

## Scope

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

## Purpose and application

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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 and mental attributes, 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 policies, recruitment, appointment and retention practices
- flexible work practices
- a workplace that is free from discriminatory behaviours and practices

## Role of the Board

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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.

## Governance

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Approved by the Board of Opera Queensland at a meeting held on 30 April 2025.