



Values in action.

Guide for recognising our employees whose behaviours bring our values of **Integrity**, **Reliability**, and **Inclusion** to life.

What to look out for...

Integrity:

- Doing the right thing even when no-one is looking
- Demonstrating leadership
- Striving for continuous improvement
- Role modelling high standards - accountability, trustworthiness and dependability
- Being respectful - considerate to others opinions, feelings and property

Reliability:

- Excellence in safety performance
- Going above and beyond - exceeding expectations
- Always ready to help, anticipates business needs
- Dependable – working hard every day and earning trust
- Doing what you say you will do, when you said you would do it

Inclusion:

- Actively ensuring every one's voice is heard and everyone feels welcome
- Creates opportunities for differences to be embraced and respected
- Excellence in working collaboratively – productivity, improved outcomes and morale
- Great communication – peer to peer, with leadership, with customers
- Demonstrating respect for differences in age, gender, ethnicity, education, physical abilities, race and religion.

How to recognise employees who go above and beyond in living our values.

Recognition can be demonstrated in various ways:

- **Team meetings call-outs** – recognising individuals and/or teams at team meetings – either peer- to-peer or from the team leader.
- **Participating in divisional awards (varies for each division)** – These awards recognise great work and are awarded monthly and quarterly.
- **The Thrive Awards - 'The Qubies'** – these awards recognise excellence from across all divisions. Individual nominations can be made via the Nomination Form and emailed to thrive@qube.com.au or fed up through the Qube divisional award processes.

At Qube, we are proud of the work our team undertakes everyday living Qube values of **Integrity, Reliability, and Inclusion.**