



Register of Relevant Duties as of 30 November 2021

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	Goulburn Ovens Institute of TAFE (1) 2021 -	Sept 2021	Technical and Further Education institute located in the north east region of Victoria.	No conflict
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)	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.
	President	Construction Forestry Maritime Mining & Energy Union - Manufacturing Division (1)	May 2018		No conflict
	Director	ACN 117 909 127 Pty Ltd (1)	May 2020		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	Aug 2018		No conflict
	Member	First Super	8 Oct 2013		n/a

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
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	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
	Director	Quamby Property Pty (1)	Sep-17		No conflict
	Trustee	Quamby Trust	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
	Chair	Freshfield Ag Pty Ltd (2)	Dec-19	Sheep and Cattle feed lot.	No conflict
	Shareholder	Freshfield Ag Pty Ltd (2)	Dec-19	Sheep and Cattle feed lot.	No conflict
	Shareholder	Framlingham Aboriginal Trust (2)	Sep-17	Aboriginal NFP Business	No conflict
Julie George	Director	First Super Pty Limited (1) 2015 -	Feb 2015		n/a
	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
	Customer	Bank of Queensland	Feb 2021		No conflict
	Director and Consultant	Busi Culture Pty Ltd	13 March 2018		No conflict
	Member	First Super	Jun 2015		n/a

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Janet Gilbert	Director	First Super Pty Ltd (1) 2017 –	March 2017		n/a
	Director	Timber Trade Industrial Association	1 Aug 2017		May not deal with this company on behalf of First Super
	Member	Australian Super	May-21		n/a
	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
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 and Public officer	International Transport Workers Federation (ITF)	22 Nov 2019		Not permitted to act for First Super in or influence contract negotiations between ITF and First Super
	Company Secretary	International Transport Workers Federation (ITF)	30 Jan 2020		Not permitted to act for First Super in or influence contract negotiations between ITF and First Super
	Spouse	Telstra Super	31 July 2020	Wife is a director at Telstra Super	Not permitted to act for First Super in or influence between Telstra Super 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

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	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, Divisional Secretary	Construction Forestry Maritime Mining and Energy Union – Manufacturing Division (4)	Nov 2009		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	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.
	Deputy Chair	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.
Mike Radda	Director/Chair	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	Herman Miller Global Customer Solutions (Hong Kong) Ltd	Nov 2021		No conflict
	Director	POSH Office Systems (Hong Kong) Limited	Nov 2021		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

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Frank Vari	Director	First Super Pty Limited (1) 2008 -	2008		n/a
	Director	Super Benefits Administration Pty Ltd (1)	8 Dec 2020		Not permitted to act for First Super in or influence contract negotiations between SBA and First Super except as specifically authorised by the board.
	Member	Construction & Building Unions Superannuation (Cbus)	Dec 2013		No conflict
Dean Brakell	Director	First Super Pty Limited (1) 2008 -	Jan 2021		n/a
	CEO and Company Secretary	Australian Cabinet and Furniture Associaton (ACFA)	Sept 2020		Not permitted to act for First Super in or influence sponsorship negotiations between ACFA and First Super except as specifically authorised by the board.
	Member	First Super	Sept 2020		n/a
Anthony Pavey	Director	First Super Pty Limited (1) 2008 -	Jan 2021		n/a
	Secretary	CFMMEU-MD Maryvale Sub-Branch	Jan-21		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
	Treasurer	Maryvale Friendly Society	Jan-21		Not permitted to act for First Super in or influence contract negotiations between the Maryvale Friendly Society and First Super.
	Junior Vice-President	CFMEU-MD PPW District	Jan-21		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
	Member	First Super	Jan-21		n/a

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Casey Thomson	Associate Director	First Super Pty Limited (1) 2008 -	Jan-21	NFP Australian Labour Movement	n/a
	Compliance Officer	CFMMEU-MD	Jan-21		Not permitted to act for First Super in or influence contract negotiations between the Construction Forestry Maritime Mining and Energy Union and First Super.
	Committee Member	Homeworkers Code Committee (Ethical Clothing Australia)	Jan-21		Not permitted to act for First Super in or influence contract negotiations between Ethical Clothing Australia and First Super.
	Board Member	Evatt Foundation	Jan-21		No conflict
	Representative	TCF Sector of the Manufacturing Division of the CFMEU to the Manufacturing Skills Australia (MSA) NSW Industry Training Advisory Board (ITAB).	Mar-21		No conflict
	Member	First Super	Jan-21		n/a

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
	Director	IFM Investors Pty Ltd Shareholder Advisory Board (SAB)	20 Sept 2016		To be resolved
Michelle Boucher	Deputy CEO (Responsible Person)	First Super Pty Limited (1&3)	Apr 2021		n/a
	Member	First Super	Apr 2021		n/a
	Member	Cbus	Apr 2021		n/a
	Member	AustralianSuper	Apr 2013		n/a
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	Glen Eira Kindergarten Association inc. (GEKA)	Dec 2019		No conflict
Andrew Jewell	Executive Manager Financial Education and Advice	First Super Pty Ltd (3)	2016		n/a
	Member	First Super	2016		n/a
	Member	AustralianSuper	2021		No Conflict
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
Sean Hill	Internal Audit Partner (Responsible Person)	PwC Employee & Director (1 & 3)	28 Jan 2021		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.
	Trustee Director	Australian Landscape Trust	28 Jan 2021		No conflict
	As a beneficiary of the Hill Family Trust, is a beneficial owner of 100% of shares.	The Hill Family Trust	28 Jan 2021	As a beneficiary of the Hill Family Trust, is a beneficial owner of 100% of shares.	No conflict
Craig Jenkins	External Audit Partner (Responsible Person)	BDO Audit Pty Ltd Employee & Director (1 & 3)	Dec 2019		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.
	Director & Chair of Finance	Mangrove Housing Ltd & Mangrove Maintenance & Cleaning Pty Ltd	Dec 2019		No conflict
	Director - Corporate Trustee for Investment Trust	Wickfield Holdings Pty Ltd	Dec 2019		No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Staff					
Louise Fewtrell	Marketing Campaign Lead	First Super Pty Limited (3)	Sep-21		n/a
	Shareholder	Various Shares: ANZ, AVH, EDV, QAN, QBE, SYD, TCL, WBC, WOW	Sep-21	Not material	No conflict
	Member	Australian Super	Sep-21		No conflict
	Member	Melbourne Football Club	Sep-21		No conflict
	Member	First Super	Sep-21		n/a
Peter Pallis	Financial Planner	First Super Pty Limited (3)	Mar-19		n/a
	Shareholder	Various Shares: AMP, CBA, TEL, SUN, WOW, WES, WBC, ANZ	1/03/2019	Not material	No conflict
	Member	First Super	March 2019		n/a
	Member	Aware Super	1/01/2021		No conflict
	Member	ANZ Staff Superannuation Fund	Jan-21		No conflict
Sam Rotiroti	Research Assistant	First Super Pty Limited (3)	Nov 2021		n/a
	Member	UniSuper	Nov 2021		n/a
	Member - Associate	Geelong Law Association	Nov 2021		n/a
	Member - Graduate	Law Institute of Victoria	Nov 2021		n/a
	Member	REST Super	Nov 2021		n/a
	Member	First Super	Nov 2021		No conflict
Jayson Bruce	Financial Planner	First Super Pty Limited (3)	Mar-19		na/
	Member	First Super	Mar 19		n/a

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Ulleri Lohe	Digital Marketing Lead	First Super Pty Limited (3)	July 2021	As a beneficiary of the family Richmond Foundation Trust, is a beneficial owner of 50%.	n/a
	Director	Richmond Foundation Trust	July 2021		n/a
	Member	HOSTPLUS	July 2021		
	Member	First Super	July 2021		No conflict
Rachael Voskresensky	Marketing Coordinator	First Super Pty Limited (3)	July 2021		n/a
	Member	cBus	Jul-21		n/a
	Member	First Super	July 2021		No conflict
Shawn Xiao	Analytics and Investment Operations	First Super Pty Limited (3)	Sept 2020		n/a
	Member	ANZ Smart Choice	Oct 2020		n/a
	Member	First Super	Sept 2020		No conflict
Safura Pakrooh	Administration Assistant	First Super Pty Limited (3)	Sept 2018		n/a
	Member	First Super	Sept 2018		n/a
Rebecca Stewart	Contracts Manager	First Super Pty Limited (3)	Oct 2012		n/a
	Member	HOSTPLUS	Oct 2020		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
	Member	UniSuper	Feb 2021		No conflict
	Member	Sydney Football Club	Feb 2021		No conflict
	Club Coaching Coordinator	Berowra Football club	Aug 2017		No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
Con Salaoutis	Compliance Officer	First Super Pty Limited (3)	June 2021		n/a
	Member	Australian Super	June 2021		No conflict
	Member	Plum Super	June 2021		No conflict
	Shareholder	Various Shares: NAB, ANZ	June 2021	Not material	No conflict
	Member	First Super	June 2021		n/a
Carolyn Cowley	Senior Marketing and Commicattions Manager	First Super Pty Limited (3)	Jan 2021		n/a
	Board Member	Cata	July 2021	NFP in creative art therapy	n/a
	Member	UniSuper	July 2021		
	Member	First Super	Jan 2021		n/a
Bronwen Memory	Communications and Content Lead	First Super Pty Limited (3)	July 2021		n/a
	Member	CareSuper	July 2021		
	Member	First Super	July 2021		n/a
Brad Movic	Research Assistant	First Super Pty Limited (3)	Feb 2021		n/a
	Member	Australian Greens	12 Apr 2021		No conflict
	Member	First Super	Feb 2021		n/a
Tony Papantoniou	Business Development Manager - VIC	First Super Pty Limited (3)	1 March 2021		n/a
	Member	First Super	March 2021		No conflict
	Director	Kiratzoglou/Papantoniou Family Trust	July 2021	As a beneficiary of the Kiratzoglou/Papantoniou Family Trust, is a beneficial owner of 100% of shares.	No conflict
	Member	AustralianSuper	July 2021		No conflict

Name	Position	Entity & Duty Type	Declared	Information	Avoidance / Control Action
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Key to core duties

	(2) Duties owed to a trustee	(3) Duties owed to an Employer	Other Duties owed
(1) Duties owed to a corporation (Director, Secretary or Responsible Manager)	Duty of care, skill and diligence	Duty of co-operation, care and fidelity	(4) Officer of a trade union duties are as per Duties owed to a corporation.
Duty of care, skill and diligence	Duty to act in good faith & the interests of the beneficiaries	Duty to exercise reasonable care and skill in the performance of the work	(5) Officer of the Supreme Court of Victoria duties
Duty to act in good faith & the interests of the company	Duty to avoid conflict of interests	Duty to account for any property	Duty to the Court
Duty to avoid conflict of interests	Duty to act for a proper purpose	Duty of confidentiality	Duty to uphold the Law
Duty to prevent insolvent trading Duty to act for a proper purpose	Duty to retain and properly exercise discretions	Duty of Loyalty	Duty to Client
Duty to retain 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		