

The logo for QUBE, featuring the word "QUBE" in a bold, yellow, sans-serif font on a dark grey rectangular background.

29 May 2013

QUBE HOLDINGS LIMITED  
ABN 141 497 230 53

Level 22, 44 Market Street  
Sydney  
NSW 2000

**Employee and Public Notice**

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**RE: 2013 WORKPLACE GENDER EQUALITY ACT REPORT**

qube.com.au


Attached is a copy of the report submitted to the Workplace Gender Equality Agency, in accordance with the agency's requirements, on May 17 2013.

Copies of the report are available on the company's website at:

<http://www.qube.com.au/>

Employees, and/or any of their applicable representative organisations, may provide written comments about the report in the first instance to the Company by sending an email to [human.resources@qube.com.au](mailto:human.resources@qube.com.au).

Comments guidelines can be found under the Reports tab on the WGEA website [www.wgea.gov.au](http://www.wgea.gov.au)

A handwritten signature in black ink, appearing to read "Maurice James".

Maurice James  
Managing Director

2013 WORKPLACE GENDER  
EQUALITY ACT REPORT



**QUBE IS AUSTRALIA'S  
LARGEST INTEGRATED  
PROVIDER OF IMPORT  
AND EXPORT  
LOGISTICS SERVICES**

# Organisational Details Cover Sheet

To be completed and attached to EACH REPORT and APPLICATION

(This information is confidential and will be removed from any Public Report)

## 1. Organisation's details

Legal name of your organisation: <i>(if changed since last report, complete Section 2 below)</i>		Qube Holdings Ltd				
Trading name <i>(if applicable)</i> :						
Total no. of employees:	4358	ABN:	14 149 723 053			
ASX Codes for organisations listed on Australian Securities Exchange :		QUB				
ANZSIC Code <u>AND</u> industry description: <i>(refer <a href="http://www.abs.gov.au">www.abs.gov.au</a>):</i>		Stevedoring 5211	Is your organisation a not-for-profit? Y/N		N	
		Road Freight Transport 5299				
		Rail Freight Transport 4710				
Postal address:	Level 22, 44 Market Street, Sydney		State:	NSW	Postcode:	2000
	Switchboard No:	02 9005 1100	Facsimile No:	02 9005 1151		
Physical address:	Level 22, 44 Market Street, Sydney		State:	NSW	Postcode:	2000

## 2. Confirm your organisation's hierarchy details by completing below

Name of the ultimate AUSTRALIAN Parent Company for your organisation/s?		Qube Holdings Ltd						
List ALL organisations covered in this Report: <i>(if too many to list here, please attach a separate document):</i>		See attached sheet						
Have there been changes to ANY of your organisations since your last report? <i>(If yes, detail below):</i>					YES	X	NO	
Reason For Change	Previous Org Name	New (Current) Org Name						
a) Change of Name:	See attached sheet							
b) Sold:	Org Name	Name & Contact Details of New Owner						
c) Ceased Trading:	Org Name							

## 3. Contact information

	CEO Details	Report Contact Details
Title (eg Ms, Mr, Dr etc):	Mr	Mr
Family Name:	James	Pearse
First Name:	Maurice	Noel
Job Title:	Managing Director	General Manager Human Resources & Industrial Relations
Telephone:	02 9080 1907 (PA, Jennifer Tucker)	02 9005 1122
Facsimile:	02 2 9080 1999	02 9005 1151
E-mail Address (or PA for CEO):	<a href="mailto:Jennifer.tucker@qube.com.au">Jennifer.tucker@qube.com.au</a> (PA)	<a href="mailto:Noel.pearse@qube.com.au">Noel.pearse@qube.com.au</a>
Postal Address (if different to above):		

WGEA may send your company non-reporting related material from other organisations for the sole purpose of notifying you of relevant gender equality information such as lectures, events, programs or publications. If you DO NOT want WGEA to send your Report Contact or CEO this information please advise WGEA by email at [wgea@wgea.gov.au](mailto:wgea@wgea.gov.au) or by phone on (02) 9432 7000.

## 2. Confirm your organisation's hierarchy details by completing below

List ALL organisations covered in this Report:	Qube Ports (No 1) Pty Ltd
	Qube Bulk Pty Ltd
	Continental Freight Services(Aust) Pty Ltd
	Giacci Bros. Pty Ltd
	Qube Ports Pty Ltd
	Qube Logistics (Aust) Pty Ltd
	Qube Logistics (Global) Pty Ltd
	Qube Logistics (Old) Pty Ltd
	Qube Logistics (Vic) Pty Ltd
	Qube Logistics (WA) Pty Ltd
	Qube Logistics (NSW) Pty Ltd
	Qube Logistics (SB) Pty Ltd
	Qube Logistics (SA) Pty Ltd
	Qube Logistics (WA1) Pty Ltd
	Qube Logistics (Rail) Pty Ltd
	Qube Logistics (QldT1) Pty Ltd
	Qube Logistics (SA1) Pty Ltd
	Macarthur Intermodal Shipping Terminal Pty Ltd
	Independent Railways of Australia Pty Ltd
	Independent Railroad of Australia Pty Ltd

Reason For Change	Previous Org Name	New (Current) Org Name
a) Change of Name:	POAGS Pty Ltd	Qube Ports Pty Ltd
	POAGS Bulk Logistics Pty Ltd	Qube Bulk Pty Ltd
	POAGS (no 1) Pty Ltd	Qube Ports (No 1) Pty Ltd
	POTA Holdings Pty Limited	Qube Logistics (Aust) Pty Ltd
	POTA Global Management Pty Limited	Qube Logistics (Global) Pty Ltd
	P&O Trans Australia (QLD) Pty Ltd	Qube Logistics (Old) Pty Ltd
	P&O Trans Australia (Victoria) Pty Ltd	Qube Logistics (Vic) Pty Ltd
	P&O Trans Australia (WA) Pty Ltd	Qube Logistics (WA) Pty Ltd
	POTA NSW Pty Limited	Qube Logistics (NSW) Pty Ltd
	Smith Bros. Trade & Transport Terminal Pty. Limited	Qube Logistics (SB) Pty Ltd
	P&O Trans Australia (SA) Pty Ltd	Qube Logistics (SA) Pty Ltd
	P&O Trans Australia (WA1) Pty Ltd	Qube Logistics (WA1) Pty Ltd
	South Spur Rail Services Pty Ltd	Qube Logistics (Rail) Pty Ltd
	Gavotte Pty. Ltd	Qube Logistics (QldT1) Pty Ltd
	Mackenzie Intermodal Pty Ltd	Qube Logistics (SA1) Pty Ltd

## Requirement 1: Workplace profile

Enter data on the composition of your workforce as instructed below :

1. If needed, additional rows can be added to the workplace profile to reflect accurately the additional/different roles within your organisation.
2. Your workplace profile data should be from no earlier than October 2011 (ie six months prior to the beginning of the 2012-2013 reporting period)
3. Please insert your workplace profile below from:
  - i) our industry-relevant [Microsoft Excel spread sheet which you can obtain from our website](#), or
  - ii) from your own table or spreadsheet (refer table below as a guide).

WORKPLACE PROFILE									
	Women		Men		Casual		Total Staff	%	
	Full time	Part time	Full time	Part time	Women	Men		Women	Men
Board	0	0	1	7	0	0	8	0%	100%
Senior Executives	1	0	22	0	0	0	24	4%	96%
Senior Managers	7	0	34	0	0	0	41	17%	83%
Managers	24	0	177	0	0	11	211	11%	89%
Admin Staff	132	11	142	6	29	26	346	50%	50%
Stevedoring Staff	3	14	495	318	32	820	1682	3%	97%
Freight Forwarding/Ops Supervisor Staff	23	1	48	0	0	24	96	25%	75%
Transport & Logistics Staff	108	5	1333	8	35	461	1950	8%	92%
<b>Total</b>	<b>298</b>	<b>31</b>	<b>2252</b>	<b>339</b>	<b>96</b>	<b>1342</b>	<b>4358</b>	<b>10%</b>	<b>90%</b>