

2024

Modern Slavery Statement



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Acknowledgement of Country

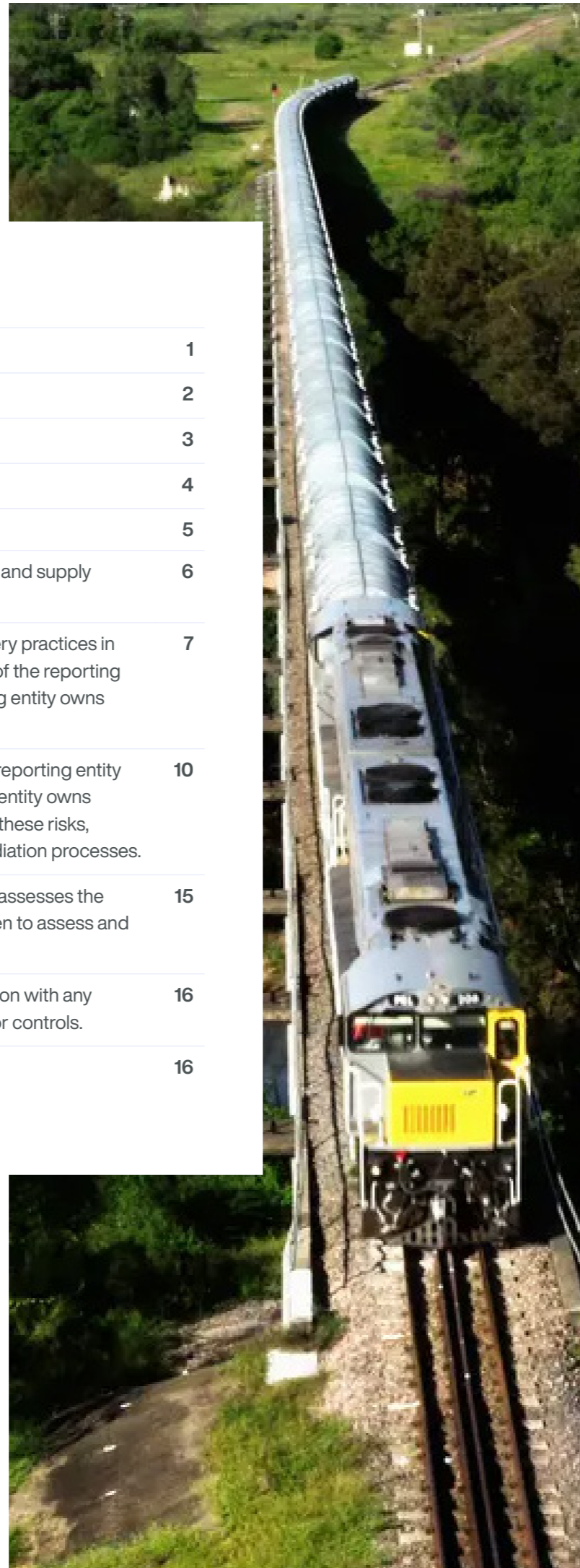
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Disclaimer

This statement has been prepared by Qube Holdings Limited (Qube) on its behalf and on behalf of its reporting entities in relation to their activities, and those of their owned and/or controlled entities, between 1 July 2023 and 30 June 2024.

Qube has prepared this document based on information available to it at the time of preparation and it does not purport to be complete or without error.

This document should be read in conjunction with Qube's other periodic and continuous disclosure announcements lodged with the ASX, including Qube's FY24 Sustainability Report, Annual Report and Corporate Governance Statement.



Chairman & Managing Director message

On behalf of the Board, management team and Qube's 10,000-plus strong workforce, we are pleased to present this FY24 Modern Slavery Statement. As a leading Australian logistics provider, our purpose is to help our customers, communities and industries to thrive.

Working with our business partners, contractors and suppliers to assess, prevent and mitigate modern slavery risks and impacts associated with our operations and supply chains is one of the many ways we deliver on this commitment.

We acknowledge that addressing modern slavery risks is a complex task requiring specialised competencies, processes and industry collaboration, and we are committed to taking meaningful action to build the required capabilities within our business.

The work undertaken between FY20 and FY23 has demonstrated how much more we need to engage with our supply chains in order to assess and address modern slavery risks and encourage impacted stakeholders to speak up.

In FY24, we have continued with steps to engage with our staff and suppliers, deepen our understanding of modern slavery risks, improve our responses and prioritise our actions for the year ahead. Our key areas of action in FY24 include:

1. Review of documents, policies and processes, including the Supplier Code of Conduct and Whistleblower Policy
2. Assessment of key human rights and modern slavery risk areas across the Qube operations (taking into account multiple countries) and supply chains

3. Ongoing training of staff and key teams (modules, toolbox talks, posters, etc.)
4. Implementation of a supplier modern slavery questionnaire and engagement of OneTrust to improve supplier engagement
5. Engagement of an independent expert to help refine our understanding of modern slavery risks and prioritise our actions.

You will find further detail on these and other initiatives underway across the business in the following pages.

Statement approval and sign-off

This is a joint statement prepared on behalf of Qube and the reporting entities listed in this statement which, as parent entity, Qube owns and/or controls. The statement was approved by the Qube Board on 20 November 2024 in its capacity as Qube's principal governing body.



Mr. Allan Davies (OAM)
Chairman




20 November 2024



Paul Digney
Managing Director

20 November 2024

Our progress in FY24

	Continue to evolve our approach to modern slavery risk including by engaging external expertise.	During the period, Qube engaged the services of an external subject matter expert to support the continued evolution of our modern slavery processes and reporting. This engagement will continue in FY25.
	Conduct an internal assurance process on Qube's approach to responsible sourcing.	This item was deferred in FY24 in favour of identifying and deploying a supplier engagement and assessment system to strengthen oversight and management of modern slavery risks. Internal assurance will now form part of Qube's modern slavery program FY25.
	Investigate a responsible sourcing certification scheme.	Qube has investigated options for participation in a responsible sourcing certification scheme and participation will be considered as part of our FY25 modern slavery program in consultation with an independent expert and our procurement teams.
	Evolve our due diligence processes with respect to modern slavery risk, particularly with higher risk suppliers and/or geographies.	In FY24, Qube purchased and began deployment of a supplier engagement and assessment system to strengthen oversight and management of modern slavery risks. Details can be found on page 11.
	Review our modern slavery education and training packages to ensure they reflect best practice.	Qube's modern slavery training module is regularly updated through SafeTrac with the courses designed to equip participants with the knowledge to identify and eliminate modern slavery risks within the supply chain, promote ethical business practices and foster a culture of transparency and responsibility.
	Benchmark our approach to modern slavery against our peers.	Deferred to FY25.
	Strengthen our engagement with joint venture partners and associates.	Qube had limited engagements in this respect in FY24, however, this will be accelerated and expanded in FY25
	Continue conversations with clients about Qube's approach to modern slavery and expectations of suppliers and partners.	This has been partially actioned in FY24 with a significant uptick anticipated in FY25 with the full deployment of the OneTrust system and a focus on higher risk suppliers and/or geographies.

 Complete  Partially Complete  Deferred

Modern Slavery Action Items for 2025

- 1 Update Risk Assessment process and develop formal/informal Risk Tools
- 2 Conduct an internal assurance process on Qube's approach to responsible sourcing
- 3 Review existing Grievance Reporting Mechanism and ensure it is fit for purpose
- 4 Develop a Remediation Protocol to implement when issues are identified
- 5 Update and refine Qube's Procurement Process
- 6 Benchmark our approach to modern slavery against our peers
- 7 Strengthen our engagement with joint venture partners and associates
- 8 Develop Qube KPIs around modern slavery to measure how effective actions to identify and address modern slavery practices in any part of our operations and supply chains have been, across:
 - Governance and due diligence
 - Procurement and supply chain
 - HR practices, training and education
 - Grievances and reporting

Criterion 1

Identify the reporting entity.

Qube Holdings Limited is an Australian public company listed on the Australian Securities Exchange (ASX: QUB). Qube is the parent entity for the Qube Group and makes this statement on its behalf and on behalf of the Qube Group reporting entities, being relevant supply chain operating entities. These entities are set out as follows:

Entity	ABN
1 Qube Holdings Limited (parent entity) ¹	14 149 723 053
2 Australian Amalgamated Terminals Pty Ltd ¹	13 098 458 229
3 Bluewood Industries Pty Ltd as Trustee for the CSR Trust ²	26 099 459 809
4 C&H Acquisition Pty Ltd ²	48 600 205 909
5 CTC Terminals Pty Ltd ²	52 138 486 147
6 Giacci Bros. Pty Ltd ¹	66 008 708 361
7 Harvestco Australia Pty Ltd ²	13 122 876 019
8 Kalari Proprietary Limited ¹	14 004 595 395
9 Maritime Container Services Pty Ltd ²	69 001 169 240
10 Quattro P RE Services Pty Ltd as Trustee for the Quattro Grain Trust ²	63 472 949 145
11 Qube Bulk Pty Ltd ¹	13 138 868 756
12 Qube Energy Pty Ltd ¹	33 006 430 039
13 Qube Forestry Pty Ltd ²	55 152 640 009
14 Qube Grains Pty Ltd ¹	62 613 560 400
15 Qube Heavy Lift Pty Ltd ¹	78 095 626 798
16 Qube Logistics (Aust) Pty Ltd ²	18 123 003 930
17 Qube Logistics (Global) Pty Ltd ²	71 123 236 260
18 Qube Logistics (NSW) Pty Ltd ²	99 123 022 588
19 Qube Logistics (QLD) Pty Ltd ¹	21 009 677 383
20 Qube Logistics (QLDT1) Pty Ltd ²	53 010 235 935
21 Qube Logistics (Rail) Pty Ltd ¹	63 082 313 415
22 Qube Logistics (SA) Pty Ltd ²	43 087 193 299
23 Qube Logistics (SA1) Pty Ltd ²	21 008 263 474
24 Qube Logistics (SB) Pty Ltd ¹	83 003 307 319
25 Qube Logistics (SL) Pty Ltd ²	90 004 935 915
26 Qube Logistics (VIC) Pty Ltd ¹	72 092 352 228
27 Qube Logistics (WA) Pty Ltd ²	68 087 193 342
28 Qube Logistics (WA1) Pty Ltd ²	65 093 981 134
29 Qube Logistics (WA2) Pty Ltd ²	41 130 530 111
30 Qube Offshore Services Pty Ltd ²	24 164 301 008
31 Qube Ports (No 1) Pty Ltd ²	74 128 404 900
32 Qube Ports Pty Ltd ¹	46 123 021 492
33 Stevenson Logistics Pty Ltd ²	65 008 784 950
34 LCR Mining Group Pty Ltd as Trustee for the LCR Mining Group Trust ²	42 135 447 506

¹ These entities are reporting entities for the purposes of the Australian Modern Slavery Act.

² These entities are not reporting entities for the purposes of the Modern Slavery Act but have been included in this list in the interest of transparency.

Criterion 2

Describe the structure, operations and supply chains of the reporting entity.

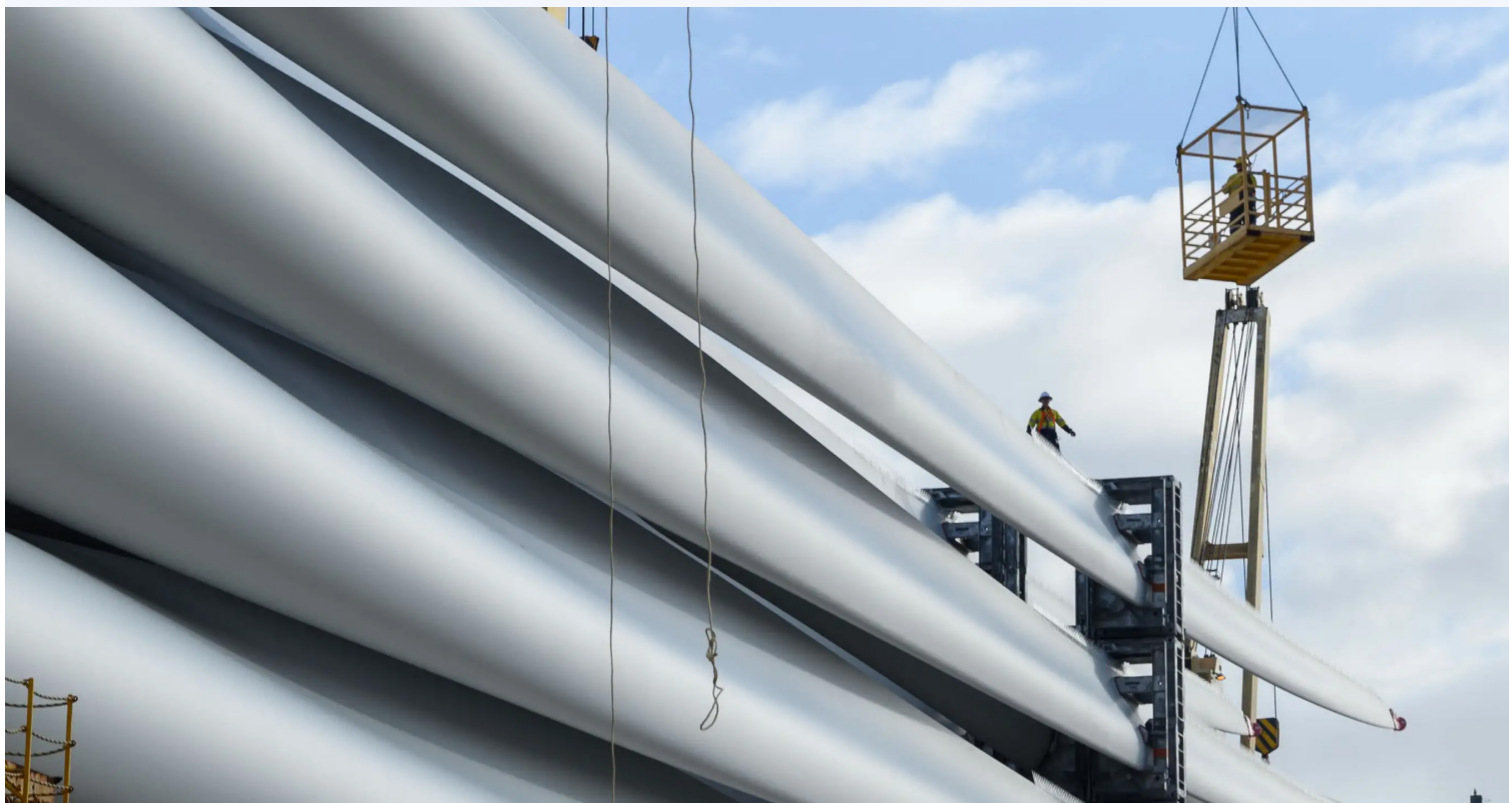
Qube is Australia's largest integrated provider of import and export logistics services with a market capitalisation of around A\$6.5 billion as of 30 June 2024. We operate in over 200 locations across Australia, New Zealand and south-east Asia with a workforce of more than 10,000 employees.

Our business is comprised of two core divisions: the Operating Division, and Qube's 50% interest in Patrick Terminals, Australia's leading container terminal operator. The Operating Division comprises two business units: Qube Logistics and Infrastructure and Qube Ports and Bulk.

Our purpose is to help our customers, communities, industries and people to thrive through a relentless focus on our five priorities: Safety, Wellbeing, Planet, Opportunity and Performance.



Location	Total staff	Workforce composition (i.e. full time/migrant workers)	Percentage employed under an industrial agreement	Country level modern slavery risk	Approx. no. of suppliers
Australia	10,310	73% Full-time 1% Part-time 26% Casual	79.6%	Low	18,000
New Zealand	1,494	84% Full-time 16% Casual	39.1%	Low	500
Singapore	23	99% Full-time 1% Casual	0	Low	30
Indonesia	118	100% Full-time	1.4%	Medium-high	
Papua New Guinea	39	95% Full-time 5% Casual	0	High	150



Criterion 3

Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.

During the FY24 reporting period, Qube began reanalysing our supply chains and operations to identify modern slavery related risks, and we are establishing a risk register of the key risk areas identified, using both internal assessment methods and external expertise.

Qube continues to evolve its processes for identifying modern slavery risks to:

- Encompass its operations and business relationships throughout its supply chain
- Incorporate impacts Qube may cause, contribute or be linked to
- Include risks inherent in its business model and strategy
- Go beyond identifying impacts that Qube considers it can control or impacts that could lead to liability for harms
- Draw on a variety of well-informed sources to identify relevant risks
- Be responsive to changes in the risk environment.

Going forward, Qube's prioritisation of its salient modern slavery risks:

- Is determined by the severity of the potential impacts on people, not by risk to the business
- Is not determined by where the entity has leverage or what it considers easiest to address
- Will be updated in light of new or emerging risks.

Where Qube focuses its initial assessment of risks on certain parts of the business, these are selected based on the severity and likelihood of the risks to people, and we will progressively expand our focus into other parts of the business.

Qube understands that the risks of modern slavery are heightened in some of our supply chains and operations because of the geographical location of some suppliers, our operations across shipping, transport and logistics and the origins of some of the materials used in goods and products supplied to Qube.

Qube has already identified the areas with the lowest risk, such as Australia, New Zealand and Singapore-based operations handled by staff directly employed by us. Currently the highest risk areas for Qube are offshore recruitment and labour processes in Indonesia, and Papua New Guinea, as well as some of the procurement of materials and products in those locations.

In particular, materials and products including uniforms, workwear and PPE, generators and renewable energy solutions, heavy vehicle and specialised vehicle types, computer accessories, displays and end user devices have been identified as goods whose production and procurement carries with them particular risks of modern slavery.

Qube also believes that there is a lack of visibility in many related international markets which in itself creates additional risks of modern slavery especially in parts of our supply chain at Tier 2 level and beyond, and especially around some of the raw materials and manufacturing processes employed in Qube's goods and services.



Governance

The Board has delegated the oversight responsibility for risk management and internal control of major risks of Qube to the Audit and Risk Management Committee and, in respect of risks relating to safety, health, environment and operational matters, to the Safety, Health and Sustainability Committee.

Both committees meet regularly to review the effectiveness of Qube's risk management systems, processes and internal controls and report outcomes of their meetings to the Board. To strengthen the relationship between risk management, including those risks related to climate change, and strategic and operational planning, the Managing Director has principal responsibility for risk management.

To ensure the critical risks that can seriously injure or fatally harm people, the SHS committee is regularly updated on our internal verification program, demonstrating how the operations are verifying that critical risks are being mitigated. Each divisional Business Unit Director has primary responsibility for the risk management framework within their business unit. The Managing Director has overall responsibility for Qube's risk management supported by the key management personnel.

According to the UN Guiding Principles on Business and Human Rights, the responsibility to respect human rights requires that business enterprises consider the following impacts across its operations and supply chains:

	Qube operations – staff in Australia and overseas	Qube suppliers – direct (Tier 1) suppliers in Australia and overseas	Qube supply chains – (Tier 2 and beyond) in Australia and overseas
Where Qube may cause an adverse human rights impact, it should take the necessary steps to cease or prevent the impact.	Qube has detailed processes in place to manage and minimise the risk of causing adverse human rights impacts to staff in Australia or overseas, including our Human Right policy, our Code of Conduct and Ethics and our Whistleblower policies and procedures. These processes will be reviewed and updated regularly.		

	Qube operations – staff in Australia and overseas	Qube suppliers – direct (Tier 1) suppliers in Australia and overseas	Qube supply chains – (Tier 2 and beyond) in Australia and overseas
Where Qube may contribute to an adverse human rights impact, it should take the necessary steps to cease or prevent its contribution and use its leverage to mitigate any remaining impact to the greatest extent possible. Leverage is considered to exist where Qube has the ability to effect change in the wrongful practices of an entity that causes a harm.		Qube has identified potential risks in this area around setting timelines or budgets for suppliers that may lead to exploitative practices for their workers, and so has revised and updated the Supplier Code of Conduct and is updating procurement practices to place the risk of harm to people as a priority.	Qube's supply chains overseas are seen to represent a higher risk of harm to people, especially in <u>Indonesia</u> and <u>Papua New Guinea</u> .
Where adverse impacts have occurred that Qube has not caused or contributed to, but which are directly linked to its operations, products, or services by a business relationship, the responsibility to respect human rights does not require that Qube provides for remediation but is expected to use its leverage to prevent or mitigate the impact.		Qube identified higher risks of harm to people in these supply chains: Uniforms, workwear and PPE, cleaning services and supplies, generators and renewable energy, food catering and consumables, security services, flooring and carpeting, heavy vehicle types, specialised vehicles, industrial and construction contingent labour, Employment visa, immigration costs associated with talent acquisition, computer accessories, displays, devices, printers, copiers and printers.	Qube's supply chains overseas are seen to represent a higher risk of harm to people, especially in: <u>Indonesia</u> , <u>Papua New Guinea</u> and medium-level risks around rolling stock (materials, equipment and services), rolling stock, Tier 2 construction contractors and services.

Criterion 4

Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.

Supply chain risk assessment

During FY24, Qube continued to implement actions under our Human Rights Policy based on our ongoing risk-based assessments. We have engaged external expertise to refine our approach to modern slavery risks and will be working with an expert adviser during FY25.

During FY24, we undertook an assessment of suitable platforms with which we might engage our suppliers and extended supply chains, and better understand the modern slavery risks to which we might contribute or be directly linked.

After evaluating vendors and platforms, Qube further enhanced our approach to modern slavery reporting and disclosures and commenced implementation of the OneTrust supplier engagement and assessment system to strengthen oversight and management of modern slavery risks. The OneTrust platform will integrate with our finance system and enable us to apply a risk scoring framework to our vendors, utilising an established Third Party Risk Exchange register. It will ensure we are well placed to more efficiently automate our assessment and reporting processes overall.

A valuable part of Qube's supply chain risk assessment work during FY24 was the development of a modern slavery supplier questionnaire which can be used in conjunction with the OneTrust platform, to understand suppliers' approaches to and understanding of modern slavery risks. This questionnaire will be rolled out to suppliers during FY25, with a focus initially on our top 20 suppliers by spend as well as overseas suppliers including in Singapore, Indonesia and Papua New Guinea. This follows the FY24 risk assessment work that has helped Qube understand the locations and sectors that represent higher risks of harm to people through different forms of modern slavery. This action will directly help Qube to better understand supplier risks and allow for future engagement or support for suppliers indicating higher levels of risk and the potential for continuous improvement.

In addition, Qube has reviewed and updated the Supplier Code of Conduct and associated Tender/Contract Clauses to provide ways for suppliers to speak up about risks and collaborate around better practice. This will better position the business to take action around the potential for suppliers not engaging with Qube around human rights and modern slavery risks.



Acting on identified risks

Qube currently takes some steps to build leverage to influence others where its existing leverage is insufficient to prevent or mitigate risks, including considering the role of disengagement as a form of leverage. This will be an area of focus in FY25, as we work to identify opportunities for collaboration with relevant stakeholders, peer entities and experts to advance outcomes for affected stakeholders through processes that align with international human rights standards.

Qube's main activities to prevent or mitigate modern slavery risks will:

- Focus on outcomes for affected stakeholders
- Relate to Qube's modern slavery risks and are proportionate to them
- Engage those parts of the business whose actions or omissions can influence outcomes for affected stakeholders
- Address any contribution of Qube's own activities to its identified risks.



Education, training and awareness-raising

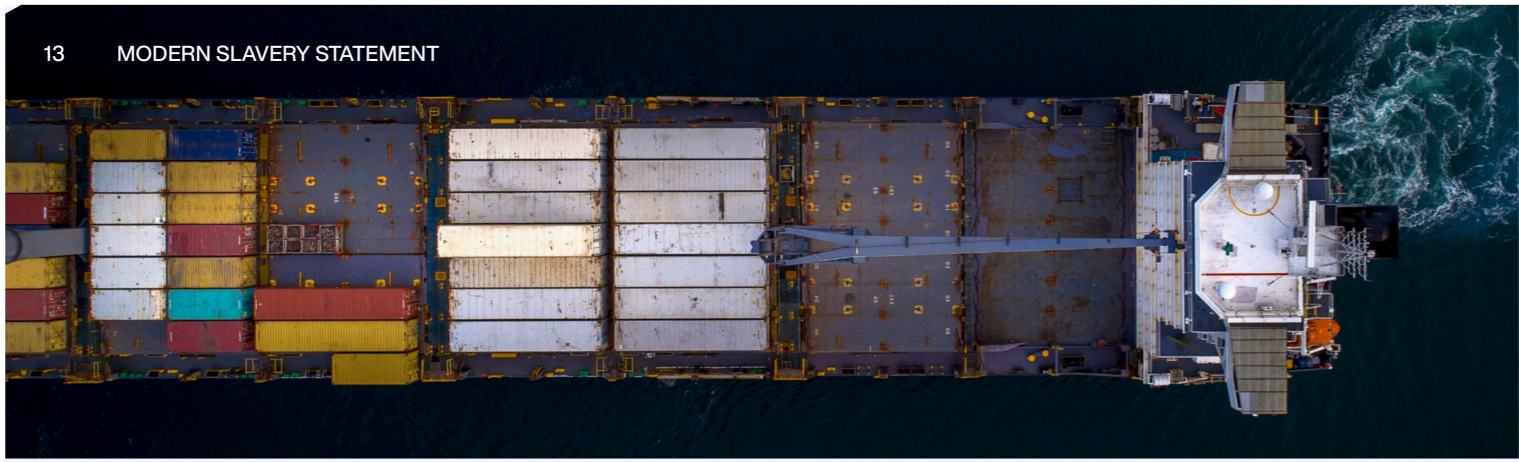
Qube trains our key managers and supply chain personnel on forms of modern slavery, how to identify and assess modern slavery risks in supply chains based on the intersection of key risk factors (e.g. geography, industry sector, workforce profile) and actions to report and remediate risks identified. Our modern slavery training module is regularly updated through SafeTrac with the courses designed to equip participants with the knowledge to identify and eliminate modern slavery risks within the supply chain, promote ethical business practices and to foster a culture of transparency and responsibility.

From 1 July 2023 to 30 June 2024, a further 575 predominantly new Qube employees completed training on modern slavery, in addition to the 677 employees who received modern slavery training or completed refresher training during FY23.

- Education of staff around issues and actions (i.e. grievance reporting mechanisms)
- Education of key staff around risks, particularly procurement or projects
- Education of senior leadership teams and boards around accountability
- Education of suppliers around issues and actions (i.e. reporting)
- Education of supply chains (i.e. beyond Tier 2)
- Education of industry/sector through collaborative approaches.

As mentioned in the case study on QuBE Safe, our FY24 education, training and awareness raising included:

- Qube Toolbox Talks: Equipping colleagues to identify and report signs of worker exploitation, covering 'Indications of potential exploitation in vulnerable individuals', 'What to do if something doesn't seem right', 'Call to action' and 'Further information'
- Qube site modern slavery posters: "See something. Say something. Modern slavery is a serious issue that affects vulnerable individuals, including migrant workers."



Due diligence and oversight

The Board is accountable for the oversight, monitoring and review of the company's practices and governance in relation to sustainability and climate-related risks and opportunities. Of the eight non-executive directors on Qube's Board, four have advanced knowledge and experience in sustainability management and oversight, while a further two have significant expertise in the area, including with respect to climate-related matters. Recognising that tackling modern slavery risks requires a strong commitment from leadership, Qube has put in place due diligence measures that include Board support committee oversight and governance frameworks.

The Board Safety, Health and Sustainability Committee now meets at least four times a year and oversees, monitors and reviews our practices and governance in safety, health, sustainability, environment, climate change, social performance and the human rights of employees and operations. The committee reports back to the Board at every subsequent meeting.

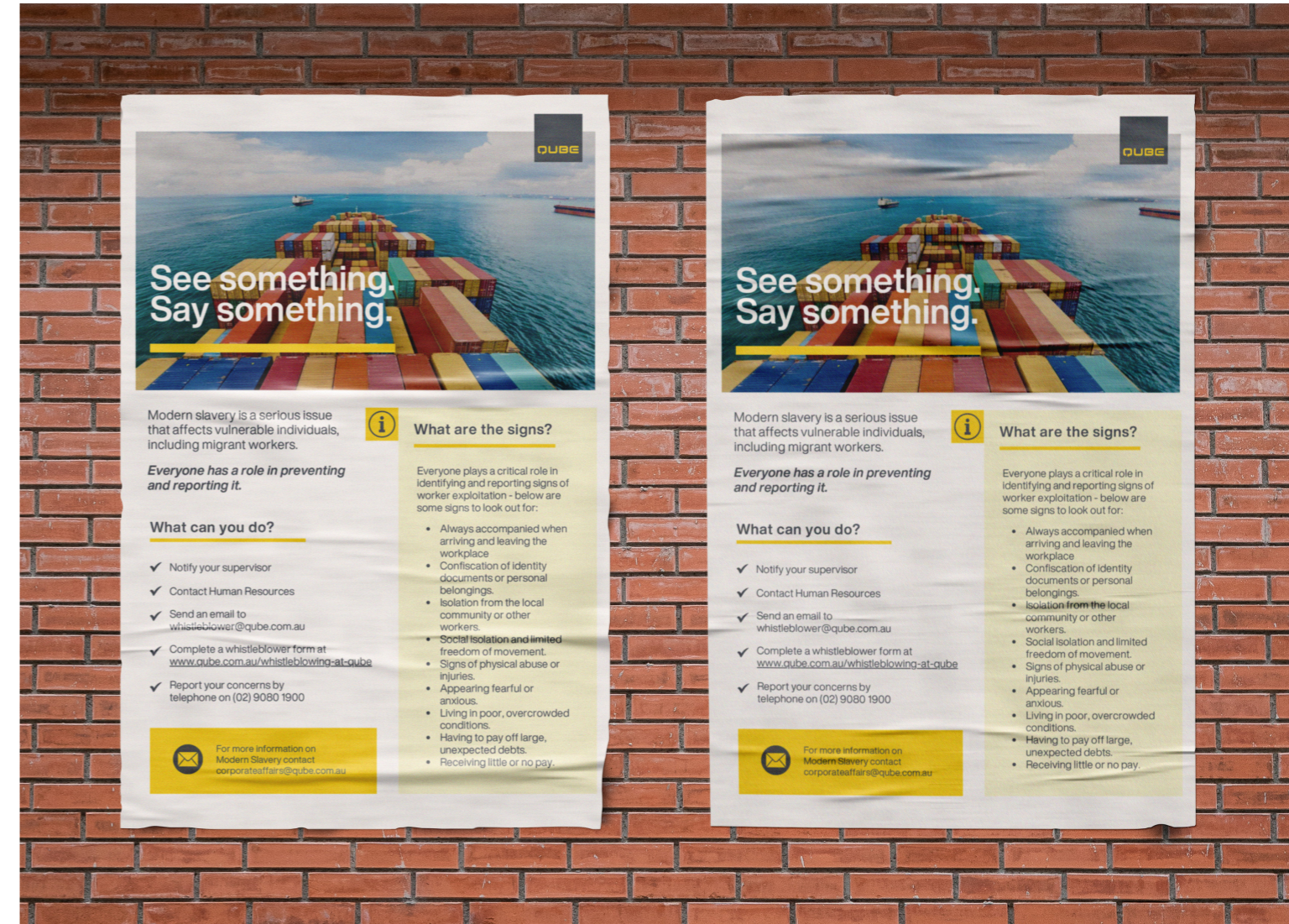
The Audit and Risk Management Committee meets at least five times per year and assists the Board to fulfil its responsibilities in relation to the oversight of the company's Risk Management Framework and processes, including with respect to climate-related risks and opportunities. The committee reports back to the Board at every subsequent meeting. Responsibility for managing programs and practices relating to sustainability is delegated to the Managing Director and the senior management team.

Consistent with Qube's risk-based governance framework, critical climate and sustainability risks and opportunities and mitigating initiatives, are escalated through the senior management team to the Board.

Qube's sustainability programs and practices are delivered by the operations and group functions in accordance with our Operating Model. Delivery of our sustainability strategy is led by the Safety, Health and Sustainability Management committee, which oversees management's implementation, monitoring and integrity of reporting of sustainable and ethical business practices of the Qube group and its suppliers.

This committee also draws on the expertise and experience of senior executives and managers from across the business including people and culture, sustainability, strategy, operations, technology and innovation, procurement and corporate affairs. All three management committees are chaired by the Managing Director and meet quarterly. The Board reviews the performance and effectiveness of this governance structure, as well as its committees and directors, every year.

Qube recognises the importance of a grievance mechanism as a fundamental business practice to ensure a business-related human rights concern can be raised, investigated and, if substantiated, steps taken to remediate the concern. Qube has a Whistleblower Policy in compliance with legislative requirements and the recommendations of the ASX Corporate Governance Principles. The policy is available in the Corporate Governance section of our website and on the employee app, Qube+. The reporting mechanisms under the policy for notifying concerns (including doing so anonymously) were tested and in operation throughout FY24. Qube's Audit and Risk Management Committee is the responsible Board committee in respect of oversight of and any notifications under the policy.



CASE STUDY

QUBE SAFE.

Qube's strong safety culture is a key driver of our success and is in large part built on the commitment, tireless efforts and vigilance of our people to ensure their own safety at work and that of their colleagues. Safety leadership is something we all take responsibility for.

In FY24, we began refreshing our safety leadership program which will be rebadged and relaunched as QuBE Safe.

The program will be formally launched as part of our annual Stop for Safety in the second quarter of FY25, with a strong and simple call to action, aligned to our Thrive program, designed to inspire and motivate safe behaviours and to reinforce the importance of always putting safety first.

The program is underpinned by a whole of enterprise approach to risk management, including modern slavery risks.

Included within the safety leadership program are:

- Qube Toolbox Talks: Equipping colleagues to identify and report signs of worker exploitation, covering 'Indications of potential exploitation in vulnerable individuals', 'What to do if something doesn't seem right', a 'Call to action' and 'Further Information'
- Qube site modern slavery posters: "See something. Say something. Modern slavery is a serious issue that affects vulnerable individuals, including migrant workers."



CASE STUDY

SafeChoice

Consistent with this whole of enterprise approach to risk management, in FY24 we continued the rollout of the SafeChoice program across the business. SafeChoice is a comprehensive approach to understanding different decision-making styles. By fostering an environment where diverse decision-making approaches are recognised and valued, leaders become better equipped to tailor their strategies to suit individual team members, enhancing both individual and collective performance.

Teams who have been through the program have seen improved collaboration and productivity, with leaders better equipped to tailor their strategies to suit individual team members, enhancing both individual and collective performance. Since integrating the SafeChoice program our teams have also experienced a marked enhancement in leadership effectiveness and decision-making processes, particularly under high-pressure scenarios.

The SafeChoice program's emphasis on distinguishing between fast and slow thinking has also been transformative. Leaders are trained to quickly identify situations that require rapid decisions versus those that benefit from more deliberate, analytical thinking. This dual approach ensures that decisions are both timely and well-considered, significantly reducing the risk of errors that can arise from either hasty or overly cautious actions. Qube is looking to include more human rights and modern slavery elements within this program during FY25.

CASE STUDY

Enhanced due diligence for overseas labour services

With labour and skills shortages persisting in some key markets and operating areas, in some cases Qube uses specialist labour hire businesses to assist with the recruitment of migrant workers, under the Federal Government's Designated Area Migration Agreement (DAMA) program.

Approved DAMA labour agreements enable the business to nominate and sponsor skilled and semi-skilled overseas workers for certain occupations (each DAMA head agreement covers a specified range of occupations).

As part of any engagement with a labour hire provider, Qube conducts a thorough due diligence process to ensure it is a legitimate business and will operate legally and ethically in relation to their employment and other obligations, including with respect to modern slavery.

In FY24, Qube further strengthened its due diligence processes for labour hire provider, with specific requirements regarding modern slavery now embedded in our standard contracts.



Criterion 5

Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.

During the FY24 reporting period, Qube's main objective was to gain a better understanding of our modern slavery risks and how and where these risks exist in our operations and supply chains. Although Qube has not been able to comprehensively assess the effectiveness of measures we have undertaken so far, we will continue to improve our frameworks, systems and processes to ensure we can review the effectiveness of our actions to assess and address modern slavery risks throughout Qube's operations and supply chains. This includes the implementation and scale-up of the OneTrust system.

As with our FY24 Modern Slavery Statement, Qube has set Annual Action Items and Priorities for FY25, which are detailed on page 4, so we can look back and assess the effectiveness of our approach and inform our process of continuous improvement in line with

the Modern Slavery Act 2018. In addition, Qube will work with a subject matter expert to develop key performance indicators to measure how effective our actions to identify and address modern slavery practices in any part of our operations and supply chains have been across governance and due diligence, procurement and supply chain, human resources, training and education and grievance reporting mechanisms and reporting.

Qube will continue to evaluate the effectiveness of the policies, processes and procedures to address all modern slavery risks that our business causes, contributes to, or is directly linked to, in line with the UN Guiding Principles on Business and Human Rights. Based on the results of these processes, we will adapt and strengthen our actions to continually improve our response to modern slavery.



Criterion 6

Describe the process of consultation with any entities the reporting entity owns or controls.

During the reporting period covered by this statement, Qube actively engaged and consulted with all the companies we own or control in the development of this statement, namely the entities mentioned under Criterion 1, page 5.

Qube discussed details of the Modern Slavery Act 2018's reporting requirements with these entities and their key representatives, including information about the actions Qube intends to take over the next few years to address these requirements, raise awareness of modern slavery risks and grievance reporting mechanisms and reduce modern slavery risks through operations and supply chains. Qube also provided these entities and their key representatives with relevant resources, materials and updates.

As a priority action from this statement, a Qube Modern Slavery Working Group will be established with senior representatives from entities that Qube owns or controls, to inform and contribute to the development of future statements and ensure continuous improvement and ongoing consultation.

Criterion 7

Any other relevant information.

Nothing to report in FY24.



Qube Holdings Limited
ABN 14 149 723 053

Level 27, 45 Clarence Street
Sydney NSW 2000

Tel +61 2 9080 1900

For general enquiries or feedback, please email info@qube.com.au.

QUBE

qube.com.au

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