

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.

This statement outlines the actions Opera Australia has taken to identify, assess, and address modern slavery risks in our operations, as well as the steps Opera Australia intends to take in the future to continue our commitment to eliminating modern slavery from 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', with a stylized flourish at the end.

Rod Sims

Chair of the Opera Australia Board of Directors

1 Introduction

This is the first Modern Slavery Statement (**Statement**) issued by Opera Australia (ABN 26 000 755 153), as a reporting entity under the *Modern Slavery Act 2018* (Cth).

In preparing our first Statement, Opera Australia has begun the work of identifying our risk areas and we acknowledge we have more work to do to contribute to the elimination of modern slavery practices across the arts industry.

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 to identify, assess, and address modern slavery risks in our operations throughout the company.

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 over 500 annual performances to over half a million people, including operas, musicals, and concerts in our flagship home venues: Sydney Opera House and Arts Centre Melbourne. We present a national tour that extends from the red centre in the Northern Territory to the wine regions of Western Australia, to the beach in Coolangatta.

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. Our Schools Tour brings the world of opera and stagecraft to primary school children every year. Subsidised tickets are offered to secondary students and those in higher education.

We are one of the biggest employers in Australia's live performance sector, with an ensemble of Australian artists and regular appearances by international guest artists. Our company includes opera 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.

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). In 2022 our company was 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 2022 Opera Australia had 1,504 employees working across administrative, production, technical and artistic departments to put on over 620 performances nationwide.

By employment type

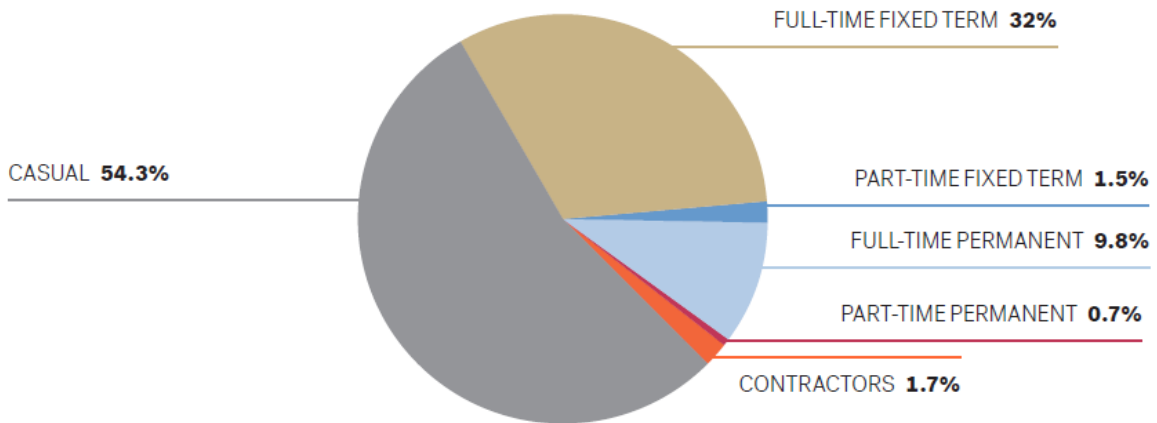


Figure 1 2022 Workforce By Employment Type

By department

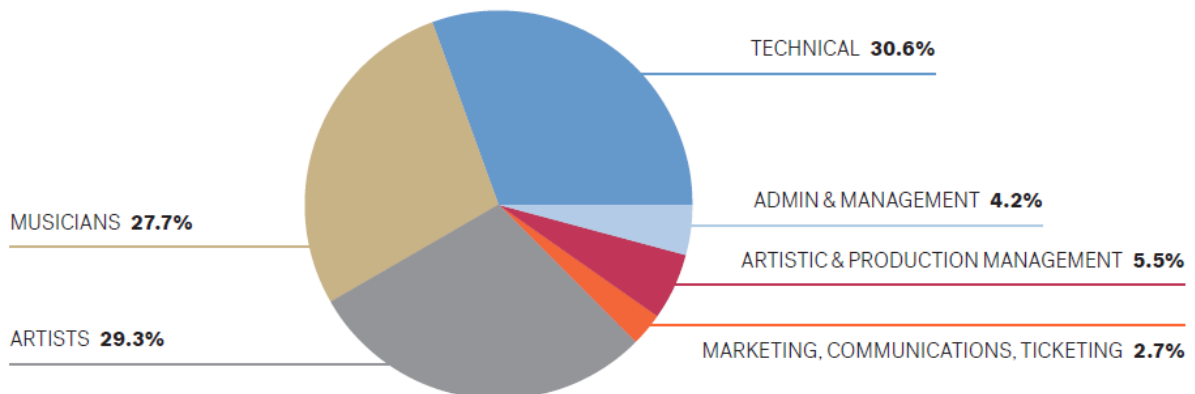


Figure 2 2022 Workforce By Department

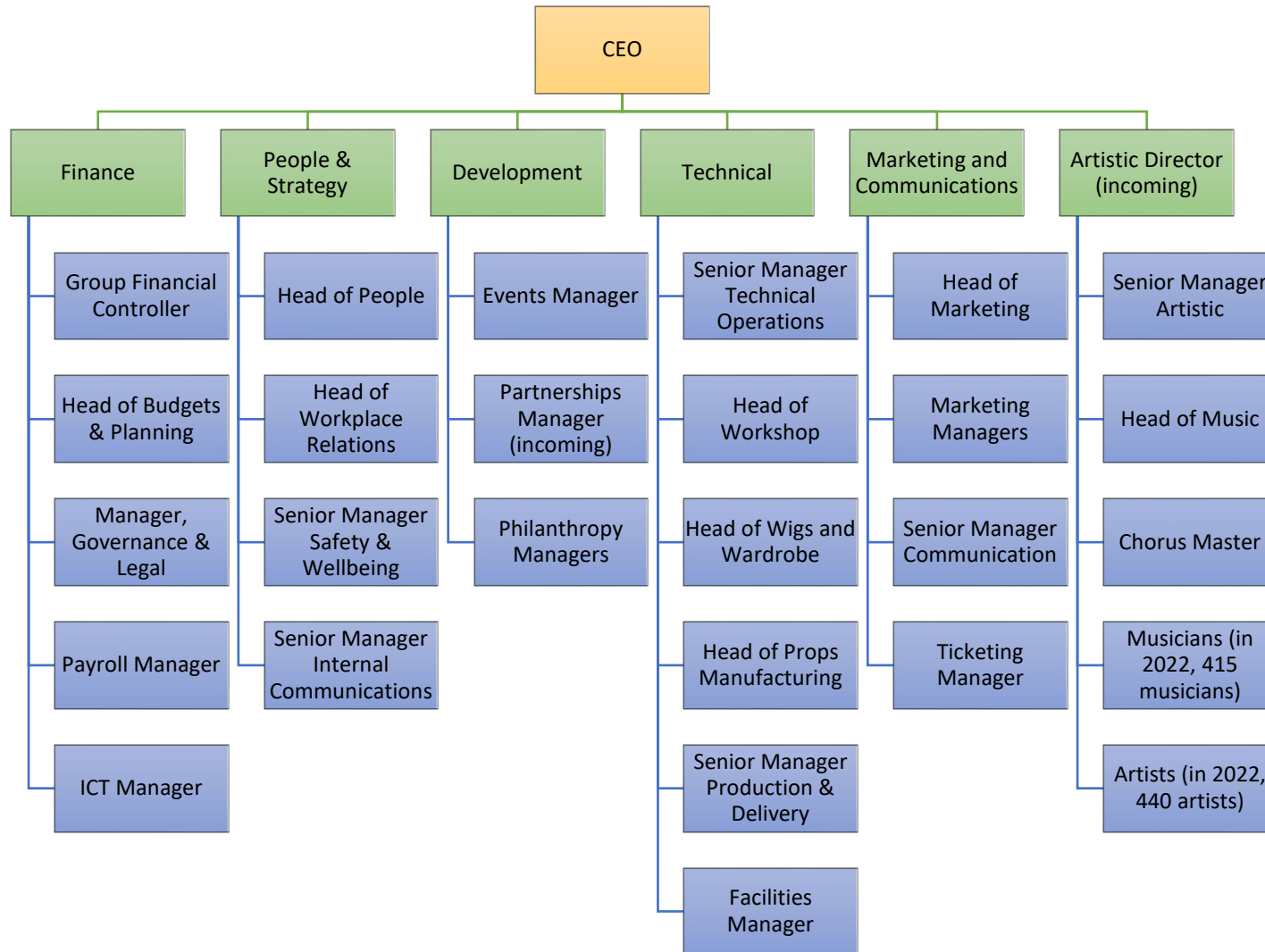


Figure 3 Simplified Organisation Chart

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.

Revenue

The majority of Opera Australia’s revenue comes from box office sales and government grants with approximately 74% of revenue being self-generated in 2022.

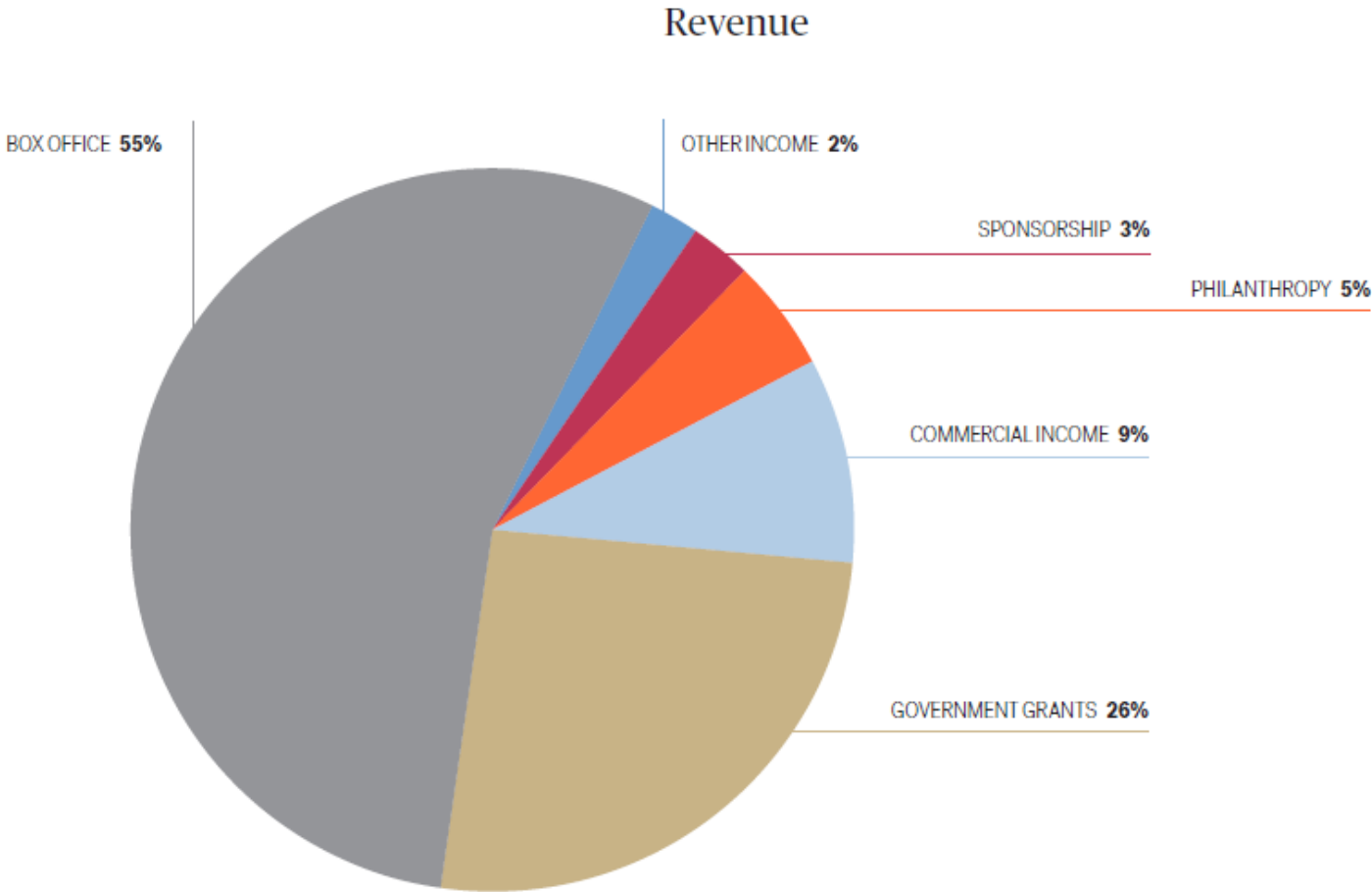


Figure 4 2022 Revenue Breakdown

Expenditure

The majority of Opera Australia’s expenditure in 2022 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.

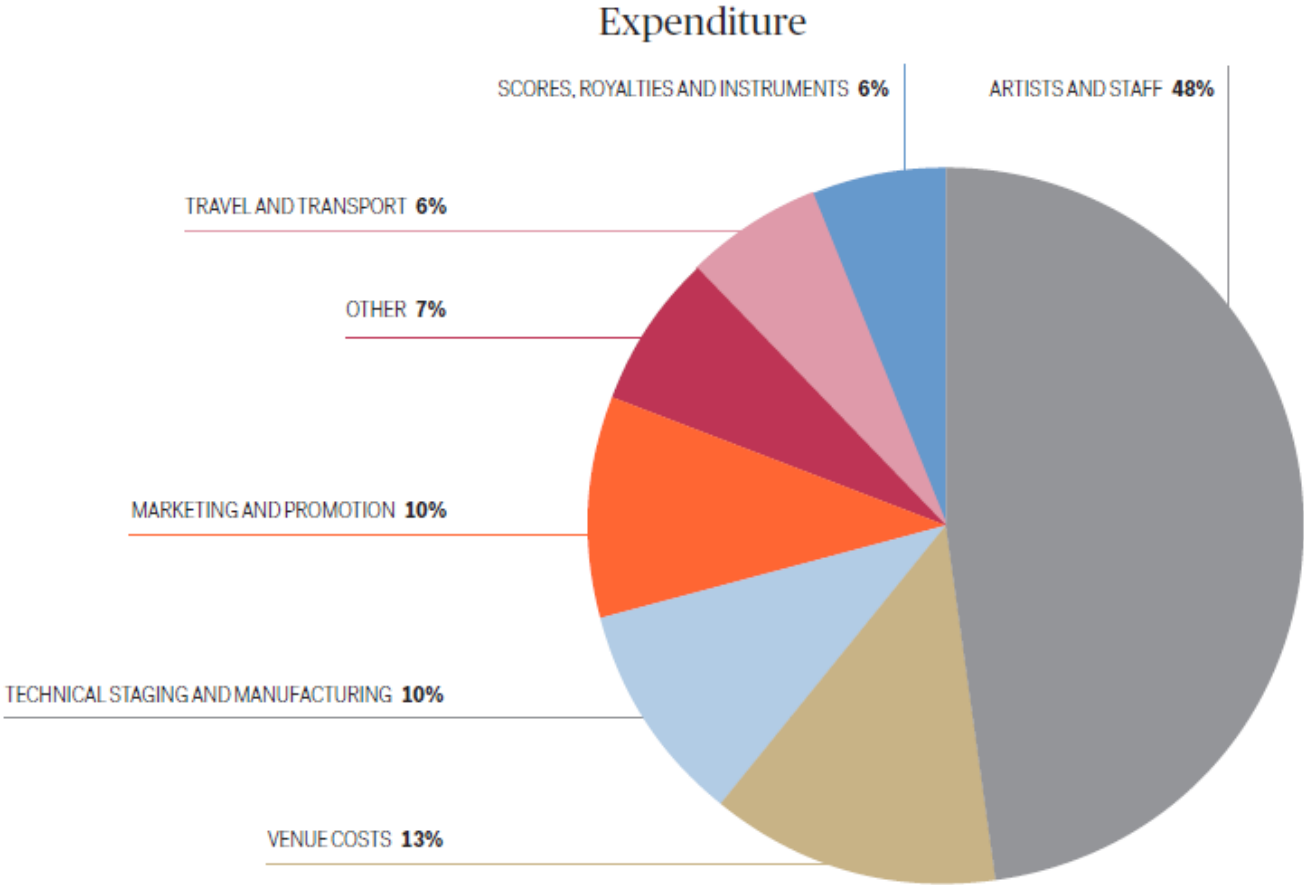


Figure 5 2022 Expenditure Breakdown

Supply Chains

In 2022, Opera Australia sourced goods and services from all over the world, with 83.8% of our expenditure in Australia. We also work with suppliers in the UK, USA, and Italy.

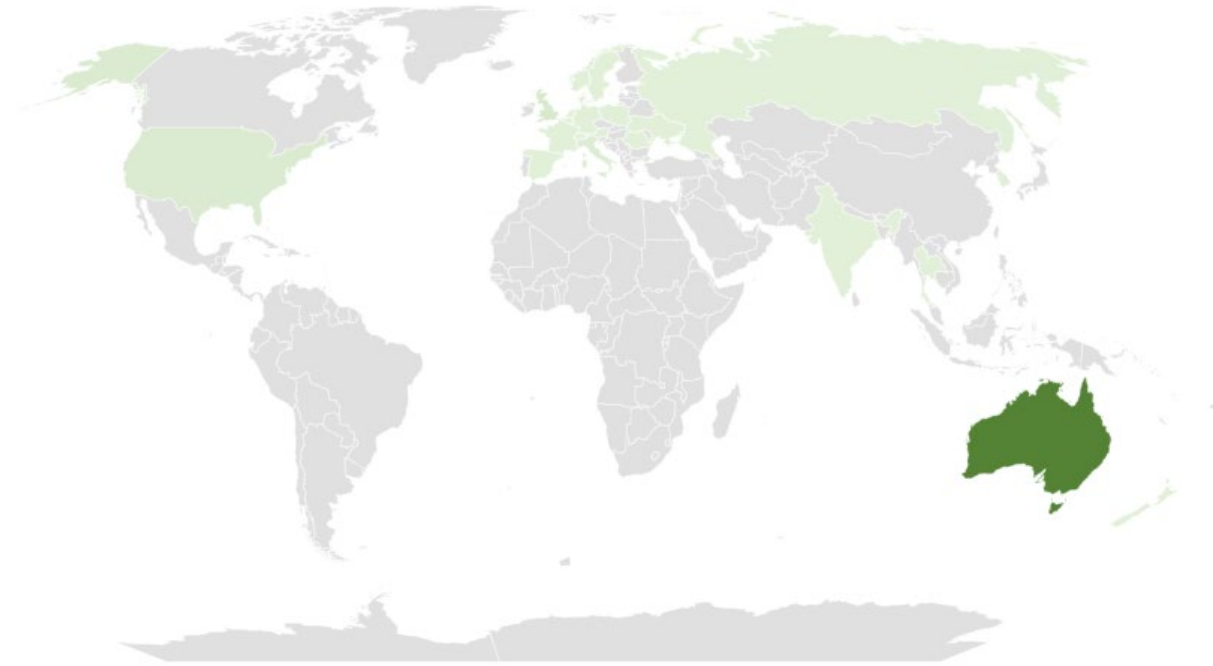


Figure 6 OA Expenditure by Country

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
- Food and beverages for events
- Musicians
- Singers
- Other creative services such as directors and designers.

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.

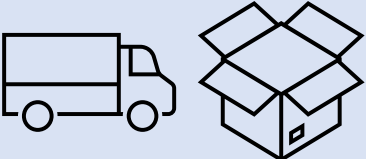
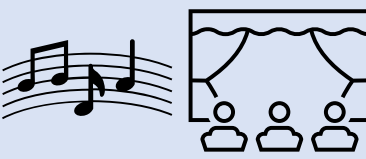
What is Modern Slavery

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 in their own right but are not considered in this statement.

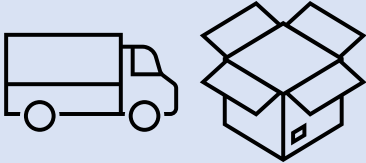
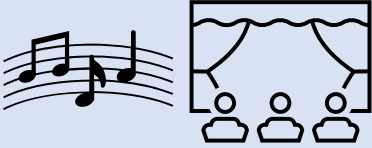
Risks areas within Opera Australia’s Operations and Supply Chains

In the process of reviewing Opera Australia’s supply chains, we have not identified any instances where Opera Australia has 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 with a focus of getting productions on stage with constricted budgets, procurement focuses on cheaper/more readily available products. • Lack of supplier due diligence in relation to human rights or modern slavery laws. 	 <p>Entity Risks</p> <ul style="list-style-type: none"> • Poor or inadequate consideration of ethnical dimensions in decision-making. • Opaque and complex supply chain. • Poor knowledge of modern slavery risks and lack of escalation mechanisms. • Reliance on seasonal workers.
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https://www.aph.gov.au/Parliamentary_Business/Committees/Joint/Foreign_Affairs_Defence_and_Trade/ModernSlavery/Final_report

	
<ul style="list-style-type: none"> • Types of products purchased – some products used by Opera Australia such as human hair for wig making have a higher risk of modern slavery in the supply chain. This risk arises from how the hair is sourced and the inability to trace the origin for all hair sourced. • IT hardware has an inherent risk due to long and complex supply chains. Noting that some essential hardware components have significant known modern slavery risks which are not able to be completely eliminated.² • Extensive use of corporate credit cards for transactions via marketplace sites such as Etsy, eBay, and Amazon where supply chains are often opaque and obscured. 	

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, Opera Australia focused on our internal governance and establishing a solid foundation for organisational decision-making. This focus will help mitigate both the supply and entity risks as it will require Opera Australia employees to consider factors beyond cost when making purchases on behalf of Opera Australia.

In 2022 the Board approved a new Delegations of Authority Framework, Conflicts of Interest Policy, and Risk Management Framework. The intention of these three policies was to require decision-makers to consider multiple dimensions of a decision and give them the tools to do so effectively. The Risk Management Framework also requires decision-makers to consider the level of risk exposure before making a

² <https://www.npr.org/sections/goatsandsoda/2023/02/01/1152893248/red-cobalt-congo-drc-mining-siddharth-kara>

decision and that moderate- and high-risk decisions be escalated to Executive and/or Board level for further consideration.

To signal our commitment to the elimination of modern slavery to Opera Australia's suppliers and contractors, we reviewed and amended our contracts to clearly communicate our expectations around modern slavery. A modern slavery clause is available for use in all our template contracts. It requires our contractors and suppliers to not engage in any activity, practice, or conduct that would constitute modern slavery and to notify Opera Australia as soon as reasonably practicable after they become aware of any actual or suspected modern slavery practices.

These actions are the first steps we have taken to address the entity risk areas in our operations and will be built upon in the coming years. At this early stage, Opera Australia is developing processes to review the effectiveness of our actions though we are confident the steps we have already taken have reduced risks in our operations.

6 Next Steps

Opera Australia recognises that this, our first Statement, is only the beginning of our journey to address modern slavery risks in our operations and supply chains. We are committed to undertaking more research and review into modern slavery and how Opera Australia can eliminate modern slavery practices from our operations. Over the coming year, we will continue to address the supply and entity risks identified by strengthening processes within Opera Australia to include supplier due diligence and ethical decision making. We will strengthen these processes by:

- Implementing a Procurement Policy to provide parameters for how goods and services are procured for and on behalf of Opera Australia.
- Develop a Procurement Guide to guide employees about the ethical dimensions of procurement including when and how to do supplier due diligence.
- Reviewing high risk product purchases to consider their necessity in Opera Australia's business and where it is determined that higher risk products are required review our suppliers' actions and policies with regards to modern slavery.
- Review and update our Modern Slavery Policy.