

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Anti-Discrimination Act 1991

Industrial Relations Act 2016

Leidos Australia Pty Ltd & Gibbs & Cox (Australia) Pty Ltd

Matter No. AD/2026/39

APPLICATION FOR EXEMPTION FROM CERTAIN PROVISIONS - SECTION 113AD

DIRECTIONS ORDER

AFTER READING the application filed on 26 June 2026, IT IS ORDERED THAT:

1. The Applicants give notice of the Application by the provision of the Application and Affidavit/s, by no later than **4.00pm on 28 August 2026**, to the following interested parties:
 - (a) the Applicant's Queensland employees, contractors and other workers;
 - (b) the Queensland Council of Unions; and
 - (c) the Ethnic Communities Council of Queensland.
2. The Queensland Human Rights Commission must provide notice of the Application made by the Applicants and the information referred to in directions 5 and 8 herein, in its newsletter, by no later than **4.00pm on 28 August 2026**.
3. The Industrial Registrar of the Queensland Industrial Relations Commission is to place a notice of the Application by including a hyperlinked copy of the Application and Affidavit/s on the Queensland Industrial Relations Commission website, and provide the information referred to in directions 5 and 8 herein, by no later than **4.00pm on 28 August 2026**.
4. The Applicants file in the Industrial Registry and serve on any interested parties, all reports made to the Queensland Human Rights Commission in accordance with the orders made in *Re: Leidos Australia Pty Ltd* [2021] QIRC 229, by no later than **4.00pm on 28 August 2026**.
5. Any interested parties who wish to make submissions and/or appear at the hearing of the Application, are to notify the Queensland Industrial Relations Commission of such an intention, by advising the Industrial Registrar in writing by email at QIRC.Registry@qirc.qld.gov.au, filing in the Industrial Registry and serving submissions on the Applicant and the Queensland Human Rights Commission, by no later than **4.00pm on 11 September 2026**.
6. The Applicants file in the Industrial Registry and serve on the Queensland Human Rights Commission and any interested parties, supplementary written submissions, by no later than **4.00pm on 18 September 2026**.
7. The Queensland Human Rights Commission and any interested parties file in the Industrial Registry and serve on the Applicants, any further written submissions in reply to the Applicant's supplementary submissions, by no later than **4.00pm on 25 September 2026**.

8. Unless any party advises the Industrial Registry by **12 noon on 2 October 2026** that they wish for the matter to proceed by an oral hearing, the matter will be dealt with on the papers.

Dated 21 August 2026

M.L Knight
Industrial Commissioner