



Community Wellbeing and Engagement Policy

Qube Holdings Limited and its subsidiaries (**Qube**) recognise that our operations and services can have an impact that extend beyond our employees, customers, contractors and shareholders.

Qube is therefore committed to maintain our social license to operate by constructively engaging with and contributing in a positive and meaningful way to the sustainable development and wellbeing of the communities in which we conduct business. This encompasses respecting the health and safety of our employees, contractors and the public, protecting the environment, developing partnerships to support the economic and social framework of our local communities and providing special paid leave for our employees to perform community wellbeing and volunteer activities.

We strive to deliver sustainable long-term benefits to our local communities through the commitment to local employment, training and supplier partnerships. Qube engages with communities in line with our core values and our Community Engagement and Wellbeing principles.

Community Engagement and Wellbeing Principles

- Identifying, engaging with and practicably responding to the needs of the community.
- Maximising community understanding of our role and the rationale for the projects we deliver by being transparent in all that we do.
- Providing the opportunities to encourage community feedback.
- Keeping the community regularly informed of the progress of our operations by providing easily accessible information.
- Encouraging and being responsive to community feedback.
- Build and protect our social license by operating responsibly and doing the right thing by our people and the community.
- Providing an avenue for employees to participate in community wellbeing and volunteer activities that are aimed at the common good and without financial gain within the communities in which we operate.
- Measuring and mitigating any impacts of our operations on local communities.

Qube understands that establishing and maintaining relationships with communities relies first and foremost on building mutual respect. This in turn depends on Qube understanding the issues that are important to communities and conveying to communities an understanding of what is important to Qube. Wherever Qube operates, Qube endeavours to accommodate all cultures, lifestyles, heritage and preferences of individual communities, particularly in areas where Qube has large operational sites.

Our Commitment to Indigenous People and Culture

We respect the traditions and cultures of indigenous people and recognise the unique relationship they have to both land and sea. We recognise the importance of preserving culture and customers and encourage all our employees to foster mutually beneficial relations with indigenous communities.

Our commitment to indigenous people and culture in the locations in which we operate includes the below principles;

- Respecting the value and beliefs of indigenous people by treating a company culture that respects and acknowledges indigenous culture and heritage;
- Continual improvement of our existing indigenous programs through contribution to the development of the values, skills and abilities that will assist with meaningful outcomes;

- Establishing employment, education and training opportunities that ensures indigenous people share in the success and growth of Qube;
- Understanding the potential impact our business can have on indigenous people and their communities;
- Increasing the involvement of indigenous people and their communities in our business in order to build lasting and respectful relationships;
- Supporting programs that strengthen and promote the interests of the indigenous people; and
- Listening to indigenous people and partnering with them.

To establish and maintain genuine community relationships, we will:

- Establish and maintain clear lines of communication with all stakeholders in the community;
- Provide accurate, easy to understand, relevant and timely information through a variety of channels and be accessible to answer questions and provide information as and when required;
- Implement ethical business practices;
- Identify and respectfully consider the diverse range of views and interests present in the community;
- Identify, develop and implement appropriate community engagement strategies for our projects and operations;
- Provide the necessary resources to identify and partner with local communities on mutually beneficial opportunities to enhance worker skills, education, employment opportunities, and to support sustainable development initiatives;
- Strive to provide mutually beneficial opportunities and development and awareness programs within the communities that we operate;
- Continually re-evaluate and seek improvement on our engagement strategies, processes and programs;
- Seek to source materials, services and our workforce from the community to support development of the local economy;
- Provide opportunities to give and respond to community feedback; and
- Report community engagement outcomes back to the community as appropriate.

Community Feedback Process

Qube welcomes feedback from our customers, stakeholders and the local community. Feedback will be treated confidentially (subject to any legal and Qube policy requirements in the locations in which we operate).

The following process applies:

- i. If a customer, local community member or contractor has any feedback for Qube, they can send their feedback in writing to: communityengagement@qube.com.au;
- ii. The feedback should include a description and location of the issue, whether the feedback is positive or negative and the steps Qube could take to address any issue; and
- iii. The feedback will be reviewed in a timely fashion, a response issued to the contributor and any measures noted in the response will be implemented.

Resources

[Qube Statement of Values](#)

[Qube Code of Conduct and Ethics](#)

[Qube Diversity Policy](#)

[Qube Safety, Health and Sustainability Policy](#)

Qube Community Wellbeing and Volunteer Standard

[Qube 'Reflect' Reconciliation Action Plan](#)

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