Safety, Health and Sustainability Policy

Qube Holdings Limited

ACN 149 723 053

Qube's Commitment

Qube is committed to providing a safe and healthy workplace and to conducting operations in a sustainable manner. We establish and maintain business practices that ensure Qube's long-term viability and success and in a way that minimises the risk of harm to people, helps protect the environment and sustains the communities in which we operate.

Scope

This policy applies to Qube's managed operations, managed businesses and physical locations (including sites, projects, offices and facilities).

It applies to all employees and directors, as well as contractors, suppliers, consultants and external advisers when acting on behalf of or representing Qube.

Where Qube does not manage but is associated with a site through a business relationship (such as a joint venture or partnership), Qube will seek to influence the relevant site to adopt a safety, health and sustainability framework aligned to this policy and which, at a minimum, complies with local laws and requirements.

Safety and Health

As part of Qube's culture, we strive for a safe and healthy working environment in both physical and our mental health. It is Qube's paramount focus and ingrained in decision-making at all levels. We believe in nurturing workplace where all of us can achieve our full potential.

Qube demonstrates a commitment to ensuring the health and safety of persons connected to our operations by:

- emphasising leadership and accountability to build a positive safety culture.

- striving for continuous improvement by establishing measurable health and safety performance targets and monitoring and measuring performance through effective assurance programs.

- providing processes, systems and resources which enable communication, sharing of knowledge and ideas and effective consultation regarding workplace health and safety issues.

- developing mental wellbeing strategies and identifying, assessing and managing psychosocial hazards arising from or within the workplace.

- ensuring the implementation of appropriate risk management strategies where exposure to psychosocial risks is identified.

- taking 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.

- ensuring relevant legislative and regulatory compliance is achieved.

- developing and disseminating appropriate safety-related information, instruction and training to all Qube personnel to explain and demonstrate how to conduct their work in a safe manner.

- preventing injuries, incidents and impacts through the implementation of the Qube Safety, Health and Sustainability Management System (SHSMS) based on risk management principles (hazard identification, risk assessment, control and review).

- ensuring all incidents (actual or potential) are reported and investigated to prevent recurrence and sharing information on lessons learned.

- implementing an effective injury management program for employees which aims to reduce the personal and financial cost of work related injuries.

- Continual improvement through adopting and implementing new technologies or practices to enhance safe systems of work.
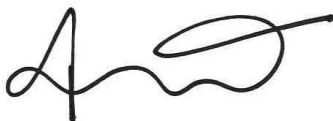
Sustainability

Corporate sustainability involves the management and coordination of environmental, social and financial demands by an organisation to help to ensure its long-term future. Sustainability is central to Qube's approach to doing business.

Through the adoption and promotion of sound and sustainable environmental and socially-aware business practices, it is Qube's objective to be the company of choice in creating value for workers, shareholders, business partners, customers, suppliers and the communities in which we operate by:

- managing day-to-day operations in a manner that seeks to prevent or otherwise minimise any harmful impact on the environment.

- complying with all applicable environmental legislation, regulation and licensing conditions.

- continually assessing environment, social and community impact risks and opportunities through implementing and maintaining SHSMS that is based on risk management principles and conform with or exceed AS/NZS ISO 14001.

- promoting leadership in environmental protection through employee training and support for third party educational and training initiatives.

- developing and implementing initiatives to build and foster Qube's reputation as a responsible corporate citizen. This includes:

  - incorporating environmental and energy conservation considerations into our business decision-making processes.

  - implementing and promoting new environmentally sustainable technologies and practices that focus on the efficient use of resources and energy.

- respecting the communities in and through which we operate, including their values and cultural heritage, and taking them into account when carrying out our operations.

- developing business, community and political relationships with like-minded partners to foster a culture of environmentally sustainable growth and development.

- communicating proactively, promptly and transparently with all stakeholders, the community, media and government on environmental issues.

Paul Digney
Managing Director

21 May 2025