



## Disclosure of Remuneration

Under section 29QB the SIS Act, the Trustee is required to make available the remuneration of each executive officer and trustee director. Christian Super believes that all staff are created 'Imago Dei' (in the image of God) and deserving of honour and dignity accordingly. The Trustee actively seeks to model a community where the value of all people is upheld, and their rights respected and supported. This is reflected in the operational practices of the Fund as well as the approach to investment.

In accordance with these beliefs and consistent with its desire to provide a quality service to members, the Fund is committed to ensuring that staff remuneration and benefits are comparable with those enjoyed by others

### Director Remuneration

Director remuneration includes attendance fees for relevant Board and Committee meetings, reimbursement of out of pocket expenses and allowances when staying away from home on director duties. Currently, directors are not entitled to:

- short term cash profit sharing and other bonuses,
- long-term benefits apart from mandatory super contributions made to a super fund,
- termination payments,
- share-based payments, or
- annual, personal or long service leave entitlements (i.e. compensated absences).

The level of director remuneration is based on a philosophy of paying at the 25th percentile of industry remuneration, as determined by external benchmarking. This base rate is indexed from 1 July each year in accordance with the Average Weekly Ordinary Time Earnings (AWOTE), and then 're-pegged' to the 25th percentile on a triennial basis.

Industry averages are provided to help understand the context in which Christian Super is placed in comparison to other superfunds, in particular other Industry superfunds. This data is provided by McGuirk Management Consultants, the leading Superannuation remuneration survey provider.

### Executive Remuneration

The objective of executive remuneration is to provide senior managers with an adequate reward for performing their duties for Christian Super. Currently, executives are not entitled to:

- short term cash profit sharing and other bonuses,
- long-term benefits apart from mandatory super contributions made to a super fund,
- termination payments, or
- share-based payments.

Remuneration levels are determined with reference to the rest of the superannuation industry (provided through relevant industry salary surveys), functional competency and level of experience. This is reviewed each year. Due to the complexity of the methodology applied in determining the appropriate remuneration and the variety of factors considered, industry averages are not provided in this disclosure as they do not provide a meaningful comparison point.



## Director Remuneration - 2019/20

Director	Start Date	End Date	Roles During Financial Year (in part or in full)	Salary	Super	Total	Industry
M.Anderson	1-Apr-2020	N/A	<i>Member Elected Director</i> - Ethics Committee Member - Investment Committee Member - Community Engagement Committee Member	\$ 8,207	\$ 780	\$ 8,986	\$ 13,084
Y.Boswarva	1-Oct-2016	N/A	<i>Sponsor Elected Director</i> - Audit & Compliance Committee Member - Risk Committee Member	\$ 30,301	\$ 2,879	\$ 33,180	\$ 52,336
P.Campey	1-Apr-2011	31-Mar-2020	<i>Member Elected Director</i> - Community Engagement Committee Chair - Board Governance & Remuneration Committee Member	\$ 26,514	\$ 2,519	\$ 29,033	\$ 39,252
N.Cox	1-Mar-2008	N/A	<i>Sponsor Elected Director</i> - Board Chair - Board Governance & Remuneration Committee Member - Investment Committee Chair	\$ 58,078	\$ 5,517	\$ 63,595	\$ 118,480
G.Janes	1-Jun-2013	N/A	<i>Member Elected Director</i> - Ethics Committee Chair - Community Engagement Committee Member	\$ 32,826	\$ 3,119	\$ 35,945	\$ 52,336
C.Kellock	1-Apr-2020	N/A	<i>Member Elected Director</i> - Audit & Compliance Committee Member - Investment Committee Member	\$ 7,575	\$ 720	\$ 8,295	\$ 13,084
L.Klein	1-Oct-2018	N/A	<i>Sponsor Elected Director</i> - Board Governance & Remuneration Committee Member - Ethics Committee Member - Investment Committee Member	\$ 30,933	\$ 2,939	\$ 33,871	\$ 52,336
R.Langford	1-Apr-2008	31-Mar-2020	<i>Member Elected Director</i> - Board Governance & Remuneration Committee Member - Investment Committee Member - Risk Committee Chair	\$ 26,514	\$ 2,519	\$ 29,033	\$ 39,252
R.Limkin	1-Oct-2016	N/A	<i>Sponsor Elected Director</i> - Community Engagement Committee Chair - Ethics Committee Member	\$ 30,933	\$ 2,939	\$ 33,871	\$ 52,336

Director	Start Date	End Date	Roles During Financial Year (in part or in full)	Salary	Super	Total	Industry
L.Ng	1-Apr-2017	N/A	<i>Member Elected Director</i> - Audit & Compliance Committee Chair - Board Governance & Remuneration Committee Member - Investment Committee Member - Risk Committee Member	\$ 33,458	\$ 3,178	\$ 36,636	\$ 52,336
J.Peberdy	1-May-2013	N/A	<i>Independent Director</i> - Board Deputy Chair - Audit & Compliance Committee Chair - Board Governance & Remuneration Committee Chair - Risk Committee Chair	\$ 40,402	\$ 3,838	\$ 44,240	\$ 67,680



## Director Remuneration - 2018/19

Director	Start Date	End Date	Roles During Financial Year (in part or in full)	Salary	Super	Total	Industry
Y.Boswarva	1-Oct-2016	N/A	<i>Sponsor Elected Director</i> - Audit & Compliance Committee Member - Risk Committee Member	\$ 29,589	\$ 2,811	\$ 32,400	\$ 49,530
P.Campey	1-Apr-2011	N/A	<i>Member Elected Director</i> - Community Engagement Committee Chair - Board Governance & Remuneration Committee Member	\$ 34,521	\$ 3,279	\$ 37,800	\$ 49,530
N.Cox	1-Mar-2008	N/A	<i>Sponsor Elected Director</i> - Board Chair - Board Governance & Remuneration Committee Member - Investment Committee Chair	\$ 56,712	\$ 5,388	\$ 62,100	\$ 108,343
A.Deenick	1-Jul-1995	30-Sep-2018	<i>Sponsor Elected Director</i> - Community Engagement Committee Member - Ethics Committee Chair - Investment Committee Member	\$ 8,630	\$ 820	\$ 9,450	\$ 12,383
G.Janes	1-Jun-2013	N/A	<i>Member Elected Director</i> - Ethics Committee Chair - Community Engagement Committee Member	\$ 31,438	\$ 2,987	\$ 34,425	\$ 49,530
L.Klein	1-Oct-2018	N/A	<i>Sponsor Elected Director</i> - Ethics Committee Member - Investment Committee Member	\$ 22,192	\$ 2,108	\$ 24,300	\$ 37,148
R.Langford	1-Apr-2008	N/A	<i>Member Elected Director</i> - Board Governance & Remuneration Committee Member - Investment Committee Member - Risk Committee Chair	\$ 34,521	\$ 3,279	\$ 37,800	\$ 49,530
R.Limkin	1-Oct-2016	N/A	<i>Sponsor Elected Director</i> - Community Engagement Committee Member - Ethics Committee Member	\$ 29,589	\$ 2,811	\$ 32,400	\$ 49,530
L.Ng	1-Apr-2017	N/A	<i>Member Elected Director</i> - Audit & Compliance Committee Member - Investment Committee Member - Risk Committee Member	\$ 32,055	\$ 3,045	\$ 35,100	\$ 49,530

Director	Start Date	End Date	Roles During Financial Year (in part or in full)	Salary	Super	Total	Industry
J.Peberdy	1-May-2013	N/A	<i>Independent Director</i> - Board Deputy Chair - Audit & Compliance Committee Chair - Board Governance & Remuneration Committee Chair - Risk Committee Chair	\$ 39,452	\$ 3,748	\$ 43,200	\$ 59,116



## Executive Remuneration - 2019/20

Executive	Start Date	End Date	Roles During Financial Year (in part or in full)	Salary	Super	Total
N.Buttigieg	20-Apr-2015	N/A	Chief Member Officer (to 20 April 2020) Chief - Operations and Product (from 20 April 2020)	\$ 174,429	\$ 16,571	\$ 191,000
A.Dare	20-Apr-2020	N/A	Chief Member Experience Officer	\$ 163,927	\$ 15,573	\$ 179,500
T.Macready	23-Apr-2010	N/A	Chief Investment Officer	\$ 226,167	\$ 21,003	\$ 247,170
A.Mok	25-Nov-2019	N/A	Head of Finance	\$ 95,453	\$ 9,068	\$ 104,521
R.Piper	24-Jan-2018	N/A	Chief Executive Officer	\$ 352,497	\$ 21,003	\$ 373,500
J.Wynn-Jones	1-Jan-2016	N/A	Head of Governance, Risk and Compliance	\$ 150,685	\$ 14,315	\$ 165,000



## Executive Remuneration - 2018/19

Executive	Start Date	End Date	Roles During Financial Year (in part or in full)	Salary	Super	Total
N.Buttigieg	20-Apr-2015	N/A	Chief Member Officer	\$ 171,650	\$ 16,307	\$ 187,957
G.Kim	1-Apr-2017	N/A	Finance Manager	\$ 121,938	\$ 10,354	\$ 132,292
T.Macready	23-Apr-2010	N/A	Chief Investment Officer	\$ 269,115	\$ 20,032	\$ 289,147
R.Piper	24-Jan-2018	N/A	Chief Executive Officer	\$ 316,881	\$ 20,049	\$ 336,930
J.Wynn-Jones	1-Jan-2016	N/A	Governance, Risk and Compliance Manager	\$ 142,372	\$ 13,525	\$ 155,897