

Product Disclosure Statement

iQ Super – Employer by Russell Investments

Division Two and Three Holcim (Australia) Pty Ltd and Associated Employers

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Guides

Important information relating to your category of membership within the Fund is provided in the Insurance, Fees and Costs Guide, the Investment Guide and the Super Guide. These Guides form part of the PDS and should be read before making a decision to invest in the Fund. These Guides are available on your online account.

1. About iQ Super

iQ Super – Employer by Russell Investments offers members a range of 20 investment options to choose from.

Our aim is to give you the best chance of a great life after-work. And we do that by being there every step of the way, providing you with personalised support and guidance. We help you take action and feel good about your super, throughout your working life and into retirement.

Information at your fingertips

Visit russellinvestments.com.au/trusteerequireddisclosure for all disclosure information relating to the Fund that must be disclosed under the Corporations Act 2001, Superannuation Industry (Supervision) Act 1993 (SIS) and SIS Regulations. This includes the following: Product Disclosure Statements, Product Dashboards, the Trust Deed, Annual Report, remuneration for Executive officers and any other documents required to be disclosed.

2. How super works

Superannuation is a long-term, partly compulsory way of saving for your retirement. There are different types of contributions available (for example, compulsory contributions by your employer, voluntary personal contributions that you choose to make and Government co-contributions). There are limitations on contributions you can make to your superannuation and restrictions on when you can make withdrawals from superannuation. Tax benefits are provided by the Government to encourage you to save more for retirement. Most people have the right to choose which superannuation entity their employer should direct their compulsory employer contributions into. These are known as Superannuation Guarantee (SG) contributions.

In Australia, superannuation investments receive special tax concessions that aren't available to other types of investments. That's why superannuation is such a powerful vehicle to save for retirement. As your superannuation is likely to be one of your biggest assets in retirement, the choices you make today could significantly impact your lifestyle in retirement.




You should read the important information about 'How super works' before making a decision. Go to russellinvestments.com.au/superguide and read the Super Guide. This material relating to 'How super works' may change between the time when you read this PDS and the day when you acquire the product.



The information in the PDS is correct at the time of publication. However, the information may change from time to time and if there is a material change to any of the information in any document, the Trustee will issue an updated document. However, if the change is not materially adverse to members, the Trustee may instead provide the updated information via the website russellinvestments.com.au/trusteerequireddisclosure. A paper copy of this information will be sent to any member, free of charge on request by calling 1800 555 667.

Important information about this Product Disclosure Statement (PDS)

This PDS provides a summary of the significant information you need to make a decision. It includes links to important information that is part of this PDS as marked with a  symbol. This is important information you should read before making a decision to invest in the Fund. The information provided in the PDS is general information only and has not been prepared having regard to your objectives, financial situation or needs. Before making an investment decision, you need to consider if this information is appropriate to your objectives, financial situation and needs. If you'd like personal advice, we can refer you to the appropriate person. This PDS is produced by Total Risk Management Pty Limited (Trustee), ABN 62 008 644 353, AFSL 238790 as the Trustee of the Russell Investments Master Trust (Fund or iQ Super), ABN 89 384 753 567. Financial product advice may be provided by Russell Investments Financial Solutions Pty Ltd ABN 84 010 799 041, AFSL 229850 (RIFS) or MUFG Retire360 Pty Limited (Retire360) ABN 36 105 811 836, AFSL 258145. RIFS is the provider of the MyTracker tools available at russellinvestments.com.au/goaltracker. Russell Investments Employee Benefits Pty Ltd (70 099 865 013) (RIEB) is the provider of the Super Tracker Mobile App. The Target Market Determination for the Fund is available on our website at russellinvestments.com.au/ddoreporting. The Financial Services Guide (FSG) for the Fund is available on our website at russellinvestments.com.au/fsg. TRM, RIEB and RIFS are part of Russell Investments. Russell Investments or its associates, officers or employees may have interests in the financial products referred to in this document by acting in various roles including broker or adviser, and may receive fees, brokerage or commissions for acting in these capacities. In addition, Russell Investments or its associates, officers or employees may buy or sell the financial products as principal or agent. To the extent permitted by law, no liability is accepted for any loss or damage as a result of reliance on this information. This material does not constitute professional advice or opinion and is not intended to be used as the basis for making an investment decision. References to the Plan in this PDS refer to your specific employer Plan within the Fund.

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3. Benefits of investing with iQ Super

As a member of iQ Super through your employer, you automatically receive a range of benefits as outlined below. If you choose another superannuation fund, these extra benefits may not be available.

Your benefit in the Fund is accumulation style. All contributions and positive investment earnings are credited to your account. Any fees, tax and negative investment earnings are debited from your account. When you leave the Fund, the balance of your account will be paid to you (if no longer preserved) or to another fund, as directed by you.

You can choose how your account is invested from the available investment options. In the event of your death or if you become disabled while a member of the Fund, you may be entitled to an insured benefit in addition to your account balance (provided you satisfy any eligibility conditions for provision of insurance). Refer to section 8 'Insurance in your super' for details of the available insurance cover.

Investing in iQ Super offers you a range of benefits:

- **GoalTracker™:** Our award-winning GoalTracker program is designed to help you achieve your ideal lifestyle in retirement. GoalTracker is easy-to-use and offers a simple, step-by-step approach to help you grow and manage your super, and plan for retirement.
In three simple steps, our GoalTracker program can:
 - 1) **CALCULATE** the amount of income you're heading for in retirement
 - 2) Help you **SET** an income goal that's right for the retirement lifestyle you want
 - 3) Offer tailored advice and strategies to help **ACHIEVE** itJoin the thousands of Australians taking action for their financial future with GoalTracker.
- **Investment choice and flexibility:** Choose from 20 different options, including 'MySuper', 'diversified' or 'sector' options. Switch your options any time.
- **Online access and E-communications:** Access your online account, as well as helpful information and the GoalTracker tools at russellinvestments.com.au/super. If you or your employer provide us with your email address, you will be opted-in for e-communications and receive our communications via email. Of course, you can change your preferred method of communication at any time through your online account at russellinvestments.com.au/login or by calling us.
- **Help and advice:** We offer a range of tools and advice options designed to suit your needs no matter what stage of life you are at.

Call us on 1800 555 667 to find out more or see which service is right for you. Many of the services are provided at no cost, for those that incur a fee, you will always be notified upfront. For more information, please refer to your Super Guide.



You should read the important information about the 'Benefits of investing with iQ Super' before making a decision. Go to russellinvestments.com.au/superguide and read the Super Guide. This material relating to the 'Benefits of investing with iQ Super' may change between the time when you read this PDS and the day when you acquire the product.

What happens when you leave your employer

Transfer to iQ Super – Retained

When your employer notifies us (in writing) of the date of your termination of employment, we will set up an account for you in iQ Super – Retained. When your final contributions have been received, your account balance will be automatically transferred into your membership in iQ Super – Retained.

Insurance Cover

You will maintain your level of existing cover (if any) for any Death, TPD and Income Protection in iQ Super – Retained, but there are exceptions, if you are under age 25 or have an account balance under \$6,000 and have not previously confirmed you wish to keep cover. In iQ Super – Retained, it will not be possible to increase the amount of your cover. If you have Income Protection, your cover will not increase to reflect any future increases in your salary.

Your cover in iQ Super – Retained will start from the day after you leave your employer, even though we are notified of your termination of employment later. This ensures you have no gap in insurance cover. Please be aware that you will pay the insurance fees for this replacement insurance cover. The first insurance fee deducted from your iQ Super – Retained account will cover the period from the day after you left employment until the end of the month in which the deduction is made. Any previous opt in received to maintain your insurance cover will be transferred to your new account in iQ Super – Retained. If you haven't previously provided an opt in, you can do so now to ensure your insurance will continue in your iQ Super – Retained account.

You can cancel your insurance cover at any time by logging in to your super account or by completing and returning an Insurance Form (available on our website or call us for a copy).

Benefit and Fee Changes

It is important to note that your benefits and any fees previously paid by your employer will change. You will be subject to the terms and conditions (including payment of iQ Super – Retained fees) set out in the iQ Super – Retained PDS, which is available online at russellinvestments.com.au/iqretainedpds.

Please refer to the Insurance, Fees and Costs Guide for further information on your Insurance Cover and Fees.

4. Risks of Super

All investments carry risk. It's the trade-off for the return that investors seek. Different strategies (such as the investment options described in section 5 of this PDS) may carry different levels of risk, depending on the assets that make up the strategy. Assets with higher expected long-term returns generally carry the highest level of short-term risk. For example, shares and commodities have relatively higher risk and higher expected returns than fixed interest and cash.

What you should consider:

- the value of your investments will vary and the level of returns will vary depending on the options you are invested in.
- returns are not guaranteed and may result in a loss.
- past returns are not a reliable indicator of future returns.
- superannuation and taxation laws affecting your super may change in the future.
- the amount of your future superannuation savings (including contributions and returns) may not be enough to provide adequately for your retirement.
- the level of risk varies for each person – how you invest your super will depend on a range of factors including your age, your investment timeframes, other investments you may have and your tolerance for risk.



You should read the important information about the 'Risks of Super' before making a decision. Go to russellinvestments.com.au/login and read the Investment Guide.

This material relating to the 'Risks of Super' may change between the time when you read this PDS and the day when you acquire the product.

5. How we invest your money

iQ Super offers members 20 investment options to choose from. The GoalTracker (MySuper) investment option automatically invests your super based on your age, through a diversified portfolio invested across a range of asset classes. When you're younger, your investment strategy will have a higher allocation to growth assets to help grow your super balance. To help protect your savings as you approach retirement, your allocation to defensive assets will increase. Refer to the table below. By telling us more, you can then opt for GoalTracker Plus to create and manage a tailored investment strategy just for you.

GoalTracker Option	AGE	BELOW 40	41 - 50	51 - 55	56 - 60	60+
Investment return objective¹: % above inflation p.a.		4.3%	4.3%	3.8% to 4.2%	3.3% to 3.7%	3.3%
Standard risk measure²: Estimated number of negative annual returns over any 20-year period		6 (High) 5 - 6	6 (High) 5 - 6	6 (High) 5 - 6	6 (High) 4 - 5	6 (High) 4 - 5
Suitable for Investors seeking to build wealth over this term. Investors willing to accept the possibility of negative returns over this term.		Long-term		Medium to Long-term ³		
		Short to medium		Shorter-term ³		
Minimum investment timeframe (years):		7	7	6 - 7	5 - 6	5
Investment strategy⁴:		The option is typically exposed to a diversified mix between growth and defensive investments as shown below (the option may be exposed to derivatives) ⁷ :				
Growth investments:		95	95	82.5 - 92.5 ⁵	70 - 80 ⁶	70
Defensive investments:		5	5	7.5 - 17.5	20 - 30	30
Investment Fees & Costs: 0.63% p.a. comprised of:		Investment Fee: 0.45% p.a. and Estimated Indirect Costs: 0.18% p.a.				
Transactions Costs:		0.05% p.a.				
Strategic Asset Allocation⁷	SAA %	SAA %	SAA %	SAA %	SAA %	SAA %
Australian Equities	39.0	39.0	32.0 - 38.0	25.0 - 31.0	25.0	
International Equities	48.0	48.0	41.0 - 47.0	34.0 - 40.0	34.0	
Property	5.0	5.0	5.0 - 6.0	6.0 - 7.0	7.0	
Fixed Income	0	0	2.0 - 9.0	11.0 - 18.0	18.0	
Cash	5.0	5.0	6.0 - 8.0	9.0 - 12.0	12.0	
Infrastructure	3.0	3.0	3.0	4.0	4.0	
Commodities	0	0	0	0	0	
Other Alternatives	0	0	0	0	0	
Asset Allocation range⁸	Range %	Range %	Range %	Range %	Range %	Range %
Australian Equities	20 - 80	20 - 80	20 - 80	20 - 70	10 - 60	
International Equities	20 - 80	20 - 80	20 - 80	20 - 70	10 - 60	
Property	0 - 20	0 - 20	0 - 20	0 - 20	0 - 20	
Fixed Income	0 - 30	0 - 30	0 - 30	10 - 40	10 - 40	
Cash	0 - 20	0 - 20	0 - 20	0 - 30	0 - 30	
Infrastructure	0 - 20	0 - 20	0 - 20	0 - 20	0 - 20	
Commodities	0 - 10	0 - 10	0 - 10	0 - 10	0 - 10	
Other Alternatives	0 - 20	0 - 20	0 - 20	0 - 20	0 - 20	

1. The objective is to earn a return, after costs and tax, which exceeds CPI by the % p.a. shown, measured over rolling 5 and 10 year periods. CPI stands for Consumer Price Index, which is used as a measure of inflation.

2. Refer below for more information, including the risk levels for each investment option.

3. Medium to Long-term suitability and possibility of negative returns changes at age 58.

4. Please refer to the asset allocation ranges for details of the parameters surrounding the investment strategy.

5. Growth assets typically decrease by 2.5% each year from 92.5% at age 51 to 82.5% at age 55. Defensive assets increase by 2.5% each year from 7.5% at age 51 to 17.5% at age 55.

6. Growth assets decrease by 2.5% each year from 80% at age 56 to 70% at age 60. Defensive assets typically increase by 2.5% each year from 20% at age 56 to 30% at age 60.


7. SAAs may not total 100% due to rounding.

8. The actual asset allocation may temporarily fall outside ranges stated in certain circumstances, such as asset transitions or extreme market movements.

Our range of investment options

We offer 20 investment options, across a number of categories including MySuper, diversified and sector options as listed below. Members can invest in GoalTracker or in up to 19 of the remaining options.

CATEGORY	MYSUPER	DIVERSIFIED	THIRD PARTY	SECTOR	RESPONSIBLE
Investment option	• GoalTracker	• Defensive	• Third-party	• Australian Cash	• Low Carbon
		• Diversified 50	Indexed Australian Shares	• Australian Floating Rate	Australian Shares
		• Balanced Growth	• Third-party	• Australian Fixed Income	• Low Carbon
		• Growth	Indexed Global Shares	• Australian Shares	Global Shares
		• High Growth	• Third-party	• Global Fixed Income - \$A Hedged	
			Indexed Global Shares \$A Hedged	• Listed International Property Securities - \$A Hedged	
				• Global Shares	
				• Global Shares - \$A Hedged	
				• Emerging Markets	

 **Warning:** You must consider the likely investment return, the risk and your investment timeframe when choosing an investment option into which to invest. You should read the important information about 'How we invest your money' which will have details on each of the investment options, before making a decision. Go to russellinvestments.com.au/login and read the Investment Guide. This material relating to 'How we invest your money' may change between the time when you read this PDS and the day when you acquire the product.

6. Fees and costs

Did you know?

Small differences in both investment performance and fees and costs can have a substantial impact on your long-term returns. For example, total annual fees and costs of 2% of your account balance rather than 1% could reduce your final return by up to 20% over a 30-year period (for example, reduce it from \$100,000 to \$80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs. You or your employer, as applicable, may be able to negotiate to pay lower fees. Ask the Fund or your financial adviser.

To find out more

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

Note: The Moneysmart calculator can be used to calculate the effect of fees and costs on account balances.


The information in this Fees and Costs Summary can be used to compare costs between different superannuation products. Fees and costs can be paid directly from your account or can be deducted from investment returns. Taxes and insurance costs are set out in another part of this document.

Fees and costs summary for the GoalTracker Investment Option

TYPE OF FEE OR COST	AMOUNT	HOW AND WHEN PAID				
Ongoing annual fees and costs ¹						
Administration fees and costs	<table><tr><th>On total account balances up to \$1 million</th><th>On any excess account balance over \$1 million</th></tr><tr><td>An asset based administration fee of 0.059% per year</td><td>Nil</td></tr></table>	On total account balances up to \$1 million	On any excess account balance over \$1 million	An asset based administration fee of 0.059% per year	Nil	The asset based administration fee and the fixed dollar fee are deducted from your account on the last Friday of each month. <i>The Trustee passes through the tax deductions it receives.²</i>
	On total account balances up to \$1 million	On any excess account balance over \$1 million				
	An asset based administration fee of 0.059% per year	Nil				
	Plus a Trustee Administration Fee of 0.02% per year of your total account balance	The Trustee Administration Fee is deducted from the investment returns. It is not deducted from your account.				
	Plus a fixed dollar fee of \$60.00 per year					
In the 2024/2025 financial year, the Trustee incurred excess administration costs of approximately 0.00% of Fund assets that were paid from the Fund reserve	The Fund reserve is maintained by the Trustee to operate the Fund. This includes paying for some expenses, such as costs associated with product and strategic services provided to the Trustee. These expenses are deducted from the Fund reserve, as required, and are not deducted from your account.					
Investment fees and costs ³	0.63% per year ⁴	The investment fees and costs are deducted from the investment returns. They are not deducted from your account, but you may receive an investment fee adjustment which is applied through your account. Please refer to the 'Additional explanation of fees and costs' section of your Investment Guide for further information.				
Transaction costs	0.05% per year	Transaction costs are deducted from the investment returns. They are not deducted from your account. Please refer to the 'Additional explanation of fees and costs' section of your Investment Guide for further information.				
Member activity related fees and costs						

Buy-sell spread	These spreads vary depending on the investment option(s) you choose. For more information, please visit russellinvestments.com.au/iQbuysellsread .	You can read more about the buy-sell spread in the 'Additional explanation of fees and costs' section of your Investment Guide.
Switching fee	Nil	Not applicable.
Other fees and costs⁵	<p>Insurance fees: For insurance fees, please refer to 'Insurance in your super' in this PDS. If you are a Division Two member, your employer pays the insurance fee for the automatic cover (unless you are a Cement Australia employee, you are on extended unpaid leave or you are an Inactive Member). If you are a Division Three member, your employer pays the insurance fee for the automatic cover (unless you are a Cement Australia or Metromix employee). For all members, insurance fees for any voluntary insurance cover are paid by you.</p> <p>Family Law fees: Nil.</p>	The insurance fee is calculated monthly and deducted from your account on the last Friday of the month. Please refer to the 'Types of insurance cover within iQ Super' section of your Insurance, Fees and Costs Guide for further information.

1. If your account balance for a product offered by the superannuation entity is less than \$6,000 at the end of the entity's income year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of the account balance. Any amount charged in excess of that cap must be refunded.
2. As the Trustee passes through the tax deduction it receives, the deduction you will see for the fees described above is 0.05% per year and \$51.00 per year for the fixed-dollar fee.
3. The Investment fee varies according to the option you invest in. The quoted fee here is for the GoalTracker option.
4. Investment fees and costs includes an amount of 0.08% per year for performance fees. The calculation basis for this amount is set out under the "Additional explanation of fees and costs" section of the Investment Guide.
5. Additional fees may apply. Refer to the 'Additional explanation of fees and costs' section of your Super Guide.

 You should read the important information about 'Fees and costs' before making a decision. Go to russellinvestments.com.au/login and read the Insurance, Fees and Costs Guide for Insurance and Administration Fees and Costs. Go to 'Additional explanation of fees and costs' in the Investment Guide at russellinvestments.com.au/login for Investment Fees and Costs. Go to 'Additional explanation of fees and costs' in the Super Guide at russellinvestments.com.au/superguide for all other fee information, such as Family Law, Advice Fees and Fee definitions. The materials may change between the time when you read this PDS and the day when you acquire the product. You can also find the relevant fee definitions in the ASIC Corporations (Disclosure of Fees and Costs) Instrument 2019/1070 at Division 4A, section 209A at www.legislation.gov.au/Details/F2021C00160. Our contact details are provided on page 8 if required.

Changes in fees

The Trustee has the right to change fees at any time without your consent. Any material increase in the fees you are charged will be communicated to you at least 30 days before they are charged.

Example of annual fees and costs for the superannuation product

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

EXAMPLE: GOALTRACKER INVESTMENT OPTION		BALANCE OF \$50,000
Administration fees and costs PLUS Investment fees and costs PLUS Transaction costs EQUALS Cost of product²:	0.079% per year	For every \$50,000 you have in the superannuation product, you will be charged or have deducted from your investment \$39.50 in administration fees and costs, plus \$60.00 regardless of your balance
	Plus \$60.00 per year	
	Plus 0.00% (paid from the Fund reserve) ¹	
	0.63% per year	And, you will be charged or have deducted from your investment \$315.00 in investment fees and costs
	0.05% per year	And, you will be charged or have deducted from your investment \$25.00 in transaction costs
		If your balance was \$50,000, at the beginning of the year, then for that year you will be charged fees and costs of \$439.50³ for the superannuation product.

1. This reflects the excess administration costs incurred by the Trustee and paid from the Fund reserve in the 2024/2025 financial year, the Trustee incurred additional administration costs (as described in the Fees and Costs table above).
2. Additional fees may apply.
3. The Trustee passes on the tax deductions it receives so the estimated cost to you would be **\$426.08**.

7. How super is taxed

Superannuation is one of the most tax-effective ways to save for retirement. Even so, taxation laws are complex and subject to change. To make the most of your superannuation, you might like to consult your accountant or tax adviser for specific details about how you will be taxed. This advice may be particularly useful as you approach retirement and need to decide how and when to withdraw your superannuation.

Contributions

Contributions made by your employer, or by you from your before-tax pay, are called 'Concessional Contributions', and these contributions generally have a 15%[^] contributions tax deducted from them. Any money you transfer into your account from an untaxed source (post 30 June 1983 untaxed component only) is also generally taxed at 15%[^].

Contributions that you make from your after-tax pay are called 'Non-concessional Contributions', and these contributions are not subject to the contributions tax because you have already paid income tax on that money.

There are (different) limits on Concessional and Non-concessional Contributions. It is very important for you to be aware that there will be negative tax consequences for you if you breach either of these limits.

[^] High income earners may pay a further 15% tax. Refer to our fact sheet Understanding how super is taxed.



There are Concessional Contribution and Non-concessional Contribution limits. If these limits are exceeded, there are taxation consequences.

For more information on contribution limits and the co-contribution amount including the current threshold, visit russellinvestments.com.au/rates

Investment earnings

Investment earnings in superannuation are taxed at a maximum rate of 15%. The effective tax rate on some earnings is lower because of further tax concessions or credits available to the Fund. The investment return we disclose to you is net of tax.

Withdrawals

Tax on withdrawals varies depending on your age, the type of withdrawal, and the ratio of taxable to tax-free components in your account. We withhold appropriate tax from amounts we pay to you. Generally, lump-sum withdrawals are tax-free if you are aged 60 or over.



You should provide us with your Tax File Number (TFN) when you join the Fund. If you or your employer do not provide the Fund with your TFN, all Concessional Contributions will be taxed at the top marginal rate plus Medicare levy and you cannot make after-tax contributions. If you do not provide your TFN to the Fund, tax will be withheld at the top marginal rate plus Medicare levy on the taxable component of any payment made to you.



You should read the important information about 'Fees and costs' before making a decision. Go to russellinvestments.com.au/login and read the Insurance, Fees and Costs Guide for Insurance and Administration Fees and Costs. Go to 'Additional explanation of fees and costs' in the Investment Guide at russellinvestments.com.au/login for Investment Fees and Costs. Go to 'Additional explanation of fees and costs' and 'How super is Taxed' in the Super Guide at russellinvestments.com.au/superguide for all other fee information, such as Family Law, Advice Fees and Fee definitions. The materials may change between the time when you read this PDS and the day when you acquire the product.

Tax deductions

The Trustee passes through the tax deductions it receives for certain costs of operating the Fund, including insurance fees, in the following ways:

1. Indirectly by keeping them within the Fund for the benefit of all members; or
2. Directly to your account through reduced fees.

8. Insurance in your super

For detailed information on the insurance cover available (including any limitation that may apply) refer to the Insurance, Fees and Costs Guide at russellinvestments.com.au/login. Insurance fees are deducted from your account on the last Friday of each month where applicable.

Types of insurance cover

The types of insurance cover that may apply.

- Death Only cover
- Death and Total & Permanent Disablement (TPD)
- Income Protection

Automatic or voluntary insurance

Insurance within the Fund could be available on an automatic or voluntary basis.

Division Two (generally salaried employees) cover is paid by your employer with the exception of Cement Australia.

For Division Three (generally wages), cover is paid by your employer with the exception of Cement Australia and Metromix.

- Automatic insurance cover is available where your employer pays for your insurance fees. Otherwise if you have an account balance of less than \$6,000, or you are under 25 when you join, then you will not be provided with automatic insurance cover upon joining. You will need to opt in for this cover.
- Voluntary insurance cover is cover that is not issued automatically. You must apply for cover and may be required to provide evidence of your health to the insurer, who will decide whether to accept (on standard terms or non-standard terms) or decline your application.

Limitation on insurance cover

Applicable where the member pays for insurance costs. If you are a new member under 25 or your balance is less than \$6,000, your cover will not be provided automatically. You will need to tell us if you want insurance cover now. When you reach both 25 years old and you have a balance of more than \$6,000, cover will automatically commence (eligibility requirements and limitations may apply). To opt in to insurance, please log on to your online account or complete and return the Insurance Opt-in Form (available on our website or call us for a copy).

Inactive for 16 months

Where you have insurance and your account has been inactive (where no funds were received) for 16 months or more, your cover will be cancelled. We will contact you if your insurance is about to end. If you want to keep your insurance, you'll need to advise the Fund by calling us or logging in to your online account.

Change or cancel your insurance cover

You can change, opt-out of (i.e. cancel) your insurance cover at any time by logging in to your super account or by completing and returning an Insurance Form (available on our website or call us for a copy).

Death and TPD insurance

Automatic cover

Applicable where the member pays for insurance costs. If you are a new member under 25 or your balance is less than \$6,000, your cover will not be provided automatically. You will need to tell us if you want insurance cover now. When you reach both 25 years old and you have a balance of more than \$6,000, cover will automatically commence (eligibility requirements and limitations may apply).

Generally, to be eligible for cover you need to be a permanent or contract employee under age 65 and either an Australian Resident or holder of a temporary work visa as approved by the insurer. Cover is issued automatically if you are eligible and are in 'Active Employment' (as defined by the insurer) on the date you start employment with your employer, and you join this Plan within 120 days of starting work.

If you are a permanent or contract employee working fewer than 15 hours per week you are covered for Death Only. Casual employees are not eligible for any insurance cover.

Division Two (generally salaried employees)

Your automatic Death and TPD cover is calculated as a multiple (which depends on your age next birthday at the most recent 1 July) of your Base Salary[~]. The insurance fee for your automatic Death and TPD cover is currently paid by your employer (unless you are Cement Australia Employees, you are on extended unpaid leave or you are an Inactive Member[#]).

Division Three (generally wages)

Your Death and TPD cover is calculated as a multiple (which depends on your age at the most recent 1 October) of your Contributory Wage^{*}. Insurance fees are deducted from your account on the last Friday of each month. Unless you are a Cement Australia or Metromix employee, your employer currently pays the insurance fees for your Division Three automatic cover.

Voluntary cover

You may apply for voluntary Death Only or Death and TPD cover at any time. You can select the value of the voluntary cover as a multiple of your Base Salary[~] or Contributory Wage^{*}, up to the maximum multiple for your age. All voluntary insurance cover is underwritten, which means that you will be asked to provide health evidence and other information to the insurer. Voluntary insurance cover is only provided after the insurer has assessed your application and confirmed in writing that you have been accepted. Insurance fees for any voluntary cover will be deducted from your account and will be based on your age, your Division of membership, and the amount and type of cover you have selected.

You are an Inactive Member if you have requested to have your employer contributions paid to another complying Fund.

* Contributory Wage is your annual wage and excludes overtime, special bonuses, special rates, honoraria and commissions.

~ Base Salary is your contributing salary or, for packaged employees, your base remuneration as advised by your employer.

Income Protection

Income Protection is not issued automatically. If you want this cover, you must apply for it and provide evidence of your health to the insurer, who will decide whether to accept (on standard terms or non-standard terms) or decline your application. To be eligible for this cover, you need to be either a permanent employee or a fixed term contractor (whose contract is at least 6 months), under age 65 and working at least 15 hours per week.

Where provided, your Income Protection cover is up to 75% of your 'Salary', as defined by the insurer. If you satisfy the insurer's definition for Income Protection, the benefit is paid monthly in arrears (after a 60-day waiting period), for up to 2 years. Your Income Protection cover may be reduced by any amount of workers' compensation or other payments which you are eligible to receive.

How to apply for cover

You can apply for insurance cover by logging in to your super account or by completing and returning an Insurance Form (available on our website or call us for a copy).

Insurance Fees

All insurance fees shown in this document include the tax deduction the Fund claims for insurance costs and passes on to you. The Trustee and insurer have the power to alter the insurance fees and you will be given 30 days' written notice of any increases.

Death and TPD insurance

Division Two (generally salaried employees) cover is paid by your employer with the exception of Cement Australia.

For Division Three (generally wages), cover is paid by your employer with the exception of Cement Australia and Metromix. Where applicable, insurance fees are deducted from your account. Where Death & TPD cover is \$1.91 for every \$1,000 of cover and Death Only cover is \$1.25 for every \$1,000 of cover. Insurance fees for this cover will be deducted from your account on a monthly basis.



You should read the important information about insurance cover (including eligibility and cancellation, conditions and exclusions that may apply to you) and consider whether it is appropriate for you before making any decision - go to russellinvestments.com.au/login and read the Insurance, Fees and Costs Guide. This material relating to 'Insurance in your superannuation' may change between the time when you read this PDS and the day when you acquire the product.

9. How to open an account

To join iQ Super - Employer (Holcim), you will need to complete the New Member Form. Once you have received your member number, you should log into your account if you wish to nominate beneficiaries or make an investment choice.

Enquiries or complaints

If you have any questions that are not answered in this PDS, please call us. There is more detailed information on this area in the Trustee's complaints policy. You can get a copy of the policy by visiting our website at russellinvestments.com.au/complaints or by contacting the Fund. If your enquiry is not resolved to your satisfaction and you wish to lodge a complaint, please contact us:

By phone 1800 555 667 **By email** RIMTcomplaints@russellinvestments.com.au

By mail

Complaints Officer

iQ Super Locked Bag A4094 Sydney South NSW 1235

Depending on the nature of your complaint, we may ask you to provide further information in writing so that we can fully understand the complaint. We will provide assistance to you if necessary and a prompt written acknowledgment of receipt of your complaint. Our goal is to handle your complaint efficiently and fairly and we will provide the Trustee's decision as quickly as possible. We generally aim to have complaints resolved within 45 days or 90 days if your complaint is about a Death benefit distribution.

However, if your complaint relates to a death benefit claim or to a declined disablement benefit claim, it may take some time to gather all the information necessary to enable the complaint to be properly considered. You can obtain advice in relation to the complaints handling process or feedback on the status of your complaint by calling us.

If your complaint is not resolved by our internal complaints process or if you are not satisfied with our response to your complaint, you can take the matter to the Australian Financial Complaints Authority (AFCA). AFCA can be contacted at:

By phone 1800 931 678 **By email** info@afca.org.au

By mail

Australian Financial Complaints Authority
GPO Box 3
Melbourne VIC 3001

Cooling-off period

You have a cooling-off period to reconsider your investment. To withdraw, we must receive your written request within 14 days of the earlier of:

- The Date you receive your Welcome Statement; or
- Five business days after you become a member of the Plan.

The option to withdraw is not available if you have exercised your rights as a member, for example, if you have switched investment options.

If you withdraw your investment during the cooling off period, the amount payable to you may be different to the amount you invested due to changes in the unit price, tax and reasonable administration costs.

To withdraw your investment, you will need to complete a Benefit Payment Direction Form which is available on our website. Please note superannuation preservation rules apply. If your Employer has nominated this Fund as their default superannuation fund for employees, you will also need to complete a Choice of Fund Form to nominate the superannuation fund to receive your future Employer contributions.



You should read the important information about 'How to open an account' - go to russellinvestments.com.au/superguide and read the Super Guide. This material relating to the 'How to open an account' may change between the time when you read this PDS and the day when you acquire the product.

What is GoalTracker Plus?

Using the information you provide about yourself through the GoalTracker program, such as your income goal for retirement and the age you wish to retire, GoalTracker Plus can create and manage a tailored investment strategy for you. Similar to a trusted adviser, GoalTracker Plus will regularly review your investment strategy, make a recommendation and implement any changes automatically (unless you opt out), to help keep you on track. For more information on GoalTracker Plus and how you can activate this additional service at no further cost, refer to russellinvestments.com.au/goaltrackerplus.

Phone

Within Australia

1800 555 667

Outside Australia

+61 2 8571 5588

Monday to Friday, 8:30am – 5:30pm (AEST)

Mail

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Sydney South NSW 1235

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