

# QUBE ENERGY

APGA ESG SEMINAR

DIVERSITY & INCLUSION  
PRESENTATION

3 AUGUST 2022

**QUBE**  
ENERGY

QUBE

MBC009

ZERO HARM

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# SPEAKER PROFILE

- Anthony Wells
- Project Manager, Qube Energy Pty Ltd
- 13 years at Qube
- Delivery of Major Pipeline Contracts for Qube.
- Experienced in International logistics
- Management of Domestic road freight and airfreight contracts



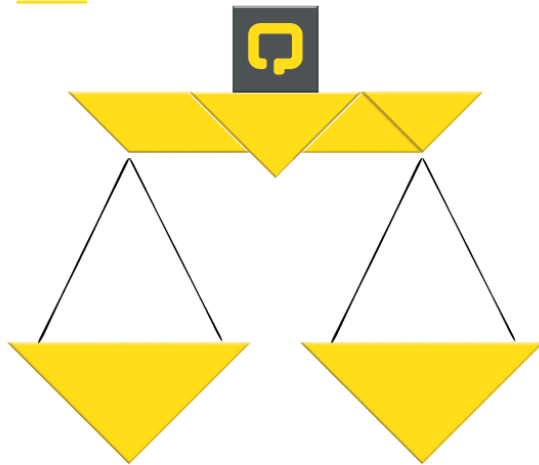
# ABOUT QUBE

**QUBE**  
ENERGY



# QUBE VALUES

OUR VALUES



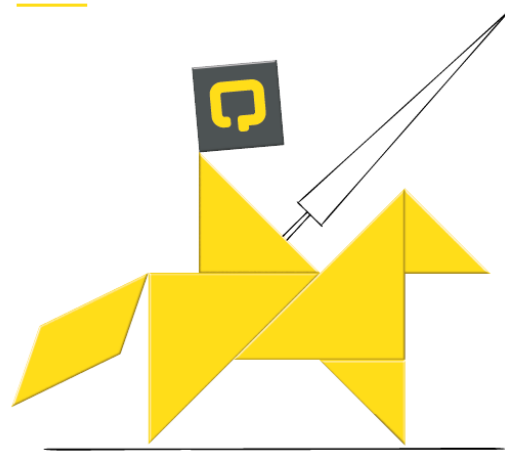
## Integrity.

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



The stuff that matters.

OUR VALUES



## 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.



The stuff that matters.

OUR VALUES



## Inclusion.

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



The stuff that matters.

# TOPICS OF DISCUSSION

- Women in Logistics
- LGBTQI+
- First Nations People



# WOMEN IN LOGISTICS

## Programs Supported By Qube

- Wayfinder
- WILpower Program
- MC Road Train Female Traineeship Programs
- Work180
- International Women's Day
- Women Leadership Day
- UNIQ You
- Workforce Benefits Review



## *UNIQU You Partnership*

Qube has partnered with UNIQU You, a Queensland-based not-for-profit that exposes Years 9-12 girls to career opportunities across industries identified to be underrepresented by women.

By facilitating career advisory calls, with the support of partner companies such as Qube, UNIQU You helps provide insights to students as to possible pathways – helping address the critical pipeline issue that limits girls' opportunities in rapidly evolving and increasingly competitive spaces.

**Leah Stapleton**

**From Receptionist to National Safety Manager**

I look after the Health & Safety of our people, community, customers, environment & equipment.

**INDUSTRY**  
Transport, Logistics and Warehousing

**COMPANY**  
Qube Holdings

**JOB LEVEL**  
Senior

The graphic has a yellow background with red atomic-style icons and a red arrow pointing to the woman's portrait.

# WAYFINDER SPONSORSHIP

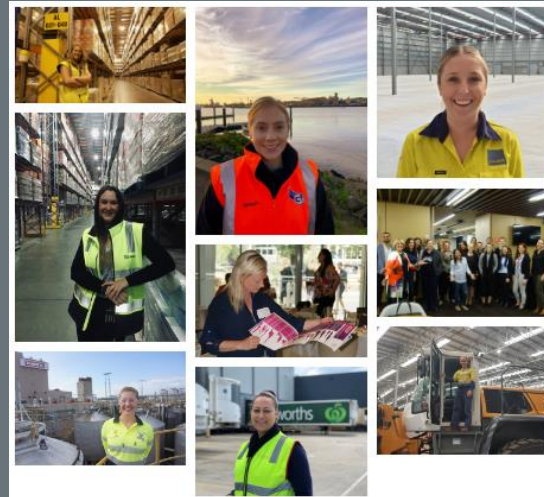


## *Wayfinder Sponsorship*

Qube is proud to be a sponsor of Wayfinder: Supply Chain Careers for Women. Wayfinder is an initiative designed to create a new talent pipeline for Australia's supply chain and logistics sector developed by the Centre for Supply Chain and Logistics at Deakin University in partnership with industry sponsors.

Wayfinder was co-founded and is co-chaired by Dr. Hermione Parsons and Belinda Flynn (General Manager Safety, Health and Sustainability at Qube).

The Wayfinder initiative aims to increase the visibility of careers in the supply chain and logistics industry, rethinking talent acquisition, retention and promotion in supply chain and logistics. Wayfinder research is highlighting not only the capability gaps, but the particular skill set women can bring to these roles.





# MC ROAD TRAIN FEMALE TRAINEESHIP



## *MC Road Train Female Traineeship Program*

After the successful delivery of Qube's first two MC Road Train Traineeship Programs, Qube introduced its first female only MC Road Train Traineeship Program. The program provided participants with the hands on skills and knowledge (from our experienced Trainers and MC Operators) to enable them to become professional MC Side Tipper, End Tipper, or Belly Dumper Operators.

The traineeship specifically set aside 12 roles to be filled by women as a special measure intended to address the significant underrepresentation of women within the heavy vehicle industry. In advertising these roles, Qube endeavoured to promote equality for women in the industry and relied on the "special measures" exceptions provided under the Equal Opportunity Act 1984 (WA) and the Sex Discrimination Act 1984 (Cth).

With over 614 applicants, Qube deemed this program a huge success and looks forward to introducing more specialised programs to increase diversity within the business.



# PINNACLE FOUNDATION



## *The Qube Scholarship*

“Hi, my name is Kyra (she/them), and I am currently completing my Bachelor of Nursing at Charles Sturt University and have enjoyed every moment of it.

I identify as pansexual, and I have since a very young age. Since being a very young age, I always had dreams of working in the health care industry as well as the animal industry as my passion has always been to help those in need, and to be an advocate for those who do not have the ability to advocate for themselves.

I am so beyond grateful to The Pinnacle Foundation for giving me the opportunity to be awarded The Qube Scholarship and become a part of the mentoring program; and I cannot begin to express how grateful I am to Qube for having received this amazing offer. This scholarship will ease many burdens throughout my education, allowing me to become the best health care professional I can be.”



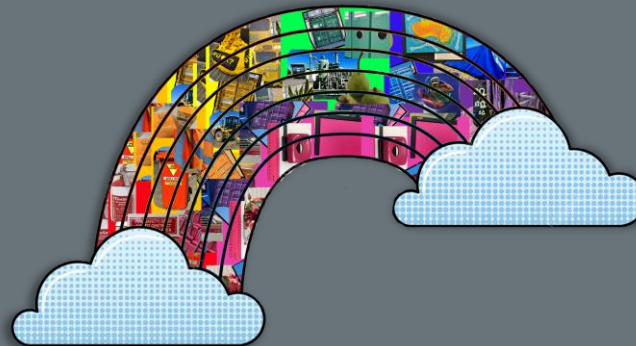
# IDAHOBIT DAY

## *Highlight: IDAHOBIT Day At Qube*

IDAHOBIT stands for the International Day Against Homophobia, Biphobia, Interphobia and Transphobia. At Qube, IDAHOBIT is a day when we recognise and celebrate diversity and demonstrate how we can make a difference to others who feel different, no matter their gender, race, sexual orientation or religion.

IDAHOBIT raises awareness for the work still needed to combat discrimination. Nearly half of all LGBTQI+ people in Australia hide their sexual identity in the workplace and 6 in 10 will experience verbal abuse.

Qube celebrates IDAHOBIT throughout the organisation to show that everyone is welcome and our workplaces are safe to bring your whole self. Qube understands that a workplace with a culture that allows team members to feel included, and encouraged to bring their whole selves to work, enables diversity to flourish, creating better experiences for our teams and customers while contributing to business success. Qube is dedicated to creating an environment in which inclusion, equity and diversity are recognised as being essential to employee well-being which in turn drives the performance of the Qube Group.



# RAP ARTWORK

## *RAP Artwork – Yindyamarra*

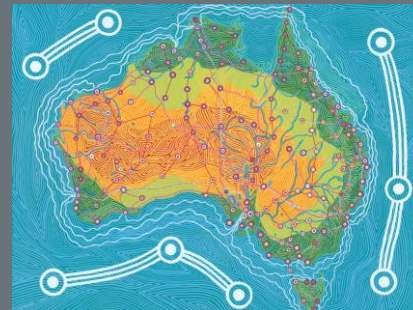
Sydney based Indigenous artist, Darren Charlwood, created this artwork for Qube's Reconciliation Action Plan in 2023.

Darren is a Wiradjuri man from the yabaay wagaan (wedge tail eagle and crow) mob in Wellington and explained that the name of the work, Yindyamarra, is a Wiradjuri word that describes respect, gentleness, kindness and balance.

"I wanted to create a work that showed the balance and interconnectedness that exists between people and the sea and the country.

Because Qube has operations all over Australia, I thought it was important to show all of those connections from the ports dotted all around the coastline, to the inland rivers, and the roads and the rail networks that span the country. I also included Indigenous trade routes to show how enduring those connections are.

The white motifs on the ocean symbolise movement, whether it be whales migrating or ships moving along the coastline, and the white lines around the coastline symbolise shipping channels. Along the Queensland coast, I have also used a more aqua shade to show the Great Barrier Reef and the red in the centre symbolises the desert. Everything exists in balance and is interconnected."



# MIGAS TRAINEESHIP

## *MIGAS Traineeship*

Maddy joined Qube as a MIGAS trainee and, since commencing, she has excelled in her training and adapted well to the operations at our Supply Base in Surat, particularly during the fluctuating operational changes due to COVID-19.

At the completion of her traineeship, Maddy was offered a permanent position as a Dispatch Coordinator. Since commencing in this role, she has streamlined processes in the dispatch space and developed strong relationships with both drivers and operational staff. Of particular importance is her role in ensuring compliance to chain of responsibility, DG shipping and land access rules, which sets up our drivers for success in the field.

Maddy is now considering further study in supply chain or business to support her career.





THANK YOU

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MSC  
SHIPPING LINE

RF CU 22511633

MSCU 6880

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