



# Diversity Policy

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Qube Holdings Limited

ACN 149 723 053

# Diversity Policy

## 1. Background

### 1.1 Diversity

Diversity is the variety of differences in people who make up the Qube Group's employee base and Board, including such differences as life experience, work and educational experience, language, gender, nationality, personality profile, age, ethnicity, cultural background and work status.

### 1.2 Benefits of diversity

Qube understands that diversity is an economic driver of competitiveness for companies, contributing to business success and shareholder value.

Some of the generally accepted corporate benefits arising from employee and Board diversity include better financial performance and improved workforce participation.

In addition, the promotion of diversity broadens the pool for recruitment of high quality employees and Board members, enhances employee retention, encourages greater innovation and improves Qube's corporate image and reputation.

### 1.3 Qube's commitment

Qube is committed to creating an environment in which equity and diversity are recognised as being essential to the high performance of the Qube Group and incorporated into the Qube Group's day to day business.

## 2. Encouraging Diversity

### 2.1 Key principles

Qube seeks to promote an environment of equity and diversity by adhering to some key principles including:

- (a) taking steps to attract and retain well qualified employees, senior management and Board members from a deep talent pool;
- (b) eliminating artificial, unfair and inappropriate barriers to workplace and Board participation and facilitating equal employment opportunities based on merit, performance and potential;
- (c) taking action against inappropriate workplace behaviours including discrimination and harassment;
- (d) providing the opportunity for workplace flexibility when meeting business requirements; and
- (e) creating an inclusive workplace culture, recognising that people are different and valuing those differences.