

MEDIA RELEASE

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NEW PARENTAL LEAVE POLICY TO HELP OUR PEOPLE THRIVE

Employees of Australia's largest provider of integrated import and export logistics solutions, Qube, will benefit from a significantly enhanced paid parental leave policy – including a doubling of the base entitlement – announced today.

Under the new policy, which will apply to Qube's Australian staff, eligible employees will be entitled to 12 weeks paid primary parental leave – up from a previous base of six weeks (plus one week per year of service).

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.

Qube Managing Director, Paul Digney, said the changes, which will also apply retrospectively to those employees who have taken parental in the last 12 months or who are currently on unpaid parental leave, were part of Qube's commitments to attracting and retaining the best possible talent and to an inclusive and diverse workforce.

"I am very proud to announce these new benefits, including a doubling of our base paid parental leave entitlement to 12 weeks, which is above the Australian average according to the most recent Workplace Gender Equality Agency analysis.

"At Qube, we pride ourselves on creating a family friendly workplace and by backdating the policy, we're also ensuring that employees already taking a period of parental leave won't miss out on these more generous arrangements."

Qube's new Parental Leave policy also entitles employees to take up to 30 days of unpaid (flexible) parental leave during the 24 month period following the birth of a child, or from day of placement of an adopted child, with the option of using this time to work fewer days per week for a period, or on a more ad hoc basis.

A bonus payment is also available for 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 differentiate Qube from many of our industry peers and are consistent with our promise to our people that what matters to them matters to us."

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About Qube

Qube is Australia's largest integrated provider of import and export logistics services with a market capitalisation of around \$4.8 billion as at 30 June 2022.

We operate in over 160 locations across Australia, New Zealand and South East Asia with a workforce of over 8,200 employees.

Qube is comprised of two core divisions (Logistics and Infrastructure and Ports and Bulk) being the Operating Division and Qube's 50 per cent interest in Patrick Terminals, Australia's leading container terminal operator.

For more information visit www.qube.com.au