



Code of Conduct

This Code describes the standards of conduct expected of Opera Queensland's people - our Directors, Employees and Contractors. It provides a set of guiding principles to help us make the right decision and take the right action every time. These principles help Opera Queensland (OperaQ) to be an organisation with the highest standards of ethical behaviour.

A. Act with Honesty and Integrity

We act with honesty and integrity all of the time. We do not use information, funds or property belonging to OperaQ for our personal benefit. We do not offer or accept bribes or other benefits to influence other people. We report dishonest behaviour by our colleagues to the General Manager.

B. Comply with Laws and OperaQ Policies

We comply with laws and regulations and OperaQ policies. If we are unsure about what laws and policies are relevant to us we ask a more senior person in OperaQ. We will comply with any lawful and reasonable directions given to us by those with the authority to give the direction.

C. Manage Conflicts of Interest Responsibly

We will not involve ourselves in an action or position where our personal interest could be in conflict with our obligations to OperaQ. For example, we should not participate in a business activity outside our employment with OperaQ if it could adversely affect our ability to do our role with OperaQ. If we think there is a conflict of interest or the potential for a conflict of interest we will immediately advise the General Manager. Directors will advise the Board.

D. Respect Confidentiality

We will not disclose any information of OperaQ that is confidential or any information which has been given to OperaQ in confidence.

E. Be Professional

We will, at all times, act in a professional manner, striving for excellence in all that we do. We will be respectful of and courteous to our colleagues and OperaQ stakeholders. We will act fairly. We will have high standards of behaviour at work or work-related social functions. We will be accountable for our decisions and actions. We will use OperaQ resources in an appropriate manner. We will seek to continually improve our skills and knowledge.

F. Respect Diversity

We recognize that we have individual differences, for example by our gender, age, ethnicity, cultural background, sexual orientation or religious belief. We respect and value these differences and strive for a truly inclusive workplace where every person can shine.