Workplace Behaviour Policy

Qube Holdings Limited and its subsidiaries (Qube) are committed to the right to work in a respectful, healthy, safe and inclusive environment at all times. At Qube, our approach to the safety and wellbeing of our people begins with our Values of Integrity, Reliability and Inclusion and our BeSafe program, both informing how we go about our work.

Harassment, bullying, sexual harassment, sex discrimination, sex-based harassment, creating a hostile work environment on the ground of sex, racism, victimisation and other unlawful conduct are unacceptable, unlawful and have no place at Qube.

Qube recognises and is committed to complying with its positive duty to take reasonable and proportionate measures to eliminate, as far as possible, sex discrimination, sexual harassment, sex-based harassment, creation of a hostile workplace environment, victimisation and other associated unlawful conduct.

Our commitment to one another is to always put safety first and to be Be Safe in every aspect our work and our interactions, by:

- Be fit and ready for the job
- Be willing to speak up
- Be there for each other

This policy and procedure applies to workers and third parties. We all have a responsibility to demonstrate the Qube Values when working at a Qube workplace, travelling, when staying in Qube accommodation, online or at work-related events.

Everyone at Qube is expected to demonstrate behaviour consistent with the Qube Values, including;

- Treating everyone with respect
- Speaking up if you see or experience disrespectful behaviour directed at you or others
- Challenging inappropriate, exclusionary or discriminatory behaviour through appropriate reporting protocols
- Acting professionally at all times

This Policy is to be read in conjunction with Qube's Workplace Behaviour Procedure. Other relevant documents include;

- Qube Code of Conduct and Ethics
- Qube Diversity Policy
- Qube Statement of Values
- Qube Employee Handbook
- Qube Sexual Misconduct Prevention Plan
- Qube Psychosocial Hazard Risk Management Standard and Plan

Paul Digney
Managing Director