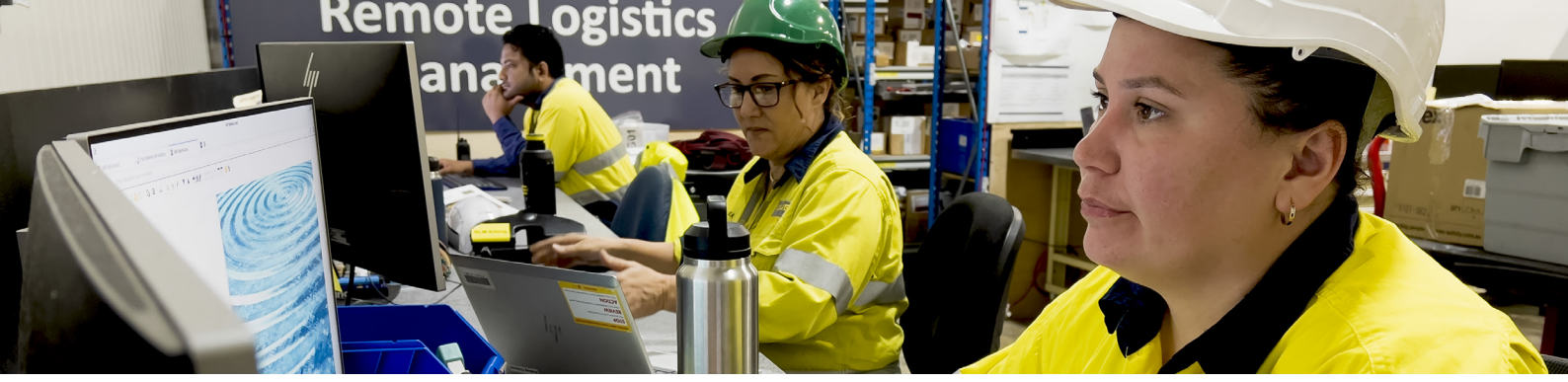


A woman with blonde hair, wearing an orange high-visibility safety vest over a black long-sleeved shirt, stands in a large warehouse aisle. She is smiling and has her hands in her pockets. The aisle is lined with tall metal shelving units filled with white boxes. In the background, a forklift is visible. The QUBE logo is in the top right corner.

QUBE

2022

**Workplace Gender
Equality Act Report**



APPENDIX: WORKPLACE PROFILE

Workplace Profile Table

Industry: All Industries

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|-------------------------------------|---------------------|------------------|-------|--|----|-------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 40 | 422 | 0 | 0 | 462 |
| | Part-time permanent | 2 | 1 | 0 | 0 | 3 |
| | Casual | 0 | 6 | 0 | 0 | 6 |
| Professionals | Full-time permanent | 30 | 45 | 1 | 0 | 76 |
| | Full-time contract | 2 | 3 | 0 | 0 | 5 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |
| | Casual | 1 | 3 | 0 | 0 | 4 |
| Technicians And Trades Workers | Full-time permanent | 18 | 414 | 1 | 26 | 459 |
| | Full-time contract | 0 | 2 | 0 | 0 | 2 |
| | Part-time permanent | 1 | 0 | 0 | 1 | 2 |
| | Casual | 7 | 47 | 0 | 0 | 54 |
| Clerical And Administrative Workers | Full-time permanent | 317 | 324 | 10 | 9 | 660 |
| | Full-time contract | 3 | 3 | 0 | 0 | 6 |
| | Part-time permanent | 42 | 4 | 1 | 0 | 47 |
| | Casual | 32 | 20 | 0 | 0 | 52 |
| Sales Workers | Full-time permanent | 1 | 6 | 0 | 0 | 7 |
| | Part-time permanent | 3 | 0 | 0 | 0 | 3 |
| | Casual | 1 | 0 | 0 | 0 | 1 |
| Machinery Operators And Drivers | Full-time permanent | 96 | 2,681 | 0 | 4 | 2,781 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| | Part-time permanent | 1 | 4 | 0 | 0 | 5 |
| | Casual | 48 | 615 | 0 | 0 | 663 |
| Labourers | Full-time permanent | 45 | 732 | 0 | 3 | 780 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| | Part-time permanent | 1 | 1 | 0 | 0 | 2 |
| | Casual | 24 | 290 | 0 | 0 | 314 |

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

** Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

| Manager category | Level to CEO | Employment status | No. of employees | | |
|------------------|---------------------|---------------------|------------------|-----|--------|
| | | | F | M | Total* |
| CEO | 0 | Full-time permanent | 0 | 1 | 1 |
| KMP | -1 | Full-time permanent | 0 | 5 | 5 |
| HOB | -2 | Full-time permanent | 0 | 1 | 1 |
| | -3 | Full-time permanent | 0 | 1 | 1 |
| GM | -1 | Full-time permanent | 1 | 1 | 2 |
| | -2 | Full-time permanent | 1 | 31 | 32 |
| | -3 | Full-time permanent | 0 | 19 | 19 |
| | -4 | Full-time permanent | 0 | 2 | 2 |
| SM | -2 | Full-time permanent | 0 | 2 | 2 |
| | | Casual | 0 | 1 | 1 |
| | -3 | Full-time permanent | 2 | 12 | 14 |
| | | Casual | 0 | 1 | 1 |
| | -4 | Full-time permanent | 1 | 19 | 20 |
| OM | -2 | Full-time permanent | 0 | 1 | 1 |
| | -3 | Full-time permanent | 3 | 55 | 58 |
| | | Part-time permanent | 1 | 1 | 2 |
| | -4 | Full-time permanent | 20 | 151 | 171 |
| | | Casual | 0 | 1 | 1 |
| | -5 | Full-time permanent | 10 | 99 | 109 |
| | | Part-time permanent | 1 | 0 | 1 |
| | | Casual | 0 | 3 | 3 |
| | -6 | Full-time permanent | 2 | 21 | 23 |
| -7 | Full-time permanent | 0 | 1 | 1 | |

* Total employees includes Gender X

Workplace Profile Table

Industry: Road Transport

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|-------------------------------------|---------------------|------------------|-----|--|---|-------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 1 | 30 | 0 | 0 | 31 |
| | Casual | 0 | 1 | 0 | 0 | 1 |
| Professionals | Full-time permanent | 3 | 6 | 0 | 0 | 9 |
| Technicians And Trades Workers | Full-time permanent | 3 | 115 | 0 | 4 | 122 |
| | Part-time permanent | 1 | 0 | 0 | 1 | 2 |
| | Casual | 0 | 3 | 0 | 0 | 3 |
| Clerical And Administrative Workers | Full-time permanent | 23 | 10 | 0 | 0 | 33 |
| | Part-time permanent | 9 | 0 | 0 | 0 | 9 |
| | Casual | 4 | 1 | 0 | 0 | 5 |
| Machinery Operators And Drivers | Full-time permanent | 14 | 418 | 0 | 0 | 432 |
| | Casual | 12 | 80 | 0 | 0 | 92 |
| Labourers | Full-time permanent | 0 | 1 | 0 | 0 | 1 |
| | Casual | 2 | 11 | 0 | 0 | 13 |

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Road Transport

| Manager category | Level to CEO | Employment status | No. of employees | | |
|------------------|--------------|---------------------|------------------|----|--------|
| | | | F | M | Total* |
| HOB | -3 | Full-time permanent | 0 | 1 | 1 |
| GM | -2 | Full-time permanent | 0 | 1 | 1 |
| | -3 | Full-time permanent | 0 | 2 | 2 |
| SM | -4 | Full-time permanent | 0 | 2 | 2 |
| OM | -3 | Full-time permanent | 1 | 3 | 4 |
| | -4 | Full-time permanent | 0 | 12 | 12 |
| | | Casual | 0 | 1 | 1 |
| | -5 | Full-time permanent | 0 | 7 | 7 |
| | -6 | Full-time permanent | 0 | 2 | 2 |

* Total employees includes Gender X

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 | 39 | 392 | 0 | 0 | 431 |
| | Part-time permanent | 2 | 1 | 0 | 0 | 3 |
| | Casual | 0 | 5 | 0 | 0 | 5 |
| Professionals | Full-time permanent | 27 | 39 | 1 | 0 | 67 |
| | Full-time contract | 2 | 3 | 0 | 0 | 5 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |
| | Casual | 1 | 3 | 0 | 0 | 4 |
| Technicians And Trades Workers | Full-time permanent | 15 | 299 | 1 | 22 | 337 |
| | Full-time contract | 0 | 2 | 0 | 0 | 2 |
| | Casual | 7 | 44 | 0 | 0 | 51 |
| Clerical And Administrative Workers | Full-time permanent | 294 | 314 | 10 | 9 | 627 |
| | Full-time contract | 3 | 3 | 0 | 0 | 6 |
| | Part-time permanent | 33 | 4 | 1 | 0 | 38 |
| | Casual | 28 | 19 | 0 | 0 | 47 |
| Sales Workers | Full-time permanent | 1 | 6 | 0 | 0 | 7 |
| | Part-time permanent | 3 | 0 | 0 | 0 | 3 |
| | Casual | 1 | 0 | 0 | 0 | 1 |
| Machinery Operators And Drivers | Full-time permanent | 82 | 2,263 | 0 | 4 | 2,349 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| | Part-time permanent | 1 | 4 | 0 | 0 | 5 |
| | Casual | 36 | 535 | 0 | 0 | 571 |
| Labourers | Full-time permanent | 45 | 731 | 0 | 3 | 779 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| | Part-time permanent | 1 | 1 | 0 | 0 | 2 |
| | Casual | 22 | 279 | 0 | 0 | 301 |

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Transport Support Services

| Manager category | Level to CEO | Employment status | No. of employees | | |
|------------------|---------------------|---------------------|------------------|-----|--------|
| | | | F | M | Total* |
| CEO | 0 | Full-time permanent | 0 | 1 | 1 |
| KMP | -1 | Full-time permanent | 0 | 5 | 5 |
| HOB | -2 | Full-time permanent | 0 | 1 | 1 |
| GM | -1 | Full-time permanent | 1 | 1 | 2 |
| | -2 | Full-time permanent | 1 | 30 | 31 |
| | -3 | Full-time permanent | 0 | 17 | 17 |
| | -4 | Full-time permanent | 0 | 2 | 2 |
| SM | -2 | Full-time permanent | 0 | 2 | 2 |
| | | Casual | 0 | 1 | 1 |
| | -3 | Full-time permanent | 2 | 12 | 14 |
| | | Casual | 0 | 1 | 1 |
| | -4 | Full-time permanent | 1 | 17 | 18 |
| OM | -2 | Full-time permanent | 0 | 1 | 1 |
| | -3 | Full-time permanent | 2 | 52 | 54 |
| | | Part-time permanent | 1 | 1 | 2 |
| | -4 | Full-time permanent | 20 | 139 | 159 |
| | -5 | Full-time permanent | 10 | 92 | 102 |
| | | Part-time permanent | 1 | 0 | 1 |
| | | Casual | 0 | 3 | 3 |
| | -6 | Full-time permanent | 2 | 19 | 21 |
| -7 | Full-time permanent | 0 | 1 | 1 | |

* Total employees includes Gender X



APPENDIX: QUESTIONNAIRE



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Gender Equality Reporting

Submitted by:

Lcr Group Pty Ltd (ABN:78095626798)

Qube Holdings Limited (ABN:14149723053)

**Qube Logistics (Aust) Pty Ltd
(ABN:18123003930)**

**Qube Logistics (Qld) Pty Ltd
(ABN:21009677383)**

**Qube Logistics (Nsw) Pty Ltd
(ABN:99123022588)**

**Qube Logistics (Sa1) Pty Ltd
(ABN:21008263474)**

**C&H Acquisition Pty Ltd
(ABN:48600205909)**

**Qube Logistics (Rail) Pty Ltd
(ABN:63082313415)**

Crt Group Pty. Limited (ABN:90004935915)

Giacci Bros. Pty Ltd (ABN:66008708361)

**Qube Logistics (Wa2) Pty Ltd
(ABN:41130530111)**

**Qube Logistics (Vic) Pty Ltd
(ABN:72092352228)**

Qube Energy Pty Ltd (ABN:33006430039)

**Maritime Container Services Pty Ltd
(ABN:69001169240)**

**Qube Logistics (Sb) Pty Ltd
(ABN:83003307319)**

**Qube Ports (No 1) Pty Ltd
(ABN:74128404900)**

Qube Ports Pty Ltd (ABN:46123021492)

Qube Bulk Pty Ltd (ABN:13138868756)

**Qube Logistics (Qldt1) Pty Ltd
(ABN:53010235935)**

**Australian Amalgamated Terminals Pty
Limited (ABN:13098458229)**

**Qube Logistics (Wa) Pty Ltd
(ABN:68087193342)**

**The Trustee For Lcr Mining Group Trust
(ABN:42135447506)**

**Qube Logistics (Sa) Pty Ltd
(ABN:43087193299)**

**Qube Logistics (Global) Pty Ltd
(ABN:71123236260)**

**Qube Logistics (Wa1) Pty Ltd
(ABN:65093981134)**

**The Trustee for QUATTRO GRAIN TRUST
(ABN:63472949145)**

**QUBE FORESTRY PTY LTD
(ABN:55152640009)**

**Harvestco Australia Pty Ltd
(ABN:13122876019)**

**Qube Offshore Services Pty Ltd
(ABN:24164301008)**

**The Trustee for CSR Trust
(ABN:26099459809)**

Date: 2022-06-28

#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(<i>Select all that apply</i>) |
| ...Yes | Policy |
| ...Retention | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Performance management processes | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Promotions | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Talent identification/identification of high potentials | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Succession planning | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Training and development | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy |
| ...Key performance indicators for managers relating to gender equality | No(<i>Select all that apply</i>) |
| ...No | Other (please specify) |
| ...Other (please specify) | Currently under consideration |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

| | |
|--------|--------|
| ...Yes | Policy |
|--------|--------|

3: Does your organisation have any of the following targets to address gender equality in your workplace?

- Increase the number of women in male-dominated roles
- Increase the number of women in leadership positions

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

Governing bodies

Lcr Group Pty Ltd

| | |
|--|----|
| 1: Does this organisation have a governing body? | No |
|--|----|

| | |
|---|--|
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |
| <i>Qube Holdings Limited</i> | |
| 1: Does this organisation have a governing body? | Yes(<i>Provide further details on the governing body(ies) and its composition</i>) |
| 1.1: What is the name of your governing body? | Qube Holdings Limited |
| 1.2: What type of governing body does this organisation have? | Board of directors |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | 0 |
| ...Male | 1 |
| ...Non-binary | 0 |
| ...Members | |
| ...Female | 2 |
| ...Male | 5 |
| ...Non-binary | 0 |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | Yes(<i>Select all that apply</i>) |
| | Strategy |
| 1.5: Has a target been set to increase the representation of women on this governing body? | Yes(<i>Provide further details on your target</i>) |
| 10.6: What is the percentage (%) target? | 40.00% |
| 10.7: What year is the target to be reached (select the last day of the target year)? | 1-Jul-2025 |

| | |
|--|--------------------------------------|
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body? | Yes(<i>Select all that apply.</i>) |
| | Strategy |

Qube Logistics (Aust) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Qld) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Nsw) Pty Ltd

| | |
|--|--|
| | |
|--|--|

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Sa1) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

C&H Acquisition Pty Ltd

| | |
|---|----|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |

| | |
|---|--|
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Rail) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Crt Group Pty. Limited

| | |
|---|----|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| | |

| | |
|---|--|
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Giacci Bros. Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Wa2) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Vic) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Energy Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Maritime Container Services Pty Ltd

| | |
|---|----|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |

| | |
|---|--|
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |
| <i>Qube Logistics (Sb) Pty Ltd</i> | |

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

| | |
|---|----|
| <i>Qube Ports (No 1) Pty Ltd</i> | |
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |

| | |
|---|--|
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Ports Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Bulk Pty Ltd

| | |
|---|------------------------------------|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| | |

| | |
|---|--|
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |
|---|--|

Qube Logistics (Qldt1) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Australian Amalgamated Terminals Pty Limited

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Wa) Pty Ltd

| | |
|--|----|
| 1: Does this organisation have a governing body? | No |
| | |

| | |
|---|--|
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

The Trustee For Lcr Mining Group Trust

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Sa) Pty Ltd

| | |
|---|----|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |

| | |
|---|--|
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Global) Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Logistics (Wa1) Pty Ltd

| | |
|---|----|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |

| | |
|---|--|
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

The Trustee for QUATTRO GRAIN TRUST

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

QUBE FORESTRY PTY LTD

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Harvestco Australia Pty Ltd

| | |
|--|--|
| | |
|--|--|

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qube Offshore Services Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | No |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| ...Members | |
| ...Female | |
| ...Male | |
| ...Non-binary | |
| 1.1: Is the governing body the same as the local or overseas ultimate parent? | Local ultimate parent organisation |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

The Trustee for CSR Trust

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, 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(*Select all that apply*)

...Yes

Strategy

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

No(*Select all that apply*)

...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?

31-Mar-2022

Employer action on pay equity

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(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)
Salaries for SOME employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)
Non-award employees paid market rate

...Currently under development

1-Dec-2022

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?

No(*Select all that apply*)

| | |
|-----------------------------|----------------------------------|
| ...No | Insufficient resources/expertise |
| ...Others (Provide Details) | |

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

No

| | |
|-------|----------------------------------|
| ...No | Insufficient resources/expertise |
|-------|----------------------------------|

3: On what date did your organisation share your previous year's public reports with employees?

28-Jul-2021

4: Does your organisation have shareholders?

Yes

| | |
|--|-------------|
| 4.1: On what date did your organisation share your previous year's public reports with shareholders? | 28-Jul-2021 |
|--|-------------|

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

6: 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 (*Select all that apply*)

| ...Yes | Strategy |
|--|--|
| ...A business case for flexibility has been established and endorsed at the leadership level | Yes |
| ...Leaders are visible role models of flexible working | Yes |
| ...Flexible working is promoted throughout the organisation | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not practicable across all locations / roles |
| ...Targets have been set for engagement in flexible work | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not practicable across all locations / roles |
| ...Targets have been set for men's engagement in flexible work | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not practicable across all locations / roles |
| ...Leaders are held accountable for improving workplace flexibility | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not practicable across all locations / roles |
| ...Manager training on flexible working is provided throughout the organisation | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not practicable across all locations / roles |
| ...Employee training is provided throughout the organisation | Yes |
| ...Team-based training is provided throughout the organisation | Yes |
| ...Employees are surveyed on whether they have sufficient flexibility | Yes |
| ...The organisation's approach to flexibility is integrated into client conversations | No (<i>Select all that apply</i>) |

| | |
|---|--|
| ...No | Other (provide details) |
| ...Other (provide details) | Not practicable across all locations / roles |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement) | Yes |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Where relevant, reported at a divisional level |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Where relevant, reported at a divisional level |

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

| | |
|---|--|
| ...Flexible hours of work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Compressed working weeks | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available Formal options are available |
| ...Time-in-lieu | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Telecommuting (e.g. working from home) | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available Formal options are available |
| ...Part-time work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Job sharing | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |

| | |
|-----------------------------------|--|
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Carer's leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Purchased leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Unpaid leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...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

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

No

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Not applicable

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave that is gender equal (without using the primary/secondary carer definition)

| | |
|---|--|
| 1.1: Please indicate whether your employer-funded paid parental leave is available to: | All, regardless of gender |
| 1.2: Please indicate whether your employer-funded paid parental leave covers: | Birth Adoption Surrogacy Stillbirth |
| 1.3: How do you pay employer funded paid parental leave? | Paying the employee's full salary |
| 1.4: Do you pay superannuation contribution to your carers while they are on parental leave? | Yes, on employer funded parental leave |
| 1.5: How many weeks (minimum) of employer funded paid parental leave is provided? | 6 |
| 1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals? | 51-60% |
| 1.7: Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes |
| 1.7.1: How long is the qualifying period? | 12 |
| 1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? | Yes |
| 1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? | Within 12 months |
| .. Yes | |
| 1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to: | All, regardless of gender |

| | |
|---|--|
| 1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers: | Birth Adoption Surrogacy Stillbirth |
| 1.1.c: How do you pay employer funded paid parental leave to primary carers? | As a lump sum payment (for example, paid pre- or post- parental leave, or a combination) |
| 1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave? | Yes, on employer funded parental leave |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided? | 6 |
| 1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes |
| 1.1.g.1: How long is the qualifying period? | 12 |
| 1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? | Yes |
| 1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? | Within 12 months |
| .. Yes | |
| 1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to: | All, regardless of gender |
| 1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers: | Birth Adoption Surrogacy Stillbirth |
| 1.2.c: How do you pay employer funded paid parental leave to secondary carers? | Paying the employee's full salary |
| 1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave? | Yes, on employer funded parental leave |
| 1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided? | 2 |
| 1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes |

| | |
|---|------------------|
| 1.2.g.1: How long is the qualifying period? | 12 |
| 1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? | Yes |
| 1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? | Within 12 months |
| .. Yes | |

2: 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(*Select all that apply*)

...Yes

Strategy

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

...Employer subsidised childcare

No(*You may specify why the above support mechanism is not available to your employees.*)

...No

Other (provide details)

...Other (provide details)

Currently under consideration

...On-site childcare

No(*You may specify why the above support mechanism is not available to your employees.*)

...No

Other (provide details)

...Other (provide details)

Not practicable due to high risk sites, locations

...Breastfeeding facilities

Yes(*Please indicate the availability of this support mechanism.*)

...Yes

Available at SOME worksites

...Childcare referral services

No(*You may specify why the above support mechanism is not available to your employees.*)

...No

Other (provide details)

...Other (provide details)

Currently being investigated

...Internal support networks for parents

Yes(*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

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

No(*You may specify why the above support mechanism is not available to your employees.*)

...No

Currently under development(*Select the estimated completion date.*)

| | |
|--|--|
| ...Currently under development | 1-Dec-2022 |
| ...Information packs for new parents and/or those with elder care responsibilities | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Referral services to support employees with family and/or caring responsibilities | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Targeted communication mechanisms (e.g. intranet/forums) | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Support in securing school holiday care | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not applicable across all locations/ sites |
| ...Coaching for employees on returning to work from paid parental leave | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Parenting workshops targeting mothers | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Parenting workshops targeting fathers | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Other (provide details) | No |

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

| | |
|---|--------|
| ...Yes | Policy |
| 1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? | Yes |

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

| | |
|-----------------|--|
| ...All managers | Yes(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| ...Yes | At induction Every three years or more At least annually |

| | |
|------------------|--|
| ...All employees | Yes(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| ...Yes | At induction Every three years or more At least annually |

3: If your organisation would like to provide additional information relating to sex-based harassment and 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(*Select all that apply*)

| | |
|--------|----------|
| ...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?

| | |
|--|--|
| ...Employee assistance program (including access to psychologist, chaplain or counsellor) | Yes |
| ...Training of key personnel | Yes |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement | Yes |
| ...Workplace safety planning | Yes |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |
| : How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided? | 5 |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |
| : How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided? | 5 |
| ...Access to unpaid leave | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |

| | |
|--|--|
| : How many days of unpaid domestic violence leave are provided? | 30 |
| ...Confidentiality of matters disclosed | Yes |
| ...Referral of employees to appropriate domestic violence support services for expert advice | Yes |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence | Yes |
| ...Flexible working arrangements | Yes |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay) | Yes |
| ...Offer change of office location | Yes |
| ...Emergency accommodation assistance | Yes |
| ...Access to medical services (e.g. doctor or nurse) | Yes |
| ...Other (provide details) | Yes |
| ...Yes | Unlimited access to EAP for employees and their family |

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