

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR01QW:** Please provide the details of any fund member briefings where it was possible to ask fund managers, executives or directors questions over the past five years.

**Answer:** Maritime Super provides regular member seminars at workplaces and other venues across Australia throughout the year (270 conducted during 2019). Seminars are attended by directors, executive, management and financial planners. At the seminars, members have the ability to question and seek clarification on any matter pertaining to their super with the Fund.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR02QW:** Details of all ASIC fines and infringement notices incurred over the past five years.

**Answer:** There have been no ASIC fines or infringement notices incurred over the past five years.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR03QW:** The name and company of your auditor for the past five years.

**Answer:**

<b>Year</b>	<b>Name</b>	<b>Company</b>
2015	Maree Pallisco	Ernst & Young
2016	Maree Pallisco	Ernst & Young
2017	Maree Pallisco	Ernst & Young
2018	Maree Pallisco	Ernst & Young
2019	Hayley Watson	Ernst & Young

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR04QW:** For the past five years the total value in dollars and as a percentage of the total value of a fund:

- a. Listed investments.
- b. Unlisted investments.
- c. Total investments.

**Answer:**

<b><u>Value (\$'000)</u></b>	FY15	FY16	FY17	FY18	FY19
Listed	\$3,738,229	\$3,884,550	\$4,037,277	\$4,341,648	\$4,490,896
Unlisted	\$793,095	\$896,122	\$1,002,188	\$1,106,542	\$1,251,079
Total	\$4,531,324	\$4,780,672	\$5,039,465	\$5,448,190	\$5,741,974

<b><u>Value (%)</u></b>	FY15	FY16	FY17	FY18	FY19
Listed	82.5%	81.3%	80.1%	79.7%	78.2%
Unlisted	17.5%	18.7%	19.9%	20.3%	21.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR05QW:** For the past five years the total value in dollars and as a percentage of the total return for the fund:
- a. Listed investments.
  - b. Unlisted investments.
  - c. Total investments.

**Answer:**

<b><u>Total Return (\$'000)</u></b>	FY15	FY16	FY17	FY18	FY19
Listed	\$283,067	\$104,650	\$432,964	\$438,870	\$216,766
Unlisted	\$57,185	\$62,800	\$104,123	\$108,424	\$86,167
Total	\$340,252	\$167,450	\$537,087	\$547,294	\$302,932

<b><u>Total Return (%)</u></b>	FY15	FY16	FY17	FY18	FY19
Listed	7.6%	2.7%	10.7%	10.1%	4.8%
Unlisted	7.2%	7.0%	10.4%	9.8%	6.9%
Total	7.5%	3.5%	10.7%	10.0%	5.3%

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

**MAR06QW:** A copy of your asset valuation policy (covering amongst other things independence of valuation, managing conflicts of interest, frequency of valuation, publication of latest valuation timings to members etc).

**Answer:** The Fund is fully compliant with all prudential standards related to investment governance and conflicts of interest. External independent oversight and compliance of the Fund's investment governance framework is provided a triennial independent third-party review and by regular APRA oversight. Attachment 1 sets out the Fund's Valuation Policy (Section 3 of Investment Policy Statement).

### **3. Valuations Policy**

The trustee recognises that valuations determine investment returns. Therefore the valuation details associated with an investment, including method and assumptions, frequency of revaluation, and timing of delivery of revaluation, are all critical in delivering equitable investment returns to all groups of members.

#### **3.1 New manager due diligence**

The valuation frequency, the timing of the provision of the manager's valuations, and the method of determination of those valuations, is considered during the due diligence stage before the manager's appointment. The due diligence process for unlisted investments reflects the greater scrutiny needed on the valuation processes and associated risks.

The timing of receipt of valuations has implications for unit pricing and the Trustee's policy on valuation timing for unit pricing purposes is set out in the Fund's Unit Pricing Policy.

#### **3.2 Sources of valuations**

The trustee holds all investments through independent professional investment managers. The provision of valuations of their investments is each manager's responsibility under the investment management agreement, or other governing documentation, and is provided on a regular basis to the Fund's custodian. The custodian has guidelines and policies it adheres to, in accepting the value placed on an investment. The Trustee has accepted the custodian policies as being appropriate and in accordance with both the relevant accounting standards and the Fund's Unit Pricing Policy.

#### **3.3 Valuations of listed investments**

Listed investments have values placed on them by the markets in which the underlying securities are traded. While the valuations are provided by the manager to the custodian, these values are readily verifiable from other independent sources such as indices and bureaus. These 'market values' are generally accepted as being fair value for accounting and unit pricing purposes and the Trustee also holds that view.

#### **3.4 Valuations of unlisted investments**

In relation to unlisted investments their 'market' is generally less well defined and transactions are often rare. It is recognised that the 'true' valuation on an unlisted investment is often only known when that investment is realised or sold.

The valuation process of unlisted investments varies with the nature of the underlying investment (eg property, private equity, infrastructure etc) but there are some common principles:

- Manager valuations generally follow relevant industry guidelines (eg AVCAL guidelines for private equity).
- The custodian and the custodian's auditor and the Fund's auditor must ensure that the specified valuation process is being followed.
- The investment vehicles holding these unlisted investments are generally audited, which includes checking that valuations follow the procedures set out in the vehicle's governing documentation (eg Information Memorandum, Trust Deed or PDS).
- The custodian's GS 007 (AGS 1026) audit covers the controls relating to the authenticity of valuations used by the custodian.

The Trustee is aware that some unlisted investments are valued infrequently and often with some time lag in reflecting listed market conditions in their valuation process (but that also generally happens as markets rise, as well as when market values decline). However the

Trustee also recognises that some comparisons with valuations of listed counterparts (where they exist) can be misleading, and notes that:

- Listed values (eg listed property) are often not directly comparable to the unlisted version (eg direct property). For example Australian LPTs in some cases are much broader than pure property revenue streams (and they may have some overseas investments; they may have different leverage amounts).
- The values of listed investments can be some way from the true underlying values of their assets; typically overvalued in buoyant markets and undervalued in depressed markets, as investor sentiment influences the prices.

Most of the Fund's unlisted mandates contain a number of underlying investment securities and a direct valuation of all these securities by the Trustee, independent of the manager's valuation, is not feasible. Consequently the Trustee is generally not in a position to place a different value on the investment portfolio. Therefore in normal circumstances the Trustee's policy is to rely on the valuations provided by the manager to the custodian and the audit processes associated with those valuations.

Nevertheless if the Trustee is concerned about the valuation of a particular investment, through the monitoring outlined below or from other information, then the Trustee will seek guidance from relevant advisers (Investment Adviser, Private Markets Adviser, Tax Advisor and/or External Auditor; as appropriate to the circumstances) to determine a course of action.

### **3.5 Frequency of Valuations**

The frequency of valuation relates to both the product/vehicle and to the underlying investments. As well as the frequency, the staggering of valuations where there are multiple underlying investments or funds is also relevant. Both these aspects are considered in the due diligence applied to potential new investments and form one aspect of the overall assessment.

For discrete mandates, the Fund expects underlying investments to be valued at least quarterly; all discrete mandates are in listed equities which have daily market valuations.

For pooled mandates, the Fund generally expects updated prices at least monthly at the product/vehicle level and valuations at least quarterly at the underlying investment/fund level.

The application of these manager valuations for unit pricing purposes is set out in the Fund's Unit Pricing Policy.

### **3.6 Monitoring of Valuations**

In addition to the various auditor involvements in the valuation processes noted above, the Trustee actively monitors the managers' valuations as far as is practicable. Specifically the Trustee seeks assurance from its private markets adviser and/or Investment Adviser that the managers of unlisted investments are following appropriate valuation methods. At least every two years, and more frequently if necessary, the Trustee will question managers about their valuation processes with the assistance of the Investment Adviser and/or other valuation professionals. The Board and Investment Committee will receive a report on the findings of this process.

In relation to the 30 June valuations for Statutory Accounts and reporting purposes, the Fund seeks details from unlisted managers of the valuation (including date, audit status, any change to method) which will be provided for 30 June. The responses and any issues will be discussed with the external auditor and reported to the Audit and Risk Committee.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR07QW:** Details of each individual asset currently held at a value other than available listed market prices (an unlisted asset) **wholly owned** by the fund or funds under your control, including:
- a. The asset name and location.
  - b. The frequency of the revaluation of the asset.
  - c. The most recent valuation.
  - d. A copy of that valuation.
  - e. The methodology used for its valuation.
  - f. Whether the valuation was completed internally or externally.
  - g. The details of any external party involved in the valuation.

**Answer:** The Fund has no such individual assets.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR08QW:** Details of each individual asset currently held at a value other than available listed market prices (an unlisted asset) **partly owned** by the fund or funds under your control, including:

- a. The asset name and location.
- b. The frequency of the revaluation of the asset.
- c. The most recent valuation.
- d. A copy of that valuation.
- e. The methodology used for its valuation.
- f. Whether the valuation was completed internally or externally.

**Answer:**

a)	Members Equity Bank shares, Australia	Industry Super Holdings shares, Australia
b)	Annually	Annually
c)	\$14.8m	\$16.5m
d + e + f)	External valuation, provided by the entity	External valuation, provided by the entity

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR09QW:** Details of arrangements for the temporary or permanent use for corporate venue hire (including corporate boxes), including additional non-hire costs such as catering, at sporting venues over the past five years.

**Answer:** None.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR10QW:** Details of sponsorship or sponsorship-like arrangements, marketing or marketing-like or in-kind arrangements for the past five years.

**Answer:** Maritime Super engages in educational communications and marketing which involves minor sponsorship of key stakeholders of the maritime industry only. We provide some support to industry activities/events that are considered of benefit to our members under a documented sponsorship policy.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR11QW:** Details of costs for advertising campaigns for the past five years, including:
- a. The companies invited to tender for all or parts of any advertising campaign.
  - b. The companies awarded campaigns.
  - c. The total cost of each campaign.
  - d. The cost of the campaign's development.
  - e. Broadcasting (television, radio and internet) and publishing costs.
  - f. Assessment reports of the efficacy of campaigns in either retaining or gaining new members.

**Answer:** Maritime Super does not engage in direct advertising through any public channels.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR12QW:** Over the last five financial years:
- a. What is the total budget for all costs associated with the fund?
  - b. What were the total assets under management?
  - c. What are the total number of employees?
  - d. What are the total number of contractors?
  - e. What are the total number of externally hired contracts, and their value?

**Answer:**

	2014-15	2015-16	2016-17	2017-18	2018-19
a) What is the total budget for all costs associated with the fund?	\$17.3m	\$17.9m	\$18.2m	\$18.8m	\$19.8m
b) What were the total assets under management?	\$4,776m	\$4,836m	\$5,248m	\$5,648m	\$5,835m
c) What are the total number of employees?	72.4	74.4	72.4	73.5	74.5
d) What are the total number of contractors?	Nil	Nil	Nil	Nil	Nil
e) What are the total number of externally hired contracts, and their value?	Nil	Nil	Nil	Nil	Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR13QW:** Over the last five financial years:
- a. What is the total number of member accounts?
  - b. What is the total increase in the number of members as a result of the fund’s default status?
  - c. What is the total increase in the number of members through voluntary adoption or switching?
  - d. What was the average member balance?
  - e. What was the average dollar amount deducted in insurance fees per member, across all fund products in dollar terms and as a share of a member account?
  - f. What was the total number of inactive accounts? (Please use the APRA definition: no contributions for two years)?

**Answer:**

	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
a) What is the total number of member accounts?	29,187	28,308	27,675	27,218	26,504
b) What is the total increase in the number of members as a result of the funds default status?	403	413	420	486	273
c) What is the total increase in the number of members through voluntary adoption or switching?	1,827	1,621	2,002	1,366	1,414
d) What was the average member balance?	\$157,466	\$165,133	\$183,471	\$199,722	\$211,933
e) What was the average amount deducted in insurance fees per member, across all fund products in dollar terms and as a share of a member account?	\$511.91 0.33%	\$878.23 0.53%	\$734.09 0.40%	\$652.22 0.33%	\$639.68 0.30%
f) What was the total number of inactive accounts?	5,437	4,484	4,410	4,291	4,273

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR14QW:** Please provide the one, five, and ten year net return after fees, costs, and taxes for the primary default MySuper balanced product.

**Answer:** One year to 30 June 2019 – 4.3%pa.  
Five years to 30 June 2019 – 5.9%pa.  
Ten year returns do not exist; there was no predecessor product to the new MySuper Option.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR15QW:** Over the last five financial years:
- What was the average dollar amount deducted for administration and asset management fees per member, across all fund products? (please do not include insurance fees)
  - What was the cost (%) of fund administration expenses as a proportion of funds under management?
  - What was the total cost of in-house administration expenses?
  - What was the cost of in-house administration expenses as a proportion of funds under management?
  - What was the total cost of any external administration expenses?
  - What was the cost of any external administration expenses as a proportion of funds under management?
  - What was the total cost of any external administration expenses to Related Parties?
  - What was the cost of any external administration expenses to Related Parties as a proportion of funds under management?
  - How many staff are employed in roles considered part of the administrative cost?

**Answer:**

	FY15	FY16	FY17	FY18	FY19
a)	\$632	\$680	\$693	\$740	\$795
b)	0.39%	0.38%	0.36%	0.35%	0.35%
c)	\$17.5m	\$18.2m	\$18.2m	\$19.1m	\$20.0m
d)	Same as answer to question 15b above				
e)	zero				
f)	zero				
g)	zero				
h)	zero				
i)	Same as answer to question 12c				

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR16QW:** What is the total number of statutory fines over the past five years?

**Answer:** There have been no statutory fines over the past five years.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR17QW:** Over the last five financial years:
- a. The number of rollover requests that the fund did not pay out to another fund for each year?
  - b. The average dollar value of a rollover for each year?
  - c. The value of any clawback accounts and/or funds held that is used to hold funds between financial years?

**Answer:**

	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
a) The number of rollover requests that the fund did not pay out to another fund for each year?	Nil	Nil	Nil	Nil	Nil
b) The average dollar value of a rollover for each year?	\$72,579	\$75,171	\$78,390	\$72,464	\$95,705
c) The value of any clawback accounts and/or funds held that is used to hold funds between financial years?	Nil	Nil	Nil	Nil	Nil

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR18QW:**
- a. Does the fund maintain a reserve at least partially funded through insurance premiums, rebates from an insurance company (such as profit share arrangements) or tax benefits that have arisen from insurance?
  - b. The total value of that reserve?
  - c. The total value of tax rebates received from the ATO on insurance premiums?

**Answer:**

- a. The Fund does not use any of a member's insurance premiums to fund a reserve.  
All tax rebates in relation to insurance premiums are credited to member accounts; they are not retained in a reserve.  
The Fund does not receive profit shares from the insurer.
- b. NA
- c. Tax rebates are received from the ATO. It is not readily possible to isolate the tax deductibility from within the overall tax return calculations.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR19QW:** The number of trusts or investment vehicles the fund controls in each of the low tax regions, including but not limited to Andorra, the Bahamas, Belize, Bermuda, the British Virgin Islands, the Cayman Islands, the Channel Islands, the Cook Islands, Hong Kong, the Isle of Man, Mauritius, Lichtenstein, Luxembourg, Monaco, Panama, St Kitts and Nevis? Or tax efficient arrangements such as a 'double Dutch sandwich'?

**Answer:** None. The Fund does not control any of the investment vehicles through which it invests.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR20QW:**
- a. The number of accounts that have been transferred to the ATO as a result of 'Protecting your Super' legislation?
  - b. The value of the money that will be paid to the ATO as a result of the 'Protecting your Super' legislation?
  - c. The number of accounts that has been transferred into an eligible rollover fund in the 2019 financial year?
  - d. The value of the money that has been transferred into an eligible rollover fund in the 2019 financial year?

**Answer:**

- a) 1,013
- b) \$2,043,180.58
- c) \$0.00
- d) \$0.00

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR21QW:** Have you ever made a donation and/or subscription fee to the ACTU Member Connect and/or ACTU Superannuation Partnerships program, and if so, to what value over the past five years?

**Answer:** No donations or subscription fees have been paid to the ACTU Member Connect and/or ACTU Superannuation Partnerships program over the past five years.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR22QW:** Does the fund pay any external consultants for any advocacy and communication services, and if so can you please name them and the costs incurred over the past five years?

**Answer:** The Fund engaged external media consultants to provide assistance with managing any major media enquiries.

Total cost of \$32,000 for the past five years ending 30 June 2019.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR23QW:**
- a. How many staff are employed for the purpose of policy research or analysis?
  - b. How much was spent on engaging external policy and data analysis consultants?
  - c. How much was spent on membership of industry advocacy organisations that provide policy and data analysis service to member funds?

- Answer:**
- a. None
  - b. Nil
  - c. The Fund is a member of several industry associations that as part of their services provide some policy and data analysis, but quantification of amounts is unable to be ascertained; e.g. AIST, ASFA, ISA, FEAL.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR24QW:** In the context of building investments:
- a. Have you completed assessments of the prevalence of flammable cladding across some properties?
  - b. Have you completed assessments of the prevalence of flammable cladding across all properties?
  - c. Have you taken any remediation to reduce your exposure to risk to identify flammable cladding, and if so, what?
  - d. Have you taken any remediation to reduce your exposure to risk to remove flammable cladding, and if so, what?
  - e. Do you hold any properties where insurance has been refused or are uninsured due to defective building construction such as cladding?

**Answer:** The Fund does not directly hold any property investments. It invests in property via unlisted unit trusts of selected property managers. Those property managers are responsible for assessing and mitigating all risks associated with management of their properties.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR25QW:**
- a. What external parties manage your investments, if any?
  - b. What are the fee structures per member from external management?

**Answer:**

- a. The Fund's investments are managed by an asset consultant, JANA, and a custodian, NAB Asset Servicing. The fund assets are invested through a large number of external investment managers.

- b. Investment fees paid by members are bps fees (asset-based) which reflect the fees charged by the entities described in (a) above, and vary by the Investment Option, as set out in the PDS Membership Supplement on the Fund's website:

[https://www.maritimesuper.com.au/sites/default/files/maritime/resources/other-fund-docs/Investment%20managers%20as%20at%2030%20June%202019\\_V191104\\_0.pdf](https://www.maritimesuper.com.au/sites/default/files/maritime/resources/other-fund-docs/Investment%20managers%20as%20at%2030%20June%202019_V191104_0.pdf)

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR26QW:** Governance:
- a. How many trustee board members did the fund have?
  - b. What was the total salary of all trustee board members?
  - c. What was the average salary of all trustee board members?
  - d. Are there any performance-based assessments that determine trustee board remuneration, and if so what are they?
  - e. What was the salary of the trustee board chair?
  - f. What was the average length of service of all trustee board members?
  - g. What is the length of service of the longest serving trustee board member?
  - h. Are trustee board members asked whether they have conflicts of interest at each meeting, and if not, why not?
  - i. What is the conflict of interest policy for trustee board members?
  - j. Does your fund have a policy on gender diversity and/or balance for listed companies?
  - k. Does your board have gender balance?

**Answer:** As at 30 June 2019 the following applied:

- a. 10 directors, 4 alternates
- b. \$773,270
- c. \$64,439
- d. No.
- e. \$111,818
- f. 8 years 6 months
- g. 10 years, 4 months
- h. Permanent agenda item at all meetings.
- i. Clear articulation in the board paper covering: Declarations of Interests, gifts or hospitality, disqualifications, fitness & propriety and conflicts of duty and interest.
- j. The Trustee Board Charter details an objective for board diversity to reflect the fund membership demographics in terms of gender, occupational background and age.
- k. The board gender diversity is consistent with the board charter objective.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR27QW:** In the context of the ACCC's legal action and question for competition in monopoly infrastructure entities:
- a. What are the implications for infrastructure investment returns if the ACCC is successful in its legal action?
  - b. Have you analysed your infrastructure investment portfolio to examine the risk of ACCC action to reduce anti-competitive monopoly or oligopoly pricing?
  - c. If so, can you provide details of the likely impact, and what is the project impact on revenue and income?

**Answer:** The Fund's asset consultant and investment managers assess and manage all asset-specific risks. No analysis has been carried out directly by the Fund on this issue.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

**MAR28QW:** In dollar terms, for each of your superannuation products, can you please provide annual data for the past five financial years on average, for a member with a balance of \$6,000, \$50,000 and \$150,000?

- a. Investment fees
- b. Administration fees
- c. Indirect costs
- d. Any other cost to a member which is incurred or foregone by way of a lesser return pre-unit price (but not included in the indirect cost ratio) including any other costs, charges, fees, direct or indirect benefits including any benefit by way of rebate, set-off, commission, in-kind, tax credit/offset retained, interest (or interest rebate) retained by any party involved in the management, custody, review, compliance, administration, servicing, asset consulting, valuation, operation and maintenance, financing, auditing, brokerage, execution, settlement, or otherwise of the assets in the fund, or their underlying assets.
- e. An aggregate total of all fees mentioned above.

**Answer:**

We have had no substantive change to cost structures over the last 5 years but there has been a significant change in the way fees and costs are reported in PDS's (with the introduction of ASIC's RG97). Thus we have provided fees and costs data consistent to our latest PDS as a representative of the last 5 years. The PDS can be found on our website at the following URL:

[https://www.maritimesuper.com.au/documents/membership\\_supplements/accumulation-advantage-membership-supplement](https://www.maritimesuper.com.au/documents/membership_supplements/accumulation-advantage-membership-supplement)

	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
a) \$6,000 member	\$28	\$25	\$22	\$28	\$20	\$26	\$13	\$5	\$3	\$7
\$50,000 member	\$230	\$205	\$180	\$235	\$165	\$220	\$105	\$40	\$25	\$55
\$150,000 member	\$690	\$615	\$540	\$705	\$495	\$660	\$315	\$120	\$75	\$165

b)	Admin Fees	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
	\$6,000 member	\$95	\$95	\$95	\$95	\$95	\$95	\$95	\$95	\$95	\$95
	\$50,000 member	\$218	\$218	\$218	\$218	\$218	\$218	\$218	\$218	\$218	\$218
	\$150,000 member	\$498	\$498	\$498	\$498	\$498	\$498	\$498	\$498	\$498	\$498

c)	Indirect Costs	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
	\$6,000 member	\$10	\$19	\$47	\$44	\$52	\$50	\$31	\$4	\$3	\$2
	\$50,000 member	\$85	\$155	\$390	\$370	\$430	\$415	\$255	\$30	\$25	\$20
	\$150,000 member	\$255	\$465	\$1,170	\$1,110	\$1,290	\$1,245	\$765	\$90	\$75	\$60

d) none

e)	Total fees & costs	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
	\$6,000 member	\$133	\$138	\$163	\$167	\$166	\$171	\$138	\$103	\$101	\$104
	\$50,000 member	\$533	\$578	\$788	\$823	\$813	\$853	\$578	\$288	\$268	\$293
	\$150,000 member	\$1,443	\$1,578	\$2,208	\$2,313	\$2,283	\$2,403	\$1,578	\$708	\$648	\$723

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

**MAR29QW:** As a percentage of the value of the member account, for each of your superannuation products, can you please provide annual data for the past five financial years on average, for a member with a balance of \$6,000, \$50,000 and \$150,000?

- a. Investment fees
- b. Administration fees
- c. Indirect costs
- d. Any other cost to a member which is incurred or foregone by way of a lesser return pre-unit price (but not included in the indirect cost ratio) including any other costs, charges, fees, direct or indirect benefits including any benefit by way of rebate, set-off, commission, in-kind, tax credit/offset retained, interest (or interest rebate) retained by any party involved in the management, custody, review, compliance, administration, servicing, asset consulting, valuation, operation and maintenance, financing, auditing, brokerage, execution, settlement, or otherwise of the assets in the fund, or their underlying assets.
- e. An aggregate total of all fees mentioned above.

**Answer:**

We have had no substantive change to cost structures over the last 5 years but there has been a significant change in the way fees and costs are reported in PDS's (with the introduction of ASIC's RG97). Thus we have provided fees and costs data consistent to our latest PDS as a representative of the last 5 years. The PDS can be found on our website at the following URL:

[https://www.maritimesuper.com.au/documents/membership\\_supplements/accumulation-advantage-membership-supplement](https://www.maritimesuper.com.au/documents/membership_supplements/accumulation-advantage-membership-supplement)

	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
a) \$6,000 member	0.46%	0.41%	0.36%	0.47%	0.33%	0.44%	0.21%	0.08%	0.05%	0.11%
\$50,000 member	0.46%	0.41%	0.36%	0.47%	0.33%	0.44%	0.21%	0.08%	0.05%	0.11%
\$150,000 member	0.46%	0.41%	0.36%	0.47%	0.33%	0.44%	0.21%	0.08%	0.05%	0.11%

b) Admin Fees	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
\$6,000 member	1.58%	1.58%	1.58%	1.58%	1.58%	1.58%	1.58%	1.58%	1.58%	1.58%
\$50,000 member	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%
\$150,000 member	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%

c) Indirect Costs	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
\$6,000 member	0.17%	0.31%	0.78%	0.74%	0.86%	0.83%	0.51%	0.06%	0.05%	0.04%
\$50,000 member	0.17%	0.31%	0.78%	0.74%	0.86%	0.83%	0.51%	0.06%	0.05%	0.04%
\$150,000 member	0.17%	0.31%	0.78%	0.74%	0.86%	0.83%	0.51%	0.06%	0.05%	0.04%

d) none

e) Total fees & costs	Australian Shares	International Shares	Growth	Growth MVP	Balanced	Moderate	Conservative	Cash Enhanced	Cash	Indexed Diversified
\$6,000 member	2.21%	2.30%	2.72%	2.79%	2.77%	2.85%	2.30%	1.72%	1.68%	1.73%
\$50,000 member	1.07%	1.16%	1.58%	1.65%	1.63%	1.71%	1.16%	0.58%	0.54%	0.59%
\$150,000 member	0.96%	1.05%	1.47%	1.54%	1.52%	1.60%	1.05%	0.47%	0.43%	0.48%

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR30QW:** To the extent that any of the fees and costs listed in the previous two questions are paid to a related entity or associate of the trustee, or any of their respective related entities or associates, please set out the function performed or service provided by that person, and the amount (total quantum) paid to that entity or person at a whole-of-fund level.

**Answer:** Not applicable.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR31QW:** For the past five years:
- a. What was the total cost of all advertising and/or marketing?
  - b. What was the total cost of all advertising and/or marketing per member?
  - c. What was the total cost of all advertising per new (FY19) member?
  - d. What was the total cost of all television advertising and/or marketing?
  - e. What was the total cost of all radio advertising and/or marketing?
  - f. What was the total cost of all print advertising and/or marketing?
  - g. What was the total cost of all online advertising and/or marketing?
  - h. How many in-house staff are employed in advertising and marketing roles?
  - i. How much was spent on engaging external advertising and marketing consultants?
  - j. Do you advertise and/or directly financial contribute to the New Daily?

**Answer:** Maritime Super is a niche fund for the maritime industry and employs three staff in the areas of marketing and communications to provide statutory information, financial education and brand awareness to existing members in the industry.

The Fund spends no money on direct advertising to broader markets, in either television, radio, print or on-line.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR32QW:** How much money have you spent on advertising on the following platforms in the past decade:

- a. Google?
- b. Facebook?
- c. Twitter?
- d. Instagram?
- e. A non-Google search engine?
- f. Any social media platform that is not mentioned in (b) – (d)?

**Answer:**

- a. Nil
- b. \$3,000
- c. Nil
- d. Nil
- e. Nil
- f. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR33QW:** Can you provide details if you have purchased the following over the past decade:

- a. Google advertisements
- b. Google search terms.

**Answer:**

- a. Nil
- b. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR34QW:**
- a. Do you use Google Ad Words, or any Google provided or supported service to advertise any of your funds or your brand in any way whatsoever?
  - b. Please list what terms you have used in Google Ad Words in the last five years to generate an impression on particular search queries.

- Answer:**
- a. No
  - b. Not applicable

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR35QW:** What percentage of the return on investment from your unlisted assets can be attributed to revaluations due to falling interest rates, and capital asset pricing model market yields used as the discount rate in discounted cash flow based valuations?

**Answer:** Refer to the Fund's valuation policy (provided in MAR06QW).

Valuations are not carried out directly by the Fund and so this attribution is not possible.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR36QW:** How will the overall fund performance be affected if:
- a. The income return of unlisted assets declines?
  - b. The fund can no longer purchase unlisted assets onshore?
  - c. The fund can no longer purchase unlisted assets offshore?

**Answer:** It is difficult to predict the net impact of these possible outcomes. If any asset class were to become unavailable, then alternative assets would be sought of similar risk/return profile.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

**MAR37QW:** How have you structured the fund to address the writing back of the increased investment capitalised future returns?

**Answer:** The Fund regularly reviews its strategic asset allocations based on analysis from its asset consultant, which includes an assessment of expected asset class returns, volatilities, correlations, liquidity and other factors. Diversification across asset classes is a key factor in managing return variations from asset classes.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR38QW:** What are the projected changes in income in light of the writing back of the increased investment capitalized future returns?

**Answer:** Answer encompassed by the response to Q37.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR39QW:** Valuation methodologies:
- a. Have you compared your valuation methodologies and assumptions for unlisted assets with other superannuation funds, and if so, what are the differences?
  - b. Are you confident that your valuation methodologies and assumptions for unlisted assets reflect their value to the fund, and how often are they reviewed?
  - c. How do you compare your valuations to listed investments, including, but not limited to, whether there is a cross check to stock prices for similar assets?
  - d. Have you ever calculated whether there would be a difference between valuations if unlisted assets were listed?

**Answer:** Refer to Fund's valuation policy (provided in MAR06QW).

The Fund does not carry out valuations itself. It relies on the valuations provided by the various investment entities into which we invest.

To ensure investment manager valuations reflect fair value and provide equity between members, valuation methodology is a key component of the initial due diligence of any new investment. In addition, on a regular basis, the Fund's asset consultant questions each unlisted investment manager about its current valuation methodology and assumptions.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR40QW:** What is the current annual average return for your unlisted assets?

**Answer:** Refer to MAR05QW for past returns on unlisted investments. The concept of a “current return” is not clear.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR41QW:** Given the size of your large joint investments, why are they not listed for liquidity, valuation and public disclosure purposes?

**Answer:** Not applicable. The Fund does not hold any large joint investments.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR42QW:**
- a. How many unlisted assets do you hold in the fund?
  - b. What value share are unlisted assets of the fund's:
    - i. total value?
    - ii. total property value?

- Answer:**
- a. The Fund holds unlisted portfolios in the following asset classes:
    - Property (3)
    - Infrastructure (3)
    - Private Equity (4)
    - Growth Alternatives (4)

Details are available from the Fund's website via this link:

[https://www.maritimesuper.com.au/sites/default/files/maritime/resources/other-fund-docs/Investment%20managers%20as%20at%2030%20June%202019\\_V191104\\_0.pdf](https://www.maritimesuper.com.au/sites/default/files/maritime/resources/other-fund-docs/Investment%20managers%20as%20at%2030%20June%202019_V191104_0.pdf)

- b. Refer to MAR04QW.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR43QW:** Discount rates:
- a. For unlisted assets, do you use a consistent discount rate for income across all unlisted assets, or an asset-specific discount rate?
  - b. What is the discount rate you apply to the income from unlisted assets, and has it changed over the past decade, and if so, when and why?

**Answer:** As noted in MAR39QW, the Fund does not carry out valuations itself. The Fund relies on the valuations provided by the various investment entities.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR44QW:** Of the unlisted assets, how many have outperformed the average return on investments in superannuation over the past five years?

**Answer:** Returns on unlisted investments are set out in MAR05QW, along with the corresponding Fund returns.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR45QW:** Have you completed any analysis about your capacity to continue to provide returns to fund members at the current, or past rate, into the future based on the valuations of your unlisted assets?

**Answer:** No. Members are encouraged to not extrapolate past returns but to consider the long term target returns for their chosen investment option(s).

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR46QW:** Over the past decade:
- a. Have you ever devalued an unlisted asset?
  - b. Have you ever devalued an unlisted asset by more than \$10 million?
  - c. Have you ever devalued an unlisted asset by more than \$50 million?
  - d. Have you ever devalued an unlisted asset by more than \$100 million?
  - e. Please advise the companies and/or individual valuers that have valued your unlisted assets.

- Answer:**
- a. No
  - b. No
  - c. No
  - d. No
  - e. No

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR47QW:** For each year of the past decade:
- a. How many fund members do you have?
  - b. How many financial planners do you have in total numbers, and as a member to financial planner ratio?
  - c. How many financial advisers do you have in total numbers, and as a member to financial planner ratio?

**Answer:** We consider final planning and advice the same service.

Averages from 2009-2019:

- a. 28,000 members
- b. 7 planners – member to financial planner ratio 4,000:1
- c. 7 planners – member to financial planner ratio 4,000:1

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR48QW:** For each year of the past decade:
- a. How much is charged for financial planning annually to fund members, and what is the average per fund member?
  - b. How much is charged for financial planning annually to funds, and what is the average per fund member?
  - c. How much is charged for financial advice annually to fund members, and what is the average per fund member?
  - d. How much is charged for financial advice annually to funds, and what is the average per fund member?

- Answer:** Averages for 2009-2019:
- a. \$1.4 million annually; average of \$50.00 per member
  - b. We are a single fund – so as above
  - c. Planning and advice the same – as above
  - d. As above

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR49QW:** For each year of the past decade:
- a. What is the cost of general advice annually, and what is the average per fund member?
  - b. What are the aggregate value of bonuses provided for general advice, and what is the average per adviser?

- Answer:** Averages for 2009-2019:
- a. \$126,000, \$4.50 per member
  - b. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR50QW:** For each year of the past decade:
- a. What is the cost of scaled advice annually, and what is the average per fund member?
  - b. What are the aggregate value of bonuses provided for scaled advice, and what is the average per adviser?

- Answer:** Averages for 2009-2019:
- a. \$420,000, \$15.00 per member
  - b. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR51QW:** For each year of the past decade:
- a. What is the cost of comprehensive advice annually, and what is the average per fund member?
  - b. What are the aggregate value of bonuses provided for comprehensive advice, and what is the average per adviser?

- Answer:** Averages for 2009-2019:
- a. \$14,000, \$0.50 per member
  - b. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

- MAR52QW:** For each year of the past decade:
- a. What is the cost of intra-fund advice annually, and what is the average per fund member?
  - b. What are the aggregate value of bonuses provided for intra-fund advice, and what is the average per adviser?

- Answer:** Averages for 2009-2019:
- a. \$840,000, \$30.00 per member
  - b. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR53QW:** How many employees does the fund have?

**Answer:** 75.43 FTE

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

**MAR54QW:** How do you define employee misconduct?

**Answer:** All staff must comply with the Fund's Code of Conduct, including the EEO, Anti-bullying and Harassment policy.

Where a staff member's conduct falls below the minimum standards expected, that staff member will be counselled accordingly and/or disciplined in accordance with relevant HR policies and procedures.

The organisation reserves the right to dismiss without notice anyone who in their opinion is guilty of serious misconduct.

Examples of serious misconduct include, but are not limited to:

- Dishonesty of any kind;
- Violent, offensive, bullying or threatening behaviour whilst at work or on fund business;
- Illegal acts connected any way with the organisations business or premises;
- Wilful refusal to conform to organisational procedures or to obey reasonable instructions;
- Misuse or disclosure of information concerning the organisations business or that of its members or clients; and/or
- Acting in any manner plainly contrary to the best interests of the organisation.

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR

#### MARITIME SUPER

- MAR55QW:** Over the past five years:
- a. How many employees have been cautioned for misconduct?
  - b. How many employees have had a penalty (such as, but not limited to, loss of bonus) for misconduct?
  - c. How many employees have been terminated for misconduct?
  - d. How many employees have been cautioned for misconduct, as a share of all employees over that timeframe?
  - e. How many employees have had a penalty (such as, but not limited to, loss of bonus) for misconduct, as a share of all employees over that timeframe?
  - f. How many employees have been terminated for misconduct, as a share of all employees over that timeframe?

- Answer:**
- a. 1
  - b. Nil
  - c. Nil
  - d. 1.5%
  - e. Nil
  - f. Nil

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR56QW:** Do you support current Corporations Law provisions for the disclosure of corporate remuneration?

**Answer:** Yes, the Fund does support current Corporations Law provisions for the disclosure of corporate remuneration.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR57QW:** Of the twenty highest remunerated employees over the past decade, please provide the number whose total remuneration in a financial year (including all forms of remuneration, including but not limited to, base salary, regularized and deferred bonuses and incentives including, but not limited to, shares) falls within these brackets?

**Answer:**

<b>Total remuneration package value</b>	<b>Number (ie 1 employee)</b>
<\$1,000,000	20

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR58QW:** Of the twenty highest incentive bonuses paid over the past decade, please provide the number that fall within these brackets?

**Answer:** No bonuses have been paid over the past decade.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR59QW:** Of the twenty highest performance bonuses paid over the past decade, please provide the number that fall within these brackets?

**Answer:** No bonuses have been paid over the past decade.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR60QW:** Of the twenty highest severance packages over the past decade, please provide the number whose total package (including all forms of accumulated severance package, including but not limited to, base salary, regularized and deferred bonuses and incentives including, but not limited to, shares) falls within these brackets?

**Answer:**

<b>Total severance package value</b>	<b>Number (ie 1 employee)</b>
<\$1,000,000	20

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR61QW:** Of the twenty highest termination payments over the past decade, please provide the number whose total package (including all forms of accumulated termination package, including but not limited to, base salary, regularized and deferred bonuses and incentives including, but not limited to, shares) falls within these brackets?

**Answer:** We consider termination to be the same as severance.

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS**

**REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS  
SUPERANNUATION SECTOR**

**MARITIME SUPER**

**MAR62QW:** Of the twenty highest redundancy payments over the past decade, please provide the number whose total package (including all forms of accumulated redundancy package, including but not limited to, base salary, regularized and deferred bonuses and incentives including, but not limited to, shares) falls within these brackets?

**Answer:** [Insert answer]

<b>Total redundancy package value</b>	<b>Number (ie 1 employee)</b>
<\$1,000,000	7