



Register of Relevant Duties and Interests

June 2023

Name	Director/Entity details	Date appointed	Term of office expiry (4 years)	Employment	Other Directorships/ positions	Share-holdings >5% of issued capital	Potential/reported interests	Related Person
Terence Wetherall AM#	Employer Director nominated by Business NSW (Alternate: Merran Kelsall)	1 August 2015	31 December 2023	Self-employed Consultant	<ul style="list-style-type: none"> • Councillor, Business NSW • Director and Secretary, TCW Consulting Pty Ltd • Director and Secretary, Limesun Pty Ltd • Director, Industry Super Australia Pty Ltd • Director, Campaign for Small Business Pty Ltd 		<ul style="list-style-type: none"> • Member of Australian Government City Reference Group • Member of Illawarra First Fund 	
Katherine Sampson#	Employer Director, Board appointed (Alternate: Michael Drew)	1 May 2014	31 December 2023	Managing Director, Mahlab Recruitment (Vic) Pty Ltd	<ul style="list-style-type: none"> • Director, Mahlab Consulting Pty Ltd • Director and Secretary, Mahlab Recruitment (Vic) Pty Ltd • Director and Secretary, Mahlab Recruitment (WA) Pty Ltd • Director and Secretary, Orchard Street Pty Ltd • Director and Secretary, Mahlab Recruitment (QLD) Pty Ltd • Director Seychelles Road Pty Ltd 			
Jeremy Johnson AM#	Deputy Chair/Employer Director, nominated by VCCI (Alternate: Kathie Sampson)	1 January 2018	31 December 2025	Professional Director	<ul style="list-style-type: none"> • Executive Councillor of Victorian Chamber of Commerce and Industry (VCCI) • Director, Jeremy Johnson Tourism Services Pty Ltd • Director/Chair, Great Ocean Road Regional Tourism Board 			
Robert Potter	Member Director, nominated by ASU (Alternate: Anthony Cavanagh)	1 January 2023	31 December 2026	National Secretary, ASU	<ul style="list-style-type: none"> • Director (Member of Committee of Management) of ACTU Education Incorporated • Director, Digital Skills Organisation Limited • Trustee, Potter Family Trust • Director, Potter Family Securities Pty Ltd. 			

Name	Director/Entity details	Date appointed	Term of office expiry (4 years)	Employment	Other Directorships/ positions	Share-holdings >5% of issued capital	Potential/reported interests	Related Person
Anthony Cavanagh[#]	Member Director, nominated by ASU (Alternate: Rebecca Girard)	1 January 2020	31 December 2023	Professional Director	<ul style="list-style-type: none"> • Director, Country Ride Pty Ltd. • Finance Committee member at Montsalvat • Mentor, Australian Institute of Superannuation Trustees 			
Vanessa Seagrove[#]	Member Director, nominated by Unions NSW (Alternate: Linda Scott)	1 April 2021	31 December 2025	Assistant Secretary, Unions NSW				
Linda Scott[#]	Chair/Member Director, nominated by Unions NSW (Alternate: Vanessa Seagrove)	11 December 2018	31 December 2024	Councillor	<ul style="list-style-type: none"> • Director, NSW Environmental Trust • Councillor, City of Sydney • Trustee, Kylie Scott Family Trust • Trustee, Linda Scott Family Trust • Member of CSIRO External Advisory Group, Ending Plastic Waste Mission • Deputy Chair ACSI • Director & President ALGA • Member of National Cabinet & associated intergovernmental Committees 			
Merran Kelsall AO[#]	Employer Director (Alternate: Terry Wetherall)	1 April 2020	31 December 2024	Professional Director	<ul style="list-style-type: none"> • Chair/President, CPA Australia Ltd • CPA Australia's International Federation of Accountants (IFAC) Board Observer • Member, IFAC Nominating Committee • Chair, Companies associated with the Beaurepaire family • Honorary Director, Tarrawarra Museum of Art • Director, Australian Red Cross Lifeblood • Director, Kelsall Consulting Pty Ltd • Trustee and Beneficiary, Kelsall Superannuation Fund 			

Name	Director/Entity details	Date appointed	Term of office expiry (4 years)	Employment	Other Directorships/ positions	Share-holdings >5% of issued capital	Potential/reported interests	Related Person
					<ul style="list-style-type: none"> • Director, Medical Indemnity Protection Society (MIPS) and Chair of MIPS Investment Committee • Adjunct Professor in the School of Accounting, Auditing & Taxation at the UNSW Business School • Member, A4S Advisory Council • Member MIPS Group Audit Committee (1 July 2022) • Director, Dementia Australia 			
Rebecca Girard	Member Director (Alternate: Robert Potter)	1 January 2023	31 December 2026	Industrial Coordinator, Clerical and Services Union	<ul style="list-style-type: none"> • Director, Community Services Industry (Portable Long Service Leave Authority) 			
Michael Drew	Employer Director (Alternate: Jeremy Johnson)	1 January 2023	31 December 2026	Economist	<ul style="list-style-type: none"> • Independent Advisory Committee Member, Queensland Business Investment Fund • Founder and Director, Drew, Walk & Co. • Member, Investment Advisory Board, Petroleum Fund of Timor-Leste • Trustee, Mary Aikenhead Ministries • Member, Advisory Board, Hamilton12 Pty Ltd • Non-executive Director, Sprint Ventures Pty Ltd. • Non-Executive Director, The Investment Committee Pty Ltd. • Chair, St Laurence's College • Trustee - Campion Institute Limited and Director - Campion Foundation Limited • Chair, Volunteering Australia • Chair, St Vincent's Foundation Queensland • Trustee, Longevity Super • Non-executive Director, Edmund Rice Education Australia 			

Name	Director/Entity details	Date appointed	Term of office expiry (4 years)	Employment	Other Directorships/ positions	Share-holdings >5% of issued capital	Potential/reported interests	Related Person
					<ul style="list-style-type: none"> • Non-executive Director and Company Secretary, The Drew Family Group of Companies – De Colmar Pty Ltd – Dynamic Lifecycle Strategies Pty Ltd – Pension Bads Pty Ltd • Professor of Finance, Griffith University 			
CARE Super Pty Ltd	Trustee Company for CARE Super	1 May 1986			<p>Fund holds investments in:</p> <ul style="list-style-type: none"> • Industry Superannuation Property Trusts <ul style="list-style-type: none"> - ISPT Core Fund - ISPT Development Opportunities Fund 2 - ISPT Retail Australian Property Trust - ISPT International Property Trust • IFM: <ul style="list-style-type: none"> - IFM Enhanced Index Equity Fund - IFM International Private Equity 1 - IFM International Private Equity 2 - IFM International Private Equity 3 - IFM Australian Infrastructure Fund - IFM Australian Private Equity III - Super Loans Trust - IFM Specialised Credit Fund <p>Fund is a shareholder in:</p> <ul style="list-style-type: none"> • Industry Super Holdings Pty Ltd. ISH is the holding company for: <ul style="list-style-type: none"> - IFM Holdings Pty Ltd - Industry Super Australia Pty Ltd - The New Daily Pty Ltd - Industry Fund Services Ltd.* with subsidiaries: <ul style="list-style-type: none"> ▪ Super Members Investments Ltd ▪ IFS Insurance Solutions Pty Ltd* <p>*The Fund engages the services of a number of the entities above.</p>			

Name	Director/Entity details	Date appointed	Term of office expiry (4 years)	Employment	Other Directorships/ positions	Share-holdings >5% of issued capital	Potential/reported interests	Related Person
Michael Dundon	Chief Executive Officer	CareSuper		Nil	<ul style="list-style-type: none"> Director, Amnesty International Australia Director, Dundon & Associates Pty Ltd 			
Suzanne Branton	Chief Investment Officer	CareSuper	IFM Shareholder Advisory Board	Nil	<ul style="list-style-type: none"> Member of advisory group of Archangel Investors 			Declared related person
Paul Northey	Chief Development Officer	CareSuper	Nil	Nil	<ul style="list-style-type: none"> Spouse employed by financial planning practice licensed by Australian Unity 			
Mark Lyons	Chief Capability Officer	CareSuper	Nil	Nil	<ul style="list-style-type: none"> SuperFriend, Program Committee Member 			
Sam Horskins	Chief Financial Officer	CareSuper	Nil	Nil				
Christine Nguyen	Chief Risk Officer	CareSuper	Nil	Nil				
Jean-Luc Ambrosi	Chief Experience Officer	CareSuper	Nil	Nil				
Nicole Osborne	Fund Auditor – PwC	PwC	Equity Partner, PwC Non-Executive Director, Mother's Day Classic Foundation	Nil				
Michelle Gardiner	Board Consultant	NA	(2 year contract from 1 January 2023)	Professional Director	<ul style="list-style-type: none"> Director and Secretary, In Business Pty Ltd Director, Maynine Pty Ltd Director, Dandaloo Super Pty Ltd 			Declared related person

#Some Directors and their family members are members of the Fund. Their memberships arrangements are the same as those for other members.

Register of Personal Interests / Assessment of Conflicts

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Mr Terry Wetherall AM		
Member of Australian Government City Reference Group	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Member of Illawarra First Fund	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Business NSW	Business NSW is a nominating entity of CareSuper and a participating employer. The Fund has also entered into a sponsorship arrangement with BNSW and may continue to do so. Arrangements are on a fully commercial basis with clearly defined accountabilities for both parties documented. These arrangements were agreed by management. To minimise the scope for perceived conflict, any such arrangement will be based on a cost benefit analysis. Mr Wetherall is a Councillor of BNSW and a Past President of NSWBC.	Whenever a promotional/sponsorship arrangement is contemplated between CareSuper and BNSW, Mr Wetherall will be excluded from all Board consideration of the matter.
ISA	CareSuper is one of the Industry Funds that forms ISA and contributes to the advertising campaign	In circumstances where matters dealing with ISA are considered by the CareSuper Board Mr Wetherall's standing declaration of his position is noted and the Board follows the procedure set out in the Conflicts Management Policy.
TCW Consulting	No trade has occurred between CareSuper and this entity and none is envisaged in the future. As such, no scope for conflict is perceived.	
Limesun Pty Ltd	No trade has occurred between CareSuper and this entity and none is envisaged in the future. As such, no scope for conflict is perceived.	
Campaign for Small Business Pty Ltd	No trade has occurred between CareSuper and this entity and none is envisaged in the future. As such, no scope for conflict is perceived.	
Member – CareSuper	Mr Wetherall's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Ms Katherine Sampson		
Mahlab Recruitment (Vic) Pty Ltd, Mahlab Recruitment (WA) Pty Ltd, Mahlab Recruitment (QLD) Pty Ltd, Mahlab Consulting Pty Ltd	CareSuper is the default fund for Mahlab Recruitment, an arrangement which pre-dates Ms Sampson's directorship. Otherwise, no trade has occurred between CareSuper and Mahlab Recruitment (Vic) Pty Ltd or Mahlab Recruitment (WA) Pty Ltd, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Orchard Street Pty Ltd	No trade has occurred between CareSuper and Orchard Street Pty Ltd, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Seychelles Road Pty Ltd	No trade has occurred between CareSuper and Seychelles Road Pty Ltd, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Member – CareSuper	Ms Sampson's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
Mr Michael Drew		
Drew, Walk & Co.	Whilst Director fees for Michael Drew are paid to Drew, Walk & Co, no other trade has occurred between CareSuper and Drew, Walk & Co. and none is envisaged in the future. As such, no scope for conflict is perceived.	
Petroleum Fund of Timor-Leste	No trade has occurred between CareSuper and Petroleum Fund of Timor-Leste, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Mary Aikenhead Ministries	No trade has occurred between CareSuper and Mary Aikenhead Ministries, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Hamilton12 Pty Ltd	No trade has occurred between CareSuper and Hamilton12 Pty Ltd, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Sprint Ventures Pty Ltd	No trade has occurred between CareSuper and Sprint Ventures Pty Ltd, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Queensland Business Investment Fund (QBIF)	Mr Drew is an advisor to the QBIF. No trade has occurred between CareSuper and QBIF, and none is envisaged in the future. As such, no scope for conflict is perceived. However QBIF is managed by the Queensland Investment Corporation (QIC). QIC is one of CareSuper's investment managers.	Should a conflict occur, CareSuper's Conflicts Management Policy would be followed.

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
The Investment Committee Pty Ltd.	No trade has occurred between CareSuper and The Investment Committee Pty Ltd, and none is envisaged in the future. As such, no scope for conflict is perceived.	
St Laurence's College	No trade has occurred between CareSuper and St Laurence's College, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Campion College Australia	Campion College Australia is a participating Employer of CareSuper. Campion College Australia is subject to the same terms and conditions as all other employers of the Fund.	
Griffith University	Griffith University is a participating Employer of CareSuper. Griffith University is subject to the same terms and conditions as all other employers of the Fund.	
Volunteering Australia	Volunteering Australia is a participating Employer of CareSuper. Volunteering Australia is subject to the same terms and conditions as all other employers of the Fund.	
St Vincent's Foundation Queensland	No trade has occurred between CareSuper and St Vincent's Foundation Queensland, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Longevity Super	No trade has occurred between CareSuper and Longevity Super, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Edmund Rice Education Australia (EREA)	No trade has occurred between CareSuper and EREA, and none is envisaged in the future. As such, no scope for conflict is perceived.	
The Drew Family Group of Companies - De Colmar Pty Ltd - Dynamic Lifecycle Strategies Pty Ltd - Pension Bads Pty Ltd	No trade has occurred between CareSuper and The Drew Family Group of Companies, and none is envisaged in the future. As such, no scope for conflict is perceived.	
Mr Jeremy Johnson AM		
Victorian Chamber of Commerce and Industry	The Fund has entered into a sponsorship arrangement with VCCI and may continue to do so. Arrangements are on a fully commercial basis with clearly defined accountabilities for both parties documented. These arrangements were agreed by management.	Whenever a promotional/sponsorship arrangement is contemplated between CareSuper and VCCI, Mr Johnson will be excluded from all Board consideration of the matter.
Jeremy Johnson Tourism Services Pty Ltd	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Great Ocean Road Regional Tourism Board	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Member - CareSuper	Mr Johnson's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
Ms Vanessa Seagrove		
Unions NSW	Unions NSW is a nominating organisation of CareSuper. It is possible that promotional and sponsorship arrangements may be entered into in the future. If that should occur the arrangements will be on a fully commercial basis with clearly defined accountabilities for both parties documented. To minimise the scope for perceived conflict, any such arrangement will be based on a cost benefit analysis.	In the event that a promotional/ sponsorship arrangement is contemplated between CareSuper and Unions NSW, Ms Seagrove will be excluded from all Board consideration of the matter.
Member - CareSuper	Ms Seagrove's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
Ms Linda Scott		
Unions NSW	Unions NSW is a nominating organisation of CareSuper. It is possible that promotional and sponsorship arrangements may be entered into in the future. If that should occur the arrangements will be on a fully commercial basis with clearly defined accountabilities for both parties documented. To minimise the scope for perceived conflict, any such arrangement will be based on a cost benefit analysis.	In the event that a promotional/sponsorship arrangement is contemplated between CareSuper and Unions NSW, Ms Scott will be excluded from all Board consideration of the matter.
ACSI	CareSuper is a member of ACSI. ACSI provides research, engagement, advocacy and voting recommendations for asset owners and supports members in exercising active ownership	In circumstances where matters dealing with ACSI are considered by the CareSuper Board Ms Scott's standing declaration of her position is noted and the Board follows the procedure set out in the Conflicts Management Policy.
NSW Environmental Trust	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
City of Sydney	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist. Ms Scott, as Councillor, City of Sydney, has had dealings with QMS Media for advertising. There is currently no conflict of interest.	Should a conflict arise, CareSuper's Conflicts Management Policy would be followed.

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Australian Local Government Association (ALGA)	CareSuper does not generally transact with ALGA although ALGA has provided meeting accommodation without charge.	The room use was not material and has been recorded by the Governance team.
CSIRO External Advisory Group, Ending Plastic Waste Mission	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Family Trusts (Linda Scott Family Trust, Kylie Scott Family Trust)	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Member - CareSuper	Ms Scott's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
National Cabinet & associated intergovernmental Committees	Australia's National Cabinet has tasked Ms Scott, via her role as ALGA President, to work alongside state and territory planning ministers to prepare a proposal to increase Australia's housing supply and affordability.	Ms Scott would not engage in any CareSuper Board/Committee discussion relating to the Housing Accord or housing investment decisions and would actively deal with any other conflicts that may arise.
Mr Robert Potter		
ASU	ASU is a nominating organisation of CareSuper. We have entered into promotional and sponsorship arrangements and may continue to do so in the future. Where this occurs, the arrangements are on a fully commercial basis with clearly defined accountabilities for both parties documented. To minimise the scope for perceived conflict, any such arrangements are based on a cost benefit analysis. Sponsorships are addressed by management under delegated authority	Whenever a promotional/sponsorship arrangement is contemplated between CareSuper and ASU Mr Potter will be excluded from all Board consideration of the matter. Mr Potter has asked for CareSuper's support in ASU's campaign to establish a National Energy Transition Authority and have the Government fund such an organisation in the Federal Budget. CareSuper's Conflicts Management Policy was followed, including Mr Potter was not permitted to take part in, or be present for, Board decision-making on this item.
Digital Skills Organisation Limited	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
ACTU Education Incorporated	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Potter Family Trust	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Potter Family Securities Pty Ltd	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Mr Anthony Cavanagh		
ASU	ASU is a nominating organisation of CareSuper. We have entered into promotional and sponsorship arrangements and may continue to do so in the future. Where this occurs, the arrangements are on a fully commercial basis with clearly defined accountabilities for both parties documented. To minimise the scope for perceived conflict, any such arrangements are based on a cost benefit analysis. Sponsorships are addressed by management under delegated authority.	Whenever a promotional/ sponsorship arrangement is contemplated between CareSuper and ASU Mr Cavanagh will be excluded from all Board consideration of the matter.
Australian Institute of Superannuation Trustees (AIST)	Mr Cavanagh has accepted a mentorship role with AIST, as part of the Gary Weaven Emerging Trustee Scholarship program. While CareSuper has dealings with, and many of its people have memberships with, AIST it is not envisaged that any conflict of interest will occur.	Should a conflict of interest occur, CareSuper's Conflicts Management Policy would be followed.
Monstsalvat Artist Colony (MAC)	Mr Cavanagh has accepted a role on the Finance Committee of the MAC. No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in the future. As such, no conflict of interest is perceived to exist.	
Country Ride Pty Ltd	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Member - CareSuper	Mr Cavanagh's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
Ms Merran Kelsall AO		
CPA Australia Ltd	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
International Federation of Accountants	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Companies associated with Beaurepaire family	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Tarrawarra Museum of Art	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Australian Red Cross Lifeblood	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Kelsall Consulting Pty Ltd	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Kelsall Superannuation Fund	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Medical Indemnity Protection Society (MIPS)	MIPS is a default Employer of CareSuper. MIPS is subject to the same terms and conditions as all other employers of the Fund.	MIPS is subject to the same terms and conditions as all other employers of the Fund.
Member - CareSuper	Ms Kelsall's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
University NSW Business School	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Dementia Australia	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Ms Rebecca Girard		
Community Services Industry (Portable Long Service Leave Authority)	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
CARE Super Pty Ltd		
Industry Super Holdings Pty Ltd	CareSuper is a shareholder in Industry Super Holdings Pty Ltd (ISH). CareSuper also invests in many IFM investments. Industry Super Holdings Pty Ltd (ISH) is a holding company for Industry Fund Services Ltd (IFS), Industry Super Australia Pty Ltd (ISA) and IFM Holdings Pty Ltd (IFM) which in turn is a holding company for Industry Funds Management Pty Ltd and its various subsidiary companies; and The New Daily. The Fund uses the following:	CareSuper holds investments with IFM. All such investments are subject to assessment and recommendation by CareSuper's independent investments adviser, JANA and the Investment Committee of the Board. Fees paid are similar to all clients of IFM. Mr Wetherall is a Director of Industry Super Australia Pty Ltd of which CareSuper is a participant.

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
	<ul style="list-style-type: none"> Industry Fund Services Ltd provides financial planning and credit control services to CareSuper IFS Insurance Solutions Pty Ltd provides insurance broking and advisory services to CareSuper. 	
ISPT/IIPT	CareSuper is a significant investor in ISPT and its subsidiary IGIP; on the same terms and conditions as all investors. Consideration by the Board of ISPT related investment decisions is conducted on the same basis as all other investment decisions- informed by input by both the Fund's Investment Consultant (JANA) and its management team.	
Mr Michael Dundon - CEO		
Director, Amnesty International Australia	No dealings have occurred between these entities and CareSuper and it is not envisaged that any will occur in future. As such, no conflicts of interest are perceived to exist.	
Director, Dundon & Associates Pty Ltd		
Ms Suzanne Branton - Executive		
IFM Shareholder Advisory Board	<p>CareSuper is a significant investor in IFM; on the same terms and conditions as all investors. Suzanne Branton was appointed to the IFM Shareholder Advisory Board.</p> <p>Consideration by Management and the Board of IFM related investment decisions is conducted on the same basis as all other investment decisions- informed by input by both the Fund's Investment Consultant (JANA) and the management team.</p>	In circumstances where matters dealing with IFM arrive at the CareSuper Board Ms Branton's standing declaration of her position is noted and the Board follows the procedure set out in the Conflicts Management Policy.
Archangel Investors	No dealings have occurred between this entity and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Declared Related Person – Member – CareSuper	The Declared Related Person's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.
Mr Paul Northey - Executive		
Spouse employed by financial planning practice licensed by Australian Unity	Australian Unity was selected as a provider of financial advice for members. A conflict declaration was made by Mr Northey and handled in accordance with the Conflict Management Policy.	

Declared position/interest	Assessment of how this may give rise to/represent a conflict	How has the Trustee dealt with the potential conflict
Mr Mark Lyons - Executive		
SuperFriend, Program Committee Member	SuperFriend is funded by Insurers and its purpose is to promote Industry Fund members' wellbeing, along with fund staff wellbeing. Mr Lyons holds a position on an advisory Board only.	
Ms Nicole Osborne - Auditor		
Non-Executive Director, Mother's Day Classic Foundation	The Fund has entered into a sponsorship arrangement with Mother's Day Classic and may continue to do so. Arrangements are on a fully commercial basis with clearly defined accountabilities for both parties documented. These arrangements were agreed by management.	
Ms Michelle Gardiner		
In Business Pty Ltd	No dealings have occurred between In Business Pty Ltd and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Maynine Pty Ltd	No dealings have occurred between Maynine Pty Ltd and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Dandaloo Super Pty Ltd	No dealings have occurred between Dandaloo Super Pty Ltd and CareSuper and it is not envisaged that any will occur in future. As such, no conflict of interest is perceived to exist.	
Declared Related Person – Member – CareSuper	The Declared Related Person's membership is on the same terms and conditions as all other members of the Fund.	Subject to conflict management policy and the same terms and conditions as all other members of the Fund.