

3 October 2014

Employee and Public Notice

QUBE HOLDINGS LIMITED  
ABN 141 497 230 53

Level 22, 44 Market Street  
Sydney  
NSW 2000

### WORKPLACE GENDER EQUALITY REPORTING

Please be advised that Qube Holdings Limited has lodged a report with the Workplace Gender Equality Agency as required under the Equal Opportunity for Women in the Workplace Act 1999.

T: +61 2 9080 1900  
F: +61 2 9080 1999

A summary of the Workplace Profile for all employees for the Year to 31 March 2014 is below:

[qube.com.au](http://qube.com.au)

Manager / Non-Manager Categories	Female Full Time	Female Part Time	Female Casual	Male Full Time	Male Part Time	Male Casual	Total	Female % at Level
CEO		0		1			1	0%
KMP	1	0		15			16	6%
EGM	2	0		26			28	7%
Senior Managers	8	0		59			67	12%
Other Managers	28	0		233		1	262	11%
Professionals	2	1		23		2	28	11%
Clerical and Administration	204	16	11	166	0	41	438	50%
Stevedore	21		27	903		893	1,844	1%
Labourers	1		3	44	1	15	64	2%
Machinery Operators and Drivers	11	1	15	1,235	7	767	2,036	1%
Technicians and Trade	36		6	291		47	380	9%
Other	11			26			37	30%
<b>Grand Total</b>	<b>325</b>	<b>18</b>	<b>62</b>	<b>3,022</b>	<b>8</b>	<b>1,766</b>	<b>5,201</b>	

The full report can be accessed via the intranet or the Qube Website ([www.qube.com.au](http://www.qube.com.au)).

Any comments regarding the report may be directed to [human.resources@qube.com.au](mailto:human.resources@qube.com.au) or the Workplace Gender Authority.

Yours sincerely,



Maurice James  
Managing Director

2014 WORKPLACE GENDER  
EQUALITY ACT REPORT

QUBE <

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

## 2013-14 public report form submitted by Qube Holdings Limited to the Workplace Gender Equality Agency

### Organisation and contact details

<b>Organisation registration</b>	<b>Legal name</b> <b>ABN</b> <b>ANZSIC</b>	<b>Qube Holdings Limited</b> <b>14149723053</b> <b>5211 Stevedoring Services</b>
<b>Organisation details</b>	<b>Trading name/s</b> <b>ASX code (if relevant)</b> <b>Postal address</b>  <b>Organisation phone number</b>	<b>Qube Holdings</b> <b>QUB</b> <b>Level 22, 44 Market Street</b> <b>SYDNEY NSW 2000</b> <b>AUSTRALIA</b> <b>0290051122</b>
<b>Reporting structure</b>	<b>Number of employees covered in this report submission</b> <b>Other organisations reported on in this report</b>	<b>5201</b> <b>Qube Logistics (Aust) Pty Ltd</b> <b>Qube Ports Pty Ltd</b> <b>Qube Logistics (SB) Pty Ltd</b> <b>Qube Logistics (SA) Pty Ltd</b> <b>Qube Logistics (Vic) Pty Ltd</b> <b>Giacci Bros Pty Ltd</b> <b>Qube Bulk Pty Ltd</b> <b>Qube Ports (No 1) Pty Ltd</b> <b>Qube Logistics (Global) Pty Ltd</b> <b>Qube Logistics (Qld) Pty Ltd</b> <b>Qube Logistics (WA) Pty Ltd</b> <b>Qube Logistics (NSW) Pty Ltd</b> <b>Qube Logistics (WA1) Pty Ltd</b> <b>Qube Logistics (Rail) Pty Ltd</b> <b>Qube Logistics (QldT1) Pty Ltd</b> <b>Qube Logistics (SA1) Pty Ltd</b> <b>Continental Freight Services (Aust) Pty Ltd</b> <b>Independent Railroad of Australia Pty Ltd</b> <b>Independent Railways of Australia Pty Ltd</b> <b>Macarthur Intermodal Shipping Terminal Pty Ltd</b>

# Workplace profile

## Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	Full-time permanent	0	1	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Key management personnel	-1	Full-time permanent	1	14	15
		Full-time contract	0	1	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-2	Full-time permanent	1	25	26
		Full-time contract	0	1	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-3	Full-time permanent	9	59	68
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-4	Full-time permanent	28	230	258
		Full-time contract	0	2	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	2	2
Grand total: all managers			39	335	374

## Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	2	23	0	0	0	0	25
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	2
Technicians and trade	Full-time permanent	36	286	0	0	0	1	323
	Full-time contract	1	0	0	0	0	4	5
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	6	47	0	0	0	0	53
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	203	166	0	0	0	0	369
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	16	0	0	0	0	0	16
	Part-time contract	0	0	0	0	0	0	0
	Casual	11	41	0	0	0	0	52
Sales	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	11	1,235	0	0	0	0	1,246
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	7	0	0	0	0	8
	Part-time contract	0	0	0	0	0	0	0
	Casual	15	767	0	0	0	0	782
Labourers	Full-time permanent	22	947	0	0	0	0	969
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	30	908	0	0	0	0	938
Others	Full-time permanent	11	26	0	0	0	0	37
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		366	4,456	0	0	0	5	4,827

# Reporting questionnaire

## Gender equality indicator 1: Gender composition of workforce

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

1.1 Recruitment?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.2 Retention?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.3 Performance management processes?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.4 Promotions?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.5 Talent identification/identification of high potentials?

- Yes

- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.6 Succession planning?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.7 Training and development?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.8 Resignations?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.9 Key performance indicators for managers relating to gender equality?

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.10 Gender equality overall?

- Yes



- Standalone policy
- Policy is contained within another policy
- Standalone strategy
- Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

- Equal Opportunity Policy
- Training and Assessment Policy
- Recruitment Policy

Gender equality indicator 2: Gender composition of governing bodies

2 Does your organisation, or any organisation you are reporting on, have a governing body/board? (If you answered no, you will only be required to answer question 2.4, if applicable)

- Yes
- No

2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, also indicate the gender composition of that governing body/board; and where in place, include what gender composition target has been set and the year the target is to be reached. **IMPORTANT NOTE:** where an organisation name has been entered in the table, you must enter the gender composition numbers of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a future date in the format of YYYY in the 'Year to be reached' column.

	Organisation name	Chairperson		Board members		% Target	Year to be reached
		F	M	F	M		
1	Qube Holdings		1		9		
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							

	Organisation name	Chairperson		Board members		% Target	Year to be reached
		F	M	F	M		
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
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31							
32							
33							
34							
35							
36							
37							
38							
39							

	Organisation name	Chairperson		Board members		% Target	Year to be reached
		F	M	F	M		
40							
41							
42							
43							
44							
45							
46							
47							
48							
49							
50							

2.2 For any governing bodies/boards where gender composition targets have not been set, you may specify why below:

- Governing body has gender balance (e.g 40% women/40% men/20% either)
- Currently under development
- Insufficient human resources staff
- Don't have expertise
- Don't have control over board appointments (provide details why):
  
- Not a priority
- Other (provide details):

2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, in place for some governing bodies
  - No, currently under development
  - No, insufficient human resources staff
  - No, do not have control over board appointments (provide details why):
  
  - No, don't have expertise
  - No, not a priority
  - No, other (provide details):

2.4 If your organisation, or any organisation you are reporting on, is a partnership please enter the total number of male and female EQUITY PARTNERS in the following table (if your managing partner is also an equity partner enter those details separately in the relevant row

below). If you have a separate governing body/board of directors, please enter its composition in 2.1

	F	M
Managing partner		
Other equity partners		

Gender equality indicator 3: Equal remuneration between women and men

3 Do you have a formal policy or strategy on remuneration generally?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise
  - No, salaries set by awards or industrial agreements
  - No non-award employees paid market rate
  - No, not a priority
  - No, other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy?

- Yes
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, salaries set by awards or industrial agreements
  - No, non-award employees paid market rate
  - No, not a priority
  - No, other (provide details):

3.2 If you answered yes to question 3.1, please provide details on what gender pay equity objectives are included in your formal policy or formal strategy, and include timeframes for achieving these objectives:

4 Has a gender remuneration gap analysis been undertaken?

- Yes - please indicate when this analysis was most recently undertaken
  - Within last 12 months
  - Within last 1-2 years
  - More than 2 years ago but less than 4 years ago
  - Other (provide details):
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, salaries set by awards or industrial agreements
  - No, non-award employees paid market rate

- No, not a priority
- No, other (provide details):

4.1 Were any actions taken as a result of your gender remuneration gap analysis?

- Yes - please indicate what actions were taken:
  - Identified cause/s of the gaps
  - Created an action plan to address causes
  - Reviewed remuneration decision-making processes
  - Reviewed individual remuneration outcomes
  - Conducted a gender-based job evaluation process
  - Implemented other changes (provide details):

- No
- No gaps identified
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, salaries set by awards or industrial agreements
- No, non-award employees paid market rate
- No, unable to address cause/s of gaps (provide details why):

- No, not a priority
- No, other (provide details):

Gender equality indicator 4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities

5 Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?

- Yes
- No
- No, currently being considered
- No, insufficient human resources staff
- No, government scheme is sufficient
- No, don't know how to implement
- No, not a priority
- No, other (provide details):

5.1 Please indicate the number of weeks of employer funded paid parental leave that are provided for primary carers.

6

5.2 How is employer funded paid parental leave provided to the primary carer?

- By paying the gap between the employee's salary and the government's paid parental leave scheme
- By paying the employee's full salary (in addition to the government's paid scheme) (regardless of the period of time over which it is paid for example, full pay for 12 weeks or half pay for 24 weeks)
- As a lump sum payment (paid pre- or post- parental leave, or a combination)

6 Do you provide employer funded parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?

- Yes, one week or greater
- Yes, less than one week

- No
- No, currently being considered
- No, insufficient human resources staff
- No, government scheme is sufficient
- No, don't know how to implement
- No, not a priority
- No, other (provide details)

6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.

6.2 Please indicate the number of days of employer funded parental leave that are provided for secondary carers.

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the last reporting period?

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	2	0		6
Non-managers	20			2

8 What proportion of your total workforce has access to employer funded paid parental leave?

	Primary carer's leave	Secondary carer's leave
%	0	0

9 Do you have a formal policy or formal strategy on flexible working arrangements?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise
  - No, don't offer flexible arrangements
  - No, not a priority
  - No, other (provide details):

10 Do you have a formal policy or formal strategy to support employees with family and caring responsibilities?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise

- No, not a priority  
 No, other (provide details):

11 Do you have any non-leave based measures to support employees with family and caring responsibilities?

- Yes  
 No  
 No, currently under development  
 No, insufficient human resources staff  
 No, don't have expertise  
 No, not a priority  
 No, other (provide details):

11.1 To understand where these measures are available, do you have other worksites in addition to your head office?

- Yes  
 No

11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'):

- Employer subsidised childcare  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- On-site childcare  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- Breastfeeding facilities  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- Childcare referral services  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- Internal support network for parents  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- Return to work bonus  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- Information packs to support new parents and/or those with elder care responsibilities  
 Head office only  
 Other worksites only  
 Head office and some other worksites  
 All worksites including head office
- Referral services to support employees with family and/or caring responsibilities  
 Head office only  
 Other worksites only

- Head office and some other worksites
- All worksites including head office
- Targeted communication mechanisms, for example intranet/forums
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- None of the above, please complete question 11.3 below

11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:

12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, not aware of the need
  - No, don't have expertise
  - No, not a priority
  - No, other (provide details):

13 Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?

- Yes - please indicate the type of measures in place:
  - Employee assistance program
  - Access to leave
  - Training of human resources (or other) staff
  - Other (provide details):
- No
- No, currently under development
- No, insufficient human resources staff
- No, not aware of the need
- No, don't have expertise
- No, not a priority
- No, other (provide details):

14 Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compressed working weeks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time-in-lieu	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Telecommuting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Part-time work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job sharing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carer's leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Purchased leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid leave	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:

14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below?

- Currently under development
- Insufficient human resources staff
- Don't have expertise
- Not a priority
- Other (provide details):

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

15 Have you consulted with employees on issues concerning gender equality in your workplace?

- Yes
- No
- No, not needed (provide details why):

- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

15.1 How did you consult with employees on issues concerning gender equality in your workplace?

- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):

15.2 What categories of employees did you consult?

- All staff
- Women only
- Men only
- Human resources managers

- Management
- Employee representative group(s)
- Diversity committee or equivalent
- Other (provide details):

Gender equality indicator 6: Sex-based harassment and discrimination

16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, included in workplace agreement
- No, don't have expertise
- No, not a priority
- No, other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?

- Yes
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?

- Yes - please indicate how often this training is provided:
  - At induction
  - At least annually
  - Every one-to-two years
  - Every three years
  - Varies across business units
  - Other (provide details):
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

Other

18 Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (Please note that any information you provide here will appear in your public report)

Review of Acceptable Workplace Behaviour Policy and Procedure.  
Implementation of training across the Qube Group in 2014

19 You may provide additional details on any information provided in the report below.

## Notification and access

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List of employee organisations

Maritime Union of Australia  
Transport Workers Union  
National Union of Workers

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## CEO sign off confirmation

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Name of CEO or equivalent

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Confirmation CEO has signed the report

Yes

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