



OUR COMMITMENT TO CULTURE

Who We Are

Moulin Rouge! The Musical is a story about passionate, talented people from diverse backgrounds who come together to take creative risks, overcome challenges, and bring their dreams to life.

That is our journey — on and off the stage.

We create a powerful, universal theatrical experience that moves audiences worldwide, evoking joy, grief, and hope. Through our work, we bring the transformative power of art to life -together as a community.

Every voice and perspective matters. Together we form a dynamic community, united by our shared values: Truth, Beauty, Freedom and Love.

Innovation requires courage, and great art thrives on collaboration. By fostering an environment of trust and support, we empower each other to take creative risks. As we push creative boundaries, we remain committed to ensuring a mentally and physically safe, respectful and inclusive space for all.

All Are Welcome

“You’re welcome here,” Harold Zidler says. “For this is more than a nightclub. The Moulin Rouge is a state of mind.” That goes for everyone who works in the company at every level.

We are dedicated to creating an inclusive environment for everyone, regardless of race, ethnicity, religion, national origin, age, disability, sexual orientation, gender identity, gender expression, parental status, marital status, political affiliation as well as, mental illness, socioeconomic status or background, neurodiversity, work experience or physical appearance. We are united by our core values, and we celebrate our unique differences.

We promote a safe, secure and healthy workplace.

We are committed to fostering a safe and inclusive environment for our extended workforce and to theatergoers. Everyone involved employed and engaged on MRTM is expected to uphold and support all implemented safety and inclusivity measures that make this possible. This requires active participation and a shared responsibility to cultivate a workplace that champions human dignity.

A truly inclusive environment is built on respect, kindness, accountability, and a commitment to being anti-racist, anti-discriminatory and free from harassment (sexual or otherwise) and bullying as outlined in our Dignity at Work Policy and our Anti-Sexual Harassment Policy.

As storytellers we shape our culture – and the culture within our own company is just as vital as the one we bring to the stage.



OUR VALUES AND HOW WE EXPRESS THEM

Every day we strive to embody the Bohemian Values: Truth, Beauty, Freedom and Love. This Cultural Statement connects the organisation's core values to everything we do and how we aim to do it.

Truth

- We endeavor to better understand each other's experiences
- We communicate openly and honestly and provide constructive feedback
- We engage in self-reflection and hold ourselves accountable

Beauty

- We strive to create a diverse and inclusive workplace where individual differences are respected and celebrated
- We are committed to creating a company where everyone is comfortable to bring their true selves to our workplace
- We passionately pursue excellence by maintaining high standards and attention to detail

Freedom

- We respect the rights and dignity of others, including the right to work in an environment free from discrimination, harassment, and bullying
- We treat colleagues equally, regardless of their position
- We help our colleagues to succeed in their work

Love

- We love what we do
- We celebrate the contributions and milestones of our colleagues, recognising the unique skills and experience that each person brings to our workplace.
- We show graciousness toward colleagues

Who this Cultural Statement applies to

This policy applies to all MRWT Company Members including, the Producer, General Management, Company Management, Heads of Department and Deputy Heads of Department; touring actors, musicians, stage managers and technical staff; Resident Creative team members; and contractors and sub-contractors.

When this Cultural Statement applies

Our Cultural Statement applies to our interactions at work, but also in various areas of our shared professional lives, including work-related functions, use of social media and email exchanges, telephone/zoom calls, text messages, and conduct outside of work where there is a connection to the workplace.



Resolving Day to Day Conflicts and Providing Feedback

We believe in our MRTM community, and we believe that most people are well intentioned.

We accept that misunderstandings and conflicts between colleagues are inevitable. We encourage people raising concerns directly with colleagues where they feel safe to do so in the first instance. We expect honest and respectful dialogue between colleagues when raising concerns and providing feedback to each other. We encourage graciousness towards a colleague who tries to genuinely repair a situation in response to feedback.

Where concerns are not able to be raised or resolved directly between colleagues, we have a process to facilitate resolution and to protect individuals who may wish to discuss or formalise a complaint.

Organisations continue to learn and evolve, and it is constructive to communicate feedback and concerns clearly with the people who run them. We welcome your feedback in the interest of continuous improvement.

Conclusion

We rely on one another's good judgment to uphold a high standard of integrity for ourselves and each of us should be guided by the spirit of this Cultural Statement. We hope that our Cultural Statement contributes to the ongoing conversation and learning about respect, dignity, belonging, and inclusion.

Please note: There are several HR policies in place that both support and allow us to hold ourselves and each other accountable to our Cultural Statement. These policies are referenced in your contract and/or can be accessed via Company Management.

Acknowledgement

I have read and understood this Commitment to Culture and will use my best efforts to uphold the values, behaviors and practices it envisions for our workplace.

Name _____

Signature _____

Date _____