

Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
Anne Ward	Chairman of QSL		None identified and unlikely to occur	No conflict likely	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Director of the Foundation for Imaging Research		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Non-Executive Chairman of Colonial First State Investments Limited and Avanteos Investments Limited		Potential conflict of duties	Conflict of duties may arise because these entities act as the trustee of other superannuation funds, the responsible entity of various managed schemes and/or the operator of IDPS. The entities are also related to investment management entities that provide or may in the future provide services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Chairman of various investment forums organised by CIE		Potential conflict of duty and interest	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
	Non-Executive Chairman of Colonial Mutual Superannuation Pty Ltd		Potential conflict of duties	Conflict of duties may arise because this entity acts as the trustee of other superannuation funds.	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.		
	Non-Executive Director of MYOB Group Limited		Potential conflict of duties	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Council Member of RMIT University		Potential conflict of duties	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
John Sipek	Mayor- Moonee Valley City Council		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Member Elected Director, Group C	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
	Member - Victorian Local Governance Association		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Member of Division 3 of the Plan		Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.

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DIRECTORS								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
John Sipek cont.		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Mark Thorpe		Member of AIPA	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of AIPA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member Elected Director, Group A	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 3 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Andrew Monaghan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Cecilia Ngoc Tuyet Ho		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Bruce Roberts		Member Elected Director, Group B	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 6 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Vice President of Flight Attendants Association of Australia	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of FAAA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	

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Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
	Part-time social worker at Uniting Vic. & Tas. LTD		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Rachel Yangoyan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Luke Murray		Member Elected Director, Group D	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 2 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Assistant Federal Secretary of the Australian Licensed Aircraft Engineer Association (ALAEA)	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of ALAEA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Requirement for disclosure ceased in September 2018 quarter
		Shares in NAB, part owner of MLC, which provides Group Insurance Services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Hendrik Van Calcar		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	

EXECUTIVE OFFICE									
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
Michael Clancy	Director and Shareholder, BigFuture Pty Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises		
	Director and Shareholder, Cybertooth Investments Pty Ltd		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Director of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Chair of the Finance and Investment Committee of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of Audit and Risk Committee of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
		Member of Gateway Division of the Plan		Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Director of ASFA		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Chair of ASFA Finance & Risk Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of ASFA Human Resources & Remuneration Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of ASFA Policy Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
		Shares in Qantas Airways		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in NAB, part owner of MLC, which provides Group Insurance Services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in Westpac, which provides banking services to QSL and is a partial owner of BT Investment Management, which provides investment management services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Shares in JP Morgan, which provides custodial services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		

EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Andrew Spence		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
		Member of the University of Sydney Investment and Commercialisation Committee	None identified and unlikely to occur	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Andy Moser		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Barbara Smialkowski		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Risk & Compliance Manager
Chris Grogan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2018/19 (\$1000)	Potential conflict considered and appropriately managed	October 2018 - attended the Post Retirement Australia 2018 conference in Sydney on invitation from Athena Investment Operations Consulting (Athena IOC)	Athena IOC	\$2,965	Potential conflict considered and appropriately managed in accordance with the Conflicts Management Framework	
		Aggregate gift and entertainment above annual materiality threshold for 2018/19 (\$2500) inclusive of the single provider Athena IOC item disclosed above	Potential conflict considered and appropriately managed	Various meals, functions and gifts ranging in value from \$15 to \$180.	various current and potential service providers	\$3,995 (inclusive of \$2,965 disclosed above)	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Hugh Loughrey		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in Westpac which provides banking services to QSL and is a partial owner of BT Investment Management, which provides investment management services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Neil Simpson		Property investments held with no connection to or conflict with QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Peter Savage		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Private investment arranged by an investment manager that also provides services to QSL	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A		Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Allan Chen		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
Emma Brodie		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

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Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Stuart Langeveldt		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

EXTERNAL RESPONSIBLE PERSONS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Nicholas Callil	Head of Retirement Solutions, Willis Towers Watson	Remuneration from position as Head of Retirement Solutions at Willis Towers Watson	Potential conflict of duty	Conflict of duties may arise because this entity provides financial services to other superannuation funds and may in the future provide other services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making. This entity also provides actuarial advice and other non-superannuation related services to Qantas Airways, the sponsoring employer.	Willis Towers Watson	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. The entity has internal arrangements in place to manage potential conflicts and maintain the confidentiality of proprietary information.	
	Plan Actuary		Potential conflict of duty	Duties to QSL may conflict with professional obligations and duties to employer.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Craig Cummins	PWC Partner - External Auditor	Remuneration from position as Partner in PwC	Potential conflict of duty	Duty to Partnership may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Sean Hill	Director of Strathfieldsaye Estate Ltd (not for profit)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia	Potential conflict of duty	Duties to Partners may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Trustee of Australian Landscape Trust (not for profit)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Property investments and superannuation interests held with no connection or conflict with QSL	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

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Qantas Superannuation Limited

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of potential conflict	Provider of relevant interest	Value of relevant interest	Action to Manage or Avoid Conflict	Comments
Qantas Superannuation Limited	QSL is a QAL subsidiary		Duty owed to parent company may conflict with duties to members of the Qantas Superannuation Plan	QSL is 100% owned by QAL which therefore can exercise control of QSL	N/A	N/A	Disclose duties and manage issues on a case by case basis	
		QAL provides office space administration IT and other support services to QSL on arms length terms	The terms agreed for the provision of the services may conflict with duties to members of the Qantas Superannuation Plan	QSL relies on QAL for premises administration and IT support and other support services	Qantas Airways Limited	Nil	Monitor terms and manage issues on a case by case basis	
	Some QSL Directors are executives of Qantas Airways and the majority of Directors are Qantas Group employees		Directors may be conflicted when considering and voting on matters involved QAL or other Qantas Group entities	Directors may be required to consider proposals that are adverse to the interests of the Qantas Group	N/A	N/A	Disclose duties and manage issues on a case by case basis	
	QSL or the QSP may have related party dealings or investments in QAL	QSL or the QSP may have related party dealings with or investments in QAL	Potential conflict of duty	External managers may invest QSP assets in QAL shares or other investments	N/A	N/A	Monitor investments and dealings and manage issues on a case by case basis	

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EXITED RESPONSIBLE PERSONS AND EMPLOYEES

Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Peter Cosgrove	Director of Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasion and have been managed effectively.	Resigned from QSL Board 28/01/14	
	Chairman, DSAAB					None identified and unlikely to occur	Regular monitoring by the Board			
	Chairman, Leading Age Services Australia (1.7.12)					None identified and unlikely to occur	Regular monitoring by the Board			
	Chancellor ACU					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Cardno Limited					None identified and unlikely to occur	Regular monitoring by the Board			
	Member of the Governing Board of the Commonwealth Superannuation Corporation					Potential conflict of duties	Regular monitoring by the Board			
		Chairman of the Advisory Council for NSW Centenary of Anzac Commemorations					None identified and unlikely to occur	Regular monitoring by the Board		
		Trustee of the Prince's Charities in Australia Trust					None identified and unlikely to occur	Regular monitoring by the Board		
		Chairman, AgustaWestland Australia P/L					None identified and unlikely to occur	Regular monitoring by the Board		ceased on 15/11/13
	Director of ARU					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 20/10/13		
Steve Heesh		Member of Division 8 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Retired 31/12/13	
Marilyn Loyer		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		Left employment 12/06/14	

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Jon Scriven	Group Executive - Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasions and have been managed effectively.	Resigned from QSL Board 15/07/2014
	Non-Executive Director - Australian Human Resources Institute Limited					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
	Director, Qantas Foundation					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
	Director, Special Olympics					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
Madeline Mattera	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		Resigned from QSL 22/10/2014
		Honorary Finance Councillor - Sisters of the Good Samaritan				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Property investments held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
Karen Lonergan	Director, Jetstar Regional Services Pte Ltd					Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 27/11/2014
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
Nicole Grantham		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 22/11/2014
Matt Wachter		Member of Division 5 & Spouse is a Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	Left employment 27/02/2015

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Jane Perry	Director of ASFA					Potential conflict of duty and duty	Regular monitoring by the Board		Retired 11/12/2015	
	Member, Salvation Army Advisory Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Member, Salvation Army EmploymentPlus Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Sydney Financial Forum					None identified and unlikely to occur	Regular monitoring by the Board			
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
		Shares in JP Morgan Chase					Potential conflict of duty and interest	Regular monitoring by the Board		
Craig Pagden		Member Elected Director, Group B				Potential conflict of duty and interest	Regular monitoring by the Board		Retired from the Board 5/09/2016	
		Member of Division 2 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Russell Macfarlane		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director			Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	Resigned from the Board 10/11/2016
Dimity MacDonald		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive			N/A	Potential conflict of duty and interest	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		Left employment 16/12/2016

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Anthony Miller	Senior Consultant, Retirement - Willis Towers Watson	Remuneration from position as Senior Consultant at Willis Towers Watson	Conflict of duties may arise because this entity provides financial services to other superannuation funds and may in the future provide other services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making. This entity also provides actuarial advice and other non-superannuation related services to Qantas Airways, the sponsoring employer.	Willis Towers Watson	Nil	Potential conflict of duty	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. The entity has internal arrangements in place to manage potential conflicts and maintain the confidentiality of proprietary information.		Retired 22/9/2017
	Plan Actuary		Duties to QSL may conflict with professional obligations and duties to employer.	N/A	N/A	Potential conflict of duty	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
Kash Gillies		Member Elected Director, Group D	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		Retired from the Board 22/10/2017
		Member of Division 2 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively	
		Member of ALAEA	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of ALAEA	N/A	N/A	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Shares in Qantas Airways	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Not material	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2018/19
as at 31 December 2018

Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
David Coogan	PWC Partner - External Auditor	Remuneration from position as partner in PwC	Duty to Partnership may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Potential conflict of duty	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		No longer acting as a Trustee's RSE Auditor from March 2018
		Share portfolio (no shares in Qantas) and Coogan Family Trust	A conflict with this personal interest is unlikely.	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
Greg Manning		Member Elected Director, Group E	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		Retired from the Board 3/6/2018
		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
	Director - Southern Cross Insurances Pte Ltd		Low probability that a conflict may arise from duties owed to this related entity	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2018/19
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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Paul Costello	Member, Advisory Council of the China Investment Corporation		Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		Ceased as a director on 5/11/2018
		Member of Gateway Division of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
	Chairman of the QIC Global Infrastructure Investment Committee		Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making.	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Member, Advisory Board , Six Park Asset Management Pty Ltd	A conflict with this personal interest is unlikely.	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		

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as at 30 June 2018**

Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
	Chairman of QSL		None identified and unlikely to occur	No conflict likely	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Chairman, Zoological Parks and Gardens Board of Victoria		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	ceased 30/6/2018	
	Director of the Foundation for Imaging Research		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
Anne Ward	Non-Executive Chairman of Colonial First State Investments Limited and Avanteos Investments Limited		Potential conflict of duties	Conflict of duties may arise because these entities act as the trustee of other superannuation funds, the responsible entity of various managed schemes and/or the operator of IDPS. The entities are also related to investment management entities that provide or may in the future provide services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present in and/or voting on matters where a conflict arises		
		Chairman of various investment forums organised by CIE	Potential conflict of duty and interest	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Non-Executive Chairman of Colonial Mutual Superannuation Pty Ltd		Potential conflict of duties	Conflict of duties may arise because this entity acts as the trustee of other superannuation funds.	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.	
		Non-Executive Director of MYOB Group Limited		Potential conflict of duties	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Council Member of RMIT University		Potential conflict of duties	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
John Sipek	Mayor- Moonee Valley City Council		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Member - Australian Croatian Community Services Committee	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased March 2018	

**Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2017/18
as at 30 June 2018**

DIRECTORS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
John Sipek cont.		Member Elected Director, Group C	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
	Member - Victorian Local Governance Association		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Division 3 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member of AIPA	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of AIPA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
Mark Thorpe		Member Elected Director, Group A	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 3 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Paul Costello	Director, AIA Australia Limited		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	ceased 23 Nov 2017
	Member, Payments System Board, Reserve Bank of Australia		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased 10 Apr 2018
	Member, Advisory Council of the China Investment Corporation		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	

Confidential - Privacy
Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2017/18
as at 30 June 2018

DIRECTORS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Paul Costello cont.	Chairman of the QIC Global Infrastructure Investment Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member, Investment Committee, Salvation Army Southern Territory	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased 1 Feb 2018
		Member, Advisory Board , Six Park Asset Management Pty Ltd	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Andrew Monaghan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Cecilia Ngoc Tuyet Ho		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2017/18 (\$1000)	Potential conflict considered and appropriately managed	September 2017 - Centre for Investor Education (CIE) funded the cost of attendance and accommodation at the Global Equities Research Study Tour in USA	CIE	\$4,750	Potential conflict considered and appropriately managed in accordance with the Conflicts Management Framework	
Bruce Roberts		Member Elected Director, Group B	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 6 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Vice President of Flight Attendants Association of Australia	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of FAAA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Part-time social worker at Uniting Vic. & Tas. LTD		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required

**Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2017/18
as at 30 June 2018**

DIRECTORS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Rachel Yangoyan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Luke Murray		Member Elected Director, Group D	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 2 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Assistant Federal Secretary of the Australian Licensed Aircraft Engineer Association (ALAEA)	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of ALAEA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in NAB, part owner of MLC, which provides Group Insurance Services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Hendrik Van Calcar		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	

EXECUTIVE OFFICE									
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
Michael Clancy	Director and Shareholder, BigFuture Pty Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises		
	Director and Shareholder, Cybertooth Investments Pty Ltd		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Director of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Chair of the Finance and Investment Committee of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
		Member of Gateway Division of the Plan		Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Director of ASFA		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Chair of ASFA Finance & Risk Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of ASFA Human Resources & Remuneration Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of ASFA Policy Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
		Shares in Qantas Airways		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in NAB, part owner of MLC, which provides Group Insurance Services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in Westpac, which provides banking services to QSL and is a partial owner of BT Investment Management, which provides investment management services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Shares in JP Morgan, which provides custodial services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		

EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Andrew Spence		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
		Member of the University of Sydney Investment and Commercialisation Committee	None identified and unlikely to occur	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Aggregate gift and entertainment above annual materiality threshold for 2017/18 (\$2500)	Potential conflict considered and appropriately managed	Various meals, functions and gifts (books, bottles of wine and other gifts) ranging in value from \$16 to \$413	Various current and potential investment managers and other service providers	\$6,299	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Andy Moser		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Aggregate of gift or entertainment from a single source above annual materiality threshold for 2017/18 (\$1000)	Potential conflict considered and appropriately managed	November 2017 - attending Melbourne Cup and ASFA dinner on invitation from Sharyn Long Chartered Accountants who provide key accounting and financial reporting services to QSL	Sharyn Long Chartered Accountants (CLCA)	\$1,650	Potential conflict considered and appropriately managed in accordance with the Conflicts Management Framework	
		Aggregate gift and entertainment above annual materiality threshold for 2017/18 (\$2500) inclusive of the single provider CLCA item disclosed above	Potential conflict considered and appropriately managed	Various meals and functions ranging in value from \$25 to \$497.	various current service providers	\$2,667 (inclusive of \$1,650 disclosed above)	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Barbara Smialkowski		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Risk & Compliance Manager
Chris Grogan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
Hugh Loughrey		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in Westpac which provides banking services to QSL and is a partial owner of BT Investment Management, which provides investment management services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Neil Simpson		Property investments held with no connection to or conflict with QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Peter Savage		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Private investment arranged by an investment manager that also provides services to QSL	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A		Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
		Aggregate of gift or entertainment from a single source above annual materiality threshold for 2017/18 (\$1000)	Potential conflict considered and appropriately managed	November 2017 - attending Melbourne Cup and ASFA dinner on invitation from Sharyn Long Chartered Accountants who provide key accounting and financial reporting services to QSL	Sharyn Long Chartered Accountants	\$1,650	Potential conflict considered and appropriately managed in accordance with the Conflicts Management Framework	
Allan Chen		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2017/18 (\$1000)	Potential conflict considered and appropriately managed	September 2017 - Centre for Investor Education (CIE) funded the cost of attendance and accommodation at the Global Equities Research Study Tour in USA	CIE	\$4,750	Potential conflict considered and appropriately managed in accordance with the Conflicts Management Framework	
		Aggregate gift and entertainment above annual materiality threshold for 2017/18 (\$2500) inclusive of the single provider CIE item disclosed above	Potential conflict considered and appropriately managed	Various meals, functions and gifts ranging in value from \$19 to \$175.	various current service providers	\$5,714 (inclusive of \$4,750 disclosed above)	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Emma Brodie		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Stuart Langeveldt		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	On extended leave from June 2018 to Dec 2018

EXTERNAL RESPONSIBLE PERSONS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Nicholas Callil	Head of Retirement Solutions, Willis Towers Watson	Remuneration from position as Head of Retirement Solutions at Willis Towers Watson	Potential conflict of duty	Conflict of duties may arise because this entity provides financial services to other superannuation funds and may in the future provide other services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making. This entity also provides actuarial advice and other non-superannuation related services to Qantas Airways, the sponsoring employer.	Willis Towers Watson	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. The entity has internal arrangements in place to manage potential conflicts and maintain the confidentiality of proprietary information.	
	Plan Actuary		Potential conflict of duty	Duties to QSL may conflict with professional obligations and duties to employer.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Craig Cummins	PWC Partner - External Auditor	Remuneration from position as Partner in PwC	Potential conflict of duty	Duty to Partnership may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Sean Hill	Director of Strathfieldsaye Estate Ltd (not for profit)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia	Potential conflict of duty	Duties to Partners may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Trustee of Australian Landscape Trust (not for profit)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Property investments and superannuation interests held with no connection or conflict with QSL	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

Qantas Superannuation Limited

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of potential conflict	Provider of relevant interest	Value of relevant interest	Action to Manage or Avoid Conflict	Comments
Qantas Superannuation Limited	QSL is a QAL subsidiary		Duty owed to parent company may conflict with duties to members of the Qantas Superannuation Plan	QSL is 100% owned by QAL which therefore can exercise control of QSL	N/A	N/A	Disclose duties and manage issues on a case by case basis	
		QAL provides office space administration IT and other support services to QSL on arms length terms	The terms agreed for the provision of the services may conflict with duties to members of the Qantas Superannuation Plan	QSL relies on QAL for premises administration and IT support and other support services	Qantas Airways Limited	Nil	Monitor terms and manage issues on a case by case basis	
	Some QSL Directors are executives of Qantas Airways and the majority of Directors are Qantas Group employees		Directors may be conflicted when considering and voting on matters involved QAL or other Qantas Group entities	Directors may be required to consider proposals that are adverse to the interests of the Qantas Group	N/A	N/A	Disclose duties and manage issues on a case by case basis	
	QSL or the QSP may have related party dealings or investments in QAL	QSL or the QSP may have related party dealings with or investments in QAL	Potential conflict of duty	External managers may invest QSP assets in QAL shares or other investments	N/A	N/A	Monitor investments and dealings and manage issues on a case by case basis	

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 Register of Relevant Duties and Interests 2017/18
 as at 30 June 2018

EXITED RESPONSIBLE PERSONS AND EMPLOYEES

Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Peter Cosgrove	Director of Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasion and have been managed effectively.	Resigned from QSL Board 28/01/14	
	Chairman, DSAAB					None identified and unlikely to occur	Regular monitoring by the Board			
	Chairman, Leading Age Services Australia (1.7.12)					None identified and unlikely to occur	Regular monitoring by the Board			
	Chancellor ACU					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Cardno Limited					None identified and unlikely to occur	Regular monitoring by the Board			
	Member of the Governing Board of the Commonwealth Superannuation Corporation					Potential conflict of duties	Regular monitoring by the Board			
		Chairman of the Advisory Council for NSW Centenary of Anzac Commemorations					None identified and unlikely to occur	Regular monitoring by the Board		
		Trustee of the Prince's Charities in Australia Trust					None identified and unlikely to occur	Regular monitoring by the Board		
		Chairman, AgustaWestland Australia P/L					None identified and unlikely to occur	Regular monitoring by the Board		ceased on 15/11/13
	Director of ARU					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 20/10/13		
Steve Heesh		Member of Division 8 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Retired 31/12/13	
Marilyn Loyer		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		Left employment 12/06/14	
	Group Executive - Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasions and have been managed effectively.	Resigned from QSL Board 15/07/2014	

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 Qantas Superannuation Limited Qantas Superannuation Plan
 Register of Relevant Duties and Interests 2017/18

Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Jon Scriven	Non-Executive Director - Australian Human Resources Institute Limited					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
	Director, Qantas Foundation					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
	Director, Special Olympics					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
Madeline Mattera	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		Resigned from QSL 22/10/2014
		Honorary Finance Councillor - Sisters of the Good Samaritan				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Property investments held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
Karen Lonergan	Director, Jetstar Regional Services Pte Ltd					Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 27/11/2014
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
Nicole Grantham		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 22/11/2014
Matt Wachter		Member of Division 5 & Spouse is a Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	Left employment 27/02/2015

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Jane Perry	Director of ASFA					Potential conflict of duty and duty	Regular monitoring by the Board		Retired 11/12/2015	
	Member, Salvation Army Advisory Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Member, Salvation Army Employment Plus Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Sydney Financial Forum					None identified and unlikely to occur	Regular monitoring by the Board			
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
	Shares in JP Morgan Chase					Potential conflict of duty and interest	Regular monitoring by the Board			
Craig Pagden		Member Elected Director, Group B				Potential conflict of duty and interest	Regular monitoring by the Board		Retired from the Board 5/09/2016	
		Member of Division 2 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Russell Macfarlane		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director			Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	Resigned from the Board 10/11/2016
Dimity MacDonald		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive			N/A	Potential conflict of duty and interest	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		Left employment 16/12/2016

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Anthony Miller	Senior Consultant, Retirement - Willis Towers Watson	Remuneration from position as Senior Consultant at Willis Towers Watson	Conflict of duties may arise because this entity provides financial services to other superannuation funds and may in the future provide other services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making. This entity also provides actuarial advice and other non-superannuation related services to Qantas Airways, the sponsoring employer.	Willis Towers Watson	Nil	Potential conflict of duty	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. The entity has internal arrangements in place to manage potential conflicts and maintain the confidentiality of proprietary information.		Retired 22/9/2017
	Plan Actuary		Duties to QSL may conflict with professional obligations and duties to employer.	N/A	N/A	Potential conflict of duty	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
Kash Gillies		Member Elected Director, Group D	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		Retired from the Board 22/10/2017
		Member of Division 2 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively	
		Member of ALAEA	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of ALAEA	N/A	N/A	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		

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 as at 30 June 2018

Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
		Shares in Qantas Airways	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Not material	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
David Coogan	PWC Partner - External Auditor	Remuneration from position as partner in PwC	Duty to Partnership may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Potential conflict of duty	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		No longer acting as a Trustee's RSE Auditor from March 2018
		Share portfolio (no shares in Qantas) and Coogan Family Trust	A conflict with this personal interest is unlikely.	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
Greg Manning		Member Elected Director, Group E	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		Retired from the Board 3/6/2018
		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
	Director - Southern Cross Insurances Pte Ltd		Low probability that a conflict may arise from duties owed to this related entity	N/A	N/A	None identified and unlikely to occur	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		

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Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
Anne Ward	Chairman of QSL		None identified and unlikely to occur	No conflict likely	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Chairman, Zoological Parks and Gardens Board of Victoria		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Director of the Foundation for Imaging Research		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
	Non-Executive Chairman of Colonial First State Investments Limited and Avanteos Investments Limited		Potential conflict of duties	Conflict of duties may arise because these entities act as the trustee of other superannuation funds, the responsible entity of various managed schemes and/or the operator of IDPS. The entities are also related to investment management entities that provide or may in the future provide services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Chairman of various investment forums organised by CIE		Potential conflict of duty and interest	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Non-Executive Chairman of Colonial Mutual Superannuation Pty Ltd		Potential conflict of duties	Conflict of duties may arise because this entity acts as the trustee of other superannuation funds.	N/A	N/A	Regular monitoring by the Board. Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises.	
		Non-Executive Director of MYOB Group Limited		Potential conflict of duties	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Council Member of RMIT University		Potential conflict of duties	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Non-Executive Director, Flexigroup Ltd		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased August 2015
	Member Chairman's Advisory Committee, Centre of Investor Education (CIE)		Potential conflict of duty and interest	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased September 2016	

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DIRECTORS								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Greg Manning		Member Elected Director, Group E	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
	Director - Southern Cross Insurances Pte Ltd		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this related entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
John Sipek	Councillor - Moonee Valley Local Council		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member - Australian Croatian Community Services Committee	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member Elected Director, Group C	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
	Member - Victorian Local Governance Association		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Division 3 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
	Member - Jemena Stakeholder Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased August 2015
		Member - Electrical Line Clearance Consultative Committee of Victoria	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased August 2015
	Chairman, Waterfab Corporation		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased July 2015
Director - ISIS Primary Care Pty Ltd (Vice-Chairman)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased December 2016	

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DIRECTORS								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
		Member, Western Melbourne Tourism Board	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	Ceased December 2016
Kash Gillies		Member Elected Director, Group D	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 2 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
		Member of ALAEA	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of ALAEA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Mark Thorpe		Member of AIPA	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of AIPA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member Elected Director, Group A	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Member of Division 3 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Paul Costello	Director, AIA Australia Limited		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
	Member, Payments System Board, Reserve Bank of Australia		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
	Member, Advisory Council of the China Investment Corporation		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	

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DIRECTORS									
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
	Chairman of the QIC Global Infrastructure Investment Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Member, Investment Committee, Salvation Army Southern Territory	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Member, Advisory Board , Six Park Asset Management Pty Ltd	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
Andrew Monaghan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
Cecilia Ngoc Tuyet Ho		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
Bruce Roberts		Member Elected Director, Group B	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of some or all of the membership group that the Director represents	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Member of Division 6 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		
		Vice President of Flight Attendants Association of Australia		Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the interests of FAAA	N/A	N/A	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	
		Part-time social worker at Wesley Mission Victoria		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required	
Rachel Yangoyan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director	N/A	Accrued entitlement	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises		
		Shares in Qantas Airways	Not material	Qantas Airways is the Sponsor of the QSP but a conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure by the Board and implementation of controls set out in the Conflicts Management Framework as required		

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Register of Relevant Duties and Interests 2016/17
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EXECUTIVE OFFICE									
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments	
Michael Clancy	Director and Shareholder, BigFuture Pty Ltd		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. Executive may be prevented from making any decision in relation to any matter where a conflict arises		
	Director and Shareholder, Cybertooth Investments Pty Ltd		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Director of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Chair of the Finance and Investment Committee of Anglican Community Services		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
		Member of Gateway Division of the Plan		Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Director of ASFA		Potential conflict of duty and interest	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Chair of ASFA Finance & Risk Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of ASFA Human Resources & Remuneration Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
	Member of ASFA Policy Committee		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity. Confidential and proprietary information may be shared with this entity which could influence decision making	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		
		Shares in Qantas Airways		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in NAB, part owner of MLC, which provides Group Insurance Services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in Westpac, which provides banking services to QSL and is a partial owner of BT Investment Management, which provides investment management services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Shares in JP Morgan, which provides custodial services to QSL		Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

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EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
	Council Member, Sydney Anglican Home Mission Society operating as Anglicare Sydney		None identified and unlikely to occur		N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	ceased 1/07/2016
	Chairman, Investment Committee, Sydney Anglican Home Mission Society operating as Anglicare Sydney		None identified and unlikely to occur		N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	ceased 1/07/2016
	Non-Executive Director, MLC Nominees Pty Limited		None identified and unlikely to occur		N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	ceased on 15/12/2015
	Non- Executive Director, NULIS Nominees (Australia) Limited		None identified and unlikely to occur		N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	ceased on 15/12/2015
	Non-Executive Director, PFS Nominees Pty Ltd		None identified and unlikely to occur		N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	ceased on 15/12/2015
		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
		Member of the University of Sydney Investment and Commercialisation Committee	None identified and unlikely to occur	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Andrew Spence		Aggregate gift or entertainment from a single source above annual materiality threshold for 2016/17 (\$1000)	Potential conflict considered and appropriately managed	May 2017 - Principal Global Investors (distributor for Origin Asset Management, one of the Plan's Global Equity managers) funded the cost of attendance at the Milken Institute Global Conference	Principal Global Investors	\$10,480	Potential conflict considered and appropriately managed in accordance with the Conflicts Management Framework	
		Aggregate gift and entertainment above annual materiality threshold for 2016/17 (\$2500)	Potential conflict considered and appropriately managed	Various meals, functions and gifts (books, chocolates and bottles of wine) ranging in value from \$21 to \$350	Various current and potential investment managers and other service providers	\$6,129	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Andy Moser		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Barbara Smialkowski		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Risk & Compliance Manager
Chris Grogan		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Hugh Loughrey		Shares in Westpac which provides banking services to QSL and is a partial owner of BT Investment Management, which provides investment management services to QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Member of the Salvation Army Advisory Board Risk Management Sub-Committee	None identified and unlikely to occur	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Ceased 10/01/ 2017

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EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Neil Simpson		Property investments held with no connection to or conflict with QSL	Not material	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Peter Savage		Member of Division 5 of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Private investment arranged by an investment manager that also provides services to QSL	Potential conflict of duty and interest	A conflict with this personal interest is unlikely	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Allan Chen		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	Investments team member
Emma Brodie		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
Stuart Langeveldt		Member of Gateway Division of the Plan	Potential conflict of duty and interest	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive	N/A	Accrued entitlement	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

EXTERNAL RESPONSIBLE PERSONS

Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Anthony Miller	Senior Consultant, Retirement - Willis Towers Watson	Remuneration from position as Senior Consultant at Willis Towers Watson	Potential conflict of duty	Conflict of duties may arise because this entity provides financial services to other superannuation funds and may in the future provide other services to QSL. Confidential and proprietary information may be shared with these entities which could influence decision making. This entity also provides actuarial advice and other non-superannuation related services to Qantas Airways, the sponsoring employer.	Willis Towers Watson	Nil	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required. The entity has internal arrangements in place to manage potential conflicts and maintain the confidentiality of proprietary information.	
	Plan Actuary		Potential conflict of duty	Duties to QSL may conflict with professional obligations and duties to employer.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
David Coogan	PWC Partner - External Auditor	Remuneration from position as partner in PwC	Potential conflict of duty	Duty to Partnership may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Share portfolio (no shares in Qantas) and Coogan Family Trust	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

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Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Action to Manage or Avoid Conflict	Comments
Sean Hill	Director of Strathfieldsaye Estate Ltd (not for profit)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia	Potential conflict of duty	Duties to Partners may conflict with duties to QSL. Conflict of duties may also arise because this entity provides financial services to other superannuation funds. Confidential and proprietary information may be shared with these entities which could influence decision making.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
	Trustee of Australian Landscape Trust (not for profit)		None identified and unlikely to occur	Low probability that a conflict may arise from duties owed to this unrelated entity	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	
		Property investments and superannuation interests held with no connection or conflict with QSL	None identified and unlikely to occur	A conflict with this personal interest is unlikely.	N/A	N/A	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required	

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Qantas Superannuation Limited								
Name	Relevant Duties	Relevant Interests	Potential Conflict	Explanation of potential conflict	Provider of relevant interest	Value of relevant interest	Action to Manage or Avoid Conflict	Comments
Qantas Superannuation Limited	QSL is a QAL subsidiary		Duty owed to parent company may conflict with duties to members of the Qantas Superannuation Plan	QSL is 100% owned by QAL which therefore can exercise control of QSL	N/A	N/A	Disclose duties and manage issues on a case by case basis	
		QAL provides office space administration IT and other support services to QSL on arms length terms	The terms agreed for the provision of the services may conflict with duties to members of the Qantas Superannuation Plan	QSL relies on QAL for premises administration and IT support and other support services	Qantas Airways Limited	Nil	Monitor terms and manage issues on a case by case basis	
	Some QSL Directors are executives of Qantas Airways and the majority of Directors are Qantas Group employees		Directors may be conflicted when considering and voting on matters involved QAL or other Qantas Group entities	Directors may be required to consider proposals that are adverse to the interests of the Qantas Group	N/A	N/A	Disclose duties and manage issues on a case by case basis	
	QSL or the QSP may have related party dealings or investments in QAL	QSL or the QSP may have related party dealings with or investments in QAL	Potential conflict of duty	External managers may invest QSP assets in QAL shares or other investments	N/A	N/A	Monitor investments and dealings and manage issues on a case by case basis	

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EXITED RESPONSIBLE PERSONS AND EMPLOYEES

Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Peter Cosgrove	Director of Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasion and have been managed effectively.	Resigned from QSL Board 28/01/14	
	Chairman, DSAAB					None identified and unlikely to occur	Regular monitoring by the Board			
	Chairman, Leading Age Services Australia (1.7.12)					None identified and unlikely to occur	Regular monitoring by the Board			
	Chancellor ACU					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Cardno Limited					None identified and unlikely to occur	Regular monitoring by the Board			
	Member of the Governing Board of the Commonwealth Superannuation Corporation					Potential conflict of duties	Regular monitoring by the Board			
		Chairman of the Advisory Council for NSW Centenary of Anzac Commemorations					None identified and unlikely to occur	Regular monitoring by the Board		
		Trustee of the Prince's Charities in Australia Trust					None identified and unlikely to occur	Regular monitoring by the Board		
		Chairman, AgustaWestland Australia P/L					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15/11/13	
	Director of ARU					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 20/10/13		
Steve Heesh		Member of Division 8 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Retired 31/12/13	
Marilyn Loyer		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		Left employment 12/06/14	

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Jon Scriven	Group Executive - Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasions and have been managed effectively.	Resigned from QSL Board 15/07/2014
	Non-Executive Director - Australian Human Resources Institute Limited					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
	Director, Qantas Foundation					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
	Director, Special Olympics					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
Madeline Mattera	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		Resigned from QSL 22/10/2014
		Honorary Finance Councillor - Sisters of the Good Samaritan				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Property investments held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
Karen Lonergan	Director, Jetstar Regional Services Pte Ltd					Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 27/11/2014
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
Nicole Grantham		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 22/11/2014
Matt Wachter		Member of Division 5 & Spouse is a Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	Left employment 27/02/2015

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Name	Relevant Duties	Relevant Interests	Explanation of Potential Conflict	Provider of Relevant Interest	Value of Relevant Interest	Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Jane Perry	Director of ASFA					Potential conflict of duty and duty	Regular monitoring by the Board		Retired 11/12/2015	
	Member, Salvation Army Advisory Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Member, Salvation Army EmploymentPlus Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Sydney Financial Forum					None identified and unlikely to occur	Regular monitoring by the Board			
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
		Shares in JP Morgan Chase					Potential conflict of duty and interest	Regular monitoring by the Board		
Craig Pagden		Member Elected Director, Group B				Potential conflict of duty and interest	Regular monitoring by the Board		Retired from the Board 5/09/2016	
		Member of Division 2 of the Plan				Accrued entitlement	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.		
Russell Macfarlane		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and the personal interests of the Director			Accrued entitlement	Potential conflict of duty and interest	Papers may be withheld from the Director and they may be excluded from being present at, participating in and/or voting on matters where a conflict arises	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	Resigned from the Board 10/11/2016
Dimity MacDonald		Member of Division 5 of the Plan	Conflict may arise between duties to QSL and the members of the QSP as a whole and personal interests of the Executive			N/A	Potential conflict of duty and interest	Regular monitoring of disclosure and implementation of controls set out in the Conflicts Management Framework as required		Left employment 16/12/2016

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Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	
Anne Ward	Chairman of QSL					None identified and unlikely to occur	Regular monitoring by the Board		
	Non-Executive Director, Flexigroup Ltd					None identified and unlikely to occur	Regular monitoring by the Board	Ceased August 2015	
	Chairman, Zoological Parks and Gardens Board of Victoria					None identified and unlikely to occur	Regular monitoring by the Board		
	Director of the Foundation for Imaging Research					None identified and unlikely to occur	Regular monitoring by the Board		
	Non-Executive Chairman of Colonial First State Investments Limited (a major shareholder of Realindex Investments Limited) and Avanteos Investments Limited					Potential conflict of duties	Regular monitoring by the Board		
		Member Chairman's Advisory Committee, Centre of Investor Education (CIE)					Potential conflict of duty and interest	Regular monitoring by the Board	
		Chairman of various investment forums organised by CIE					Potential conflict of duty and interest	Regular monitoring by the Board	
		Non-Executive Chairman of Colonial Mutual Superannuation Pty Ltd					Potential conflict of duties	Regular monitoring by the Board	
Craig Pagden		Member Elected Director, Group B				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member of Division 2 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	
Greg Manning		Member Elected Director, Group E				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
John Sipek	Councillor - Moonee Valley Local Council					None identified and unlikely to occur	Regular monitoring by the Board		
	Director - ISIS Primary Care Pty Ltd (Vice-Chairman)					None identified and unlikely to occur	Regular monitoring by the Board		
	Member - Jemena Stakeholder Committee					None identified and unlikely to occur	Regular monitoring by the Board	Ceased August 2015	
		Member - Australian Croatian Community Services Committee					None identified and unlikely to occur	Regular monitoring by the Board	
		Member - Electrical Line Clearance Consultative Committee of Victoria					None identified and unlikely to occur	Regular monitoring by the Board	Ceased August 2015
		Member Elected Director, Group C					Potential conflict of duty and interest	Regular monitoring by the Board	
		Chairman, Waterfab Corporation					None identified and unlikely to occur	Regular monitoring by the Board	Ceased July 2015

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DIRECTORS									
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	
	Member - Victorian Local Governance Association					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 3 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	
		Member, Western Melbourne Tourism Board				None identified and unlikely to occur	Regular monitoring by the Board		
Kash Gillies		Member Elected Director, Group D				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member of Division 2 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	
Mark Thorpe		Member of AIPA				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member Elected Director, Group A				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member of Division 3 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	
Paul Costello	Director, AIA Australia Limited					Potential conflict of duty and interest	Regular monitoring by the Board		
	Member, Payments System Board, Reserve Bank of Australia					None identified and unlikely to occur	Regular monitoring by the Board		
	Member, Advisory Council of the China Investment Corporation					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
		Chairman of the QIC Global Infrastructure Investment Committee					None identified and unlikely to occur	Regular monitoring by the Board	
		Member, Investment Committee, Salvation Army Southern Territory Member, Advisory Board , Six Park Asset Management Pty Ltd					None identified and unlikely to occur	Regular monitoring by the Board	
Russell MacFarlane		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	
Andrew Monaghan		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
Cecilia Ngoc Tuyet Ho		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		

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EXECUTIVE OFFICE									
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	
Michael Clancy	Director and Shareholder, BigFuture Pty Ltd					Potential conflict of duty and interest	Regular monitoring by the Board		
	Director and Shareholder, Cybertooth Investments Pty Ltd					None identified and unlikely to occur	Regular monitoring by the Board		
	Director of Anglican Community Services					None identified and unlikely to occur	Regular monitoring by the Board		
	Member of the Finance and Investment Committee of Anglican Community Services					None identified and unlikely to occur	Regular monitoring by the Board		
		Council Member, Sydney Anglican Home Mission Society operating as Anglicare Sydney					None identified and unlikely to occur	Regular monitoring by the Board	ceased 1/07/2016
		Chairman, Investment Committee, Sydney Anglican Home Mission Society operating as Anglicare Sydney					None identified and unlikely to occur	Regular monitoring by the Board	ceased 1/07/2016
		Non-Executive Director, MLC Nominees Pty Limited					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15/12/2015
		Non- Executive Director, NULIS Nominees (Australia) Limited					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15/12/2015
		Non-Executive Director, PFS Nominees Pty Ltd					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15/12/2015
			Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	
		Director of ASFA					Potential conflict of duty and interest	Regular monitoring by the Board	
		Chair of ASFA Finance & Risk Committee					None identified and unlikely to occur	Regular monitoring by the Board	
	Member of ASFA Human Resources & Remuneration Committee					None identified and unlikely to occur	Regular monitoring by the Board		
Andrew Spence		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	
		Member of the University of Sydney Investment and Commercialisation Committee				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2015/16 (\$1000)	May 2016 - Equis (Infrastructure Asia) provided for transport, accommodation, gala dinner and low value gift related to attendance at the AGM & LPAC meetings at Bangalore and a site co-investment visit to a wind farm.	Equis (Infrastructure ASIA)	\$12,279	Potential conflict considered and appropriately managed	Regular monitoring by LRC and CEO		
		Aggregate gift and entertainment above annual materiality threshold for 2015/16 (\$2500) inclusive of Equis item disclosed above	Various meals, functions and gifts (books, chocolates and bottles of wine) ranging in value from \$25 to \$360.	Various current and potential investment managers and other service providers	\$16,189	Potential conflict considered and appropriately managed	Regular monitoring by LRC and CEO		
Andy Moser		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		
Barbara Smialkowski		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Risk & Compliance Manager	

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Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
Chris Grogan		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member
Dimity MacDonald		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	

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Register of Relevant Duties and Interests 2015/16
as at 30 June 2016

EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
Hugh Loughrey		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by Compliance and CEO	
		Shares in Westpac				Not material	Regular monitoring by Compliance and CEO	
		Member of the Salvation Army Advisory Board Risk Management Sub-Committee				None identified and unlikely to occur	Regular monitoring by CEO	
Neil Simpson		Property investments held with no connection to or conflict with QSL				Not material	Regular monitoring by LRC and CEO	
		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	
Peter Savage		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	
Allan Chen		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member
Emma Brodie		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	
Celeste Green		Gift or entertainment from a single source above annual materiality threshold for 2015/16 (\$1000)	July 2015 - business card draw win at the Corporate PA Summit, providing a short stay at Cable Beach Club Resort & Spa.	ThinkTank Media	\$2,000	Potential conflict considered and appropriately managed	Regular monitoring by the LRC and CEO	

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2015/16
as at 30 June 2016

EXTERNAL RESPONSIBLE PERSONS								
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
Anthony Miller	Director Russell Actuarial - Russell Investments	Remuneration from position as Director in Russell Investments which provides services to the Trustee				Potential conflict of duty	Regular monitoring by LRC and CEO	
	Plan Actuary					Potential conflict of duty	Regular monitoring by LRC and CEO	
David Coogan	PWC Partner - External Auditor	Remuneration from position as partner in PwC				Potential conflict of duty	Regular monitoring by LRC and CEO	
		Share portfolio (no shares in Qantas) and Coogan Family Trust				None identified and unlikely to occur	Regular monitoring by LRC and CEO	
Sean Hill	Director of Strathfieldsaye Estate Ltd (not for profit)					None identified and unlikely to occur	Regular monitoring by LRC and CEO	
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO	
	Trustee of Australian Landscape Trust (not for profit)					None identified and unlikely to occur	Regular monitoring by LRC and CEO	
		Property investments and superannuation interests held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO	

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2015/16
as at 30 June 2016

Qantas Superannuation Limited								
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
Qantas Superannuation Limited	QSL is a QAL subsidiary		QSL is 100% owned by QAL which therefore can exercise control of QSL			Duty owed to parent company may conflict with duties to members of the Qantas Superannuation Plan	Disclose duties and manage issues on a case by case basis	
		QAL provides office space administration IT and other support services to QSL	QSL relies on QAL for premises administration and IT support and other support services			The terms agreed for the provision of the services may conflict with duties to members of the Qantas Superannuation Plan	Monitor terms and manage issues on a case by case basis	
	Some QSL Directors are executives of Qantas Airways and the majority of Directors are Qantas Group employees		Directors may be required to consider proposals that are adverse to the interests of the Qantas Group			Directors may be conflicted when considering and voting on matters involving QAL or other Qantas Group entities	Disclose duties and manage issues on a case by case basis	
	QSL or the QSP may have related party dealings or investments in QAL	QSL or the QSP may have related party dealings with or investments in QAL	External managers may invest QSP assets in QAL shares or other investments			Potential conflict of duty	Monitor investments and dealings and manage issues on a case by case basis	

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2015/16
as at 30 June 2016

EXITED RESPONSIBLE PERSONS AND EMPLOYEES

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Peter Cosgrove	Chairman, AgustaWestland Australia P/L					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15/11/13	Resigned from QSL Board 28/01/14
	Director of ARU					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 20/10/13	
	Director of Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasion and have been managed effectively.	
	Chairman, DSAAB					None identified and unlikely to occur	Regular monitoring by the Board		
	Chairman, Leading Age Services Australia (1.7.12)					None identified and unlikely to occur	Regular monitoring by the Board		
	Chancellor ACU					None identified and unlikely to occur	Regular monitoring by the Board		
	Director, Cardno Limited					None identified and unlikely to occur	Regular monitoring by the Board		
	Member of the Governing Board of the Commonwealth Superannuation Corporation					Potential conflict of duties	Regular monitoring by the Board		
		Chairman of the Advisory Council for NSW Centenary of Anzac Commemorations					None identified and unlikely to occur	Regular monitoring by the Board	
	Trustee of the Prince's Charities in Australia Trust					None identified and unlikely to occur	Regular monitoring by the Board		
Steve Heesh		Member of Division 8 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Retired 31/12/13
Marilyn Loyer		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		Left employment 12/06/14

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2015/16
as at 30 June 2016

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Jon Scriven	Director, Qantas Foundation					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	Resigned from QSL Board 15/7/2014
	Director, Special Olympics					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
	Group Executive - Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasions and have been managed effectively.	
	Non-Executive Director - Australian Human Resources Institute Limited					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	
Madeline Mattera	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		Resigned from QSL 22/10/2014
		Honorary Finance Councillor - Sisters of the Good Samaritan				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Property investments held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
Karen Lonergan	Director, Jetstar Regional Services Pte Ltd					Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 27/11/2014
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	
Nicole Grantham		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Resigned from QSL Board 22/11/2014
Matt Wachter		Member of Division 5 & Spouse is a Member of Gateway Division of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member Left employment 27/02/2015

Qantas Superannuation Limited Qantas Superannuation Plan
 Register of Relevant Duties and Interests 2015/16
 as at 30 June 2016

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason	
Jane Perry	Director of ASFA					Potential conflict of duty and duty	Regular monitoring by the Board		Retired 11/12/2015	
	Member, Salvation Army Advisory Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Member, Salvation Army EmploymentPlus Board					None identified and unlikely to occur	Regular monitoring by the Board			
	Director, Sydney Financial Forum					None identified and unlikely to occur	Regular monitoring by the Board			
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
		Shares in JP Morgan Chase					Potential conflict of duty and interest	Regular monitoring by the Board		

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2014/15
as at 30 June 2015

Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	
Anne Ward	Chairman of QSL					None identified and unlikely to occur	Regular monitoring by the Board		
	Non-Executive Director, Flexigroup Ltd					None identified and unlikely to occur	Regular monitoring by the Board		
	Chairman, Zoological Parks and Gardens Board of Victoria					None identified and unlikely to occur	Regular monitoring by the Board		
	Director of the Foundation for Imaging Research					None identified and unlikely to occur	Regular monitoring by the Board		
	Non-Executive Chairman of Colonial First State Investments Limited (a major shareholder of Realindex Investments Limited) and Avanteos Investments Limited					Potential conflict of duties	Regular monitoring by the Board		
		Member Chairman's Advisory Committee, Centre of Investor Education (CIE)					Potential conflict of duty and interest	Regular monitoring by the Board	
		Chairman, CIE and of various investment forums organised by CIE					Potential conflict of duty and interest	Regular monitoring by the Board	
		Non-Executive Chairman of Colonial Mutual Superannuation Pty Ltd					Potential conflict of duties	Regular monitoring by the Board	
		Non-Executive Director of MYOB (Holdings) Limited					Potential conflict of duties	Regular monitoring by the Board	
	Council Member of RMIT University					Potential conflict of duties	Regular monitoring by the Board		
Craig Pagden		Member Elected Director, Group B				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member of Division 2 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	
Greg Manning		Member Elected Director, Group E				Potential conflict of duty and interest	Regular monitoring by the Board		
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
John Sipek	Councillor - Moonee Valley Local Council					None identified and unlikely to occur	Regular monitoring by the Board		
	Director - ISIS Primary Care Pty Ltd (Vice-Chairman)					None identified and unlikely to occur	Regular monitoring by the Board		
	Member - Jemena Stakeholder Committee					None identified and unlikely to occur	Regular monitoring by the Board		
		Member - Australian Croatian Community Services Committee					None identified and unlikely to occur	Regular monitoring by the Board	
		Member - Electrical Line Clearance Consultative Committee of Victoria					None identified and unlikely to occur	Regular monitoring by the Board	
		Member Elected Director, Group C				Potential conflict of duty and interest	Regular monitoring by the Board		

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2014/15
as at 30 June 2015

DIRECTORS								
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
	Chairman, Waterfab Corporation					None identified and unlikely to occur	Regular monitoring by the Board	Ceased 10/07/2015
	Member - Victorian Local Governance Association					None identified and unlikely to occur	Regular monitoring by the Board	
		Member of Division 3 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Kash Gillies		Member Elected Director, Group D				Potential conflict of duty and interest	Regular monitoring by the Board	
		Member of Division 2 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Mark Thorpe		Member of AIPA				Potential conflict of duty and interest	Regular monitoring by the Board	
		Member Elected Director, Group A				Potential conflict of duty and interest	Regular monitoring by the Board	
		Member of Division 3 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Paul Costello	Director, AIA Australia Limited					Potential conflict of duty and interest	Regular monitoring by the Board	
	Member, Payments System Board, Reserve Bank of Australia					None identified and unlikely to occur	Regular monitoring by the Board	
	Member, Advisory Council of the China Investment Corporation					None identified and unlikely to occur	Regular monitoring by the Board	
		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	
	Chairman of the QIC Global Infrastructure Investment Committee					None identified and unlikely to occur	Regular monitoring by the Board	
Russell MacFarlane		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.
Andrew Monaghan		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	
Cecilia Ngoc Tuyet Ho		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2014/15
as at 30 June 2015

EXECUTIVE OFFICE									
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	
Jane Perry	Director of ASFA					Potential conflict of duty and duty	Regular monitoring by the Board		
	Member, Salvation Army Advisory Board					None identified and unlikely to occur	Regular monitoring by the Board		
	Member, Salvation Army EmploymentPlus Board					None identified and unlikely to occur	Regular monitoring by the Board		
	Director, Sydney Financial Forum					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	
		Shares in JP Morgan Chase					Potential conflict of duty and interest	Regular monitoring by the Board	
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2014/15 (\$1000)	March 2015 - National Association of Pension Funds provided for accommodation, registration and gala dinner in recognition of role as speaker at the Investment Conference in Edinburgh	NAPF	\$2,020	Potential conflict considered and appropriately managed	Regular monitoring by the Board		
	Aggregate gift and entertainment above annual materiality threshold for 2014/15 (\$2500) - inclusive of NAPF item disclosed above	Various meals and functions and gifts (books and bottles of wine) ranging in value from \$22 to \$500	Various current and potential service providers and a Member	\$4,107	Potential conflict considered and appropriately managed	Regular monitoring by the Board			
Andrew Spence		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	
		Member of the University of Sydney Investment and Commercialisation Committee				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2014/15 (\$1000)	May 2015 - Equis (Infrastructure Asia) provided for transport, accommodation, gala dinner and low value gifts related to attendace at the Equis AGM and Co-investment research trip in Tokyo		\$10,372	Potential conflict considered and appropriately managed	Regular monitoring by LRC and CEO		
		Aggregate gift and entertainment above annual materiality threshold for 2014/15 (\$2500) inclusive of Equis item disclosed above	Various meals and functions and gifts (books, iPad Mini and bottles of wine) ranging in value from \$20 to \$369	Various current and potential investment managers and other service providers	\$14,403	Potential conflict considered and appropriately managed	Regular monitoring by LRC and CEO		
Andy Moser		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		
Barbara Smialkowski		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Compliance Manager	
Chris Grogan		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	
Dimity MacDonald		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		
Hugh Leachman		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by Compliance and CEO		

Qantas Superannuation Limited Qantas Superannuation Plan
 Register of Relevant Duties and Interests 2014/15
 as at 30 June 2015

EXECUTIVE OFFICE								
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
Hugh Loughrey		Shares in Westpac				Not material	Regular monitoring by Compliance and CEO	
Neil Simpson		Property investments held with no connection to or conflict with QSL				Not material	Regular monitoring by LRC and CEO	
		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	
Peter Savage		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2014/15
as at 30 June 2015

EXTERNAL RESPONSIBLE PERSONS								
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments
Anthony Miller	Director Russell Actuarial - Russell Investments	Remuneration from position as Director in Russell Investments				Potential conflict of duty	Regular monitoring by LRC and CEO	
	Plan Actuary					Potential conflict of duty	Regular monitoring by LRC and CEO	
David Coogan	PWC Partner - External Auditor	Remuneration from position as partner in PwC				Potential conflict of duty	Regular monitoring by LRC and CEO	
		Share portfolio (no shares in Qantas) and Coogan Family Trust				None identified and unlikely to occur	Regular monitoring by LRC and CEO	
Sean Hill	Director of Strathfieldsaye Estate Ltd (not for profit)					None identified and unlikely to occur	Regular monitoring by LRC and CEO	
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO	
	Trustee of Australian Landscape Trust (not for profit)					None identified and unlikely to occur	Regular monitoring by LRC and CEO	
		Property investments and superannuation interests held with no connection or conflict with QSL					None identified and unlikely to occur	Regular monitoring by LRC and CEO

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2014/15
as at 30 June 2015

EXITED RESPONSIBLE PERSONS AND EMPLOYEES

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Peter Cosgrove	Chairman, AgustaWestland Australia P/L					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15.11.13	
	Director of ARU					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 20.10.13	
	Director of Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasion and have been managed effectively.	Resigned from QSL Board 28.01.14
	Chairman, DSAAB					None identified and unlikely to occur	Regular monitoring by the Board		
	Chairman, Leading Age Services Australia (1.7.12)					None identified and unlikely to occur	Regular monitoring by the Board		
	Chancellor ACU					None identified and unlikely to occur	Regular monitoring by the Board		
	Director, Cardno Limited					None identified and unlikely to occur	Regular monitoring by the Board		
	Member of the Governing Board of the Commonwealth Superannuation Corporation					Potential conflict of duties	Regular monitoring by the Board		
		Chairman of the Advisory Council for NSW Centenary of Anzac Commemorations					None identified and unlikely to occur	Regular monitoring by the Board	
	Trustee of the Prince's Charities in Australia Trust					None identified and unlikely to occur	Regular monitoring by the Board		
Steve Heesh		Member of Division 8 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Retired 31.12.13
Marilyn Loyer		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		Left employment 12.06.14

Qantas Superannuation Limited Qantas Superannuation Plan
Register of Relevant Duties and Interests 2014/15
as at 30 June 2015

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Exit date/reason
Jon Scriven	Director, Qantas Foundation					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	Resigned from QSL Board 15/7/2014
	Director, Special Olympics					None identified and unlikely to occur	Regular monitoring by the Board	ceased in Oct 2013	
	Group Executive - Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasions and have been managed effectively.	
	Non-Executive Director - Australian Human Resources Institute Limited					None identified and unlikely to occur	Regular monitoring by the Board		
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
Madeline Mattera	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		Resigned from QSL 22/10/2014
		Honorary Finance Councillor - Sisters of the Good Samaritan				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
		Property investments held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		
Karen Lonergan	Director, Jetstar Regional Services Pte Ltd					Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 27/11/2014
		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		
Nicole Grantham		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		Resigned from QSL Board 22/11/2014
Matt Wachter		Member of Division 5 & Spouse is a Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	Left employment 27/02/2015

Note : All Directors of QSL are subject to a potential conflict of duties in relation to their duties to QSL and its shareholder, and all employees of Qantas Group companies are subject to a potential conflict of duties in relation to their duties to their employer. These potential conflicts are monitored by the Board.

DIRECTORS

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Date Last Reviewed	
Anne Ward	Chairman of QSL					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
	Non-Executive Director, Flexigroup Ltd					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
	Chairman, Zoological Parks and Gardens Board of Victoria					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
	Director of the Foundation for Imaging Research					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
	Non-Executive Chairman of Colonial First State Investments Limited (a major shareholder of Realindex Investments Limited) and Avanteos Investments Limited					Potential conflict of duties	Regular monitoring by the Board		29/05/2014	
		Chairman, various investment conferences organised by CIE, including Real Estate Investing June 2011					Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
		Member Chairman's Advisory Committee, Centre of Investor Education					Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
Craig Pagden		Member Elected Director, Group B				Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014	
		Member of Division 2 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	29/05/2014	
	<i>Director, Qantas Foundation</i>					<i>None identified and unlikely to occur</i>	<i>Regular monitoring by the Board</i>	<i>ceased in Oct 2013</i>	<i>30/10/2013</i>	
	<i>Director, Special Olympics</i>					<i>None identified and unlikely to occur</i>	<i>Regular monitoring by the Board</i>	<i>ceased in Oct 2013</i>	<i>30/10/2013</i>	

DIRECTORS										
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Date Last Reviewed	
Jon Scriven	Group Executive - Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasions and have been managed effectively.	29/05/2014	
	Non-Executive Director - Australian Human Resources Institute Limited					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
Greg Manning		Member Elected Director, Group E				Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014	
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
John Sipek	Councillor - Moonee Valley Local Council					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
	Director - ISIS Primary Care Pty Ltd (Deputy Chairman)					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
	Member - Jemena Stakeholder Committee					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
		Member - Australian Croatian Community Services Committee					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014
		Member - Electrical Line Clearance Consultative Committee of Victoria					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014
		Member Elected Director, Group C					Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
		Member of Division 3 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	29/05/2014
Kash Gillies		Member Elected Director, Group D				Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014	
		Member of Division 2 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	29/05/2014
Mark Thorpe		Member of AIPA				Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014	
		Member Elected Director, Group A				Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014	
		Member of Division 3 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board	Specific conflicts with personal interests have arisen on occasion and have been managed effectively.	29/05/2014
Nicole Grantham		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
Paul Costello	Director, AIA Australia Limited					Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014	
	Member, Payments System Board, Reserve Bank of Australia					None identified and unlikely to occur	Regular monitoring by the Board		11/06/2014	
	Member, Advisory Council of the China Investment Corporation					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
Russell MacFarlane		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014

EXECUTIVE OFFICE

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Date Last Reviewed/Updated	
Jane Perry	Board Member Australian Brandenburg Orchestra					None identified and unlikely to occur	Regular monitoring by the Board	resigned 31.1.14	12/02/2014	
	Director of ASFA					Potential conflict of duty and duty	Regular monitoring by the Board		29/05/2014	
	Member Advisory Board of the Salvation Army					None identified and unlikely to occur	Regular monitoring by the Board		29/05/2014	
		Member of Division 5 of the Plan				Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
		Shares in JP Morgan Chase					Potential conflict of duty and interest	Regular monitoring by the Board		29/05/2014
		Aggregate gift or entertainment from a single source above annual materiality threshold for 2013/14 (\$1000)	2/10/13 - Accommodation provided for 2 nights in Paris to enable the CEO to present in two conference sessions and in the development of an industry DVD. Gift of wine also presented.	JP Morgan	\$1,050	Not material	Regular monitoring by the Board		29/05/2014	
		Aggregate gifts and entertainment above annual materiality threshold for 2013/14 (\$2500) - inclusive of JP Morgan gifts and entertainment disclosed above	Various meals and functions and gifts (books and bottles of wine) ranging in value from \$15 to \$160	Various current and potential investment managers and other service providers	\$3,057	Not material	Regular monitoring by the Board		29/05/2014	
Andrew Spence		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	29/05/2014	
		Member of the University of Sydney Investment and Commercialisation Committee				None identified and unlikely to occur	Regular monitoring by LRC and CEO		29/05/2014	
		Aggregate gifts and entertainment above annual materiality threshold for 2013/14 (\$2500)	Various meals and functions and gifts (books and bottles of wine) ranging in value from \$25 to \$250	Various current and potential investment managers and other service providers	\$3,897	Not material	Regular monitoring by LRC and CEO		4/06/2014	
Andy Moser		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014	
Barbara Smialkowski		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014	
Chris Grogan		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	29/05/2014	
		Aggregate gifts and entertainment above annual materiality threshold for 2013/14 (\$2500)	Various meals and functions and gifts (books and bottles of wine) ranging in value from \$15 to \$150	Various current and potential investment managers and other service providers	\$2,626	Not material	Regular monitoring by LRC and CEO		5/06/2014	
Dimity MacDonald		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014	
Hugh Loughrey		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by Compliance and CEO		29/05/2014	
		Shares in Westpac				Not material	Regular monitoring by Compliance and CEO		29/05/2014	

EXECUTIVE OFFICE

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Date Last Reviewed/Updated
Matt Wachter		Member of Division 5 & Spouse is a Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Investments team member	29/05/2014
		Aggregate gifts and entertainment above annual materiality threshold for 2013/14 (\$2500)	Various meals and functions and gifts (books and bottles of wine) ranging in value from \$15 to \$500	Various current and potential investment managers and other service providers	\$2,705	Not material	Regular monitoring by LRC and CEO		20/06/2014
Monica Hartan		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014
Neil Simpson	Contracting as a Compliance Consultant for Mirvac					Potential conflict of duty and interest	Regular monitoring by LRC and CEO	Contract terminated 16.05.14	29/05/2014
		Property investments held with no connection to or conflict with QSL				Not material	Regular monitoring by LRC and CEO		29/05/2014
		Member of Gateway Division of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014
Peter Savage		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014

EXTERNAL RESPONSIBLE PERSONS									
Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Date Last Reviewed
Anthony Miller	Director Russell Actuarial - Russell Investments	Remuneration from position as Director in Russell Investments				Potential conflict of duty	Regular monitoring by LRC and CEO		11/06/2014
	Plan Actuary					Potential conflict of duty	Regular monitoring by LRC and CEO		11/06/2014
David Coogan	PWC Partner - External Auditor	Remuneration from position as partner in PwC				Potential conflict of duty	Regular monitoring by LRC and CEO		11/06/2014
		Share portfolio (no shares in Qantas) and Coogan Family Trust				None identified and unlikely to occur	Regular monitoring by LRC and CEO		11/06/2014
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		11/06/2014
		Honorary Finance Councillor - Sisters of the Good Samaritan				None identified and unlikely to occur	Regular monitoring by LRC and CEO		11/06/2014
		Property investments held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		11/06/2014
Sean Hill	Director of Strathfieldsage Estate Ltd					None identified and unlikely to occur	Regular monitoring by LRC and CEO		11/06/2014
	KPMG Partner - Internal Auditor	Remuneration from position as partner in KPMG Australia				Potential conflict of duty	Regular monitoring by LRC and CEO		11/06/2014
	Trustee of Australian Landscape Trust (not for profit)					None identified and unlikely to occur	Regular monitoring by LRC and CEO		11/06/2014
		Property investments and superannuation interests held with no connection or conflict with QSL				None identified and unlikely to occur	Regular monitoring by LRC and CEO		11/06/2014

Name	Relevant Duties	Relevant Interests	Description (including purpose)	Provider	Value	Actual/Potential Conflict	Action to Manage or Avoid Conflict	Comments	Date Last Reviewed	Exit date/reason
Peter Cosgrove	Chairman, AgustaWestland Australia P/L					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 15.11.13	6/06/2013	
	Director of ARU					None identified and unlikely to occur	Regular monitoring by the Board	ceased on 20.10.13	6/06/2013	
	Director of Qantas Airways Limited					Potential conflict of duties	Regular monitoring by the Board	Specific conflicts with the interests of QAL have arisen on occasion and have been managed effectively.	6/06/2013	Resigned 28.01.14
	Chairman, DSAAB					None identified and unlikely to occur	Regular monitoring by the Board		6/06/2013	
	Chairman, Leading Age Services Australia (1.7.12)					None identified and unlikely to occur	Regular monitoring by the Board		6/06/2013	
	Chancellor ACU					None identified and unlikely to occur	Regular monitoring by the Board		6/06/2013	
	Director, Cardno Limited					None identified and unlikely to occur	Regular monitoring by the Board		6/06/2013	
	Member of the Governing Board of the Commonwealth Superannuation Corporation					Potential conflict of duties	Regular monitoring by the Board		6/06/2013	
		Chairman of the Advisory Council for NSW Centenary of Anzac Commemorations					None identified and unlikely to occur	Regular monitoring by the Board		6/06/2013
	Trustee of the Prince's Charities in Australia Trust					None identified and unlikely to occur	Regular monitoring by the Board		6/06/2013	
Steve Heesh		Member of Division 8 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by the Board		6/06/2013	Retired 31.12.13
Marilyn Loyer		Member of Division 5 of the Plan			Accrued entitlement	Potential conflict of duty and interest	Regular monitoring by LRC and CEO		29/05/2014	Left employment 12.06.14