

UNISUPER DIRECTORS, OFFICERS AND COMMITTEE CONSULTANTS CODE OF CONDUCT

Purpose and our values

UniSuper's purpose is to provide 'greater retirement outcomes for members'.

Our Code of Conduct's purpose is to promote professional, fair and ethical standards of behaviour for Directors, Officers and Committee Consultants of UniSuper. The Code is not intended to be exhaustive nor detract from any obligations imposed under law.

As Directors, Officers and Committee Consultants of UniSuper you:

- Must use best endeavours to achieve greater retirement outcomes for our members
- Recognise that the primary responsibility is to the members of UniSuper as a whole and that Directors, Officers and Committee Consultants must act in the best interest of the beneficiaries
- Perform your roles with care and diligence, to the best of your abilities and in line with the authority of your roles
- Exercise your powers honestly in good faith and in the best interests of UniSuper
- Use your powers of office for a proper purpose
- Exercise the same degree of care, skill and diligence as a prudent superannuation trustee would exercise in relation to an entity of which it is trustee and on behalf of the beneficiaries of which it makes investments.
- Act fairly in dealing with classes of beneficiaries within UniSuper and with beneficiaries within a class
- Deal fairly and in good faith with members, employees, officers of UniSuper and other parties
- Must not take improper advantage of your positions as Directors, Officers and Committee Consultants of UniSuper
- Understand and comply with your legal obligations to not pass 'inside information' to others or use for personal gain or to cause detriment to UniSuper
- Do not use your position within UniSuper for personal gain for yourselves or for others
- Do not allow your personal interests or the interests of a related party to conflict with the interests of UniSuper
- Respect the confidentiality of Board and Committee discussions
- Speak with a united voice outside of the Board and Committee room, in support of formal board and committee decisions
- Help build a culture of robust discussion, honesty and mutual respect at Board and Committee meetings
- Do not act to discredit UniSuper or be detrimental to the interests of UniSuper
- Recognise and promote the appropriateness of a good risk management and compliance culture
- Educate and support new board and committee members and consultants

Application

This Code of Conduct applies to the directors, officers and committee consultants of UniSuper Limited and UniSuper Management Pty Ltd. Each director, officer and committee consultant is responsible for reading, understanding and observing the Code of Conduct.