

Safety, Health and Sustainability Policy

Qube Holdings Limited

ACN 149 723 053

Qube's Commitment

Qube is committed to providing a safe and healthy workplace to conduct its business in a way that helps protect the environment and the communities in which it operates. This is a shared responsibility and Qube encourages personal accountability in meeting the aims set out in this policy.

Safety and Health

Zero Harm reflects Qube's belief that it operates in an environment where risks are managed, and that work does not impact upon the health and well-being of Qube's workforce.

The Company demonstrates a commitment to ensuring the health and safety of all its workers and protection of the environment, by:

- striving for continuous improvement by establishing measurable health and safety performance targets and monitoring and measuring performance through effective assurance programs.
- providing processes, systems and resources which enable communication, sharing of knowledge and ideas and effective consultation regarding workplace health and safety issues.
- ensuring relevant legislative and regulatory compliance is achieved.
- preventing injuries, incidents and impacts through the implementation of the Qube Safety, Health and Environment Management System based on risk management principles (hazard identification, risk assessment, control and review).
- ensuring all incidents are reported and investigated to prevent recurrence and relevant incidents are reported to the applicable State and Federal authorities.
- implementing an effective injury management program for employees which aims to reduce the personal and financial cost of work related injuries.

Sustainability

Corporate sustainability involves the management and coordination of environmental, social and financial demands by an organisation to help to ensure its long-term future. Sustainability is central to Qube's approach to doing business. Through the adoption and promotion of sound and sustainable environmental and socially-aware business practices, it is Qube's objective to be the company of choice in creating value for workers, shareholders, business partners, customers and suppliers, by:

- managing day-to-day operations in a manner that seeks to prevent any harmful impact on the environment.

- complying with, and aiming to improve on, all applicable environmental legislation.
- implementing and maintaining an Environmental Management System that conforms with or exceeds AS/NZS ISO 14001:2004.
- promoting leadership in environmental protection through employee training and support for third party educational and training initiatives.
- developing and implementing initiatives to build and foster Qube's reputation as a responsible corporate citizen. This includes:
 - incorporating environmental and energy conservation considerations into our business decision-making processes.
 - implementing and promoting new environmentally sustainable technologies and practices that focus on the efficient use of resources and energy.
- developing business, community and political relationships with like-minded partners to foster a culture of environmentally sustainable growth and development.
- communicating proactively, promptly and transparently with all stakeholders, the community, media and government on environmental issues.
- engaging proactively in leadership, development, implementation and promotion of new environmentally sustainable business practices.

Maurice James
Managing Director
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