
INTEGRITY
RELIABILITY
INCLUSION
Living our values and celebrating excellence.
Thrive Awards • ‘The Qubies’

A workplace where we can all Thrive.

The future is bright at Qube.

We are committed to being the best at what we do and to creating a workplace where all our people **Thrive**.

Our people are the heart of everything we do, and it's important that we continue to make Qube a great place to work - where everyone can be their best, be proud of the work they do, and be recognised for their achievements.

Integrity, **Reliability**, and **Inclusion** are the values that underpin our plan to **Thrive**. To celebrate and recognise our employees who go above and beyond in demonstrating these values, we have our annual **Thrive Awards – 'The Qubies'**.

Our values provide us with clear guidance on the behaviours that we expect from ourselves and from others. These values are fundamental to the culture that we are building at Qube – the way we work together, how we embed safety, trust, respect, inclusion, and collaboration into everything that we do.

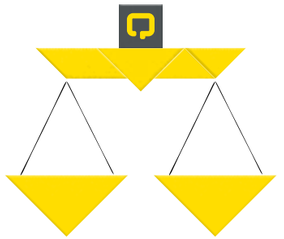
'The Qubies' are our opportunity to put a spotlight on the great work that is being undertaken by our teams. Those individuals that demonstrate excellence, who go the extra mile and whose behaviour we want others to emulate. I encourage you all to get involved, nominate team members who deserve recognition, and join me in celebrating the excellent work I see every day at Qube.

I'm extremely proud of our incredibly talented team. It's through our collective commitment and dedication that we have achieved such huge growth over the past 15 years, with now more that than 160 sites and close to 9,000 employees. Together, we are building a great future that we can all be proud of and where we can all **Thrive**.



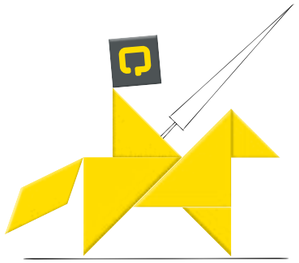
Paul Digney
Managing Director

Three values we live by every day.



Integrity.

We believe in doing everything we do with **honesty**, **transparency**, and **commitment**. All deserve to be treated with respect.



Reliability.

We believe in doing what we said we'd do, when we said we'd do it, **safely** and **securely**. Trust is earned and we know how to earn it.



Inclusion.

We believe in **collaboration**, a **voice for all**, and diversity of thinking. **Working together**, and with customers, takes us all further.

INTEGRITY
RELIABILITY
INCLUSION

Why values matter.

Study after study shows that companies with strong values have better employee and customer satisfaction, financial performance, and faster growth.

Our values of **Integrity**, **Reliability**, and **Inclusion** will help ensure Qube continues to be a great place to work as we strive together towards a common purpose. Our values are not a new way of working, they are what we already do.

We want to encourage everyone to build on our strong foundation by recognising our values in action and by highlighting examples we can all learn from.

Below are just some examples of our values in action and are the kind of behaviours we will be looking to celebrate through '**The Qubies**'.

Integrity in action.



Melira Lister
National Key Account Manager
Qube Bulk, Brisbane

Melira won Queensland's Trucking Woman of the Year at the 2022 Queensland Trucking Association's Road Freight Annual Industry Awards. She was recognised for her expertise in managing major multimillion-dollar infrastructure and renewable energy projects that continue to deliver successful outcomes for our customers.

Melira was recognised for her **integrity**, she is a highly valued member of our Qube Bulk Team and consistently performs her job with honesty, transparency, and commitment. She treats everyone with respect and is a strong advocate for females in the transport industry.

Reliability in action.



Anthony 'Face' Ngavavia
Material Officer
Qube Ports, Miles Supply Base (MSB)

Face has been at MSB for over five years. Originally from the Cook Islands, Face has an outstanding reputation for being incredibly **reliable**, going the extra mile and turning up where and when he is needed the most.

He is proud of the great skills he has developed at Qube, particularly the ones focusing on safety. Face actively listens to his radio and does those everyday tasks that help everyone out. Trusted by his leaders to always do the right thing, he inspires great camaraderie with his colleagues.

Inclusion in action.



Justin Khan
Rail Coordinator
Qube Logistics, Cooks River

Justin has always had a passion for trucks and the movement of goods, which led him to successfully apply to be a Diversity Champion at a two-day workshop held at the Trucking Australia 2023 event.

Justin believes in the confidence that inclusion brings for future generations. He actively creates situations where the Cooks River team brings in plates of traditional foods, sharing these delicacies and the traditional stories behind them in a light-hearted, warm, and open environment. This act of **inclusion** ensures every culture is respected, creating stronger bonds within the team.

Thrive Awards • 'The Qubies'

It's time to celebrate and reward employees who are living our values and demonstrating excellence.

Get involved. Nominate today!

Thrive Awards - 'The Qubies' are open to people from all roles, all sites, and all levels (see eligibility below).

Share how your nominee has demonstrated excellence in living our Qube values of **Integrity**, **Reliability**, and **Inclusion**. Scan the QR code to digitally access and complete the nomination form or copy, complete, take a photo, and email the form on page 10.

Got a question or query? **Email thrive@qube.com.au**

Eligibility.

- All permanent full-time and part-time Qube employees, including employees currently on parental leave.
- Eligible employees must be past their probation period.
- Employees can nominate as many times as they like but can only select the same person once per category.
- Leaders can be nominated.
- Line leader must sign-off on all nominations.

Finalists.

- Flights to Sydney for two.
- 1 night at the Hotel InterContinental Sydney.
- VIP at 'The Qubies' Awards Night Dinner.

Winners

- $5,000 travel voucher from Flight Centre.
- Recognition of your excellent work!
- Leadership role in the Culture Reference Group (CRG).

Judging.

Qube's Executive team will judge the top nominations for each value. The winning nominations will then be invited to 'The Qubies' Award Night Dinner in Sydney.

Nomination criteria.

Some points to consider when making a nomination.

INTEGRITY

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

RELIABILITY

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

INCLUSION

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

How you can bring our values to life.

At Qube, we are proud of the work our employees undertake every day living our Qube values of **Integrity**, **Reliability**, and **Inclusion**.
You can play a vital role by:

- **Giving regular call-outs** – Recognising individuals and/or teams at team meetings – either peer-to-peer or from the team leader.
- **Participating in divisional awards (varies for each division)** – These awards recognise great work and are awarded monthly and quarterly.

How leaders can bring our values to life.

It's as simple as embedding our values into everything you do every day.

- Lead by example. Demonstrate the behaviours you want your team to follow.
- Ask your teams to share real examples of what Qube values look like in action.
- Give teams and employees who live our values on the spot verbal recognition.
- Reward teams and employees by nominating them for a Thrive Award.
- Incorporate our values into your team meetings and your one-on-one meetings.

Values conversation starters.

Here are some open-ended questions for you to use as a guide. Please don't be limited by them. You know your team – engage them, encourage them to open up and to share their stories. It's all about amplifying the great work that they are already doing.

INTEGRITY We believe in doing everything with honesty, transparency, and commitment. All deserve to be treated with respect.	Do you know someone who is the 'glue' in our team, is always fair and not judgmental?
	Do you know someone who always has your back – even when things get tough?
	Who in our team would make everyone feel welcome, always treats everyone with respect, and creates a safe environment?
RELIABILITY We believe in doing what we said we'd do, when we said we would do it, safely, and securely. Trust is earned and we know how to earn it.	Who in our team is a legend – who means what they say and always keeps their promises? Who is always first to put up their hand to help?
	Can you share some examples of when potentially harmful situations have been identified and avoided?
	Who regularly checks in with the everyone and asks R U OK?
INCLUSION We believe in collaboration, a voice for all, and diversity of thinking. Working together, and with customers, takes us all further.	When have you collaborated with someone or with another team and produced a better outcome?
	Who is always working hard to ensure we exceed our customer's expectations?
	Who goes the extra mile to help us recognise, show respect and celebrate differences?

Toolbox Talk available via QR code or by visiting **www.qube.com.au/thrive**

Incorporating our values into every meeting.

We've created a new Team Meeting Template to help make our values part of every day at Qube.

Scan the QR code above or visit **www.qube.com.au/thrive** to download the template.



Reliability.
Integrity.
Inclusion.

QUBE

Team Meeting Agenda.

Location	Date	Time
Leader Name	Leader Title	Leader Division
Attendees		

Safety & Wellbeing.

Safety & Wellbeing Issues	Toolbox link
Safety & Wellbeing discussion	Weekly observations and feedback

Values (Integrity, Reliability, and Inclusion).

Discussion and recognition of employees demonstrating Qube Values – winner of the week!	Leader observations on what values they have seen the team demonstrate throughout the week. Leader to encourage discussion by asking leading questions. Examples: ▪ Who in the team is the first person who puts their hand up to help? ▪ Who always does what they say they are going to do? ▪ Who is great at team work – working collaboratively? ▪ Who is a great listener and treats everyone with respect? ▪ Are we going the extra mile to welcome our new team members? ▪ Can you share some examples of how we are accepting of differences of opinions and ways of working? Who in the team is really good at this? Encourage peer observations – recognise these contributions by: ▪ Verbal on the spot recognition ▪ Ask for nominations for a Thrive Award – 'The Qubies'. Email submissions through to thrive@qube.com.au

Weekly update.

Qube business and divisional update	Key activities happening across the business and in your division, including national activities – i.e. International Women's Day, R U OK? Day, NAIDOC Week.
WIP	Updates on current work-in-progress activities / project / business objectives. Outline priorities and focus areas for the coming week.
Team Resources	Feedback on work-in-progress and clarity on priorities if they are conflicting. Discussion of current road blocks and actions to navigate.

Team Meeting Agenda.

Action	Owner	Open	Completed

Thrive Awards • 'The Qubies' nomination form.

To make a nomination, fill out this form, scan or take a photo, and email it to **thrive@qube.com.au**. Alternatively, nomination forms are available on the Intranet, the MyQube app, or by scanning the QR code on the opposite page.

Who are you nominating?

First name	Last name
Title	Division and location
Phone number	Email address

Your details.

First name	Last name
Title	Division and location
Phone number	Email address

What Qube value has been demonstrated by your nominee?

☐ **Integrity.** ☐ **Reliability.** ☐ **Inclusion.**

What is the reason for your nomination?

Explain why you're nominating this person - how do they demonstrate excellence in Integrity, Reliability, or Inclusion? How have they gone above and beyond, led by example, initiated new ideas that had a great outcome, or inspired their team by the example they have set?

Need more room? Send through additional information with this form included.

Leader's approval and details.*

First name	Last name	Title	Division and location
Phone number	Email address	Signature	

*These are mandatory fields and need to filled out prior to submitting a nomination

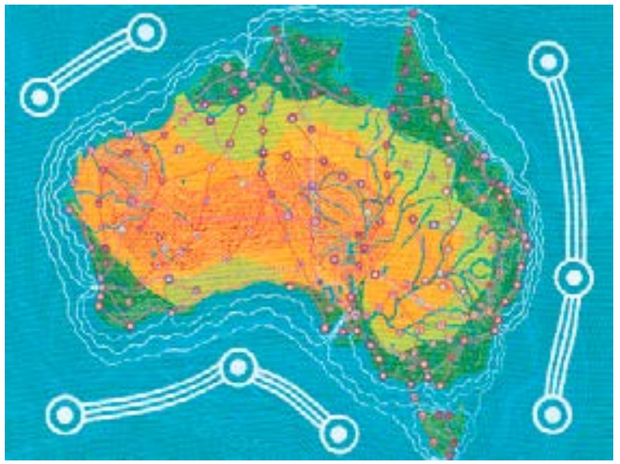
Additional resources.

Scan the QR code below or visit the website to access additional **Thrive** resources, including posters, PowerPoint presesentations, Toolbox Talks, conversation starters, and much more. Nomination forms are also available here.

www.qube.com.au/thrive

We want your feedback.

For all feedback and ideas about **Thrive**, our values, and the Thrive Awards – 'The Qubies', please email **thrive@qube.com.au**



Qube acknowledges the Traditional Custodians of the land on which we work, live and gather, and recognise their continuing connection to land, water and community. We pay respect to Elders past, present and emerging.



The stuff that matters.