

Safety, Health and Environment Policy

Qube Holdings Limited

ACN 149 723 053

Qube is committed to providing a safe and healthy workplace and protecting the environment.

Effective safety is a shared responsibility. Our commitment and encouragement of personal accountability is summarised by our program:

ZERO HARM

Zero Harm reflects our belief that we operate in an environment where risks are managed, and that work does not impact upon our people's health and well-being.

The Company demonstrates a commitment to ensuring the health and safety of all our workers and protection of the environment, by:

- 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 SHE issues.
- Ensuring relevant legislative and regulatory compliance is achieved.
- Preventing injuries, incidents and impacts through the implementation of the Qube Safety, Health and Environment Management System based on risk management principles (hazard identification, risk assessment, control and review).
- Ensuring all incidents are reported and investigated to prevent recurrence and serious incidents are reported to relevant state authorities.
- Implementing an effective injury management program for employees which aims to reduce the personal and financial cost of work related injuries.

Environmental Management

Through the adoption and promotion of sound and sustainable environmental practice in business, it is Qube's objective to be the company of choice in creating value for workers, shareholders, business partners, customers and suppliers, by:

- Managing day to day operations in a manner that seeks to prevent any harmful impact on the environment
- Complying with and aim to exceed all applicable environmental legislation nationally
- Implementing and maintaining an Environmental Management System that conforms with or exceeds AS/NZS ISO 14001:2004
- Promote leadership in environmental protection through employee training and support for third party educational and training initiatives
- Develop business, community and political relationships with like-minded partners to foster a culture of environmentally sustainable growth and development
- Communicate proactively, promptly and transparently with all stakeholders, the community, media and government on environmental issues
- Engage proactively in thought leadership, development, implementation and promotion of new environmentally sustainable business practices

Maurice James
Managing Director
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