QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Anti-Discrimination Act 1991
Industrial Relations Act 2016

Endeavour Foundation Limited

Matter No. AD/2026/69

APPLICATION FOR EXEMPTION FROM CERTAIN PROVISIONS - SECTION 113AD

DIRECTIONS ORDER

AFTER READING the Application filed on 14 October 2026, and FOLLOWING the Mention before Industrial Commissioner Caddie on 26 October 2026, IT IS ORDERED:-

1. That the Applicant give notice of the Application by the provision of the Application, by no later than **4.00pm on 10 November 2026,** to the following interested parties:

    (a) the Applicant's Queensland employees, contractors and other workers; and

    (b) the Queensland Council of Unions.

2. The Queensland Human Rights Commission must provide notice of the Application made by the Applicant and the information referred to in directions 4 and 7 herein, in its newsletter or on its website (being at the election of the Queensland Human Rights Commission), by no later than **4.00pm on 10 November 2026.**

3. The Industrial Registrar of the Queensland Industrial Relations Commission is to place a notice of the Application by including a hyperlinked copy of the Application on the Queensland Industrial Relations Commission website, and provide the information referred to in directions 4 and 7 herein, by no later than **4.00pm on 10 November 2026.**

4. The Queensland Human Rights Commission and any other interested parties who wish to make written submissions are to notify the Queensland Industrial Relations Commission of such an intention, by advising the Industrial Registrar in writing by email at QIRC.Registry@qirc.qld.gov.au, filing in the Industrial Registry and serving submissions on the Applicant and the Queensland Human Rights Commission, by no later than **4.00pm on 1 December 2026.**

5. That the Applicant file in the Industrial Registry and serve on the interested parties and the Queensland Human Rights Commission any submissions in reply, **if required**, by no later than **4.00pm on 8 December 2026.**

6. Only if submissions in direction 5 are filed, that the Queensland Human Rights Commission and other interested parties file in the Industrial Registry and serve on the Applicant and the other interested parties, any further written submissions in reply to the Applicant's further submissions, by no later than **4.00pm on 15 December 2026.**

7. Unless any party advises by **4.00pm on 18 December 2026** that they wish the matter be dealt with by oral hearing, the matter will be dealt with on the papers pursuant to s 451(1) of the *Industrial Relations Act* 2016.

Dated 26 October 2026

S.M. Caddie
Industrial Commissioner