

Modern Slavery Statement

OPERA AUSTRALIA

Opera Australia recognises and acknowledges the Traditional Custodians of the unceded lands and waters across Australia on which we live, perform, and work. We pay our respects to Elders past and present.

We recognise, celebrate, and respect all Aboriginal and Torres Strait Islander peoples as the first storytellers who carry the cultural wisdom, traditions, and Dreaming of this ancient land.

Foreword

Opera Australia recognises that modern slavery is a global phenomenon that must be of concern to all. While Australia may have lower incidences of modern slavery than other parts of the world, we must be mindful that we are still affected by the encroachment of modern slavery across the globe that targets vulnerable people.

Opera Australia is proud to reaffirm our commitment to eliminating modern slavery in our practices and supply chains. We acknowledge our responsibilities as a sector leader in raising awareness of the significant risks modern slavery poses.

Opera Australia is committed to ensuring, to the best of our abilities, that our supply chain and operations are free from modern slavery practices. We are keenly aware that modern slavery is insidious and surreptitious, requiring vigilance from all levels of our organisation. We are committed to strengthening our process and procedures around decision-making and procurement as well as developing and implementing training to raise awareness across our workforce.

Board Approval

This statement outlines the steps Opera Australia has taken over the past two years to identify and assess our risks as well as the actions taken to address modern slavery risks in our operations and supply chains.

This Modern Slavery Statement was approved by the Opera Australia Board of Directors.

A handwritten signature in black ink, appearing to read 'Rod Sims', is positioned above the printed name.

Rod Sims

Chair of the Opera Australia Board of Directors

1 Introduction

This is the second Modern Slavery Statement (**Statement**) issued by Opera Australia (ABN 26 000 755 153), as a reporting entity under the *Modern Slavery Act 2018* (Cth) for the 2023 financial year. Our first Statement was issued for the 2022 financial year.

In preparing our Statements, Opera Australia has identified our key risk areas. While we have made progress in the preparation of these Statements, we acknowledge the elimination of modern slavery practices across the arts industry is an ongoing task.

We recognise the elimination of modern slavery practices is a process that requires thoughtful consideration from all levels of our organisation and are committed to continuing this process.

2 About Opera Australia

Section 16(1)(a) of the <i>Modern Slavery Act 2018</i> requires this Statement to identify the reporting entity covered by the statement.

Opera Australia is one of the world's most celebrated opera companies with an ambition to bring an Australian stamp to telling great stories through music and song and a commitment to develop and nurture new generations of Australian talent on and off the stage.

Based in Sydney on Gadigal land, we present up to 500 annual performances to over half a million people, including operas, musicals, and concerts in our flagship home venues: Sydney Opera House on Gadigal land and Arts Centre Melbourne on Wurundjeri Woi-wurrung land. We also stage performances in other venues in Australia's major cities and regional communities across the country – from Warrnambool to Wyong and Burnie to Bendigo.

In addition to the annual program, we work year-round with children, teachers and communities in NSW and Victoria with the aim of sparking an interest in song and stories.

We are one of the largest employers in Australia's live performance sector, with an ensemble of Australian artists and regular appearances by international guest artists. Our company includes singers, conductors, musicians, and répétiteurs, with 200 people in scenic construction and painting, lighting, design, direction, wardrobe, wig-making, management, and administration. In Sydney, we employ the Opera Australia Orchestra, while Orchestra Victoria is a key performance partner for Melbourne seasons.

Opera Australia is based at The Opera Centre in Surry Hills, and with offices and rehearsal facilities in the Melbourne Arts Precinct, we collaborate actively with other Australian opera companies and arts organisations.

3 Structure, Operations, and Supply Chains

Section 16(1)(b) of the *Modern Slavery Act 2018* requires this Statement describe the structure, operations, and supply chains of the reporting entity.

Structure

Opera Australia is a not-for-profit public company limited by guarantee registered with the Australian Charities and Not-For-Profit Commission (ACNC). Since 2021 our company has been led by Chief Executive Officer Fiona Allan.

The Opera Australia Board of Directors is responsible for the governance of Opera Australia including overall strategic guidance and management oversight.

The Opera Australia Capital Fund is a trust which, for statutory reporting purposes, is controlled by Opera Australia and thus forms part of the Opera Australia Group. For the purposes of this statement, we have considered Opera Australia Capital Fund's spending as part of Opera Australia's supply chain.

The Opera Australia Capital Fund was established in 2000 to build financial reserves to help secure the future of Opera Australia. Donations and bequests to the Opera Australia Capital Fund are invested to build a capital reserve, with the income directed to Opera Australia as annual grants.

Opera Australia does not own or control any other entities.

Operational Structure

Opera Australia is Australia’s largest arts employer. In 2023 Opera Australia had 1,309 employees working across administrative, production, technical and artistic departments to put on over 454 performances nationwide.

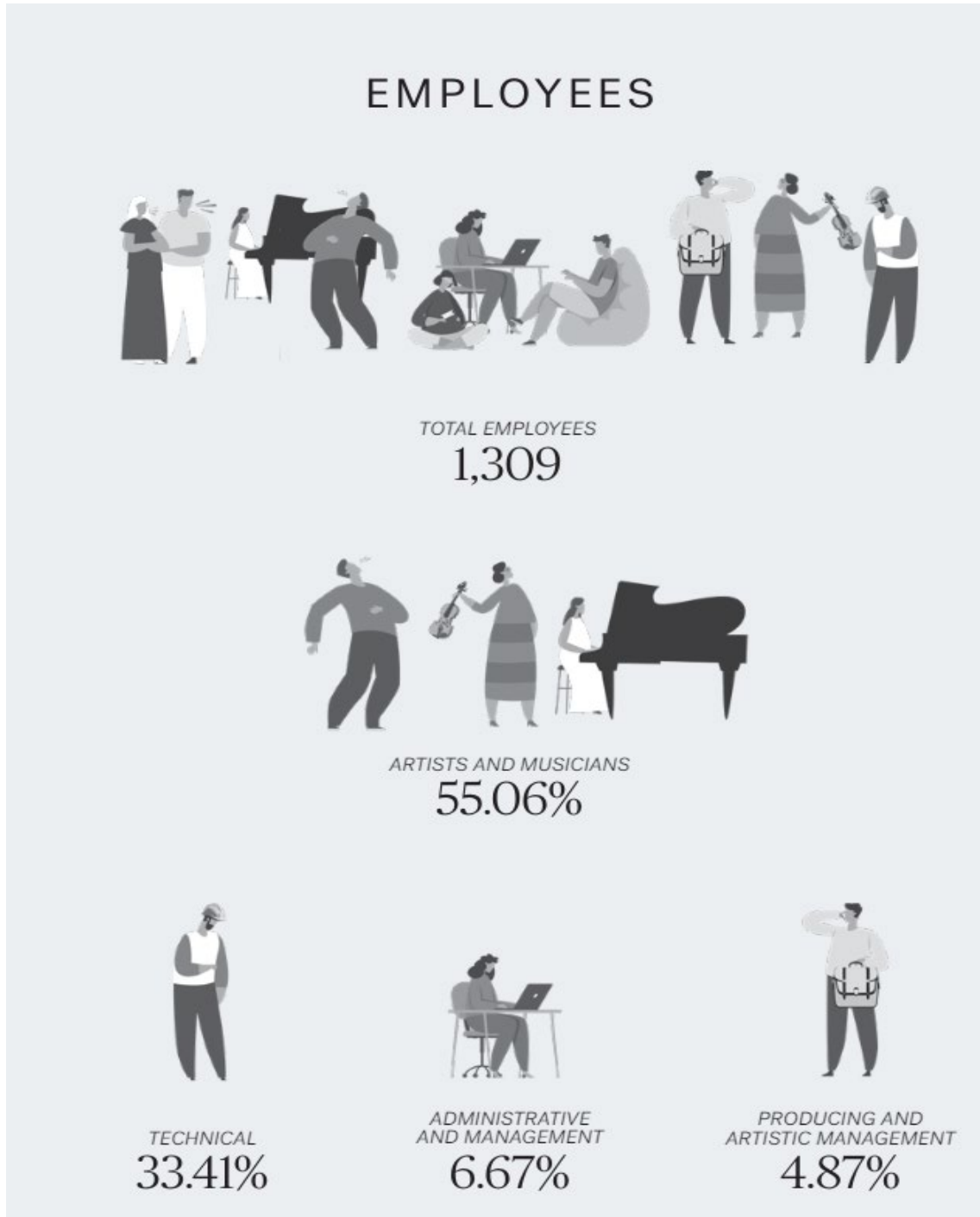


Figure 1 OA 2023 Workforce

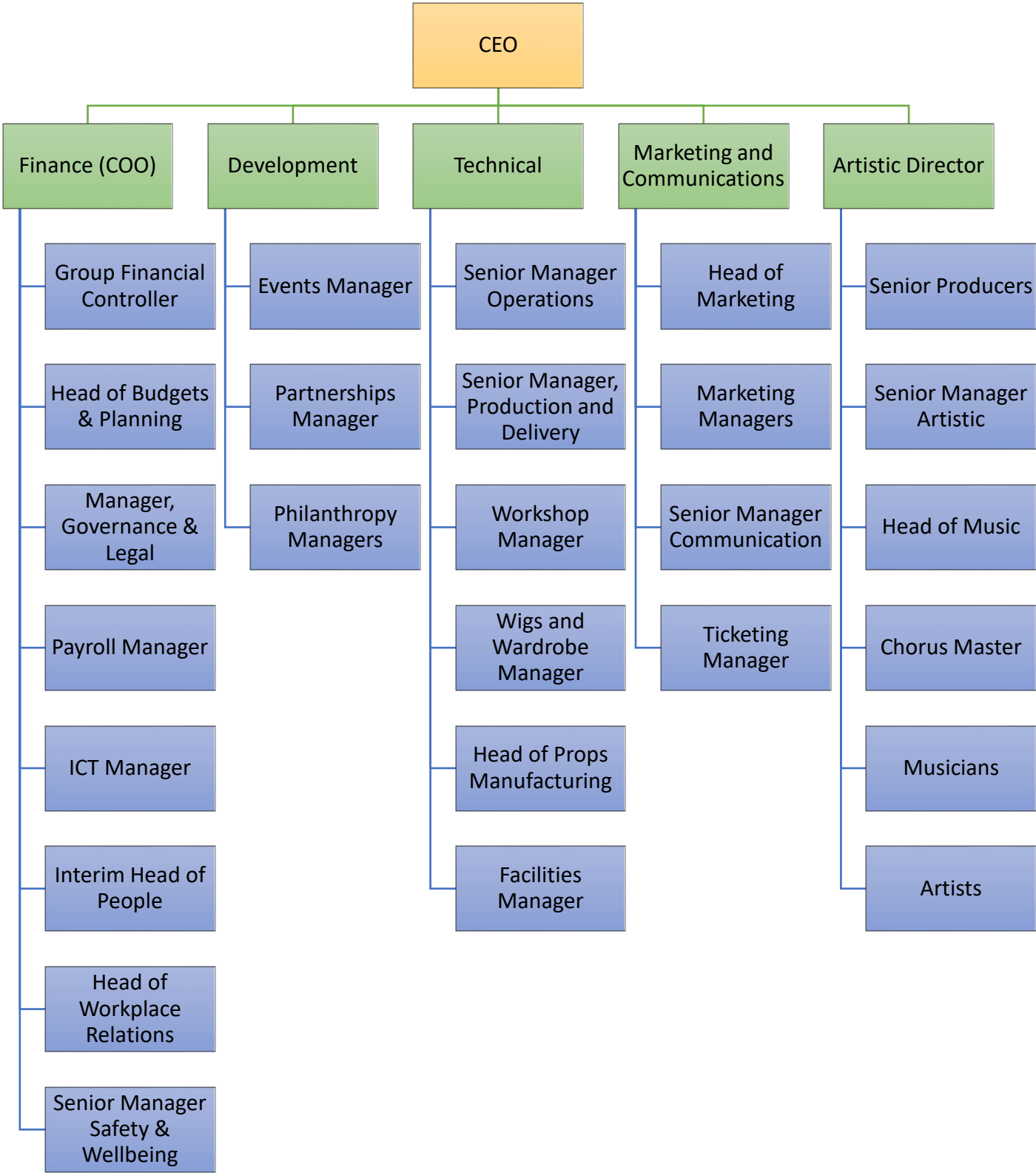


Figure 2 Simplified Organisation Chart

Operations

Opera Australia is a national opera company with headquarters located at The Opera Centre in Sydney. Most of our workforce is in Sydney with a smaller number of employees at the Melbourne Opera Centre.

Opera Australia’s operations are based within Australia, primarily in Sydney and Melbourne, with productions and tours in other states and territories.

The following summaries of revenue and expenditure are taken from Opera Australia’s 2023 Annual Report.

Revenue

The majority of Opera Australia’s revenue comes from box office sales and government grants with approximately 70% of revenue being self-generated in 2023. In previous years certain types of project funding was classified as self-generated revenue which accounts for the change in self-generated revenue between 2022 and 2023.

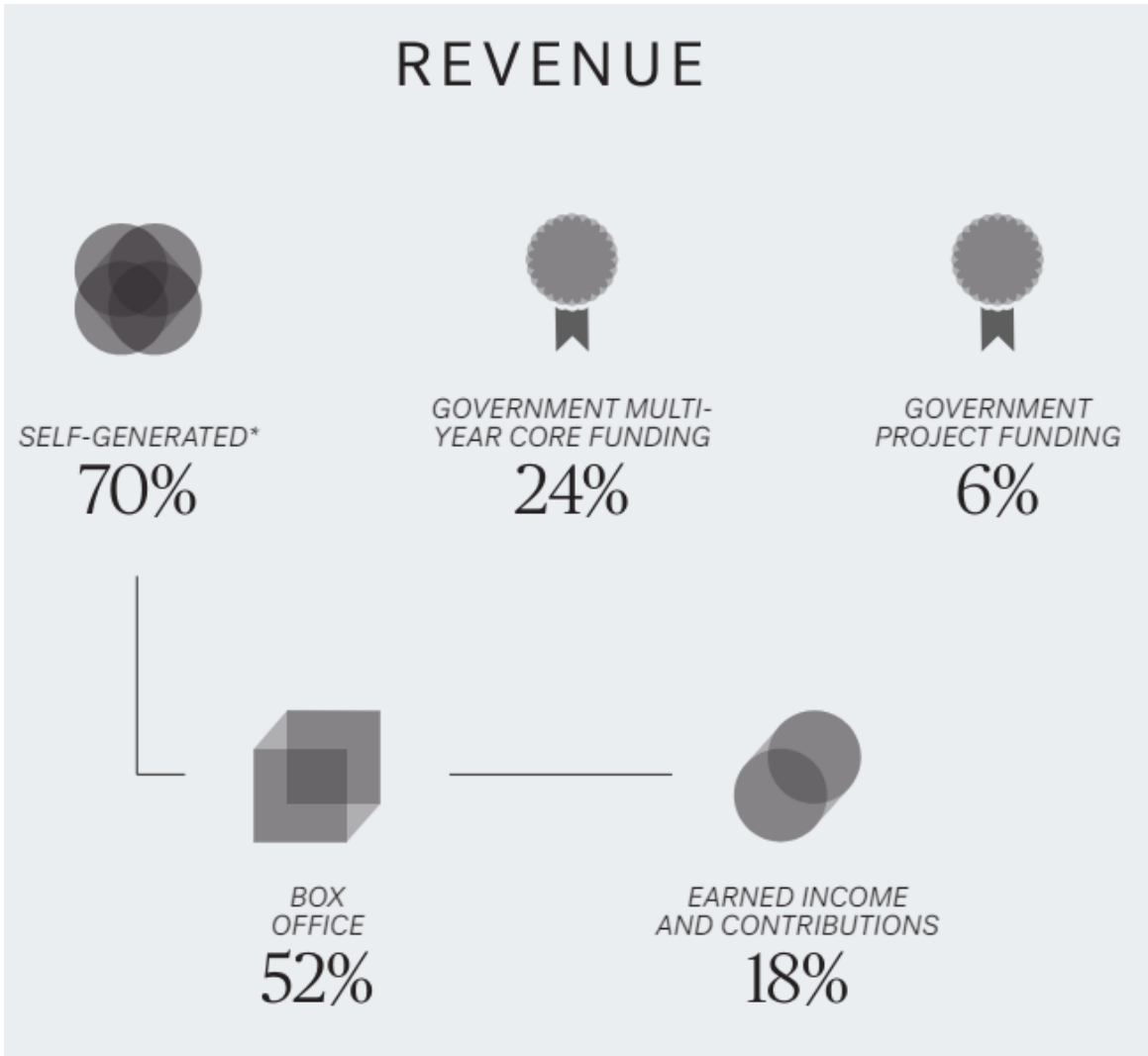


Figure 3 2023 Revenue Breakdown

Expenditure

The majority of Opera Australia’s expenditure in 2023 relates to artists (including performers) and other staff. Many of these employees are under an enterprise agreement including the majority of performing and technical staff.

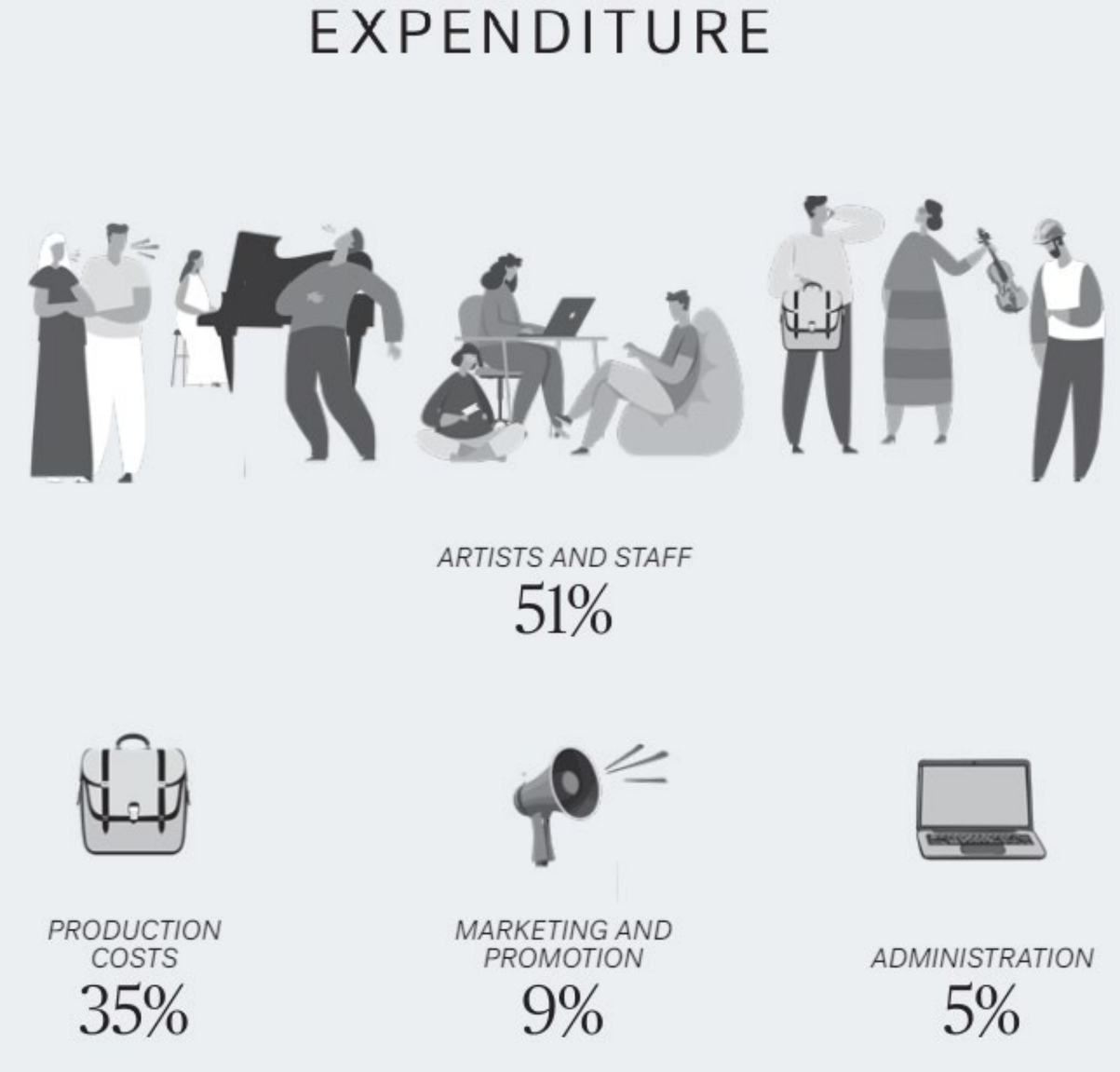


Figure 4 2023 Expenditure Breakdown

Supply Chains

In 2023, Opera Australia sourced goods and services from all over the world, with 85.2% of our expenditure in Australia (a slight increase from 2022). We also work with suppliers in the UK, USA, Germany, and Italy.

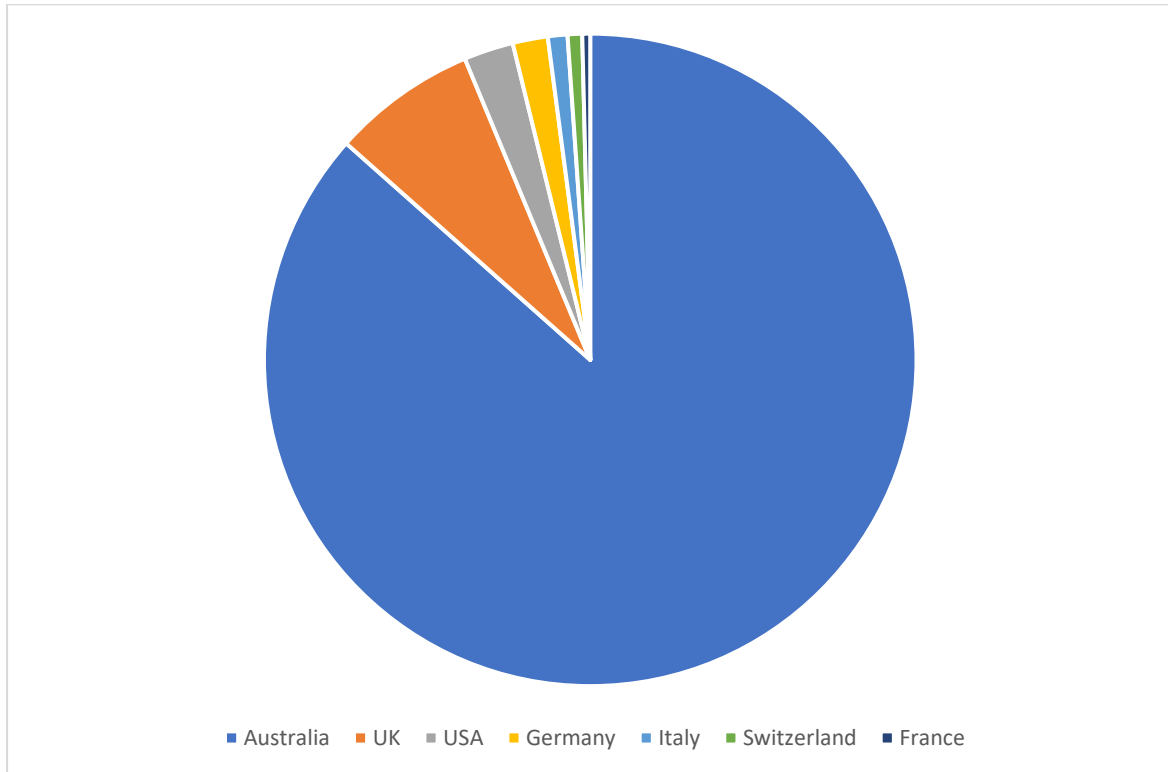


Figure 5 OA Top Expenditure by Country

Goods and Services We Buy

In putting on full-scale productions, Opera Australia undertakes many functions in-house, including set and stage construction, set painting, lighting, costuming, and wig making. Opera Australia also has a standing Ensemble, Chorus and Orchestra.

We purchase a wide range of goods and services including:

- Electrical and lighting equipment
- Raw construction materials
- Shoes
- Fabrics and materials
- Costumes
- Hair for wigs
- Scores and instruments
- Food and beverages for events
- Musicians
- Singers
- Other creative services such as directors and designers.

In 2023, the largest percentage of expenditures were for marketing & promotion, venues, production expenses and contract labour.

4 Risks

Section 16(1)(c) of the *Modern Slavery Act 2018* requires this Statement to describe the risks of modern slavery practices in the operations and supply chains of the reporting entity.

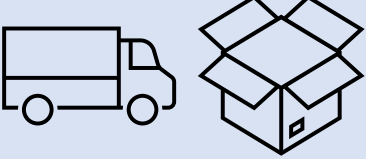
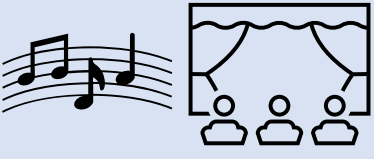
What is Modern Slavery

As noted in the 2017 *Hidden in Plain Sight* report¹ there is no single accepted definition of modern slavery, rather it is a term used to cover a wide array of exploitative practices, including slavery, slavery-like practices, forced labour, types of child labour, human trafficking, and debt bondage. Modern slavery broadly involves vulnerable people being subjected to exploitation for the gain of others in situations where they cannot refuse or leave.

Modern slavery describes these serious exploitative practices and does not include substandard working conditions or underpayment of workers. Opera Australia acknowledges these practices are regulated and often unlawful. Opera Australia does have processes and policies in place regarding working conditions and payment of workers. However, these are not considered in this statement.

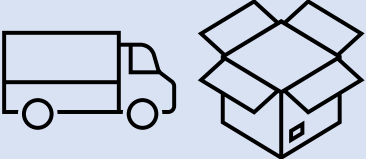
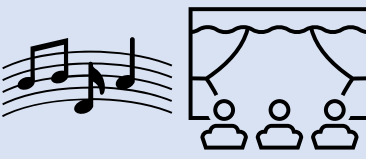
Risks areas within Opera Australia’s Operations and Supply Chains

Opera Australia have not identified any instances where we have caused modern slavery, but we have identified several risk areas in our operations. These can broadly be categorised as supply risks and entity risks.

	
<p>Supply Risks</p> <ul style="list-style-type: none"> • Shortened timeframes and constricted budgets meaning procurement focuses on cheaper/more readily available products. 	<p>Entity Risks</p> <ul style="list-style-type: none"> • Insufficient consideration of ethical dimensions in decision-making. • Opaque and complex supply chain.

¹

https://www.aph.gov.au/Parliamentary_Business/Committees/Joint/Foreign_Affairs_Defence_and_Trade/ModernSlavery/Final_report

	
<ul style="list-style-type: none"> • Limited supplier due diligence in relation to human rights or modern slavery laws. • Types of products purchased – some products used by Opera Australia have a higher risk of modern slavery in the supply chain including IT hardware. • Use of corporate credit cards for transactions via marketplace sites such as Etsy, eBay, and Amazon where supply chains are often opaque and obscured. 	<ul style="list-style-type: none"> • Poor knowledge of modern slavery risks and no clear pathways to escalate concerns.

5 Actions

Section 16(1)(d) and (e) of the *Modern Slavery Act 2018* requires this Statement to describe the actions taken and assess the effectiveness of such actions to address those risks including due diligence and remediation processes.

In 2022 and 2023, Opera Australia has focused on our internal governance and establishing a solid foundation for organisational decision-making. Opera Australia has intentionally focused on building up our underlying governance infrastructure. This focus has established a good baseline for Opera Australia to build awareness amongst employees engaged in procurement activities to consider factors in addition cost when making purchases on behalf of the company.

Over the past two years OA has made some significant advancements in our governance infrastructure including:

- Establishing a new Delegations of Authority Framework, Conflicts of Interest Policy, and Risk Management Framework.
- Develop a Procurement Policy in consultation with the key stakeholders in the business.
- Seek feedback on the proposed Procurement Policy from the Audit and Risk Committee and the Board.
- Implement modern slavery clauses in services contracts.

We acknowledge that there is a link between cybersecurity and modern slavery and as part of Opera Australia's actions to strengthen our governance frameworks we have also taken steps to secure our business payments and reduce risks of fraud by implementing Eftsure. Eftsure is a financial technology platform that verifies the legitimacy of suppliers and their banking details to prevent payment fraud. Opera

Australia's implementation of this system protects the organisation against fraud but also reduces our risk of being targeted by malicious actors who may also be involved in exploitative business practices.

These actions have strengthened Opera Australia's governance infrastructure which will ensure that we can continue to grow in the coming years as we scale up our anti-modern slavery practices.

6 Next Steps

Opera Australia recognises tackling modern slavery is an ongoing journey that will take time and commitment from across the organisation. We have made progress since starting this journey and are committed to continuing.

Over the coming years, we will continue to strengthen processes within Opera Australia including supplier due diligence and ethical decision making. We intend to strengthen these processes by:

- Implementing the Board approved Procurement Policy.
- Developing a more targeted procurement guide which will provide more detailed guidance on ethical dimensions of procurement and supplier due diligence.
- Continuing to review high risk purchases.
- Updating our Modern Slavery Policy.