



# Executive member guide.

Product Disclosure Statement

The information in this document forms part of the  
Hostplus Executive Product Disclosure Statement issued

## **Section 2. How super works**

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Superannuation may seem complex but it's just money put aside for your retirement. Your employer contributes 9.5% of your ordinary time earnings (which is primarily your salary) to a superannuation fund, where that money is invested for you. These contributions are called the Superannuation Guarantee (SG).

The Government has now fixed the SG percentage rate at its current rate of 9.5% until 1 July 2021 when it will gradually increase by 0.5% each year until it reaches 12% for the year starting on or after 1 July 2025.

The new schedule for increasing the SG rate percentage will be as follows:

Year	SG rate percentage
Current	9.5%
Year starting on 1 July 2018	9.5%
Year starting on 1 July 2019	9.5%
Year starting on 1 July 2020	9.5%
Year starting on 1 July 2021	10%
Year starting on 1 July 2022	10.5%
Year starting on 1 July 2023	11%

Year starting on 1 July 2024	11.5%
Year starting on 1 July 2025	12%

## 2.1 Who's eligible for SG contributions?

Most employees are eligible. Generally, employees aged over 18, who are paid \$450 (before-tax) or more in a calendar month are covered by the SG legislation, whether they work full-time, part-time or on a casual basis.

## 2.2 Who isn't eligible for SG contributions?

Here are some of the employee categories which may be excluded from SG contribution requirements:

- employees paid less than \$450 in a calendar month,
- employees under age 18 who work 30 hours or less a week,
- employees paid to do work of a domestic or private nature for 30 hours or less a week, and
- employees employed under a Green Army Program.

## 2.3 How your super account works

Your Hostplus super account is where your employer contributions and your personal contributions are made. Contributions and positive investment returns are added to the balance. Fees, Government taxes, expenses and negative investment returns are deducted from the balance.

Compulsory contributions (9.5 % Superannuation Guarantee)	+	Personal contributions	-	Fees	=	Your super account balance
		Salary sacrifice contributions		Insurance premiums		
		Transfers from other super funds		Taxes		
		Government co-contributions and the Low Income Superannuation Tax Offset (LISTO) (if applicable)		Negative net investment returns		
		Positive net investment returns		Transfers to other super funds		

## 2.4 If you're a temporary resident

Employers are required to make SG payments on behalf of temporary residents in the same way as any other employee unless exempted by law from doing so.

While temporary residents remain in Australia their superannuation will remain in the fund until they become entitled to payment of a benefit. The superannuation benefits of temporary residents can only be withdrawn under one of the following conditions of release:

- after leaving Australia and their visas have ceased,
- permanent incapacity,
- terminal medical condition, or
- death.

If you're an eligible temporary resident (not an Australian or New Zealand\* citizen or permanent resident) and you depart Australia permanently, you can access your super benefits from the fund if six months have not passed since you departed Australia and your visa expired. Otherwise your account balance will be paid to the Australian Taxation Office (ATO) [ato.gov.au](http://ato.gov.au) as unclaimed superannuation. Any super benefits paid to eligible temporary residents is subject to the Departing Australia Superannuation Payment (DASP) withholding tax upon leaving Australia permanently: see [Temporary residents departing Australia](#)

Departed temporary residents will then have to claim back their superannuation from the ATO which may be done at any time.

Hostplus relies on relief from ASIC under Class Order CO 09/437 and doesn't provide departed temporary resident members whose benefits are paid to the ATO with notices or statements at the time of or after the benefits have been paid to the ATO. However, if you have any queries, you can contact us and we'll provide relevant information about your benefit. Once the account is transferred to ATO, you'll need to contact the ATO to claim your benefit. To claim your Departing Australia Superannuation Payment (DASP) go to the Australian Tax Office's (ATO) website and complete the (DASP) online application.

**Please note:** On the date you access your super benefits, or your account balance is paid to the ATO, you will also lose any insurance cover you may have.

\*KiwiSaver rules apply to New Zealand citizens: see [2.12.4 UK Pension Transfers and KiwiSaver Transfers](#)

### *Claiming your super benefit*

If you wish to claim a Departing Australia Superannuation Payment (DASP) visit our [DASP information page](#).

## 2.5 Choosing your super fund

Super Choice gives eligible workers the ability to choose the fund into which their super contributions are paid. Choosing the right fund now can make a lifetime of difference. So it's very important to know if you are eligible and what to do if you are.

For information on Super Choice, including eligibility, talk to your employer, or call **1300 467 875**, 8am – 8pm (AEST), Monday to Friday or go to [hostplus.com.au/executive](http://hostplus.com.au/executive).

## 2.6 Accessing your super

The Federal Government has placed restrictions on when you can access your super. Generally, your super benefits are preserved in a super or rollover fund until you retire from the workforce on/or after reaching your preservation age. Your preservation age will vary between 55 and 60 years of age, depending on your birth date. If you are born after 30 June 1964 your preservation age will be 60.

Date of birth	Preservation age
From 1 July 1964	60
1 July 1963 – 30 June 1964	59
1 July 1962 – 30 June 1963	58
1 July 1961 – 30 June 1962	57
1 July 1960 – 30 June 1961	56
Before July 1960	55

All contributions made into super are preserved until you reach your preservation age. Any amounts that were non-preserved benefits as at 1 July 1999 will remain non-preserved and will not increase unless you transfer or roll over other non-preserved benefits into Hostplus.

After reaching your preservation age you do not have to cash in your superannuation benefits. You can stay in the fund as a Hostplus member or otherwise join the Hostplus Pension and continue to enjoy the benefits of being a Hostplus member in retirement. And in the event of your death, the remaining balance of your account can be paid to your beneficiaries.

## 2.7 Early release of your super

Subject to the Hostplus governing rules, early release of preserved benefits can only be paid to you if you satisfy one of the following conditions of release:

- termination of employment after turning age 60 without necessarily retiring permanently,
- in the event of your death,
- permanent incapacity,
- a terminal medical condition exists,
- on the grounds of severe financial hardship subject to certain conditions and trustee approval,
- on compassionate grounds as approved by the Australian Taxation Office (ATO),

- on termination of your employment with an employer sponsor where your preserved benefit is less than \$200,
- on your permanent departure from Australia if you are an eligible temporary resident,
- To pay the ATO an amount in respect to a First Home Saver Super Scheme (FHSSS) release authority, or
- on complying with any other condition of release specified under superannuation law.

## 2.8 Intra-fund consolidation

Under certain circumstances, a Hostplus member may have more than one membership account with the fund or have a membership in another division of Hostplus. The fund may automatically merge any duplicate accounts or memberships you have in other divisions of Hostplus. The fund may use your TFN as the primary identifier in this process.

When duplicate accounts are identified, you will be notified of your membership number and the division of Hostplus you are in. You will have 28 days to advise Hostplus of your membership preference if you are not happy with the division you have been merged into.

You will retain the highest level of insurance cover you hold and this will be transferred into your merged account unless you tell us otherwise.

## 2.9 Death benefit nominations

### *How does Hostplus Executive determine to whom your death benefit is payable?*

In the event of your death, the trustee may pay a benefit to your beneficiaries, such as dependants or legal personal representative (the executor or administrator of your estate). If the trustee has not found a dependant or a legal personal representative, the death benefit payment may be made to another person, subject to Superannuation Law requirements.

A dependant for superannuation purposes (as opposed to tax purposes), includes a spouse (including de facto, same sex or a spouse from a relationship registered on the Register of Births and Marriages under State or Territory law), your children (including step, adopted, ex-nuptial or eligible children of same sex couples) and any other person who is wholly or partially financially dependent on you, or in an interdependent relationship with you at the time of your death.

You can nominate your dependants or legal personal representatives as the persons or person to whom you'd like your super benefits to be paid in the event of your death at any time through your **Member Online** account at [hostplusexecutive.com.au](https://hostplusexecutive.com.au) or by calling us on **1300 467 875**.

### **See 3.6 Member Online your online super account at Hostplus Executive**

In the event of your death, the recipient(s) of your death benefit will be determined according to whether you have nominated your beneficiaries as binding or non-binding.

### *Binding death benefit nominations*

A binding death benefit nomination provides you with greater certainty about who will receive your benefit in the event of your death. In general, a binding nomination legally binds (instructs) the trustee to pay your death benefit to the person(s) nominated as your beneficiary(ies).

Binding death benefit beneficiary nominations can only apply to:

- your spouse (including de facto, same sex or a spouse from a relationship registered on the Register of Births and Marriages under State or Territory law),
- your children (including an adopted child, step child, ex-nuptial child or eligible child of same sex couples),
- your legal personal representative (the executor or the administrator of your estate),
- any person who is financially dependent on you, and
- any person with whom you have an interdependent relationship.\*

A person must be a dependant on the date of your death to be considered a beneficiary.

You can nominate beneficiaries by completing the **Binding death benefit nomination form** available at [hostplus.com.au/executive](https://hostplus.com.au/executive).

Binding nominations expire every three years, however Hostplus Executive will contact you prior to their expiry so you can update/cancel or change your nomination(s). Your current beneficiaries will also be shown on your member half-yearly benefit statements.

We highly recommend you review your nomination(s) if your circumstances change, such as if you divorce, separate, re-marry, have children or experience the death of a beneficiary.

#### ***Non-binding death benefit nominations***

If you elect to have non-binding nominations, the trustee will take into consideration your nomination but will not be bound to follow it.

You can nominate or update your non-binding beneficiaries at any time through your **Member Online** account at [hostplusexecutive.com.au/executive](https://hostplusexecutive.com.au/executive) or by calling us on **1300 467 875**.

The trustee is required to take reasonable steps to identify and pay the benefits to your potential beneficiaries, after taking relevant factors into account. These may include the nature of your relationship(s) with your beneficiary(ies) and their financial dependence, or otherwise, at the time of your death.

The trustee would normally pay the death benefit to:

- one or more of your dependants – spouse (including de facto, same sex or a spouse from a relationship registered on the Register of Births and Marriages under State or Territory law), children (adopted children, step-children, ex-nuptial children or eligible children of same sex couples), whether financially dependent or not, or any other person the trustee considers was wholly or partially financially dependent on you, at the time of your death, and/or
- any person with whom you have an interdependent relationship\*, and/or
- your legal personal representative (the executor or administrator of your estate).

Before paying out a death benefit, the trustee will consider any beneficiaries you have nominated, the information provided by any dependants, your legal personal representative(s) and your will (if you have one).

Please note: A valid binding death benefit nomination overrides any preferred beneficiary nomination(s) you have made previously.

\* Two people are in an **interdependent relationship** if:



- they have a close personal relationship,
- they live together,
- one or each of them provides the other with financial support, and
- one or each of them provides the other with domestic support and personal care.

An interdependent relationship also exists if two people have a close personal relationship but the other requirements are not satisfied because of a physical, intellectual or psychiatric disability.

#### ***No nomination***

If you do not make a nomination or make an invalid nomination, the trustee will pay the benefit to your dependants and/or legal personal representative, as determined by the trustee, at the time of your death.

## **2.10 Lost members, unclaimed money and inactive low-balance accounts**

The ATO has established a lost member and unclaimed money register, containing details of the superannuation accounts for members that funds cannot locate and certain members for whom contributions have ceased. All superannuation funds provide details of lost members and transfer their accounts to the ATO on a twice yearly basis.

The following type of accounts will be deemed lost or unclaimed and transferred to the ATO:

What's a 'lost super' account?	What's an 'unclaimed super' account?
A super account which hasn't had any contributions or rolled over amounts added to it in the past 12 months	A super account owned by a member aged over 65, who has not made contact with the fund for more than five years and to which no contributions were made in the last two years

**AND**

The super fund has never had an address (postal or email) for the member who owns the account, or, the trustee has made one or more attempts to send written communications to the member at the member's last known address (or addresses), and the trustee believes, on reasonable grounds, that the member can no longer be contacted at any address known to the fund.

**AND**

the member has not contacted the fund (whether by written communication, through the online portal or otherwise) within the last 12 months of the member's membership of the fund.

**OR**

An account owned by a member who has died and the fund's trustee cannot find anyone to pay their benefit to

**OR**

An account whose owner was a former temporary Australian resident and did not claim their benefit within six months of departure or visa expiry

**OR**

An account whose owner received a family law split and the trustee has been unable to contact them

**OR**

An account with a balance of less than \$6,000 that belongs to a member who is 'lost'\*

If you think you may fall within these categories, you may want to check with the ATO to see if you are registered as a lost or unclaimed super member. If you have inactive accounts in any other fund or eligible rollover fund (ERF), you can consolidate them into your Hostplus account.

In addition, you can make enquiries at the ATO if you have lost contact with a fund and think you may be entitled to a benefit. Just call 13 10 20 or visit [ato.gov.au/super](https://ato.gov.au/super) and use and use myGov to search for lost super.

**ATO Provision of Details Service**

Hostplus wants to keep in contact with our members to provide them with the latest information about their super account.

To help in keeping a member's details current, Hostplus uses the ATO Provision of Details Service twice yearly to update our records where a member is reported as lost, such as:

- Where the current address status is Returned or Unusable
- No current address is recorded
- Where the current address is active but precedes the latest address as supplied to the ATO.

Records will not be updated where a current address matches the ATO held address or a member has exited the fund.

On receiving the details from the ATO, Hostplus will update member contact details such as addresses, emails and phone numbers.

**Inactive low-balance accounts**

From 1 July 2019, all inactive low-balance accounts will be transferred to the ATO. on a twice yearly basis. Your account is considered to be an inactive low-balance account if:

- it has a balance of less than \$6,000; and
- for a continuous period of 16 months, we have not received a contribution or rollover into your account; and
- you haven't made any updates to your account details, such as changing investment options, insurance cover or making or amending a binding death benefit nomination, or you have not provided the ATO with a declaration that you are not a member with an inactive low-balance amount.

If your account balance is transferred to the ATO, the ATO will try to identify if you have an active super account with another fund. If a match is found it will automatically transfer your balance into that active account. Please note if your account is transferred to the ATO you will no longer be a member of Hostplus.

## 2.11 Understanding contributions

### 2.11.1 Boosting your super

For many people, SG contributions alone may not be enough to cover the cost of retirement. That's why the Government encourages you to maximise your retirement savings by providing generous tax advantages for extra super contributions you make.

What's more, if you organise your super early, adding just a little to your account could reap big rewards in the long term. In addition to your employer contributions you can add to your super in a variety of ways:

- rolling over super from other accounts into Hostplus Executive - for more information [click here](#).
- contributions from your after-tax salary (known as non-concessional contributions). We will need your Tax File Number to accept personal contributions. You can make a contribution with BPAY® via **Member Online** at [hostplus.com.au/executive](https://hostplus.com.au/executive) or complete the Direct Debit authority form available at [hostplus.com.au/executive](https://hostplus.com.au/executive)
- contributions from your before-tax salary. These (concessional) contributions include salary sacrifice. Speak with your employer to check if you can make before-tax contributions as they will need to arrange this for you.
- Government co-contributions, if you are eligible.
- low income superannuation tax offset (LISTO), if you are eligible.
- your spouse could split their before-tax contributions with you.
- spouse contributions if you are eligible (see [Spouse contributions](#)).

We can accept personal contributions from you by cheque, regular direct debit deductions and electronic transfer, subject to you providing us with your valid TFN. Go to **Member Online** for payment options.

You can also make a contribution by BPAY®. Visit [Member Online](#) for payment details or complete the [Direct Debit authority form](#) available at [hostplus.com.au](https://hostplus.com.au)

### 2.11.2 Super rollover

If you have multiple super accounts, you're probably paying multiple fees. By rolling all your accounts into Hostplus Executive, you'll pay just one set of fees. It could save you thousands of dollars over the long term and mean more money for you at retirement.

Hostplus Executive doesn't charge you to roll existing accounts into Hostplus Executive. But before you cancel existing arrangements with another fund, check to see if they charge any exit fees/penalties and whether the cancellation will affect any related insurance cover.

You can search to see if you have other super accounts and roll them over to Hostplus Executive. [Click here for more information.](#)

Please note: Hostplus Executive must complete a standard rollover (to a fund other than a Self-Managed Superannuation Fund) as soon as practicable but no later than 3 business days after receiving the request containing all mandated information. The three day rollover clock starts when Hostplus Executive has received a rollover notification that is complete. During blackout periods (each January and July) the fund may be unable to process rollovers within the mandated three day period and will instead process rollovers within 3 business days after the blackout periods ends. These are indicative timeframes only which may be subject to change in the future. Additional time is also allowed for rollovers where a member's funds are invested in **Choiceplus**.

### 2.11.3 What if I want to transfer some of my super from my Hostplus account to another fund?

You may rollover part of your account balance from Hostplus Executive to another complying super fund if the amount you transfer does not reduce your Hostplus Executive account balance to less than \$6,000.

Rolling over your benefit may have an impact on your insurance cover, as continuation is subject to maintaining sufficient funds to meet insurance premiums.

If your cover lapses, you will need to reapply for insurance cover. Your application may be subject to underwriting requirements.

Members are free to make multiple transfers provided a minimum \$6,000 account balance is maintained after any transfer. If a transfer results in the account balance dropping below \$6,000 the Trustee has discretion whether the transfer occurs. Consideration will be given on application.

Existing Choiceplus superannuation members may (as a once off when commencing a new Hostplus Pension and excluding TTR accounts) transfer their Choiceplus held shares and exchange traded funds (ETFs) and listed investment companies (LICs) via an asset transfer, without the need to sell down. For more information on asset transfers please see [5.30 A closer look at our Choiceplus option](#).

### 2.11.4 UK Pension Transfers and KiwiSaver Transfers

#### *UK Pension Transfers*

As a result of UK legislative reforms, which took effect from 6 April 2015, we are currently unable to accept transfers of funds from United Kingdom Pension Schemes.

As a result of these changes, superannuation savings held by existing Qualified Registered Overseas Pension Scheme (QROPS) members may not be released before preservation age, unless as a result of ill-health.

Rollovers between Australian Superannuation Funds that contain UK benefits may also be unable to be processed unless made to a QROPS complying fund.

For more information on the implications of the UK reforms we recommend you seek advice from an authorised UK

### ***KiwiSaver Transfers***

Under the 'Tasman retirement savings portability scheme' if you are living in New Zealand on a permanent basis, you might be considering transferring your Australian superannuation benefit to your KiwiSaver account. Our 'How to transfer your Super to a KiwiSaver scheme' guide lists step by step instructions when you are requesting a transfer out of your Hostplus Executive account to a KiwiSaver scheme. You can download the guide [here](#).

## **2.12 Contributions from your after-tax salary (non-concessional contributions)**

Non-concessional contributions are generally contributions made by or for a member that are not taxed in the fund. For example, they are made from an individual's after-tax income. There is a limit to how much of your after-tax salary you can contribute in a financial year to your super: see [Section 7. How super is taxed](#)

Non-concessional contributions in a financial year include:

- personal contributions for which you do not claim an income tax deduction,
- contributions your spouse makes to your super fund account,
- contributions in excess of your small business capital gains tax (CGT) exemption cap amount,
- amounts transferred from foreign super funds (except for amounts included in the fund's assessable income), and
- contributions made for a member who is under 18 years of age that are not employer contributions.

## **2.13 Contributions from your before-tax salary (concessional contributions)**

A concessional contribution is a contribution that is made by or for you to a complying super fund and is assessable income of the fund (which means the fund will pay tax on your behalf). Concessional contributions include SG contributions paid by your employer, additional contributions made by your employer, salary sacrificed contributions deducted from your before tax-salary and personal contributions for which you have claimed a tax deduction. There is a limit to how much of your before-tax salary you can contribute in a financial year to your super: see [Section 7. How super is taxed](#)

### **2.13.1 Salary sacrifice**

Some employers allow you to make contributions to super from your before-tax salary. These contributions are known as salary sacrifice and are subject to contribution caps (see [2.14.11 Contribution limits](#)). Making extra super contributions by salary sacrificing can reward you with tax benefits – 15% tax is deducted from your super money, which is lower than most people's personal tax rate which can be as high as 45% (plus Medicare levy).

It is important to note that some employers may:

- base their SG contributions on the reduced salary,
- not offer salary sacrifice.

Before entering into a salary sacrifice arrangement you should seek professional advice and obtain a copy of our Salary sacrifice brochure available at [hostplus.com.au/forms-and-brochures](http://hostplus.com.au/forms-and-brochures). Generally, if the average tax rate payable on your income is greater than 15%, you will benefit from salary sacrificing in that, the amounts that you sacrifice will be taxed at 15%. But you must be careful not exceed the concessional contribution caps.

### 2.13.2 Claiming a tax deduction for personal contributions

If you are self-employed or your employer does not offer salary sacrifice arrangements you can still contribute extra to super and enjoy concessional tax benefits by making a personal contribution from your after-tax salary and claiming a tax deduction. You can reduce your taxable income and the amount of income tax you pay by converting non-concessional personal contributions into concessional contributions. However you will have to be mindful not to exceed your contribution limits because you may pay extra tax. For information about contribution limits and contribution tax see. [Section 7. How super is taxed](#)

You can contribute to super regardless of the amount of salary or wages that you earn by claiming a full deduction for personal contributions made until age 75. You can only claim a deduction for contributions made before the 28th day of the month following the month in which you turned 75. If you're aged 67 to 75, you will need to meet the Work Test\* in order to make a contribution and claim a tax deduction.

If you're under the age of 18, you can only claim a tax deduction for super contributions if your income comes from operating a business or gainful employment.

To claim a tax deduction for personal contributions made:

- you must give Hostplus a notice of intent to claim at the earliest of either the date you lodge your income tax return for the financial year in which you made a personal contribution,
- or at the end of the financial year following the year in which you made the personal contribution.

You must complete and send to Hostplus the ATO form Notice of intent to claim or vary a deduction for personal super contributions (NAT 71121) available from the ATO website. Hostplus is required to acknowledge your request before you are able to claim a tax deduction.

Please note Hostplus should receive the notice prior to making any benefit payment or rollover (full/ partial) from your account.

If you claim a tax deduction for personal contributions made in a financial year, you may not be eligible for a Government co-contribution.

\* From 1 July 2019 members aged under 75 who would ordinarily need to meet the Work Test can make voluntary contributions to super where they do not satisfy the Work Test in a particular financial year under a Work Test Exemption provided that:

- The member satisfied the Work Test in the financial year prior to the financial year in which the contributions were made.
- The member had a total superannuation balance (i.e. the combination of all amounts they hold in all of their various superannuation funds) of less than \$300,000 at the end of the previous financial year.
- No contributions have been accepted by any Fund in respect of the member under this Work Test Exemption in any previous financial year.

### 2.13.3 The power of compounding

Compound interest is where you reinvest the interest you earn into your investment, so you can then earn interest on both the original funds as well as past interest payments.

For example, if you earn 10% p.a. on a \$1,000 investment and reinvest that money, the next year you earn 10% on the original \$1,000 plus the \$100 you have reinvested. Over time, the rewards of compounding can be great.

The trick is to start early to enjoy the benefits of compound interest. Because a little now can mean a lot later. For example, if Kate starts contributing an extra \$25 a week at age 20 she may end up with an extra \$521,911 when she retires at 65. Meanwhile Brendan starts contributing an extra \$25 at age 40 and may only receive an extra \$98,717

when he retires.

The table below shows the difference you may make to your super benefit by starting early.

If you start adding \$25 a week to your super at	Age 20	Age 30	Age 40
Total amount added	\$58,500	\$45,500	\$32,500
Extra benefit at retirement	\$521,911	\$232,685	\$98,717

Earnings are calculated at a compound interest rate of 8% p.a. with amounts being fully invested until age 65. These assumptions are for illustrative purposes only and don't account for fees and tax. Investment returns are not guaranteed. Returns can be higher or lower than set out in this example. This is not a prediction or estimate of actual retirement savings.

### 2.13.4 Increase your super with Government co-contributions

If you're a low or middle income earner and you make voluntary contributions to your super from your after-tax pay, the Government may also contribute to your super. This Government payment is called a co-contribution (conditions apply).

To ensure that Hostplus is able to process your Government co-contribution, your name, date of birth, address and TFN held with Hostplus must match the records held with the ATO.

If there are any inconsistencies Hostplus will be unable to accept your co-contribution. Please ensure that your details are kept up to date. For further information, contact the ATO on 13 10 20 or call **1300 467 875**.

#### Are you eligible?

To qualify for the co-contribution you'll need to:

- make an after tax personal contribution to your super up to the non-concessional contribution cap for the relevant financial year (if you claim a tax deduction for your personal contribution you may not be entitled to a Government co-contribution),
- have a Total Superannuation Balance<sup>^</sup> that is less than the transfer balance cap in the relevant financial year (\$1.6 million for the 2020-21 financial year),
- be in full-time, part-time or casual employment, or be self-employed,
- have at least 10% of your total income (assessable income and reportable fringe benefits) attributable to eligible employment, running a business, or a combination of both,
- be under 71 years of age,
- be a permanent resident of Australia,
- have lodged a tax return.
  - have provided your TFN to Hostplus

At the end of the financial year in which you have made after-tax contributions, all you need to do is submit your usual income tax return. The ATO will work out any co-contribution amount you would receive and forward it to

your Hostplus account.

Your maximum super co-contribution depends on your income. If your income is equal to or less than the lower income threshold (\$39,837 for the 2020 - 21 income year) you can get a co-contribution of up to the full 'maximum entitlement'. For every dollar that you earn above the lower income threshold, your maximum entitlement is reduced by 3.333 cents. You cannot get a super co-contribution if your income is at or above the higher income threshold (\$54,837 for the 2020 - 21 income year).

The amount of your super co-contribution depends on the amount of non-concessional (after-tax) contributions you put into super and the 'matching rate' for the financial year you made the contribution.

For the 2020 - 21 financial year the approximate Government matching contribution rate paid into your super is as per the table below, You can also find out how much you may be eligible for with the Super co-contribution calculator at [moneysmart.gov.au](https://moneysmart.gov.au)

	If you make an after tax contribution of:		
	\$1,000	\$500	\$200
And your income is:	The Government gives you:		
\$39,837 or less	\$500	\$250	\$100
\$41,837	\$433	\$250	\$100
\$43,837	\$367	\$250	\$100
\$45,837	\$300	\$250	\$100
\$47,837	\$233	\$233	\$100
\$49,837	\$167	\$167	\$100
\$51,837	\$100	\$100	\$100
\$54,837 or more	\$0	\$0	\$0

<sup>^</sup>Your total superannuation balance is the total value of your accumulation and retirement phase interests (including rollover amounts not yet included in



those interests) across all of your superannuation accounts, reduced by the sum of any structured settlement contributions.

### **If you have more than one superannuation account**

To ensure your Government co-contribution is invested in your Hostplus account, you must complete a **Superannuation fund nomination form** and return it to the ATO

Nomination forms are available from the ATO by calling 13 10 20 or visit [ato.gov.au](https://ato.gov.au).

## **2.13.5 Low Income Superannuation Tax Offset (LISTO)**

The LISTO provides a contribution equal to 15% of total concessional contributions made for low income earners with an adjusted taxable income of up to \$37,000. The maximum LISTO that can be paid is \$500 and the minimum \$10 (not indexed). Eligibility is determined by the ATO who will make the payment directly to a member's super account.

A person is entitled to the low income superannuation tax offset if they satisfy the following requirements:

- the individual has concessional contributions for the year made to a complying super fund.
- the individual's adjusted taxable income does not exceed \$37,000.
- the individual is not a holder of a temporary resident visa (New Zealand citizens in Australia do not hold a temporary resident visa and are as such, eligible for the payment).
- the individual satisfies an income test in which 10% or more of their total income is derived from business or employment.

## **2.13.6 Spouse contributions**

Contributing to your spouse's super could have big benefits. For instance, if your spouse is a low income earner or doesn't work, you can earn a tax rebate of up to \$540 a year for contributions you've made on their behalf. It doesn't matter how much you earn. Of course, there's the long term benefit of building a valuable retirement nest egg, too.

### **Are you eligible?**

You can make contributions for your spouse as long as you are living together and you are both Australian residents. A spouse is:

- a person who is legally married to you
- a person who lives with you on a genuine domestic basis in a relationship as a couple, or
- a person (whether the same sex or different sex)

with whom you are in a relationship that is registered under law of a State or Territory.

Government regulations don't allow spouse contributions if you are your spouse's employer or a couple living apart. If you stop living with your spouse, you're not eligible to continue making spouse contributions.

The receiving spouse must be under 75 years of age and work at least 40 hours in 30 consecutive days during the financial year in which the spouse contribution is made. If under 67, they do not need to work. Each time you make a spouse contribution, you must confirm that you and your partner are still living together and you still meet eligibility criteria.

### **Adding up your rebate**

For every dollar of spouse contributions, you can claim 18% of the contribution as a tax rebate – up to a maximum rebate of \$540 a year (based on a \$3,000 contribution) if the receiving spouse’s total assessable income (plus reportable fringe benefits amounts and reportable employee super contributions, if any) is less than \$40,000 for an income year.

Tax offsets will not be available if the receiving spouse has exceeded their non-concessional contributions cap in the relevant financial year or they have a total superannuation balance^ equal to or exceeding the transfer balance cap as at 30 June before the start of the financial year in which the contribution was made.

To calculate the amount of tax offset you can receive for contributing to an eligible spouse, multiply 18% to the amount lesser of:

- 1 \$3,000 less the amount by which total spouse income exceeds \$37,000; or,
- 2 the sum of the spouse contributions made in a given financial year.

For example, Mia contributes \$3,000 on behalf of her spouse David who earns \$38,000 per year.  
The tax offset is calculated as 18% of the lesser of:

- \$3,000 less every dollar over \$37,000 that David earns (\$3,000 - \$1,000); or,
- The value of the spouse contribution (\$3,000).

In this example, \$2,000 is the lesser figure and so, Mia is entitled to a \$360 tax offset (\$2,000 \* 18%).

Our [Spouse Contributions Brochure](#) is available at [hostplusexecutive.com.au](#).

^Your total superannuation balance is the total value of your accumulation and retirement phase interests (including rollover amounts not yet included in those interests) across all of your superannuation accounts, reduced by the sum of any structured settlement contributions.

2.13.7 What contributions can be made and when

For contributions made on or after 1 July 2020 the following rules apply.

Member age				
	Under 65	65 to under 67	67 to under 75**	75 and over

<b>Personal Contributions</b>	Any person, irrespective of their work status, may make personal contributions.	<p>A member may make personal contributions if they satisfy the Work Test†.</p> <p>Members can make voluntary contributions to super where they do not satisfy the Work Test in a particular financial year provided that:</p> <ul style="list-style-type: none"> <li>▪ The member satisfied the Work Test in the financial year prior to the financial year in which the contributions were made.</li> <li>▪ The member had a total superannuation balance (i.e. the combination of all amounts they hold in all of their various superannuation funds) of less than \$300,000 at the end of the previous financial year.</li> <li>▪ No contributions have been accepted by any Fund in respect of the member under this Work Test Exemption in any previous financial year.</li> </ul>	Not allowed.
<b>Spouse* Contributions</b>	Can be made at any time, irrespective of the age and employment status of the receiving spouse.	Can be made if the receiving member satisfies the Work Test†	Not allowed.
<b>Downsizer Superannuation Contributions</b>	Not allowed	<p>Eligible Australians aged 65 or older (there is no maximum age) can make a 'downsizer contribution' of up to \$300,000 each into their superannuation where the proceeds come from selling their home. For more information see 2.13.10</p> <p>Downsizer superannuation contributions</p>	

<b>Employer Contributions</b>	<p>An employer can make:</p> <ul style="list-style-type: none"> <li>mandated employer contributions (including SG and award contributions),</li> </ul> <p>and</p> <ul style="list-style-type: none"> <li>additional employer contributions (over and above the mandated contributions such as salary sacrifice).</li> </ul>	<p>An employer can make:</p> <ul style="list-style-type: none"> <li>mandated employer contributions (including SG and award contributions), and</li> <li>additional employer contributions such as salary sacrifice if the member satisfied the Work Test†</li> </ul>	<p>An employer can only make mandated employer contributions.</p>
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\* In order to make spouse contributions, the person contributing and the person receiving the contribution must satisfy the definition of a spouse. A spouse includes: a person (whether of same or opposite sex) with whom the person is in a relationship that is registered under the Register of Births and marriages under State or Territory law, or a person, who although not legally married to the person, lives with the other person on a genuine domestic basis in a relationship as a couple. You and your spouse must not be living separately on a permanent basis at the time you contribute.

\*\* Over 75 but less than 28 days after the month in which members turn 75.

† A member satisfies the Work Test if he or she has been gainfully employed for at least 40 hours in 30 consecutive days during the current financial year.

### 2.13.8 Super splitting

While super funds aren't required to offer super splitting, Hostplus offers the benefits of super splitting to members to help you boost your spouse's super savings. Under Hostplus super splitting rules, eligible funds can be split between spouses and de facto couples after the end of each financial year. Split contributions will be transferred from the member's Hostplus account to their spouse's or defacto's Hostplus account where they will be fully preserved. Split funds will be allocated in arrears once a year.

Only concessional contributions (employer SG, salary sacrifice, additional employer contributions and deductible contributions) are eligible for super splitting with a spouse. You can split up to 85% of these concessional contributions.

You cannot split:

- personal after-tax contributions,

- amounts rolled over or transferred from another fund, and
- amounts subject to a family law payment split.

### **Example**

On 1 July 2020, Adam's superannuation account had \$50,000. During the period 1 January – 30 June 2020, Adam received \$5,000 in employer contributions. He also made personal contributions of \$2,000 in March 2020, as well as rolling over \$10,000 from a previous complying superannuation fund.

The amount that Adam can split with his wife, Sarah, is:

85% of \$5,000 = \$4,250 (employer contributions)

**Total = \$4,250**

The \$2,000 personal contribution made in March 2020 and the \$10,000 rollover are not eligible for splitting.

A \$60 contribution splitting fee will be payable by the splitting member for each transaction which will be deducted from the member's account. The fund needs to receive contribution splitting advices by 31 May for the previous financial year's contributions.

To find out more about super splitting, call Hostplus Executive on **1300 467 875**. The split amount must be more than \$1,000. A member's account balance cannot be less than \$1,000 after the split. You may also consider seeking advice from a licensed financial adviser.

## **2.13.9 First Home Super Saver Scheme (FHSSS)**

The Australian Government's FHSSS is designed to help more first home buyers get into the property market.

You can make eligible voluntary contributions into your super up to a maximum of \$15,000 a year with a \$30,000 lifetime limit. This extra money can then be used to calculate any associated earnings by the ATO that you can withdraw and use towards the purchase of your first home.

Eligible voluntary contributions made from 1 July 2017 can be withdrawn from 1 July 2018 and will not impact your social security entitlements.

Participants in the FHSSS must:

- be aged 18 years or older,
- have never owned a property before and,
- have never previously requested a release authority in relation to a First Home Super Saver Scheme determination.

Please note: If you have previously owned a home and suffered a financial hardship, you may still be eligible to participate in the FHSS scheme subject to ATO's approval.

When you are ready to withdraw the money from your super account under the FHSSS, you can apply to the ATO online using your MyGov account. The ATO will work with you and Hostplus to help you determine the amount that can be withdrawn from your super account to buy your first home.

At the time of your application, the ATO will calculate and apply any earnings that can be released. You can only apply to release the money under this scheme once.

Salary sacrifice contributions and personal contributions claimed as a tax deduction, together with associated earnings are taxed at 15%. When withdrawn as part of the FHSSS the total amount will be taxed at the marginal tax rates less a 30% tax offset.

For more information about the FHSSS please visit [www.ato.gov.au/individuals/super/withdrawing-and-using-your-super/first-home-super-saver-scheme](http://www.ato.gov.au/individuals/super/withdrawing-and-using-your-super/first-home-super-saver-scheme)

### **2.13.10 Downsizer superannuation contributions**

From 1 July 2018, eligible Australians aged 65 or older can make a 'downsizer contribution' of up to \$300,000 each into their superannuation where the proceeds come from selling their home.

This measure applies to the sale of your home, which must be your main residence, where the exchange of contracts for the sale occurs on or after 1 July 2018.

Existing contribution caps and restrictions do not apply to the Downsizer contribution, which is a great way to make the most of your super.

#### **Am I eligible?**

To qualify for the downsizer contribution, you must meet all of the following criteria:

- You are at least 65 years old when you make the downsizer contribution (there is no maximum age limit);
- You are contributing to super from the sale of your home where the contract of sale was exchanged on or after 1 July 2018;
- You or your spouse owned your home (which was not a caravan, houseboat or other mobile home) in Australia for 10 or more years before the sale;
- Your home is in Australia and is not a caravan, houseboat or other mobile home;
- Any gain or loss on the sale of the home has qualified (or would have qualified if the home was a pre-CGT asset) for the main residence CGT exemption in whole or part;
- You chose to treat the contribution as a downsizer by completing and sending a Downsizer Contribution form to Hostplus;
- You make the contribution within 90 days of selling your home (generally date of settlement), or such longer time as allowed by the ATO; and
- You have not previously made a downsizer contribution.

#### **Existing restrictions do not apply**

If you are aged 65 or over and qualify you won't be restricted from making a downsizer contribution if you:

- are not working;
- are aged 75 or over;
- have a total super balance of \$1.6 million; and,
- have maxed out the non-concessional contribution cap.

#### **Things to note**

- Buying and selling a home attracts costs and stamp duties. Your Age Pension entitlements may be reduced or lost.

- If your downsizer contribution to Hostplus is ineligible, it may be returned to you or be treated as an excess non-concessional contribution subject to additional tax.
- You cannot claim a tax deduction for a downsizer contribution.
- You can only make one downsizer contribution in your lifetime.

Existing contribution caps and restrictions will not apply to downsizer contributions; however, it will count towards your transfer balance cap, currently set at \$1.6 million if you move your super to a retirement phase.

Also, if you exceed your total super balance cap (which is also \$1.6 million) due to making the downsizer contribution, you will not be able to make additional future contributions and/or rollover funds into super.

For more information about downsizer super contributions please visit [ato.gov.au/general/new-legislation/in-detail/super/contributing-the-proceeds-of-downsizing-to-superannuation](https://ato.gov.au/general/new-legislation/in-detail/super/contributing-the-proceeds-of-downsizing-to-superannuation)

## 2.13.11 Contribution limits

Contribution type	Cap per person 2020 – 2021 Financial Year
Concessional contributions*	<p>\$25,000<sup>1</sup></p> <p>From 1 July 2018, if you don't reach your annual concessional contributions cap of \$25,000, you may carry forward the unused portion of your cap for up to 5 years, provided your total superannuation balance is less than \$500,000. After 5 years unused amounts carried forward will expire.</p>
Non-concessional contributions	<p>\$100,000<sup>2</sup></p> <p>You must have a total super balance<sup>^</sup> of less than the general transfer balance cap (\$1.6 million for the 2020/2021 financial year) on 30 June of the previous financial year to be eligible to make a non-concessional contribution in the relevant financial year.</p> <p>If you are aged under 65, you may be eligible to bring forward your non-concessional contribution of up to three times the yearly non-concessional contributions cap in a single year. The amount of non-concessional contributions cap that can be brought forward in the 2020/21 financial year will depend on your total super balance at the end of the previous financial year<sup>3</sup>.</p> <p>If your total super balance is less than \$1.4 million, your non-concessional contributions cap for the first year is \$300,000 with a bring forward period of 3 years;</p> <p>If your total super balance is \$1.4 million to less than \$1.5 million, your non-concessional contributions cap for the first year is \$200,000 with a bring forward period of 2 years;</p> <p>If your total super balance is \$1.5 million to less than \$1.6 million, your non-concessional contributions cap for the first year is \$100,000 with no bring forward period; and,</p> <p>If your total super balance is \$1.6 million or more, you cannot make any non-concessional contributions.</p> <p><b>For anyone aged 67 to 74 years old</b></p> <p>\$100,000 and is subject to satisfying the Work Test.</p> <p>You are not eligible to bring forward your non-concessional contributions in a single financial year.</p>



Contribution type	Cap per person 2020 – 2021 Financial Year
	<p><b>For anyone aged 75 or over</b></p> <p>Members aged 75 or over will not be able to make non-concessional contributions. The contribution can only be accepted if made within 28 days after the month in which you turn 75 and the Work Test<sup>4</sup> is passed.</p>

^Your total superannuation balance is the total value of your accumulation and retirement phase interests (including rollover amounts not yet included in those interests) across all of your superannuation accounts, reduced by the sum of any structured settlement contributions.

1. This amount is indexed to Average Weekly Ordinary Time Earnings, but only increases in increments of \$2,500.

\*From 1 July 2018, if you don't reach your annual concessional contributions cap of \$25,000, you may carry forward the unused portion of your cap for up to 5 years, provided your total superannuation balance is less than \$500,000.

2. The non-concessional cap is indexed as concessional contributions cap in line with Average Weekly Ordinary Earnings (AWOTE).

### 2.13.12 Maximum superannuation contribution base

This is the maximum limit used to calculate the SG contributions on any employee's earnings base for each quarter of the financial year. Generally, employers do not have to pay SG contributions for any earnings above this limit unless the terms of your employment provide otherwise (for example, under your contract of employment, any applicable award or other industrial agreement). For the 2020– 2021 income year the maximum contribution base per quarter is \$57,090.

### 2.13.13 Contribution payment options

Hostplus Executive offers the following payment methods:

Payment type	How	You need to
BPAY®	Online through your bank account or by phone banking.	<p>Visit <b>Member Online</b> at <a href="https://hostplus.com.au/executive">hostplus.com.au/executive</a> for your reference number.</p> <p>Or call Hostplus Executive on <b>1300 467 875</b>.</p>

<b>Direct debit</b>	Send a completed <b>Direct Debit authority form</b> available at <a href="https://hostplus.com.au/executive">hostplus.com.au/executive</a> to: <b>Locked Bag 5046, Parramatta NSW 2124</b>	Complete the <b>Direct Debit authority form</b> available at <a href="https://hostplus.com.au/executive">hostplus.com.au/executive</a>
<b>Payroll deduction</b>	Deducted from your after-tax salary.	Arrange with your employer.
<b>Cheque</b>	Send your cheque to: <b>Locked Bag 5046, Parramatta NSW 2124</b>	Complete a <b>Member voluntary contribution form</b> available at <a href="https://hostplusexecutive.com.au/forms">hostplusexecutive.com.au/forms</a> which you can send with your cheque.  OR send a letter with your membership number (if known), full name, address and date of birth also explaining that it is for a member voluntary contribution.  Remember to also write your details and member number on the back of the cheque.

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### 2.13.14 Types of benefits

There are a number of benefits you may receive, subject to meeting the applicable criteria, including:

#### Retirement benefit

Your super balance may be payable to you when you retire permanently from the workforce, having reached your preservation age. Your balance may also be paid to you if you leave your employer after age 60 irrespective of whether you are retiring permanently from the workforce.

Once you attain age 65 you can access your super funds even if you have not yet retired from the workforce. Retirement benefits are paid as a lump sum. Or You can stay in the fund as a Hostplus member or otherwise join the Hostplus Pension and continue to enjoy the benefits of being a Hostplus member in retirement. And in the event of your death, the remaining balance of your account can be paid to your dependants, estate or if neither is available to other beneficiaries, subject to the law's requirements.

#### Unrestricted non-preserved benefit when you have not reached a condition of release

You may withdraw the unrestricted unpreserved benefit at any time regardless if you have met a condition of release. You are not obliged to take this benefit as there may be tax implications and if you want you can simply retain your benefit in the fund. Resignation benefits are generally paid out as a lump sum. Check your latest Hostplus superannuation statement to find out if you have an unrestricted unpreserved benefit component.

## Termination of employment benefit

You may withdraw your super if you stop working for a standard employer-sponsor who contributes on your behalf to Hostplus, and you have a total preserved benefit of less than \$200 at the time of the termination. You must be an Australian citizen or permanent resident.

## Death, Total & Permanent Disability (TPD) and Terminal Illness benefit

In the event of your death, your account balance and any insured benefit (if applicable) will be paid to your dependents or legal personal representatives.

See section [2.9 Death benefit nominations](#).

If you become totally and permanently disabled or a terminal illness exists (and you provide the trustee with the required documentation) you may be eligible to receive your account balance and any insured benefits (if applicable) before your preservation age is attained.

Death, TPD and terminal illness benefits can be paid as a lump sum or a pension.

## Income protection benefit

If you have income protection and are temporarily totally disabled or partially disabled, you may be eligible to receive income protection benefits. Income protection benefits are generally paid on a monthly basis. To find out more about insurance cover, go to [Section8: Insurance in your super](#)

## 2.14 Proof of identity

### 2.14.1 What are the proof of identity requirements when I rollover or withdraw my benefits?

Under the Anti-Money Laundering and Counter Terrorism Financing Act (AML/CTF Act) superannuation funds are required to identify, monitor and mitigate the risk that the fund may be used for the laundering of money or the financing of terrorism. Because of this you may be required to provide certified proof of identity before you withdraw, rollover your benefit from the fund or commence an income stream<sup>^</sup>. You will need to provide identity documents when you are rolling to a SMSF. At a minimum, you may be required to provide the fund with evidence that verifies your full name, your date of birth, and your residential address.

In the event of a death claim, we would also require documentation to verify dependants and/or legal personal representatives' identities. These may include, but are not limited to, certified copies of marriage certificates, wills, birth certificates and letters of administration.

The trustee also reserves the right to request additional information. If you do not provide this information your payment may be delayed or refused.

<sup>^</sup> Generally, identity documents are not required if you are rolling over between APRA regulated funds.

### 2.14.2 Providing proof of identity

When submitting forms to Hostplus Executive you may be required to provide documentation so we can prove you are the person to whom the superannuation belongs to. You are required by law to provide certified copies of proof of identity documents in certain circumstances. (For example: when withdrawing your benefit).

Please ensure the person certifying your proof of identity has no connection to any organisation you are using to assist you in obtaining access to your super e.g. your financial adviser or accountant, is someone other than yourself and is not anyone who will benefit from your application for withdrawal of your benefit.

We are required to utilise the SuperTICK service provided by the ATO to validate member information when processing rollover requests. As a result we will only contact you if we have been unable to validate your information or if you have requested a rollover to a Self-Managed Superannuation Fund (SMSF). In these circumstances you may be required to provide evidence that verifies your full name, date of birth and residential address before we process your request. To help you provide the right documentation, please take a moment to carefully read the information provided below:

- ***Part A - What supporting documentation is required?***
- ***Part B - How to certify a document***

## **Part A – What supporting documentation is required?**

For all cash withdrawals or rollovers to Self-Managed Super Funds (SMSFs) please submit documents from the list below:

### **Option A**

Certified copy of any ONE of the following documents:

- Current drivers licence or learners permit issued by a State or Territory of Australia with your photograph (both sides).
- Current passport issued by the Commonwealth of Australia that has not expired within the past two years. (Information and photo page)
- Foreign passport or similar travel document containing a photograph and the signature of the person that has not expired within the past 2 years (documentation not written in English must be accompanied by an English translation prepared by an accredited translator (National Accreditation Authority for Translators and Interpreters (NAATI))
- Card issued under a State or Territory for the purpose of containing a photograph of the person
  - Proof of age card or Key pass
  - Dept. of Defence ID
  - Police ID
  - Firearms/ shooting licence
  - Waterways/ boat licence
  - Working with children license

OR

## Option B

Certified copies of any one of the documents from List 1 and a certified copy of one of the documents from List 2 :

### List 1

- State or Territory Gender Recognition Certificate or Recognised Details Certificate
- Birth certificate or birth extract issued by a State or Territory of Australia
- Citizenship certificate issued by Commonwealth of Australia; Foreign Citizenship Certificate (translated into English if required by a translator accredited by the National Accreditation Authority for Translators and Interpreters (NAATI))
- Australian Visa
- Medicare Card
- Immigration Card – Permanent Residence Evidence Card (PRE), Evidence of Immigration Status Card (EIS) Certificate of Identify (COI) – Certificate of Evidence of Residential Status (Form 283) issued by the department of Immigration and Citizenship (DIAC)
- Foreign drivers licence (both sides and translated into English if required by a translator accredited by the National Accreditation Authority for Translators and Interpreters (NAATI))
- Employee ID card issued by a government authority or public service
- One of the following Centrelink Pension Cards:
  - Health Care Card
  - Commonwealth Seniors Health Card
  - Pensioner Concession Card
  - Interim Concession Card

### List 2

- Government benefits notice (less than 12 months old)
- Utility bill (less than 3 months old)
- A current debit/credit card
- Car registration notice (less than 12 months old)
- Rates notice from local council (less than 12 months old) containing your name and residential address
- Notice issued by Federal, State or Territory government or local council (within the past 12 months) containing your name and residential address

For members under the age of 18:

- Learners permit
- Student Card (Photo ID)

- A notice issued by a school principal that records the period of time the individual attended the school (issued within the last 3 months)

### **Important Information for Indigenous Australians**

If you are a member with Indigenous Australians and/or Torres Strait Islander heritage and unable to meet the supporting document requirements mentioned in option A and B, please refer to [hostplus.com.au/super/about-us/rap](https://hostplus.com.au/super/about-us/rap) for alternative identification requirements.

### **What if I recently changed my name or I'm signing on behalf of a member?**

Your name must be the same as shown on your proof of identity. If you have changed your name you will need to provide a certified copy of what is called a 'linking document'. A linking document is a document that proves a relationship exists between two (or more) names. If you are signing on behalf of another Hostplus member, you will also need to provide a linking document. The linking document you provide must be certified or it can't be accepted. Examples of linking documents are:

#### **Change of name**

As part of the identification process you will need to verify your identity by providing either one document from OPTION A or two documents from OPTION B:

And

A certified copy of any one of the following documents:

- Marriage Certificate
- Divorce Certificate
- Deed poll or change of name certificate from the Registry of Births, Deaths and Marriages
- Notice of assessment from the Australian Taxation Office (less than 24 months old) – this). Document does not need to be certified if provided through the MyGov portal

#### **Change of DOB**

As part of the identification process all members will need to verify their identity by providing either one document from OPTION A or two documents from OPTION B:

And

A certified copy of any one of the following documents:

- Birth Certificate
- Drivers licence
- Passport

**Note:** Only the one verification document is required in this instance

#### **Change of Gender**

Please provide either of the following:

- 1 statement from a Registered Medical Practitioner or Registered Psychologist verifying your gender
- 2 valid Australian Government travel document, such as a valid passport specifying your preferred gender

- 3 State or Territory Birth Certificate which specifies your preferred gender or
- 4 State or Territory Gender Recognition Certificate or Recognised Details Certificate showing a State or Territory Registrar of Birth, Death and Marriages has accepted a change in sex.

We will not be able to update your gender details if you have not provided one of these documents.

#### Signing on behalf of a minor

As part of the identification process you will need to verify their identity of any minor you are signing on behalf of by providing either one document from OPTION A or two documents from OPTION B:

If the member is under the age of 18 the parent or legal guardian will need to sign the application on the member's behalf and provide one of the following certified documents:

- Birth certificate
- Power of Attorney
- Guardianship papers

## ***Part B – How to certify a document***

### **What is a certified copy?**

A certified copy is a copy of an original document, which has been certified and signed by a person who is authorised to certify that it is a true and correct copy of the original.

### **How do I obtain a certified copy of a document?**

You will need to take your original document(s) and a clear and legible photocopy of both sides of the original document to a person who is authorised to certify proof of identity documents.

### **What do the certifiers need to do?**

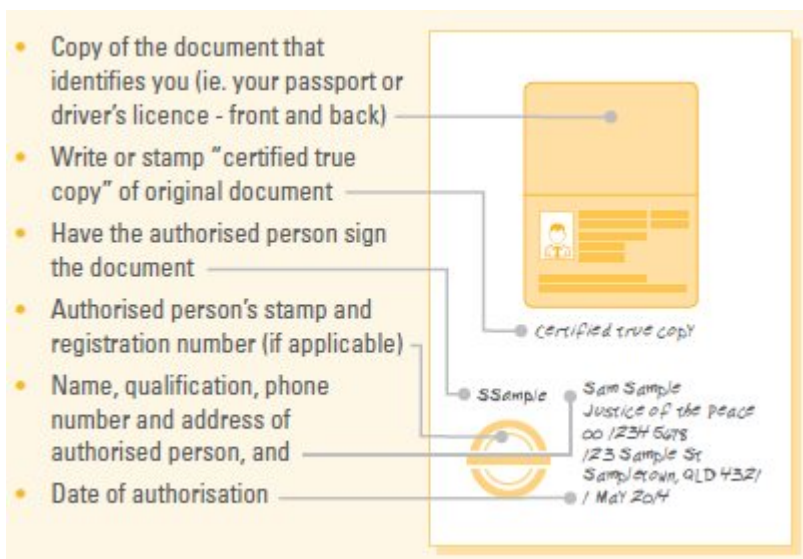
The certifier will need to compare your copy with the original, then stamp or write 'This is a true and correct copy of the original'.

On every page of your proof of identity the certifier must include all of the following:

- signature
- name
- address
- occupation
- phone number
- date of authorisation
- authorised person's stamp and registration number (if applicable).

What does a certified identity document look like?

This is what a certified proof of identity document should look like:



### Find someone to certify your documents

Only certain people are authorised to certify identification documents. Many of the more common occupations are listed below:

- Police officer
- Agent of the Australian Postal Corporation who is in charge of, or a permanent employee with two or more years of continuous service with, an office supplying postal services to the public
- Pharmacist
- Chiropractor
- Dentist
- Legal practitioner
- Medical practitioner
- Nurse
- Optometrist
- Physiotherapist
- Teacher employed on a full-time basis at a school or tertiary education institution
- Veterinary surgeon
- Bank, building society, credit union or finance company officer with two or more years of continuous service
- Justice of the Peace
- Notary public.

For a complete list of people permitted to certify documents go to [hostplus.com.au/id](https://hostplus.com.au/id).

### Member residing overseas

For members residing overseas, the persons who are authorised to certify identification documents are:

- An Australian Consular Officer or Australian Diplomatic Officer (within the meaning of the Consular Fees Act 1955).



- An employee of the Commonwealth or the Australian Trade Commission who is authorised and exercises his or her function in that place.
- A person authorised as a notary public in a foreign country.
- Any person who is in a country or place outside Australia and is currently licensed or registered in Australia (under a State or Territory law) to practice in an occupation listed in Step 5 above.

Members residing overseas must have their identification documents certified by a person who has an Australian connection (as set out above). Any documents certified by a person who is licensed or registered to practice in an occupation listed above in a foreign country (and not in Australia), or who holds a position in a foreign country, will not be accepted by Hostplus (except for a foreign notary public).

#### **Important note**

- All pages of your proof of identity documents must be certified.
- The certification must be on the copy of the document, not on the back of the page or a separate page attached to the document.
- The certified copies of your proof of identity documents must contain an original signature. Faxed or emailed copies will not be accepted.
- If any documents are written in a language other than English, they must be accompanied by an English translation prepared by an accredited translator.
- Documents certified more than 12 months ago will not be accepted.
- The person certifying your documents can not be the benefactor or be connected to any organisation you are using to assist you in obtaining access to your super, even if they are authorised to certify documents.

If these conditions are not met, Hostplus Executive will be unable to process your request.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198, Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 3. Benefits of investing with Hostplus**

## Section 3. Benefits of investing with Hostplus

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

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We're the executive superannuation product within Hostplus, the industry superannuation fund for the hospitality, tourism, recreation and sport industries.

Being part of an industry fund, we offer low fees, tailored insurance arrangements, we don't pay commissions to financial advisers and we're run to benefit our members.

Hostplus Executive receives accolades - from SuperRatings: Platinum, their highest possible rating. And from Chant West: their top 5 Apples Corporate Super rating.



And regardless of whether you change jobs or leave the industry, you can always stay with **Hostplus Executive** and continue enjoying the benefits of being a member. In fact, we can help you plan at every stage of life, even to retirement - with the Hostplus Pension Plan.

Hostplus Executive is authorised to offer a MySuper product (Balanced investment option) a straightforward option that suits most members. You'll find our MySuper Product Dashboard at [hostplus.com.au/dashboard](https://hostplus.com.au/dashboard).

### 3.1 We're run to benefit our members

At Hostplus Executive, we don't pay commissions to financial advisers. Not one cent. Our industry fund heritage also means we don't have shareholders in the traditional sense. Instead, Hostplus Executive is run to benefit members.

### 3.2 We offer low administration fees

With no shareholder dividends to pay – and because we refuse to hand out trail commissions for planners and advisers – we have no reason to charge high fees. Our administration fee is a, competitive \$1.50 per week plus investment expenses.

### 3.3 Competitive returns

We aim to achieve competitive, long-term investment performance for members.

Our Balanced investment option is ranked in the top quartile over 5, 7, 10, 15 and 20 years to 31 December 2020 (SuperRatings Fund Crediting Rate Survey - SR50 Balanced (60-76) Index, January 2021).

Past performance is not a reliable indicator of future performance

### 3.4 Competitive insurance cover

Right now, your most valuable assets are your health, family and your income earning potential. Protecting these assets is an important part of a smart financial plan.

So Hostplus Executive gives you access to three key types of insurance cover:

- Death and Total & Permanent Disability insurance cover,
- Death Only insurance cover, and
- Income Protection (also known as Salary Continuance) insurance cover.
- Any death insurance includes Terminal Illness cover.

Some employers make their own special insurance arrangements with Hostplus Executive on behalf of their employees. Hostplus Executive also gives employers the option to really add value to members' total benefits packages by allowing them to fund all or part of their insurance cover. If this is the case, you will be advised of these arrangements by your employer and/or in your welcome letter.

If your employer hasn't made insurance arrangements or you have opted out of your employer's insurance arrangement with Hostplus Executive, you will generally receive default cover.

If you are eligible, Hostplus automatically provides insurance to members aged between 11 and 69 years old of age.

Refer to [Section 8 Insurance in your super](#) for further information on our insurance offering.

### 3.5 Your investment strategy – your choice

Hostplus Executive gives you a choice from a wide range of investment options, offering a variety of investment strategies to suit your investment time frame, long-term goals and risk profile – from growth asset classes, (like shares and property), to defensive asset classes, (like fixed interest and cash).

**Choiceplus** allows you to invest in Australian shares (S&P/ASX 300 index), selected Exchange Traded Funds (ETFs) and Listed Investment Companies (LICs) and term deposits. You can register for **Choiceplus** through your [Member Online](#).

To choose how your super is invested, make your investment choice online through your **Member Online** account at [hostplus.com.au/executive](https://hostplus.com.au/executive).

You can always change your investment choice free of charge.

If you prefer not to choose at all, we'll invest your contributions in our Balanced (default) investment option.

### 3.6 Member Online – your online super account at Hostplus Executive

With Hostplus Executive, you can check and manage your account details online via **Member Online** at [hostplus.com.au/executive](https://hostplus.com.au/executive), 24 hours a day, seven days a week.

Naturally, your account is protected by it's own password which you will set up during registration.

#### Review your account balance and investments

Get an estimate of your account balance, and review your transactions for the previous two reporting periods. See how your investment has progressed over the years and in which investment options you have invested your super.

Your **Choiceplus** investments can be monitored through the dedicated online **Choiceplus** platform accessed via your [Member Online](#) account.

#### Make an investment choice online

Change how your existing balance and future contributions and/or rollovers are invested.

## Top-up your super

Make additional contributions to your Hostplus Executive account, quickly and easily, by BPAY® and direct debit.

## Update your personal details

Advise us of changes to your personal details, including a change of address or beneficiary, or notification of your Tax File Number.

## 3.7 Financial Planning

Good advice now can make a lifetime of difference later. Because we care about your financial future, we encourage you to seek expert financial advice about super.

That's why Hostplus Executive members can access high quality, low cost financial advice by Hostplus financial planners licensed by Industry Fund Services Ltd (IFS) ABN 54 007 016 195, AFSL 232514.

All Hostplus planners are fully qualified and are authorised representatives of IFS under its Australian Financial Services Licence. These Hostplus planners can be found in each state.

Hostplus planners are not paid commissions, leaving them free to recommend strategies that are appropriate for you.

### *Initial fact-finding consultation*

When you join Hostplus, you're entitled to a fact-finding consultation with Hostplus planner, included in your membership.

It's simply one way we can help you along the road to a super retirement. No personal financial advice is given, but it will help you decide if you need to go further.

### *Commission-free, expert, easy-to-understand advice*

In addition, if you wished to, you could receive comprehensive advice, in plain English, about a range of financial issues including:

- **budgeting** – so you can take control of your money.
- **investment options/strategy** – so you can maximise your money.
- **insurance** – so you're properly protected.
- **tax** – so you get back what you're entitled to.
- **super** – so you can enjoy a comfortable retirement.

Importantly, a financial planner can help develop a financial plan tailored to your current lifestyle and future financial goals. And naturally, they can help you review and refine your plan down the track, so it keeps pace with the changes in your life.

Members who choose to engage the services of a Hostplus planner, will receive a fixed quote before proceeding with personal advice services. This quote will be provided once the Hostplus planner has understood and agreed with your specific advice requirements. Some examples of services are:

- Member investment choice

- Member insurance
- Super contribution eligibility
- Super splitting advice
- Super retirement projection
- Full 'super only' financial plan (all of the above)
- Personal rollover plan
- Transition to retirement advice
- Retirement plan
- Review of personal circumstances

These fees are only deducted when you seek advice and provide approval of the deduction on an 'as needed' basis. Fees may be subject to change and, if so, you will be advised when you seek financial planning advice.

As a Hostplus Executive member you can pay these advice fees directly from your superannuation account, for superannuation related financial advice and plans only (as opposed to full financial plans), subject to conditions as per below:

- you can elect to deduct all or a portion of the advice fee from your Hostplus Executive account to cover the cost of personal advice where it relates solely to your interest in Hostplus Executive (subject to an annual cap of \$3,000), and
- you must retain a minimum of \$6,000 in your Hostplus Executive account after the deduction of the fee is applied.

To reserve your appointment with an a Hostplus financial planner, please call Hostplus Executive on **1300 467 785**.

### 3.8 Communicating with you

On joining, you will receive your welcome kit with membership card. Any disclosure required to be provided to you by law will be made available on the website or other Hostplus digital facilities.

Hostplus issues Half Yearly Statements for the periods ending 31 December (generally available in March) and 30 June (generally available in September) showing all transactions, switches and beneficiary details. You can view the Half Yearly Statements on Member Online.

We will let you know via your nominated contact details when your statement is available and how you can access it. If you would prefer us to mail your full statement to you, you may opt out any time by calling us on 1300 467 875, or updating your communication preferences on Member Online.

If you opt out within seven days of the date of this notification, any disclosures already delivered digitally will be sent to your nominated contact details\*.

Confirmation of investment transactions will also be made available to you via Member Online.

You can access our annual report online at [www.hostplus.com.au](http://www.hostplus.com.au) which is available between September and December each year.

In the event of significant change to products and services relating to your account Hostplus will email you the details relating to the changes. If we do not hold your email address we will write to you.

You may receive occasional marketing communications from Hostplus to keep you up to date on products and services (for which you can opt out).

\* We can send notification and disclosures to you at a different electronic or postal address. Please update your contact details by calling us or logging into Member Online.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198, Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 4.**

# **Risks of super**



## Section 4. Risks of super

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

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Your super benefits are subject to investment risks and can change in value. Each investment option has different risk characteristics and volatility. Net investment returns can have a positive or negative effect on your account balance depending on investment performance.

Risks can be divided into the following main categories:

### 4.1 Investment risks

All investments are subject to varying risks and can change in value. There are risks in choosing to invest in superannuation and each investment option has different risk characteristics and volatility.

See [\*\*Section 5: How we invest your money - 5.10 Risk versus return\*\*](#)

The most significant risks are:

- inflation risk - inflation may exceed the return on your investment - inflation is measured by the Consumer Price Index (CPI). Where the CPI increases, money has less purchasing power. When an investment provides a lower return than the increase in inflation, it actually loses value in terms of purchasing power. Therefore, it is important to invest in assets that are expected to generate returns in excess of inflation over the medium to long term.
- market risks - economic, technological, political or legal conditions and even market sentiment can change and affect the value of investments.
- changes in interest rates - interest rate changes can have a positive or negative impact on investment returns across asset classes.
- foreign exchange - if we invest in other countries there is a risk their currencies could change in value relative to our dollar and so, increase or reduce the value of the investment.
- investment styles - when choosing individual fund managers, varying investment styles will perform differently depending on the markets and other factors.
- risks associated with each individual investment - including the risk of financial loss. Individual investments can fall in value for many reasons. For example:
  - Australian shares - inflation, interest rates and changes in market conditions will all have an effect on the value of shares, as does the performance of the company itself.
  - International shares - the risks relating to international shares are the same as for Australian shares. There are also additional risks relating to exchange rates and currencies, and political risks associated with investing in that country.
  - Property - returns on property rely on general economic factors such as inflation, interest rates and employment, as well as factors unique to the property such as its location and quality.
  - Australian fixed interest - changes in interest rates in particular will have an impact on fixed interest investments so that, if interest rates change during the term of a loan, there could be capital gains or capital losses. Depending on the nature of the issuer of the investment, there is a varying level of risk that the

borrower may default on repayment of the loan.

- International fixed interest - similar to Australian fixed interest but with additional risks associated with exchange rates and currencies, and political developments.

Each asset class and investment option has its own level of risk and return. Typically, the greater an investment risk, the greater its potential return over the long term.

It is wise to seek professional advice when making decisions about selecting and changing your investment options as each option has a different risk/return profile.

**[Find out more at hostplus.com.au/financial-planning](https://hostplus.com.au/financial-planning)**

Other risks may also affect the accessibility or value of your investment with any super fund. These include:

- liquidity risks - this refers to the ability to convert an investment into cash with little or no loss of capital and minimum delay. Some investments, such as direct property and private equity, are relatively illiquid. As such, the fund makes these investments for the long term and limits the exposure of any investment option to these sectors.
- security specific risks - where an individual company or asset fails, for example through bankruptcy, fraudulent activity or the business environment in which it operates, the value of the investment can fall sharply.
- derivatives risks - derivatives are used by the PST for many purposes, including hedging to protect an asset against market fluctuations, reducing costs of achieving a particular market exposure, and specifically using derivative overlays to manage the PST's exposure to foreign currency movements against the Australian dollar. Hostplus has appointed various external investment managers who can directly invest in derivatives in order to assist with the effective management and protection of Hostplus assets. To satisfactorily manage this risk we set appropriate terms, levels of usage and constraints. Hostplus also obtains confirmation from these investment managers that they have the appropriate risk management processes in place in relation to the use of derivatives.
- market failure - there is a risk of broad market failure or significant financial collapse that affects investments broadly. Such events are outside the control of the trustee. Consequently, even long term investors like superannuation fund members should be mindful of the risk that if such high impact events occur, their benefits may be less than the total amount of contributions invested.

## **4.2 Operational risks**

Operational risks include the possibility of:

- adequacy of resources (Human, Financial and Technological)
- business continuity / disaster recovery,
- fraud and theft,
- administrative errors,
- inappropriate advice,

Most operational risks can be controlled by the trustee through their internal control framework.

The trustee has a compliance and risk management program in place to manage these risks. In addition to the Operational Risks that may arise, there is also the possibility for legal or legislative risks to occur. These risks include:

- superannuation legislation changes that may affect your benefit or ability to access a benefit,

- taxation changes that may affect the value of your investment,
- economic or political climate changes,
- Government policy and law changes,
- particular events being excluded from insurance cover,
- insurance terms changes, or
- a fund's termination, the trustee being replaced or investment managers changing.

### 4.3 Investment risk measure

The Standard Risk Measure (SRM) has been adopted to assist members in comparing investment options (both within and across superannuation funds) using a simplified risk measure.

The SRM is based on industry guidance (SRM implementation guidance for Trustees issued by the Financial Services Council 'FSC' & the Association of Superannuation Funds of Australia 'ASFA') to allow members to compare investment options that are expected to deliver similar negative net investment returns over a 20 year period.

The SRM is not a complete assessment of all forms of investment risk; for instance, it does not detail what the size of a negative return could be or the possibility of returns not being adequate to meet a member's investment objectives. Further, it does not take into account the impact of administration fees and tax on the likelihood of a negative return.

Members should still ensure they are comfortable with the risks and potential losses associated with their chosen investment option/s.

#### Risk measures and categories

Relevant risk label	Level of investment risk - estimated number of negative net investment returns over a 20 year period
Very low	Less than 0.5
Low	0.5 to less than 1
Low to medium	1 to less than 2
Medium	2 to less than 3
Medium to high	3 to less than 4
High	4 to less than 6

Very high	6 or greater
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This risk measure is applicable to all of our investment options with the exception of **Choiceplus**.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198, Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 5.**

# **How we invest your money**

## Section 5. How we invest your money

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

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It's now time to think about your investment options and building a secure future to help you afford the lifestyle you want when you retire. Your contributions will be automatically invested in the **Hostplus Balanced option** – our default investment option – unless you choose a different investment option.

We encourage you to take an active interest in how your super is invested. It's your money, after all. That's why we offer a wide range of investment options to suit your investment objectives. And why we offer a fact-finding consultation for your super from a licensed financial planner when you join.

Read on to find out more and also discover how you can add more to your super – a little extra now could mean a lot extra later.

### The Hostplus Pooled Superannuation Trust (PST)

The Hostplus Superannuation Fund invests via a Pooled Superannuation Trust ("PST") which is a type of unit trust regulated by the Australian Prudential Authority, and is used to facilitate the investment of assets of many superannuation funds, other PSTs, and other specified entities.

### 5.1 Making an investment choice

To help you understand the importance of having the right investment mix, read our Introduction to investing at [Section 5.7](#), then compare our investment options: [pre-mixed options](#), [sector investment options](#), [individual manager options](#) and [Choiceplus](#).

You can choose how your super is invested online through your **Member Online** account at [hostplus.com.au/executive](https://hostplus.com.au/executive). **Choiceplus** investments can be chosen through the dedicated online **Choiceplus** platform accessed via your [Member Online](#) account.

If you don't make an investment choice, we'll invest your super in our [Balanced option](#).

### 5.2 Options for investing your account balance

**Change your existing investment option only** – this means that only your current balance will be invested in the investment option of your choice. All future contributions and/or rollovers will be applied to the future investment option\*.

**Change your future investment option only** – this means that only your future contributions and/or rollovers will be invested in the investment option of your choice. The investment strategy applying to any current balance will not be altered. All future contributions and/or rollovers will be applied to your future investment option\*.

**Change your future investment option and existing investment option** – this means that all your current balance and future contributions and/or rollovers will be invested in the investment option of your choice. All future contributions and/or rollovers will be applied to your future investment option\*.

**Make a one-off contribution or rollover investment choice only** – this means that your one-off contribution or rollover will be invested in the investment option of your choice. The investment strategy applying to any current balance or your selected future contributions and/or rollovers will not be altered and all future contributions and/or rollovers will be applied to your future investment option\*.

Please note that if you request a switch of your existing balance at any time after a one-off contribution or rollover, these monies will be considered part of your existing balance and will subsequently be moved in accordance with your switch request.

\*Taxes, fees and costs incurred on your account are deducted from your nominated future investment option. If you do not have sufficient funds in your future investment option, these will be taken proportionally from your other investment options as applicable.

### 5.3 How your investment choice works

When you make a choice, Hostplus does not acquire an interest in the investment option on your behalf. Instead, you are notionally invested in the investment option. As part of our investment strategy, we would have predetermined an amount to be invested with any particular investment manager. Therefore, we have pre-existing contractual relationships with our underlying investment managers. We select managers and invest money with them via direct investment mandates or pooled trusts.

Accordingly, the investment managers provide the trustee with financial services. But they do not have a contractual relationship with our members.

Hostplus members can see the value of their investment options reflected in the unit price. The unit prices for each investment option are calculated by dividing the value of the net assets in the option by the number of units on issue, after allowing for fees (including fees paid to investment managers) and taxes. The Fund does not charge a buy-sell spread.

For example, Hostplus may have invested \$10 million in Australian Shares. A member then exercises investment choice, and directs us to invest \$10,000 of their account balance in that investment option. We do not invest a further \$10,000 (on top of the \$10 million already invested), but notionally allocate the net investment returns received from that investment option to the member's account.

We may in our absolute discretion vary the available investment options from time to time by adding or removing investment options.

Please refer to [5.21 Change of investment managers](#) for further information on what happens if we change an individual investment manager.

### 5.4 Choose one or more investment options

You can choose one or more of any of the investment options. For example, you can have 50% notionally invested in Shares Plus (Pre-mixed option), 25% in Property (Sector investment option) and 25% invested in Paradise Investment Management (Small Cap) (Individual manager option). The only requirement is that you must have a minimum of 1% in any selected option. For information about our direct investment option **Choiceplus**, see the [Choiceplus guide](#).

Three easy steps to help you make your investment choice

1	Learn how the process works by reading this section and determine your investment style.
2	Take a look at the investment options offered by Hostplus.
3	Make your investment choice online through your <b>Member Online</b> account at <a href="https://hostplusexecutive.com.au">hostplusexecutive.com.au</a>

Please ensure you consider your individual portfolio (including assets/investments outside of superannuation) to minimise risks associated with investments that are not diversified in their own right.

Hostplus Executive members can access high quality, low cost financial advice by Hostplus financial planners licensed by **Industry Fund Services Ltd**. Find out more about **Industry Fund Services Ltd**, ABN 54 007 016 195, AFSL 232514 at [hostplus.com.au/executive/advice](https://hostplus.com.au/executive/advice)

## 5.5 Switching between investment options is easy and free

With Hostplus, you're not locked into an investment option once you've made a choice. After all, your circumstances may change, your investment outlook may change or you may simply want to opt for a different approach. Switching is easy and free.

You can switch between investment options daily. Switch requests between investment options must be received before 4.00pm (AEST/AEDT), otherwise they are considered to have been received on the following national business day. However, the calculation of unit prices takes two national business days, and therefore the unit prices at which your switch has been transacted will only be available to you two national business days after receipt of your requested investment switch.

You can indicate your switch online through your **Member Online** account.

## 5.6 Multiple switch requests

In the case of multiple investment switch requests received in the same day, including cash transfers to or from **Choiceplus**, your latest request received will apply. Where you have made an investment switch or cash transfer request as well as a benefit payment request in the same week, the benefit payment instruction will override the investment switch or cash transfer and therefore your existing investment choice will apply. In the case of a partial benefit request, it will also override the latest investment switch or cash transfer for that partial amount.

## 5.7 An introduction to investing

Before making your investment choices, you should consider:

- your attitude to risk and return.
- your age and how long you will be investing for.
- how prepared you are to accept variable returns in the short term in the interest of possibly getting a better potential long term result.
- your attitude to the different types of investments.
- other investments you may have and your future financial plans.

It also pays to do your homework. You could start with a licensed financial planner.



## 5.8 What are asset classes?

You can invest your super in different types of assets. An asset is an investment used to gain a return. Assets are divided into asset classes such as cash, fixed interest, property, infrastructure, equity and other (alternatives). They are generally described as 'growth' or 'defensive'.

- **Growth assets.** Growth assets generally provide relatively higher returns over the longer term with a corresponding higher level of risk (increased chance of a negative return and volatility). A high proportion of their returns are derived from capital growth. Examples include shares and some property investments.
- **Defensive assets.** Defensive assets generally are lower risk (less chance of a negative return), with a corresponding expectation of lower returns over the longer term. A high proportion of their returns are derived from income (cash) flows. Examples include cash, term deposits and some fixed interest investments. Some asset classes, such as infrastructure, property and alternatives may have growth and defensive characteristics.

Where assets such as infrastructure, property and alternatives derive a high proportion of their returns from strong income (cash) flows rather than capital growth, these assets may be classified as defensive. Where they derive a high proportion of their returns from capital growth rather than income (cash) flows these assets may be classified as growth.

Investment markets are difficult, if not impossible, to predict. Often, different asset classes will not all perform well or poorly at the same time because they react differently to influences such as economic growth, inflation, interest rates and exchange rate movements. A change which is positive for one asset class can have a negative effect on another.

## 5.9 Basic asset classes make up your investment portfolio

	Equity	Infrastructure
What is it?	Represents an ownership interest in a business, trust or partnership. Equity investments include shares and private equity.	
	<p><b>Shares</b></p> <p>Represent part-ownership of a company through holding shares.</p>	<p><b>Private equity</b></p> <p>Private equity involves investments in entities or vehicles that are not listed on a stock exchange. They can be based in Australia and overseas.</p>
How does the investment work?	Because shares represent a part of the company, returns vary according to how the company performs. Returns can come in two ways – dividends paid to shareholders (revenue) and the increase in value of the shares (capital gain). Shares can also decrease in value resulting in a capital loss.	<p>Investments in infrastructure can be through direct investments in single assets, listed or unlisted pooled funds and investment through a fund of funds vehicle.</p>

<b>What's the risk/return?</b>	<p>Inflation, interest rates, exchange rates (for international shares) and changes in market conditions will all have an effect on the value of shares, as does the performance of the company itself.</p> <p>Shares are considered the highest risk investment because they may experience significant changes in value. Despite their short-term volatility, shares have traditionally provided higher returns to investors – over the longer term – than all other asset classes.</p>	<p>The private equity market is less efficient and less regulated than the listed market. This inefficiency creates opportunities for skilled managers to add value. Given the greater risk associated with private equity, a return premium of at least 4 – 5% above listed markets is generally considered necessary.</p>	<p>The investment objective for investing in infrastructure is typically to provide returns of inflation plus 6 – 8% per annum, but with the chance of a return that's lower than Australian and international shares, over a 5 – 10 year term.</p>
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	<b>Property</b>	<b>Fixed interest</b>	<b>Cash</b>	<b>Other (Alternatives)</b>
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<p><b>What is it?</b></p>	<p>Represents an investment in real estate where the earnings and capital value are dependent on cash flows generated by the property through sale or rental income.</p> <p>The investment in property could be made either directly or via property trusts.</p>	<p>Represents a loan, placement or debt security. Loans are financial assets that are created when a creditor lends funds directly to a debtor, and are evidenced by documents that are non-negotiable. Placements are liabilities of entities not described as authorised deposit-taking institutions, e.g. State treasuries. Debt securities are securities which represent borrowed funds which must be repaid by the issuer with defined terms including the notional amount (amount borrowed), an identifiable return and maturity/renewal date.</p>	<p>Represents cash on hand and demand deposits, as well as cash equivalents. Cash equivalents represent short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.</p> <p>Cash investments may include deposits in a bank, investments in short-term money markets and other similar investments.</p>	<p>Almost any non-traditional investment strategy could be classified as an alternative investment. For example, hedge funds or credit investments (see section <a href="#">5.15 . Investment terms in plain English</a> for further information on Hedge Funds and Credit investments).</p>
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<b>How does the Investment work?</b>	<p>There are two ways that property can provide returns – by earning rental income (revenue) or by increasing in value over time (a capital gain).</p> <p>Property can also decrease in value resulting in a capital loss</p>	<p>The investment is used to finance the operations of Governments, organisations or businesses, and is paid back on an agreed date with interest, which is also agreed or 'fixed' before the loan commences.</p>	<p>Cash investments, such as your own bank account, don't necessarily earn high returns, but they are usually very stable.</p>	<p>Alternative investments generally aim to achieve a return objective, rather than to outperform a specific sector goal.</p>
<b>What's the risk/return?</b>	<p>Property is considered a moderate to high risk investment. Returns rely on general economic factors like inflation, interest rates and employment, as well as location and quality. While returns are generally higher than cash or fixed interest, the value of property investments is also liable to change suddenly.</p>	<p>Fixed interest is seen as a moderate risk investment. If interest rates change during the term of the loan, there will be capital gains or losses. Fixed interest investments are generally less volatile over the short term than property or equity.</p>	<p>Cash is considered to be the lowest-risk investment because of its limited potential to rise and fall in value over the short term. However, this perceived safety comes at a price – cash investments typically may not earn enough to meet long-term goals like retirement.</p>	<p>Alternatives aim to produce returns in excess of cash over the long term. However its volatility over the long term is generally higher than that of fixed interest.</p>

## 5.10 Risk versus return

Risk and return are related, so the lower the risk usually the lower the expected return (or the lower the likelihood of a negative return). For a higher possible return, you increase the risk and the possibility of a negative return from year to year.

Hostplus investment options contain a mix of asset classes, to achieve their different risk/return objectives. Choosing to invest in sector investment options puts you in charge of selecting percentages of asset classes in your portfolio, depending on your investment objectives.

## 5.11 Asset classes are invested according to a style

Just as the different asset classes explain some of the different types of investments, there are many investment styles that describe how an investment is made, not just the form it takes. Here are some of the more common investment styles.

**Passive:** Sometimes referred to as 'index management', passive management seeks to achieve investment performance that is equal to an index or market returns (like the S&P/ASX100, for example). Passive managers achieve this by replicating the relevant index. The investment manager does not make judgements on future market movements or which investments may grow in value, so the expenses associated with passive management are generally lower than other investment styles.

**Active:** This is the opposite of passive management and seeks to achieve returns above an index or other set benchmark. Active managers achieve this through asset allocation and investment selection. Active management is often paired with growth or value investment styles.

**Enhanced passive:** This investment style is between passive and active management. It is actively managed within the benchmark stocks but the risks are also tightly controlled. Enhanced indexing is essentially risk-controlled, active management.

**Growth:** A growth manager seeks to achieve capital gains from investments in companies they expect will have future growth in earnings. Typically, growth managers care less about price-earnings ratio and other ways of assessing the value of an investment, but focus purely on the earnings potential of an investment.

**Value:** Value managers seek to buy investments that are temporarily under-priced, and to take profits when they appear overpriced. The price-earnings ratio is a key valuation measure.

**Top-down:** A form of analysis that begins with forecasting broad economic trends, then assessing the impact on industries and finally, on individual companies. It is the opposite of bottom-up analysis.

**Bottom-up:** A form of analysis that begins with forecasting returns for individual companies, then moves to industries and finally the economy as a whole. It is the opposite of top-down analysis.

## 5.12 How the asset classes have performed

Investment markets are unpredictable. Past performance shows that over shorter periods, it's almost impossible to predict which asset class will earn the highest rate of return. However, over the long-term, growth assets, like equity, have consistently earned a higher rate of return than defensive assets such as cash and fixed interest.

Looking at the [5.13 Benchmark returns over 25 years by Traditional asset class table](#), you can see that the returns for growth assets are more unpredictable than the returns for defensive assets. Australian and international shares have usually provided the highest returns over the long-term. Clearly, someone who invested in these asset classes would have done better than someone who put all their money in cash or fixed interest over the same period.

While past performance is not a reliable indicator of future performance, it does give an insight into how each asset

class has performed.

So, while it remains true that investment markets are hard to predict, different asset classes tend not to all move in the same direction, at the same time, or at the same speed. This is because the main asset classes react differently to influences such as growth, inflation, interest rates and exchange rates. A change that is good for one asset class can be bad for another. That's why diversification is so important to investors. Using diversification you may capture the returns you want to keep, and reduce the volatility, or risk, you want to avoid.

It makes sense to diversify your investment mix – and with Hostplus it's easy. We have provided a broad range of investment options which give you the opportunity to create your own mix based on your financial needs and personal circumstances.

### 5.13 Benchmark returns over 25 years by Traditional asset class

Year ending 30 June	Australian Shares	International Shares	Property*	Fixed interest	Cash
1996	15.8%	6.7%	6.9%	9.5%	7.8%
1997	26.6%	28.6%	6.3%	16.8%	6.8%
1998	1.6%	42.2%	10.2%	10.9%	5.1%
1999	15.3%	8.2%	9.4%	3.3%	5.0%
2000	15.1%	23.8%	10.9%	6.2%	5.6%
2001	9.1%	-6.0%	10.4%	7.4%	6.1%
2002	-4.5%	-23.5%	9.9%	6.2%	4.7%
2003	-1.6%	-18.5%	11.1%	9.8%	5.0%
2004	21.7%	19.4%	11.9%	2.3%	5.3%
2005	26.0%	0.1%	13.4%	7.8%	5.6%
2006	24.0%	19.9%	17.2%	3.4%	5.8%
2007	29.2%	7.8%	19.1%	4.0%	6.4%
2008	-13.7%	-21.3%	14.7%	4.4%	7.3%
2009	-20.3%	-16.2%	-12.4%	10.8%	5.5%



<b>2010</b>	13.1%	5.2%	3.0%	7.9%	3.9%
<b>2011</b>	11.9%	2.7%	9.8%	5.6%	5.0%
<b>2012</b>	-7.0%	-0.5%	8.8%	12.4%	4.7%
<b>2013</b>	21.9%	33.1%	8.3%	2.8%	3.3%
<b>2014</b>	17.3%	20.4%	8.8%	6.1%	2.7%
<b>2015</b>	5.6%	25.2%	10.0%	5.6%	2.6%
<b>2016</b>	0.9%	0.4%	12.7%	7.0%	2.2%
<b>2017</b>	13.8%	14.7%	12.1%	0.3%	1.8%
<b>2018</b>	13.2%	15.4%	12.0%	3.1%	1.8%
<b>2019</b>	11.4%	12.0%	7.2%	9.6%	2.0%
<b>2020</b>	-7.6%	5.2%	-2.7%	4.2%	0.8%

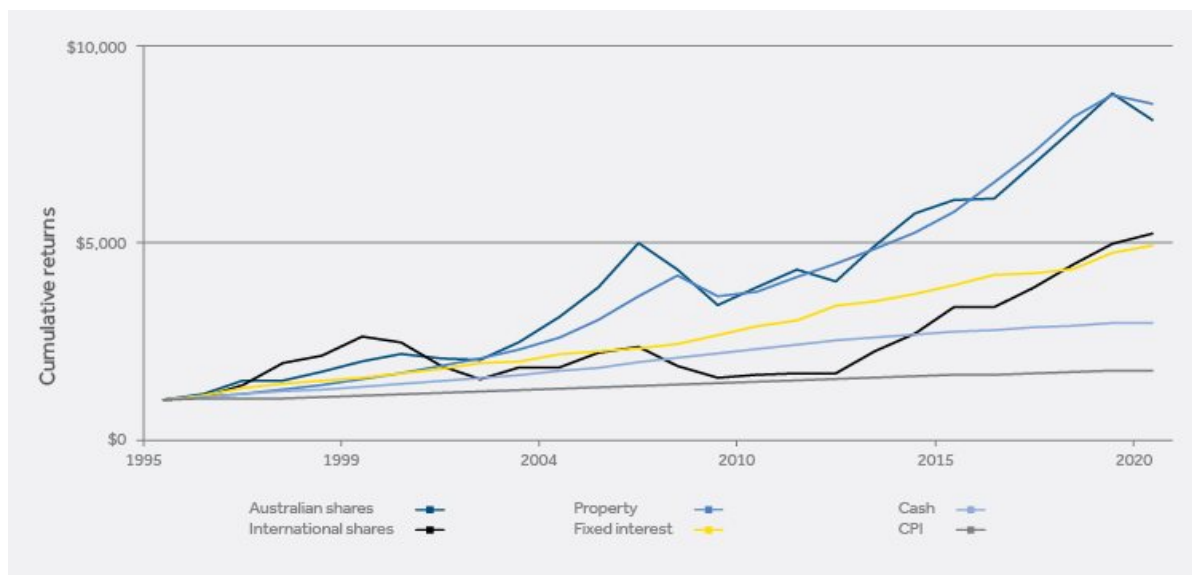
\* Property assets may have both growth and defensive characteristics. Please refer to [Section 5.8 What are asset classes?](#) for more information.

Past performance is not a reliable indicator of future performance.

Market indices: Australian shares – S&P/ASX300 Accumulation Index, International shares – MSCI World Ex-Australia Index (Unhedged), Property – Mercer Unlisted Property Trust Index, Fixed interest – Bloomberg AusBond Composite Bond Index, Cash – Bloomberg AusBond Bank Bill Index.

These indices relate to investment markets and do not relate directly to Hostplus investment options.

### Benchmark returns Cumulative value of \$1,000 invested over the past 25 years



This is an example only and assumes \$1,000 was invested on 1 July 1995 in each of the respective asset classes (using the relevant market indices – see [5.13 Benchmark returns over 25 years by Traditional asset class table](#) and all money earned has been reinvested. The valuations are nominal, don't take into account CPI, tax payable, fees or costs and are for illustrative purposes only. Actual investment returns are not guaranteed, and can be higher or lower than set out in this example. Past performance is not a reliable indicator of future performance.

## 5.14 Is time on your side?

Just because investment values fall, this doesn't necessarily mean that your investment will lose money. You don't actually lose money until you sell an investment for less than you paid for it. So, if you do have a year or two when your investment value falls, remember that if the strategy you have selected is for the long-term, then history has shown that investment markets usually go on to recover.

You wouldn't consider selling your house if market values fell for a year or two. In the same way your super is a long-term investment and you shouldn't be overly concerned with short-term fluctuations.

## 5.15 Investment terms in plain English

### Alternative Investments

Almost any non-traditional investment strategy could be classified as an alternative investment. For example, hedge funds or credit investments.

### Assets

In investment terms, assets are investments used to gain a return. Assets are generally described as growth or defensive. They are also divided into asset classes such as cash, fixed interest, property, infrastructure, equity and other (alternatives) (see [Basic asset classes make up your investment portfolio](#)).

### Asset allocation

This means the spread of investments within an investment portfolio across various asset classes. As part of the strategy of the portfolio, the asset mix is periodically rebalanced in order to maintain a long term goal for asset allocation.

### Benchmark

A standard against which the performance of a security, asset class or investment manager can be measured. For example, a share market index (which represents a broad mix of shares listed on a stock exchange) can be used as a benchmark for listed equity investments.

### Credit

Credit covers a broad range of debt that is typically issued by non-government entities. The corporate bond market

is the largest sector within credit markets and consists of debt issued by corporations. Other credit sectors include mortgage-backed and asset-backed securities. Credit ratings are typically assigned to debt issues/securities and can either be investment grade or sub-investment grade rated.

### **Custodian**

An independent organisation that safeguards the fund's assets. There are comprehensive rules governing who can issue instructions to the custodian, in particular how money can be released to investment managers.

### **Developed markets/countries**

A developed market is a country with a relatively high level of economic growth and security.

### **Diversification**

As the saying goes, it doesn't pay to put all your eggs in one basket. The same is true for investing. The key to successfully managing risk is through diversification. Diversification means spreading your investments across a range of different types of investments so you have exposure to different asset classes. This could help offset poor performance that may occur in any individual asset class. For example, if one asset class is not performing well, another asset class may be experiencing better returns helping to offset the losses of the poorer performing asset class.

### **Emerging markets/countries**

The financial markets of developing countries are known as 'emerging markets/countries'. Emerging markets can be very volatile but have strong growth potential.

### **Hedge Fund**

A fund that pools capital from a number of investors and invests in complex strategies in shares and other securities. It aims to achieve positive returns in both rising and falling markets, while using strategies to reduce the chance of loss.

### **Inflation**

Inflation is the increase in the general price level of goods and services in the economy. It is usually measured using the movements of the consumer price index (CPI).

### **Investment account**

Hostplus maintain an investment account for the sole purpose of temporarily holding investment returns and paying investment related expenses until the net investment returns can be allocated to members' accounts during the 31 December or 30 June statement periods. Hostplus does not use the investment account to smooth net investment returns from one year to another.

### **Portfolio**

A portfolio is a spread of investments across the various sectors, managed as a whole to achieve a particular investment strategy.

### **Returns**

Returns may include both the income received from the investment and/or an increase or decrease in the capital value of the investment.

### **SAA (Strategic Asset Allocation) Benchmark**

SAA is a target mix of asset classes (such as shares, property, and cash) which is used to implement an investment strategy for a fund's investment portfolio. It takes into account the portfolio's investment return objective, risk tolerance and time horizon.

### **Volatility**

The short-term fluctuations in share prices, exchange rates and interest rates that affect an investment. The higher the volatility, the less certain an investor is of the return within a set time frame and hence volatility is one measure of risk.

## 5.16 The value of your investment

When a member invests in any of Hostplus' investment options, the money is placed in a pool of funds along with every other member who has chosen the same investment option.

Each investment option is then broken up into units. Every unit the member holds in the investment pool represents their share of that investment option.

The initial units allocated to members will be determined by the member's account balance divided by the unit price for the investment option/s that members are invested in at the time of change.

The unit price for each investment option is calculated by dividing the value of the assets in the option (after allowing for fees, costs (including fees paid to investment managers and taxes) by the number of units on issue. As the value of these assets and liabilities can go up or down, the unit prices for the different investment options can go up or down.

Members can see how much their investment holdings are worth on any day by looking up the unit price for the chosen investment option and multiplying it by the number of units held in a particular option/s.

## 5.17 Switching between investment options

Switches are processed on every national business day. A national business day is a weekday that is not a national public holiday or the NSW Queen's Birthday public holiday. Switch requests between investment options received before 4.00pm (AEST/AEDT) are transacted at the unit prices applicable on the day your request is received, otherwise they are not considered to have been received until the following national business day. However, the calculation of unit prices takes two national business days, and therefore these unit prices will only be available to you two national business days after receipt of your requested investment switch. For example, if you make a switch on a Monday, and each of Monday, Tuesday and Wednesday are national business days, then the unit prices used for your switch will be those relating to Monday, and you will receive them on Wednesday.

For example:

		Member action	Unit Price
Day 0	Monday	Member raises investment switch before 4pm (AEST/AEDT)	Switch request 'T' (day zero) date
Day 1	Tuesday		
Day 2	Wednesday	Effective date for member investment switch	T + 2 date - transaction/switches are processed based on the declared unit price for day zero
Day 3	Thursday		

		Member action	Unit Price
Day 4	Friday		

For all transactions, the number of units allocated or redeemed is the dollar value of the transaction divided by the unit price of the relevant investment option. Your account balance is equal to the number of units you hold in each investment option multiplied by the relevant unit price for the option.

## 5.18 Suspension of applications switches redemptions and withdrawals

The trustee may suspend or restrict applications, switches, redemptions and withdrawal requests, for all or a particular investment option at its absolute discretion. In such circumstances, transactions may not be processed or may be processed with significant delay.

The trustee may also decide to process a transaction request for a particular type of benefit from a suspended, restricted or closed option on a case by case basis. Any decision about whether to process transactions from such an option will be made in the best interests of investors as a whole.

All impacted transaction requests will be processed using the effective unit price applicable on the date the suspension is lifted, or the date special approval is granted if earlier.

## 5.19 End of financial year unit price

Hostplus has a formal calculation of unit price on 30 June each year. The reason we have a formal calculation is to ensure we value your account at the end of each financial year using the most recent market valuations.

## 5.20 Expertly and professionally managed

With the exception of **Choiceplus**, each investment option is designed with different investment objectives, strategies and risk profiles established by Hostplus in consultation with our asset consultant, JANA Investment Advisers Pty Ltd. Together, we closely monitor and regularly review the performance of each investment as well as individual managers. Investment portfolios that make up the respective investment options are managed by professional, reputable managers selected by the trustee in consultation (where appropriate) with the trustee's professional advisers including JANA.

Hostplus investments are custodially held by a custodian, Citigroup Pty Limited. Citigroup reports on the performance of the investment managers selected by Hostplus.

## 5.21 Change of investment managers including individual investment manager options

Hostplus is responsible for selecting investment managers, monitoring their progress and determining the overall investment profile. Sometimes, a decision may be made to terminate an investment manager as a result of poor investment performance, change in key personnel, or a shift in a manager's style or Hostplus investment strategies.

When an investment manager is removed, a manager with a similar or different investment style can replace it. Alternatively, the assets in which that manager was investing may also be allocated to one or more of our existing managers.

As part of Hostplus fiduciary duties, investment managers are constantly reviewed and monitored. There may be circumstances where Hostplus will decide to terminate an individual investment manager option at short notice or due to an unforeseen event. In these instances, Hostplus reserves the right to remove the individual investment manager option immediately and transfer the funds to the [default Balanced option](#). Hostplus will notify affected members of the change after the event, but within 30 days of the change. See [Our investments and investment managers](#) for a list of current Hostplus investment managers. Please note that you can switch your investment choice at any time and at no cost.

## 5.22 Responsible investment

As a profit-for-member superannuation fund, Hostplus is run only to benefit members. Our primary duty is to deliver the best retirement outcomes for our members. We also widely support, and invest in, the hospitality, tourism, recreation and sport sectors our members work in, live and love. These responsibilities guide every decision we make, and great care is taken to ensure each action fulfils these duties.

Responsible investment is an important part of our investment approach that helps us better manage risk and optimise retirement outcomes for our members. Our approach to responsible investment is informed by our responsible investment beliefs and implemented through an approach based on four pillars – environmental, social and governance (ESG) integration; active ownership; building Australia’s future; and member values. Our Responsible Investment Policy can be found on our website at [hostplus.com.au/super/about-us/investment-governance](https://hostplus.com.au/super/about-us/investment-governance)

### Our predetermined view

Hostplus is committed to responsible investment across all its investment activities including: across all geographic locations, all asset classes; all structures (eg. mandated and pooled funds) and all styles (including active and passive management).

Hostplus’ approach to responsible investment is influenced by its investment strategy, including outsourcing to investment managers to invest on its behalf. The way and extent to which responsible investment is incorporated into investment decisions will differ across the portfolio and is dependent on the relevance of ESG factors to a particular asset class and the style of the investment strategy. ESG factors considered may include:

Environmental	Social	Governance
<ul style="list-style-type: none"> <li>Climate change</li> <li>Pollution and waste</li> <li>Resource depletion</li> <li>Biodiversity</li> <li>Land use changes</li> </ul>	<ul style="list-style-type: none"> <li>Human rights</li> <li>Labour rights</li> <li>Health &amp; safety</li> <li>Employee relations</li> <li>Human capital management</li> <li>Aboriginal and Torres Strait Islander rights and relations</li> <li>Local communities’ relations</li> <li>Consumer protection</li> </ul>	<ul style="list-style-type: none"> <li>Board structure, size, diversity, skills and independence</li> <li>Executive remuneration</li> <li>Shareholder rights</li> <li>Corporate culture and ethics</li> <li>Bribery and corruption</li> <li>Risk management</li> <li>Lobbying</li> <li>Tax strategy</li> </ul>

While consideration of ESG factors (labour standards or environmental, social or ethical considerations) is part of Hostplus' approach to responsible investment across all investment activities, application of ethical screens in decisions about the selection, retention or realisation of Hostplus' investments is limited to the extent these are relevant under Hostplus' Controversial Weapons Divestment Policy.

Through this Policy, we do not invest in companies involved in the development production, maintenance or sale of controversial weapons. Further, Hostplus does not explicitly apply minimum labour standards in decisions about the selection, retention or realisation of investments. Our Socially Responsible Investment (SRI) – Balanced Option does, however, apply a range of exclusions.

## **ESG integration**

For all asset classes, Hostplus is committed to ESG integration. ESG factors are considered as part of our annual strategic asset allocation process and are taken into account in setting investment objectives. Hostplus, together with its investment adviser, JANA Investment Advisers Pty Ltd (**JANA**), also reviews investment managers' abilities to integrate ESG risks and opportunities into their investment decision making process as part of the investment manager selection and review process. While the approach to ESG integration may vary by manager, each manager's ability to consider and evaluate ESG factors must be in line with that of their asset class peer group at a minimum for inclusion in the portfolio. In this way ESG considerations will be one factor that informs how Hostplus' investment managers invest on behalf of Hostplus, including decisions about the selection, retention or realisation of Hostplus' investments across the portfolio.

## **Active ownership**

Our preference is to retain exposure to a broad range of sectors and seek to create change within companies or sectors that we invest in through engagement rather than divest from a company or sector and lose influence. Therefore, Hostplus pursues an active ownership program (which includes engagement and proxy voting) in order to positively influence company behaviour and performance and therefore contribute positively to long-term returns. Key principles which direct our engagement and proxy voting focus on board oversight and accountability, shareholder rights, major transactions, remuneration and ESG risk management and disclosure. Hostplus engages with companies primarily through its membership of the Australian Council of Superannuation Investors (ACSI), as well as directly and through investment managers.

We also take our proxy voting rights seriously, aiming to vote in all matters where it is practical for us to do so. We make our voting decisions taking into account voting guidance from specialist service providers, recommendations from our investment managers and based on Hostplus' key engagement and voting principles. More information about our approach to proxy voting can be found in our Responsible Investment Policy and we publicly disclose a full record of our voting decisions on the investment governance section of our website:

[hostplus.com.au/super/about-us/investment-governance](https://hostplus.com.au/super/about-us/investment-governance).

## **Socially Responsible Investment (SRI) – Balanced Option**

In addition to the previously described responsible investment approach which applies across all investment options and is based on risk management, we offer the SRI - Balanced option which provides members' with an opportunity to align investment of their superannuation with their personal values. SRI - Balanced Option investments are therefore selected, retained and realised according to more specific responsible investment criteria (including environmental, social and ethical considerations and labour standards), as outlined below. The SRI - Balanced Option is invested in a diversified investment portfolio, including some growth assets and some lower risk investments. It seeks to exclude industries that may cause harm and invest in assets that contribute to sustainable outcomes.

The SRI - Balanced Option is invested in a diversified investment portfolio, including some growth assets and some lower risk investments (see [Section 5.27 A closer look at our pre-mixed options](#)). It seeks to exclude particular industries and invest in assets that contribute to sustainable outcomes.

Specifically, the SRI - Balanced Option seeks to:

Exclude investments in particular industries...	Invest in companies and assets that contribute toward achievement of the Sustainable Development Goals (SDGs)...
<ul style="list-style-type: none"> <li>▪ Fossil fuels<sup>1</sup></li> <li>▪ Companies that breach Human Rights or Labour Rights standards<sup>2</sup></li> <li>▪ Companies with very poor ESG policies and systems<sup>3</sup></li> <li>▪ Controversial weapons<sup>4</sup></li> <li>▪ Uncertified palm oil<sup>5</sup></li> <li>▪ Predatory lending<sup>6</sup></li> <li>▪ For-profit detention<sup>7</sup></li> <li>▪ Gambling<sup>8</sup></li> <li>▪ Tobacco production<sup>9</sup></li> <li>▪ Live animal export<sup>10</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Renewable energy</li> <li>▪ Green buildings</li> <li>▪ Healthcare and medical solutions</li> <li>▪ Clean water</li> <li>▪ Community infrastructure</li> <li>▪ Alternative foods</li> <li>▪ Green bonds</li> </ul>

Like our other investment options, the SRI - Balanced Option invests in unlisted assets such as private equity/venture capital as well as listed investments. Because Hostplus is one of the largest Australian investors in venture capital, the SRI - Balanced Option is invested in companies including those that are developing the technology and solutions needed to tackle climate change and a range of other environmental and social challenges.

To develop the SRI - Balanced Option, we partnered with specialist external investment managers. Hostplus or its investment managers also sourced sustainable investment data from external service providers (Institutional Shareholder Services (ISS) Inc and MSCI). Decisions about the selection, retention or realisation of investments, particularly for listed assets, apply a rules-based approach and may therefore be affected by the accessibility and accuracy of data or an error by an external service provider. This may result in inadvertent holdings, typically over the short-term, in companies or assets the investment option seeks to avoid.

While the option invests with managers through mandates or fund-of-one structures wherever possible in order to adhere fully to the above rules, there will be circumstances where the option invests in pooled funds. In such circumstances, we cannot set the specific exclusion criteria, but will aim for the closest fit to the criteria in selecting a pooled fund.

[Section 5.27 A closer look at our pre-mixed options](#) details the mix, range and strategic asset allocation of the asset classes making up the SRI - Balanced Option. The following describes the SRI - Balanced Option's approach in respect of each asset class in further detail:

- **Australian and International Shares** – invested in listed Australian and International (developed market) share portfolios via an investment manager mandate. Investment manager applies rules-based exclusions as described above and then applies an optimisation to maximise the weighted average Sustainable Development Goal score<sup>11</sup> of the Portfolio for a given level of tracking error against the standard benchmark.



- **Property** – invested in diversified property funds that have been identified as leaders (at the overall, regional and/or strategy level) by their Global Real Estate Sustainability Benchmark (GRESB) score and ranking. Hostplus applies exclusions as described above when selecting funds for the option.
- **Infrastructure** – invested in infrastructure assets including renewable energy, water utilities and social infrastructure. Hostplus applies exclusions as described above when selecting assets for the option.
- **Private Equity** – invested in a diversified mix of funds that have been identified as including companies that contribute toward achieving one or more SDG and/or are managed by an investment manager that has stronger than average responsible investment processes relative to peers within the same asset class. Hostplus applies exclusions as described above when selecting funds for the option (this involves avoiding funds that have exposure to one or more of the excluded industries or that adopt a fund-of-fund or secondaries structure).
- **Diversified Fixed Interest** – invested in passively managed Australian and Global Bond ESG funds whose process most closely matches the exclusions described above. The investment manager applies rules-based exclusions to non-government securities associated with fossil fuels, alcohol, tobacco, gambling, adult entertainment, genetically modified organisms, military weapons, civilian firearms and nuclear power, and for the global bond fund, treasury and government-related issuers with an MSCI ESG government rating below “BB”<sup>12</sup>.
- **Cash** – invested in cash products that are managed by investment managers with responsible investment processes. Hostplus applies exclusions as described above when selecting products for inclusion in the option.

Environmental, social and ethical considerations and labour standards are considered as part of selection, retention and realisation of assets in the following ways:

- **Environment** – investments in fossil fuels, companies with very poor ESG policies and systems and uncertified palm oil are avoided. Shares, property, infrastructure and private equity all have either a preference for or exclusive focus on companies and assets that contribute toward positive environmental outcomes.
- **Social** – investments in companies that breach Human Rights and Labour Rights standards, companies with very poor ESG policies and systems, predatory lending, for-profit detention, gambling and tobacco production are avoided. Shares, property, infrastructure and private equity all have either a preference for or exclusive focus on companies and assets that contribute toward positive social outcomes.
- **Ethical** – investments in controversial weapons, predatory lending, for-profit detention, gambling, tobacco production and live animal export are avoided.
- **Labour Standards** – investments in companies that breach Human Rights and Labour Rights standards are avoided.

The SRI - Balanced Option's investments are periodically reviewed to ensure they meet the criteria for inclusion. For listed assets, holdings are reviewed against the screening criteria at least quarterly. For unlisted assets, an assessment is undertaken prior to initial inclusion and at least once a year thereafter. If an investment is identified as not meeting the criteria, it will be sold or removed from the option at the next rebalance (at least quarterly for listed assets) or as soon as reasonably practicable but typically within two months (for other asset classes).

More information on the SRI – Balanced Option can be found on our website at [hostplus.com.au/super/about-us/investment-governance#socially-responsible-investment-option](https://hostplus.com.au/super/about-us/investment-governance#socially-responsible-investment-option).

### Climate change

Hostplus recognizes that climate change may influence the performance of the Hostplus' investments over time and that the impact will be dependent on the extent of physical, social and regulatory changes. In order to manage the financial risk due to climate change in our portfolio, we consider the risks and impacts arising from climate change into all aspects of the investment process.

More information on Hostplus' approach to climate change go to [hostplus.com.au/investment/investment-governance/climate-change](https://hostplus.com.au/investment/investment-governance/climate-change).

- 1 Companies that own reserves, explore, mine, extract, produce, refine or generate energy from fossil fuels as well as those companies that receive revenue from servicing these sectors through equipment services, pipeline transport or distribution. A zero-materiality threshold is applied, but dedicated renewable energy generators with backup fossil fuel sources (<5%) may remain investible. Data is supplied by MSCI and Institutional Shareholder Services (ISS) Inc.
- 2 Companies that breach the United Nations (UN) Global Compact or International Labour Organisation's (ILO) Core Conventions. Data is supplied by MSCI.
- 3 Companies with a MSCI ESG rating B or CCC.
- 4 Companies involved in the development, production, maintenance or sale of controversial weapons (including cluster munitions, anti-personnel mines, depleted uranium, biological weapons, chemical weapons, blinding laser weapons, non-detectable fragment weapons and incendiary weapons). Involvement includes companies directly involved as well as prime-contractors, key sub-contractors, and suppliers of key components. Data is supplied by ISS.
- 5 Companies involved in growing, processing or using palm oil, that derive >10% of their revenue from these activities and where <50% of the palm oil is Roundtable on Sustainable Palm Oil (RSPO) Certified. Data is supplied by ISS.
- 6 Companies involved in predatory lending, including unfair or deceptive products, excessive interest rates, misleading marketing, inclusion of unnecessary costs and hidden fees and those targeting minority, low income or elderly consumers. Data is supplied by ISS.
- 7 Companies deriving >5% of their revenue from for-profit detention e.g. prisons and immigration detention. Data is supplied by ISS.
- 8 Companies deriving >5% of their revenue from gambling. Data is supplied by MSCI.
- 9 Companies involved in tobacco production. Data is supplied by MSCI.
- 10 Companies involved in the export of live animals for the purpose of slaughter, husbandry and breeding, including specialized transportation. Data is supplied by ISS.
- 11 SDG Solution Overall Score. Data is supplied by ISS.
- 12 Definitions for exclusions are based on the [Bloomberg Barclays Index exclusion methodology](#)

## 5.23 What is the relationship between Hostplus and the companies it invests through?

We have an arm's length commercial relationship with the companies we invest through. The trustee undertakes that it will not deal with any companies in which it has an interest more favourably than it would deal with any other independent service provider.

## 5.24 Our Balanced investment option net investment returns

The [Balanced option](#), our default investment option, aims to achieve competitive, long-term net investment returns for members.

Our Balanced investment option is ranked in the top quartile over 5, 7, 10, 15 and 20 years to 31 December 2020 (SuperRatings Fund Crediting Rate Survey - SR50 Balanced (60-76) Index, January 2021).\*

Period to 30 June 2020	Net investment returns.
1 year	-1.85%
3 year	5.65% p.a.

5 year	6.98% p.a.
7 year	8.47% p.a.
10 year	8.61% p.a.
15 year	7.08% p.a.
20 year	7.20% p.a.
Since inception	8.65% p.a.

\*Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

The 3, 5, 7, 10, 15, 20 and since inception net investment returns are effective compound rates.

Visit [hostplus.com.au](https://hostplus.com.au) for the latest net investment returns for Hostplus investment options. Members with **Choiceplus** investments can check their performance from within their **Choiceplus** account.

## 5.25 Hostplus investment options explained

Click here for a full explanation of our [pre-mixed options](#), [sector investment options](#) and [individual manager options](#) showing their:

- return target,
- level of investment risk,
- investment style,
- asset mix, and
- past performance.

Click here for information about the [Choiceplus](#) investment option.

## 5.26 Investment objectives and strategies

Hostplus bases its objectives on professional advice from our independent asset consultant. The asset consultant takes into account the possible impact of economic forecasts on the different asset classes in which the options invest.

Investment strategies are developed by the Hostplus board in conjunction with the asset consultant to create a high probability of attaining the outlined objective of each investment option.

Strategies are amended from time to time to reflect changing circumstances in different markets.

The investment objectives are not an indicator of the future performance of the options, and in no way predict returns. They are provided in order to give members an indication of the level of net returns that the options could produce based on the historical, long-term experience of the different asset classes in which the options invest.

However, past performance is not a reliable indicator of future performance and investors should be aware that changing market conditions can cause the value of investments to change.

## 5.27 A closer look at our pre-mixed options

	Balanced (default option)		
Return target	<ul style="list-style-type: none"> <li>• CPI plus 3% per annum on average over 10 years.</li> <li>• CPI plus 4% per annum on average over 20 years.</li> </ul>		
Level of investment risk*	<ul style="list-style-type: none"> <li>• Medium to High.</li> </ul> (Negative returns expected in between 3 to less than 4 out of every 20 years)		
Investment style	<ul style="list-style-type: none"> <li>• Investments through diversified investment portfolio, including some growth assets and some lower risk investments.</li> </ul>		
Who is this investment suitable for?	<ul style="list-style-type: none"> <li>• This Option is diversified across a range of growth and defensive assets and aims to produce consistent returns over time.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	10 – 40%	21%
	International Shares - Developed Markets	10 – 40%	21%
	International Shares - Emerging Markets	0 – 15%	8%
	Property	0 – 30%	13%

	Infrastructure	0 – 30%	12%
	Private Equity	0 – 20%	8%
	Credit	0 – 20%	7%
	Alternatives	0 – 20%	5%
	Diversified Fixed Interest	0 – 20%	0%
	Cash	0 – 15%	5%
	Growth assets	-	76%
	Defensive assets	-	24%
Past performance	Net investment return to 30 June p.a.		
	2020	-1.85%	
	2019	6.80%	
	2018	12.50%	
	2017	13.20%	
	2016	5.00%	
	Compound average to 30 June 2020 p.a.		

	3 year	5.65%
	5 year	6.98%
	10 year	8.61%

\*The Level of investment risk is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#The Minimum Suggested Time Frame is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment return represent the rate of return on investments, net of investment-related fees, costs and taxes.

### Other pre-mixed options

	Capital Stable		
Return target	• CPI plus 2.5% per annum on average over 20 years.		
Level of investment risk*	• Low to Medium. (Negative returns expected in between 1 to less than 2 out of every 20 years)		
Investment style	Most conservative and low-risk of the Hostplus pre-mixed investment options.		
Who is this investment suitable for?	<ul style="list-style-type: none"> <li>• This Option has a lower risk return profile than the Fund's Default Option.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark

	Australian Shares	5 – 20%	8%
	International Shares - Developed Markets	5 - 15%	8%
	International Shares - Emerging Markets	0 - 5%	3%
	Property	0 – 20%	10%
	Infrastructure	0 - 20%	7%
	Private Equity	0 - 5%	1%
	Credit	0 - 10%	8%
	Alternatives	0 – 20%	4%
	Diversified Fixed Interest	10 – 50%	26%
	Cash	10 – 40%	25%
	<b>Growth assets</b>	-	<b>34%</b>
	<b>Defensive assets</b>	-	<b>66%</b>
<b>Past performance</b>	<b>Net investment return to 30 June p.a.</b>		
	2020	-1.46%	



	2019	3.65%
	2018	7.14%
	2017	7.66%
	2016	3.23%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	3.05%
	5 year	3.99%
	10 year	5.77%

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

# **The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	<b>Conservative Balanced</b>
<b>Return target</b>	• CPI plus 3.0% per annum on average over 20 years.
<b>Level of investment risk*</b>	• Medium. (Negative returns expected in between 2 to less than 3 out of every 20 years)
<b>Investment style</b>	Contains roughly equal proportions of growth and defensive assets.

<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>• This Option is diversified across a range of growth and defensive assets, and has a lower risk return profile than the Fund's Default Option.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
<b>Minimum Suggested Time Frame#</b>	5 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	Australian shares	10 – 30%	16%
	International shares - Developed Markets	10 - 25%	16%
	International Shares - Emerging Markets	0 - 10%	6%
	Property	0 – 20%	10%
	Infrastructure	0 - 20%	8%
	Private Equity	0 - 10%	2%
	Credit	0 - 10%	6%
	Alternatives	0 – 20%	5%
	Diversified Fixed Interest	10 – 40%	16%
	Cash	5 – 25%	15%
	<b>Growth assets</b>	<b>-</b>	<b>54%</b>

	Defensive assets	-	46%
Past Performance	Net investment return to 30 June p.a		
	2020	-0.07%	
	2019	4.96%	
	2018	9.72%	
	2017	10.26%	
	2016	3.88%	
	Compound average to 30 June 2020 p.a.		
	3 year	4.79%	
	5 year	5.68%	
	10 year	7.19%	

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	Socially Responsible Investment (SRI) - Balanced		
<b>Return target</b>	CPI plus 3.5% per annum on average over 20 years.		
<b>Level of investment risk*</b>	High. (Negative returns expected in between 4 to less than 6 out of every 20 years)		
<b>Investment style</b>	Responsible investment option invested through diversified investment portfolio, including some growth assets and some lower risk investments. Seeks to exclude particular industries and invest in assets that contribute to sustainable outcomes.		
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>▪ This option may suit members seeking a responsible investment option.</li> <li>▪ This option may suit members who have a five year plus investment time horizon.</li> </ul>		
<b>Minimum Suggested Time Frame#</b>	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	15 - 50%	23%
	International Shares - Developed Markets	15 - 50%	32%
	International Shares - Emerging Markets	0 - 20%	0%
	Property	0 - 20%	10%
	Infrastructure	0 - 20%	10%

	Socially Responsible Investment (SRI) - Balanced		
	Private Equity	0 – 20%	10%
	Credit	0 – 20%	0%
	Alternatives	0 – 20%	0%
	Diversified Fixed Interest	0 - 20%	10%
	Cash	0 - 20%	5%
	Growth assets	-	76%
	Defensive assets	-	24%
Past performance <sup>1</sup>	Net investment return to 30 June p.a.		
	2020	-1.04%	
	2019	7.01%	
	2018	8.91%	
	2017	-	
	2016	-	
	Compound average to 30 June 2020 p.a.		

	Socially Responsible Investment (SRI) – Balanced	
	3 year	4.87%
	5 year	-
	10 year	-

\*The Level of investment risk is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

The Minimum Suggested Time Frame is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

1. The Socially Responsible Investment (SRI) – Balanced Option was introduced on 28 March 2017. On 15 February 2021, changes were made to the option's investment approach and underlying managers. Asset allocation ranges and the level of investment risk were not materially changed. It remains a balanced investment option, including some growth assets and some lower risk investments.

Past performance is not a reliable indicator of future performance. Net investment return represent the rate of return on investments, net of investment-related fees, costs and taxes.

	Indexed Balanced
<b>Return target</b>	• CPI plus 2.5% per annum on average over 20 years.
<b>Level of investment risk*</b>	• High. (Negative returns expected in between 4 to less than 6 out of every 20 years)
<b>Investment style</b>	Investments through diversified investment portfolio, including some growth assets and some lower risk investments.
<b>Who is this investment suitable for?</b>	• This Option is diversified across a range of growth and defensive assets and aims to produce consistent returns over time. • This Option may suit members who have a five year plus investment time horizon.
<b>Minimum Suggested Time Frame#</b>	5 years +

Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	25 – 55%	32%
	International Shares - Developed Markets	25 - 55%	43%
	International Shares - Emerging Markets	0 - 10%	0%
	Diversified Fixed Interest	10 - 30%	17%
	Cash	0 - 20%	8%
	Growth assets	-	75%
	Defensive assets	-	25%
	Past Performance	Net investment return to 30 June p.a.	
2020		0.19%	
2019		8.51%	
2018		9.60%	
2017		10.27%	
2016		2.20%	
Compound average to 30 June 2020 p.a.			

	3 year	6.01%
	5 year	6.07%
	10 year	–

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

The Indexed Balanced option was introduced on 1 December 2010.

	Shares Plus
<b>Return target</b>	<ul style="list-style-type: none"> <li>• CPI plus 4.5% per annum on average over 20 years.</li> </ul>
<b>Level of investment risk*</b>	<ul style="list-style-type: none"> <li>• High.</li> </ul> (Negative returns expected in between 4 to less than 6 out of every 20 years)
<b>Investment style</b>	<ul style="list-style-type: none"> <li>• Pre-mixed option.</li> <li>• Contains the highest investment in assets with potential for capital growth.</li> </ul>
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>• This Option is less diversified than the Fund's Default Option and has a higher risk and return profile.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>
<b>Minimum Suggested Time Frame#</b>	5 years +



Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	20 – 40%	30%
	International Shares - Developed Markets	20 - 40%	30%
	International Shares - Emerging Markets	0 - 15%	11%
	Property	0 – 20%	8%
	Infrastructure	0 – 20%	6%
	Private Equity	0 – 15%	7%
	Credit	0 - 10%	6%
	Alternatives	0 - 10%	2%
	Diversified Fixed Interest	0 - 10%	0%
	Cash	0 - 10%	0%
	Growth assets	-	89%
	Defensive assets	-	11%
Past performance	Net investment return to 30 June p.a.		

	2020	0.68%
	2019	6.46%
	2018	14.46%
	2017	15.47%
	2016	3.88%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	7.04%
	5 year	8.03%
	10 year	9.31%

\*The **Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#The **Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	<b>HOSTPLUS Life**</b>		
<b>Return target</b>	<b>Age Bracket</b>	<b>Investment Option</b>	<b>Objective</b>
	Under 40	Shares Plus	CPI plus 4.5% per annum on average over 20 years.

	40-49	Balanced	CPI plus 4% per annum on average over 20 years.	
	50-59	Conservative Balanced	CPI plus 3.0% per annum on average over 20 years.	
	60 and over	Capital Stable	CPI plus 2.5% per annum on average over 20 years.	
<b>Level of investment risk*</b>	<b>Age Bracket</b>	<b>Investment Option</b>	<b>Level of Risk</b>	<b>Negative returns expected out of every 20 years</b>
	Under 40	Shares Plus	High.	Negative returns expected in between 4 to less than 6 out of every 20 years.
	40-49	Balanced	Medium to High.	Negative returns expected in between 3 to less than 4 out of every 20 years.
	50-59	Conservative Balanced	Medium.	Negative returns expected in between 2 to less than 3 out of every 20 years.
	60 and over	Capital Stable	Low to Medium.	Negative returns expected in between 1 to less than 2 out of every 20 years.
<b>Investment style</b>	Throughout your younger years, investment is focused on long term capital growth, with a higher investment in shares and property. As you move closer to retirement, your superannuation will be invested in increasingly more defensive assets, with less exposure to risk, and more focus on providing a steady income and preserving capital.			

<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>This option is suitable for members who prefer to have the investment decisions made on their behalf.</li> </ul>				
<b>Recommended minimum investment timeframe#</b>	<b>Age Bracket</b>	<b>Investment Option</b>	<b>Minimum investment timeframe</b>		
	Under 40	Shares Plus	5 years +		
	40-49	Balanced	5 years +		
	50-59	Conservative Balanced	5 years +		
	60 and over	Capital Stable	5 years +		
<b>Asset mix</b>		<b>Investment Option</b>			
		<b>Shares Plus</b>		<b>Balanced</b>	
	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	Australian Shares	20 – 40%	30%	10 – 40%	21%
	International Shares - Developed Markets	20 - 40%	30%	10 – 40%	21%

	International Shares - Emerging Markets	0 - 15%	11%	0 - 15%	8%
	Property	0 - 20%	8%	0 - 30%	13%
	Infrastructure	0 - 20%	6%	0 - 30%	12%
	Private Equity	0 - 15%	7%	0 - 20%	8%
	Credit	0 - 10%	6%	0 - 20%	7%
	Alternatives	0 - 10%	2%	0 - 20%	5%
	Diversified Fixed Interests	0 - 10%	0%	0 - 20%	0%
	Cash	0 - 10%	0%	0 - 15%	5%
	<b>Growth assets</b>	-	<b>89%</b>	-	<b>76%</b>
	<b>Defensive assets</b>	-	<b>11%</b>	-	<b>24%</b>
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.				
		<b>Investment Option (continued)</b>			
<b>Conservative Balanced</b>			<b>Capital Stable</b>		

	Asset Class	Range	Strategic Asset Allocation Benchmark	Range	Strategic Asset Allocation Benchmark
	Australian Shares	10–30%	16%	5-20%	8%
	International Shares - Developed Markets	10 - 25%	16%	5 - 15%	8%
	International Shares - Emerging Markets	0-10%	6%	0 - 5%	3%
	Property	0 – 20%	10%	0 - 20%	10%
	Infrastructure	0 - 20%	8%	0 - 20%	7%
	Private Equity	0 - 10%	2%	0 - 5%	1%
	Credit	0-10%	6%	0 - 10%	8%
	Alternatives	0-20%	5%	0 - 20%	4%
	Diversified Fixed Interest	10-40%	16%	10 - 50%	26%
	Cash	5 – 25%	15%	10 - 40%	25%
	<b>Growth assets</b>	<b>-</b>	<b>54%</b>	<b>-</b>	<b>34%</b>

	Defensive assets	-	46%	-	66%
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.				
Past performance	Net investment return to 30 June p.a.				
		Shares Plus	Balanced	Conservative Balanced	Capital Stable
	2020	0.68%	-1.85%	-0.07%	-1.46%
	2019	6.46%	6.80%	4.96%	3.65%
	2018	14.46%	12.50%	9.72%	7.14%
	2017	15.47%	13.20%	10.26%	7.66%
	2016	3.88%	5.00%	3.88%	3.23%
	Compound average to 30 June 2020 p.a.				
	3 year	7.04%	5.64%	4.79%	3.05%
	5 year	8.03%	6.98%	5.68%	3.99%
	10 year	9.31%	8.61%	7.19%	5.77%

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

\*\* Whilst this option was introduced on 25 May 2015, the net investment returns are the actual net returns of the underlying investment options forming Hostplus Life.



## 5.28 A closer look at our sector investment options

	Cash		
Return target	• CPI plus 0% per annum on average over 20 years.		
Level of investment risk*	• Very Low. (Negative returns expected in less than 0.5 out of every 20 years)		
Investment style	Cash investments could include deposits in a bank, investments in short-term money markets and other similar investments.		
Who is this investment suitable for?	<ul style="list-style-type: none"> <li>• This Option may suit members who have a short term investment horizon.</li> <li>• It will provide security of capital but returns will typically be lower than that produced by the Fund's Default Option over the medium to long term.</li> </ul>		
Minimum Suggested Time Frame#	2 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Cash	0 – 100%	100%
	Growth assets	-	0%
	Defensive assets	-	100%
Past performance	Net investment return to 30 June p.pa		
	2020	0.87%	

	2019	1.93%
	2018	1.43%
	2017	1.46%
	2016	1.82%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	1.36%
	5 year	1.49%
	10 year	2.35%

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20- year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment- related fees, costs and taxes.

	<b>Diversified Fixed Interest</b>
<b>Return target</b>	• CPI plus 0.5% per annum on average over 20 years.
<b>Level of investment risk*</b>	• Medium to High. (Negative returns expected in between 3 to less than 4 out of every 20 years)
<b>Investment style</b>	Usually a loan to a Government or business with a fixed interest rate and the length of the loan agreed in advance.

<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>• This Option may suit members who desire lower volatility over the medium term.</li> <li>• While returns can fluctuate, the risk and return profile is lower than the Fund's Shares Options.</li> </ul>		
<b>Minimum Suggested Time frame#</b>	2 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	Diversified Fixed Interest	0 - 100%	100%
	<b>Growth assets</b>	-	<b>0%</b>
	<b>Defensive assets</b>	-	<b>100%</b>
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
<b>Past performance</b>	<b>Net investment return to 30 June p.a.</b>		
	2020	3.13%	
	2019	5.84%	
	2018	3.59%	
	2017	4.61%	
	2016	6.82%	

	Compound average to 30 June 2020 p.a.	
	3 year	4.17%
	5 year	4.78%
	10 year	6.42%

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20- year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment- related fees, costs and taxes.

	Property		
Return target	• CPI plus 2.0% per annum on average over 20 years.		
Level of investment risk*	• High. (Negative returns expected in between 4 to less than 6 out of every 20 years)		
Investment style	An investment in property or buildings, either directly or via property trusts.		
Who is this investment suitable for?	<ul style="list-style-type: none"> <li>• This Option aims to achieve income returns and capital growth over the longer term.</li> <li>• This Option may suit members who have a seven year plus investment time horizon.</li> </ul>		
Minimum Suggested Time Frame#	7 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark

	Property	0 – 100%	100%
	Growth assets	-	30%
	Defensive assets	-	70%
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
Past performance	Net investment return to 30 June p.a.		
	2020	1.01%	
	2019	7.05%	
	2018	11.80%	
	2017	8.77%	
	2016	10.16%	
	Compound average to 30 June 2020 p.a.		
	3 year	6.52%	
	5 year	7.70%	
	10 year	7.26%	

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20- year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment- related fees, costs and taxes.

	Infrastructure <sup>1</sup>		
Return target	<ul style="list-style-type: none"> <li>CPI plus 2.5% per annum on average over 20 years.</li> </ul>		
Level of investment risk*	<ul style="list-style-type: none"> <li>Medium to High.</li> </ul> <p>(Negative returns expected in between 3 to less than 4 out of every 20 years)</p>		
Investment style	Long-term direct investment option that invests in tangible infrastructure assets, such as airports, seaports, toll roads, renewable energy and utilities, both within Australia and globally.		
Who is this investment suitable for?	<ul style="list-style-type: none"> <li>This option consists of tangible infrastructure assets and aims to achieve income returns and capital growth over the longer term.</li> <li>This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Infrastructure	0 - 100%	100%
	Growth assets	-	60%
	Defensive assets	-	40%

	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.	
Past performance	Net investment return to 30 June p.a.	
	2020	-
	2019	-
	2018	-
	2017	-
	2016	-
	Compound average to 30 June 2020 p.a.	
	3 year	-
	5 year	-
	10 year	-

1. This option was introduced on 1 December 2019.

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	Australian Shares		
Return target	• CPI plus 5% per annum on average over 20 years.		
Level of investment risk*	• High. (Negative returns expected in between 4 to less than 6 out of every 20 years)		
Investment style	Active management.		
Who is this investment suitable for?	• This Option is less diversified than the Fund's Default Option and has a higher risk and return profile.  • This Option may suit members who have a five year plus investment time horizon.		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	0 – 100%	100%
	Growth assets	-	100%
	Defensive assets	-	0%
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
Past performance	Net investment return to 30 June p.a.		
	2020	-4.47%	



	2019	5.65%
	2018	16.28%
	2017	13.87%
	2016	5.47%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	5.47%
	5 year	7.10%
	10 year	8.73%

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20- year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment- related fees, costs and taxes.

	<b>International Shares</b>
<b>Return target</b>	• CPI plus 4.0% per annum on average over 20 years.
<b>Level of investment risk*</b>	• High
<b>Investment style</b>	Active management.

<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>• This Option is less diversified than the Fund's Default Option and has a higher risk and return profile.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
<b>Minimum Suggested Time Frame#</b>	5 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	International Shares - Developed Markets	0 - 100%	73%
	International Shares - Emerging Markets	0 - 100%	27%
	<b>Growth assets</b>	-	<b>100%</b>
	<b>Defensive assets</b>	-	<b>0%</b>
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
<b>Past performance</b>	<b>Net investment return to 30 June p.a.</b>		
	2020	6.63%	
	2019	5.98%	
	2018	15.37%	
	2017	21.05%	

	2016	-2.16%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	9.23%
	5 year	9.07%
	10 year	10.96%

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	<b>International Shares - Indexed</b>
<b>Return target</b>	<ul style="list-style-type: none"> <li>CPI plus 2.5% per annum on average over 20 years.</li> </ul>
<b>Level of investment risk*</b>	<ul style="list-style-type: none"> <li>High (Negative returns expected in between 4 to less than 6 out of every 20 years)</li> </ul>
<b>Investment style</b>	Passive management.
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>This option is less diversified than the Fund's Default Option and has a higher risk and return profile.</li> <li>This Option may suit members who have a five year plus investment time horizon.</li> </ul>

Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	International Shares - Developed Markets	0 - 100%	100%
	Growth assets	-	100%
	Defensive assets	-	0%
Past performance	Net investment return to 30 June p.a.		
	2020	4.64%	
	2019	10.95%	
	2018	-	
	2017	-	
	2016	-	
	Compound average to 30 June 2020 p.a.		
	3 year	-	
	5 year	-	

	10 year	–
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The International Shares – Indexed option is unhedged and is fully exposed to currency fluctuations. This option was introduced on 27 September 2017.

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	International Shares (Hedged) – Indexed		
<b>Return target</b>	<ul style="list-style-type: none"> <li>CPI plus 2.5% per annum on average over 20 years.</li> </ul>		
<b>Level of investment risk*</b>	<ul style="list-style-type: none"> <li>Very High.</li> </ul> <p>(Negative returns expected in between 6 or greater out of every 20 years)</p>		
<b>Investment style</b>	Passive management.		
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>This option is less diversified than the Fund's Default Option and has a higher risk and return profile.</li> <li>This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
<b>Minimum Suggested Time Frame#</b>	5 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>

	International Shares - Developed Markets	0 - 100%	100%
	Growth assets	-	100%
	Defensive assets	-	0%
Past performance	Net investment return to 30 June p.a.		
	2020	1.61%	
	2019	7.48%	
	2018	-	
	2017	-	
	2016	-	
	Compound average to 30 June 2020 p.a.		
	3 year	-	
	5 year	-	
	10 year	-	

The International Shares (Hedged) – Indexed option is fully hedged and is not exposed to currency fluctuations. This option was introduced on 27 September 2017.

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-

## 5.29 A closer look at our individual manager options

Please note that the Balanced Equity Management (BEM) – Australian Shares investment option is closed to new investors from 15 February 2021.

	Macquarie Investment Management – Australian Fixed Interest		
Return target	• CPI plus 0% per annum on average over 20 years.		
Level of investment risk*	• Medium to High. (Negative returns expected in between 3 to less than 4 out of every 20 years)		
Investment style	Passive management.		
Who is this investment suitable for?	• This Option may suit members who desire lower return volatility over the medium term.		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Diversified Fixed Interest	0 - 100%	100%
	Growth assets	-	0%
	Defensive assets	-	100%

	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.	
Past performance	Net investment return to 30 June p.a.	
	2020	3.67%
	2019	8.05%
	2018	2.41%
	2017	0.22%
	2016	5.94%
	Compound average to 30 June 2020 p.a.	
	3 year	4.68%
	5 year	4.07%
	10 year	4.77%

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

**BlackRock Asset Management – International Fixed Interest**



<b>Return target</b>	• CPI plus 0% per annum on average over 20 years.		
<b>Level of investment risk*</b>	• High. (Negative returns expected in between 4 to less than 6 out of every 20 years)		
<b>Investment style</b>	• Passive management. • The manager invests in securities that form the Barclays Global Aggregate Index, using an index tracking approach to manage securities.		
<b>Who is this investment suitable for?</b>	• This Option may suit members who desire lower return volatility over the medium term.		
<b>Minimum Suggested Time Frame#</b>	5 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	Diversified Fixed Interest	0 - 100%	100%
	<b>Growth assets</b>	-	<b>0%</b>
	<b>Defensive assets</b>	-	<b>100%</b>
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
<b>Past performance^</b>	<b>Net investment return to 30 June p.a.</b>		
	2020	4.11%	

	2019	6.01%
	2018	1.35%
	2017	-0.11%
	2016	7.82%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	3.80%
	5 year	3.79%
	10 year	-

\***The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#**The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

^From the option's inception on 1 June 2011 to 14 January 2014, this option was invested in the BlackRock Indexed World Government Bond Fund, which tracked the Citigroup World Government Bond Index (hedged in AUD with net dividends reinvested). From 15 January 2014, this option has been invested in the BlackRock Global Bond Index Fund, which tracks the Barclays Global Aggregate Index (hedged in AUD with net dividends reinvested).

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	<b>Industry Super Property Trust – Property</b>
<b>Return target</b>	• CPI plus 2.0% per annum on average over 20 years.
<b>Level of investment risk*</b>	• High. (Negative returns expected in between 4 to less than 6 out of every 20 years)

<b>Investment style</b>	The Fund has an income bias aiming to offer investors lower relative earnings volatility and a higher income yield.		
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>• This Option aims to achieve income returns and capital growth over the longer term.</li> <li>• This Option may suit members who have a seven year plus investment time horizon.</li> </ul>		
<b>Minimum Suggested Time Frame#</b>	7 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	Property	0 - 100%	100%
	<b>Growth assets</b>	-	<b>30%</b>
	<b>Defensive assets</b>	-	<b>70%</b>
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
<b>Past performance</b>	<b>Net investment return to 30 June p.a.</b>		
	2020	0.97%	
	2019	6.26%	
	2018	11.69%	
	2017	11.95%	

	2016	12.02%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	6.21%
	5 year	8.48%
	10 year	8.47%

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	<b>Lendlease managed Australian Prime Property Funds (Retail, Commercial &amp; Industrial) – Property</b>
<b>Return target</b>	<ul style="list-style-type: none"> <li>CPI plus 2.0% per annum on average over 20 years.</li> </ul>
<b>Level of investment risk*</b>	<ul style="list-style-type: none"> <li>High.</li> </ul> (Negative returns expected in between 4 to less than 6 out of every 20 years)
<b>Investment style</b>	Long-term direct investment in a quality portfolio of major regional core retail assets, commercial assets and industrial assets across Australia.
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>This Option aims to achieve income returns and capital growth over the longer term.</li> <li>This Option may suit members who have a seven year plus investment time horizon.</li> </ul>

Minimum Suggested Time Frame#	7 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Property	0 - 100%	100%
	Growth assets	-	30%
	Defensive assets	-	70%
	Investment managers may invest a proportion of this option’s assets in cash for management purposes from time to time.		
Past performance	Net investment return to 30 June p.a.		
	2020	-0.91%	
	2019	9.05%	
	2018	13.04%	
	2017	8.96%	
	2016	10.44%	
	Compound average to 30 June 2020 p.a.		
	3 year	6.89%	

	5 year	8.00%
	10 year	7.70%

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	IFM – Australian Infrastructure <sup>1</sup>
<b>Return target</b>	<ul style="list-style-type: none"> <li>CPI plus 2.5% per annum on average over 20 years.</li> </ul>
<b>Level of investment risk*</b>	<ul style="list-style-type: none"> <li>Medium to High. (Negative returns expected in between 3 to less than 4 out of every 20 years)</li> </ul>
<b>Investment style</b>	Long-term direct investment option that invests in tangible infrastructure assets, such as airports, seaports, toll roads, renewable energy and utilities, across Australia.
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>This Option aims to achieve income returns and capital growth over the longer term.</li> <li>This Option may suit members who have a five year plus investment time horizon.</li> </ul>
<b>Recommended minimum investment timeframe#</b>	5 years +

Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Infrastructure	0 - 100%	100%
	Growth assets	-	60%
	Defensive assets	-	40%
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
Past performance	Net investment return to 30 June p.a.		
	2020	0.84%	
	2019	12.60%	
	2018	10.80%	
	2017	11.78%	
	2016	21.05%	
	Compound average to 30 June 2020 p.a.		
	3 year	7.95%	
	5 year	11.19%	

	10 year	-
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1. The option may be closed to new investors if a cap of 3% of total funds under management for the Fund is reached.

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	IFM – Australian Shares		
Return target	• CPI plus 4.0% per annum on average over 20 years.		
Level of investment risk*	• High (Negative returns expected in between 4 to less than 6 out of every 20 years)		
Investment style	Enhanced passive management.		
Who is this investment suitable for?	<ul style="list-style-type: none"> <li>• This option is less diversified than the Fund's Default Option and has a higher risk and return profile.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	0 - 100%	100%
	Growth assets	-	100%



	Defensive assets	-	0%
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
Past performance	Net investment return to 30 June p.a.		
	2020	-4.84%	
	2019	11.33%	
	2018	12.56%	
	2017	13.82%	
	2016	2.02%	
	Compound average to 30 June 2020 p.a.		
	3 year	6.04%	
	5 year	6.72%	
	10 year	-	

This option was introduced on 1 November 2012.

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	Paradice Investment Management (Small Cap) – Australian Shares		
Return target	• CPI plus 5% per annum on average over 20 years.		
Level of investment risk*	• High. (Negative returns expected in between 4 to less than 6 out of every 20 years)		
Investment style	Specialises in investing in companies outside the ASX top 100 stocks as defined by market capitalisation, as well as having the capacity to invest in New Zealand stocks.		
Who is this investment suitable for?	• This Option is less diversified than the Fund's Default Option and has a higher risk and return profile. • This Option may suit members who have a five year plus investment time horizon.		
Minimum Suggested Time Frame#	5 years +		
Asset mix	Asset Class	Range	Strategic Asset Allocation Benchmark
	Australian Shares	0 - 100%	100%
	Growth assets	-	100%
	Defensive assets	-	0%
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
Past performance	Net investment return to 30 June p.a.		

	2020	-4.37%
	2019	-3.47
	2018	24.35%
	2017	1.99%
	2016	30.37%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	4.70%
	5 year	8.81%
	10 year	8.87%

**\*The Level of investment risk** is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

**#The Minimum Suggested Time Frame** is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

	<b>Neuberger Berman – International Shares</b>
<b>Return target</b>	• CPI plus 4.5% per annum on average over 20 years.

<b>Level of investment risk*</b>	<ul style="list-style-type: none"> <li>• High</li> </ul> (Negative returns expected in between 4 to less than 6 out of every 20 years)		
<b>Investment style</b>	<ul style="list-style-type: none"> <li>• Neuberger Berman seeks to maximise performance by constructing its portfolios with high quality, growing companies trading at attractive valuations, which have the potential to outperform the MSCI Emerging Markets Index at lower risk.</li> <li>• The style can best be characterized by Growth at a Reasonable Price (GARP).</li> </ul>		
<b>Who is this investment suitable for?</b>	<ul style="list-style-type: none"> <li>• This Option is less diversified than the Fund's Default Option and has a higher risk and return profile.</li> <li>• This Option may suit members who have a five year plus investment time horizon.</li> </ul>		
<b>Minimum Suggested Time Frame#</b>	5 years +		
<b>Asset mix</b>	<b>Asset Class</b>	<b>Range</b>	<b>Strategic Asset Allocation Benchmark</b>
	International Shares - Emerging Markets	0 - 100%	100%
	<b>Growth assets</b>	-	<b>100%</b>
	<b>Defensive assets</b>	-	<b>0%</b>
	Investment managers may invest a proportion of this option's assets in cash for management purposes from time to time.		
<b>Past performance</b>	<b>Net investment return to 30 June p.a.</b>		
	2020	-1.28%	

	2019	5.11%
	2018	11.25%
	2017	18.29%
	2016	-2.99%
	<b>Compound average to 30 June 2020 p.a.</b>	
	3 year	4.89%
	5 year	5.78%
	10 year	-

This option is unhedged and is fully exposed to currency fluctuations.

This option was introduced on 31 October 2011.

\*The Level of investment risk is based on an industry-wide Standard Risk Measure. It shows the number of expected negative annual returns over a 20-year period.

#The Minimum Suggested Time Frame is based on the risk and return profile of this option. The timeframe considers volatility and the likelihood of negative annual returns in any one year.

Past performance is not a reliable indicator of future performance. Net investment returns represent the rate of return on investments, net of investment-related fees, costs and taxes.

## 5.30 A closer look at our Choiceplus option

The **Choiceplus** investment option offers you a greater level of control and choice in investing your super.

It provides you with access to real time trading, extensive market information, independent research through Morningstar and investment tools to assist you in making an informed investment decision and manage your portfolio.

The **Choiceplus** investment option offers many of the features available to a self-managed super fund (SMSF) at a low cost - and you continue to be invested in an APRA regulated super fund.

It is important to bear in mind that investment decisions made in the **Choiceplus** investment option are made by you – not Hostplus. Like any investment, **Choiceplus** carries its own level of investment and market risk. You should be aware of the risks involved and are comfortable with the strategy you are putting in place. Hostplus excludes all liability and retains rights to indemnity in connection with your **Choiceplus** investment. You should read the **Terms and conditions for investing in the Choiceplus investment option** in the [Choiceplus guide](#).

**Choiceplus** is accessed via your online [Member Online](#) account.

**Choiceplus** allows you to invest in:

- Australian Shares (S&P/ASX 300 Index),
- Exchange Traded Funds (ETFs),
- Listed Investment Companies (LICs), and
- Term Deposits.

#### **Australian Shares (S&P/ASX 300 Index)**

The S&P/ASX 300 Index incorporates the largest 300 companies on the Australian Stock Exchange (by market capitalisation). Through the S&P/ASX 300 Index you can invest in well-known Australian companies and some less well known or niche companies over a range of industries.

#### **Exchange Traded Funds (ETFs)**

ETFs are traded like shares, but are a collection of securities and generally represent a particular market index, (eg. ASX Small Caps). ETFs provide a low cost way to access a wide range of securities in Australian and international markets and different industry sectors without having to select shares yourself.

#### **Listed Investment Companies (LICs)**

LICs are listed managed investments, are traded like shares and are close-ended. This means they do not regularly issue new shares or cancel existing shares as investors join or leave. LICs enable investment into a collection of securities and provide a low cost way to access a diverse and professionally managed portfolio of assets, which can include shares, property and deposits.

#### **Term Deposits**

The Choiceplus investment option allows you to invest your superannuation in term deposits provided by ME (formerly Members Equity Bank). Hostplus is a shareholder in ME which is owned by some of the largest industry super funds in Australia.

Money invested in this investment has a locked in term and interest rate, which accrues interest daily and is credited to your account at the end of the selected term along with the original invested capital. The interest rate is generally higher than a normal bank deposit interest rate.

**Choiceplus** provides you with agreed maturity terms of 90 days, 180 days and 365 days on your term deposits.

You can establish automatic investment instructions that apply when your term deposit matures, as well as receive pre-maturity alerts.

Term deposits are deemed to be 'illiquid' investments, because once you have agreed on a term and locked your investment in, you cannot redeem your cash earlier without incurring a penalty on your interest rate.

Term Deposits cannot be transferred into your Pension account from your super account.

Hostplus reserves the right to change or add to the selection of investments available through the **Choiceplus** investment option as required.

#### **Choiceplus features:**

- easy to use online investment platform,
- central transaction account,
- access to Australian shares in the S&P/ASX 300 Index, selected ETFs and LICs and term deposits,
- real time online share trading,
- competitive administration and brokerage fees,
- transfer your Choiceplus shares, exchange traded funds (ETFs) and listed investment companies (LICs) when commencing a new Hostplus Pension (excluding TTR accounts)
- latest information, share prices and stock market news as it becomes available including independent research,
- live share quotes and 20 minute delayed market data,
- ability to participate in share dividend reinvestment plans,
- ability to check the value of your investments when it suits you,
- access to personalised share trading information and history,
- consolidated portfolio and tax reporting for your **Choiceplus** investments,
- comprehensive company and market information,
- access to end of day market wrap up, and
- investment tools, including watch lists and charting.

#### **Transfer your Choiceplus Shares, Exchange Traded Funds (ETFs) and Listed Investment Companies (LICs) when commencing your Hostplus Pension**

You can transfer your Choiceplus held shares, exchange traded funds (ETFs) and Listed Investment Companies (LICs) from your super to your pension account without the need to sell down. This transfer can only be achieved as a 'once only' when you commence a new Hostplus Pension, and does not include any Term Deposits you may hold.

Transfers for members with Term Deposits are not permitted and will result in the rejection of your application. Transfers cannot be initiated until Term Deposits reach full maturity.

**Please note:** Choiceplus is not available through TTR accounts – but members may still invest in Choiceplus through their super account.

Benefits of a transfer are:

- you don't have to sell and repurchase your super Choiceplus investments, thereby saving on buy and sell costs
- you will not have to pay any transfer or other transaction activity fees, meaning you enjoy a fee free transfer
- you are not exposed to out of the market risks because you remain invested throughout the transfer
- you may save on tax because the transfer occurs without the realization of capital gains and the assets are transferred into a tax- free environment

Additional matters you should consider:

- Term deposits cannot be broken in order to set-up your Pension account, meaning you may wish to consider delaying the commencement of your Hostplus Pension account until your Term Deposit(s) reach full maturity.

- Your super Choiceplus transaction account will be transferred to your new Pension account upon completion of the asset transfer.
- Your Choiceplus shares, ETFs and LICs cannot be transferred until any pending buy or sell orders have either been executed and settled or cancelled.
- Corporate actions and other asset specific events, such as pending cash transfers, pending trades, and pending non-income corporate actions may delay transfers.
- Tax credits associated with any trust distributions you received during a financial year may be lost when you close and exit your Choiceplus super account (including as a result of an asset transfer) if done prior to the Fund's annual true up calculation.
- The value of the transfer will be calculated at close of business the day before the transfer is completed.

For full information on tax and your investments in Choiceplus (including details on the 'annual true up' please refer to the [Choiceplus guide](#) available at [hostplus.com.au](http://hostplus.com.au).

Transfers from Pension to super or Pension to Pension are at the absolute discretion of the Trustee. Consideration will be given on application. The Trustee may also, from time to time, vary the available Choiceplus investment options available for transfer.

To elect to transfer your Choiceplus investments simply tick the **Transfer my Choiceplus shares, ETFs and LICs into my Hostplus Pension** box in the Pension membership application form.

#### **Seek advice from a financial planner**

While many people feel they have the ability to take a more active role in managing their super, the reality is often quite different. We strongly recommend that you obtain advice from a licensed financial planner before investing in the **Choiceplus** investment option. In this way you can have peace of mind knowing your investment strategy matches your investment timeframe and risk tolerance.

Our Hostplus financial planners licensed by Industry Fund Services Ltd, ABN 54 007 016 195, AFSL 232514 can work with you to determine if a Choiceplus investment strategy is right for you. Visit [hostplus.com.au/executive/advice](http://hostplus.com.au/executive/advice) to make an appointment online or contact us on **1300 246 423** to have one of our Member Services Consultants organise an appointment for you.

Find out more about Industry Fund Services Ltd at [hostplus.com.au/executive/advice](http://hostplus.com.au/executive/advice)

For more information about **Choiceplus** download the [Choiceplus guide](#).

For information about the fees and costs applicable to the **Choiceplus** investments go to [6.4 Fees and costs for the Choiceplus investment option](#).

### **5.30.1 Who can invest in Choiceplus?**

To be eligible to invest in the **Choiceplus** investment option, you must:

- Be a Hostplus member with more than \$10,000 in your account.
- Have access to the internet and a current email address.
- Read and accept the terms and conditions during the registration process.
- Maintain a balance of at least \$2,000 in one or more of your Hostplus premixed, sector or individual investment options;
- Transfer and maintain at least \$200 into your Choiceplus transaction account from your other Hostplus investment options.



## **5.31 Our investments and investment managers at 31 December 2020**

### **Australian shares**

Airlie Funds Management Pty Ltd (Active Australian Equity)  
Airlie Funds Management Pty Ltd (Industrial Australian Equity)  
Allan Gray Australia Pty Ltd  
Citigroup Transition Australian Equities  
Balanced Equity Management Pty Limited  
Greencape Capital Pty Ltd (Australian Equity)  
Firetrail Ltd (High Conviction)  
IFM Investors Pty Ltd (Buyback)  
IFM Investors Pty Ltd (Enhanced Indexed)  
IFM Investors Pty Ltd (Small Cap)  
L1 Capital Pty Ltd  
Paradise Investment Management Pty Ltd (Small Cap)  
Paradise Investment Management Pty Ltd (Mid Cap)  
Paradise Investment Management Pty Ltd (Large Cap)  
Pandal Group  
Tanarra Capital Australia Pty Limited  
UBS Transition Australian Equities  
Vinva Australian Equity Alpha Extension Fund – Vinva Investment Management Limited  
Yarra Capital Management Limited (Australian Equities)  
Yarra Capital Management Limited (Emerging Leaders)

### **International shares**

Apostle Dundas Global Equity Fund – Dundas Global Investors Limited  
Baillie Gifford Overseas Limited  
Citigroup Transition International Equities  
Hosking Partners LLP  
IFM Investors Pty Ltd (Indexed Global Equities)  
Independent Franchise Partners, LLP  
Martin Currie Investment Management Ltd  
Maverick Long Enhanced Fund Ltd – Maverick Long Enhanced Ltd  
Maverick Long Enhanced Fund Ltd – Series B – Maverick Long Enhanced Ltd  
Ninety One Australia Pty Limited  
Northcape Capital Pty Ltd  
Neuberger Berman Australia Pty Limited  
Orbis Global Equity Fund – Orbis Investment Management Limited  
Paradise Investment Management Pty Ltd (Global Small Cap)  
RWC Asset Management LLP  
T. Rowe Price Australia Limited  
Wellington International Management Company Pte Ltd (Asia ex-Japan Contrarian Equity)  
Wellington International Management Company Pte Ltd (Global Contrarian Equity)

### **Private Equity**

Artesian Hostplus VC Fund 1, ILP – Artesian Venture Capital Fund of Funds Management, I.L.P  
Artesian Hostplus China Venture Capital Fund 1 – Artesian Venture Capital Fund of Funds Management, I.L.P  
Artesian Venture Capital Fund of Funds, ILP – Artesian AFOF Pty Ltd  
Artesian Venture Capital Fund 2, ILP – Artesian AFOF Pty Ltd  
Australia Private Equity Fund No.1 – Continuity Capital Partners Pty Limited  
Australia Private Equity Fund No.2 – Continuity Capital Partners Pty Limited  
Blackbird Ventures 2015 Follow-On Fund – Blackbird Ventures Pty Limited  
Blackbird Ventures 2015, LP – Blackbird Ventures Pty Limited  
Blackbird Hostplus Trust – Blackbird Ventures Pty Limited

Blackbird Ventures 2018 Follow-On Fund – Blackbird Ventures Pty Limited  
 Blackbird Ventures 2018, LP – Blackbird Ventures Pty Limited  
 Blackbird After The Car Trust – Blackbird Ventures Pty Limited  
 Blackbird Ventures 2020 Follow-On Fund Trust  
 Blackbird Ventures 2020 LP  
 Carnegie Healthcare Fund, LP – M.H. Carnegie & Co. Pty Limited  
 Carnegie Innovation Fund, LP – Carnegie Venture Capital Pty Limited  
 Carnegie Innovation Fund II, LP – Carnegie Venture Capital Pty Limited  
 Carnegie Private Opportunities Fund No.1 – M.H. Carnegie & Co. Pty Limited  
 Carnegie Private Opportunities Fund No.2 – M.H. Carnegie & Co. Pty Limited  
 Carthona Capital Venture Fund 1 (Part A) – Carthona Capital FS Pty Ltd  
 Carthona Capital Venture Fund 1 (Part B) – Carthona Capital FS Pty Ltd  
 Carthona Capital Venture Fund 1 (Part C) – Carthona Capital FS Pty Ltd  
 Carthona Capital Venture Fund (HP) No.2 – Carthona Capital FS Pty Ltd  
 Crown Co-Investment Opportunities PLC II – LGT Capital Partners (Ireland) Limited  
 Crown Europe Middle Market II Plc – LGT Capital Partners (Ireland) Limited  
 Crown European Buyout Opportunities II Plc – LGT Capital Partners (Ireland) Limited  
 CSIRO Innovation Fund 1, LP – Main Sequence Ventures Ltd  
 CSIRO Innovation Follow-On Fund 1 – Main Sequence Ventures Ltd  
 Five V Fund (SF1) III, LP – Five V Capital Pty Ltd  
 HL-HP Global Investments LP – HL-HP Global Investments GP LLC  
 Hermes GPE PEC III LP – Hermes GPE LP  
 Hermes GPE PEC IV LP – Hermes GPE LP  
 Hostplus ROC Private Equity Trust – Roc Capital Pty Limited  
 Hostplus US EM CI LP - Flexstone Partners, LLC  
 Hostplus US EMP, LLC - Series 1 – Flexstone Partners, LLC  
 Hostplus US EMP, LLC - Series 2 – Flexstone Partners, LLC  
 HP Special Investment Fund S.C.Sp – LGT Capital Partners (Ireland) Limited  
 Industry Super Holdings Pty Ltd  
 IFM Australian Private Equity Fund 3 – IFM Investors Pty Ltd  
 IFM Australian Private Equity Fund 4 – IFM Investors Pty Ltd  
 IFM International Private Equity Fund 1 – IFM Investors Pty Ltd  
 IFM International Private Equity Fund 2 – IFM Investors Pty Ltd  
 IFM International Private Equity Fund 3 – IFM Investors Pty Ltd  
 IPG Hostplus 2018 Trust Class A – IP2IPO Australia HP Pty Ltd  
 IPG Hostplus 2018 Trust Class H – IP2IPO Australia HP Pty Ltd  
 Kelso Investment Associates X, LP - Kelso & Company, L.P.  
 Lexington Capital Partners VIII, L.P – Lexington Partners L.P  
 Lexington Co-investment Partners III, L.P – Lexington Partners L.P  
 Lexington Co-investment Partners IV, L.P – Lexington Partners L.P  
 Members Equity Bank Pty Limited  
 MHC Hostplus Co-Investment Trust – M.H. Carnegie & Co. Pty Limited  
 MRCF 3 (HP) Trust – BCP3 Pty Ltd  
 MRCF 5 - BCP3 Pty Ltd  
 MRCF Hostplus BTF – BCP3 Pty Ltd  
 Myriota Pty Ltd.  
 Partners Group Secondary 2008 (EUR), S.C.A., SICAR – Partners Group Management Ltd  
 Partners Group Secondary 2011 (EUR), S.C.A., SICAR – Partners Group Management Ltd  
 Partners Group Client Access 19 L.P. Inc. – Partners Group Management Ltd  
 Partners Group Client Access 19A L.P. Inc. – Partners Group Management Ltd  
 Partners Group Client Access 25 L.P. Inc. – Partners Group Management Ltd  
 Partners Group Dandenong, L.P – Partners Group Management Ltd  
 Partners Group Direct Investments 2012 (USD) ABC, L.P. – Partners Group Management Ltd  
 Partners Group Direct Equity 2016 – Partners Group Management Ltd  
 Private Equity US Opportunities II, L.P – Flexstone Partners, LLC  
 Private Equity US Opportunities III, LP – Flexstone Partners, LLC  
 Roc Asia Pacific Co-Investment Fund III – Roc Capital Pty Limited

Roc China Growth Fund – Roc Capital Pty Limited  
 Safar Partners Fund, L.P. – Safar Partners GP, LLC  
 Safar Partners Hostplus Special Opportunity Fund, L.P. – Safar Partners GP, LLC  
 Siguler Guff HP China Opportunities Fund LP – Siguler Guff HP China GP, LLC  
 Siguler Guff HP Opportunities Fund II, LP – Siguler Guff HP II GP, LLC  
 Siguler Guff Small Buyout Opportunities Fund II, L.P – Siguler Guff SBOF II GP, LLC  
 Square Peg Australia 2015 LP – Square Peg Capital Pty Ltd  
 Square Peg Global 2015 Trust – Square Peg Capital Pty Ltd  
 Square Peg CI 2015 Trust – Square Peg Capital Pty Ltd  
 Square Peg 2018, LP – Square Peg Capital Pty Ltd  
 Square Peg Global 2018 Trust – Square Peg Capital Pty Ltd  
 Square Peg Opportunities 2020 Trust – Square Peg Capital Pty Ltd  
 Stafford Cap TDCFII - Stafford Capital Partners  
 Telstra Ventures Fund II Sidecar, L.P. – T Ventures Fund II GP, Ltd  
 Wilshire Private Markets Funds – Wilshire Australia Pty Limited  
 Wilshire Private Markets Asia No.1 Fund – Wilshire Australia Pty Limited  
 Wilshire Private Markets Asia No.2 Fund – Wilshire Australia Pty Limited

### **Infrastructure**

Campus Living Villages Fund – Campus Living Funds Management Limited  
 FSI Infrastructure Fund (Anglian Water Group Sector) – First Sentier Investors (Australia) RE Ltd  
 Darling Harbour – Capella Management Services Pty Ltd  
 European Diversified Infrastructure Fund II SCSp – First Sentier Investors  
 European Diversified Infrastructure Fund  
 Gardior Fund A – Infrastructure Units (IU) – Gardior  
 Gardior Fund B – Infrastructure Units B (IUB) – Gardior  
 GDIF Hedged Feeder Fund 2 – First Sentier Investors  
 GIP Gemini Fund LP – Global Infrastructure Partners  
 IFM Australian Infrastructure Fund – IFM Investors Pty Ltd  
 IFM International Infrastructure Fund – IFM Investors Pty Ltd  
 Macquarie Global Infrastructure Fund III – Macquarie Specialised Asset Management Limited  
 NSW Ports Consortium – Industry Funds Management Pty Ltd  
 QGIF Iona Aggregator Trust – QIC Investments No. 1 Pty Ltd  
 QIC Global Infrastructure Fund – QIC Limited  
 QIC REV Investment Trust No. 1 – QIC Infrastructure Management No. 2 Pty Ltd  
 Utilities Trust of Australia – H.R.L Morrison & Co Limited

### **Property**

Australian Prime Property Funds (Retail, Commercial & Industrial) – Lendlease Investment Management  
 Charter Hall Prime Industrial Fund – Charter Hall Funds Management Limited  
 Charter Hall Prime Office Fund – Charter Hall Funds Management Limited  
 ISPT Core Fund – ISPT Pty Ltd  
 ISPT Development and Opportunities Fund II – ISPT Pty Ltd  
 ISPT Non-Discretionary Residential Mandate – ISPT Pty Ltd  
 ISPT Retail Australian Property Trust – ISPT Pty Ltd  
 Invesco Core Real Estate USA (ICRE) Fund – Invesco Core Real Estate U.S.A., L.P.  
 KAMOB Investors III, L.P. – Kayne Anderson Capital Advisors, L.P.  
 Kayne Anderson Core Real Estate, L.P. – Kayne Anderson Core Real Estate Advisors I, LLC  
 Lendlease Asian Retail Investment Fund 2 – Lendlease Investment Management  
 Lendlease Asian Retail Investment Fund 3 – Lendlease Investment Management  
 Lendlease Communities Fund 1 – Lendlease Investment Management  
 Lendlease Sub-Regional Retail Fund – Lendlease Investment Management  
 Long Weighted Investment Partnership (LWIP) Trust – Charter Hall Wholesale Management Limited  
 Long Weighted Investment Partnership (LWIP) Trust II – Charter Hall Wholesale Management Limited  
 Macquarie Real Estate Equity Fund 6 – Macquarie Admin Services Pty Limited  
 QIC Australia Core Plus Fund – QIC Limited  
 Select Property Portfolio No. 3 – AMP Capital Investors Limited

U.S. Cities Multifamily Fund, L.P. – U.S. Cities Multifamily Fund GP LLC  
U.S. Cities Multifamily Fund, L.P. – U.S. Cities Industrial Fund GP LLC

### **Fixed Income**

iShares Global Bond Index Fund – BlackRock Asset Management Australia Limited  
iShares Wholesale Aust Bond Index Fund – BlackRock Asset Management Australia Limited  
Macquarie True Index Australian Fixed Interest Fund – Macquarie Investment Management Australia Limited  
Super Loans Trust – ME Portfolio Management Ltd

### **Cash**

Citigroup Pty Ltd  
IFM Investors Pty Ltd  
Members Equity Bank Pty Ltd

### **Alternatives**

Apollo/Athene Dedicated Investment Program (B), L.P. – Apollo ADIP Advisors L.P.  
Athora Holding Ltd.  
Autonomy Capital Global Macro Fund L.P. – Autonomy Capital International Limited  
Bridgewater Pure Alpha Fund II, Ltd – Bridgewater Associates, Inc  
Ethical Leaders Balanced Fund – AMP Capital Funds Management Limited  
Fitzroy Horizons Fund – International Asset Management Limited  
GMO Systematic Global Macro Fund – GMO Australia Limited  
GSA Capital Partners Trend Fund – GSA Capital Partners LLP  
IPM Systematic Macro Fund – Macquarie Investment Management Australia Limited  
QIC Liquid Alternatives Fund (H) – QIC Limited  
Renaissance Institutional Diversified Alpha Fund LLC – Renaissance Technologies LLC  
Resolution Life Group Holdings L.P. – Resolution Life Group Holdings Ltd.  
Select Market Access Fund – Tangency Capital Ltd

### **Credit**

Apollo ST Fund Management LLC  
Apollo Offshore Structured Credit Recovery Fund IV Ltd – Apollo ST Fund Management LLC  
Barings LLC  
Cross Ocean Partners US SS Fund – Cross Ocean Partners Management LP  
IFM Specialised Credit Floating Feeder Fund – IFM Investors Pty Ltd  
Kayne Anderson Real Estate Debt II LP – Kayne Anderson Capital Advisors, L.P.  
Kayne Anderson Real Estate Debt III LP – Kayne Anderson Capital Advisors, L.P.  
Kayne Senior Credit III Offsh Fund L.P. – Kayne Anderson Capital Advisors, L.P.  
Loomis Sayles CLO II Ltd – Apollo ST Fund Management LLC  
Loomis Sayles Credit Opportunities Fund – Loomis, Sayles & Company LP  
Hayfin Hostplus L.P. – HayFin Hostplus GP Limited  
HayFin Special Opportunities Credit Fund LP – HayFin Special Opportunities GP Limited  
HayFin Special Opportunities Fund II LP – HayFin Special Opportunities Fund II GP LP  
HayFin Special Opportunities Fund II USD Co-Invest LP – HayFin Special Opportunities Fund II GP LP  
HPK Partners, LLC – Kayne Anderson Capital Advisors L.P.  
Redding Ridge Holdings LP  
Willow Tree Fund I (Offshore), LP – Willow Tree Fund I (Offshore) GP, LLC

### **Currency**

Currency Overlay – Mesirow Financial Investment Management Inc.

### **Choiceplus**

Choiceplus Cash  
Term Deposits  
Direct Equities (ASX 300 shares & ETFs)

The information in this Section contains general advice only and does not take into account your personal

objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198, Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 6.**

# **Fees and costs**

## Section 6. Fees and costs

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

Our aim is to ensure you have as much as possible when you retire. We're sure you share this vision. That's why we don't pay financial adviser commissions or shareholder dividends. And we don't charge percentage-based member fees. With Hostplus Executive you pay the same, fixed weekly member fee regardless of your investment value, plus investment expenses. It means more money stays with you.

### 6.1 Consumer Advisory Warning

#### Did you know?

Small differences in both investment performance and fees and costs can have a substantial impact on your long term returns.

For example, total annual fees and costs of 2% of your account balance rather than 1% could reduce your final return by up to 20% over a 30 year period (for example, reduce it from \$100,000 to \$80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs.

***You or your employer, as applicable, may be able to negotiate to pay lower fees. Ask the fund or your financial adviser.***

#### **TO FIND OUT MORE**

*If you would like to find out more, or see the impact of the fees based on your own circumstances, the **Australian Securities and Investments Commission (ASIC)** website ([www.moneysmart.gov.au](http://www.moneysmart.gov.au)) has a superannuation calculator to help you check out different fee options.*

**Please note: This Consumer Advisory Warning is prescribed by law. However, the statement concerning the possibility of negotiating fees is not applicable to Hostplus.**

### 6.2 Fees and other costs at a glance

This document shows fees and other costs that you may be charged. These fees and costs may be deducted from your money, from the returns on your investment or from the fund assets of the superannuation entity as a whole.

Other fees, such as activity fees, advice fees for personal advice and insurance fees may also be charged, but these will depend on the nature of the activity, advice or insurance chosen by you. Entry fees and exit fees cannot be charged.

Taxes, insurance and other costs relating to insurance are set out in another part of this document.

You should read all the information about fees and costs because it is important to understand their impact on your investment.

The fees and other costs associated with an investment in Hostplus, are set out below. For a breakdown of the fees and costs for each investment option, refer to section [6.4 Additional Fees and Costs](#).

Hostplus Superannuation Fund		
Type of fee	Amount	How and when paid
<i>Investment fee<sup>1</sup></i>	Varies according to your chosen investment option(s), ranges between 0.00% and 0.78% <sup>3</sup>	The investment fee is not deducted from your account balance. It is deducted daily from gross investment earnings before net investment returns are applied to your account
<i>Administration fee<sup>1</sup></i>	\$78.00 p.a. (\$1.50 per week)	The Administration Fee is deducted from your account each month and is paid into the Fund's Administration Reserve
<i>Buy – sell spread</i>	Nil	Not applicable
<i>Switching fee</i>	Nil	Not applicable
<i>Advice fee</i> relating to all members investing in the MySuper Balanced investment option	Nil	Not applicable
<i>Other fees and costs<sup>2</sup></i>		



<i>Indirect cost ratio (ICR)</i> - <i>Investment costs</i> <sup>1</sup>	Varies according to your chosen investment option(s), ranges between 0.00% and 0.71% <sup>3</sup>	The ICR is not deducted from your account balance. It is deducted daily from gross investment earnings before net investment returns are applied to your account
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1. If your account balance for a product offered by the superannuation entity is less than \$6,000 at the end of the entity's income year, the total combined amount of administration fees, investment fees and indirect costs charged to you is capped at 3% of the account balance. Any amount charged in excess of that cap must be refunded

2. See "[Additional explanation of fees and costs](#)" for a description of other fees and costs; such as activity fees, advice fees for personal advice, insurance fees and **Choiceplus** investment option fees.

3. The Investment fee and ICR – Investment fees and costs are estimated for the financial year ended 30 June 2020. Investment fees (but not ICR) include performance fees which may vary from year to year. Because the investment fees and costs are estimates based on the previous financial year's investment performance, fees and costs payable in respect of each future year may be higher or lower.

### 6.3 Example of annual fees and costs for the MySuper product

This table gives an example of how the fees and costs for the default Hostplus Balanced investment option can affect your superannuation investment over a 1 year period. You should use this table to compare this superannuation product with other superannuation products.

Example - Hostplus Balanced option		Balance of \$50,000
Investment fees	0.71%	For every \$50,000 you have in the superannuation product you will be charged \$355 each year
<b>PLUS</b> Administration fees	\$78 (\$1.50 per week)	<b>And</b> , you will be charged \$78 in administration fees regardless of your balance
<b>PLUS</b> Indirect costs for the MySuper product	0.39%	<b>And</b> , indirect investment costs of \$195 each year will be deducted from your investment
<b>EQUALS</b> Cost of product		If your balance was \$50,000, then for that year you will be charged fees of <b>\$628</b> for the superannuation product.

Note: additional fees may apply. **And**, if you leave the superannuation entity, you may be charged an **exit fee** of **\$0** and a **buy/sell spread** which also applies whenever you make a contribution, exit, rollover or investment switch. The **buy/sell spread** for exiting is **0%** (this will equal to **\$0** for every \$50,000 you withdraw).

## 6.4 Additional explanation of fees and costs

### Defined fees

#### Estimated Hostplus Superannuation Fund - 30 June 2020 Fees and costs

	Investment Fee			Indirect Cost Ratio		
Investment option	Management Fee (1)	Performance Fee (1)	Total Investment Fee (1)	Transaction Cost (3)	Operational Cost (3)	Total Indirect Cost Ratio (ICR) (2)
Balanced	0.55%	0.16%	0.71%	0.23%	0.16%	0.39%
Capital Stable	0.28%	0.04%	0.32%	0.14%	0.08%	0.22%
Conservative Balanced	0.37%	0.06%	0.43%	0.18%	0.10%	0.28%
Socially Responsible Investment (SRI) – Balanced*	0.67%	0.00%	0.67%	0.24%	0.10%	0.34%
Indexed Balanced	0.02%	0.00%	0.02%	0.03%	0.01%	0.04%
Shares Plus	0.51%	0.14%	0.65%	0.22%	0.13%	0.35%
Cash	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%

	Investment Fee			Indirect Cost Ratio		
Diversified Fixed Interest	0.06%	0.00%	0.06%	0.05%	0.01%	0.06%
Property	0.49%	0.02%	0.51%	0.29%	0.21%	0.50%
Infrastructure**	0.37%	0.12%	0.49%	0.11%	0.21%	0.32%
Australian Shares	0.37%	0.06%	0.43%	0.26%	0.06%	0.32%
International Shares	0.46%	0.05%	0.51%	0.19%	0.10%	0.29%
International Shares - Indexed	0.02%	0.00%	0.02%	0.01%	0.10%	0.11%
International Shares (Hedged) - Indexed	0.02%	0.00%	0.02%	0.04%	0.04%	0.08%
Macquarie - Australian Fixed Interest	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%
BlackRock - International Fixed Interest	0.08%	0.00%	0.08%	0.08%	0.01%	0.09%

	Investment Fee			Indirect Cost Ratio		
Industry Super Fund Property Trust - Property	0.27%	0.00%	0.27%	0.31%	0.33%	0.64%
Lend Lease Managed Australian Prime Property Funds	0.68%	0.00%	0.68%	0.17%	0.11%	0.28%
IFM - Australian Infrastructure	0.37%	0.00%	0.37%	0.06%	0.19%	0.25%
IFM - Australian Shares	0.02%	0.00%	0.02%	0.00%	0.01%	0.01%
Paradise Investment Management (Small Cap)	0.78%	0.00%	0.78%	0.64%	0.07%	0.71%
Neuberger Berman - International Shares	0.61%	0.00%	0.61%	0.01%	0.10%	0.11%

\*On 15 February 2021, changes were made to the Socially Responsible Investment (SRI) – Balanced Investment Option's investment approach and underlying managers, whilst asset allocation ranges and the level of investment risk were not materially changed. The above disclosure reflects estimated fees and costs for the year ended 30 June 2020. From 15 February 2021 to 30 June 2021 the expected Investment Fee and Indirect Cost Ratio for the Socially Responsible Investment (SRI) – Balanced Option are as shown below. These estimates are not based on actual expenses incurred for the year ended 30 June 2020; instead these are based on reasonable estimates expected to apply from 15 February 2021 to 30 June 2021 as a result of those changes. Actual fees and costs payable may be greater than as disclosed in this document:

Expected Investment Fee			Expected Indirect Cost Ratio		
Management Fee	Performance Fee	Total Investment Fee	Transaction Cost	Operational Cost	Total Indirect Cost Ratio
0.28%	0.37%	0.65%	0.05%	0.10%	0.15%

\*\* The Infrastructure option was introduced on 1 December 2019, therefore the Indirect Cost Ratio and the Investment Fee for this option is not based on actual expenses incurred from 1 July 2019 to 30 June 2020 but on reasonable estimates expected for the full 2019/20 financial year.

The performance based fee component comprises actual fees paid and estimates of fees to be paid for the financial year ending 30 June 2020.

The Indirect Cost Ratio and the Investment fee is based on the expenses incurred from 1 July 2019 to 30 June 2020. As a result these figures are indicative only and may change in subsequent years depending on (for example) the performance of each option. These costs are deducted before the net investment return for each investment option are declared and applied to members' accounts.

[See Section 7 for information on tax.](#)

Please note; all fees and costs are inclusive of GST (unless otherwise stated) less any input tax credits and stamp duty (if applicable). The fund passes on any tax deduction on investment costs in the form of higher returns.

## 1. Investment fee

An investment fee is a fee that relates to the investment of the assets of a superannuation entity and includes:

- (a) fees in payment for the exercise of care and expertise in the investment of those assets (including performance fees); and
- (b) costs that relate to the investment of assets of the entity, other than:
  - (i) borrowing costs; and
  - (ii) indirect costs that are not paid out of the superannuation entity that the trustee has elected in writing will be treated as indirect costs and not fees, incurred by the trustee of the entity or in an interposed vehicle or derivative financial product; and
  - (iii) costs that are otherwise charged as an administration fee, a buy-sell spread, a switching fee, an exit fee, an activity fee, an advice fee or an insurance fee, but does not include property operating costs. In simple terms, investment fees are the fees we choose to pay to managers as part of our strategy for active management and for access unlisted assets.

Note: The costs referred to in paragraph (b) do not include transactional and operational costs referred to in paragraphs (b), (ea) and (eb) of the definition of transactional and operational costs.

### Management fee

A Management fee is a fee that is indirectly or directly paid to an investment manager for their time and expertise in managing a portfolio or investment trust. Management fees result in a reduction in the value of each investment option and are deducted daily from investment earnings before net investment returns are applied to your account.

### Performance fee

In certain circumstances, Hostplus agrees, as part of the fees payable to an investment manager, to pay a performance fee. Performance fees are payable to investment managers if they outperform required performance targets. The performance fees payable varies between the underlying investment managers and may change from year to year.

These performance fees are included within the investment fee and are borne by members invested in an investment option before investment earnings are declared and applied to their account. Investment fees can change as a result of changes to the performance fees.

## **2. Indirect Cost Ratio (ICR)**

The indirect cost ratio (ICR), for a MySuper product or an investment option offered by a superannuation entity, is the ratio of the total of the indirect costs for the MySuper product or investment option, to the total average net assets of the superannuation entity attributed to the MySuper product or investment option.

In simple terms the ICR represents "the (largely) unavoidable costs Hostplus pays to market intermediaries just to invest in markets" (i.e. brokerage, stamp duty, custody, asset consulting, FX spreads etc.)

Note: A fee deducted from a member's account or paid out of the superannuation entity is not an indirect cost.

## **3. Transactional and operational costs**

Hostplus incurred transactional and operational costs in the course of investing which is already included in the Indirect Cost Ratio (ICR). Transaction costs are incurred when assets are bought or sold and are an additional cost to the member. Different transaction costs arise depending on the assets involved. For example, the transaction costs incurred in buying or selling listed securities and derivatives are different to the transaction costs in buying or selling property, and private equity and infrastructure businesses. Examples of transactional and operational costs include such items as:

- (a) Brokerage
- (b) Buy-sell spreads
- (c) Settlement costs (including custody costs)
- (d) Clearing costs;
- (e) Stamp duty on an investment transaction
  - (ea) where an asset is acquired other than through a financial market, any part of the acquisition price of the asset that exceeds the price at which the asset could have been disposed of;
  - (eb) where an asset is acquired through a financial market, any part of the acquisition price of the asset that exceeds the bid price in the financial market that would apply without the acquisition having occurred either:
    - (i) immediately following the acquisition; or
    - (ii) if the acquisition was a part of multiple acquisitions reflecting a single and non-recurring instruction to acquire, after the last acquisition made in accordance with the instruction.

Operational costs include all administrative / operational expenses that are additional costs - for example, custody, accounting/ tax, trustee-related expenses, organisational expenses, advisory committee expenses, director fees, regulatory and compliance costs, administration, legal fees, salaries, consulting and other overheads.

## **4. Borrowing costs**

Borrowing costs may arise in a few circumstances, including (but not limited to) where money is borrowed to purchase an asset and where securities are borrowed as part of the investment strategy. Borrowing costs are an additional cost to the member which are recovered daily from the earnings of an investment option prior to the distribution of any earnings to members. These costs are not charged directly to your account.

The following borrowing costs currently apply:

Investment Option	Borrowing Costs
Balanced	0.18%
Capital Stable	0.13%
Conservative Balanced	0.12%
Socially Responsible Investment (SRI) – Balanced*	0.04%
Shares Plus	0.11%
Property	0.91%
Infrastructure**	0.01%
International Shares	0.01%
Industry Super Fund Property Trust - Property	0.52%
Lend Lease Managed Australian Prime Property Funds	0.61%

\*On 15 February 2021, changes were made to the Socially Responsible Investment (SRI) – Balanced Investment Option's investment approach and underlying managers, whilst asset allocation ranges and the level of investment risk were not materially changed. The above disclosure reflects estimated Borrowing Costs for the year ended 30 June 2020. From 15 February 2021 to 30 June 2021 expected Borrowing Costs for the Socially Responsible Investment (SRI) – Balanced Option, are 0.07%. This estimate is not based on actual expenses incurred for the year ended 30 June 2020; instead it is based on reasonable estimates expected to apply from 15 February 2021 to 30 June 2021 as a result of those changes. Actual Borrowing Costs may be greater than as disclosed in this document.

\*\*The Infrastructure option was introduced on 1 December 2019, therefore the borrowing costs for this option is not based on actual expenses incurred from 1 July 2019 to 30 June 2020 but on reasonable estimates expected for the full 2019/20 financial year.

All other investment options have nil borrowing costs.

## 5. Property Operating Costs

Property operating costs are paid or payable in relation to the holding of real property or an interest in real property, but do not include any of borrowing costs, amounts paid or payable relating to the acquisition or disposal of real property or an interest in real property, or amounts otherwise disclosed in this document.

Property operating costs (for example, rates, utilities, staff costs) are incurred, even if recovered from the tenant or through rental income - including such costs of any "interposed vehicle" - but not including property development or refurbishment costs. Property operating costs are an additional cost to the member which are recovered daily from the earnings of an investment option prior to the distribution of any earnings to members. These costs are not charged directly to your account.

An interposed vehicle is any holding vehicle or entity that would not be considered the ultimate reference asset. Examples include master/feeder structures, fund of fund structures, holding companies and companies used to manage shareholder rights. Vehicles include trusts / funds, limited partnerships / companies, exchange traded funds, listed investment companies (LICs), life companies and hedge funds. Technically, a vehicle is an interposed vehicle if more than 70% of its assets (by value) are invested in relevant financial products.

The Property Operating Costs are shown below:

<b>Investment Option</b>	<b>Property Operating Costs</b>
Balanced	0.15%
Capital Stable	0.11%
Conservative Balanced	0.11%
Socially Responsible Investment (SRI) – Balanced*	0.02%
Shares Plus	0.09%
Property	1.10%
Industry Super Fund Property Trust - Property	1.30%
Lend Lease Managed Australian Prime Property Funds	0.71%

\*On 15 February 2021, changes were made to the Socially Responsible Investment (SRI) – Balanced Investment Option's investment approach and underlying managers, whilst asset allocation ranges and the level of investment



risk were not materially changed. The above disclosure reflects estimated Property Operating Costs for the year ended 30 June 2020. From 15 February 2021 to 30 June 2021 expected Property Operating Costs for the Socially Responsible Investment (SRI) – Balanced Option, are 0.07%. This estimate is not based on actual expenses incurred for the year ended 30 June 2020; instead it is based on reasonable estimates expected to apply from 15 February 2021 to 30 June 2021 as a result of those changes. Actual Property Operating Costs may be greater than as disclosed in this document.

All other investment options have nil property operating costs. The property operating costs comprises actual costs paid for the financial year ending 30 June 2020. Property Operating Costs payable in respect of each future year may be higher or lower.

## **6. Administration fee**

An administration fee is a fee that relates to the administration or operation of the superannuation entity and includes costs that relate to that administration or operation, other than:

- (a) borrowing costs; and
- (b) indirect costs that are not paid out of the superannuation entity that the trustee has elected in writing will be treated as indirect costs and not fees, incurred by the trustee of the entity or in an interposed vehicle or derivative financial product; and
- (c) costs that are otherwise charged as an investment fee, a buy-sell spread, a switching fee, an exit fee, an activity fee, an advice fee or an insurance fee.

The Administration Fee is deducted from your account each month and paid into the Fund's Administration Reserve. The Fund's Administration Reserve is separately maintained by the Trustee to manage the receipt of Administration Fees and the payment of Fund expenditure. Any tax benefit associated with Fund expenditure is paid into the Fund's Administration Reserve. For the 12 months ended 30 June 2020, the Fund's total administration and operating expenses were \$95.26 per member, per annum (or \$1.83 per week).

The administration fee is also known as the 'member fee'.

## **7. Activity fees**

A fee is an activity fee if:

- (a) the fee relates to costs incurred by the trustee of the superannuation entity that are directly related to an activity of the trustee:

- that is engaged in at the request, or with the consent, of a member; or
- that relates to a member and is required by law; and

- (b) those costs are not otherwise charged as an administration fee, an investment fee, a buy sell spread, a switching fee, an advice fee or an insurance fee.

### **Family Law fee**

Under family law, your spouse, a person considering entering into a superannuation agreement with you, or their authorised representative, can request information about your account. Hostplus charges a \$75 fee for supplying this requested information, which is paid by the person making the application at the time the request is made.

Hostplus also charges a fee of \$60 for splitting the interest in your account upon receipt of a splitting agreement or court order, which is deducted from your account at the time the benefit is split.

### **Dishonoured payment fees**

If you make a contribution by cheque or direct debit that is dishonoured, a handling fee of \$15 will be deducted from your account.

## **Contribution splitting fees**

A \$60 contribution splitting fee will be payable by the splitting member for each transaction which will be deducted from the member's account.

## **8. Advice fees**

A fee is an advice fee if:

(a) the fee relates directly to costs incurred by the trustee of the superannuation entity because of the provision of financial product advice to a member by:

- a trustee of the entity; or
- another person acting as an employee of, or under an arrangement with, the trustee of the entity; and

(b) those costs are not otherwise charged as an administration fee, an investment fee, a switching fee, an exit fee, an activity fee or an insurance fee.

Throughout this PDS, advice fees are referred to as "financial planning fees".

Hostplus offers a financial planning service to its members by Hostplus financial planners licensed by Industry Fund Services Limited (IFS), ABN 54 007 016 195, AFSL 232514.

Members who choose to engage the services of a Hostplus financial planner will receive a fixed quote before proceeding with personal advice services. This quote will be provided to you once the planner has understood and agreed with your specific requirements. The fee (once approved by you) will be charged on a fee for service basis.

Hostplus members can elect to authorise the fund to deduct all or a portion of the agreed advice fee from their Hostplus account to cover the cost of personal advice that relates solely to the members' interest in Hostplus (please note; conditions apply).

For more information or to arrange a consultation, simply call us on 1300 467 875 or refer to the IFS Financial Services Guide (FSG).

## **9. Buy-sell spreads**

A buy-sell spread is a fee to recover transaction costs incurred by the trustee of the superannuation entity in relation to the sale and purchase of assets of the entity. Hostplus does not charge members any buy-sell spread fees.

## **10. Exit fees**

An exit fee is a fee, other than a buy-sell spread, that relates to the disposal of all or part of a member's interests in a superannuation entity. The Law prohibits superannuation fund trustees from charging exit fees.

## **11. Switching fees**

A switching fee for a MySuper product is a fee to recover the costs of switching all or part of a member's interest in a superannuation entity from one class of beneficial interest in the entity to another.

A switching fee for a superannuation product other than a MySuper product, means a fee to recover the costs of switching all or part of a member's interest in the superannuation entity from one investment option or product in the entity to another.

Hostplus does not charge members switching fees.

## 12. Insurance fees

A fee is an insurance fee if:

(a) the fee relates directly to either or both of the following:

- (i) insurance premiums paid by the trustee of a superannuation entity in relation to a member or members of the entity;
- (ii) costs incurred by the trustee of a superannuation entity in relation to the provision of insurance for a member or members of the entity

(b) the fee does not relate to any part of a premium paid or cost incurred in relation to a life policy or a contract of insurance that relates to a benefit to the member that is based on the performance of an investment rather than the realisation of a risk; and

(c) the premiums and costs to which the fee relates are not otherwise charged as an administration fee, an investment fee, a switching fee, an exit fee, an activity fee or an advice fee.

Applicable insurance premiums are deducted from your account on a monthly basis. See Section 8 for information on the premiums associated with your insurance cover.

## Other fees and costs

### 13. Fees for the Choiceplus investment option

The fees set out below are current at the date of this publication but may vary from time to time in the future. For more information about Choiceplus download the [Choiceplus Guide](#)

Portfolio administration fee

In addition to our standard \$1.50 per week administration fee, the Choiceplus investment option has a portfolio administration fee of \$15.00 a month (\$180.00 a year including GST). The portfolio administration fee will be deducted from your Hostplus Choiceplus transaction account at the end of each month.

A portfolio administration fee will be payable for each Choiceplus account held by you.

Brokerage fees for shares, Exchange Traded Funds (ETFs) and Listed Investment Companies (LICs)

Whenever you buy and sell shares, ETFs or LICs there are brokerage fees that apply. The applicable fees are shown in the table below.

Brokerage fee per trade	
Transaction value	Brokerage fee*
\$0.00 to \$10,000.00	\$19.95

\$10,000.01 to \$27,500.00	\$29.95
\$27,500.01 to \$250,000	0.11% of trade value

\*Fees are exclusive of Goods and Services Tax (GST).

The brokerage fee payable depends on the transaction amount and where it falls within the above ranges (only one range is applicable per trade). For example, a \$9,000 trade would incur a brokerage fee of \$19.95 (exclusive of GST). A \$24,000 trade would incur a brokerage fee of \$29.95 (exclusive of GST) – and if you placed a \$45,000 trade, your total brokerage would be calculated as:

$\$45,000 \times 0.11\% = \$49.50$  (exclusive of GST).

\*Brokerage fees are subject to Goods and Services Tax at the rate of 10%. A refund (for the reduced input tax credit) of 75% of the GST paid will be credited to members' accounts at the time of settlement. For example, brokerage fees of \$19.95 are subject to GST of \$1.99. Members will be credited 75% of the GST paid i.e. \$1.50.

For any limit/market orders not fully executed on the same trading day, normal brokerage will be charged for the portion executed each day.

Management fees for Exchange Traded Funds (ETFs) and Listed Investment Companies (LICs)

Fees for ETFs and LICs are generally lower than traditional managed funds. Management fees, custody costs and other expenses are included in the ETF and LIC fees and deducted from the returns of the underlying securities in the ETF or LIC. This means the price quoted on the ASX for each ETF or LIC reflects all fees and expenses incurred in the management of the ETF or LIC. These fees may cause the total return of the ETF or LIC to be different to the return of any underlying index which the ETF or LIC may track.

Choiceplus asset transfer fees

Hostplus does not charge for asset transfers. For more information about asset transfers please see [5.30 A closer look at our Choiceplus option](#) or the Choiceplus guide available at [hostplus.com.au](http://hostplus.com.au)

#### 14. Superannuation tax

See Section 7 for information on tax. Please note; all fees and costs are inclusive of GST (unless otherwise stated) less any input tax credits and stamp duty (if applicable). The fund passes on any tax deduction on investment costs in the form of higher returns. For more information on tax and your Choiceplus investment options please refer to the Choiceplus Guide available at [hostplus.com.au](http://hostplus.com.au)

#### 15. Alteration to fees and costs

We undertake to notify all Hostplus members of any change in fees and costs. We are required to let you know 30 days before the change takes effect if the change results in an increase in fees (unless the increase is an increase in a fee that results from an increase in costs). In addition, we may introduce or increase fees at our discretion, including where increased charges are incurred due to government changes to legislation; increased costs; significant changes to economic conditions and/or the imposition or increase of processing charges by third parties.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser.

Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198,  
Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 7. How super is taxed**

## Section 7. How super is taxed

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

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Here's a brief summary of how your super is taxed. It's quite different to the income tax you're used to and can be complex. So we recommend that you seek independent, professional taxation advice or contact the ATO for more help with any super tax questions you may have.

Tax is paid on contributions, investment earnings and on withdrawal of benefits.

### 7.1 Tax File Numbers

Under the Superannuation Industry (Supervision) Act 1993, Hostplus is authorised to collect, use and disclose your tax file number.

Hostplus may disclose your tax file number to another superannuation provider, when your benefits are being transferred, unless you request Hostplus in writing that your tax file number not be disclosed to any other superannuation provider.

Declining to quote your tax file number to Hostplus is not an offence. However giving your tax file number to your superannuation fund will have the following advantages:

- Hostplus will be able to accept all permitted types of contributions to your account/s;
- other than the tax that may ordinarily apply, you will not pay more tax than you need to - this affects both contributions to your superannuation and benefit payments when you start drawing down your superannuation benefits; and
- it will make it much easier to find different superannuation accounts in your name so that you receive all your superannuation benefits when you retire.

Generally there are significant consequences if your TFN is not quoted or incorrectly quoted when contributions are made for you, such as:

- an additional tax of 30% (plus Medicare) is imposed on 'No TFN' contributions paid into the fund on your behalf, in addition to 15% tax on employer contributions,
- we cannot accept your personal contributions, and
- Government co-contributions are not payable.

The additional tax will be deducted:

- for contributions – each year as at 30 June or upon the member exiting Hostplus.
- for benefits – upon payment of a benefit.

If you do not have a TFN contact the ATO [ato.gov.au](https://ato.gov.au) on 13 28 61.

### ***SuperMatch***

If you have provided consent to the fund, we will periodically access the ATO system (SuperMatch) on your behalf to inform you about your superannuation interests, assist you to manage your superannuation interests as reported to the ATO and reunite you with lost super or monies held on your behalf by the ATO.

The ATO will use your TFN as the primary identifier in matching your lost super or multiple accounts.

You can provide your TFN and SuperMatch consent to Hostplus Executive at [hostplus.com.au/executive](https://hostplus.com.au/executive).

## **7.2 Claiming your No TFN contributions tax**

You may claim the additional tax paid on No TFN contributions (the additional 30% plus Medicare) if you quote your TFN to Hostplus within three years from the end of the financial year that the additional tax for the No TFN contributions were payable.

If you quote your TFN to Hostplus Executive:

- before 30 June, the additional tax will be credited to your account as at 30 June that year
- after 30 June, the additional tax will be credited as at 30 June the following year.

### **Example**

Sam did not provide his TFN to the trustee before 30 June 2020. The trustee deducted the additional No TFN tax (30% plus Medicare levy instead of 15%) out of Sam's account at 30 June 2020. On 20 July 2020, Sam quotes his TFN to the trustee. The trustee will credit the additional tax deducted on 30 June 2020 to Sam's account on 30 June 2021.

## **7.3 Taxation of contributions**

### **7.3.1 Concessional contributions**

Concessional contributions are taxed at 15% on amounts up to the limit.

### **7.3.2 Division 293 tax**

If your total income and concessional contributions are more than \$250,000, you will pay an additional tax of 15% (i.e. 30% tax) on those concessional contributions exceeding the \$250,000 threshold. If the ATO determines you must pay the additional tax, Hostplus will receive instruction from the ATO to make the payment to them.

The definition of 'income' for the purpose of paying Division 293 tax includes taxable income, reportable fringe benefits, total net investment losses, target foreign income, tax free government pensions and benefits and concessional contributions up to the cap. This does not apply to excess contributions that have been subject to excess contributions tax.

### **7.3.3 Non-concessional contributions**

Non-concessional contributions are not taxed within superannuation when you contribute up to the non-concessional contributions cap, and provided that your total superannuation balance does not exceed \$1.6 million.

Hostplus will need to have your TFN to accept non-concessional contributions from you.



### 7.3.4 Excess concessional contributions

If you exceed your concessional contributions cap in the relevant financial year, this excess amount will be included in your assessable income and taxed at the marginal tax rate plus an excess concessional contributions charge.

You are entitled to a tax offset of 15% paid on the excess concessional contributions for that income year. If you receive an Excess Concessional Contributions determination for a financial year, you may elect to release from your super account up to 85% of your excess concessional contributions. Once you've made your election, Hostplus will receive instruction from the ATO to pay an amount to them. If you choose not to release the excess concessional contributions, the amount will count towards your non-concessional contributions cap and you may have to pay the additional tax from your personal savings.

### 7.3.5 Excess non-concessional contributions

If you exceed your non-concessional contributions cap you may be liable for additional tax at the top marginal tax rate (plus Medicare levy) of 47% in the 2020-21 financial year on the excess contributions. The ATO will let you know if you have exceeded the non-concessional cap.

If you don't withdraw your excess contributions, and any associated earnings you will be taxed at the top marginal tax rate.

You can choose how your excess non-concessional contributions are taxed by completing the ATO Excess non-concessional contributions election form. Please note once you make your choice you can't change it. Hostplus will receive instruction from the ATO to make a payment. The amount released will be used by the ATO to pay any income tax liability you have and offset any outstanding tax before the remainder is paid to you.

For more information about paying excess non-concessional contributions tax, please visit the ATO website and search excess non-concessional contribution tax or excess non-concessional contributions release authority.

## 7.4 Taxation of investment returns

Investment returns are taxed up to a maximum rate of 15%. Where the assets are invested in Australian and international shares, the tax payable can be partly offset by imputation credits for franked dividends and foreign tax credits. Any capital gains are limited to two thirds of the gain or the whole of the gain with an indexed cost base, depending on the date that the assets were acquired.

## 7.5 Taxation of benefits on withdrawal

Tax may be payable when you withdraw a lump sum or income stream benefits from Hostplus before you receive the payment. The amount of tax will depend on your preservation age and the age when you receive the payment, the amount of your benefit, the benefit components and the nature of the benefit payment.

Lump sum benefits comprise two components.

#### ***1. The tax free component which includes:***

- the contributions segment.
- the crystallised segment.

The contributions segment generally includes all contributions made from 1 July 2007 that have not been included in the assessable income of the fund. Typically these would be a member's personal contributions that are not claimed as an income tax deduction.

The crystallised segment includes the following existing components of a super interest that were consolidated into

the tax-free component on 1 July 2007:

- the concessional component.
- the post-June 1994 invalidity component.
- undeducted contributions.
- the capital gains tax (CGT) exempt component.
- the pre-July 1983 component.

The crystallised segment was calculated by assuming that an eligible termination payment representing the full value of the superannuation interest is paid just before 1 July 2007.

**2. The taxable component which includes:**

- an element taxed in the fund, and/or
- an element untaxed in the fund.

The tax that Hostplus Executive deducts will only apply to the element taxed in the fund (for example the 15% tax paid on contributions and investment returns). Any other tax payable will be assessed in your tax return following the payment of the benefit.

## 7.6 The taxable components of lump sum benefits

### *Tax on lump sum benefits*

No tax is payable on the tax free component. Tax on taxable components are as per table below:

	Age	Tax treatment of lump sum benefits (excluding Medicare levy) for the year 1 July 2020 – 30 June 2021
Member benefit taxable component – tax element (where 15 % contributions tax has been paid)	Below preservation age	20% on whole amount
	Preservation age - 59 years	Nil up to \$215,000 <sup>1</sup>  15% for amounts over the low rate cap amount of \$215,000 <sup>1</sup>
	60+	Tax free

Member benefit taxable component – untaxed element (where 15 % contributions tax has not been paid)	Below preservation age	<p>30% for amounts up to the untaxed plan cap amount of \$1.565<sup>2</sup> million</p> <p>45% for amounts over the untaxed plan cap amount of \$1.565<sup>2</sup> million</p>
	Preservation age - 59 years	<p>15% for amounts up to the low rate cap amount of \$215,000<sup>1</sup></p> <p>30% for amounts between the low rate cap amount of \$215,000<sup>1</sup> and the untaxed plan cap amount of \$1.565<sup>2</sup> million</p> <p>45% for amounts over the untaxed plan cap amount of \$1.565<sup>2</sup> million</p>
	60+	<p>15% for amounts up to the untaxed plan cap amount of \$1.565<sup>2</sup> million</p> <p>45% for amounts over the untaxed plan cap amount \$1.565<sup>2</sup> million</p>
Rolled over super benefit with a taxable component and taxed element	Any age	Nil
Rolled over super benefit with a taxable component an untaxed element	Any age	Nil for amount up to the untaxed plan cap amount of \$1.565 million <sup>2</sup>
		45% for amounts over the untaxed plan cap amount of \$1.565 million <sup>2</sup>
Super lump sum benefits of less than \$200	Any age	Nil

1. Low rate cap amount applicable to the 2020-21 income year and indexed annually in line with Average Weekly Ordinary Time Earnings (AWOTE). Increases are applied in increments of \$5,000.

2. This is the untaxed plan cap amount applicable to the 2020-21 income year. The untaxed plan cap is indexed annually in line with AWOTE but only increases in increments of \$5,000.

## 7.7 Part payment of benefits

When a part payment of super is made, you won't be able to indicate whether you want the benefit taken from your tax free component or your taxable component. Instead, the benefit will generally include both components in the same proportion as they exist in the total benefit.

The table below provides an illustration where a member's benefit consists of a taxable component as to 60% and a tax free component as to 40%.

	Component		
	Taxable	Tax free	Total
<b>Total benefit proportion</b>	\$60,000 60%	\$40,000 40%	\$100,000 100%
<b>Part payment of \$20,000 proportion</b>	\$12,000 60%	\$8,000 40%	\$20,000 100%
<b>Balance after payment proportion</b>	\$48,000 60%	\$32,000 40%	\$80,000 100%

## 7.8 Death benefits

Death benefits are tax free when paid to tax dependants. A dependant for these purposes is a spouse, a child less than 18, a person with whom the deceased had an interdependency relationship on the date of death, or any other person who was a financial dependant of the deceased on the date of death.

The definition of spouse includes same sex couples and the definition of child includes eligible children of same sex couples. This means that same sex couples and their children are able to access the same tax concessions on lump sum death benefits available to married and de facto opposite sex couples. In addition a spouse is recognised when the relationship is registered on the Register of Births and Marriages under State or Territory law.

If the lump sum death benefit is paid to a non-dependant, the taxable component with a taxed element will be taxed at 15% (plus Medicare levy) but part of the benefit may be taxed at up to 30% (plus Medicare levy) if it has a taxable table component with untaxed element. The tax free component will be tax free if paid to a non-dependant.

## 7.9 Total and Permanent Disability benefits

Total and Permanent Disability benefits are taxed as a lump sum benefit, with the taxable and tax-free components. Generally, the tax free component will include the proportion of the benefit that relates to the period from the date of total and permanent disablement to age 65.

If you choose to reinvest any of your Total and Permanent Disability benefit payment into Hostplus and after 2 years request a subsequent withdrawal, you may be required to provide us further medical certificates from two legally

qualified medical practitioners. This is to certify that due to ill health you continue to be unlikely to ever be gainfully employed in a capacity for which you are reasonably qualified, to remain eligible for an additional tax free threshold .

## **7.10 Income protection (Salary continuance) benefits**

Income Protection benefits are generally taxed at your marginal tax rate.

## **7.11 Terminal Illness benefits**

If a member suffers from a terminal illness as (a) certified by two medical practitioners (one being a specialist) and (b) stipulating death within 24 months of the certification, then lump sum superannuation benefits paid are tax free.

## **7.12 Temporary resident tax on benefits**

Any super benefits paid to eligible temporary residents is subject to the Departing Australia Superannuation Payment (DASP) withholding tax upon leaving Australia permanently. The DASP withholding tax will apply at the date of payment.

Any super benefits paid to working holiday makers in Australia under the 417 (working holiday) or 462 (work and holiday) sub-class visa, upon leaving Australia permanently, is subject to:

- 0% for the tax-free component,
- 65% for a taxed element of a taxable component, and
- 65% for an untaxed element of a taxable component.

Temporary residents who have never held a working holiday or work and holiday visa will be taxed at:

- 0% for the tax-free component,
- 35% for a taxed element of a taxable component, and
- 45% for an untaxed element of a taxable component.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198, Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 8. Insurance in your super**

## Section 8. Insurance in your super

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

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**WARNING:** Hostplus insurance cover is provided by MetLife Insurance Limited ABN 75 004 274 882 AFSL 238096 (insurer) and the trustee of Hostplus owns this policy.

Insurance cover is subject to the terms and conditions of the insurance policies issued to the trustee of Hostplus by the insurer (the policies). This insurance section provides a summary of the key terms and conditions of the policies. Where information is summarised other than in the policies themselves, it does not represent a complete description of the terms on which insurance cover is provided. The policies represent the concluded agreements between the insurer and the trustee and in the event of an inconsistency with this guide, the terms of the policies prevail.

For a copy of the relevant insurance policies call **1300 467 875**.

To make a claim, contact us for the appropriate claim forms as soon as reasonably possible to avoid any prejudice against your claim.

### 8.1 Protect you and your family

Super is the asset you can start building today to enjoy in the future. Right now, however, two of your most valuable assets are your health and your income earning potential. Protecting them against the unexpected should be an important part of your strategy. Which is why at Hostplus we offer eligible members automatic life insurance with an option to increase their cover upon joining. So you can enjoy peace of mind - at affordable prices.

### 8.2 What we cover

Hostplus Executive provides you with flexibility to tailor your insurance cover to best suit your needs and offers Death and Total & Permanent Disability (TPD), TPD Only, Death Only and Income Protection insurance cover. Any death cover also includes Terminal Illness cover. If you elect to have TPD Only cover, you will not be covered for death or Terminal Illness, but you may apply for death cover at any time.

Hostplus Executive also offers registered Hostplus Executive employers the option to tailor an insurance design to best suit their employee group. If your employer has special insurance arrangements with Hostplus on behalf of its employees, you'll be advised of whether, and how, these arrangements may differ to that disclosed in this Member Guide by your employer and/or in your welcome letter. You will also be advised if your employer will be paying your insurance premiums on your behalf.

Your insurance premiums are used to cover the cost of the insurance policy as well as the cost of its administration, i.e. 0.745% of the insurance premiums are retained by the fund and goes towards the administration cost of providing insurance.

**Please note:** From 1 July 2019, insurance cover on all inactive super accounts will be cancelled, regardless of the account balance. This is to ensure that arrangements for insurance in super are appropriate and members are not paying for insurance that they do not know about or premiums that inappropriately erode their retirement savings.

A member's account is considered inactive if we have not received a contribution or rollover into that account for a continuous period of 16 months and the member has not made a written request or positive election to be provided with cover even where the account becomes inactive. Hostplus will write to affected members to notify them of their options to maintain their insurance cover, should they wish to do so.

## Hostplus Insurance Premium Adjustment Mechanism

On 1 July 2017 Hostplus entered into an arrangement with MetLife that included a Premium Adjustment Mechanism (PAM) in respect of the default Death and Total & Permanent Disability insurance cover and the MetLife Income Protection insurance cover. This agreement reduces the insurers risk exposure due to claims volatility and allows Hostplus to negotiate lower overall premiums for members.

Any premium adjustment payment made to us is allocated to a separate insurance reserve for this arrangement and is governed by our reserving policy. Our reserving policy requires that any premium adjustment payments we receive from the insurer are only passed-on to members when we negotiate our premiums. We will report details of any distributions of the PAM proceeds in our Annual Reports.

### 8.3 Automatic Death and Total & Permanent Disability (TPD) insurance cover (Default insurance Cover)

Generally, members joining Hostplus Executive through a Participating Registered Hostplus Executive Employer (Participating Employer), can receive automatic unitised Death and TPD insurance cover at the standard occupation classification based on the Automatic (also referred to as default cover) Death & TPD Default Unitised Cover Table (see section 8.17). The number of automatic default units you will receive varies and is based on your age next birthday.

To be eligible for automatic insurance cover, you must:

- be an Eligible Person
- not already have insurance under Hostplus
- not have previously held automatic insurance cover on the same account,
- not be inactive.

If you are eligible, your automatic insurance will commence when you first meet the following criteria as required under the Putting Members' Interests First Laws:

- You are aged at least 25 years (where applicable\*); and
- Your account in Hostplus has a balance of at least \$6,000 on or after 1 November 2019.

Prior to meeting the above criteria, you can also **Opt-in** to have automatic insurance cover for the first time (subject to terms, conditions and eligibility requirements). If you **Opt-in**, your automatic insurance will commence from the Cover Commencement Date.

In certain circumstances (for example, if your employer is paying your full insurance premiums on your behalf), you will not be required to satisfy the above criteria for your automatic insurance to commence and your cover will start on the date we receive the first Employer Contribution from your Participating Employer.

\*If you joined Hostplus on or after 1 April 2020, the minimum eligibility age for automatic insurance cover is 25 years, unless you Opt-in to have cover at a younger age.

Some Hostplus Executive Participating Employers have a tailored insurance arrangement designed on behalf of their employees. Where this is the case you will be advised by either your employer and/or in your welcome to the fund letter about the level of insurance cover you are eligible for and the cost of your cover, including whether a Plan Rating Factor may apply to the standard premium rates. As part of your employer insurance design, default Income



Protection cover may also be offered. You may opt out or vary your insurance at any time by contacting us.

To view the standard automatic default cover see section [8.17 Member Automatic Death & TPD Default Unitised Cover Table](#) – this is only applicable for members who don't have a tailored insurance design through their Participating Employer.

## 8.4 Restricted Cover – Death, and Total & Permanent Disability (TPD)

Generally, if you do not meet the requirements for **Full Cover**, your automatic insurance cover may be **Restricted Cover** which will not cover **Pre-existing Conditions** for 24 consecutive months. **Pre-existing Conditions** are an illness, injury, condition or related symptom, which you were aware of or reasonably should have been aware of, within the 2 years prior to your cover commencing.

For **Full Cover**, you must satisfy all the following requirements:

- We must receive an employer contribution into your account or you must commence employment with a **Participating Employer**, within 120 consecutive days immediately prior to the **Cover Commencement Date**;
- You must be in **Active Employment** for the first 30 consecutive days from the **Cover Commencement Date**;
- Within 6 months immediately prior to the **Cover Commencement Date** you:
  - have not been diagnosed with or experiencing symptoms of, are not seeking medical opinion for or under investigation and have not been advised to undergo investigations for, a **Degenerative Condition**; and
  - have not been absent from work or been on restricted duties or hours for more than 7 consecutive working days due to illness or injury.

If you do not meet the above requirements for **Full Cover**, your **Restricted Cover** will be replaced with **Full Cover** after 24 months provided you are **Actively Employed** for the last 30 consecutive days of the 24 month period. If you are not **Actively Employed** for the entire 30 day period, **Restricted Cover** will continue until you have been **Actively Employed** for 30 consecutive days.

If on or prior to the **Cover Commencement Date**, you have been diagnosed with a terminal illness or you have claimed or are eligible to receive a benefit in relation to terminal illness or total and permanent disablement cover from any source, your automatic insurance cover will be **Restricted Cover**. You will only be able to remove the restriction by making an application to the insurer, which is subject to their assessment of your medical history and health. If your application is accepted, **Restricted Cover** will be replaced with Full Cover from the date your application is accepted.

Special rules apply to recommencement of insurance cover. Please see Section [8.10.6 If your cover starts again](#).

## 8.5 Special insurance offer

If your Participating Employer has not arranged for you to be covered under an Employer Formula Arrangement/Agreement and you are a new insured member aged under 65 joining through a Participating Employer, you may have a once off opportunity to increase your default insurance cover up to certain limits when you **Opt-in** to automatic (default) death and TPD cover, within 60 days after the date the Hostplus Welcome Letter is issued to you.

Under the special insurance offer, you can:

- increase your unitised Death and Total & Permanent Disability cover up to a total of 16 units if you are aged 11 to 24, or 20 units if you are aged 25 to 64; or
- apply for fixed benefit Death and Total & Permanent Disability cover of up to \$500,000; or

- apply for Income Protection insurance cover for up to \$4,000 per month for a benefit period of two years, with a waiting period of 30, 60 or 90 days.

Acceptance will remain subject to your application being approved by the insurer. We will notify you of the outcome of your application.

Cover provided under the special insurance offer will commence from the date the application is accepted, and will be subject to the following:

- If you are not **Actively Employed** on the date the insurer receives your application, the increased amount will be **Restricted Cover** until you are **Actively Employed** for 30 consecutive days at which time **Full Cover** will replace your **Restricted Cover**; and
- The same exclusions, restrictions and other special insurance conditions (if any) which apply to existing cover you hold.

**Important note:** Members aged 65 or over, those that fail to apply within the prescribed timeframe, and those that are not eligible for or have cancelled Default Cover, are not eligible for the Special insurance offer.

You can apply for the special insurance offer via [Member Online](#) at [hostplus.com.au](http://hostplus.com.au).

## 8.6 Making an insurance claim?

If you or your beneficiaries need to lodge an insurance claim with Hostplus please call us on **1300 467 875**. We have a dedicated Claims Team who will assist you every step of the way with your claims enquiry and documentation required - at no cost to you - so there is no need for you to engage a third party person to do this on your behalf.

## 8.7 How to Cancel your Insurance Cover

You can apply to increase, decrease or cancel your insurance at any time by logging into Member Online at [hostplus.com.au](http://hostplus.com.au). You can also cancel your cover over the phone or by contacting us in writing.

If you prefer not to have insurance cover, you can elect to cancel your cover upon joining, or cancel it at any time [online](#), by sending us an email at [info@hostplusexecutive.com.au](mailto:info@hostplusexecutive.com.au) or by writing to us at the address below. You can also cancel your insurance by calling us on 1300 467 875.

Premium deductions will be stopped from the date your request is received. If you cancel within 14 calendar days of receiving a confirmation of cover from Hostplus any premiums we have already deducted from your account in relation to this new insurance arrangement will be refunded. No insurance will be payable to you if you cancel within the 14 days.

### **HOSTPLUS Executive**

Locked Bag 5046  
Parramatta  
NSW 2124

If you cancel your insurance cover and subsequently decide that you would like to re-apply for insurance cover down the track, you can do so by completing a new online insurance application online by clicking [here](#). Any application for insurance made at this time will be subject to approval by the insurer and may require underwriting. We cannot reinstate your original cover once you have decided to cancel it.

## 8.8 Death and Total & Permanent Disability and Death Only insurance

### 8.8.1 What's Death and TPD insurance cover?

Death and TPD insurance cover provides you with an insured benefit, payable to either you, if you become Totally and Permanently Disabled, or to your dependants or legal personal representative(s) in the event of your death. This is additional to your super account balance.

### 8.8.2 What's a Death benefit?

In the unfortunate event of your death, a Death benefit provides a lump sum payout to your dependants (for example, your children or partner) or your legal personal representative (executor of your estate). It is designed to provide your dependants with financial support.

Under legislation, in the event of your death, your Death benefit is only payable to your dependants or legal personal representative(s). Your benefit is paid in addition to your Hostplus account balance. For more information and to find out who you can nominate to receive your benefit if you die, see [Section 2: How super works – Death benefit nominations](#).

### 8.8.3 What's a Terminal Illness benefit

If you are insured for Death cover, you will also be covered for a Terminal Illness benefit.

A Terminal Illness benefit is payable, if you suffer a 'terminal illness', as defined in [8.15 Definitions](#).

You are unable to claim a TPD benefit if you lodge a claim for a Terminal Illness benefit. Your death benefit will be reduced by the amount of the Terminal Illness benefit paid to you.

### 8.8.4 What's a Total & Permanent Disability (TPD) benefit?

A TPD benefit provides a lump sum payout to you if you become totally and permanently disabled. It is designed to replace your future earning capacity via a lump sum payment and provide you and your dependants with the financial support you need.

If you apply for a TPD benefit, your assessment will depend upon your age and employment status on the date your illness or injury stops you working (Date of Disablement). Where you were aged less than 65 years and employed or have been unemployed for less than 12 months, on the Date of Disablement, you will need to satisfy one of parts 1, 2, 3, 4 or 5 of the TPD definition. Otherwise, you will need to satisfy one of parts 2, 3, 4 or 5. See [8.15 Definitions](#) for an explanation of the TPD definitions.

**Important Note:** If you have previously received, had a claim admitted, or were eligible to receive a TPD benefit from any other source (including a superannuation fund or otherwise), your cover will be restricted to Death Only insurance cover at any time. However, you may apply for TPD Cover and be eligible for this cover, if your application is accepted by the insurer. If you fail to inform us that you've received a TPD benefit either prior to or at the time you commenced your membership with Hostplus, then we'll deduct the usual weekly premium, but **you will not be covered for TPD**. In the event of an insurance claim you will only be covered for a Death benefit. Any insured benefit paid is in addition to your account balance.

## 8.9 Understanding Unitised, Fixed Benefit and Formula Based Insurance Cover

### 8.9.1 Choosing unitised, fixed or formula based insurance cover

When applying for Death Only or Death & Total & Permanent Disability cover, you may be able to choose either unitised cover or fixed benefit cover. You cannot have a combination of unitised and fixed cover. This option will only be available to you if your employer has not already nominated a default insurance arrangement for you.

Formula based insurance cover is only offered to member's who are employed by a Participating Registered Hostplus Employer with a tailored offering for its employees. Formula based arrangements are not available at an individual level.

### 8.9.2 Unitised insurance cover

With unitised cover, you pay a set price for each unit of cover you hold. The benefit value of each unit changes depending on your age. The benefit value of each unit decreases as your age increases, and the number of units you hold may change, however the amount you pay per unit remains the same.

### 8.9.3 Fixed insurance cover

With fixed insurance cover your insured benefit value stays the same. However, from age 61 your TPD benefit will reduce each year by 20% of the cover held at age 60 either:

- until you turn 65 when your cover ends; or
- if your Participating Employer has nominated that TPD cover continues to age 70, from age 64 your TPD cover will remain fixed at 20% of your cover held at age 60 until you turn 70, when your cover ends.

The below example highlights how your insurance cover is reduced:

Your age	TPD benefit	Example, \$100,000 sum insured Fixed benefit cover
60	100%	\$100,000
61	80%	\$80,000
62	60%	\$60,000
63	40%	\$40,000
64	20%	\$20,000
65	20%	\$20,000
66	20%	\$20,000

Your age	TPD benefit	Example, \$100,000 sum insured Fixed benefit cover
67	20%	\$20,000
68	20%	\$20,000
69	20%	\$20,000
70	0	0

**See 8.17 Death Only and Total & Permanent Disability (TPD) Only insurance: Fixed benefit cover table**

### 8.9.4 Formula based insurance cover

A formula based arrangement calculates your Death & TPD, Death only and/or Income Protection insurance cover based on a number of factors which may include, your age, gender, occupation, salary and future years of service where applicable. Depending on the formula design, your Death & TPD, Death Only and/or Income Protection insurance cover may change as your age and salary changes, and the premium you pay for this cover will also change. Your level of cover may be subject to **Automatic Acceptance Limits (AAL)**. Formula based insurance cover is only offered to member's who are employed by a Participating Employer with designed a tailored offering for its employees. Formula based arrangements are not available at an individual level. You will be notified of your formula design by your employer and/or in your welcome letter.

### 8.9.5 Switching between units of cover and fixed cover

You can switch from unitised to fixed cover or from fixed to unitised cover at any time provided you meet the eligibility requirements. If you do this, your level of cover and premiums may change.

### 8.9.6 Switching from formula based insurance to units or fixed cover

If you have a formula based insurance arrangement provided through your Participating Employer, and you subsequently leave your employment, your insurance cover will be changed to fixed cover insurance automatically. However, you have the option at any time:

- to opt out of your employer's formula arrangement and move to fixed cover insurance maintaining your applicable benefit level.
- to opt out of your employer's formula arrangement and decrease your cover and move to unitised insurance cover.

If you subsequently decide to move from unitised to fixed cover, you will be required to answer a health questionnaire from the insurer which will be used to assess your application.

## 8.10 Who's eligible for Death and Total & Permanent Disability insurance cover with Hostplus Executive?

You are eligible for insurance cover if you are:

- an **Employer Sponsored Member** of Hostplus Executive; and
- employed by a Participating Employer; and
- aged at least 11 years old and not older than the Maximum Entry Age; and
- an Australian resident or a lawful non-citizen, within the meaning of the Migration Act 1958 (Cth), for whom your employer is required to make employer contributions; and
- not an insured member of the Industry Division of the Fund, Hostplus Superannuation; and
- not an Excluded Member.

In addition, you must meet the following requirements under the Putting Members' Interests First (PMIF) Laws:

- You must be aged at least 25 years (where applicable); and
- Your account has had a balance of at least \$6,000 on or after 1 November 2019;
- Your account is not Inactive; or
- You are an Exempt Person.

An Excluded Member is a member who satisfies one or more of the following:

- has reached the Maximum Expiry Age; or
- has previously declined default cover, opted out of or cancelled all cover under this or any previous Hostplus policy.

Excluded members are ineligible for cover under the Hostplus Executive policy except where accepted by the insurer at their absolute discretion. Acceptance remains subject to underwriting. We will notify you of the outcome of any application made.

### 8.10.1 When does Death and Total & Permanent Disability insurance cover start?

- **Executive Default Insurance Cover (including employer formula arrangements)**

Your default insurance cover commences on the **Cover Commencement Date** as defined in section [8.15 Definitions](#)

- **Application to increase cover**

If you have applied to increase your insurance cover via an application, your increased cover will commence on the date your application is accepted by the Insurer and you have sufficient funds to pay the required insurance premiums. Acceptance is subject to underwriting. We will advise you in writing of the outcome of your application.

### 8.10.2 Duplicate accounts

You are only eligible to retain insurance in one account. Where you have multiple accounts, you will retain cover in the account with the highest level of insurance and the account with lower insured amount will be closed. Any overpaid premiums will be refunded to you. Your insurance cover will automatically be transferred once your accounts have been merged unless you tell us otherwise. You must inform us immediately if you have more than one account with Hostplus.

Please note that if you are an existing member and have a duplicate account or have joined another division of Hostplus you are not entitled to the **8.5 Special insurance offer on joining for new members**.

### 8.10.3 Exclusions

In the event of a War involving Australia or your country of residence the insurer may offer increased premium rates. No benefit is payable if the event giving rise to the claim is caused directly or indirectly by War (as defined in **8.15 Definitions**).

### 8.10.4 Going overseas?

If you travel or reside overseas, you are covered for claims, provided your insurance premiums continue to be paid from your account and you have sufficient funds in your super account to pay the premiums. In the event of a Total and Permanent Disability or Income Protection claim you may be required to return to Australia at your own expense to be assessed for a benefit.

### 8.10.5 When your Death and TPD insurance cover ends

Your insurance cover will cease, without the need for us to notify you, on the earliest of the following events:

- the date you commence **Active Duty** with the military services of any country (other than the Australian Armed Force Reserve where you are not on **Active Duty** outside Australia),
- the date you cease to be a member of Hostplus Executive,
- the date you reach the Maximum Expiry Age,
- the date we receive your written request to cancel your insurance (or where the request specifies a later date, the later date specified),
- in the event of your death,
- the date you are paid a benefit which is equal to the amount of your Death benefit,
- the end of the month in which your account balance has insufficient funds to pay the premium,
- by opting out of your insurance cover by selecting this option on your **Membership application** when joining Hostplus Executive,
- the date the insurance policy ends,
- the date your account becomes inactive,
- your account is transferred to the Australian Tax Office or an Eligible Rollover Fund, or
- For Exempt Persons, the date you are no longer an Exempt Person in respect of the PMIF Laws (for example, you have ceased employment with a Participating Employer who has been paying your full insurance premium on your behalf) if, as at this date, you:
  - are aged less than 25 years (where applicable); or
  - are a Low Balance Member; and
  - have not previously made an election to be covered under this Policy even if you are aged less than 25 years (where applicable) or your account has not had a balance of at least \$6,000 on or after 1

## 8.10.6 If your cover starts again (Death and TPD)

### Recommendation of Cover – Insufficient account balance, inactive accounts and low balance members

If you received automatic insurance and your cover has ceased, it may in certain circumstances (explained in the table below) start again from the **Recommendation Date** provided you are an Eligible Person on the **Recommendation Date** and have been a Member of Hostplus at all times since the **Cover End Date** and provided there are sufficient funds in your account to pay for premiums. A recommendation may change the level of insurance you previously held and or your occupation rating, so this may affect your premium.

Your cover will recommence at the default cover level, which:

- If you remain employed with the Participating Employer as at the **Recommendation Date**, is the default level that is applicable to you under your employer arrangement, at the Recommendation Date; or
- If you are no longer employed with the Participating Employer as at the **Recommendation Date**, is the number of units applicable to you under the Death & TPD Default Unitised Cover Table based on your age at **Recommendation Date**.

When cover recommences	When recommended cover is Full Cover or Restricted Cover
<p>If your cover ceases because your account has been Inactive and, within the next 30 days after the <b>Cover End Date</b>, we receive an election from you to maintain your cover even if your account is Inactive, and you also provide an Opt-in election (where required)*, your cover will recommence from the Recommendation Date at the default cover level.</p> <p>*If your account balance has not reached \$6,000 and/or you are under 25 years, you must Opt-in if you wish to be covered, unless you are otherwise an Exempt Person.</p>	<p>Recommended cover will be <b>Restricted Cover</b> from the <b>Recommendation Date</b> until you are <b>Actively Employed</b> for 30 consecutive days after the <b>Recommendation Date</b>, at which time the <b>Restricted Cover</b> will be replaced with <b>Full Cover</b>.</p>



If your cover ceases on or after 1 April 2020 as a result of insufficient funds in your account or because it has been Inactive, and we receive a contribution or rollover for you at any time after the **Cover End Date**, your cover will recommence from the

**Recommencement Date** at the default cover level.

OR

If your cover ceases because you are no longer an **Exempt Person** (for example, you have ceased employment with a Participating Employer who has been paying your full insurance premium on your behalf, and you have not previously Opted-in), we will need to receive a contribution/rollover that causes your account balance to reach \$6,000, in order for your cover to recommence (and you will need to Opt in if you are under age 25). Cover will recommence from the **Recommencement Date** at the default cover level.

Recommended cover will be **Full Cover** if you satisfy all the following requirements:

We receive an employer contribution into your account or you must commence employment with a **Participating Employer**, within 120 consecutive days immediately prior to the **Recommencement Date**;

You are in **Active Employment** for the first 30 consecutive days from the **Recommencement Date**;

Within 6 months immediately prior to the **Recommencement Date** you:

have not been diagnosed with or experiencing symptoms of, are not seeking medical opinion for or under investigation and have not been advised to undergo investigations for, a **Degenerative Condition**; and

have not been absent from work or been on restricted duties or hours for more than 7 consecutive working days due to illness or injury.

If you do not meet the above requirements for **Full Cover**, your **Restricted Cover** will be replaced with **Full Cover** after 24 months provided you are **Actively Employed** for the last 30 consecutive days of the 24 month period. If you are not **Actively Employed** for the entire 30 day period, **Restricted Cover** will continue until you have been **Actively Employed** for 30 consecutive days.

If on or prior to the **Recommencement Date**, you have been diagnosed with a terminal illness or you have claimed or are eligible to receive a benefit in relation to terminal illness or total and permanent disablement cover from any source, your recommended cover will be **Restricted Cover**. You will only be able to remove the restriction by making an application to the insurer, which is subject to their assessment of your medical history and health. If your application is accepted, **Restricted Cover** will be replaced with **Full Cover** from the date your application is accepted.

## Recommencement of Cover - Active Duty outside Australia with the Australian Armed Forces Reserve

If your cover has ceased as a result of you having commenced **Active Duty** outside Australia with the Australian Armed Forces Reserve, you may have your cover recommenced up to the automatic default level of cover provided the period of that **Active Duty** did not exceed 12 consecutive months and your cover would not have otherwise ceased due to any other reason.

Upon recommencement, **New Events Cover** will apply for 12 consecutive months commencing on the later of you ceasing **Active Duty** outside Australia with the Australian Armed Forces Reserve, and the date you are first **At Work** with your Participating Employer. **New Events Cover** will continue to apply if you are not **At Work** after this 12 month period until you return to being **At Work**, unless you are accepted by the insurer for **Full Cover**. Acceptance remains subject to underwriting.

**Note:** If the period of **Active Duty** (referred to under this section) exceeded 12 consecutive months, acceptance will remain subject to underwriting and approval by the insurer.

**Note:** If you wish to vary your **New Events Cover** or **Restricted Cover** to **Full Cover**, or had cover in excess of the automatic default level of cover prior to your **Cover End Date**, you will need to satisfy the Insurer's underwriting assessment to again be eligible for this higher level of cover. You will also not be eligible for the special insurance offer which is available upon joining. Who your Participating Employer is will determine what default Death & TPD or Death Only insurance cover is applicable to you. For more information see [8.3 Automatic Death and Total & Permanent Disability \(TPD\) insurance cover](#) and [8.17 Member Automatic Death & TPD Default Unitised Cover Table](#) for details.

### 8.10.7 Manage your insurance online

To make it easy for you the Hostplus online insurance tool allows you to manage all your insurance needs all year round. You have the flexibility to change your level of insurance cover when your circumstances change.

[Simply apply online now](#)

### 8.10.8 How much insurance cover can I apply for?

You can apply for unlimited Death cover which includes Terminal Illness cover. Underwriting conditions may apply.

You can apply for up to a maximum of \$5 million in Total & Permanent Disability (TPD) cover.

If you have Death and TPD cover, the amount of TPD cover cannot exceed your Death cover.

Underwriting conditions may apply.

### 8.10.9 Apply for your insurance premiums to be waived when you take parental leave

You can apply for your insurance premiums to be waived during employer approved parental leave, provided you have been a member of Hostplus for at least 12 months at the time you apply.

To make an application, please arrange for your employer to complete the [Notification of Parental Leave](#) form and return to us.

If all the requirements are satisfied, your insurance premiums will be waived during any maternity leave period for the duration of your leave up to a maximum period of up to 12 months' leave. This option is not available if you are self-employed.

You may still apply to change your cover during this period.

## 8.11 Understanding occupational ratings

Some members will be eligible to pay a lower premium based on their occupation and associated occupational rating set by the insurer.

The table below is a description of occupational ratings. If you require assistance determining your occupational rating you can contact Hostplus.

**Please note:** Depending on your occupation and the type of cover you select, you may be assessed on different occupation ratings. For example, a hospitality worker will be considered as Standard for Death and TPD but Heavy blue for Income Protection cover.

If you do not provide your occupational details and you are electing to take up fixed cover, you will automatically default to the Heavy Blue collar occupational rating for Death and TPD insurance cover.

## Occupational Rating

Scale	Professional	Management/ Clerical (White collar)	Standard or Light Blue collar	Heavy Blue collar
Applicable to...	Unitised cover, or fixed cover.	Unitised cover or fixed cover	Unitised cover or fixed cover	Fixed cover

Scale	Professional	Management/ Clerical (White collar)	Standard or Light Blue collar	Heavy Blue collar
Description	<p>You satisfy the Management/Clerical (White collar) scale eligibility criteria and have an annual salary equal to or above \$150,000 (including Super) per annum as well as answering 'Yes' to: "Are you working in a senior management role or hold a tertiary qualification?"</p>	<p>You are employed for at least 15 hours per week on an ongoing basis, and</p> <ul style="list-style-type: none"> <li>■ spend at least 90% of your working time in an office or similar environment, and</li> <li>■ are employed in one of the following occupations: management, clerical, marketing, administration, accounting, and other similar low risk occupations (including law and medicine) agreed to in writing by the insurer.</li> </ul>	<p>You have not been accepted as either a Professional or a Management/ Clerical (White collar) member and you are not employed in an occupation that is classified as Heavy Blue.</p> <p>People who perform light manual duties, for example, chef or waiter, fall within the Standard classification.</p>	<ul style="list-style-type: none"> <li>■ You are a manual worker without qualification, or</li> <li>■ you are a manual skilled worker or qualified tradesperson working in higher risk occupations such as a bricklayer (qualified), farmer, interstate bus driver, warehouse worker, carpet layer, labourer and removalist, and</li> <li>■ provided your occupation does not expose you to high-risk accidents or health hazards (for</li> </ul>

Scale	Professional	Management/ Clerical (White collar)	Standard or Light Blue collar	Heavy Blue collar
				example, gaming machine staff, laundry staff or security guards would be excluded from insurance cover).

To change your insurance scale you can apply online at [hostplus.com.au](https://hostplus.com.au) by clicking [here](#).

A Plan Rating Factor may apply in addition to the occupational rating in certain tailored employer arrangements. [See section 8.15](#) for further information in respect of Plan Rating Factor.

## 8.12 Changing your level of cover after you have joined

You can change your level of cover and tailor it to suit your needs, at any time during your membership by applying [online](#). You can take advantage of the following options to increase your cover.

### 8.12.1 Transferring your insurance cover into Hostplus Executive

If you have insurance cover through another superannuation fund or otherwise for Death Only, TPD Only or Death and Total & Permanent Disability (TPD) cover ("Transferred Cover") you may be able to transfer up to \$1,500,000 of Death Only, TPD Only or Death and TPD insurance cover into Hostplus provided that:

- your Transferred Cover is of a similar nature to the cover provided via Hostplus,
- your Transferred Cover is still in force (if you intend to transfer cover, you must not cancel your cover with the previous insurer/fund or transfer your full superannuation account balance to Hostplus until your transfer application has been accepted),
- any loadings, restrictions and exclusions which apply on your Transferred Cover will also apply to your cover transferred to Hostplus, and
- you cancel your Transferred Cover with the previous insurer once the transfer to Hostplus has occurred – if you do not cancel your previous cover, in the event of a claim, any benefit payable to you will be reduced by the amount payable under the previous cover.

To apply to transfer your existing cover to Hostplus Executive, please apply online by clicking [here](#).

**Please note** that any Death and/or TPD cover transferred to Hostplus will be in addition to the same insurance cover

you hold under Hostplus Executive (subject to a limit of \$5m for TPD cover). If you have TPD Cover, the cover amount cannot exceed your Death Cover. If you have fixed TPD cover, your insured benefit value stays the same. However, from age 61 your TPD benefit will reduce each year by 20% of the cover held at age 60 either:

- until you turn 65 when your cover ends; or
- if your Participating Employer has nominated that TPD cover continues to age 70, from age 64 your TPD cover will remain fixed at 20% of your cover held at age 60 until you turn 70 when your cover ends.

### 8.12.2 Specific life events cover - cover that keeps up with you

To help ensure your Death and Total & Permanent Disability (TPD) cover keeps up with you whenever you take a big step forward – like buying a new home or starting a family, you have the opportunity to take advantage of our life events cover. This feature allows you to increase your unitised cover by four additional units or under fixed benefit cover, by 25% of your current sum insured up to a maximum of \$200,000, without the need to complete lengthy paperwork or supply medical information.

To obtain the additional cover under this feature, you must apply within 6 months of:

- getting married,
- the birth or adoption of a child/children,
- divorce,
- taking on a mortgage or negotiating an increase to your existing mortgage (principle place of residence),
- a dependent child starting secondary school,
- taking out a business loan in excess of \$100,000,
- increasing an existing business loan, by at least \$100,000 (excluding re-draw and refinancing).

You will need to provide proof that the event has occurred. If you have Death Only cover, the increase will be for Death Only cover. If you have TPD Only cover, the increase will be for TPD Only cover. If you have Death and TPD cover, the increase will apply to both types of cover. You can take up one life event cover increase every 12 months and three increases in total in the lifetime of your membership. The same loadings, exclusions and limitations will apply to your life events cover that applied immediately before your life events application.

If you have been previously declined in your application for insurance by the insurer you will not be eligible for the specific life events cover.

**[Apply online now](#)**

### 8.12.3 Converting your unitised insurance cover to fixed benefit insurance cover

You have the option to replace your unitised cover with **[8.9.3 Fixed insurance cover](#)** at any time by applying online by clicking **[here](#)**. You must be 60 years of age or less to be eligible for this offer. Where an application is made, you will have your unitised cover converted to an equivalent amount of fixed benefit cover, rounded up to the next \$1,000.

You cannot have a combination of unitised cover and fixed benefit cover.

Members who have a tailored insurance design through their Participating Employer, and elect to convert unitised cover to fixed cover under this section, may not be eligible for any associated benefits provided by their employer. Taking up the special offer on joining may also replace the insurance design offered by your Participating Employer if applicable.

You can revert back to unitised cover by clicking [here](#). Where an application is made, you will have your fixed cover converted to an equivalent amount of units, rounded down to the next whole unit.

## 8.13 Interim Accident Cover

While the insurer is assessing your application for Death and TPD insurance cover, or an increase in your existing Death and TPD cover or to amend your Death & TPD insurance cover, you are provided with Interim Accident Cover. If you die or suffer total and permanent disablement as a result of an accident during the period in which the Interim Accident Cover applies, the interim benefit will be at the same level as the cover applied for or in the case of increasing your cover, the difference between the level of increased cover applied for and the level of current cover, up to the maximum benefit level limit as below:

<b>Death</b>	\$2,500,000
<b>Total &amp; Permanent Disability (TPD)</b>	\$2,500,000

Interim Accident Cover commences when we receive your application and will continue until the earlier of:

- the date the insurer accepts or rejects your application,
- 90 days after the date Interim Accident Cover starts,
- the date that you withdraw your application for additional cover; or
- the date your cover otherwise ends as set out under [8.10.5 When your Death and TPD insurance cover ends](#).

'Accident' means a fortuitous, external event that occurs by chance causing death or total and permanent disablement. It does not refer to an event which results in sickness, disease, allergy or infirmity of the insured member, such that they would qualify for a Death or Total & Permanent Disability (TPD) benefit (as applicable) to be paid under the policy.

Whether the death or total and permanent disablement was caused by an unintended and unexpected characteristic or consequence of an intended act (such as the application of unintentionally excessive force, or the creation of unintended or excessive force, or the creation of unintended excessive pressure or strain) is irrelevant in determining whether death or total and permanent disablement has arisen as a result of an accident.

An accident must result in the death or total and permanent disablement of the insured member within 365 days of the accident for a benefit to be payable where liability is contingent on an event being caused by an accident or by accidental injury.

For the avoidance of doubt, an accident shall specifically exclude death or total and permanent disablement (if it applies):

- arising out of, or contributed to in any way by, any pre-existing sickness, disease, injury, gradual physical or mental deformity, or infirmity known to the insured member when their insurance cover commenced, or
- arising in circumstances where the insured member deliberately assumed the risk or courted disaster, irrespective of whether he or she intended or contemplated the results of his or her actions.

Where there is any doubt as to the cause of death or total and permanent disablement sustained as a result of an accident, the cause will be characterised as being the result of a sickness. [See 8.15 Definitions](#).



## 8.14 When should I make a claim for a benefit? (Death and Total and Permanent Disablement)

You should advise us of a claim as soon as reasonably possible. If you don't notify us within a reasonable time, the insurer may reduce or refuse to pay the insured benefit to the extent their assessment of your claim is prejudiced.

If you make a claim, the insurer reserves the right to investigate the claim including but not limited to the use of investigative agents, conducting surveillance and requesting information and medical examinations.

It is important to note that if you make a claim, you will only be entitled to an insured benefit if you meet the eligible criteria (see section [8.10](#)) under the terms of the fund's insurance policy. The insured benefit is determined as at the date of the event occurring (e.g. for death event, date of death) and the level of insurance cover at that time. In circumstances where you are in the process of applying for additional cover but have not yet been accepted by the insurer, you will only be entitled to the lesser amount of cover applicable prior to the increase, in the event of a successful claim.

## 8.15 Definitions

### Total and Permanent Disablement (TPD):

**"Totally and Permanently Disabled", "Total and Permanent Disablement", "Total and Permanent Disability" or "TPD" means:**

#### 1. Unlikely to do a suited occupation ever again

If you are

- aged less than 65 years as at the **Date of Disablement**; and
- employed or engaged in a gainful occupation, business, profession or employment or within 12 months of the date you cease to be so employed or engaged:

1.1. you have suffered an injury or illness and, as a result of that injury or illness, you:

1.1.1. are totally unable to be employed or engaged in that occupation, business, profession or employment for a period of six consecutive months, and

1.1.2. are determined by the insurer that at the end of that six month period (or such later time as agreed with the trustee), to be permanently incapacitated to such an extent as to render you unlikely ever to be employed or engaged in any gainful occupation, business, profession or employment for which you are reasonably suited by education, training or experience.

NOTE: For the avoidance of doubt, the six month periods referred to in part 1 above do not apply to parts 2 to 5 below.

**OR**

#### 2. Significant impairment to the whole body

You suffered an injury or illness and, as a result of that injury or illness, you:

2.1. suffered a permanent impairment of at least 25% of whole person function as defined in the American Medical Association publication 'Guides to the Evaluation of Permanent Impairment', 4th edition, or an equivalent guide to impairment approved by the insurer, and

2.2. are disabled to such an extent, as a result of this impairment, that you are unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which you are reasonably suited by education, training or experience.

**OR**

### **3. Loss of limbs and/or sight**

As a result of illness or injury, you suffered the total and permanent loss of the use of:

- two limbs (where 'limb' is defined as the whole hand or the whole foot), or
- the sight in both eyes, or
- one limb and the sight in one eye

and are disabled to such an extent, as a result of this impairment, that you are unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which you are reasonably suited by education, training or experience.

**OR**

### **4. Unable to look after oneself ever again**

As a result of illness or injury, you suffered loss of independent existence and is disabled to such an extent, as a result of this impairment, that you are unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which you are reasonably suited by education, training or experience.

'Loss of independent existence' means the insurer has determined you are totally and irreversibly unable to perform at least two of the following five 'activities of daily living' without the assistance of another adult person:

- bathing and/or showering.
- dressing and undressing.
- eating and drinking.
- using a toilet to maintain personal hygiene.
- getting in and out of bed, a chair or wheelchair, or moving from place to place by walking, wheelchair or with assistance of a walking aid.

**OR**

### **5. Permanent loss of intellectual capacity**

As a result of illness or injury, you suffered cognitive loss and is disabled to such an extent, as a result of this impairment, that you are unlikely ever again to be able to be employed or engaged in any gainful occupation, business, profession or employment for which you are reasonably suited by education, training or experience.

'Cognitive loss' means the insurer has determined that a total and permanent deterioration or loss of intellectual capacity has required you to be under continuous care and supervision by another adult person for at least six consecutive months and, at the end of those six consecutive months, you are likely to require permanent ongoing continuous care and supervision by another adult person

## Other Definitions

### Active Duty

Full-time occupation as part of a military force, as opposed to reserve duty.

### Active Employment or Actively Employed means the Member is:

- (a) Gainfully Employed and not absent from work or on leave, due to illness or injury;
- (b) actively performing or capable of performing all the duties of all the occupations held by the Member for at least 35 hours per week (even if not working 35 hours per week), free from any limitation due to Illness or Injury; and
- (c) not in receipt of, or entitled to claim, Income Support Benefits from any source including but not limited to workers' compensation benefits, statutory motor accident benefits or disability income benefits (including government Income Support Benefits of any kind).

### At Work

Actively performing all the duties of your occupation, working your usual hours free from any limitation due to illness or injury and not entitled to or receiving income support benefits of any kind. Where you own all or part of the business from which you earn your regular income, 'At Work' means you are capable of, and in fact performing without restriction due to injury or illness, all of the usual identifiable duties of the occupation for which you earn your regular income.

### Automatic Acceptance Limits (AAL)

Automatic Acceptance Limit means the amount determined by the Insurer for which a person may be accepted for insurance cover without application under an Employer Formula Arrangement/Agreement. You can increase your cover above the AAL by applying online – refer to [section 8.10.8](#).

### Contribution

A contribution from any source or a transfer or rollover of a superannuation benefit received on your behalf.

### Cover Commencement Date

- (a) for Members who Opt-in to Default Cover, the later of the following:
  - (i) the date we receive the Eligible Person's Opt-in; and
  - (ii) The date the Eligible Person becomes a Member; or
- (b) for Members who do not Opt-in to Default Cover, the date the Eligible Person first meets all the following criteria:
  - (i) is aged at least 25 years (where applicable); and
  - (ii) the Member's account has a balance of at least \$6,000 on or after 1 November 2019; or
- (c) the date the first Employer Contribution is received from a Participating Employer in respect of an Eligible Person who is an Exempt Person unless the Exempt Person Opted-in prior to this date in which case Default Cover will commence in accordance with (a) above.

### Cover End Date

Where cover ends because:

- (a) of insufficient funds in your account, the last calendar day of the month in which your account balance has insufficient funds to pay premiums; or
- (b) your account becomes inactive, the date your account becomes inactive; or
- (c) as at 31 March 2020 you are a Low Balance Member (and not an Exempt Person), cover ends at 11:59PM on 31 March 2020.

### Degenerative Condition means any of the following conditions:

- Parkinson's Disease
- Dementia
- Arthritis including Rheumatoid Arthritis

- Osteoporosis
- Motor Neurone Disease
- Multiple Sclerosis
- Muscular Dystrophy

**Election** means a written request or positive election from the Member to always maintain all their cover provided under the Hostplus policy even if no Contribution has been received from any source into the Member's account for a continuous period of 16 months.

To avoid doubt, a written request or positive election made after 8 May 2018 and before 1 April 2019 to be provided with cover under the Hostplus policy will qualify as a valid Election without having to specify for the cover to be maintained even if no Contribution has been received from any source into the member's account for a continuous period of 16 months.

#### **Eligible Person**

You are an Employer Sponsored Member who is:

- (a) a member of the Executive Division of the Fund;
- (b) at least 11 years old and not older than the Maximum Entry Age,
- (c) an Australian resident or a lawful non-citizen, within the meaning of the Migration Act 1958 (Cth) for whom your employer is required to make employer contributions,
- (d) not an Excluded Member; and
- (e) not an insured member of the Industry Division of the Fund.

#### **Employer Formula Arrangement/Agreement**

An optional insurance design agreed to by the Insurer, Hostplus Executive and Participating Employer. The formula agreement may consist of Death Only, Death & TPD cover and/or Income Protection Cover. A Plan Rating Factor may apply to the standard Executive premium rates.

#### **Executive Member(s)/Employer Sponsored Member(s)**

A member is a member who is an employee of a Participating Employer and has been registered/joined with Hostplus through this employer. The Participating Employer is attached to the member's account at the Cover Commencement Date.

#### **Exempt Person**

A Member to whom we are permitted, under the Superannuation Industry (Supervision) Act 1993 (Cth), to provide cover under the Hostplus policy even where:

- i their Account has not had a balance of at least \$6,000 on or after 1 November 2019;
- ii they are aged less than 25 (where applicable); or
- iii no Contribution has been received from any source into their account for a continuous period of 16 months ending on or after 1 July 2019.

For the avoidance of doubt a Member can be an Exempt Person in respect of the PMIF Laws but not an Exempt Person in respect of a period of Inactivity and vice versa.

#### **Full Cover**

That is neither New Events Cover nor Restricted Cover.

#### **Gainfully Employed**

Employed or self-employed for gain or reward in any business, trade, profession, vocation, calling, occupation or employment.

**Inactive or Inactivity** means:

- a) no Contribution has been received from any source into your Member account for a continuous period of 16 months ending on or after 1 July 2019;
- b) we have not received an Election from you.

### **Income Support Benefit**

Monetary benefits which are paid or entitled to be paid to replace a person's loss of income or income earning capacity as a result of Illness or Injury.

### **Maximum Entry Age is:**

- 69 years if the Maximum Expiry Age is 70 years, or
- 64 years if the Maximum Expiry Age is 65 years.

### **Maximum Expiry Age means either:**

1  
age 65 for Death and/or TPD cover; or

2  
age 70 for Death and/or TPD cover,

dependent upon which maximum expiry age your Participating Employer nominates.

**Low Balance Member** means a Member whose account has not had a balance of at least \$6,000 at any time within the applicable timeframes set out in the table below:

<b>Applies to</b>	<b>Timeframe</b>
Members who joined Hostplus prior to 1 November 2019	Between 1 November 2019 and 31 March 2020
Members who joined Hostplus on or after 1 November 2019 but no later than 31 March 2020	Between the date they became a Member and 31 March 2020
Members who joined Hostplus on or after 1 April 2020	Since the date they became a Member

### **New Events Cover**

You are only covered for an illness that first becomes apparent, or an injury that first occurs, on or after the date cover commenced.

**Opt-in** means an **Eligible Person** makes a written request or positive election to be provided with default cover for the first time even where their account has not had a balance of at least \$6,000 on or after 1 November 2019 or they are aged less than 25 years (where applicable).

### **Participating Registered Hostplus Executive Employer (Participating Employer)**

An employer who has completed an employer application form to register with Hostplus Executive and makes

### **Plan Rating Factor**

The Plan Rating Factor is a multiple that takes into account the industry in which the Participating Employer is involved and the sums insured and previous death and TPD claims history of the employees of the Participating Employer. The Death & TPD Plan Rating Factor adjusts the standard executive death and TPD premium rates that apply to members of the Employer Formula Arrangement. A separate Death & TPD Plan Rating Factor may apply to different categories of employees within an Employer Formula Arrangement.

Further information in respect of any applicable Plan Rating Factor will be contained in your welcome to the fund letter.

### **Pre-existing Condition**

Any injury or illness, condition or related symptom which you, or any reasonable person in your position:

- was aware of, or should have been aware of; or
- had, or was intending to have, or would have had a medical consultation for,

in the two years prior to the date your cover commenced or recommenced under the Policy or the previous policy.

**Putting Members' Interests First Laws or PMIF Laws** refers to the Treasury Laws Amendment (Putting Members' Interests First) Act 2019 and associated amendments to the Superannuation Industry (Supervision) Act 1993 (SIS Act).

### **Recommencement Date**

Where cover recommences due to the receipt of:

- (a) an election or request from a person to recommence their cover (including an Election), the date you or we receive the person's election or request;
- (b) a Contribution for a person, the date the Contribution for the person is received by us unless (c) applies;
- (c) a Contribution for a person where the person may not have met the legislative requirements for cover to recommence, the later of the following:
  - (i.) the date the Contribution for the person is received by us;
  - (ii.) the date the person makes a written request or positive election to be provided with cover under the Hostplus policy even where their Account has not had a balance of at least \$6,000 on or after 1 November 2019 or they are aged less than 25 years (where applicable);
  - (iii.) the date the person first meets all the following criteria:
    - is aged at least 25 years (where applicable); and
    - the Member's Account has a balance of at least \$6,000 on or after 1 November 2019.

### **Restricted Cover**

You are only covered for an illness that first becomes apparent, or an injury that first occurs, on or after the date cover commenced, recommenced or is reinstated and provided the Injury or Illness is not a Pre-Existing Condition.

### **Salary**

Where you are Employed, the annual remuneration which you receive from your Participating Employer, before the deduction of income tax, including any of the following amounts as may be nominated by your employer:

- Base salary
- Compulsory employer superannuation contributions
- Regular overtime (averaged over the previous three years, or since you started in your current occupation, if less);

- The monetary value of non-cash benefits or fringe benefits provided by your employer in direct substitution of salary (as long as the fringe benefits continue to be provided to you after disability benefit payment have commenced) and
- Performance related commission bonuses and other monetary benefits, averaged over the previous three years, or since you started your current position, if less;

#### Terminal Illness means

(a) Two Medical Practitioners, one of whom specialises in your illness, certifies in writing that despite reasonable medical treatment the illness will lead to your death within 24 months of the date of the certification, and

(b) The insurer is satisfied, on medical or other evidence that despite reasonable medical treatment the illness will lead to your death within 24 months of the date of the certification referred to in paragraph (a).

The illness which you suffer, must occur and the date of the first and second certifications referred to in paragraph (a) must be made while you are covered for death cover with Hostplus.

#### See 2.13.9 Types of benefits

#### Tertiary qualification

Tertiary qualification includes but is not limited to mean diplomas, undergraduate and graduate certificates, and associate's, bachelor's, master's and doctoral degrees obtained at any type of education pursued beyond the high school level.

#### War

War includes an act of war (whether declared or not), revolution, invasion, rebellion or civil unrest.

## 8.16 Member Automatic Death & TPD Default Unitised Cover Table

The table below shows the level of default Death and TPD cover eligible employees of a Participating Employer receive upon joining Hostplus Executive. The level of default cover applied is based on your age next birthday.

Age Next Birthday	Value per unit of Default Death or TPD Cover	Default units for new members joining		Default cover for new members	
		Death	TPD	Death	TPD
12 to 16	\$28,273	1	0	\$28,273	\$0
17 to 19	\$28,273	1	2	\$28,273	\$56,546
20 to 25	\$28,273	2	4	\$56,546	\$113,092
26 to 30	\$28,273	4	6	\$113,092	\$169,638

31 to 35	\$28,273	5	6	\$141,365	\$169,638
36	\$28,273	6	6	\$169,638	\$169,638
37 to 38	\$28,645	6	5	\$171,870	\$143,225
39	\$28,831			\$172,986	\$144,155
40	\$29,017			\$174,102	\$145,085
41	\$26,962	5	5	\$134,810	\$134,810
42	\$24,229	5	5	\$121,145	\$121,145
43	\$21,238			\$106,190	\$106,190
44	\$18,734			\$93,670	\$93,670
45	\$15,563	6	6	\$93,378	\$93,378
46	\$13,681			\$82,086	\$82,086
47	\$11,831			\$70,986	\$70,986
48	\$10,097	7	7	\$70,679	\$70,679
49	\$8,981			\$62,867	\$62,867
50	\$7,219	8	8	\$57,752	\$57,752



51	\$6,364			\$50,912	\$50,912
52	\$5,874			\$46,992	\$46,992
53	\$5,385			\$43,080	\$43,080
54	\$4,406			\$35,248	\$35,248
55	\$3,916	10	10	\$39,160	\$39,160
56	\$3,487			\$34,870	\$34,870
57	\$2,989			\$29,890	\$29,890
58	\$2,491			\$24,910	\$24,910
59	\$2,242			\$22,420	\$22,420
60	\$1,993			\$19,930	\$19,930
61	\$1,774	8	8	\$14,192	\$14,192
62	\$1,673			\$13,384	\$13,384
63	\$1,521			\$12,168	\$12,168
64	\$1,419			\$11,352	\$11,352
65 to 70	\$1,267			\$10,136	\$10,136

#### Cost of Unitised Death & TPD Cover

Cover Type	Standard (Default) and Heavy Blue Scale cost per unit, per week	Management/Clerical (White collar) Scale cost per unit, per week	Professional Scale cost per unit, per week
Death Only (including Terminal Illness)	\$0.26	\$0.18	\$0.13
Death (including Terminal Illness) & Total and Permanent Disablement	\$0.63	\$0.43	\$0.30
Total and Permanent Disablement only	\$0.37	\$0.25	\$0.17

Your unitised cover premiums will be calculated based on your applicable occupation rating and any applicable Plan Rating Factor, number of units held and type of cover.

Please note the 'Standard' occupational rating classification will apply to you until such time as you vary this under the terms of the policy, in writing with Hostplus.

### 8.17 Death Only and Total & Permanent Disability Only insurance: Fixed benefit & Formula based cover table

Your Fixed Cover premiums will be calculated based on your age next birthday, your gender, your applicable Occupational Rating Factor, type of cover and the dollar value of your cover.

A Plan Rating Factor may apply in addition to the occupational rating in certain tailored employer arrangements. [See section 8.15](#) for further information in respect of Plan Rating Factor.

Management/Clerical (White collar) premium rates are shown per \$1,000 sum insured.

Age Next Birthday	White collar annual premium rates per \$1,000 sum insured			
	Death Only		TPD Only	
	Male	Female	Male	Female

12-16	\$0.82	\$0.34	\$0.36	\$0.16
17	\$0.82	\$0.34	\$0.36	\$0.16
18	\$0.82	\$0.34	\$0.36	\$0.16
19	\$0.82	\$0.34	\$0.36	\$0.16
20	\$0.82	\$0.34	\$0.36	\$0.16
21	\$0.80	\$0.32	\$0.36	\$0.17
22	\$0.75	\$0.31	\$0.36	\$0.16
23	\$0.70	\$0.29	\$0.37	\$0.16
24	\$0.66	\$0.27	\$0.38	\$0.16
25	\$0.61	\$0.24	\$0.37	\$0.17
26	\$0.57	\$0.23	\$0.38	\$0.16
27	\$0.55	\$0.21	\$0.38	\$0.18
28	\$0.52	\$0.20	\$0.38	\$0.19
29	\$0.49	\$0.20	\$0.40	\$0.21
30	\$0.49	\$0.20	\$0.43	\$0.22
31	\$0.49	\$0.21	\$0.47	\$0.26
32	\$0.49	\$0.21	\$0.49	\$0.28
33	\$0.49	\$0.24	\$0.53	\$0.30
34	\$0.49	\$0.27	\$0.57	\$0.37
35	\$0.52	\$0.29	\$0.60	\$0.42
36	\$0.52	\$0.32	\$0.64	\$0.49
37	\$0.53	\$0.34	\$0.70	\$0.55
38	\$0.56	\$0.37	\$0.73	\$0.66
39	\$0.58	\$0.41	\$0.83	\$0.75
40	\$0.62	\$0.45	\$0.91	\$0.85
41	\$0.69	\$0.47	\$1.04	\$1.01
42	\$0.73	\$0.52	\$1.17	\$1.15
43	\$0.80	\$0.56	\$1.35	\$1.31
44	\$0.86	\$0.58	\$1.55	\$1.47
45	\$0.95	\$0.61	\$1.78	\$1.60
46	\$1.04	\$0.62	\$2.01	\$1.80
47	\$1.10	\$0.66	\$2.31	\$1.99
48	\$1.20	\$0.70	\$2.58	\$2.26
49	\$1.31	\$0.75	\$2.91	\$2.56
50	\$1.41	\$0.80	\$3.32	\$2.94
51	\$1.53	\$0.86	\$3.75	\$3.34
52	\$1.65	\$0.96	\$4.22	\$3.79
53	\$1.78	\$1.06	\$4.77	\$4.26
54	\$1.92	\$1.16	\$5.37	\$4.76
55	\$2.07	\$1.24	\$5.96	\$5.23
56	\$2.21	\$1.35	\$6.57	\$5.68
57	\$2.39	\$1.48	\$7.24	\$6.16

58	\$2.58	\$1.58	\$8.05	\$6.65
59	\$2.82	\$1.71	\$8.99	\$7.14
60	\$3.07	\$1.84	\$10.03	\$7.70
61	\$3.34	\$1.99	\$11.21	\$8.30
62	\$3.61	\$2.17	\$12.47	\$9.04
63	\$3.90	\$2.39	\$13.83	\$9.95
64	\$4.20	\$2.66	\$15.32	\$11.06
65	\$4.50	\$2.95	\$16.97	\$12.32
66	\$4.99	\$3.28	\$17.59	\$12.76
67	\$5.54	\$3.64	\$17.59	\$12.76
68	\$6.15	\$4.04	\$17.59	\$12.76
69	\$6.83	\$4.48	\$17.59	\$12.76
70	\$7.58	\$4.97	\$17.59	\$12.76

The rates shown have been rounded up to two decimal places for ease of use, the actual premium rates applied to your account are to four decimal places.

Fixed Death and TPD Cover is calculated by adding the Death Only and TPD Only premium rates together.

Your Fixed Cover premiums will be calculated based on your age next birthday, your applicable Occupational Rating Factor, type of cover and the dollar value of your cover.

Fixed Cover Occupational Rating	Death (including Terminal illness) Cover	TPD Cover
	Occupational Rating Factor (Premium multiple)	Occupational Rating Factor (Premium multiple)
Professional	0.70	0.70
White collar (Management/Clerical)	1.00	1.00
Standard	1.30	1.75
Heavy Blue collar	1.70	3.40

If you do not provide your occupational details and you are electing to take up fixed cover, you will automatically default to the Heavy Blue collar occupational rating for Death and TPD insurance cover, until such time as you vary this under the terms of the policy, in writing with Hostplus.

## 8.18 Income Protection insurance cover

Income Protection insurance helps to protect your income if you can't work because of illness or injury (temporarily and totally) by providing regular monthly payments to help you meet your living expenses.

You can apply for cover of up to 90% of your monthly **pre-disability salary** (where, in the event of a successful claim, 75% of your monthly **pre-disability salary** is paid to you and 15% of your monthly **pre-disability salary** is paid into your account with Hostplus\*), capped at \$30,000 per month, with a waiting period of either 30, 60 or 90 days and you can choose to receive monthly benefits for two years, five years or up to the age of 65.

\*The contribution to your account is a concessional contribution and subject to the concessional contributions cap. See [2.14.11 Contribution limits](#).

Depending on who your registered Hostplus Executive employer is, you may have default Income Protection cover subject to **Automatic Acceptance Levels (AAL)** as part of the tailored formula insurance arrangement design in which case you will be advised by either your employer and/or in your welcome to the fund letter.

### 8.18.1 When your Income Protection cover starts

Your Income Protection insurance cover commences on the date your application is accepted by the insurer and your insurance premium is paid. Acceptance is subject to underwriting. We will advise you, in writing, of the outcome of your application.

Where you are provided with default Income Protection cover as part of your Employer's tailored insurance arrangement, your default cover will commence when you first meet the following criteria, provided you are eligible:

- You are aged at least 25 years (where applicable\*); and
- Your account in Hostplus has a balance of at least \$6,000 on or after 1 November 2019.

Prior to meeting the above criteria, you can also **Opt-in** to have default cover for the first time. If you **Opt-in**, your default will commence from the date we receive your **Opt-in** request.

In certain circumstances (for example, if your employer is paying your full insurance premiums on your behalf), you will not be required to satisfy the above criteria for your default cover to commence and your cover will start on the date we receive the first Employer Contribution from your Participating Employer.

To be eligible for default cover, you must:

- be an Eligible Person
- not already have insurance under Hostplus
- not have previously held default cover on the same account,
- not be inactive.

\*If you joined Hostplus on or after 1 April 2020, the minimum eligibility age for automatic insurance cover is 25 years, unless you Opt-in to have cover at a younger age.

### 8.18.2 Restricted Cover – Default Income Protection

If you are provided with default Income Protection cover and you do not meet the requirements for **Full Cover**, your automatic insurance cover may be **Restricted Cover** which will not cover **Pre-existing Conditions** for 24 consecutive months. A **Pre-existing Conditions** is an illness, injury, condition or related symptom, which you were aware of or reasonably should have been aware of, within the 2 years prior to your cover commencing.

For **Full Cover**, you must satisfy all the following requirements:

- We must receive an employer contribution into your account or you must commence employment with a **Participating Employer**, within 120 consecutive days immediately prior to the **Cover Commencement Date**;
- You must be in **Active Employment** for the first 30 consecutive days from the **Cover Commencement Date**;
- Within 6 months immediately prior to the **Cover Commencement Date** you:
  - have not been diagnosed with or experiencing symptoms of, are not seeking medical opinion for or under investigation and have not been advised to undergo investigations for, a **Degenerative Condition**; and
  - have not been absent from work or been on restricted duties or hours for more than 7 consecutive working days due to illness or injury.

If you do not meet the above requirements for **Full Cover**, your **Restricted Cover** will be replaced with **Full Cover** after 24 months provided you are **Actively Employed** for the last 30 consecutive days of the 24 month period. If you are not **Actively Employed** for the entire 30 day period, **Restricted Cover** will continue until you have been **Actively Employed** for 30 consecutive days.

If on or prior to the **Cover Commencement Date**, you have been diagnosed with a terminal illness or you have claimed or are eligible to receive a benefit in relation to terminal illness or total and permanent disablement cover from any source, your automatic insurance cover will be **Restricted Cover**. You will only be able to remove the restriction by making an application to the insurer, which is subject to their assessment of your medical history and health. If your application is accepted, **Restricted Cover** will be replaced with Full Cover from the date your application is accepted.

### 8.18.3 When your Income Protection cover ends

Your Income Protection insurance cover will cease on the earliest of the following events:

- the date you commence **Active Duty** with the military service of any country (other than the Australian Armed Forces Reserves and are not on **Active Duty** outside Australia).
- the date you cease to be a member of Hostplus Executive.
- the date you reach age 65.
- the date we receive your written request to cancel your insurance (or where the request specifies a later date, the later date specified).
- the date that you permanently retire from the workforce.
- in the event of your death.
- the end of the month in which your account balance has insufficient funds to pay the premium.
- the date the insurance policy ends.
- the date your account becomes inactive.
- your account is transferred to the Australian Tax Office or an Eligible Rollover Fund, or
- For Exempt Persons, the date you are no longer an Exempt Person (for example, you have ceased employment with a Participating Employer who has been paying your full insurance premium on your behalf) if, as at this date, you:
  - are aged less than 25 years (where applicable); or
  - are a Low Balance Member; and
  - you have not previously made an election to be covered under this Policy even if you are aged less than

25 years (where applicable) or your account has not had a balance of at least \$6,000 on or after 1 November 2019.

#### 8.18.4 Who's eligible for Income Protection insurance cover with Hostplus Executive?

You are eligible for insurance cover if you are:

- a member of the Executive Division of the Fund;
- employed by a Participating Employer;
- at least 15 years old and under 65 years of age,
- an Australian Resident, or a lawful non-citizen, within the meaning of the Migration Act 1958 (Cth) for whom the employer is required to make employer contributions;
- not an Excluded Member,
- not an insured member of the Industry Division of the Fund, and
- not eligible to receive, and you have not had a claim admitted, for a total and permanent disablement benefit from any source (including a superannuation fund or otherwise) prior to commencement of cover under the Hostplus policy. Please note, if you are not eligible for Income Protection insurance cover due to this clause, your cover will be deemed to have never commenced and any premium deducted for any cover that you have been given in error will be refunded to your account.

In addition, you must meet the following requirements under the Putting Members' Interests First laws:

- You must be aged at least 25 years (where applicable); and
- Your account has had a balance of at least \$6,000 on or after 1 November 2019;
- Your account is not Inactive; or
- You are an Exempt Person.

An Excluded Member is a member who satisfies one or more of the following:

- has reached the maximum expiry age, being age 65;
- has previously declined default cover, opted out of or cancelled all cover under this or any previous Hostplus policy; or
- is eligible to receive, or has received, a lump sum benefit for total and permanent disability from any source.

Excluded members are ineligible for cover under the Hostplus Executive policy except where accepted by the insurer at their absolute discretion. Acceptance remains subject to underwriting. We will notify you of the outcome of any application made.

#### 8.18.5 Excluded occupations

An excluded occupation is an occupation that the Fund's insurer will not cover for Income Protection insurance. Refer to [Excluded occupations](#).

## 8.18.6 Income Protection Cover Exclusions

No benefit will be payable if the injury or illness is caused directly or indirectly by one of the following:

- your intentional, self-inflicted act, or any attempt to commit suicide,
- pregnancy unless you are disabled for more than three months after the end of the pregnancy, in which case the waiting period is deemed to start on the later of the date total disablement begins and the end of the pregnancy, or
- war or act of war (as defined at [8.18.29 Income Protection cover definitions](#)).

In addition to the above, the insurer may refuse to pay any benefits:

- while you are imprisoned.
- if the premium has not been paid in respect of all members insured under the insurer's policy.
- if you do not comply with the requirements made of you by the insurer in the course of considering your claim.
- where the insurer's assessment of the claim is prejudiced.

No Partial Disability Benefit will be payable where you cease to be employed for reasons other than illness or injury six months or more prior to the date you became Disabled.

## 8.18.7 Income Protection cover how your benefit is calculated

With Income Protection cover, you first decide how much of your **pre-disability salary** you would like to insure. You can apply for up to a maximum of 90% of your **pre-disability salary**. If insured for that amount, in the event of a successful claim, 75% of your monthly **pre-disability salary** is paid to you and 15% of your monthly **pre-disability salary** is paid into your Hostplus Executive account. You may, of course, choose to have Income Protection insurance cover that is less than 90% of your **pre-disability salary**.

Where your Income Protection benefit is up to 75% of your **pre-disability salary**, we will pay that benefit to you. Where your Income Protection benefit is from 75% to 90% of your **pre-disability salary**, we will pay a maximum of 75% of your **pre-disability salary** to you and the remained is paid into your Hostplus account.

Depending on who your Participating Employer is, you may have default Income Protection cover subject to **Automatic Acceptance Levels (AAL)** as part of the tailored formula insurance arrangement design offered. If this is the case, your Income Protection cover will be automatically calculated based on the formula agreed and the information provided by your employer. Your Income Protection cover will automatically increase or decrease based on your salary information up to the AAL limit set as part of your employers **formula arrangement**.

## 8.18.8 Your choice of waiting periods and benefit periods

Hostplus Executive offers three waiting periods: 30, 60 or 90 days. A waiting period is the period during which you must be totally or partially disabled before any Income Protection benefit is payable. You do not receive to a benefit for the waiting period.

The benefit period is the maximum period of time that a benefit will be paid for any one illness or injury while you are **Disabled** or **Partially disabled**. You can choose a benefit period of two years, five years or up to age 65.

Premiums vary depending on which waiting period or benefit period you choose. Generally, the longer the waiting period and the shorter the benefit period, the lower the premium. See the **8.18.27 Income Protection insurance: annual premiums tables**.



If you want to reduce the waiting period (e.g. from 90 days to 60 days) or increase the benefit period (e.g. 'two years' to 'up to age 65'), you will need to complete a new [online insurance application](#).

During the waiting period, you can return to work once, for up to 10 consecutive days, without having to start a new waiting period. If this occurs, the number of days you have worked will be added to the waiting period.

### 8.18.9 Special Insurance Offer - Obtain non-default Income Protection insurance

If you have obtained default Death and Total and Permanent Disablement cover through Hostplus Executive, you may also apply for Income Protection insurance to up to \$4,000 per month for a benefit period of two years with a default waiting period of 90 days (unless you nominate otherwise) if you are aged under 65, with limited health questions.

You can apply for the special offer via [Member Online](#) at [hostplus.com.au](http://hostplus.com.au) within 60 days after the date the Welcome Letter is issued to you if you **Opt-in** to default Death and Total and Permanent Disablement Cover.

#### Important Note:

- If you are not **Actively Employed** on the date we receive your application, your Income Protection Insurance will be **Restricted Cover** until you are **Actively Employed** for 30 consecutive days at which time **Full Cover** will replace your **Restricted Cover**
- Any restrictions that apply to your default death and TPD cover will also apply to any Income Protection obtained under the special insurance offer and will continue to apply until it expires under the relevant terms.

Where you are provided with cover under this section, your cover will commence on the date your application is accepted.

### 8.18.10 Maximum monthly benefit payable

The maximum monthly benefit that will be paid by the insurer in the event of a claim is the lower of:

- the benefit represented by the number of units of cover for which the insurer has agreed to cover you.
- 90% of your monthly **pre-disability salary**, a maximum of 75% is payable to you and the balance as a contribution to your Hostplus super account up to a maximum of \$30,000 per month.

### 8.18.11 Income Protection Interim Accident Cover

While the insurer is assessing your application for Income Protection insurance cover, or an increase in your existing Income Protection cover or to amend your Income Protection insurance cover, you are provided with Interim Accident Cover. In the event that you suffer disability or partial disability as a result of an accident during the period in which the interim accident cover applies, the interim accident benefit will be for the same level as the cover applied for or in the case of increasing your cover, the difference between the level of increased cover applied for and the level of current cover, up to a maximum monthly benefit limit of \$20,000 for the benefit period selected in the application.

The interim accident cover commences when we receive your application and will continue until the earlier of:

- the date the insurer accepts or rejects your application;
- you withdraw your application;
- 90 days after the date interim accident cover starts; or
- the date your cover otherwise ends as set out under [8.18.3 When your Income Protection cover ends](#).

'Accident' means a fortuitous, external event that occurs by chance causing total or partial disability. It does not refer to an event which results in sickness, disease, allergy or infirmity of the insured member, such that they would qualify for a total or partial disability benefit (as applicable) to be paid under the insurer's policy.

Whether the total or partial disability was caused by an unintended and unexpected characteristic or consequence of an intended act (such as the application of unintentionally excessive force, or the creation of unintended or excessive force, or the creation of unintended excessive pressure or strain) is irrelevant in determining whether total or partial disability has arisen as a result of an accident.

An accident must result in the total or partial disability of the insured member for a benefit to be payable where liability is contingent on an event being caused by an accident or by accidental injury.

For the avoidance of doubt, an accident specifically excludes total or partial disability:

- arising out of, or contributed to in any way by, any pre-existing sickness, disease, injury, gradual physical or mental deformity, or infirmity known to the insured member when their insurance cover commenced.
- arising in circumstances where the insured member deliberately assumed the risk or courted disaster, irrespective of whether he or she intended or contemplated the results of his or her actions.

Where there is any doubt as to the cause of death or total and permanent or partial disability sustained as a result of an accident, the cause will be characterised as being the result of a sickness.

### 8.18.12 If your default Income Protection cover starts again

#### Recommendation of Cover – Insufficient account balance, inactive accounts and low balance members

If you received default Income Protection cover and your default cover has lapsed, it may in certain circumstances (explained in the table below) start again from the **Recommendation Date** provided you are an **Eligible Person** on the **Recommendation Date** and have been a Member of Hostplus at all times since the **Cover End Date**.

Your cover will recommence at the default cover level, which:

- If you remain employed with the **Participating Employer** as at the **Recommendation Date**, is the default level that is applicable to you under your employer arrangement, at the **Recommendation Date**; or
- If you are no longer employed with the **Participating Employer** as at the **Recommendation Date**, is \$4,000 per month based on a benefit period of 2 years with a default waiting period of 90 days.

Because a recommendation may change the level of insurance you previously held and/or your occupation rating, this may affect your premium.

When default Salary Insurance cover recommences	When recommended cover is Full Cover or Restricted Cover
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If your cover ceases because your account has been Inactive and within the next 30 days after the **Cover End Date**, we receive an election from you to maintain your cover even if your account is Inactive, and you also provide an Opt-in election (where required)\*, your cover will recommence from the **Recommencement Date** at the default cover level.

\*If your account balance has not reached \$6,000 and/or you are under 25 years you must Opt-in if you wish to be covered, unless you are already an Exempt Person.

Recommended cover will be **Restricted Cover** from the **Recommencement Date** until you are **Actively Employed** for 30 consecutive days after the **Recommencement Date**, at which time the **Restricted Cover** will be replaced with **Full Cover**.

If your cover ceases on or after 1 April 2020 as a result of insufficient funds in your account or because it has been Inactive, and we receive a contribution or rollover for you at any time after the **Cover End Date**, your cover will recommence from the **Recommencement Date** at the default cover level.

OR

If your cover ceases because you are no longer an **Exempt Person** (for example, you have ceased employment with a Participating Employer who has been paying your full insurance premium on your behalf, and you have not previously Opted-in) , we will need to receive a contribution/rollover that causes your account balance to reach \$6,000 in order for your cover to recommence (and you will need to Opt-in if you are under age 25).. Cover will recommence from the **Recommencement Date** at default cover level.

- Recommended cover will be **Full Cover** if you satisfy all the following requirements:  
We must receive an employer contribution into your account or you must commence employment with a **Participating Employer**, within 120 consecutive days immediately prior to the **Recommencement Date**;
- You must be in **Active Employment** for the first 30 consecutive days from the **Recommencement Date**;
- Within 6 months immediately prior to the
- **Recommencement Date** you:
  - have not been diagnosed with or experiencing symptoms of, are not seeking medical opinion for or under investigation and have not been advised to undergo investigations for, a **Degenerative Condition**; and
  - have not been absent from work or been on restricted duties or hours for more than 7 consecutive working days due to illness or injury.

If you do not meet the above requirements for **Full Cover**, your **Restricted Cover** will be replaced with **Full Cover** after 24 months provided you are **Actively Employed** for the last 30 consecutive days of the 24 month period. If you are not **Actively Employed** for the entire 30 day period, **Restricted Cover** will continue until you have been **Actively Employed** for 30 consecutive days.

If on or prior to the **Recommencement Date**, you have been diagnosed with a terminal illness or you have claimed or are eligible to receive a benefit in relation to terminal illness or total and permanent disablement cover from any source, your recommended cover will be **Restricted Cover**. You will only be able to remove the restriction by making an application to the insurer, which is subject to their

assessment of your medical history and health.

If your application is accepted, **Restricted Cover** will be replaced with **Full Cover** from the date your application is accepted.

### 8.18.13 If your non-default Income Protection cover starts again

#### Recommencement of Cover - Active Duty outside Australia with the Australian Armed Forces Reserve

If your Income Protection cover has ceased as a result of you having commenced **Active Duty** outside Australia with the Australian Armed Forces Reserve, you may have your cover recommenced up to the Special Offer cover provided the period of that **Active Duty** did not exceed 12 consecutive months and your cover would not have otherwise ceased due to any other reason.

Upon recommencement, **New Events Cover** will apply for 12 consecutive months commencing on the later of you ceasing **Active Duty** outside Australia with the Australian Armed Forces Reserve, and the date you are first **At Work** with your Participating Employer. **New Events Cover** will continue to apply if you are not **At Work** after this 12 month period, until you return to being **At Work**, unless you are accepted by the insurer for **Full Cover**. Acceptance remains subject to underwriting.

**Please note:** If the period of **Active Duty** (referred to under this section) exceeded 12 consecutive months, acceptance will remain subject to underwriting and approval by the insurer.

**Note :** If you wish to vary your **New Events Cover** or **Restricted Cover** to **Full Cover**, or had cover in excess of the default cover prior to your **Cover End Date**, you will need to undergo and satisfy the Insurer's underwriting assessment to again be eligible for this higher level of cover. Who your Participating Employer is will determine what default Income Protection insurance cover is applicable to you.

### 8.18.14 Disability benefit

The insurer will pay a disability benefit if you are **disabled** ([see 8.18.29 Income Protection cover definitions](#)) after the end of the waiting period that is applicable to you and provided that the insurer has admitted your claim. The monthly benefit starts to accrue from the day after the end of the waiting period.

The monthly benefit is payable in arrears and stops at the earlier of:

- the end of the benefit period.
- the date you attain age 65.
- the date of your death.
- the date you are no longer **disabled**.
- the date that you fail to comply with the insurer's request to return to Australian for ongoing assessment - [See 8.18.21 - Travelling overseas?](#)

### 8.18.15 Partial disability benefit

The insurer will pay a partial disability benefit (a proportion of the Disability benefit) if you are **partially disabled** ([see 8.18.28 Income Protection cover definitions](#)) except where you had ceased to be employed for reasons other than illness or injury.

The partial disability benefit will be calculated as follows:

$$\frac{(A - B)}{A} \times \text{disability monthly benefit}$$

Where

**A** is your monthly **pre-disability salary** ([see 8.18.28 Income Protection cover definitions](#))

**B** means any income earned by you from personal exertion while disabled or **partially disabled** when the income is from your occupation, or any other occupation.

Disability monthly benefit means the lesser of:

- the benefit you are covered for,
- 90% of your pre-monthly disability income (including the super contribution benefit),
- the level of cover agreed to between the insurer and you, and
- \$30,000.

The partial disability benefit begins to accrue from the day after you are no longer **disabled** or after the waiting period, as the case may be.

The partial disability benefit is payable in arrears and stops at the earliest of:

- the end of the benefit period.
- the date you attain age 65.
- the date you cease to be **partially disabled**.
- the date you are earning, or are capable of earning, monthly salary or wages equal to or greater than your **pre-disability salary**, or engaging in any occupation on a full-time basis (if working full-time prior to disability) or part-time basis (if working part-time prior to disability) or casual basis (if working casually prior to disability).
- the date that you fail to comply with the insurer's request to return to Australia for ongoing assessment - See [8.18.21 - Travelling overseas?](#)  
the date of your death.

### 8.18.16 Death benefit while claiming Income Protection

If you die while a disability or partial disability benefit is being paid, the insurer will pay an amount equal to the monthly benefit you were receiving at the date of your death, for one month.

### 8.18.17 Recurring disability

If you suffer a recurrence of disability in respect of the same or a related cause as an earlier claim, within six months of that earlier claim ending, the insurer will treat this subsequent claim as a continuation of the first claim and will waive the waiting period if for the same hours per week as you were engaged in. The payment of benefits over all periods for the same or related Illness or Injury shall not exceed the length of the benefit period.

### 8.18.18 How do Income Protection payments work?

Income Protection benefits are payable monthly in arrears once your claim has been accepted.

Once payment of your Income Protection benefits begin, your benefits will be adjusted annually in line with the

increase in the CPI to protect your payments from the effects of inflation. However, they will not increase by more than 5% in any year.

When you return to work and your Income Protection benefit has ceased, the monthly benefit that you are covered for will revert to the pre-disability monthly benefit level.

### **8.18.19 Retraining Expense Benefit**

Whilst you are in receipt of an Income Protection benefit, the insurer may pay all or some of the expenses incurred in relation to you participating in a return to work program if the insurer is of the opinion that the program may help you return to work. Any payments will be made to the service provider and at the insurer's discretion and must be approved before incurred.

### **8.18.20 What happens if you are suffering from more than one injury or illness?**

You can only claim one Income Protection benefit if you suffer from different types of injuries or illness that exist at the same time. For example, if you receive a monthly benefit for the benefit period due to a broken arm, you cannot also claim a monthly benefit during the same period if you suffer from another injury.

### **8.18.21 Travelling overseas?**

The Income Protection cover provided insures you while you are overseas. However, if you are overseas for more than 6 months after you commence to receive Income Protection benefits, the insurer may require you to return to Australia for claim assessment. If you fail to do so, the insurer may, in its discretion, refuse to continue payments.

### **8.18.22 Reduction of benefits**

Your Income Protection payments may also be reduced by other payments (including settlement or commutation amounts) as set out below, where such benefits combined with the benefit payable under the policy would exceed 75% of your **pre-disability salary**:

- by way of workers' compensation, similar legislation or any settlement in common law.
- under any statutory accident compensation scheme.
- any amounts payable in respect of loss of income (whether legislated or otherwise).
- paid sick leave.
- as benefits under any other disability, injury or sickness insurance policy (except for lump sum benefits received from total and permanent disablement under a policy).

Any lump sum payment (such as settlement or commutation amounts) will be converted to an equivalent monthly amount by dividing the lump sum payment by 60 (i.e. the lump sum is paid out monthly over a period of 60 months).

If your monthly benefit is reduced because you are in receipt of other payments, as set out above, or where you are entitled to a partial disability benefit, the 15% of your **pre-disability salary** which is paid into your Hostplus account, will also be reduced proportionally.

### **8.18.23 When should I make an Income Protection claim?**

You should advise us of a claim as soon as reasonably possible. If you don't notify us within a reasonable time, the insurer may reduce or refuse to pay the insured benefit to the extent their assessment of your claim is prejudiced.

If you make a claim, the insurer reserves the right to investigate the claim including but not limited to the use of investigative agents, conducting surveillance and requesting information and medical examinations.

It is important to note that if you make a claim, you will only be entitled to an insured benefit if you meet the eligible criteria ([see section 8.18.4](#)) under the terms of the fund's insurance policy. The insured benefit is determined as at the date of the event occurring (e.g. for partial disability, date of injury or illness occurred) and the level of insurance cover at that time. In circumstances where you are in the process of applying for additional cover but have not yet been accepted by the insurer, you will only be entitled to the lesser amount of cover applicable prior to the increase, in the event of a successful claim. See also interim accident cover in [section 8.18.11](#).

### 8.18.24 Transfer your Income Protection insurance cover into Hostplus Executive

You have the opportunity to transfer your existing Income Protection cover into Hostplus if it is of a similar nature to the cover provided under Hostplus, without underwriting ("Transferred Cover"). The total amount that a person may transfer from all sources is the lesser of:

- the number of units to cover 90% of your **pre-disability salary** (of which a maximum of 75% is payable to you and the balance paid as a contribution to Hostplus Executive), or
- the maximum cover of \$10,000 per month.

provided that:

- your Transferred Cover is of a similar nature to the cover provided via Hostplus
- your Transferred Cover is still in force (if you apply to transfer cover, you must not cancel your cover with the previous insurer/fund or transfer your full superannuation account balance to Hostplus until your transfer application has been accepted),
- any loadings, restrictions and exclusions which apply on your Transferred Cover will also apply to your cover transferred to Hostplus Executive, and
- you cancel your Transferred Cover with the previous insurer once the transfer to Hostplus has occurred – if you do not cancel your previous cover, in the event of a claim, any benefit payable to you will be reduced by the amount payable under the previous cover.

Transferred Cover will replace any Income Protection cover that you already have at Hostplus.

Any amount above \$10,000 will be assessed by the insurer. Generally, Income Protection insurance cover will be matched on the same waiting period and benefit period to that which was previously provided under the transferred cover. If the waiting period is not available, the next longest waiting period will be provided. Your transferred cover will replace any existing Income Protection cover you have with Hostplus (as long as any monthly benefit does not exceed 90% of your salary).

You cannot transfer cover that is subject to a waiting period that is greater than 90 days.

Conditions and other limitations apply. All applications are subject to the approval of the insurer and for your application to be considered; you must provide proof of your external cover and the terms upon which it was granted.

To transfer your existing Income Protection cover to Hostplus Executive, please apply online by clicking [here](#).

### 8.18.25 Update your Income Protection insurance online

To make it easy for you and to ensure you have adequate insurance cover when your circumstances change, you can also apply to increase or take out other forms of insurance cover [online](#).



## 8.18.26 Income Protection insurance annual premiums tables

Your Income Protection premiums will be calculated based on your age next birthday, your applicable Occupational Rating Factor, your waiting period and benefit period and the dollar value of your cover.

A Plan Rating Factor may apply in addition to the occupational rating in certain tailored employer arrangements. [See section 8.18.26](#) for further information.

Rates are shown per \$100 monthly cover Management/Clerical (White collar) scale. Premium rates include estimated 9% stamp duty.

Waiting period (days)	30		60		90	
Benefit Period	2 year		2 year		2 year	
Age next birthday	Male	Female	Male	Female	Male	Female
16	\$3.14	\$3.49	\$1.69	\$1.86	\$1.08	\$1.18
17	\$3.14	\$3.49	\$1.69	\$1.86	\$1.08	\$1.18
18	\$3.14	\$3.49	\$1.69	\$1.86	\$1.08	\$1.18
19	\$3.14	\$3.49	\$1.69	\$1.86	\$1.08	\$1.18
20	\$3.14	\$3.49	\$1.69	\$1.86	\$1.08	\$1.18
21	\$3.19	\$3.54	\$1.71	\$1.88	\$1.09	\$1.19
22	\$3.23	\$3.58	\$1.74	\$1.91	\$1.10	\$1.20
23	\$3.28	\$3.62	\$1.77	\$1.93	\$1.10	\$1.21
24	\$3.31	\$3.67	\$1.80	\$1.96	\$1.11	\$1.22

25	\$3.37	\$3.71	\$1.83	\$1.99	\$1.13	\$1.23
26	\$3.38	\$3.80	\$1.83	\$2.04	\$1.09	\$1.29
27	\$3.42	\$3.94	\$1.86	\$2.12	\$1.06	\$1.34
28	\$3.49	\$4.10	\$1.91	\$2.20	\$1.06	\$1.37
29	\$3.58	\$4.29	\$1.97	\$2.31	\$1.06	\$1.41
30	\$3.71	\$4.52	\$2.03	\$2.45	\$1.08	\$1.44
31	\$3.86	\$4.77	\$2.09	\$2.54	\$1.10	\$1.47
32	\$4.04	\$5.06	\$2.18	\$2.70	\$1.14	\$1.51
33	\$4.22	\$5.37	\$2.29	\$2.88	\$1.18	\$1.58
34	\$4.44	\$5.71	\$2.41	\$3.06	\$1.23	\$1.64
35	\$4.69	\$6.08	\$2.56	\$3.26	\$1.31	\$1.72
36	\$4.97	\$6.47	\$2.70	\$3.49	\$1.38	\$1.83
37	\$5.26	\$6.90	\$2.88	\$3.71	\$1.48	\$1.97
38	\$5.59	\$7.35	\$3.05	\$3.95	\$1.59	\$2.13
39	\$5.94	\$7.83	\$3.24	\$4.22	\$1.71	\$2.31

40	\$6.32	\$8.32	\$3.46	\$4.50	\$1.87	\$2.53
41	\$6.73	\$8.86	\$3.82	\$4.97	\$2.03	\$2.78
42	\$7.18	\$9.42	\$4.07	\$5.30	\$2.24	\$3.06
43	\$7.66	\$10.01	\$4.36	\$5.63	\$2.46	\$3.39
44	\$8.19	\$10.63	\$4.66	\$5.99	\$2.73	\$3.74
45	\$8.77	\$11.28	\$4.98	\$6.36	\$3.02	\$4.14
46	\$9.38	\$11.98	\$5.34	\$6.76	\$3.35	\$4.57
47	\$10.07	\$12.70	\$5.74	\$7.17	\$3.74	\$5.05
48	\$10.80	\$13.48	\$6.16	\$7.62	\$4.17	\$5.58
49	\$11.61	\$14.31	\$6.64	\$8.09	\$4.68	\$6.14
50	\$12.49	\$15.19	\$7.14	\$8.59	\$5.24	\$6.73
51	\$13.48	\$16.13	\$8.30	\$9.70	\$5.87	\$7.38
52	\$14.55	\$17.14	\$8.97	\$10.33	\$6.58	\$8.06
53	\$15.75	\$18.23	\$9.70	\$10.99	\$7.38	\$8.79
54	\$17.04	\$19.40	\$10.52	\$11.69	\$8.30	\$9.56

55	\$18.51	\$20.68	\$11.43	\$12.48	\$9.30	\$10.35
56	\$20.12	\$22.06	\$12.43	\$13.32	\$10.43	\$11.20
57	\$21.94	\$23.59	\$13.57	\$14.25	\$11.69	\$12.05
58	\$23.95	\$25.26	\$14.83	\$15.28	\$13.09	\$12.95
59	\$26.22	\$27.11	\$16.25	\$16.43	\$14.66	\$13.86
60	\$28.77	\$29.17	\$17.86	\$17.69	\$16.39	\$14.80
61	\$31.65	\$31.44	\$20.68	\$19.27	\$18.32	\$15.75
62	\$34.83	\$33.89	\$22.79	\$20.81	\$20.38	\$16.65
63	\$37.27	\$35.53	\$23.91	\$21.41	\$20.77	\$16.21
64	\$25.38	\$24.12	\$15.36	\$13.73	\$11.77	\$8.91
65	\$8.38	\$7.97	\$5.06	\$4.53	\$3.88	\$2.94

Waiting period (days)	30		60		90	
Benefit Period	5 year		5 year		5 year	
Age next birthday	Male	Female	Male	Female	Male	Female
16	\$4.21	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57

17	\$4.21	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
18	\$4.21	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
19	\$4.21	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
20	\$4.21	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
21	\$4.28	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
22	\$4.33	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
23	\$4.39	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
24	\$4.44	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
25	\$4.51	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
26	\$4.52	\$6.20	\$2.40	\$4.34	\$1.44	\$2.57
27	\$4.58	\$6.40	\$2.45	\$4.48	\$1.43	\$2.76
28	\$4.67	\$6.67	\$2.51	\$4.67	\$1.43	\$2.93
29	\$4.79	\$7.01	\$2.60	\$4.91	\$1.45	\$3.07
30	\$4.97	\$7.40	\$2.71	\$5.18	\$1.48	\$3.20
31	\$5.16	\$7.86	\$2.84	\$5.50	\$1.52	\$3.33

32	\$5.41	\$8.38	\$2.99	\$5.86	\$1.58	\$3.46
33	\$5.65	\$8.95	\$3.17	\$6.27	\$1.65	\$3.61
34	\$5.95	\$9.59	\$3.36	\$6.71	\$1.74	\$3.78
35	\$6.28	\$10.27	\$3.57	\$7.19	\$1.84	\$3.99
36	\$6.65	\$11.02	\$3.81	\$7.72	\$1.96	\$4.24
37	\$7.05	\$11.82	\$4.07	\$8.28	\$2.10	\$4.54
38	\$7.49	\$12.68	\$4.35	\$8.88	\$2.27	\$4.90
39	\$7.95	\$13.60	\$4.66	\$9.52	\$2.46	\$5.33
40	\$8.47	\$14.58	\$4.99	\$10.20	\$2.68	\$5.83
41	\$9.01	\$15.61	\$5.35	\$10.93	\$2.95	\$6.41
42	\$9.62	\$16.70	\$5.75	\$11.69	\$3.24	\$7.08
43	\$10.26	\$17.86	\$6.18	\$12.51	\$3.59	\$7.85
44	\$10.97	\$19.09	\$6.64	\$13.36	\$3.99	\$8.72
45	\$11.75	\$20.39	\$7.15	\$14.27	\$4.45	\$9.69
46	\$12.57	\$21.76	\$7.70	\$15.23	\$4.98	\$10.78

47	\$13.49	\$23.23	\$8.31	\$16.26	\$5.59	\$11.99
48	\$14.47	\$24.77	\$8.97	\$17.34	\$6.29	\$13.31
49	\$15.55	\$26.43	\$9.70	\$18.50	\$7.09	\$14.76
50	\$16.73	\$28.19	\$10.50	\$19.73	\$7.99	\$16.33
51	\$18.05	\$30.07	\$11.38	\$21.05	\$9.03	\$18.03
52	\$19.49	\$32.10	\$12.35	\$22.47	\$10.20	\$19.86
53	\$21.09	\$34.27	\$13.43	\$23.99	\$11.52	\$21.82
54	\$22.83	\$36.63	\$14.62	\$25.64	\$13.02	\$23.90
55	\$24.79	\$39.18	\$15.94	\$27.42	\$14.70	\$26.10
56	\$26.94	\$41.95	\$17.41	\$29.36	\$16.59	\$28.42
57	\$29.38	\$44.97	\$19.05	\$31.48	\$18.71	\$30.86
58	\$32.08	\$48.29	\$20.88	\$33.80	\$21.08	\$33.40
59	\$35.11	\$51.93	\$22.92	\$36.35	\$23.73	\$36.04
60	\$38.54	\$55.95	\$25.21	\$39.16	\$26.67	\$38.78
61	\$42.39	\$62.37	\$28.72	\$43.66	\$34.93	\$48.42

62	\$46.65	\$58.21	\$31.91	\$40.75	\$33.20	\$43.74
63	\$49.91	\$51.59	\$33.47	\$36.12	\$29.57	\$37.08
64	\$25.38	\$24.12	\$15.36	\$13.73	\$11.77	\$8.91
65	\$8.38	\$7.97	\$5.06	\$4.53	\$3.88	\$2.94

Waiting period (days)	30		60		90	
Benefit Period	To age 65		To age 65		To age 65	
Age next birthday	Male	Female	Male	Female	Male	Female
16	\$8.02	\$10.88	\$4.50	\$6.15	\$3.84	\$5.59
17	\$8.02	\$10.88	\$4.50	\$6.15	\$3.84	\$5.59
18	\$8.02	\$10.88	\$4.50	\$6.15	\$3.84	\$5.59
19	\$8.02	\$10.88	\$4.50	\$6.15	\$3.84	\$5.59
20	\$8.02	\$10.88	\$4.50	\$6.15	\$3.84	\$5.59
21	\$8.30	\$11.22	\$4.65	\$6.34	\$3.96	\$5.75
22	\$8.58	\$11.59	\$4.83	\$6.57	\$4.08	\$5.93
23	\$8.88	\$11.97	\$5.00	\$6.79	\$4.20	\$6.10



24	\$9.17	\$12.37	\$5.19	\$7.04	\$4.34	\$6.27
25	\$9.50	\$12.76	\$5.40	\$7.28	\$4.48	\$6.46
26	\$9.75	\$13.38	\$5.55	\$7.64	\$4.46	\$6.89
27	\$10.05	\$14.11	\$5.75	\$8.07	\$4.48	\$7.28
28	\$10.48	\$14.98	\$6.01	\$8.58	\$4.53	\$7.62
29	\$10.97	\$15.94	\$6.30	\$9.15	\$4.63	\$7.94
30	\$11.55	\$17.07	\$6.66	\$9.82	\$4.80	\$8.24
31	\$12.21	\$18.31	\$6.93	\$10.35	\$4.99	\$8.56
32	\$12.98	\$19.68	\$7.36	\$11.15	\$5.21	\$8.92
33	\$13.83	\$21.17	\$7.85	\$12.00	\$5.49	\$9.35
34	\$14.75	\$22.79	\$8.41	\$12.93	\$5.83	\$9.83
35	\$15.77	\$24.50	\$9.00	\$13.91	\$6.21	\$10.44
36	\$16.88	\$26.35	\$9.64	\$14.98	\$6.67	\$11.15
37	\$18.10	\$28.32	\$10.35	\$16.09	\$7.19	\$11.99
38	\$19.40	\$30.37	\$11.10	\$17.25	\$7.80	\$12.99

39	\$20.83	\$32.52	\$11.91	\$18.48	\$8.47	\$14.14
40	\$22.34	\$34.76	\$12.80	\$19.76	\$9.26	\$15.46
41	\$23.95	\$37.11	\$14.19	\$21.94	\$10.14	\$16.95
42	\$25.69	\$39.50	\$15.24	\$23.37	\$11.15	\$18.63
43	\$27.55	\$41.98	\$16.33	\$24.82	\$12.30	\$20.48
44	\$29.51	\$44.54	\$17.50	\$26.31	\$13.57	\$22.51
45	\$31.63	\$47.14	\$18.76	\$27.85	\$15.02	\$24.69
46	\$33.87	\$49.80	\$20.10	\$29.72	\$16.62	\$27.01
47	\$36.25	\$52.50	\$21.51	\$32.41	\$18.43	\$29.46
48	\$38.79	\$55.22	\$23.00	\$35.21	\$20.41	\$32.01
49	\$41.46	\$57.94	\$24.86	\$38.07	\$22.60	\$34.62
50	\$44.29	\$60.69	\$27.48	\$40.98	\$24.97	\$37.26
51	\$47.28	\$63.40	\$30.33	\$43.86	\$27.58	\$39.86
52	\$50.43	\$66.09	\$33.40	\$46.65	\$30.37	\$42.40
53	\$53.74	\$68.72	\$36.69	\$49.30	\$33.35	\$44.82

54	\$57.20	\$71.27	\$40.16	\$51.75	\$36.51	\$47.04
55	\$60.80	\$73.72	\$43.79	\$53.90	\$39.81	\$49.00
56	\$64.46	\$75.93	\$47.47	\$55.64	\$43.17	\$50.58
57	\$68.02	\$77.75	\$51.03	\$56.75	\$46.40	\$51.59
58	\$71.30	\$79.02	\$54.25	\$57.08	\$49.32	\$51.88
59	\$74.07	\$79.54	\$56.85	\$56.43	\$51.67	\$51.30
60	\$75.98	\$79.02	\$58.43	\$54.57	\$53.12	\$49.62
61	\$76.50	\$77.04	\$58.43	\$51.24	\$53.12	\$46.59
62	\$74.82	\$72.94	\$56.04	\$45.99	\$50.92	\$41.81
63	\$65.97	\$62.89	\$46.52	\$37.95	\$42.30	\$32.97
64	\$40.78	\$38.77	\$24.69	\$22.06	\$18.91	\$14.32
65	\$13.46	\$12.80	\$8.15	\$7.28	\$6.23	\$4.72

The rates shown have been rounded up to two decimal places for ease of use. The actual premium rates applied to your account are rounded to four decimal places.

Your Income Protection premiums will be calculated based on your age next birthday, your applicable Occupational Rating Factor, type of cover and the dollar value of your cover.

<b>Income Protection Occupational Rating</b>	<b>Occupational Rating Factor (Premium multiple)</b>
--	--

Management/Clerical (White collar)	1.00
Standard or Light Blue collar	2.10
Heavy Blue collar	3.20

If you are electing to take up Income Protection cover under the Special insurance offer (see [Section 8.18.9](#)) and do not provide full occupational information you will not be eligible for this cover.

### 8.18.27 Apply for your insurance premiums to be waived when you take parental leave

You can apply for your insurance premiums to be waived during employer approved parental leave, provided you have been a member of Hostplus for at least 12 months at the time you apply.

To make an application, please arrange for your employer to complete the [Notification of Parental Leave](#) form and return to us.

If all the requirements are satisfied, your insurance premiums will be waived during any maternity leave period for the duration of your leave up to a maximum period of up to 12 months' leave. This option is not available if you are self-employed.

You may still apply to change your cover during this period.

## 8.18.28 Income Protection Cover

### Definitions

#### Pre-disability salary

Where you are employed, the total monthly gross income from an employer for personal exertion you receive from your usual occupation, averaged over the most recent 12 month period (that may include any period of unemployment since you last worked or the actual period of work if less) before the deduction of income tax, and includes any of the following amounts (or as nominated by your employer):

- base salary,
- Compulsory employer superannuation contributions
- regular overtime (averaged over the previous three years, or since you started your current occupation, if less),
- the monetary value of non-cash benefits or fringe benefits provided by your employer in direct substitution of salary (as long as the fringe benefits continue to be provided to you after disability benefit payments have commenced),
- performance related commissions, bonuses and other monetary benefits, averaged over the previous three years, or since you started your current occupation (if less), or

**Where you directly or indirectly own all or part of the business from which you earn your income, the total**

amount earned by the business over the financial year as a direct result of your personal exertion or activities through your usual occupation, less your share of business expenses, but before the deduction of income tax, for that business (or the relevant proportion for part of a financial year).

***Employed persons who have been absent from employment due to being on employer approved leave for up to 24 months.***

Where you have been on employer approved leave for up to 24 months (for example maternity or study leave) is the total monthly regular gross income received from an employer for personal exertion for their usual occupation before the employer approved leave commenced and averaged over the 12 month period before the employer approved leave commenced.

If you have been on employer approved leave for a period of more than 24 months are not eligible to receive an Income Protection benefit.

## **Disabled**

***Members who are employed or have been unemployed for less than six months.***

In the opinion of the insurer after consideration of medical evidence, that solely as a result of injury or illness, you are:

- unable to perform at least one Income Producing Duty of your occupation;
- not working in any occupation, whether or not for reward; and
- under the regular care and following the advice of a medical practitioner.

## **Members who have been unemployed for six months or more.**

In the opinion of the insurer after consideration of medical evidence, that solely as a result of injury or illness, you are:

- unable to perform any duties of any occupation, business, profession or employment, for which you are reasonably suited by education, training or experience;
- not working in any occupation, whether or not for reward; and
- under the regular care and following the advice of a medical practitioner

***For all members***

## **Partially disabled:**

You:

- a) have been disabled:
  - i for a period in which a disability benefit is paid, or
  - ii for at least 7 days out of 12 consecutive days during the waiting period, and
- b) are unable to work in your occupation at full capacity as a result of the illness or injury resulting in Disability or are working in an occupation but only in a limited capacity; and
- c) are earning a monthly disability income less than your monthly Pre-disability Salary due to illness or injury; and
- d) are under the regular care and following the advice of a Medical Practitioner.

## Other Definitions:

**Active Employment** or **Actively Employed** means the Member is:

- (a) Gainfully Employed and not absent from work or on leave, due to illness or injury;
- (b) actively performing or capable of performing all the duties of all the occupations held by the Member for at least 35 hours per week (even if not working 35 hours per week), free from any limitation due to Illness or Injury; and
- (c) not in receipt of, or entitled to claim, Income Support Benefits from any source including but not limited to workers' compensation benefits, statutory motor accident benefits or disability income benefits (including government Income Support Benefits of any kind).

### **Cover Commencement Date:**

- (a) for Members who Opt-in to Default Cover, the later of the following:
  - (i) the date we receive the Eligible Person's Opt-in; and
  - (ii) The date the Eligible Person becomes a Member.
- (b) for Members who do not Opt-in to Default Cover, the date the Eligible Person first meets all the following criteria:
  - (i) is aged at least 25 years (where applicable); and
  - (ii) the Member's account has a balance of at least \$6,000 on or after 1 November 2019.
- (c) the date the first Employer Contribution is received from a Participating Employer in respect of an Eligible Person who is an Exempt Person.

### **Cover End Date**

Where cover ends because:

- (a) of insufficient funds in your account, the last calendar day of the month in which your account balance has insufficient funds to pay premiums;
  - (b) your account becomes inactive, the date your account has been inactive for a continuous period of 16 months;
- or
- (c) as at 31 March 2020 you are a Low Balance Member (and not an Exempt Person), at 11:59PM on 31 March 2020.

### **Degenerative Condition means any of the following conditions:**

- Parkinson's Disease
- Dementia
- Arthritis including Rheumatoid Arthritis
- Osteoporosis
- Motor Neurone Disease
- Multiple Sclerosis
- Muscular Dystrophy

**Election** means a written request or positive election from the Member to always maintain all their cover provided under the Hostplus policy even if no Contribution has been received from any source into the Member's account for a continuous period of 16 months.

To avoid doubt, a written request or positive election made after 8 May 2018 and before 1 April 2019 to be provided with cover under the Hostplus policy will qualify as a valid Election without having to specify for the cover to be maintained even if no Contribution has been received from any source into the member's account for a continuous period of 16 months.

### Eligible Person

You are eligible for insurance cover if you are:

- a member of the Executive Division of the Fund;
- an Australian Resident, or a lawful non-citizen, within the meaning of the Migration Act 1958 (Cth) for whom the employer is required to make employer contributions;
- not an Excluded Member, and
- not an insured member of the Industry Division of the Fund.

### Employer Sponsored Member

A member who is an employee of a Participating Employer, and has been registered/ joined with Hostplus through this employer. The Participating Employer is attached to the member's account at the Cover Commencement Date.

**Exempt Person** means a Member to whom we are permitted, under the Superannuation Industry (Supervision) Act 1993 (Cth), to provide cover under the Hostplus policy even where:

- i their Account has not had a balance of at least \$6,000 on or after 1 November 2019;
- ii they are aged less than 25 (where applicable); or
- iii no Contribution has been received from any source into their account for a continuous period of 16 months ending on or after 1 July 2019.

For the avoidance of doubt a Member can be an Exempt Person in respect of the PMIF Laws but not an Exempt Person in respect of a period of Inactivity and vice versa.

### Full Cover

Cover that is neither New Events Cover nor Restricted Cover.

### Gainfully Employed

Employed or self-employed for gain or reward in any business, trade, profession, vocation, calling, occupation or employment.

### Inactive or Inactivity means:

- a) no Contribution has been received from any source into your Member account for a continuous period of 16 months ending on or after 1 July 2019;
- b) we have not received an Election from you.

### Income Producing Duty

A duty of your occupation that generates at least 20% of your monthly Pre-Disability Salary.

### Income Support Benefit

Monetary benefits which are paid or entitled to be paid to replace a person's loss of income or income earning capacity as a result of Illness or Injury.

**Low Balance Member** means a Member whose account has not had a balance of at least \$6,000 at any time within the applicable timeframes set out in the table below:

Applies to	Timeframe
------------	-----------

Members who joined Hostplus prior to 1 November 2019	Between 1 November 2019 and 31 March 2020
Members who joined Hostplus on or after 1 November 2019 but no later than 31 March 2020	Between the date they became a Member and 31 March 2020
Members who joined Hostplus on or after 1 April 2020	Since the date they became a Member

**Opt-in** means an **Eligible Person** makes a written request or positive election to be provided with default cover for the first time even where their account has not had a balance of at least \$6,000 on or after 1 November 2019 or they are aged less than 25 years (where applicable).

#### **Participating Registered Hostplus Executive Employer (Participating Employer)**

An employer who has completed an employer application form to register with Hostplus Executive and makes Superannuation Guarantee Contributions on behalf of employees through the Executive product.

#### **Plan Rating Factor**

The Rating Factor is a multiple that takes into account the industry in which the Participating Employer is involved and the sums insured and previous Income Protection claims history of the employees of the Participating Employer. The Income Protection Plan Rating Factor adjusts the standard executive Income Protection premium rates that apply to members of the Employer Formula Arrangement. A separate Income Protection Plan Rating Factor may apply to different categories of employees within an Employer Formula Arrangement.

Further information in respect of any applicable Plan Rating Factor will be contained in your welcome to the fund letter.

#### **Pre-existing Condition**

Any injury or illness, condition or related symptom which you, or any reasonable person in your position:

- was aware of, or should have been aware of; or
- had, or was intending to have, or would have had a medical consultation for,

in the two years prior to the date your cover commenced or recommenced under the Policy or the previous policy.

**Putting Members' Interests First Laws or PMIF Laws** refers to the Treasury Laws Amendment (Putting Members' Interests First) Act 2019 and associated amendments to the Superannuation Industry (Supervision) Act 1993 (SIS Act).

#### **Recommencement Date**

Where cover recommences due to the receipt of:

- (a) an election or request from a person to recommence their cover, (including an Election), the date we receive the person's election or request;
- (b) a Contribution for a person, the date the Contribution for the person is received by us unless (c) applies;
- (c) a Contribution for a person where the person may not have met the legislative requirements for cover to recommence, the later of the following:
  - (i.) the date the Contribution for the person is received by us;



(ii.) the date the person makes a written request or positive election to be provided with cover under the Hostplus Policy even where their Account has not had a balance of at least \$6,000 on or after 1 November 2019 or they are aged less than 25 years (where applicable);

(iii.) the date the person first meets all the following criteria:

- is aged at least 25 years (where applicable); and
- the Member's Account has a balance of at least \$6,000 on or after 1 November 2019.

### **Restricted Cover**

You are covered person is only covered for an illness that first becomes apparent or an injury that first occurs, on or after the date cover commenced, recommenced or is reinstated and provided the injury or illness is not a Pre-Existing Condition.

### **War**

Includes an act of war (whether declared or not), revolution, invasion, rebellion or civil unrest.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

Host-Plus Pty Limited ABN 79 008 634 704, AFSL No. 244392, RSEL No. L0000093, MySuper No. 68657495890198, Hostplus Superannuation Fund ABN 68 657 495 890, RSE No. R1000054.

## **Section 9. How to open an account**

## Section 9. How to open an account

The information in this document forms part of the Hostplus Executive Product Disclosure Statement 1 November 2020.

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### 9.1 How to join Hostplus Executive

You have joined Hostplus Executive through your employer, so no paperwork is required of you. Once you are a member you can keep track of your super details online with Member Online at [hostplus.com.au/executive](https://hostplus.com.au/executive).

**Your Hostplus Executive membership will become active once a contribution is received into your account. However, your insurance cover will only be activated once an on-time Superannuation Guarantee contribution is received from your employer.**

Once you are a member you can keep track of your super details online with your **Member Online** account at [hostplus.com.au/executive](https://hostplus.com.au/executive).

### 9.2 Enquiries and complaints

If you have an enquiry or complaint, please call 1300 467 875. We'll do everything in our power to attend to your matter promptly and courteously. If you are not happy with the way your matter is handled, we want to know. Please write to:

**Hostplus Resolutions Officer**

Locked Bag 9, Carlton South VIC 3053

or email to [resolutions@hostplus.com.au](mailto:resolutions@hostplus.com.au).

Hostplus aims to resolve all complaints within 90 days of receipt. However, if you are not satisfied with either the way Hostplus handles your complaint or its resolution, you may contact the Australian Financial Complaints Authority (AFCA). AFCA provides free, fair and independent financial services complaint resolution to Hostplus members and their beneficiaries.

Although you are able to refer the matter to AFCA at any time, they will not usually deal with your complaint until it has been through Hostplus' complaints handling process.

You can contact AFCA via:

Website: [afca.org.au](https://afca.org.au).

Email: [info@afca.org.au](mailto:info@afca.org.au).

Telephone: 1800 931 678.

In writing to: Australian Financial Complaints Authority, GPO Box 3, Melbourne VIC 3001.

## 9.3 Your privacy

Protecting your privacy is important to Hostplus Executive. Under the Privacy Act, we are required to handle your personal information in accordance with a set of principles known as the Australian Privacy Principles (APPs).

We collect your information to enable us to identify you, set up your superannuation account, to keep it running smoothly and respond to any queries or request you may have regarding your account. The kind of information we collect from you includes your name, date of birth, address, tax file number and phone numbers via membership application forms, over the phone via our contact centre, through our online portals when you update your details and from our **Hostplus** financial planners licensed by Industry Fund Services. We will also collect health information for the purposes of administering insurance on your account. At times we may need to disclose relevant personal information to personal representative(s) which have been approved by you, in addition to external organisations that help us provide product and services to you such as our fund administrator, insurer, mail houses, lawyers, other superannuation funds and regulatory bodies, to the extent required by law. We and our fund administrator may also need to disclose your personal information to overseas recipients.

You should read our privacy policy for more detailed information. Our privacy policy also provides information about how you can access and correct your information, as well as how you can make a complaint about a breach of the APPs or the Privacy Act.

For more information on privacy or to obtain a copy of the Hostplus privacy policy, visit [hostplus.com.au/privacy](https://hostplus.com.au/privacy) or call **1300 467 875**. You can also email us at [privacy@hostplus.com.au](mailto:privacy@hostplus.com.au) or write to us at Locked Bag 5046, Parramatta NSW 2124.

There are a number of service providers who assist the trustee to deliver this product. For a full list of our service providers, please visit [hostplus.com.au/serviceproviders](https://hostplus.com.au/serviceproviders)

Investment Managers:

**[See Section 5.31 Our investment managers at 30 June 2020 for a full listing](#)**

Throughout this guide you may see references to statements about our service providers. The service providers have consented to these statements being included in this guide, and that consent has not been withdrawn.

The information in this Section contains general advice only and does not take into account your personal objectives, financial situation or needs. You should consider if this information is appropriate for you in light of your circumstances before acting on it. You may also find it beneficial to obtain advice from a licensed financial adviser. Past performance is not a reliable indicator of future performance.

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