

ARIA AWARDS & EVENTS BEHAVIOUR BENCHMARK

The ARIA Awards are a celebration of our local music industry, honouring and recognising the excellence of our homegrown talent. The ARIA Awards brings together artists, the industry, fans, sponsors, crews and people from all walks of life, and winners of an ARIA Award (including past winners) and inductees into the ARIA Hall of Fame hold an esteemed position within the Australian community.

Everyone that works on, participates or is involved with the ARIA Awards, or in fact any ARIA related activity, has a role to play in ensuring a safe and inclusive environment. Everyone involved with the ARIA Awards or any ARIA related activity must be courteous, professional, respectful and safe.

Consistent with these underlying guiding principles, ARIA requires that all our staff, interns, volunteers, work experience placements or educational temps, our members (including their staff), contractors, partners, sponsors, ARIA Award nominees, presenters, performers, members of the ARIA Awards voting academy and ARIA Award winners comply with this Behaviour Benchmark.

ARIA requires anyone involved in any capacity with the ARIA Awards or any ARIA related activities to:

- ✓ treat everyone fairly and respectfully and act with integrity in all dealings;
- ✓ behave in a professional and courteous manner at all times;
- ✓ act safely and responsibly, including as to alcohol consumption at ARIA events;
- ✓ be mindful of language, conduct and behaviour at all times; and
- ✓ operate within the law at all times.

ARIA requires that anyone involved in any capacity with the ARIA Awards or any ARIA related activities will not engage in, encourage or condone:

- ✗ any form of discrimination, harassment, vilification or bullying;
- ✗ any form of sexual harassment or inappropriate behaviour;
- ✗ acts of violence or aggression or threats of violence or aggression;
- ✗ any illegal or unethical conduct;
- ✗ any conduct where a person exploits their position of power or power imbalance;
- ✗ any conduct that endangers the health or safety of others; or
- ✗ any conduct that is harmful or disrespectful to the reputation and best interests of ARIA, or its members and their respective employees.

In order to create a safe, inclusive, equitable and respectful environment and in order to preserve the standing and integrity of ARIA, the ARIA Awards, and the recorded music industry, ARIA reserves the right, in its absolute discretion, to take appropriate action to address any behaviour that does not meet this Behaviour Benchmark – including without limitation, by reviewing ARIA membership, removal or refusal of entry to the ARIA Awards/ARIA events or participation in other ARIA related activities or by rescinding an award or induction that has been bestowed by ARIA.

This Behaviour Benchmark is subject to change, and may be amended, supplemented, or superseded without notice, and the most current version will be available on the ARIA website.

ARIA encourages people to speak up if they have any concerns regarding this Behaviour Benchmark or compliance with this Behaviour Benchmark by others. You can do this by email to complaints.mail@aria.com.au. ARIA does not allow any form of retaliation against anyone for speaking up, reporting concerns of misconduct or for participating in an investigation that follows. Anyone who speaks up in good faith or reports any misconduct will be treated fairly and respectfully.

For independent and external support and information about harassment or sexual harm please refer to the support services listed at: <https://supportact.org.au/resources/sexual-health-and-safety/>

Note: Additional conditions will be provided at the ticketing stage for attendees at ARIA events. This Behaviour Benchmark is supplementary to the annual ARIA Awards Conditions of Entry and Eligibility Criteria document and the ARIA Code of Conduct.