

QIEC Super Environmental, Social and Governance (ESG) Policy

Version Control

The table below records the history of revision of the QIEC Super ESG Policy.

Version	Date	Brief Description of Amendments	Date approved by Board
Version 1	29 May 2014	New document	14 July 2014
Version 2	20 August 2015	Annual review	22 October 2015

Fiduciary duty

QIEC Super recognises that it exists to provide optimal superannuation and retirement outcomes for its members. It seeks to deliver on this obligation by fulfilling its statutory duty to regularly review and give effect to investment objectives and an investment strategy for the Fund having regard to relevant factors including risk, diversification and liquidity.

Environmental, Social and Governance (ESG) considerations in investing

QIEC Super defines ESG factors as any Environmental, Social, Governance or other sustainability related factors which have the potential to impact long term performance. This may relate to financial performance, legislative changes, and technological developments, among other things.

QIEC Super believes that consideration of ESG factors can assist in delivering superior long term risk adjusted returns and delivering on stated investment objectives for members. Consideration of ESG factors when making investment decisions, and when reviewing investments, is consistent with the Fund's primary fiduciary responsibility.

QIEC Super utilises a multi-manager approach to investing, with specialist investment managers appointed in each asset class. These investment managers are responsible for selecting individual investments on behalf of the Fund. As such, these investment managers are responsible for identifying, assessing and managing ESG risks that relate to individual investments.

QIEC Super will consider the ESG practices and standards of investment managers when assessing, selecting and reviewing investment managers. The investment consultant will (as part of its normal duties, and/or at the request of QIEC Super) monitor investment managers in relation to their ESG practices and report to the Trustee as required.