

Board Remuneration and Governance

2016/2017

Our remuneration practices have been designed to reward our people fairly and responsibly.

The Trustee's Remuneration & Nominations Committee, in consultation with independent external consultants, is responsible for ensuring that:

- All remuneration is in line with industry standards
- The Fund continues to attract and retain quality people to most efficiently and expertly run and operate the Fund
- The Fund's remuneration is consistent with our core tenet of being a 'profit to members' fund

Directors are remunerated for their services, having due regard for their specific responsibilities and the nature and objectives of the Fund. This remuneration represents a fixed fee encompassing all Australian Catholic Superannuation Board related activities, including committee memberships, and is reviewed on an annual basis.

The following table shows the total remuneration received by Directors for the 2016/2017 financial year.

Director	Paid to	Short-term employee benefits		Post-employment benefits
		Cash salary, fees & short-term compensated absences	Non-monetary benefits	Pension and super benefits
Richard Haddock AM (Chair)	Self	\$60,091		\$5,709
Susanne Ainsworth	Self	\$28,767 ¹		\$2,733
Neil Anderton ²	Self	\$17,154 ¹		\$1,630
Francis Dannaher	Self	\$28,311 ¹		\$2,689
Bram Green	Self	\$28,767 ¹		\$2,733
David Hartley	Self	\$30,320 ¹		\$2,880
David Hutton OAM	Self	\$28,584 ¹		\$2,716
Reuben Norris	Self	\$28,767 ¹		\$2,733
Marie-dominique O'Connell ³	Self	\$9,323		\$886
Steven Quirk	Self	\$28,311 ¹		\$2,689
Kevin Twomey	Self	\$28,843 ¹		\$2,740
William Walker	Catholic Diocese of Wollongong	\$10,909 ⁴		\$1,692
	Self	\$17,808 ¹		
Margaret Wallace	Self	\$36,712 ¹		\$3,488
JoAnna Fisher ⁵	Self	\$6,758 ¹		\$642

1. Inclusive of payments for membership of one or more Board sub-committees. May include sub-committee chair payment.

2. Neil Anderton resigned from the Board in February 2017.

3. Marie-dominique O'Connell joined the Board in February 2017.

4. Paid to employer. Net of GST.

5. JoAnna Fisher is an independent member of the Investment Committee, appointed in April 2015.

Notes:

- No short-term cash profit sharing and other bonuses were paid. No other short-term employee benefits were paid. No other post-employment benefits were paid.
- Directors are not entitled to annual leave, long service leave or performance payments.

Remuneration of Key Management

2016/2017

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Our managers, along with all other Fund staff, are remunerated by way of a fixed salary package which takes into account the specific responsibilities and duties of their roles and is reviewed on an annual basis. An independent external consultant provides benchmark salary information to assist with the remuneration of new and existing roles. The Fund does not pay any short or long-term incentives, believing that these are not in accordance with its 'profit to members' ethos.

The following table shows the total remuneration received by our executive officers for the 2016/2017 financial year.

Name	Position	Short-term employee benefits		Post-employment benefits
		Cash salary, fees & short-term compensated absences ¹	Non-monetary benefits ²	Pension and super benefits
Greg Cantor	Chief Executive Officer	\$492,377	\$474	\$36,636
Cameron Wood	Head of Marketing and Business Development	\$248,868	\$344	\$27,715
Sharnie Barabas	Head of Client Services	\$221,009	\$344	\$19,209
Michael Block	Chief Investment Officer	\$396,556		\$31,357
Scott McIsaac ³	Head of Risk and Compliance	\$24,326		\$3,041
Alex Morelli	Head of Information Technology	\$225,016	\$644	\$21,093
Tim Poole ⁴	Head of Financial Advice	\$136,802		\$17,709
Sandy Rimamos ⁵	Head of People and Culture	\$136,123		\$16,912
Chris Rutter	Head of Finance and Accounting	\$173,240		\$21,368
Sue Willems	Head of Special Projects	\$100,209	\$344	\$12,368
Tammy Hawkins ⁶	HR Manager	\$50,605		\$6,326
Violette Stewart ⁷	Head of Risk and Compliance	\$138,624 ⁸		\$16,667

1. May include salary packaged motor vehicle and other benefits and associated fringe benefits tax, salary sacrificed superannuation, leave loading, first aid allowance.

2. May include Qantas Club membership, home phone and home internet (including GST).

3. Commenced with the Fund in May 2017.

4. Commenced with the Fund in October 2016.

5. Commenced as an Executive Officer in October 2016.

6. No longer an Executive Officer from October 2016.

7. Resigned from the Fund in March 2017.

8. Also includes unused annual leave paid on resignation.

Note: No short-term cash profit sharing and other bonuses were paid. No other short-term employee benefits were paid. No other post-employment benefits were paid.