



QUBE

QUBE HOLDINGS

WGEA

**PUBLIC REPORT**

2023



Date Created: 30-05-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

CTC Terminals Pty Ltd 52138486147

The Trustee For Lcr Mining Group Trust 42135447506

Maritime Container Services Pty Ltd 69001169240

Australian Amalgamated Terminals Pty Limited 13098458229

Qube Logistics (Wa2) Pty Ltd 41130530111

C&H Acquisition Pty Ltd 48600205909

Qube Holdings Limited 14149723053

Qube Logistics (Aust) Pty Ltd 18123003930

Qube Ports Pty Ltd 46123021492

Crt Group Pty. Limited 90004935915

Qube Logistics (Sb) Pty Ltd 83003307319

Lcr Group Pty Ltd 78095626798

Qube Logistics (Sa) Pty Ltd 43087193299

Qube Logistics (Vic) Pty Ltd 72092352228

Giacci Bros. Pty Ltd 66008708361



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Qube Bulk Pty Ltd 13138868756

Qube Ports (No 1) Pty Ltd 74128404900

Qube Logistics (Global) Pty Ltd 71123236260

Qube Logistics (Qld) Pty Ltd 21009677383

Qube Logistics (Wa) Pty Ltd 68087193342

Qube Logistics (Nsw) Pty Ltd 99123022588

Qube Logistics (Wa1) Pty Ltd 65093981134

Qube Logistics (Rail) Pty Ltd 63082313415

Qube Logistics (Qldt1) Pty Ltd 53010235935

Qube Logistics (Sa1) Pty Ltd 21008263474

Qube Energy Pty Ltd 33006430039

QUBE FORESTRY PTY LTD 55152640009

The Trustee for QUATTRO GRAIN TRUST 63472949145

Harvestco Australia Pty Ltd 13122876019

Qube Offshore Services Pty Ltd 24164301008

The Trustee for CSR Trust 26099459809

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?
  - Recruitment:** Yes  
Strategy
  - Retention:** Yes  
Strategy
  - Performance management processes:** Yes  
Strategy
  - Promotions:** Yes.  
Strategy
  - Talent identification/identification of high potentials:** YesStrategy
  - Succession planning:** Yes  
Strategy
  - Training and development:** Yes  
Policy
  - Key performance indicators for managers relating to gender equality:** NoOther
  - Other:** KPI are in place for managers that are appropriate to our organisation
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Target to reach a representation of women across the Qube Group to 15% by 2025

## Governing Bodies

**Organisation:** Qube Holdings Limited

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** The Trustee for QUATTRO GRAIN TRUST

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 7	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

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Date Created: 30-05-2023

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**Organisation:** The Trustee For Lcr Mining Group Trust

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**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Maritime Container Services Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
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**4.Formal section policy and/or strategy:** No

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**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Australian Amalgamated Terminals Pty Limited

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Organisation:** Qube Logistics (Wa2) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Organisation:** C&H Acquisition Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Organisation:** Qube Logistics (Aust) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
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**Organisation:** Qube Ports Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Crt Group Pty. Limited

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
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**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Logistics (Sb) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Organisation:** Lcr Group Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

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**Organisation:** Qube Logistics (Sa) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

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**Organisation:** Qube Logistics (Vic) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Organisation:** Giacci Bros. Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

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**Organisation:** Qube Bulk Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

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**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Ports (No 1) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

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**Organisation:** Qube Logistics (Global) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

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**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Logistics (Qld) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Organisation:** Qube Logistics (Wa) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

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**3.Specified governing body type:**

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**Organisation:** Qube Logistics (Nsw) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
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**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Logistics (Wa1) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Logistics (Rail) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Logistics (Qldt1) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Logistics (Sa1) Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Energy Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** QUBE FORESTRY PTY LTD

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other



Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Harvestco Australia Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** Qube Offshore Services Pty Ltd

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

**Organisation:** The Trustee for CSR Trust

**1.Name of the governing body:** Qube Holdings Limited

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	7	0

**4.Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Qube's experienced Nomination & Remuneration Committee utilises Qube's Board Skills Matrix and internal and external expertise as required to recruit directors to the Qube Board.

**Details why there is no control over governing body/appointments:**

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2025-07-01

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

Date Created: 30-05-2023

**Other value:** Under Qube's publically available Diversity Policy, the Nomination and Remuneration Committee is required to set measurable objectives for achieving gender diversity in the composition of the Qube Board, and to assess annually.

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

# #Action on gender equality

## Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

## Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No

Currently under development

Estimated completion date: 2023-07-31

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

# Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

NoOther

**Other Details:**Multiple feedback mechanisms are in place for all employees

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Other

**Other:**Considering the need for this mechanism

3. On what date did your organisation share your last year's public reports with employees and shareholders?

**Employees:**

**Shareholder:**

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

No  
Other

**Other:** Currently being considered  
**The organisation's approach to flexibility is integrated into client conversations**

Yes

**Employees are surveyed on whether they have sufficient flexibility**

No  
Other

**Other:** Employees have existing avenues to discuss and request flexibility

**Employee training is provided throughout the organisation**

No  
Other

**Other:** Currently being considered  
**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

No  
Insufficient resources/expertise

**Flexible working is promoted throughout the organisation**

No  
Other

**Other:** Where opportunities exist, flexibility is promoted

**Targets have been set for engagement in flexible work**

No  
Other

**Other:** Where opportunities exist, flexibility exists

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No  
Not a priority

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No  
Not a priority

Date Created: 30-05-2023

**Leaders are held accountable for improving workplace flexibility**

No

Not a priority

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Other

**Other:** Currently being considered

**Targets have been set for men's engagement in flexible work**

No

Not a priority

**Team-based training is provided throughout the organisation**

No

Other

**Other:** When required, training and guidance is provided

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Informal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

# #Employee Support

## Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

## Support for carers

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Strategy

2. **Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**



**2.1. Employer subsidised childcare**

No

Other

**Other:** Diversity of locations is a barrier to viable options

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Currently under development

**Estimated Completion Date:**

**2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

**2.4. Childcare referral services**

No

Other

**Other:** Diversity of locations is a barrier to viable options

**2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

Yes

Available at ALL worksites

**2.8. Information packs for new parents and/or those with elder care responsibilities**

Yes

Available at ALL worksites

**2.9. Parenting workshops targeting fathers**

Yes

Available at ALL worksites

**2.10. Parenting workshops targeting mothers**

Yes

Available at ALL worksites

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

Other

**Other:** Diversity of locations is a barrier to viable options

### 2.13. On-site childcare

No

### 2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

## Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

## Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Strategy

**2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

### **Training of key personnel**

Yes

### **Referral of employees to appropriate domestic violence support services for expert advice**

Yes

### **Workplace safety planning**

Yes

### **Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

#### **Is the leave period unlimited?**

No

#### **Number of Days:**

10

### **Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

#### **Is the leave period unlimited?**

No

#### **Number of days:**

10

### **Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

#### **Is the leave period unlimited?**

No

#### **Number of Days:**

10

### **Access to unpaid leave**

Date Created: 30-05-2023

Yes

**Is the leave period unlimited?**

No

**Number of days:**

90

**Provide Details:** No

- 2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

# Workforce Management Statistics Table

Industry: Transport Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	37	40
			Non-managers	47	225	272
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	23	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	3	3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	33	34
			Non-managers	35	249	284
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	8	10
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	35	41
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	10	41	51
			Non-managers	145	900	1,045
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	2	9	11
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	28	137	165
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	80	877	958

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	6	53	59	
			Non-managers	141	938	1,079	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	1	3	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	20	90	110
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	38	248	286	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	17	1	18	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	1	1	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	9	0	9
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	3	3	
			Non-managers	1	60	61	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	6	6
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	1	1	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary



# Workforce Management Statistics Table

\* Total employees includes Non-binary

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\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	37	40
			Non-managers	47	225	272
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	23	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	3	3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	33	34
			Non-managers	35	249	284
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	8	10
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	35	41
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	10	41	51
			Non-managers	145	900	1,045
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	2	9	11
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	28	137	165
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	80	877	958

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	53	59
			Non-managers	141	938	1,079
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	1	3
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	20	90	110
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	38	248	286
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	17	1	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	0	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	3	3
			Non-managers	1	60	61
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	6	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Transport Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

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# Workplace Profile Table

Industry: Transport Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	41	426	0	0	467
	Full-time contract	0	1	0	0	1
	Part-time permanent	2	1	0	0	3
	Casual	0	4	0	0	4
Professionals	Full-time permanent	34	54	0	0	88
	Full-time contract	0	2	0	0	2
	Part-time permanent	1	1	0	0	2
	Casual	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	13	393	0	30	436
	Full-time contract	0	2	0	0	2
	Part-time permanent	0	0	0	1	1
	Casual	7	84	0	0	91
Clerical And Administrative Workers	Full-time permanent	346	425	7	9	787
	Full-time contract	3	7	0	0	10
	Part-time permanent	42	3	0	0	45
	Casual	37	35	0	0	72
Sales Workers	Full-time permanent	0	6	0	0	6
	Part-time permanent	2	0	0	0	2
Machinery Operators And Drivers	Full-time permanent	106	2,481	0	1	2,589
	Full-time contract	0	6	0	0	6
	Part-time permanent	5	40	0	0	45
	Casual	54	720	0	0	775
Labourers	Full-time permanent	24	466	3	28	521
	Full-time contract	0	1	0	0	1
	Part-time permanent	30	273	0	0	303
	Casual	21	274	0	0	295

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Transport Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	5	5
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	2	51	53
SM	Full-time permanent	1	37	38
	Part-time permanent	0	1	1
	Casual	0	2	2
OM	Full-time permanent	38	331	369
	Full-time contract	0	1	1
	Part-time permanent	2	0	2
	Casual	0	2	2

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		F	M	F	M	
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	Full-time contract	0	1	0	0	1
	Part-time permanent	2	1	0	0	3
	Casual	0	4	0	0	4
Professionals	Full-time permanent	34	54	0	0	88
	Full-time contract	0	2	0	0	2
	Part-time permanent	1	1	0	0	2
	Casual	0	3	0	0	3
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	Full-time contract	0	2	0	0	2
	Part-time permanent	0	0	0	1	1
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	Casual	37	35	0	0	72
Sales Workers	Full-time permanent	0	6	0	0	6
	Part-time permanent	2	0	0	0	2
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		F	M	Total*
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KMP	Full-time permanent	0	5	5
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	2	51	53
SM	Full-time permanent	1	37	38
	Part-time permanent	0	1	1
	Casual	0	2	2
OM	Full-time permanent	38	331	369
	Full-time contract	0	1	1
	Part-time permanent	2	0	2
	Casual	0	2	2

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