



Diversity Policy

1. Scope

This diversity policy applies to members of the board, officers, employees, consultants and contractors of Opera Queensland Limited ('personnel').

2. Purpose and application

Opera Queensland recognises workplace diversity as an integral part of how we operate and is imperative to our success. Workplace diversity recognises our individual differences, including differences in gender, ethnicity, sexual orientation, age, physical abilities, family status, religious belief, perspective and experience.

Our company policies, practices and behaviours are to promote workplace diversity and equal opportunity and create an inclusive and collaborative environment where individual differences are valued and all personnel have the opportunity to realise their potential and contribute to the endeavours of the company.

Specifically this includes -

- the engagement of and engagement with a diverse range of people.
- non-discriminatory appointment processes.
- flexible work practices.
- a workplace that is free from discriminatory behaviours and practices.

3. Role of the board

The board of Opera Queensland is responsible for oversight of the implementation of this policy and monitoring its effectiveness. The board will review the status of workplace diversity on an annual basis.

Approved by the board 22 October 2015

Review date October 2016

ARC review conducted in July 2018 seeking Board approval in October 2018