

Qube Holdings Limited

Gender Pay Gap Employer Statement



As Australia's largest integrated provider of import and export supply chain solutions and an employer of almost 10,000 people across Australia, New Zealand and the region, Qube understands the benefits of an inclusive and diverse workforce for our business, our people and the wider community.

Inclusion is one of our three core values and across our business and our more than 180 locations, we have in place a range of dedicated programs, initiatives, partnerships and pathways designed to help our business – and indeed our industry – to address the gender imbalances that we have historically faced and to create opportunities for women to embark on and prosper in a career in the freight and logistics industry.

While progress is incremental, we are making change and we are determined to meet and exceed the modest targets we have set for ourselves. Over the period 2020-21, our gender pay gap has reduced by 2.5%. Qube's 2022-23 gender pay gap is below the industry average.

While Qube does not pay differently based on gender, a range of factors including differences in experience, skill levels, and hours of work across male and female employees are all factors that contribute to differences in pay. This is particularly the case when entitlements such as overtime are factored in. This is because a larger number of male employees in our business work more hours, including overtime, compared to our female employees.

There are a range of reasons why this might be the case and Qube is working hard to ensure that unconscious bias does not play a part. In April 2023, we also introduced a significantly enhanced paid parental leave policy which doubles the base entitlement to 12 weeks paid primary parental leave – ahead of the industry average.

In addition, Qube will pay superannuation payments on both an employee's period of Qube paid parental leave as well as on any government paid parental leave (where an employee is eligible), helping to address the superannuation gender pay gap.

Among the other measures contained in the policy is a bonus payment, available to employees who take parental leave for a minimum period of 12 months and return to work at least 8 days per fortnight for three continuous months. Under the policy, this would entitle the employee to a bonus of 4 weeks' remuneration.

These are important policy changes which will further differentiate Qube from many of its industry peers.

This is among a suite of measures Qube is taking as it works towards creating a more diverse workforce that allows skilled people of all genders to work with us at both operational and leadership levels.

We are continuing a review of other relevant policies and we are actively using data to inform targeted actions that will continue to drive improvements and our pay gap is a fundamental source of that data.

In addition, we are also:

- Expanding our Cadet Program, which aims to create pathways for recent graduates and high-school leavers to join the business with a focus on encouraging female participation;
- Investing in line manager and manager training programs with a focus on female participation and career development;
- Actively participating in educational sponsorships and partnerships including school based STEM programs and Wayfinder program to encourage young women and girls particularly to consider a career with the industry;
- Leveraging all available channels, including LinkedIn, Facebook and Instagram to attract a diverse pool of job applicants to roles at Qube.

We will continue to explore opportunities to proactively address the existing gender imbalance in our business and to close our gender pay to further the benefits that an inclusive and diverse workforce deliver for our business, our people, the industry and the wider community.

A handwritten signature in black ink, appearing to read 'Paul Digney', with a stylized flourish at the end.

Paul Digney
Managing Director
16 February 2024