The policy will not result in any detrimental impacts to any section 75 group	Y	N/A	May-17
Retail - Review Customer Care Reg	Review of existing customer care reg that are operated by the electricity and water network companies. To raise awareness of the registers amongst their target audience.	OUT	These registers provide vulnerable customers with additional support during times of planned outages or interruptions in supply.	Y	N/A	Jul-17
Retail - Quick Check 101	Provide additional layer of protection for domestic consumers NI to help reduced and deter distraction burglaries amongst vulnerable consumers and particularly the elderly	OUT	Protect vulnerable customers particularly elderly.	Y	N/A	Aug-17

GT17 Price Control	The price control aims to ensure that the regulated gas transmission companies are operating efficiently. It does so by limiting the amount of costs that the companies can pass onto consumers. There are also outputs in terms of asset replacement and scoping studies to be completed during the price control period. To facilitate the price control, some changes were made to the Transmission licences.	Out	The policy will not result in any detrimental impacts to any section 75 group Not be subject to an EQIA with no mitigating measures required. The policy is purely technical in nature and has no bearing in terms of equality of opportunity or good relations. The policy effectively sets gas prices for NI gas consumers (at a lower level than they would be in the absence of the policy). It applies to all gas consumers in Northern Ireland. There is no differentiation between any groups of persons.	Y	N/A	Nov-17
Staff Communications	Sets out approach to use of social media, branding and dealing with contact from external stakeholders.	Out	The policy is likely to benefit those in s75 categories and there is no evidence to suggest there will be any adverse impact.	N	N/A	May-18
Energy Theft Code of Practice (CoP)	To protect consumers from the serious safety issues and costs related to energy theft.	OUT	The policy is likely to benefit those in s75 categories and there is no evidence to suggest there will be any adverse impact.	Y	N/A	Jul-18
Networks - Our Enforcement Policy Approach and Procedure Our Policy with Respect to Financial Penalties	To set out procedures for investigating potential contraventions and appropriate enforcement action.	OUT	This policy applies to all consumers in NI there is no differentiation between any groups of persons	N	N/A	Aug-18
Retail - Backbilling in the NI Retail Energy Market	Identify scale of backbilling in NI which has potential to cause significant financial hardship, inconvenience and stress. Investigate if backbills pose enough risk of harm to require additional regulation.	OUT	The policy is likely to benefit those in s75 categories and there is no evidence to suggest there will be any adverse impact.	Yes, call for evidence followed by consultation	N/A	Jun-18
Connections condition modifications to gas conveyance licences.	The gas conveyance licences are the means by which we regulate the gas companies. The licence is updated to reflect legislation, UR policies and UR decisions	OUT	This policy applies to all gas consumers in Northern Ireland. There is no differentiation between any groups of persons.	N	N/A	Feb-18
Tidy-up Modifications	Gas conveyance licence are means to regulate gas companies- licence updated to enhance accuracy, clarity and transparency of the drafting.	OUT	This policy applies to all gas consumers in NI there is no differentiation between any groups of persons	N	N/A	Jun-19
CA - Trans Equality Policy	This policy and guidance have been developed to support our ambition to be a diverse and inclusive Utility Regulator where everyone can reach their full potential. The guide provides a structured approach with practical guidance for managers to fully support staff through their transition.	OUT	The policy is intended to benefit those in s75 categories and there is no evidence to suggest there will be any adverse impact.	N	N/A	Jul-19

Networks - Use of a Revenue Cap for NI Water	Consultation considering moving from a hybrid "revenue adjusted price cap" to a full revenue cap methodology.	OUT	In our approach doc published in July 2018 we committed to consulting on whether or not a revenue cap or some alternative should replace the existing price cap mechanism for the PC21 period. This policy applies to NI Water there is no differentiation between any groups of persons.	N	N/A	Sep-19
Review of the Northern Ireland Sustainable Energy Programme (NISEP) Energy Efficiency Provision	The purpose of the NISEP discussion paper is to stimulate discussion on the effectiveness of NISEP and wheather it should continue in its current form	OUT	It is not necessary to carryout an EIA as the positive equality impacts are identified in the screening document.	N	N/A	Sep-19
Consumer Protection Programme (CPP)	A three year programme of consumer specifice projects aimed at enhancing reglatory protections for vulnerable electricity, gas and water domestic consumers. IT includes projects to ensure beest practice approaches to dealing with consumers in vulnerable situations.	OUT	It is a targeted policy intervention to proded assistance to vulnerable domestic consumers, particluar those who are elderly, disabled or have an impariment. There are no negative impacts on Section 75 groups.	Yes, qualitative evidence gathered at a public consultation.	N/A	Nov-19
Single Electricity Market (I-SEM)	This Consultation Paper aims to conduct a broad review of Intermediary arrangements in the SEM including the eligibility criteria and changes which could be made to broaden the application of these arrangements if beneficial to the market	OUT	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Yes intrested stakeholders open consultation	N/A	Jul-20
EU's Clean Energy Package	The purpose of the Consultation is to get industry feedback on whether some market participants could be considered as Aggregators as defined in the CEP and to evaluate the current market conditions to ensure they have non-discriminatory market access	OUT	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Yes intrested stakeholders open consultation	N/A	Jul-20
EU's Clean Energy Package Dispatching of generation and demand response' and 'Redispatching'.	The purpose of the Consultation is to get industry feedback on the new, proposed requirements which include compensation for curtailment.	OUT	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Yes intrested stakeholders open consultation	N/A	Jul-20
Covid19 Response: Arrangements while Queens House is Closed for Normal Working & Recovery Plan to return to QH	This plan sets out UR's intention to follow the NIEx and NICS guidance and provides some initial guidance that would apply during and after any return to work addressing arrangements that will apply in QH.	IN	Due to the impact of Covid 19, home working and plans to return to the office environment there is evidence to suggest that all of these factors have a potential to have an adverse effect on a number of protected groups and requires further consideration and actions to reduce negative and increase positive impact.	Yes Engagement with: Senior Leadership Team – weekly H&S committee Risk Assessment walk round 23 July 2020; 13 July 2020; ongoing. Government guidance and Equality Commission advice (ongoing) Liaison with other regulators via networks (ongoing) Consultation via: JNCC meetings June and July 2020 H&W Survey SLT/Managers	UR will look to guidance and timescale from NIEx, NICS and PHA - EQIA took place during policy development and screening. From July to Oct 2020.	Aug-20

Data Protection Policy and Data Subject Rights (DSR) request policy	The Policy is drafted in a very visual manner, with practical steps, stakeholders and timescales all clearly highlighted which provides clear instructions for staff members as to what steps need to be taken in order to complete the DSAR from conception to completion.	OUT	Treatment of Special Categories of Personal Data are reflected in the policy. Disabled subjects are considered in the policy and the data controller must consider the most appropriate format for disclosure, such as electronic, braille, audio, large text etc. Staff are regularly trained on Equality and Diversity and JAM training is being rolled out across the organisation. Our website was redeveloped in 2016/2017 to become more consumer-facing, promoting easier access to information and improve the ease of use for all stakeholders. We are continuing to take steps to improve the accessibility of our website.	N	N/A	Dec-20
Single Electricity Market (I-SEM) Revised	This Consultation Paper aims provide information on areas of the SEM's Balancing Market where the local approach may be different to the EBGL requirement or where compliance is unclear. Views and opinions on these topics are sought as well as feedback on any other areas which respondents feel should also be included.	Out	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Yes		May-21
Haynestown Arrangements	The purpose of the Haynestown arrangements is to facilitate the operation of an offtake of the South-North Pipeline to supply an industrial load near Dundalk and provide reinforcement to the town of Dundalk itself.	OUT	The policy has no bearing in terms of equality of opportunity or good relations. It applies to all gas consumers in Northern Ireland. There is no differentiation between any groups of persons.	UR and industry were consulted		May-21
EU's Clean Energy Package (Treatment of new renewable units)	The purpose of the Consultation is to get industry feedback on the new, proposed requirements which include the treatment of new renewable units in the SEM.	OUT	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Y		Jul-21
EU's Clean Energy Package (Dispatch/Redispatch)	The purpose of the Consultation is to get industry feedback on the new, proposed requirements which include compensation for curtailment	OUT	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Y		Jul-21
EU's Clean Energy Package (Eligibility for priority dispatch)	This Decision Paper outlines the feedback received to the consultation and the SEM Committee's response and decisions in a number of areas related to eligibility for priority dispatch status and conditions for changes to this status under Article 12 of the Regulation.	OUT	It is not necessary to carry out an EQIA as the consultation is technical in nature and open to all.	Y		Jul-21

PC21 Price Control the six-year period from April 2021 to March 2027	The PC21 price control determines NI Water's price limits and outputs for the six-year period from April 2021 to March 2027. It aims to fulfil the UR's primary duties of protecting the interests of consumers and ensuring the company is financed to carry out its functions. The UR achieves this by setting prices that allow NI Water to deliver water quality, environmental and customer service objectives at the lowest reasonable overall cost and by setting a clear set of challenging outcomes that NI Water must deliver.	OUT	This policy applies to all customers connected to the public water and sewerage system in Northern Ireland. There is no differentiation between any groups of people.	Yes		Aug-21
RP7 Price Control the six-year period from April 2024 to March 2030	A new price control (RP7) needs to be undertaken to set the revenue cap and outputs for NIE Networks for the 6 year period commencing 1 April 2024. RP7 will aim to fulfil the UR's primary duties of protecting the interests of consumers and ensuring the company is financed to carry out its functions. The UR will achieve this by a revenue allowance that allow NIE Networks to deliver network quality, environmental and customer service objectives at the lowest reasonable overall cost and by setting a clear set of challenging outcomes that NIE Networks must deliver.	OUT	<p>Not be subject to an L&A with no mitigating measures required.</p> <p>Some vulnerable customers rely on electricity more than others (for example the elderly and those with a disability). However the price control process does not seek to positively advantage or disadvantage any particular group. The premise is that the same level of service, including any planned improvements, would apply across the entire customer base and to all groups. Specific operational arrangements exist to try to ensure that vulnerable customers continue to receive the service they need when normal provision is impacted by specific unforeseen events.</p> <p>Feedback on our approach to RP7 is facilitated through the consultation on the RP7 draft approach document prior to a final approach document due for the publication in June 2022. Further consultation will take place at the following stages:</p> <ul style="list-style-type: none"> • Draft Determination 	Yes		Apr-22
Consultation paper on revised licence fee methodology - Gas Storage	To permit gas storage licensee's to pay a gas storage licence fee as per the licence requirement	Out	This is a technical change to a licence fee methodology. It is being introduced to allow a gas stoarge licence fee be recouped. It has no section 75 group impacts.	Y	N/A	Mar-22

Transportation Agreement	<p>The new Transportation Agreement will ensure that PTL can continue to use certain capacity in the portion of the Interconnector 1 pipeline from Moffat to Twynholm. Together with the capacity in the Scotland-Northern Ireland Pipeline, PTL can thus continue to make this capacity available as a seamless service to NI (Northern Ireland) shippers from Moffat to exit points on the PTL network, thereby directly linking the GB (Great Britain) and NI (Northern Ireland) gas markets and avoiding pancaking of entry and exit charges.</p> <p>Under the so-called Stranraer Arrangements, gas consumers in Stranraer will also benefit from this continued seamless service.</p>	Out	Not be subject to an EQIA with no mitigating measures required. The policy has no bearing in terms of equality of opportunity or good relations. It applies to all gas consumers in Northern Ireland. There is no differentiation between any groups of persons	N	N/A	Jul-22
EU's Clean Energy Package	<p>This Decision Paper outlines the feedback received to the consultations and the SEM Committee's response and decisions in a number of areas related to the implementation of Articles 12 and 13 of the Regulation, including the implementation of ex-post compensation arrangements and an update on the treatment of new renewable units in the SEM.</p>	Out	It is not necessary to carry out an EQIA as the decision paper is technical in nature and open to all.	N	N/A	Jul-22
Diversity and Inclusion Strategy	<p>The strategy provides a structured approach with practical guidance for our diversity and inclusion objectives and to achieve and retain our diversity recognition charter marks. The strategy underpins our commitment to ensure that all individuals are treated fairly and with dignity and respect in their working environment.</p>	Out	<p>The policy is likely to benefit those in s75 categories and there is no evidence to suggest there will be any adverse impact. The strategy will not be subject to EQIA, but policy owners are cognisant that some groups may be sensitive to some activities. Therefore, diversity activities, where not a statutory requirement will be handled sensitively and will not be mandatory. There will be no requirement for all staff to engage with diversity activities. Staff will be governed by Equal Opportunities and Dignity at Work policy and the organisation will be governed by current legislation.</p>	N	N/A	August 2022 and revised May 2023
Menopause Policy	<p>This policy recognises that women may need additional consideration, support and adjustments during the time of change before, during and after the menopause. The development of this policy was committed to as part of the UR D&I Strategy</p>	Out	<p>The policy is likely to benefit those in s75 categories and there is no evidence to suggest there will be any adverse impact.</p>	N	N/A	De 2022 and revised May 2023

R&S Assessments	To determine if potential employees possess the requisite skills, behaviours and values relating the competence framework required for the post.	Out	The equality impacts are clear from the equality screening. The policy aids UR to address equality in R&S as such has positive impacts only.	N	N/A	Sep-23
Phoenix Energy Connection Policy (Issue 18)	The Connection Policy has been drafted to ensure compliance with the related obligations set out in Condition 2.4 of the Phoenix Energy licence, including obligations with respect to the content of the statement	Out	The policy has no bearing in terms of equality of opportunity or good relations. This policy applies to all gas consumers in Northern Ireland as well as to those interested in a connection to the gas network. There is no differentiation between any groups of persons.	N	N/A	Oct-23
Guide to Working in the UR (Hybrid Working Guide/Digital Wellbeing)	Our "Guide to Working" in the Utility Regulator was developed with the intention to move to the new hybrid working model	Out	It is not necessary to carry out an EQIA as the equality impacts are clear from the equality screening. The policy aids UR to address flexible working for all groups any adverse impacts are addressed in the EQIA July 2020.	N	N/A	Mar-24
Gas Exit Review Consultation	The Gas Exit Review Consultation was to seek views on the introduction of short term exit capacity in gas transmission in NI.	Out	The outcome of the Gas Exit Review is that there will be no change to the current regime and therefore no impact on consumers. In that context there will be no bearing in terms of equality of opportunity or good relations.	N	N/a	Mar-24
Electricity Connections framework review	The call for evidence was to gather evidence to assess potential changes to the current connections policy framework in NI	Out	Although we will likely need to complete screening in future when policy changes have been agreed, no policy decision were made at this time.	N	N/A	Mar-24
Evolve Connection Policy	The Connection Policy has been drafted to ensure compliance with the related obligations set out in Condition 2.3 of the Evolve licence, including obligations with respect to the content of the statement. Consistent with this, the Connection Policy also seeks to provide clarity and transparency to interested parties on the charges and terms for connecting to the Evolve network, as well as for maintaining, repairing, modifying and removing such connections.	Out	Not be subject to an EQIA with no mitigating measures required. The policy has no bearing in terms of equality of opportunity or good relations. This policy applies to all gas consumers in the Evolve Distribution Areas as well as to those interested in a connection to the gas network. There is no differentiation between any groups of persons.	N	N/A	Jul-24
Phoenix Energy Connection Policy (Issue 19)	The Connection Policy has been drafted to ensure compliance with the related obligations set out in Condition 2.4 of the Phoenix Energy licence, including obligations with respect to the content of the statement	Out	The policy has no bearing in terms of equality of opportunity or good relations. This policy applies to all gas consumers in Northern Ireland as well as to those interested in a connection to the gas network. There is no differentiation between any groups of persons.	N	N/A	Oct-23
Lateral Move Policy		Live				