

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 approach 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 2017/2018 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	\$76,895	-	\$7,305
Susanne Ainsworth	Self	\$38,813 ¹	-	\$3,687
Francis Dannaheer	Self	\$37,717 ¹	-	\$3,583
Bram Green	Self	\$38,813 ¹	-	\$3,687
David Hartley	Self	\$42,648 ¹	-	\$4,052
David Hutton OAM	Self	\$38,265 ¹	-	\$3,635
Reuben Norris	Self	\$40,183 ¹	-	\$3,817
Marie-dominique O'Connell ²	Self	\$32,877 ¹	-	\$3,123
Steven Quirk	Self	\$37,717 ¹	-	\$3,583
Kevin Twomey	Self	\$44,680 ¹	-	\$4,245
William Walker	Catholic Diocese of Wollongong ³	\$5,455 ³	-	\$3,167
	Self	\$33,333 ¹		
Margaret Wallace	Self	\$49,954 ¹	-	\$4,746
JoAnna Fisher ⁴	Self	\$8,219 ¹	-	\$781

1. Inclusive of payments for membership of one or more Board sub-committees. May include sub-committee chair payment.
2. Marie-dominique O'Connell was appointed to the Remuneration and Nominations Committee effective from 31 May 2018.
3. Paid to employer. Net of GST.
4. 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.

Board and Committee Meeting Attendance 2017/2018

Director	Board meetings	Audit & Risk Management Committee	Investment Committee	Insurance, Claims & Complaints Committee	Remuneration & Nominations Committee
Total number of meetings	8*	4	5	40	5
Richard Haddock AM (Chair) ¹	7/8	n/a	5/5	n/a	5/5
Susanne Ainsworth ²	7/8	3/4	n/a	n/a	n/a
Frank Dannaheer	8/8	n/a	n/a	40/40	n/a
Bram Green	8/8	2/4	n/a	n/a	n/a
David Hartley	8/8	n/a	5/5	n/a	n/a
David Hutton OAM ^{2,3}	6/8	n/a	n/a	n/a	5/5
Reuben Norris ^{2,3}	6/8	n/a	n/a	35/40	n/a
Marie-dominique O'Connell ⁴	8/8	n/a	n/a	n/a	2/2
Steven Quirk	8/8	n/a	n/a	38/40	n/a
Kevin Twomey ²	7/8	n/a	n/a	40/40	5/5
William Walker	8/8	4/4	n/a	n/a	n/a
Margaret Wallace	8/8	4/4	5/5	n/a	n/a
JoAnna Fisher ⁵	n/a	n/a	4/5	n/a	n/a

*During 2017/2018 there were eight Trustee Board meetings, including two unscheduled meetings. As the unscheduled meetings were held at short notice, not all directors were available to attend.

1. Richard Haddock absented himself from an unscheduled meeting in view of a potential conflict of interest.

2. Absent from an unscheduled Board meeting.

3. Absent from a scheduled Board meeting.

4. Marie-dominique O'Connell joined the Remuneration & Nominations Committee in May 2018.

5. JoAnna Fisher is an independent member on the Investment Committee.

Board evaluation

The Fund has processes in place to review the performance of the Board sub-committees as a collective, as well as the performance of individual directors.

On an annual basis, the Board conducts a self-assessment of the effectiveness of governance structures, and the operation of the Board in accordance with the relevant prudential requirements and guidance. The Board then collectively reviews the results of these assessments including any opportunities for improvement, and then agrees on any actions required to further improve performance.

In addition to this, the Board engages an independent governance expert to conduct a comprehensive review of the effectiveness of governance structures and the operation of the Board on a triennial basis. Recommendations resulting from these reviews are considered by the Board and implemented as appropriate.

The Fund also has a process for conducting evaluations of individual directors and their contribution to the Board. The process includes meetings between the Chair of the Board and individual members of the Board and an assessment of their performance against specific performance criteria. The Chair of the Board is responsible for the oversight of any opportunities for improvement identified through this process.