

Register of Relevant Duties as of 23 September 2019

Note: that all positions were declared at fund inception (1 July 2008) unless otherwise stated.

1. A Responsible Person who is in any way, whether directly or indirectly, personally interested in a matter in which First Super Pty Ltd has an interest must disclose the nature of the interest at a meeting of the Directors as soon as practicable after the relevant facts have come to the Responsible Person's knowledge.

2. For the purposes of the Conflicts of Interest Policy, a general notice given by a Responsible Person to the effect that the Responsible Person is an officer or member of a specified firm or is otherwise interested in any corporation or firm and is to be regarded as interested in any matter, after the date of the notice, in which that corporation or firm may have an interest will be deemed to be a sufficient declaration of interest in relation to the matter if: i. The notice states the nature and extent of the Responsible Person's interest in the corporation or firm;

ii. When the matter is first considered, the extent of the Responsible Person's interest in the corporation or firm is not greater than is stated in the notice; and

iii. The notice is given at a meeting of the Directors (or the Director or Officer takes reasonable steps to ensure that the notice is tabled at the next meeting of the Directors).

3. It is also the duty of a Responsible Person who holds an office or possesses any property (the holding of which office or the possession of which property might, whether directly or indirectly, create duties or interests in conflict with his duties or interest as a Director of First Super Pty Limited) to disclose at the first meeting of Directors held after s/he commenced to hold any office or possesses any property as aforesaid, the fact of his or her holding such office or possessing such property and the nature, character and extent of the conflict.

4. It is the CEO's duty to record (in the Register of Interests) any disclosure given by a Responsible Person under this policy.

5. Where the relevant Responsible Person believes he/she is in a position of conflict of interest, they are to bring this to the attention of the Directors who will consider the nature of the apparent conflict and determine whether: i. The Responsible Person should refrain from participating in any discussion on, and voting on, the matter to which the conflict relates;

ii. The Responsible Person should absent himself/herself from the part of the First Super Pty Ltd Board meeting when the matter is being discussed and voted on.

Directors

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Candy Broad	Director	First Super Pty Limited (1) 2015 -	Apr 2015		n/a
	Director	Women's Health Victoria Inc (1) 2013 -	Apr 2015	Not-for-profit organisation focussed on improving the lives of Victorian women.	No conflict
	Chair	PrimeSafe (1) 1 July 2016 -	Apr 2016	To advance and regulate food safety in Victorian meat, poultry, seafood and pet food industries	No conflict
	Director	Australian Council of Superannuation Investors Limited	3 March 2017	A collaboration of asset owners to enhance ESG.	No conflict
	Director	Loddon Mallee Housing Services Limited t/a Haven, Home, Safe	30 May 2017	An integrated homeless and affordable rental housing provider.	No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Denise Campbell-Burns	Director	First Super Pty Limited (1) 2014 -	Feb 2014		n/a
	Secretary	Construction Forestry Maritime Mining and Energy Union Pulp and Paper Workers District (PPW) (4)	23 Sept 2019		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super
	Divisional President	Construction Forestry Maritime Mining & Energy Union - Manufacturing Division (1)	20 March 2018		No conflict
	Co-Chair	Brodies Law Foundation Limited – Voluntary	1 Sept 2016		No conflict
	Board Member	Forestworks	17 Aug 2018		No conflict
	Member	First Super	8 Oct 2013		n/a
Tim Chatfield	Director	First Super Pty Limited (1) 2017 -	2017		n/a
	CEO	Budja Budja Aboriginal Co-operative Pty Ltd (3)	Sep-17	NFP provider of Cultural and Medical services	No conflict
	Chair	Aboriginal Housing Victoria Ltd (1)	Sep-17	NFP provider of affordable Aboriginal Housing	No conflict
	Managing Director	Martang Pty Ltd (1)	Sep-19	Registered Aboriginal Party - Primary producer cattle, sheep and grain	No conflict
	Trustee	Chatfield Family Trust (2)	Sep-17		No conflict
	Director	Li Ar Yalug Pty Ltd (1)	Sep-17		No conflict
	Trustee	Quamby Property Pty (1)	Sep-17		No conflict
	Director	Martang South Pty Ltd (1)	Sep-17	Primary producer of cattle and sheep	No conflict
	Trustee	Chatfield Family Trust No 2 (2)	Sep-17		No conflict
	Shareholder	Framlingham Aboriginal Trust (2)	Sep-17	Aboriginal NFP Business	No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Julie George	Director	First Super Pty Limited (1) 2015 -	Feb 2015		n/a
	Director	Skills Impact Ltd (1)	9 Feb 2016	Independent, national Skills Service Organisation	No conflict
	Director	Super Benefits Administration Pty Ltd (1)	14 Sept 2017		Not permitted to act for First Super in or influence contract negotiations between SBA and First Super except as specifically authorised by the board.
	Director	Basketball Queensland Limited	13 March 2018		No conflict
	Director and Consultant	Busi Culture Pty Ltd	13 March 2018		No conflict
	Chair	Skills Impact Ltd (1)	5 Apr 2016	Independent, national Skills Service Organisation	No conflict
	Member	First Super	Jun 2015		n/a
Janet Gilbert	Director	First Super Pty Ltd (1) 2017 –	March 2017		n/a
	Co-Chair	Kirribilli Neighbourhood Centre Co-operative Ltd (The Kirribilli Centre) (Voluntary)	March 2017		No conflict
	Director	Timber Trade Industrial Association	1 Aug 2017		May not deal with this company on behalf of First Super
	As a beneficiary of the Gilbert Family Trust, is a beneficial owner of 76% of shares	Crescor Capital Pty Ltd	March 2017	As a beneficiary of the Gilbert Family Trust, is a beneficial owner of 76% of shares	May not deal with this company on behalf of First Super
	As a beneficiary of the Gilbert Family Trust, is a beneficial owner of 100% of shares	Crescor Pty Ltd	March 2017	As a beneficiary of the Gilbert Family Trust, is a beneficial owner of 100% of shares	May not deal with this company on behalf of First Super

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Lisa Marty	Member	First Super	13 Feb 2013		n/a
	Director/Chair	First Super Pty Ltd (1) 2012 –	Aug 2012		n/a
	Director	Skills Impact Ltd (1)	9 Feb 2016	Independent, national Skills Service Organisation	No conflict
	Director	ME Bank Shareholder Advisory Group	3 May 2018		To be resolved
	Director	Agricultural Industry Advisory Council (AIAC)	20 June 2018	A council chaired by and advising the Commonwealth Minister for Agriculture and Water Resources. A voluntary position for a term of two years from 1 June 2018.	No conflict
	Consultant	Sole Trader	20 April 2017		Must not use position as director to acquire work as a sole trader
	Spouse	Yarra Capital Management Limited (YCM)	31 Aug 2017	Husband has taken a position at YCM	Not permitted to act for First Super in or influence between YCM and First Super.
	Director	Parks Victoria	14 Aug 2017		May not deal with this statutory authority on behalf of First Super
	Customer	Members Equity Bank Limited (ME Bank)	15 Dec 2015		No conflict
Scott McDine	Director	First Super Pty Limited (1) 2017 -	2017		n/a
	Head of Sydney Office Campaigns	International Transport Workers Federation (ITF)	23 Sept 2019		Not permitted to act for First Super in or influence contract negotiations between ITF and First Super
	Director	Frontier Advisors Pty Ltd	19 Sept 17		Not permitted to act for First Super in or influence contract negotiations between Frontier Advisors and First Super

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Alex Millar	Director	First Super Pty Limited (1) 2008 -	2008		n/a
	Director	ACN 117 909 127 Pty Ltd (1)	10 May 2016		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super
	Board Member	Forestworks	17 Aug 2018		No conflict
	Member	First Super	2008		n/a
	Customer	Members Equity Bank Limited (ME Bank)	Feb 2013		No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Michael O'Connor	Director/Chair	First Super Pty Limited (1) 2008 -	2008		n/a
	Director	Super Benefits Administration Pty Ltd (1) 2006 -	2008	First Super's administration company	Not permitted to act for First Super in or influence contract negotiations between SBA and First Super except as specifically authorised by the board.
	Director	Secure Employees Entitlements Trust Pty Ltd (SEET) (1 & 2) 2006 -	2008	SEET is a trust fund established to protect workers' entitlements such as long service leave, sick leave, recreation leave and redundancy/termination in case the employer's business fails.	Not permitted to act for First Super in or influence contract negotiations between SEET and First Super except as specifically authorised by the board.
	Officer, National Secretary	Construction Forestry Maritime Mining and Energy Union (3)	Dec 2014		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
	Officer, Divisional Secretary	Construction Forestry Maritime Mining and Energy Union – Manufacturing Division (4)	Dec 2014		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
	Officer, Vice-President	Australian Council of Trade Unions (ACTU) (1)	Dec 2012		No conflict
	Director	ACN 117 909 127 Pty Ltd (1) 2006 -	Feb 2013		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
	Director	uPoint Pty Ltd	27 June 2018	A research and polling group-buying business servicing the union movement, with the aim of aggregating and providing cheaper utility and cost-of-living products and services to union members.	Not permitted to act for First Super in or influence any service provider agreements that may be entered into between uPoint and First Super.
	Board Member	Forestworks	17 Aug 2018		No conflict
	Member	First Super	Feb 2013		n/a
	Director	Industry Super Australia Pty Ltd (ISA) (1) 2013 –	Feb 2013		Not permitted to act for First Super in or influence contract negotiations between ISA and First Super.
Customer	Members Equity Bank Limited (ME Bank)	12 Mar 2013		No conflict	

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Mike Radda	Director	First Super Pty Limited (1) 2008 –	2008	-	n/a
	Director	Herman Miller (Aust.) Pty Ltd ACN 004 552 916	7 June 2017		No conflict
	Director	Ceolebrook Bosson Saunders Pty Ltd ACN 060 529 473	13 July 2018		No conflict
	Director/Secretary	Sterad Pty Ltd (1) 2003 -	2008		No conflict
	Member	First Super	2008		n/a
Robyn Burns	Director	First Super Pty Limited (1) 2019 -	2019		n/a
	Director	Australian Cabinet and Furniture Association (ACFA)	2019		Not permitted to act for First Super in or influence contract negotiations between the Australian Cabinet and Furniture Association and First Super
	Member	First Super	2019		n/a
Frank Vari	Director	First Super Pty Limited (1) 2008 -	2008		n/a
	Council Member	Building Industry Consultation Council	Dec 2017		No conflict
	Member	0	Dec 2013		No conflict
	Committee Member	Redundancy Payment Central Fund Limited (IncoLink Redundancy Fund) (2)	Dec 2013		No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Responsible Persons					
Bill Watson	CEO (Responsible Person)	First Super Pty Limited (1&3)	Apr 2013		n/a
	Member	Public Sector Superannuation Scheme (4)	Apr 2013		No conflict
	Member	Melbourne Cricket Club (4)	Apr 2013		No conflict
	Member	First Super	Apr 2013		n/a
	Director	The New Daily Pty Ltd (1) 2014 –	Jan 2014		No conflict
	Trustee	Melbourne Poets Union (2)	2 Jun 2015		No conflict
	Customer	Members Equity Bank Limited (ME Bank)	1 May 2016		No conflict
	Chair	London Lodge Pty Ltd	9 Nov 2017	A Body Corporate Manager	Not permitted to act for First Super in or influence contract negotiations between London Lodge and First Super
	Director	IFM Investors Pty Ltd Shareholder Advisory Board (SAB)	20 Sept 2016		To be resolved
David Goodear	CEO SBA & Secretary (Responsible Person)	CEO of Super Benefits Administration Pty Ltd (SBA) (1 &3)	2008	SBA is First Super's administration company	May not receive and must declare any remuneration received that may affect ability to discharge duties in the best interests of beneficiaries.
	CEO, Public Officer	Secure Employees Entitlements Trust (SEET) Pty Ltd (1)	2008	SEET is a trust fund established to protect workers' entitlements such as long service leave, sick leave, recreation leave and redundancy/termination in case the employer's business fails.	Not permitted to act for First Super in or influence contract negotiations between the SEET and First Super
	Director	Super Advisory Group Pty Ltd (1)	2008	Non-operating advisory company	Not permitted to act for First Super in or influence contract negotiations between the Super Advisory Group and First Super
	Advisor	Consultant to Legalsuper, Unisuper, Maritime Super and others	28 March 2018		No conflict
	Independent Member IPC	Investment Product Committee IOOF Ltd	28 March 2018		No conflict
	Director & Secretary	Child Labour Schools Company Limited (1)	2008	Charity	No conflict
	Member	First Super	2008		n/a

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Maxine Jacona	Executive Manager Governance	First Super Pty Limited (3)	Jun 2016		n/a
	Member	First Super	Jun 2016		n/a
	Member	legalsuper	Jun 2016		No conflict
	Member	Public Sector Superannuation Scheme	Jun 2016		No conflict
	Provisional Member	Melbourne Cricket Club (4)	Jun 2016		No conflict
	Director	Honey Owners Corporation Management Pty Ltd ACN 141 874 820	Jun 2016	Non-operating business	No conflict
Brad Weldon	Executive Manager Member and Employer Services	First Super Pty Limited (3)	Jul-19		n/a
	Member	First Super	Jul-19		n/a
	Member	Australian Supter	Jul-19		n/a
	Customer	Members Equity Bank Limited (ME Bank)	Jul-19		No conflict
	Director	Weldon Family Trust	Jul-19		No conflict
	Director	Weldon No 2 Family Trust	Jul-19		No conflict
	Member	Netwealth Personal Super	Jul-19		No conflict
Director	JAW Comms Pty Ltd	Jul-19	A Marketing and Communications business	Not permitted to act for First Super in or influence contract negotiations between JAW Comms and First Super	
Andrew Jewell	Executive Manager Financial Education and Advice	First Super Pty Ltd IFS Pty Ltd (3)	2016		n/a
	Member	First Super	2016		n/a
Laurie Kennedy	Risk Manager (Responsible Person)	First Super Pty Limited (1 & 3)	8 Oct 2013		n/a
	Member	First Super	Dec 2013		n/a

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
David Coogan	External Audit Partner (Responsible Person)	PwC Employee & Director (1 & 3)	Jan 2015		Restricted from becoming an employee or Director of First Super. May not receive and
	Chair	Australian Institute of Superannuation Trustees (AIST) - Finance, Audit & Risk Committee	Jan 2015		No conflict
	Member - Audit Committee	St Vincent's Hospital Australia (2)	Jan 2015		No conflict
	Member - Audit & Risk Committee	St Vincent's Hospital Advisory Council (2)	Jan 2015		No conflict
	Chair – Compliance Committee	Senior Masters Office (Supreme Court) (5)	Jan 2015		No conflict
	Director	OZ Fish Unlimited Limited	Dec 2017		No conflict
	Trustee & Beneficiary	Coogan Super Fund	Jan 2015		No conflict
	Trustee	David Coogan Family Trust (2)	Jan 2015		No conflict
Ian Tracey	Internal Audit Partner (Responsible Person)	KPMG Employee & Partner (1 & 3)	Sept 2018		Restricted from becoming an employee or Director of First Super. May not receive and must declare any remuneration received that may affect ability to discharge duties in the best interests of beneficiaries.

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Staff					
Adam Campbell	Compliance Officer	First Super Pty Limited (3)	Jul-19		n/a
	Member	First Super	July 19		No conflict
	Member	Australian Supter	Jul-19		n/a
Peter Pallis	Finanical Planner	First Super Pty Limited (3)	Mar-19		n/a
	Shareholder	Various Shares: AMP, CBA, TEL, SUN, WOW, WES, WBC, ANZ	Mar-19	Not material	no conflict
	Member	First Super	March 2019		n/a
Jayson Bruce	Finanical Planner	First Super Pty Limited (3)	Mar-19		na/
	Member	First Super	Mar 19		n/a
Melissa Hughes	Marketing and Event Coordinator	First Super Pty Limited (3)	Sept 2018		n/a
	Member	AustralianSuper	Sept 2018		no conflict
	Member	Melbourne Cricket Club (4)	Sept 2012		no conflict
Liz Hunt	Business Development Manager - Vic	First Super Pty Limited (3)	June 2017		n/a
	Member	CareSuper	June 2017		no conflict
	Director	Tennyson Gardens Pty Ltd	June 2017		no conflict
	Member	First Super	2017		n/a
Michael Kerrison	Analytics and Investment Operations	First Super Pty Limited (3)	May 2018		n/a
	Member	UniSuper	Oct 2018		no conflict

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Safura Pakrooh	Administration Assistant	First Super Pty Limited (3)	Sept 2018		n/a
	Member	First Super	Sept 2018		n/a
Rebecca Stewart	Executive Officer	First Super Pty Limited (3)	Oct 2012		n/a
	Member	First Super	Oct 2012		n/a
Lee Surace	Business Development Manager - NSW	First Super Pty Limited (3)	July 2017		n/a
	Member	First Super	Nov 2018		no conflict
	Club coaching coordinator	Berowra Football club	Aug 2017		no conflict
Annmarie Unwin	Communications and Content Lead	First Super Pty Limited (3)	Oct 2018		n/a

Key to core duties

(1) Duties owed to a corporation (Director, Secretary or Responsible Manager)	(2) Duties owed to a trustee	(3) Duties owed to an Employer	Other Duties owed
Duty of care, skill and diligence Duty to act in good faith & the interests of the company Duty to avoid conflict of interests Duty to prevent insolvent trading Duty to act for a proper purpose Duty to retain discretions	Duty of care, skill and diligence Duty to act in good faith & the interests of the beneficiaries Duty to avoid conflict of interests Duty to act for a proper purpose Duty to retain and properly exercise discretions Duty to hold assets separate and on trust Duty to meet the sole purpose test Duty to invest trust assets prudently Duty to act personally Act honestly in all matters concerning the entity Duty to observe the SIS Covenants	Duty of co-operation, care and fidelity Duty to exercise reasonable care and skill in the performance of the work Duty to account for any property Duty of confidentiality Duty of Loyalty	(4) Officer of a trade union duties are as per Duties owed to a corporation. (5) Officer of the Supreme Court of Victoria duties Duty to the Court Duty to uphold the Law Duty to Client