



| LEA 02 | Disclosures: Mandatory | Reason for Interaction | Principle: PRI 1, 2, 3 |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Individual/ internal staff engagements | <p><input type="checkbox"/> To support investment decision-making in a company's business</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To engage in strategic dialogue or identify the need for additional or different investments</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> | <p><input checked="" type="checkbox"/> To support investment decision-making in a company's business</p> <p><input checked="" type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To engage in strategic dialogue or identify the need for additional or different investments</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage in internal staff</p> | |
| Collaborative engagements | <p><input type="checkbox"/> To support investment decision-making in a company's business</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To engage in strategic dialogue or identify the need for additional or different investments</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> | <p><input type="checkbox"/> To support investment decision-making in a company's business</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To engage in strategic dialogue or identify the need for additional or different investments</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage in collaborative engagements</p> | |
| Service provider engagements | <p><input type="checkbox"/> To support investment decision-making in a company's business</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To engage in strategic dialogue or identify the need for additional or different investments</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> | <p><input type="checkbox"/> To support investment decision-making in a company's business</p> <p><input type="checkbox"/> To influence corporate transition or identify the need for additional or different investments</p> <p><input type="checkbox"/> To engage in strategic dialogue or identify the need for additional or different investments</p> <p><input type="checkbox"/> Other: specify</p> <p><input type="checkbox"/> We do not engage in service provider engagements</p> | |

RI TRANSPARENCY REPORT

2014/15

Christian Super

About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the [PRI website](#), ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the 2014-15 reporting cycle. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is a **Principles index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Principles Index

The Principles Index summarises the response status for the individual indicators and modules and shows how these relate to the six [Principles for Responsible Investment](#). It can be used by stakeholders as an 'at-a-glance' summary of reported information and to identify particular themes or areas of interest.

Indicators can refer to one or more Principles. Some indicators are not specific to any Principle. These are highlighted in the 'General' column. When multiple Principles are covered across numerous indicators, in order to avoid repetition, only the main Principle covered is highlighted.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

| Symbol | Status |
|--------|-------------------------------------------------------------------|
| ✓ | The signatory has completed all mandatory parts of this indicator |
| ☑ | The signatory has completed some parts of this indicator |
| 🔒 | This indicator was not relevant for this signatory |
| - | The signatory did not complete any part of this indicator |
| Ⓜ | The signatory has flagged this indicator for internal review |

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

Principles Index

| Organisational Overview | | | | Principle | | | | | | General |
|-------------------------|-----------------------------------------------------|--------|------------------------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| OO 01 | Signatory category and services | ✓ | Public | | | | | | | ✓ |
| OO 02 | Headquarters and operational countries | ✓ | Public | | | | | | | ✓ |
| OO 03 | Subsidiaries that are separate PRI signatories | ✓ | Public | | | | | | | ✓ |
| OO 04 | Reporting year and AUM | ✓ | Public | | | | | | | ✓ |
| OO 05 | Breakdown of AUM by asset class | ✓ | Asset mix disclosed in OO 06 | | | | | | | ✓ |
| OO 06 | How would you like to disclose your asset class mix | ✓ | Public | | | | | | | ✓ |
| OO 07 | Segregated mandates or pooled funds | ✓ | Private | | | | | | | ✓ |
| OO 08 | Breakdown of AUM by market | ✓ | Public | | | | | | | ✓ |
| OO 09 | Additional information about organisation | ✓ | Public | | | | | | | ✓ |
| OO 10 | RI activities for listed equities | ✓ | Public | | | | | | | ✓ |
| OO 11 | RI activities in other asset classes | ✓ | Public | | | | | | | ✓ |
| OO 12 | Modules and sections required to complete | ✓ | Public | | | | | | | ✓ |

| Overarching Approach | | | | Principle | | | | | | General |
|----------------------|--------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| OA 01 | RI policy and other guidance documents | ✓ | Public | | | | | | | ✓ |
| OA 02 | Publicly available policies / documents | ✓ | Public | | | | | | | ✓ |
| OA 03 | Policy components and coverage | ✓ | Public | ✓ | ✓ | | | | | |
| OA 04 | Conflicts of interest | ✓ | Public | | | | | | | ✓ |
| OA 05 | RI goals and objectives | ✓ | Public | | | | | | | ✓ |
| OA 06 | Main goals/objectives this year | ✓ | Private | | | | | | | ✓ |
| OA 07 | Governance, management structures and RI processes | ✓ | Private | | | | | | | ✓ |
| OA 08 | RI roles and responsibilities | ✓ | Public | | | | | | | ✓ |
| OA 09 | RI in performance management, reward and/or personal development | ✓ | Private | | | | | | | ✓ |
| OA 10 | Collaborative organisations / initiatives | ✓ | Public | | | | ✓ | ✓ | | |
| OA 11 | Promoting RI independently | ✓ | Public | | | | ✓ | | | |
| OA 12 | Dialogue with public policy makers or standard setters | ✓ | Private | | | | ✓ | ✓ | ✓ | |
| OA 13 | ESG issues in strategic asset allocation | ✓ | Private | ✓ | | | | | | |
| OA 14 | Allocation of assets to environmental and social themed areas | ✓ | Private | ✓ | | | | | | |
| OA 15 | ESG issues for internally managed assets not reported in framework | ✓ | Private | | | | | | | ✓ |
| OA 16 | ESG issues for externally managed assets not reported in framework | 🔒 | n/a | | | | | | | ✓ |
| OA 17 | RI/ESG in execution and/or advisory services | 🔒 | n/a | ✓ | ✓ | | | | | |
| OA 18 | Innovative features of approach to RI | ✓ | Private | | | | | | | ✓ |
| OA 19 | Internal and external review and assurance of responses | ✓ | Private | | | | | | | ✓ |

| Indirect – Manager Selection, Appointment and Monitoring | | | | Principle | | | | | | General |
|----------------------------------------------------------|---------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| SAM 01 | Description of RI considerations | ✓ | Private | ✓ | | | | | ✓ | |
| SAM 02 | Role of investment consultants | ✓ | Public | | | | ✓ | | | |
| SAM 03 | RI factors in selection, appointment and monitoring across asset classes | ✓ | Public | | | | | | | ✓ |
| SAM 04 | Breakdown of passive, active quant and active fundamental | ✓ | Private | | | | | | | ✓ |
| SAM 05 | ESG incorporation strategies | ✓ | Public | ✓ | ✓ | | | | | |
| SAM 06 | Selection processes (listed assets) | ✓ | Public | ✓ | | | | | | ✓ |
| SAM 07 | Appointment considerations (listed assets) | ✓ | Private | | | | ✓ | | | |
| SAM 08 | Monitoring processes (listed assets) | ✓ | Public | ✓ | | | | | | |
| SAM 09 | Percentage of (proxy) votes cast | ✓ | Public | | ✓ | | | | | |
| SAM 10 | Selection processes (non-listed assets) | ✓ | Public | ✓ | | | | | | ✓ |
| SAM 11 | Appointment considerations (non-listed assets) | ✓ | Private | | | | ✓ | | | |
| SAM 12 | Monitoring processes (non-listed assets) | ✓ | Public | ✓ | | | | | | ✓ |
| SAM 13 | Description of RI considerations in 'other' asset classes | ✓ | Private | ✓ | | | | | | ✓ |
| SAM 14 | Percentage of externally managed assets managed by PRI signatories | ✓ | Private | ✓ | | | | | | ✓ |
| SAM 15 | Examples of ESG issues in selection, appointment and monitoring processes | ✓ | Private | | ✓ | | | | | |
| SAM 16 | Disclosure of RI considerations | ✓ | Public | | | | | | | ✓ |

| Direct - Listed Equity Active Ownership | | | | Principle | | | | | | General |
|-----------------------------------------|------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| LEA 01 | Description of approach to engagement | ✓ | Private | | ✓ | | | | | |
| LEA 02 | Reasoning for interaction on ESG issues | ✓ | Public | ✓ | ✓ | ✓ | | | | |
| LEA 03 | Process for identifying and prioritising engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 04 | Objectives for engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 05 | Process for identifying and prioritising engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 06 | Objectives for engagement activities | ✓ | Public | | ✓ | | | | | |
| LEA 07 | Role in engagement process | ✓ | Public | | ✓ | | ✓ | | | |
| LEA 08 | Monitor / discuss service provider information | ✓ | Public | | ✓ | | | | ✓ | |
| LEA 09 | Share insights from engagements with internal/external managers | ✓ | Private | ✓ | ✓ | | | | | |
| LEA 10 | Tracking number of engagements | ✓ | Public | | ✓ | | | | | |
| LEA 11 | Number of companies engaged with, intensity of engagement and effort | ✓ | Private | | ✓ | | | | | |
| LEA 12 | Engagements on E, S and/or G issues | ✓ | Private | | ✓ | | | | | |
| LEA 13 | Companies changing practices / behaviour following engagement | ✓ | Private | | ✓ | | | | | |
| LEA 14 | Examples of ESG engagements | ✓ | Private | | ✓ | | | | | |
| LEA 15 | Disclosure of approach to ESG engagements | ✓ | Public | | ✓ | | | | ✓ | |
| LEA 16 | Description of approach to (proxy) voting | ✓ | Private | | ✓ | | | | | |
| LEA 17 | Typical approach to (proxy) voting decisions | ✓ | Public | | ✓ | | | | | |
| LEA 18 | Percentage of voting recommendations reviewed | 🔒 | n/a | | ✓ | | | | | |
| LEA 19 | Confirmation of votes | ✓ | Private | | ✓ | | | | | |
| LEA 20 | Securities lending programme | ✓ | Private | | ✓ | | | | | |
| LEA 21 | Informing companies of the rationale of abstaining/voting against management | ✓ | Public | | ✓ | | | | | |
| LEA 22 | Percentage of (proxy) votes cast | ✓ | Public | | ✓ | | | | | |
| LEA 23 | Proportion of ballot items that were for/against/abstentions | ✓ | Private | | ✓ | | | | | |
| LEA 24 | Shareholder resolutions | ✓ | Private | | ✓ | | | | | |
| LEA 25 | Examples of (proxy) voting activities | ✓ | Private | | ✓ | | | | | |
| LEA 26 | Disclosing voting activities | ✓ | Public | | ✓ | | | | ✓ | |

| Direct - Fixed Income | | | | Principle | | | | | | General |
|-----------------------|-------------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| FI 01 | Breakdown by passive, quantitative, fundamental and other active strategies | ✓ | Private | ✓ | | | | | | |
| FI 02 | Breakdown of investments by credit quality | ✓ | Private | | | | | | | ✓ |
| FI 03 | Description of ESG incorporation | ✓ | Private | ✓ | | | | | | |
| FI 04 | Percentage of each incorporation strategy | ✓ | Public | ✓ | | | | | | |
| FI 05 | Type of ESG information used in investment decision | ✓ | Private | ✓ | | | | | | |
| FI 06 | Types of screening applied | ✓ | Public | ✓ | | | | | | |
| FI 07 | Processes to ensure screening is based on robust analysis | ✓ | Public | ✓ | | | | | | |
| FI 08 | Processes to ensure fund criteria are not breached | ✓ | Private | ✓ | | | | | | |
| FI 09 | Types of sustainability thematic funds/mandates | - | n/a | ✓ | | | | | | |
| FI 10 | Description of ESG integration | - | n/a | ✓ | | | | | | |
| FI 11 | Review of ESG issues while researching companies/sectors | ✓ | Public | ✓ | | | | | | |
| FI 12 | Processes to ensure integration is based on robust analysis | - | n/a | ✓ | | | | | | |
| FI 13 | Incorporation of ESG issues into analysis and decision making | 🔒 | n/a | ✓ | | | | | | |
| FI 14 | ESG issues in index construction | 🔒 | n/a | ✓ | | | | | | |
| FI 15 | How ESG incorporation has influenced portfolio composition | ✓ | Private | ✓ | | | | | | |
| FI 16 | Incorporation of ESG issues has improved financial/ESG performance and reduced risk | ✓ | Private | ✓ | | | | | | |
| FI 17 | Examples of ESG issues that affected your investment view / performance | ✓ | Private | ✓ | | | | | | |
| FI 18 | Disclosure of approach to ESG incorporation | ✓ | Public | | ✓ | | | | | ✓ |
| FI 19 | Engagement with corporate issuers | ✓ | Private | | ✓ | | | | | |
| FI 20 | Engagement with government issuers | 🔒 | n/a | | ✓ | | | | | |

| Indirect - Inclusive Finance | | | | Principle | | | | | | | General |
|------------------------------|--------------------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| IFI 01 | Percentage of externally managed assets in inclusive finance managed by PIIF signatories | ✓ | Public | | | | | | | | ✓ |
| IFI 02 | Due diligence policies and/or procedures for the selection of external investment managers | ✓ | Public | | | | | | | | ✓ |
| IFI 03 | Including issues referred to in the PIIF | ✓ | Public | | | | | | | | ✓ |
| IFI 04 | Monitoring managers' implementation of the PIIF | ✓ | Public | | | | | | | | ✓ |
| IFI 05 | Managers provide information in line with established industry standards | ✓ | Private | | | | | | | | ✓ |
| IFI 06 | Disclosure of approach to RI in inclusive finance | ✓ | Public | | | | | | | | ✓ |
| IFI 07 | Contributing to promotion of RI in inclusive finance | ✓ | Private | | | | | | | | ✓ |

Christian Super

Reported Information

Public version

Organisational Overview

PRI disclaimer

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Basic Information

| | | | |
|-------|-----------|-----------------|---------|
| OO 01 | Mandatory | Gateway/Peering | General |
|-------|-----------|-----------------|---------|

OO 01.1 Select the category which best represents your primary activity.

- Non-corporate pension or superannuation or retirement or provident fund or plan
- Corporate pension or superannuation or retirement or provident fund or plan
- Insurance company
- Foundation or endowment
- Development finance institution
- Reserve - sovereign or government controlled fund
- Other, specify

| | | | |
|-------|-----------|---------|---------|
| OO 02 | Mandatory | Peering | General |
|-------|-----------|---------|---------|

OO 02.1 Select the location of your organisation's headquarters.

Australia

OO 02.2 Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2-5
- 6-10
- >10

OO 02.3 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

16.9

| | | | |
|-------|-----------|-------------|---------|
| OO 03 | Mandatory | Descriptive | General |
|-------|-----------|-------------|---------|

OO 03.1 Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

- Yes
- No

OO 03.3 Additional information. [Optional]

We have no subsidiaries

OO 04.1 Indicate the year end date for your reporting year.

31/12/2014

OO 04.2 Indicate your total AUM at the end of your reporting year, excluding subsidiaries you have chosen not to report on, and advisory/execution only assets.

| | trillions | billions | millions | thousands | hundreds |
|---------------|-----------|----------|----------|-----------|----------|
| Total AUM | | | 989 | 502 | 549 |
| Currency | AUD | | | | |
| Assets in USD | | | 919 | 545 | 392 |

OO 04.5 Indicate the level of detail you would like to provide about your asset class mix.

- Approximate percentage breakdown to the nearest 5% (e.g. 45%)
- Broad ranges breakdown (i.e. <10%; 10-50%; >50%)

OO 06.1 To contextualise your responses to the public, indicate how you would like to disclose your asset class mix.

- Publish our asset class mix as percentage breakdown
- Publish our asset class mix as broad ranges

| | Internally managed (%) | Externally managed (%) |
|---------------------------|------------------------|------------------------|
| Listed equity | 0 | >50% |
| Fixed income – corporate | <10% | <10% |
| Fixed income – government | 0 | <10% |
| Fixed income – other | 0 | 0 |
| Private debt | 0 | <10% |
| Private equity | 0 | <10% |
| Property | 0 | <10% |
| Infrastructure | 0 | <10% |

| | | |
|--------------------|------|------|
| Commodities | 0 | 0 |
| Hedge funds | 0 | <10% |
| Forestry | 0 | 0 |
| Farmland | 0 | <10% |
| Inclusive finance | 0 | <10% |
| Cash | <10% | 0 |
| Other (1), specify | 0 | <10% |
| Other (2), specify | 0 | 0 |

'Other (1)' specified

Social Impact Bond

Publish our asset class mix as per attached file (the following image formats can be uploaded: .jpg, .jpeg, .png, .bmp and .gif)

| | | | |
|-------|-------------------------------------------|---------|---------|
| OO 08 | Mandatory to Report Voluntary to Disclose | Peering | General |
|-------|-------------------------------------------|---------|---------|

OO 08.1 Indicate the breakdown of your organisation's AUM by market.

| Market breakdown | % of AUM |
|--------------------------------------|----------------------------------------|
| Developed Markets | <input type="radio"/> 0% |
| | <input type="radio"/> <10% |
| | <input type="radio"/> 10-50% |
| | <input checked="" type="radio"/> >50 % |
| Emerging, Frontier and Other Markets | <input type="radio"/> 0% |
| | <input checked="" type="radio"/> <10% |
| | <input type="radio"/> 10-50% |
| | <input type="radio"/> >50 % |

| | | | |
|-------|-----------|-------------|---------|
| OO 09 | Voluntary | Descriptive | General |
|-------|-----------|-------------|---------|

OO 09.1 Provide any additional information about your organisation, its mission, strategies, activities or investments which are important to contextualise your responsible investment activities.

Christian Super...

- Profit-for-Members
- An Industry Fund

- Growing steadily (since 1984)
- 25,000+ members
- Default Fund for 6,000+ organisations across Australia
- \$1 Billion AUM
- Strong Christian focus
- Non-denominational

Our Vision...

- To see members living life with financial health and understanding

Our values ...

As a Christian financial services organisation, our core values are based on our desire to be consistently obedient to a Biblical understanding of finance.

- We display integrity through ethical dealings with our clients, our providers and ourselves
- We are relational and value 'people over process'
- We are professional in the products, people and processes of the organisation
- We are intentional and prudent in all our activities
- We are innovative as an organisation and individuals

Our Responsible Investment Strategy...

- Negative Screening
- Positive Screening & ESG Integration
- Active Ownership (including Engagement & Proxy Voting)
- Impact Investing

Gateway asset class implementation indicators

| | | | |
|-------|-----------|---------|---------|
| OO 10 | Mandatory | Gateway | General |
|-------|-----------|---------|---------|

| | |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| OO 10.1 | Select the responsible investment activities your organisation implemented, directly and/or indirectly, for listed equities in the reporting year. |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------|

- We engage with companies on ESG issues via our staff, collaborations or service providers
- We cast our (proxy) votes directly or via service providers
- We address ESG incorporation, engagement and/or (proxy) voting in our external manager selection, appointment and/or monitoring processes
- None of the above

| | | | |
|-------|-----------|---------|---------|
| OO 11 | Mandatory | Gateway | General |
|-------|-----------|---------|---------|

| | |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OO 11.1 | Indicate if in the reporting year you incorporated ESG issues into your investment decisions and/or your active ownership practices in the following internally managed asset classes. |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- Fixed income – corporate
- Cash
- None of the above

OO 11.2

Indicate if in the reporting year you addressed ESG incorporation and/or active ownership in your external manager selection, appointment and/or monitoring processes in the following externally managed asset classes.

- Fixed income – corporate
- Fixed income – government
- Private debt
- Private equity
- Property
- Infrastructure
- Hedge funds
- Farmland
- Inclusive finance
- Other (1)
- None of the above

'Other (1)' [as defined in OO 05]

Social Impact Bond

OO 12**Mandatory****Gateway****General****OO 12.1**

The modules and sections that you will be required to complete are listed below.

This list is based on the percentages provided in your AUM breakdown and your responses to the gateway indicators. You are only required to report on asset classes that represent 10% or more of your AUM. You may report voluntarily on any applicable modules or sections by selecting them from the list. Fixed Income and Infrastructure are voluntary.

Core modules

- Organisational Overview
- Overarching Approach (including assets which do not have a separate module)

RI implementation directly or via service providers

Direct - Listed Equity active ownership

- Engagements
- (Proxy) voting

Direct - Fixed Income

- Fixed Income - Corporate

RI implementation via external managers

- Listed Equities
- Fixed Income - Corporate
- Fixed Income - Government
- Private Debt
- Private Equity
- Property
- Infrastructure
- Farmland
- Other (1)
- Inclusive Finance

Closing module

- Closing module

Christian Super

Reported Information

Public version

Overarching Approach

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Responsible investment policy

| | | | |
|-------|-----------|-----------------------|---------|
| OA 01 | Mandatory | Gateway/Core Assessed | General |
|-------|-----------|-----------------------|---------|

OA 01.1 Indicate if you have a responsible investment policy.

- Yes
 No

OA 01.2 Indicate if you have other guidance documents or more specific policies related to responsible investment.

- Yes
 No

OA 01.3 Provide a brief description of the key elements of your responsible investment policy or, if you do not have a policy, of your overall approach to responsible investment. [Optional]

Overall responsibility for implementation of the Fund's RI and ESG strategies lies with the board. The board has appointed Ethics and Investment committees which both fulfill oversight functions. Additionally, the Fund has engaged internal investment professionals to conduct research into ESG issues. The Fund maintains a wide range of Ethical Investment Policies on specific issues (such as Alcohol, Gambling, Uranium, Water Stewardship, etc). There are roughly 20 such policies. In addition the Fund maintains an overarching Ethical Investment Policy outlining our basic framework for implementing Ethical, Responsible and ESG criteria across all the Fund's investments. The policies are implemented through negative and positive screening, ESG integration and themed responsible investment opportunities. The Fund works closely with its investment managers to ensure that its ethical and responsible strategies are implemented.

| | | | |
|-------|-----------|---------------|-------|
| OA 02 | Mandatory | Core Assessed | PRI 6 |
|-------|-----------|---------------|-------|

OA 02.1 Indicate if your responsible investment policy is publicly available.

- Yes

OA 02.2 Provide a URL to your responsible investment policy.

URL

<http://www.christiansuper.com.au/why-we-are-different/ethical/ei-charter>

- No

OA 02.3 Indicate if your other policies or guidance documents related to responsible investment are publicly available.

- Yes
 Yes, all
 Yes, some

OA 02.4

List these other policies or guidance documents related to responsible investment that are publicly available and their URLs.

| Policy or document name | URL |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ethical Policies (topical) | http://www.christiansuper.com.au/why-we-are-different/ethical/topical-positions |
| Responsible Investment Strategy | http://www.christiansuper.com.au/why-we-are-different/ethical |

No

OA 03

Mandatory

Core Assessed

PRI 1,2

OA 03.1

Indicate the components/types and coverage of your responsible investment policy and guidance documents.

Select all that apply

| Policy components/types | Coverage by AUM |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Policy setting out your overall approach <input checked="" type="checkbox"/> (Proxy) voting policy <input checked="" type="checkbox"/> Engagement/active ownership policy <input checked="" type="checkbox"/> Specific guidelines on corporate governance <input checked="" type="checkbox"/> Specific guidelines on environmental issues <input checked="" type="checkbox"/> Specific guidelines on social issues <input checked="" type="checkbox"/> Asset class-specific guidelines <input checked="" type="checkbox"/> Screening/exclusion policy <input type="checkbox"/> Other, specify <input type="checkbox"/> Other, specify | <input checked="" type="radio"/> Applicable policies cover all AUM <input type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM |

OA 04

Mandatory

Core Assessed

General

OA 04.1

Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process.

Yes

OA 04.2

Describe your policy on managing potential conflicts of interest in the investment process.
[Optional]

In accordance with APRA Prudential Standard SPS 521 - Conflicts of Interest, as a Registrable Superannuation Entities, Christian Super has a board approved conflicts management framework. We consider effective management of conflicts can be achieved using a number of mechanisms. These are listed below in the order that reflects Christian Super's preferred method for dealing with such matters:

1. Avoiding conflicts of interest;
2. Controlling conflicts of interest; or
3. Disclosing conflicts of interest.

Accordingly responsible officers or employee must not engage in any situation, arrangement or transaction which gives rise to a conflict of interest, without the approval, either through provisions contained within the Conflicts Management Policy or express approval.

A responsible officer may have a conflict of interest or an interest in a related party transaction if, and only if, the Board, having been notified by the responsible officer in accordance with this framework's disclosure requirements, passes a resolution permitting the responsible officer to have that conflict of interest or an interest in that related party transaction.

Additionally, all investment staff are required under the Fund's Trading Policy to disclose personal investments and to limit particular types of trading activity.

No

Objectives and strategies

OA 05

Mandatory

Gateway/Core Assessed

General

OA 05.1

Indicate if your organisation sets objectives for its responsible investment activities.

Yes

OA 05.2

Indicate how frequently your organisation sets or revises objectives for responsible investment.

- At least once per year
- Less than once per year

OA 05.3

Indicate how frequently your organisation formally reviews performance against its objectives for responsible investment.

- Quarterly
- Biannually
- Annually
- Every two years or less
- It is not reviewed
- No

OA 05.4

Additional information. [Optional]

One of the Key Performance Indicators measures the extent to which the Responsible Investment Policies are implemented by each manager across the portfolio.

Governance and human resources

OA 08

Mandatory

Gateway/Core Assessed

General

OA 08.1

Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment.

Roles present in your organisation

- Board members or trustees
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Other Chief-level staff or head of department, specify
- Portfolio managers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Investment analysts
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Dedicated responsible investment staff
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- External managers or service providers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Other role, specify
- Other role, specify

OA 08.2 | Indicate the number of dedicated responsible investment staff your organisation has. [Optional]

Number

2

Promoting responsible investment

OA 10 | **Mandatory** | **Core Assessed** | **PRI 4,5**

OA 10.1 | Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.

Select all that apply

Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Involved in providing extensive feedback on Reporting Framework, as well as heavy involvement in Environmental & Social Themed Work Stream.

- Asian Corporate Governance Association
- Association for Sustainable & Responsible Investment in Asia
- Australian Council of Superannuation Investors

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Member and recipient of advisory material and some interaction eg at conferences or events.

CDP Climate Change

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Signatory

- CDP Forests

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Signatory

- CDP Water

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Signatory

- CFA Institute Centre for Financial Market Integrity
- Council of Institutional Investors (CII)
- Eumedion
- Extractive Industries Transparency Initiative (EITI)
- Global Investors Governance Network (GIGN)
- Global Real Estate Sustainability Benchmark (GRESB)
- Institutional Investors Group on Climate Change (IIGCC)

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
 - Moderate
 - Advanced
- Interfaith Center on Corporate Responsibility (ICCR)

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
 - Moderate
 - Advanced
- International Corporate Governance Network (ICGN)
- Investor Group on Climate Change, Australia/New Zealand (IGCC)

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative.
[Optional]

Signatory and subscriber to resources.

- Investor Network on Climate Risk (INCR)/CERES
- Local Authority Pension Fund Forum
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify
RIAA

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative.
[Optional]

Participation in panel session at conference, engagement with RIAA Working Group and membership on RIAA Board.

- Shareholder Association for Research and Education (Share)
- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact
- Other collaborative organisation/initiative, specify

ESG RA

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative.
[Optional]

Signatory, member of Executive Committee and participant in Resarch Working Group

- Other collaborative organisation/initiative, specify

Climate Institute Asset Owners Working Group

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative.
[Optional]

Participant in working group

- Other collaborative organisation/initiative, specify

Global Impact Investing Network (GIIN)

Your organisation's role in the initiative during the reporting year (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Member of Investors Council, participant at council meetings, providing feedback on written materials, interviews, etc.

Other collaborative organisation/initiative, specify

| | | | |
|-------|-----------|---------------|-------|
| OA 11 | Mandatory | Core Assessed | PRI 4 |
|-------|-----------|---------------|-------|

OA 11.1

Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.

Yes

OA 11.2

Indicate which of the following actions your organisation has taken to promote responsible investment, independently of collaborative initiatives.

- Provided or supported education or training programmes for clients, investment managers, broker/dealers, investment consultants, legal advisers or other investment organisations
- Provided financial support for academic or industry research on responsible investment
- Encouraged better transparency and disclosure of responsible investment practices across the investment industry
- Spoke publicly at events and conferences to promote responsible investment
- Wrote and published in-house research papers on responsible investment
- Encouraged the adoption of the PRI
- Other, specify

No

OA 11.3

Additional information. [Optional]

We encourage investment managers to become signatories where relevant. We are also currently discussing with some other domestic asset owners the processes involved in being UN PRI signatories. We are also active participants in the ESG Research Australia body which aims to encourage brokers to incorporate ESG Research into their analysis and recommendations. We consistently engage with managers on ESG issues and engage in dialogue with the broader superannuation industry in Australia on Responsible Investment.

Christian Super

Reported Information

Public version

Indirect – Manager Selection, Appointment and Monitoring

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Overview

SAM 02

Mandatory

Core Assessed

PRI 4

SAM 02.1

Indicate if your organisation uses investment consultants and/or fiduciary managers in the selection, appointment and/or monitoring of external managers.

Yes

SAM 02.2

Indicate how your organisation uses investment consultants and/or fiduciary managers in the selection, appointment and/or monitoring of external managers. [Optional]

We use investment consultants in our selection and appointment of external managers

Asset class

- Listed Equity (LE)
- Fixed income - corporate (FIC)
- Fixed income - government (FIG)
- Private equity (PE)
- Infrastructure (INF)
- Property (PR)
- Other asset classes

We use investment consultants in our monitoring of external managers

Asset class

- Listed Equity (LE)
 - Fixed income - corporate (FIC)
 - Fixed income - government (FIG)
 - Private equity (PE)
 - Infrastructure (INF)
 - Property (PR)
 - Other asset classes
- We use fiduciary managers

SAM 02.3

Indicate if your organisation considers responsible investment in the selection, appointment and/or review processes for investment consultants and/or fiduciary managers.

- Responsible investment is included in the selection process for investment consultants
- Consultants' responsibilities in relation to responsible investment in manager selection, appointment and monitoring processes are included in our contractual agreements with them
- Responsible investment is considered when reviewing investment consultants' advice on manager selection and performance monitoring
- We do not consider responsible investment in the selection, appointment and/or review processes for investment consultants.

No

SAM 03**Mandatory****Gateway****General****SAM 03.1**

Indicate for which of the following externally managed asset classes your organisation, and/or your investment consultants, consider responsible investment factors in investment manager: (a) Selection, (b) Appointment (investment management agreements/contracts), and (c) Monitoring

Select all that apply

| Asset classes | (a) Selection | (b) Appointment | (c) Monitoring |
|----------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Listed equity | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - corporate | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - government | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Private equity | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Private debt | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Property | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Infrastructure | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Farmland | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other (1) [as defined in Organisational Overview module] | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

Listed equity (LE), fixed income corporate (FIC) and fixed income government (FIG)

Overview

SAM 05.1

Indicate which of the following ESG incorporation strategies you encourage or require your external manager(s) to implement on your behalf:

Active investment strategies

| Active investment strategies | LE | FIC | FIG |
|------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Screening | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Thematic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Integration | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Passive investment strategies

| Passive investment strategies | LE | | |
|-------------------------------|-------------------------------------|--|--|
| Screening | <input checked="" type="checkbox"/> | | |
| Thematic | <input type="checkbox"/> | | |
| Integration | <input type="checkbox"/> | | |
| None of the above | <input type="checkbox"/> | | |

SAM 05.2

Indicate if - on your externally managed assets - you engage directly, via service providers, or via your external manager.

| | LE | FIC |
|------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
| We engage directly or via service providers on our externally managed assets | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| We require our external managers to engage on our behalf | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> |

SAM 05.3 | Indicate if - on your externally managed listed equities - you cast your (proxy) votes directly, via service providers, or via your external manager.

| | LE |
|----------------------------------------------------------------------------------------------|-------------------------------------|
| We cast our (proxy) votes directly or via service providers on our externally managed assets | <input checked="" type="checkbox"/> |
| We require our external managers to cast our (proxy) votes on our behalf | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> |

SAM 05.4 | Additional information. [Optional]

In regards to proxy voting, we oversee and override votes by external managers if necessary

Selection

SAM 06 | **Mandatory** | **Core Assessed** | **PRI 1-6**

SAM 06.1 | Indicate whether your organisation, and/or your investment consultant, in the manager selection process for listed assets, typically do any of the following:

General

| | LE | FIC | FIG |
|-------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Review the manager's responsible investment policies | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss managers' governance and management of responsible investment activities | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Meet staff with responsible investment responsibilities to assess their skills and competence | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Discuss minimum responsible investment expectations that managers must meet | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the role managers have played in collaborative initiatives | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Ask whether the organisation is a signatory to the PRI and/or other relevant organisations | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Review the manager's responsible investment reporting to clients and/or the public, including PRI reporting | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the type of ESG reporting you expect | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Assign specific weighting to ESG factors in your manager evaluation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other general aspects in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ESG incorporation

| | LE | FIC | FIG |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Evaluate the quality and coverage of ESG research used by managers | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Assess how the manager incentivises brokers to provide ESG research | <input checked="" type="checkbox"/> | n/a | n/a |
| Assess managers' ESG incorporation strategies and ability to identify and manage ESG issues | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss with managers how ESG issues have impacted specific investment decisions and, where relevant, stock or portfolio performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Evaluate index providers' ESG incorporation when designing the index | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other ESG incorporation issues in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Engagements

| | LE | FIC |
|---------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
| Discuss the managers' engagement processes | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the role managers have played in influencing companies' ESG practices and performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss how information gained through engagement is incorporated into investment decision-making | <input type="checkbox"/> | <input type="checkbox"/> |
| Other engagement issues in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> |

(Proxy) voting

| | |
|----------------------------------------------------------------------------------------------------------|-------------------------------------|
| | LE |
| Discuss the managers' voting processes | <input checked="" type="checkbox"/> |
| Discuss how information gained through research for (proxy) voting is used in investment-decision making | <input type="checkbox"/> |
| Other (proxy) voting issues in your selection process, specify | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> |

Monitoring

| | | | |
|---------------|------------------|----------------------|--------------|
| SAM 08 | Mandatory | Core Assessed | PRI 1 |
|---------------|------------------|----------------------|--------------|

| | |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SAM 08.1 | Indicate whether your organisation, and/or your investment consultant, in the dialogue and monitoring of your external manager typically do any of the following: |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|--|---------|
| | General |
|--|---------|

| | LE | FIC | FIG |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Include responsible investment as a standard agenda item at performance review meetings | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Highlight examples of good responsible investment practice by other managers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Review the manager's responsible investment reporting, for example PRI-generated responsible investment reports | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Encourage your managers to consider joining responsible investment initiatives/organisations or participate in collaborative projects with other investors | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Include responsible investment criteria as a formal component of overall manager performance evaluation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request information on whether your manager's approach to ESG issues has impacted financial performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request information on whether your manager's approach to ESG issues has impacted risk or volatility | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request information on whether your manager's approach to ESG issues has impacted ESG performance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other general aspects of your monitoring, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ESG incorporation

| | LE | FIC | FIG |
|---------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Request information on ESG incorporation in specific investment decisions | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other ways you monitor ESG incorporation, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Engagements

| | LE | FIC |
|-------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
| Review the ESG information relevant to the engagements | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the number of engagements and their comprehensiveness | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Discuss the type of role played (i.e. leading or supporting) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Review the progress of ongoing engagements and/or outcomes of completed engagements | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other ways you monitor engagement activities, specify | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> |

(Proxy) voting

| | LE |
|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| Review the number or percentage of votes cast | <input checked="" type="checkbox"/> |
| Request an explanation of reasons for votes cast | <input checked="" type="checkbox"/> |
| Discuss whether companies were informed of the reasons for votes against management recommendations or abstentions/withheld votes | <input type="checkbox"/> |
| Review the number of resolutions on ESG issues filed or co-filed | <input type="checkbox"/> |
| Discuss the changes in company practice (outcomes) that have been achieved from voting activities | <input type="checkbox"/> |
| Other ways you monitor (proxy) voting activities, specify | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> |

If you select any 'Other' option(s), specify

Dialogue with managers on engagement strategies and request managers to engage with particular companies or on particular issues.

SAM 09

Mandatory

Core Assessed

PRI 2

| | |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SAM 09.1 | For the listed equities where you have given your external managers a (proxy) voting mandate, indicate the approximate percentage (+/- 5%) of votes that were cast during the reporting year. |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We track or collect this information

| | |
|--|--------------------------------|
| | Votes cast (to the nearest 5%) |
|--|--------------------------------|

| | |
|--|---|
| | % |
|--|---|

100

| | |
|--|----------------------------------------------------------|
| | Specify the basis on which this percentage is calculated |
|--|----------------------------------------------------------|

- Of the total number of ballot items on which they could have issued instructions
 - Of the total number of company meetings at which they could have voted
 - Of the total value of your listed equity holdings on which they could have voted
- We do not track or collect this information

Private equity (PE), property (PR) and infrastructure (INF) - non-listed assets

Selection

| | | | |
|---------------|------------------|----------------------|----------------|
| SAM 10 | Mandatory | Core Assessed | PRI 1-6 |
|---------------|------------------|----------------------|----------------|

| | |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SAM 10.1 | Indicate whether your organisation, and/or your investment consultant, in the dialogue and monitoring of your external manager typically do any of the following: |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|--|---------|
| | General |
|--|---------|

| | PE | PR | INF |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Review the manager's/general partner's responsible investment policy | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the manager's governance and management of responsible investment | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Meet staff with responsible investment responsibilities to assess their skills and competence | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Discuss minimum responsible investment expectations that managers must meet | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss the role managers have played in collaborative initiatives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Ask whether the organisation is a signatory to the PRI and/or other relevant organisations | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Assess the external manager's reporting and how it will help you to monitor that it is acting consistent with the agreed-upon ESG-related policies and practices during the life of the fund | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Review the manager's responsible investment disclosure, including PRI reporting | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Assign specific weighting to ESG factors in your manager evaluation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other general aspects in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Investment selection (pre-investment) of underlying holding

| | PE | PR | INF |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Assess the manager's policies, processes and systems for identifying ESG-related value drivers and managing material ESG-related risks pre-investment | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other pre-investment aspects reviewed in your selection process, specify | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Investment monitoring (post-investment) of underlying holding

| | PE | PR | INF |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Understand if and how the manager influences and supports its portfolio companies'/assets' management of ESG-related risks and pursuit of ESG-related opportunities | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Discuss examples of how managers have previously identified and addressed ESG issues in their portfolios on an ongoing basis | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Assess the manager's/general partner's approach to managing and disclosing material incidents at the manager / General Partner and underlying holdings | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other post-investment aspects reviewed in your selection process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If you select any 'Other' option(s), specify

Assess the extent to which the manager's ESG capabilities will drive improved value from the portfolio of assets.

Monitoring

| | | | |
|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------|
| SAM 12 | Mandatory | Core Assessed | PRI 1-6 |
| SAM 12.1 | Indicate whether your organisation, and/or your investment consultant, in the dialogue and monitoring of your external manager, typically do any of the following: | | |
| | General | | |

| | PE | PR | INF |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Include responsible investment as a standard agenda item at performance review meetings | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Highlight examples of good responsible investment practice by other managers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Review manager's responsible investment reporting, for example PRI-generated responsible investment reports | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Encourage your managers to consider joining responsible investment initiatives or organisations or participate in collaborative projects with other investors | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Include responsible investment criteria as a formal component of overall manager performance evaluation | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request information on whether your manager's approach to ESG issues has impacted financial performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request information on whether your manager's approach to ESG issues has impacted ESG performance | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other general aspects of your monitoring, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Investment selection (pre-investment) of underlying holding

| | PE | PR | INF |
|--------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Discuss how the analysis of ESG issues affected investment decisions during the reporting period | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Other ways ESG issues are incorporated in the pre-investment process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Investment monitoring (post-investment) of underlying holding

| | PE | PR | INF |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Request reports on the ESG characteristics of the manager's underlying holdings and discuss related developments that may impact holdings in the fund | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request examples of ESG issues identified within the portfolio and action taken in response | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Request details of how ESG factors were considered when preparing to exit from investments | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other ways ESG issues are monitored in the post-investment process, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Communication

| | | | |
|--------|-----------|---------------|-------|
| SAM 16 | Mandatory | Core Assessed | PRI 6 |
|--------|-----------|---------------|-------|

SAM 16.1 Indicate if your organisation proactively discloses any information about responsible investment considerations in your indirect investments.

- Yes, we disclose information publicly

provide URL

<http://www.christiansuper.com.au/free-stuff/pds-publications/annual-report-archives/2014-annual-report>

SAM 16.2 Indicate if the level of information you disclose to the public is the same as that disclosed to clients and/or beneficiaries.

- Yes

SAM 16.3 Indicate what type of information your organisation proactively discloses to the public and clients and/or beneficiaries about your indirect investments.

- How responsible investment considerations are included in manager selection, appointment and monitoring processes
- Details of the responsible investment activities carried out by managers on your behalf
- E, S and/or G impacts and outcomes that have resulted from your managers' investments and active ownership
- Other, specify
- Details of negative screening.
Outcomes of impact investments.

- No

- Yes, we disclose information to clients/beneficiaries only
- We do not proactively disclose information to the public and/or clients/beneficiaries

Christian Super

Reported Information

Public version

Direct - Listed Equity Active Ownership

PRI disclaimer

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Engagement

Overview

| | | | |
|--------|-----------|---------|-----------|
| LEA 02 | Mandatory | Gateway | PRI 1,2,3 |
|--------|-----------|---------|-----------|

| | |
|----------|---------------------------------------------------------------------------------------------------------------------|
| LEA 02.1 | Indicate your reasons for interacting with companies on ESG issues and indicate who carries out these interactions. |
|----------|---------------------------------------------------------------------------------------------------------------------|

| Type of engagement | Reason for interaction |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Individual/Internal staff engagements | <input checked="" type="checkbox"/> To support investment decision-making (e.g. company research) <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved ESG disclosure <input checked="" type="checkbox"/> Other, specify To reach a decision on whether a company should be negatively screened. <input type="checkbox"/> We do not engage via internal staff |
| Collaborative engagements | <input checked="" type="checkbox"/> To support investment decision-making (e.g. company research) <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via collaborative engagements |
| Service provider engagements | <input checked="" type="checkbox"/> To support investment decision-making (e.g. company research) <input checked="" type="checkbox"/> To influence corporate practice (or identify the need to influence) on ESG issues <input checked="" type="checkbox"/> To encourage improved ESG disclosure <input type="checkbox"/> Other, specify <input type="checkbox"/> We do not engage via service providers |

Process

Process for engagements run internally

| | | | |
|--------|-----------|---------------|-------|
| LEA 03 | Mandatory | Core Assessed | PRI 2 |
|--------|-----------|---------------|-------|

LEA 03.1

Indicate whether your organisation has a formal process for identifying and prioritising engagement activities carried out by internal staff.

Yes

LEA 03.2

Describe how you identify and prioritise engagements.

Listed companies in Australia are ethically screened. During this process potential issues for engagement are identified. Each year a number of key issues are identified for engagement and then supplemented with additional issues as they arise.

No

LEA 04

Mandatory

Core Assessed

PRI 2

LEA 04.1

Indicate if you define specific objectives for your engagement activities.

Yes

No

LEA 04.2

Indicate if you monitor the actions that companies take following your engagements.

Yes

Yes, in all cases

Yes, in the majority of cases

Yes, in the minority of cases

LEA 04.3

Describe how you monitor and evaluate the progress of your engagement activities.

All engagements are logged in an internal engagement register which includes information on the status of the engagement (eg. follow up needed or response being reviewed) and the outcome of the engagement (eg. adequate response received or no company response)

No

Process for engagements conducted via collaborations

LEA 05

Mandatory

Core Assessed

PRI 2

LEA 05.1

Indicate whether your organisation has a formal process for identifying and prioritising collaborative engagements.

Yes

LEA 05.2

Describe how you identify and prioritise collaborative engagements.

Potential engagement targets are collated through a weekly review of corporate monitoring reports and fortnightly review of the UNPRI clearinghouse. From this point, the ESG analyst will meet with the CIO to prioritise specific engagements and develop a plan of action. Ad hoc engagements are also pursued where these are referred to us from investor groups, ESG research agencies or community sector organisations.

No

LEA 06**Mandatory****Core Assessed****PRI 2****LEA 06.1**

Indicate if the collaborative engagements in which you are involved have defined objectives.

Yes

- Yes, for all collaborative engagement activities
- Yes, for the majority of collaborative engagement activities
- Yes, for a minority of collaborative engagement activities

No

LEA 06.2

Indicate if you monitor the actions companies take following your collaborative engagements.

Yes

- Yes, in all cases
- Yes, in the majority of cases
- Yes, in the minority of cases

LEA 06.3

Describe how you monitor and evaluate the progress of your collaborative engagement activities.

The Fund maintains a formalised engagement register in which all company engagements are logged, including information on the nature of the engagement, outcomes and necessary follow up actions. Regarding UNPRI collaborative engagements, we also utilise the register that the UNPRI secretariat keep for each working group.

No

Process for engagements conducted with/on your behalf by service providers**LEA 07****Mandatory****Core Assessed****PRI 2,4****LEA 07.1**

Indicate if you play a role in the engagement process that your service provider conducts on your behalf.

Yes

LEA 07.2

Indicate what role you play in engagements that your service provider conducts on your behalf.

- Specify the issues for the engagement
- Specify the objectives for the engagement
- Select the companies to be engaged with
- Participate directly in the engagements with your service provider
- Actively monitor and review the activities of the service provider
- Other, specify

No

LEA 08**Mandatory****Core Assessed****PRI 2,6****LEA 08.1**

Indicate whether you monitor and/or discuss the following information provided to you by your service provider

Please select all that apply

- The subject (or ESG issue(s)) of engagement
- The objectives of the engagement
- The rationale for engagement
- The frequency/intensity of interactions with companies
- Progress towards achieving engagement goals
- Outcomes that have been achieved from the engagement
- Next steps for engagement activity
- Other, specify
- None of the above

General processes for all three groups of engagers

LEA 10**Mandatory****Gateway/Core Assessed****PRI 2****LEA 10.1**

Indicate if you track the number of engagements your organisation participates in.

| Type of engagement | Tracking engagements |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Individual / Internal staff engagements | <input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers <input type="radio"/> No, we do not track and cannot estimate our engagements |
| Collaborative engagements | <input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers <input type="radio"/> No, we do not track and cannot estimate our engagements |
| Service provider engagements | <input checked="" type="radio"/> Yes, we track the number of our engagements in full <input type="radio"/> Yes, we partially track the number of our engagements <input type="radio"/> No, we do not track our engagements but can provide a reasonable estimate of our engagement numbers <input type="radio"/> No, we do not track and cannot estimate our engagements |

Communication

| | | | |
|---------------|------------------|----------------------|----------------|
| LEA 15 | Mandatory | Core Assessed | PRI 2,6 |
|---------------|------------------|----------------------|----------------|

LEA 15.1 Indicate whether your organisation proactively discloses information on its engagements.

- We disclose it publicly
- We disclose it to clients and/or beneficiaries only
- We do not proactively disclose it to the public and/or clients/beneficiaries.

LEA 15.8 Additional information. [Optional]

We believe that public disclosure can run the risk of making engagement less productive.

(Proxy) voting and shareholder resolutions

Process

| | | | |
|---------------|------------------|--------------------|--------------|
| LEA 17 | Mandatory | Descriptive | PRI 2 |
|---------------|------------------|--------------------|--------------|

LEA 17.1 Indicate how you typically make your (proxy) voting decisions and what this approach is based on.

| | |
|--|----------|
| | Approach |
|--|----------|

We use our own research or voting team and make our own voting decisions without the use of service providers.

| | |
|--|--------------------|
| | Based primarily on |
|--|--------------------|

- our own voting policy
- our clients requests or policy
- other, explain
- We hire service provider(s) which make voting recommendations or provide research that we use to inform our voting decisions.
- We hire service provider(s) which make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions.
- We hire service provider(s) which make voting decisions on our behalf.

| | | | |
|--------|-----------|---------------|-------|
| LEA 21 | Mandatory | Core Assessed | PRI 2 |
|--------|-----------|---------------|-------|

| | |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LEA 21.1 | Indicate if you ensure that companies are informed of the rationale when you and/or the service providers acting on your behalf abstain or vote against management recommendations. |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- Yes, in most cases
- Sometimes, in the following cases:
- No
- Not applicable as we and/or our service providers do not abstain or vote against management recommendations

| | | | |
|----------------------|--|--|--|
| Outputs and outcomes | | | |
|----------------------|--|--|--|

| | | | |
|--------|-----------|---------------|-------|
| LEA 22 | Mandatory | Core Assessed | PRI 2 |
|--------|-----------|---------------|-------|

| | |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LEA 22.1 | For listed equities where you and/or your service provider has the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year. |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We do track or collect this information

| | |
|--|--------------------------------|
| | Votes cast (to the nearest 1%) |
|--|--------------------------------|

| | |
|--|---|
| | % |
|--|---|

100

Specify the basis on which this percentage is calculated

- of the total number of ballot items on which you could have issued instructions
- of the total number of company meetings at which you could have voted
- of the total value of your listed equity holdings on which you could have voted
- We do not track or collect this information

Communication

LEA 26

Mandatory

Core Assessed

PRI 2,6

LEA 26.1

Indicate if your organisation proactively discloses information on your voting activities.

- We disclose it publicly

provide URL

<http://www.christiansuper.com.au/policies/201314-proxy-voting-disclosure-report>

LEA 26.2

Indicate if the information disclosed to the public is the same as that disclosed to clients/beneficiaries.

- Yes

LEA 26.3

Indicate the voting information your organisation proactively discloses to the public and/or to clients/beneficiaries.

Indicate how much of your voting record you disclose

- All voting decisions
- Some voting decisions
- Only abstentions and opposing vote decisions
- Summary of votes only

Indicate what level of explanation you provide

- Explain all voting decisions
- Explain some voting decisions
- Only explain abstentions and votes against management
- No explanations provided

LEA 26.4

Indicate how frequently you typically report voting information.

- Continuously (primarily before meetings)
- Continuously (soon after votes are cast)
- Quarterly or more frequently
- Between quarterly and annually
- Less frequently than annually
- Other, specify
- No
- We disclose it to clients/beneficiaries only
- We do not proactively disclose our voting activities to the public and/or to clients/beneficiaries

Christian Super

Reported Information

Public version

Direct - Fixed Income

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ESG incorporation in actively managed fixed income

Fixed Income - Corporate

Implementation processes

| | | | |
|-------|-----------|-----------------------|-------|
| FI 04 | Mandatory | Gateway/Core Assessed | PRI 1 |
|-------|-----------|-----------------------|-------|

FI 04.1

Indicate (1) which ESG incorporation strategy and/or combination of strategies you apply to your actively managed corporate fixed income investments; and, (2) the breakdown of your actively managed corporate fixed income investments by incorporation strategy or combination of strategies.

ESG incorporation strategy (select all that apply)

- Screening alone (i.e. not combined with any other strategies)
- Thematic alone (i.e. not combined with any other strategies)
- Integration alone (i.e. not combined with any other strategies)
- Screening + Integration strategies

| | |
|-------------------------------------------------------------------------------------------------|----|
| Percentage of active corporate fixed income to which the strategy is applied (estimate +/- 10%) | % |
| | 88 |

- Thematic + integration strategies
- Screening + thematic strategies

| | |
|-------------------------------------------------------------------------------------------------|----|
| Percentage of active corporate fixed income to which the strategy is applied (estimate +/- 10%) | % |
| | 12 |

- All three strategies combined
- No incorporation strategies applied

Total actively managed fixed income - corporate

100%

FI 04.2

Describe your primary reasons for choosing a particular incorporation strategy.

As a values-driven organisation a screening strategy naturally occurs, and as an impact investor, thematic investments come in different forms, one of which is fixed income instruments

(A) Implementation: Screening

FI 06

Mandatory

Descriptive

PRI 1

FI 06.1

Indicate and describe the type of screening you apply to your internally managed active corporate fixed income investments.

Type of screening

- Negative/exclusionary screening

Screened by

- Product
- Activity
- Sector
- Country/geographic region
- Environmental and social practices and performance
- Corporate governance

Description

The Fund's Ethical Investment Positions cover a wide range of issues. In arriving at these positions we strived to take into account the fullness of scriptural revelation as well as varying views within the Christian community. These guide our negative screens.

Abortifacient & abortifacient-like contraceptives

Christian Super affirms the belief in life from conception i.e. when a sperm fertilises an egg to become a zygote, and will seek to exclude companies involved in the service of abortion or drugs intended to induce abortion. These include:

- All abortion pills (e.g. RU486) and other medications designed to induce abortion
- All intrauterine devices (IUDs), such as copper IUDs or levonorgestrel (LNG) IUDs that deliberately prevent implantation
- All oral contraceptives (including emergency contraceptives) that are known to prevent or specifically claim to prevent implantation

Christian Super recognises the scientific ambiguity around the effects of oral contraceptives that are intended to prevent ovulation or fertilisation but are not intended to prevent implantation, and considers this a matter for Christian conscience.

Alcohol

Alcohol, while permissible, has significant negative impact on the community in general. Therefore Christian Super will avoid in its investments any company that derives more than 5% of its revenue from alcohol production or 10% of its revenue from distribution.

The Fund will further attempt to enhance its screening capabilities so that companies that are involved in responsible marketing of alcohol will not be excluded. Likewise the Fund will avoid investment into companies that are below the 10% distribution limit but have irresponsible sales practices.

Animal Testing

Christian Super recognises the value of animals as part of God's creation, and the responsibility to care for them. While animals play an important role in providing for humans, Christian Super will exclude companies who exploit animals in ways that are unnecessary or cruel.

Bribery & Corruption

Christian Super will exclude companies where:

- There is proof or our research indicates high likelihood of involvement in bribery or corruption; and
- Denial of wrong-doing is continuing and/or tangible commitment to taking appropriate preventative action is minimal.

To be considered for re-inclusion, a company must demonstrate over a reasonable period of time a commitment to development of appropriate policies and practices to prevent future corruption occurrences. This may include admission of guilt, removal of involved personnel, improvement of policy and co-operation with law enforcement authorities.

We recognise the sometimes subjective nature of bribery and will attempt to engage with companies where we see improvement could be made.

Child Labour

Christian Super will exclude companies involved in child labour (as defined by international organisations such as UNICEF and the International Labour Organisation). Due to the complex nature of poverty and child labour Christian Super will seek to engage with companies where issues arise to encourage transparency and improved practices as a step towards abolishing child labour.

Climate Change

Christian Super should seek to adopt an approach that cares for the current generation as well as generations to come. Ideally, this will involve investment in areas that reduce human impact on climate change, underweighting companies that are involved in activities that negatively contribute to climate change and overweighting companies that are involved in activities that will reduce the effects of climate change.

Consumer Debt

Christian Super will avoid in its investments companies where there is proof or our research indicates high likelihood of involvement in predatory lending practices and who deliberately and unconscionably exploit the poor and those who are unable to repay loans. Companies that are involved in other unethical credit practices (e.g. misleading/misinforming borrowers on contract details and hidden costs, targeting youth with credit cards, regular offers of increased credit limits etc) will be under-weighted in our portfolio or excluded in extreme cases.

Christian Super will engage with debt issuers where possible to encourage responsible lending practices, with a willingness to exclude companies that are not responsive to such engagement.

Christian Super (where possible in collaboration with other groups) will advocate with the government to encourage responsible lending and the implementation of a strong consumer credit code.

Christian Super will encourage responsible use of debt among its members and the wider community.

Fast Food

While permissible, Fast Food companies are often involved in improper marketing of their product, particularly to young children. Christian Super will avoid, where possible, investing in companies that derive more than 5% of revenue from sale of unhealthy fast food products and which use irresponsible marketing practices (e.g. aimed at young children or at uninformed people in emerging markets) or whose business model is reliant on replacing healthy with unhealthy meals.

Fossil Fuel

Christian Super will exclude companies deriving more than 20% of their revenue from the following activities will be excluded from the Fund's portfolio:

- Mining thermal coal
- Exploration and development of oil sands
- Liquefaction of coal
- Exploration and development of oil shale (not to be confused with shale oil or shale gas)
- Brown coal (or lignite) fired power generation

The primary principle underlying this exclusion is the desire to exclude companies involved in activities associated with the highest greenhouse gas emission intensity. The Fund will continue to monitor and revise this position to ensure that the types of activities and fossil fuels covered by the summary position keep pace with technological and environmental developments. When cleaner fuel sources and methods of energy production emerge, the position will be adjusted accordingly. At the same time the Fund will also review the 20% revenue threshold, to ensure appropriateness, with a view to reducing it towards 10%.

Gambling

Due to gambling's disproportionate effect on the poor and weaker members of society, as well as its propensity to encourage greed, Christian Super will avoid investing in companies involved in gambling. Without mitigating our view on the seriousness of the problem of gambling, we recognise that to an extent gambling falls under individual choice and thus we will apply a 5% of revenue tolerance level.

Genetic Engineering

We employ the following approach when analysing companies with regard to their Genetic Engineering activities.

Assessment of companies must be done on an ad-hoc basis due to the complexity of the issue.

Exclusions will apply where company actions go against the biblical affirmation of the uniqueness of humanity

Developments leading to human enhancement divide (i.e. the gap between those who can access and benefit from nanotechnology and those without) and loss of sympathy between increasingly different humans are to be treated with particular caution.

Christian Super will not invest in companies that deliberately create dependence through their genetically modified products.

Christian Super will seek to engage with companies involved in food production to encourage them to better inform their customers by appropriately labelling products that include genetically modified ingredients.

International Issues

Burma

Due to recent political developments in Burma the momentum in favour of increased freedom should be cautiously encouraged by relaxing the Fund's stance in line with the international community. However companies that have previously profited from the suppressive government still bear the moral responsibility of their support for the junta and will remain excluded until the company can demonstrate it has policies and practices in place to prevent similar ethical failures from occurring. Companies operating in Burma will be excluded if:

- a) They have a direct business relationship with the Government or a project related to the Government;
- b) They do not provide significant benefit to the local community; or
- c) They do not have substantial corporate governance policies and practices relating to their operations within Burma.

Côte d'Ivoire

Given the apparent lack of compliance by the government of Côte d'Ivoire with the UN Sanctions, the Fund considers that any company operating in the country is in substantial danger. Additionally, given the importation of arms to private security firms, it is likely that companies with substantial operations in Côte d'Ivoire are employing security firms in violation of UN Sanctions. Companies will be assessed on a case by case basis for potential exclusion.

Democratic Republic of Congo

Given the internal conflicts involving armed rebel groups which commit regular human rights abuses, there is a risk of directly or indirectly supporting these groups. Therefore the Fund has rated this country as being at a level two severity. Companies will be assessed on a case by case basis for potential exclusion.

Iran

In line with tight UN sanctions and concerns of the international community, companies with operations in Iran will be excluded if they cannot demonstrate that they:

- a) Do not have a direct business relationship with the Government or a project related to the Government;
- b) Provide significant benefit to the local community; and
- c) Have substantial corporate governance policies and practices relating to their operations within Iran

Iraq

Given that US led military operations have concluded the Fund considers that many of the ethical concerns regarding Iraq no longer apply. However companies having operations in Iraq still face an unstable political and security context. Companies will be assessed for exclusion on a case by case basis. Companies that have previously profited from the US military action still bear the moral responsibility of their actions and will remain excluded until they can demonstrate policies and practices are in place to prevent similar ethical failures from occurring.

Libya

Given the recent human rights abuses and the current unstable political situation, the Fund considers that any company operating in the country is exposed to security risk and possible breach of UN arms

embargo if it hires a private security firm. The Fund will therefore seek further information on any company with operations in Libya.

North Korea

Given the closed and anti-capitalist nature of DPR Korea, it is unlikely that any company in which the Fund invests would have any involvement with anything relating to the sanctions enforced. Nevertheless in the unlikely case that a company is found to have business activities in the country or with the government, that company will be excluded.

Somalia

Given the severity of the internal conflict and lack of stable government there are significant ethical risks associated with business operations in the country. Companies will be considered for exclusion on a case by case basis.

Sudan

The Fund sees strong ethical issues with companies involved in operations in Sudan, given the ongoing government complicity in human rights abuses. Concentrated Sudan Divestment campaigns have gained significant traction. Although South Sudan has now gained independence there are still severe human rights abuses carried out with the support of the Sudanese government. Companies with operations in Sudan will be excluded if they cannot demonstrate that they:

- a) Do not have a direct business relationship with the Government or a project related to the Government;
- b) Provide significant benefit to the local community; and
- c) Have substantial corporate governance policies and practices relating to their operations within the country in question.

Syria

Given the human rights abuses by the government of Syria, the Fund considers that any company operating in the country is in greater than acceptable levels of financial and human resource risk. Companies will be considered for exclusion on a case by case basis.

Western Sahara

Due to the complex legal status of the territory it is difficult for nations to decide upon appropriate action. The Fund will engage with any company operating in Western Sahara and assess companies for exclusion on a case by case basis.

Zimbabwe

The Fund views the economic mismanagement and sporadic political violence as not being materially different from other African nations. There are no concerns about government suppression of minorities. Companies will be considered for exclusion on a case-by-case basis.

Labour Issues

The Fund will move to assess companies where we see violations of God's model for human work. This will involve assessing companies on their approach to a number of labour issues including safety, anti-union or anti-employer behaviour, work/life balance, discrimination and wage issues. Where our research process shows poor performance in these areas the Fund will underweight them in our portfolio and in extreme cases look to exclude the company.

On the positive side Christian Super will seek to invest in companies that have demonstrated strong labour practices, including commitment to a good work/life balance, excellent safety records, employment programs for marginalised groups and family-friendly policies.

Improper Marketing

Christian Super will exclude from investment any company involved in improper marketing that does not attempt to rectify this when engaged with. In addition, Christian Super will aim to avoid in its own marketing the "Seven Sins" of marketing, and will instead use the principles of integrity, honesty, sincerity, mutual respect and mutual benefit as it markets itself.

Ocean Stewardship

Christian Super will seek to promote good ocean stewardship through its investment portfolio. This will include avoiding investment in companies and technologies that negatively affect the ocean, whether through pollution, promoting climate change or over-fishing, and positive investment in companies that show initiative in these areas or promote positive technologies.

Sex Industry

In recognising the social and relational harm of the sex industry, Christian Super will exclude from investment any company found to be involved in the production or development of inappropriate adult products. The Fund will also apply a 5% of revenue exclusion on the distribution of adult products.

Stem Cells

Christian Super will exclude any company involved in stem cell research that involves the destruction of embryos. Where possible, Christian Super will encourage investment in research using adult stem cells.

Tobacco

Christian Super believes tobacco, with its detrimental effects on health and its highly addictive nature, should be excluded from investment on an involvement basis. The Fund sees production of tobacco and related products as a more serious offense than distribution and so will apply a 5% of revenue exclusion on production and a 10% of revenue exclusion on distribution where involvement is incidental.

Uranium

Uranium is a potentially viable source of energy, particularly given the difficulties surrounding coal and oil. However Christian Super sees it as a suboptimal solution when compared to more renewable and safer alternatives and the potential risks are becoming increasingly obvious. Therefore we will exclude companies that derive more than 10% of their revenues from uranium mining if they have no or unsatisfactory export policies and apply a negative score to companies involved in the exploration of uranium, therefore providing a tendency to underweight them in the Fund's investments. Further, we will carefully watch owners and operators of nuclear power plants and exclude on an ad-hoc basis where such companies lack appropriate policies and safety procedures or are involved in questionable activities.

Companies producing or involved with uranium enrichment or nuclear weapons are addressed in the Fund's policy on investment in weapons.

Waste Stewardship

Christian Super will seek to avoid investing in companies that are showing poor waste stewardship practices, and invest more heavily in those with a demonstrated commitment to whole of product cycle waste management.

Water Stewardship

Christian Super recognises the increasing spread and intensity of water scarcity globally, and will seek to exclude companies found harshly monopolizing water resources to the exclusion of others and destroying people's ability to access water for their own use.

Christian Super will also seek investment in technologies, and overweight companies involved in technologies, promoting the fair, affordably priced and sustainable availability of water.

Weapons - Military Weapons and Firearms

Christian Super will avoid in its investments companies that derive more than 5% of revenues from the manufacture of military weapons and small firearms. In addition, companies that derive more than 10% of revenues from the distribution of small firearms are excluded as well.

Military weapons: This tolerance level primarily excludes major military contractors and subcontractors. # The screen covers companies that manufacture military aircraft controls, spacecraft and missile controls, and industrial electronics and electric drives that also have military uses, and companies whose military work includes shipboard electronics, airborne training systems, range instrument systems, and mechanical systems, where those companies derive more than 5% of their revenue from such activities.

Firearms: The screen also covers companies deriving more than 5% of revenues from the manufacture or more than to 10% of revenues from distribution of firearms of pistols, handguns, rifles, shotguns, and handheld automatic or semi-automatic weapons and ammunition for such weapons.

Weapons - Atomic, Biological and Chemical Weapons, Land Mines and Cluster Ammunition

Christian Super will apply an absolute exclusion to any company involved in the production or distribution of atomic, biological or chemical weapons, land mines and cluster ammunition. ## We reject these weapons as inappropriate in every sense. No tolerance level is applied to these forms of weapons.

In particular companies that produce key components, i.e. components that are primarily developed or designed for use in weapons and also play a direct role in the lethality of the weapon systems.

This includes the production of key components that are specifically designed for and are directly linked to the lethality of these weapons.

- Positive/best-in-class screening
- Norms-based screening

FI 06.2

Describe how the screening criteria are established, how often the criteria are reviewed and how you notify clients and/or beneficiaries when changes are made.

As a profit-for-members fund, we represent the values of our members with a Christian ethical foundation, and as such a universal screening criteria for all investments is developed from there. The criteria is reviewed on a triennial basis, though more often than not, ad-hoc issues may arise prompting a review. Decisions are disclosed publicly to members through the Fund's website.

| | | | |
|-------|-----------|---------------|-------|
| FI 07 | Mandatory | Core Assessed | PRI 1 |
|-------|-----------|---------------|-------|

FI 07.1

Indicate which processes your organisation uses to ensure that screening in corporate fixed income is based on robust analysis.

- Comprehensive research is undertaken or sourced to determine issuers' ESG performance
- Issuers are given the opportunity by you or your research provider to review ESG research on them and correct inaccuracies
- External research and data used to identify issuers to be excluded/included is subject to internal audit by ESG/RI staff, the internal audit function or similar
- Information on ESG issues and/or ratings is updated regularly to ensure that portfolio holdings comply with fund policies
- A committee or body with representatives independent of the individuals who conduct ESG research reviews some or all screening decisions
- A periodic review of the quality of the research undertaken or provided is carried out
- Other, specify
- None of the above

(C) Implementation: Integration of ESG factors

| | | | |
|-------|-----------|---------------|-------|
| FI 11 | Mandatory | Core Assessed | PRI 1 |
|-------|-----------|---------------|-------|

FI 11.1

Indicate if E, S and G issues are reviewed while researching companies and/or sectors in active strategies.

| ESG issues | Coverage/extent of review on these issues |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental | <input checked="" type="radio"/> We systematically review the potential significance of environmental issues and investigate them accordingly <input type="radio"/> We occasionally review the potential significance of environmental issues and investigate them accordingly <input type="radio"/> We do not review environmental issues |
| Social | <input checked="" type="radio"/> We systematically review the potential significance of social issues and investigate them accordingly <input type="radio"/> We occasionally review the potential significance of social issues and investigate them accordingly <input type="radio"/> We do not review social issues |
| Corporate Governance | <input checked="" type="radio"/> We systematically review the potential significance of corporate governance issues and investigate them accordingly <input type="radio"/> We occasionally review the potential significance of corporate governance issues and investigate them accordingly <input type="radio"/> We do not review corporate governance issues |

Communication

| | | | |
|-------|-----------|---------------|---------|
| FI 18 | Mandatory | Core Assessed | PRI 2,6 |
|-------|-----------|---------------|---------|

FI 18.1 Indicate if your organisation proactively discloses information on your approach to ESG incorporation in all fixed income investments.

- We disclose it publicly

Provide URL

<http://www.christiansuper.com.au/why-we-are-different/ethical>

FI 18.2 Indicate if the information disclosed to the public is the same as that disclosed to clients/beneficiaries.

- Yes

FI 18.3 Indicate the information your organisation proactively discloses to clients/ beneficiaries and the public regarding your approach to ESG incorporation.

- Broad approach to ESG incorporation
 Detailed explanation of ESG incorporation strategy used

FI 18.4

Indicate how frequently you typically report this information.

- Quarterly or more frequently
 - Between quarterly and annually
 - Less frequently than annually
 - Other, specify
- No
- We disclose it to clients/beneficiaries only
 - We do not proactively disclose it to the public and/or clients/beneficiaries

FI 18.7

Additional information. [Optional]

Disclosure is in line with broad portfolio RI disclosure.

Christian Super

Reported Information

Public version

Indirect - Inclusive Finance

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Context

| | | | |
|--------|-------------------------------------------|-------------|---------|
| IFI 01 | Mandatory to Report Voluntary to Disclose | Descriptive | General |
|--------|-------------------------------------------|-------------|---------|

IFI 01.1 Indicate approximately what percentage (+/-10%) of your externally managed assets in inclusive finance are managed by PIIF signatories.

- All
- Some

Selection

| | | | |
|--------|-----------|---------------|---------|
| IFI 02 | Mandatory | Core Assessed | General |
|--------|-----------|---------------|---------|

IFI 02.1 Indicate if you have due diligence policies and/or procedures in place for the selection of external investment managers in inclusive finance that take their approach to the following responsible investment issues (PIIF Principles) into account:

Actively supporting retail providers to innovate and expand the range of financial services available to low income people (Principle 1)

- Yes
- No

Integration of client protection in investment policies and practices. (Principle 2)

- Yes
- No

Treating investees fairly with appropriate financing that meets demand, clear and balanced contracts, and fair processes for resolving disputes. (Principle 3)

- Yes
- No

The inclusion of environmental, social and corporate governance (ESG) issues in investment policies and reporting. (Principle 4)

- Yes
- No

Active promotion of transparency in all aspects. (Principle 5)

- Yes
- No

Striving for a balanced long-term social and financial risk-adjusted return that recognises the interests of clients, retail providers and investors. (Principle 6)

- Yes
- No

Collaborating to set harmonised investor standards that support the further development of inclusive finance. (Principle 7)

- Yes
- No

Contractual agreements and mandate design

| | | | |
|---------------|------------------|----------------------|----------------|
| IFI 03 | Mandatory | Core Assessed | General |
|---------------|------------------|----------------------|----------------|

IFI 03.1 When agreeing contracts and designing mandates with investment managers, in the process, indicate if you consider including the following issues referred to in the PIIF:

Actively supporting retail providers to innovate and expand the range of financial services to low-income people (Principle 1)

- Yes

Describe and indicate how.

Covered in due diligence documentation - in particular Information Memorandum review and discussions with managers.

- No

Integration of client protection in investment policies and practices (Principle 2)

- Yes

Describe and indicate how.

Covered in due diligence documentation - in particular Information Memorandum review and discussions with managers.

- No

Treating investees fairly with appropriate financing needs that meets demand, clear and balanced contracts and fair processes for resolving disputes (Principle 3)

- Yes
- No

The inclusion of ESG issues in investment policies and reporting (Principle 4)

Yes

Describe and indicate how.

Covered in due diligence documentation - in particular Information Memorandum review and discussions with managers.

No

Active promotion of transparency in all aspects (Principle 5)

Yes

No

Striving for a balanced long-term social and financial risk-adjusted return that recognises the interests of clients, retail providers and investors (Principle 6)

Yes

Describe and indicate how.

Covered in due diligence documentation - in particular Information Memorandum review and discussions with managers.

No

Collaborating to set harmonised investor standards that support the further development of inclusive finance (Principle 7)

Yes

No

Investment manager monitoring and reporting

| | | | |
|--------|-----------|---------------|---------|
| IFI 04 | Mandatory | Core Assessed | General |
|--------|-----------|---------------|---------|

IFI 04.1 Indicate if you monitor your current investment managers' implementation of the PIIF principles.

Yes

No

IFI 04.3 Additional information. [Optional]

We don't directly monitor implementation of PIIF, although monitoring does cove some of the aspects contained in PIIF.

Disclosure

IFI 06

Mandatory

Core Assessed

General

IFI 06.1

Indicate if your organisation proactively discloses any information about your approach to responsible investment in inclusive finance.

Yes, we disclose publicly

provide URL

<http://www.christiansuper.com.au/why-we-are-different/ethical/topical-positions>

Yes, we disclose to clients/beneficiaries only

No