

Product Disclosure Statement update

23 October 2023

This notice updates the information in the Product Disclosure Statement and *Your Plan Fees and Benefits* booklet for your Plan in the Corporate Superannuation Division (CSD) of the Mercer Super Trust dated 1 April 2023. This notice should be read in conjunction with the Product Disclosure Statement and any other member materials you have received since joining the Mercer Super Trust.

Before making an investment decision, you should read the information in this notice and the PDS.

How we invest your money

This information corrects certain strategic asset allocation targets in 'About Mercer SmartPath' in section '5. How we invest your money' of the PDS.

Changes are shown in **green** below.

Path	Born prior to 1954*	Born 1954 to 1958	Born 1959 to 1963	Born 1964 to 1968	Born 1969 to 1973	Born after 1973+
Additional Target Return over CPI (% per annum)	2.25	2.75	3.25	3.75	4.00	4.00
Minimum suggested timeframe (years)	7	7	10	10	10	10
Growth assets target (%)	60	62	71	80	88	88
Growth assets range (%)	40–80	45–85	55–95	60–100	70–100	70–100
Defensive assets target (%)	40	38	29	20	12	12
Defensive assets range (%)	20–60	15–55	5–45	0–40	0–30	0–30
Standard Risk Measure#	Medium to high	Medium to high	Medium to high	High	High	High
Asset Class ranges (%)						
Australian Shares	0–30	5–35	10–40	15–45	20–50	20–50
International Shares	5–35	10–40	15–45	25–55	25–55	25–55
Real Assets	0–40	0–40	0–40	0–35	0–35	0–35
Alternative Assets	0–10	0–10	0–10	0–10	0–10	0–10
Growth Fixed Interest	10–30	5–25	5–25	0–20	0–15	0–15
Defensive Fixed Interest and Cash	5–35	5–35	0–25	0–20	0–15	0–15

Notes to table

The details in the table above for each path are effective as at 1 April 2023. Growth assets will gradually reduce for those born between 1954 and 1968 as members in each path get older. The strategic asset allocation for each asset class is set out in the *Investments* booklet.

See the *Investments* booklet for more information about the Standard Risk Measure.

* 'Born prior to 1954' includes the following paths - Born prior to 1929, Born 1929 to 1933, Born 1934 to 1938, Born 1939 to 1943, Born 1944 to 1948 and Born 1949 to 1953

+ 'Born after 1973' includes the following paths - Born 1974 to 1978, Born 1979 to 1983, Born 1984 to 1988, Born 1989 to 1993, Born 1994 to 1998, Born 1999 to 2003, Born 2004 to 2008, Born 2009 to 2013 and Born 2014 to 2018.

Investment option asset allocations, objectives, standard risk measures and minimum suggested timeframes change from time to time. You can view current investment option details at mercersuper.com.au/login using your personal login before you make any investment choices.

Closure of investment options

The following change was previously advised in the Product Disclosure Statement update dated 30 May 2023.

As a result of a recent review, the trustee has closed the following investment options on the CSD investment menu effective 28 June 2023:

- Mercer Growth Maximiser
- Mercer Enhanced Passive High Growth
- Mercer Enhanced Passive Moderate Growth.

This notice removes references to the closed investment options in the following sections of the *Your Plan Fees and Benefits* booklet:

- Footnote to the 'Fees and costs summary' table relating to investment and transaction costs
- 'Cost of product for 1 year' table in the 'Cost of product information' section
- 'Breakdown of certain fees and costs' table (including the related footnote) in the 'Additional explanation of fees and costs' section
- 'Estimated IC ranges, average performance fee and estimated transaction costs' table in the 'Additional explanation of fees and costs' section.

If you need assistance

Please visit mercersuper.com.au or call the Helpline on **1800 682 525** or +61 3 8306 0900 (if calling from overseas) from 8am to 7pm AEST Monday to Friday.

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Mercer Tailored Super

1 April 2023

Product Disclosure Statement Accumulation (default) and Retained Benefits section

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This Product Disclosure Statement (PDS) is a summary of the main features of Mercer Tailored Super, a plan in the Corporate Superannuation Division (CSD) in the Mercer Super Trust. It includes references to important information in a series of booklets that are part of this PDS. These booklets are the *Your Plan Fees and Benefits - Accumulation (default) and Retained Benefits section* booklet*, the *Other Things You Should Know* booklet, the *Insurance* booklet, the *Investments* booklet and the *Sustainable Investments Information* booklet.

You should read and consider the information in this PDS and the booklets before making a decision about Mercer Tailored Super.

This PDS contains general information only and does not take into account your individual objectives, financial situation or needs. Before acting on this information, you should consider whether it is appropriate to your objectives, financial situation and needs. You should get financial advice tailored to your personal circumstances.

The information in this PDS and the booklets that are part of it may change. You can find updated information that is not materially adverse at mercersuper.com.au or call the Helpline to request a copy of the information free of charge. Changes that are materially adverse will be advised to you as required by law.

The Target Market Determination can be found at mercersuper.com.au/TMD.

You can get a copy of this PDS and the booklets that are part of this PDS at mercersuper.com.au/pds or you can call the Helpline on **1800 682 525** or **+61 3 8306 0900** if calling from overseas from 8am to 7pm AEST Monday to Friday.

* Any reference in this PDS to the *Your Plan Fees and Benefits* booklet means a reference to that booklet for the Accumulation (default) and Retained Benefits section.

This Product Disclosure Statement (PDS) is issued by Mercer Superannuation (Australia) Limited (MSAL) ABN 79 004 717 533, Australian Financial Services Licence (AFSL) 235906 as trustee of the Mercer Super Trust ABN 19 905 422 981. 'MERCER' and Mercer SmartPath are Australian registered trademarks of Mercer (Australia) Pty Ltd (Mercer) ABN 32 005 315 917. MSAL is a wholly owned subsidiary of Mercer. In this PDS, MSAL is called trustee, we or us. MSAL is responsible for the contents of this PDS and is the issuer of this PDS. Mercer is not responsible for the issue of this PDS and does not make any recommendations regarding the Mercer Super Trust or guarantees the investment performance, earnings, or the return of any capital invested in it.

The trustee has appointed Mercer Investments (Australia) Limited (MIAL) ABN 66 008 612 397 Australian Financial Services License (AFSL) 244385 as an implemented consultant to provide investment strategy advice, portfolio management and implementation services including investment manager selection and monitoring, excluding the JANA Ready-made investment options for which JANA Investment Advisers Pty Ltd, ABN 97 006 717 568 AFSL 230693 (JANA), an investment consultant provides the same services.

MIAL is also the Responsible Entity of the Mercer Funds and the Mercer Investments Funds, in which the Mercer Super Trust invests. MIAL and JANA are named in this Booklet and has consented to being so named.

1. About Mercer Tailored Super

Choose a leader in super you can trust

On joining Mercer Tailored Super (your Plan), you will be a member of the Corporate Superannuation Division (CSD) in the Mercer Super Trust.

You have the flexibility to remain in the Mercer Super Trust throughout your career and stages of life, including retirement.

We are global and local experts in super

We have a wealth of local superannuation expertise and are committed to delivering strong retirement outcomes for Australians. Our members benefit from leveraging Mercer's global scale and the insights of our team of investment experts around the world.

With you for your super journey

The Mercer Super Trust is a registered superannuation fund made up of the CSD, a Retail Division and an Allocated Pension Division (known as the Mercer SmartRetirement Income).

Your Employer has chosen to provide superannuation (super) and insurance benefits for its employees through the CSD. You can elect to join your Plan by completing a fund choice form and providing it to your Employer.

Your Employer means Wesfarmers Limited (Wesfarmers) ABN 28 008 984 049 and any associated employers.

Accumulation (default) member means any person employed by the Employer (not including casuals) who has joined your Plan. Retained Benefits member means a former Accumulation (default) member who has left employment or exercised choice and has been transferred to the Retained Benefits section of your Plan (Retained Benefits section).

Mercer SmartPath® (MySuper authorisation number 19905422981588) is the MySuper product investment option for your Plan. Your Plan also has many other investment options to choose from (known as a choice investments).

At mercersuper.com.au you can find:

- the product dashboard for the MySuper product and choice product (where required) in the Mercer Super Trust, and
- trustee and executive remuneration disclosure for the Mercer Super Trust and any other document that must be disclosed for the trust under the Superannuation Industry (Supervision) Act 1993.

2. How super works

Super is a convenient way of saving for your future. It's a long-term investment with tax-savings provided by the government, and is designed to grow over time and to help you be better off when you retire. It is an important part of your employment benefits.

Super is generally compulsory. In most cases your employer is required by law to regularly contribute a minimum amount for you to a super fund, which you can choose. This is called a Superannuation Guarantee (SG) contribution.

For Accumulation members, your Plan is your Employer's default fund.

- You can elect to join your Plan by completing a fund choice form and providing it to your Employer, or you can nominate another fund to your Employer.
- If you do not choose a fund and the ATO advises your Employer that you have a suitable existing fund, your Employer is required to pay contributions to that existing fund.
- If you do not have a suitable existing fund and you don't make a choice, your Employer will generally pay contributions to its selected default fund. *Your Plan Fees and Benefits** booklet will confirm whether your Plan is your Employer's default fund.

Although you can join your Plan by choice, in the CSD we use the terms 'Exercise Choice' and 'Exercising Choice' to cover the situation where, after joining your Plan, you advise your Employer to make contributions to another super fund.

* Any reference in this PDS to the *Your Plan Fees and Benefits* booklet means that booklet for the Accumulation (default) and Retained Benefits section.

Contributions

There are different types of super contributions, including employer contributions, voluntary contributions and government co-contributions.

If you're an Accumulation (default) member, your Employer pays an amount equal to the SG, or a greater amount as agreed between you and your Employer, to your Plan for you.

If you're a Retained Benefits member, any person who employs you can contribute to your Plan. You can also contribute extra money into Super - call the Helpline for details.

There are limits on contributions you can make to super funds and rules about super funds paying your benefit. Go to www.moneysmart.gov.au for more information.



You should read the important information about contributions and payment of benefits before making any decision about your super. Go to the 'How Super Works' and 'Paying your Benefit' sections of the *Other Things You Should Know* booklet at mercersuper.com.au/pds for this information. The material relating to how super works may change between the time you read this PDS and the day you acquire this product.

3. Benefits of investing with Mercer Tailored Super

As a Mercer Tailored Super member, you benefit from the following:

- membership of one of the largest superannuation master trusts in Australia
- a diverse range of investment options
- the choice to manage your investments, or simply to 'set and forget'
- limited financial advice over the phone and answers to many of your super questions via the Helpline
- 24/7 access to your super account (including beneficiaries, investments and any insurance, plus account monitoring) via the Mercer Super app or online account
- financial planning tools including our Retirement Income Simulator
- member communications and investment updates.



You should read the important information about the significant features and benefits of your Plan before making any decision about your super. Go to the *Your Plan Fees and Benefits* booklet at merciersuper.com.au/pds for this information. The material relating to how your Plan works may change between the time you read this PDS and the day you acquire this product.

Receiving your benefits

Your benefit amount is equal to your super account balance (unless specified otherwise in *Your Plan Fees and Benefits* booklet*). If you have insurance cover, you may also receive an insured benefit amount if you are assessed as being totally and permanently disabled (TPD), Terminally Ill or you die and the insurer pays your insured benefit amount to your Plan.

Accumulation (default) members

If you are an insured Accumulation (default) member and become totally but temporarily disabled (if you have chosen this insurance option) you may receive a monthly benefit.

If your super account balance is worth at least \$500 and you Exercise Choice or leave your Employer, your super will generally be automatically transferred to the Retained Benefits section.

Retained Benefits section

The Retained Benefits section allows you to continue your investment option and Death only or Death and TPD insurance cover as at the date of the transfer, but has a different fee structure for insurance cover.

The terms and conditions, including fees and insurance arrangements, in the Retained Benefits section may be different to Accumulation members. You should read the PDS and incorporated booklets for the Retained Benefits section of your Plan at merciersuper.com.au/pds for more information to decide if the Retained Benefits section is right for you.

See the *Your Plan Fees and Benefits* booklet for details if any different arrangements apply to your Plan, such as moving into a Retained category.



You should read the important information about receiving your benefits and the Retained Benefits section before making any decision about your super and insurance. Go to the 'Receiving your benefits' section of the *Your Plan Fees and Benefits* booklet at merciersuper.com.au/pds for this information.

4. Risks of super

All investments, including super, carry some risk.

Investment risk

Investment risk generally describes the risk of an investor getting back less than they put in. Taxes, expenses and low or negative investment returns can also have an impact on investment risk in super. Investment options each have different levels and types of risks, depending on the assets they invest in.

Generally, assets with the highest long-term return may also carry the highest level of short-term risk. Returns for each investment option will vary and future returns may be different to past returns.

Your investment could rise or fall in value or produce a return that is less than expected. Rises and falls in value can happen quickly and for many reasons. Investment returns are not guaranteed and an investor may lose some or all of their money.

Some investment options may also be exposed to other risks if they invest in certain types of assets. For example, currency risk, inflation risk, derivative risk, or other specific risks.

Some of the types of investment risks are explained further in the *Investments* Booklet relevant to your plan

Other risks

Other important risks that may affect your super include:

- Super or tax laws may change in the future which may affect the tax effectiveness of your super or when your final benefit can be paid;
- Your final super benefit may not be enough to adequately meet your retirement needs;
- Your Employer may decide to vary its contributions to your Plan, amend your Plan or even close it.

How risk affects you

Your level of acceptance for risk may vary depending on a range of factors including your age, investment timeframe, your risk tolerance and the extent and type of your other investments.



You should read the important information about investment risks before making any decision about your super. Go to the 'Understanding Investment Risks' section of the *Investments* booklet at merciersuper.com.au/pds for this information. The material relating to understanding investment risk may change between the time you read this PDS and the day you acquire this product.

5. How we invest your money

We give you the flexibility to tailor your investment strategy by offering a range of investment options that you can choose from.

If you are an Accumulation (default) member and you don't make a choice, we will invest your super in the default investment option, Mercer SmartPath®, which is the MySuper product for your Plan.

If you are a Retained Benefits member, your super will be automatically invested in the same investment option(s) in which your super account balance was invested before you transferred to the Retained Benefits section.

The investment menu you can choose from is made up of:

- **Mercer Ready-made** investment options, which combine a mix of asset classes and management styles to target the stated investment objective. **The ready-made options include Mercer SmartPath.**
- **JANA Ready-made[^]** investment options, which target a specific investment objective using a multi-manager approach
- **Select-your-own** investment options, which allow you to blend investment options to suit your specific needs,
- **Mercer Direct**, which allows you to choose your own portfolio from a range of shares, term deposits and exchange traded funds.

Refer to the *Investments* booklet for more information about all of these investment options.

[^] Mercer's sustainable investment approach does not apply for the JANA investments.



Warning: When choosing a MySuper product or another investment option you must consider the likely return and risks of the investment option and your investment timeframe.

About Mercer SmartPath

Description

The Mercer SmartPath investment option takes a whole of life approach to investing your super. This means we manage your investment in Mercer SmartPath to help ensure your asset mix is in line with your life stage, based on your age. Find out more about Mercer SmartPath in the *Investments* booklet.

Objective

To achieve a return (after tax and investment fees) that exceeds Consumer Price Index (CPI) increases by at least the additional target return over rolling periods equal to the minimum suggested timeframe (as shown below).

Path	Born prior to 1954*	Born 1954 to 1958	Born 1959 to 1963	Born 1964 to 1968	Born 1969 to 1973	Born after 1973**
Additional Target Return over CPI (% per annum)	2.25	2.75	3.25	3.75	4.00	4.00
Minimum suggested timeframe (years)	7	7	10	10	10	10
Growth assets target (%)	60	64	73	82	88	88
Growth assets range (%)	40-80	45-85	55-95	60-100	70-100	70-100
Defensive assets target (%)	40	36	27	18	12	12
Defensive assets range (%)	20-60	15-55	5-45	0-40	0-30	0-30
Standard Risk Measure#	Medium to high	Medium to high	Medium to high	High	High	High
Asset Class ranges (%)						
Australian Shares	0-30	5-35	10-40	15-45	20-50	20-50
International Shares	5-35	10-40	15-45	25-55	25-55	25-55
Real Assets	0-40	0-40	0-40	0-35	0-35	0-35
Alternative Assets	0-10	0-10	0-10	0-10	0-10	0-10
Growth Fixed Interest	10-30	5-25	5-25	0-20	0-15	0-15
Defensive Fixed Interest and Cash	5-35	5-35	0-25	0-20	0-15	0-15

Notes to table

The details in the table above for each path are effective at 1 April 2023. Growth assets will gradually reduce for those born between 1954 and 1968 as members in each path get older. The strategic allocation for each of the asset class is set out in the *Investments* booklet.

See the *Investments* booklet for more information about the Standard Risk Measure.

* 'Born prior to 1954' includes the following paths – Born prior to 1929, Born 1929 to 1933, Born 1934 to 1938, Born 1939 to 1943, Born 1944 to 1948 and Born 1949 to 1953.

** 'Born after 1973' includes the following paths – Born 1974 to 1978, Born 1979 to 1983, Born 1984 to 1988, Born 1989 to 1993, Born 1994 to 1998, Born 1999 to 2003, Born 2004 to 2008, Born 2009 to 2013 and Born 2014 to 2018



You should read the important information about how we invest your money in the *Investments* booklet before making any decision about your super. This tells you about:

- your Plan's investment options
- how to change your investment options (called switching investment options)
- how we change investment options,

You should also read the *Sustainable Investments Information* booklet, which contains important information about:

- The extent to which Environmental, Social and Governance (ESG) factors are taken into account for the Mercer investment options. Go to mercersuper.com.au/pds for a copy of the *Investments* and the *Sustainable Investments Information* booklet. The material relating to how we invest your money may change between the time you read this PDS and the day you acquire this 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 administration fees. Ask the fund or your financial adviser.

To find out more

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

† The above text is prescribed by legislation. You should note that your Employer has already negotiated lower fees for Mercer Tailored Super members.

The table below shows the fees and other costs that you may be charged in your Plan for Mercer SmartPath (the Mercer WGSP MySuper product investment option for your Plan). We may deduct these fees and other costs from your super account balance, from the returns on your investments or from the Mercer Super Trust as a whole.

We may charge other fees, such as activity fees, advice fees for personal advice and insurance fees but these will depend on the nature of the activity, advice or insurance that you have chosen or applicable to your Plan. Entry and exit fees cannot be charged. You can use the information in the table to compare costs between different superannuation products.

Fees and costs summary

Mercer SmartPath investment option								
Type of fee or cost	Amount	How and when paid						
Ongoing annual fees and costs¹								
Administration fees and costs	<ul style="list-style-type: none"> An asset based administration fee of 0.02% per annum of your super account balance; and An estimated expense allowance range of between 0.00% to 0.05% per annum of your super account balance; and Costs associated with product and strategic services, estimated to be 0.017% per annum of Mercer Super Trust assets. 	<p>The asset based administration fee and expense allowance are generally calculated and deducted daily when unit prices are determined. These deductions will be reflected in your super account balance.</p> <p>Costs associated with product and strategic services are deducted from reserves on a monthly basis.</p>						
Investment fees and costs²	<p>Investment Fees Investment fees for the path that applies to you in the table below</p> <table border="1"> <thead> <tr> <th>Path name</th> <th>Estimated Investment fees (% per annum of your super account balance)</th> </tr> </thead> <tbody> <tr> <td>Born prior to 1959*</td> <td>0.34%</td> </tr> <tr> <td>Born 1959 or later[†]</td> <td>0.40%</td> </tr> </tbody> </table> <p>Investment Costs^{4,5} Estimated investment costs between 0.06% to 0.22% per annum of your super account balance depending on which path you are in.</p>	Path name	Estimated Investment fees (% per annum of your super account balance)	Born prior to 1959*	0.34%	Born 1959 or later [†]	0.40%	<p>Investment fees are generally calculated and deducted daily when unit prices are determined. Investment costs are generally calculated and deducted daily (from the underlying investment vehicles or the relevant path) when unit prices are determined.</p> <p>These deductions will be reflected in your super account balance.</p>
Path name	Estimated Investment fees (% per annum of your super account balance)							
Born prior to 1959*	0.34%							
Born 1959 or later [†]	0.40%							
Transaction costs^{4,5}	Estimated transaction costs between 0.05% to 0.09% per annum of your super account balance depending on which path you are in.	Transaction costs are generally calculated and deducted daily (from the underlying investment vehicles or the relevant path) when unit prices are determined. This will be reflected in your super account balance.						
Member activity related fees and costs								
Buy-sell spread	Nil.	Not applicable.						
Switching fee	Nil.	Not applicable.						
Other fees and costs³	See note ³ below.	See note ³ below.						

* 'Born prior to 1959' includes the following paths – Born prior to 1929, Born 1929 to 1933, Born 1934 to 1938, Born 1939 to 1943, Born 1944 to 1948, Born 1949 to 1953, Born 1954 and 1958.

† 'Born after 1959 or later' includes the following paths – Born 1959 to 1963, Born 1964 to 1968, Born 1969 to 1973, Born 1974 to 1978, Born 1979 to 1983, Born 1984 to 1988, Born 1989 to 1993, Born 1994 to 1998, Born 1999 to 2003, Born 2004 to 2008, Born 2009 to 2013 and Born 2014 to 2018.

¹ If your super account balance is less than \$6,000 at 30 June of any year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of your account balance. Any amount charged in excess of the cap must be refunded.

² Investment fees and costs includes an amount of between 0.02% and 0.07% per annum of your super account balance depending on which path you are in for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs' in the *Your Plan Fees and Benefits* booklet.

³ We may apply other fees and costs which include family law fees, advice fees (for personal advice which are negotiable) and insurance fees. See 'Additional explanation of fees and costs' in the *Your Plan Fees and Benefits* booklet for further details.

⁴ The investment and transaction costs are as at 1 April 2023 and are based on the actual information available and/or reasonable estimates for that period as at the date of this PDS. Fund expenses and performance based fees are based upon the latest information provided by the underlying investment managers, and are based upon the historical expenses and performance based fees for the actual assets held by the Mercer Super Trust as at the effective date of the PDS. For some investment managers, the expenses and performance based fees are based upon the twelve months to 30 June 2022, and for others, earlier dates. Where earlier dates have been used, they represent the latest information provided by investment managers, and we expect them to be similar for the 30 June 2022 financial year. Investment and transaction costs may vary from year to year. For more details see 'Investment costs' and 'Transaction costs' in the 'Additional explanation of fees and costs' section of the *Your Plan Fees and Benefits* booklet.

⁵ The investment and transaction costs for Mercer SmartPath Born 2009 to 2013 and Born 2014 to 2018 are based on a reasonable estimates only of the investment and transaction costs generally expected to apply to these investment options for the year ending June 2023.



Warning: If you consult a financial adviser, you may have to pay an adviser service fee (which is negotiable). The Statement of Advice given to you by the adviser will include any details about this fee.

Example of annual fees and costs for the Mercer SmartPath investment option

This table gives an example of how the ongoing annual fees and costs for Mercer SmartPath (the Mercer WGSP MySuper product investment option for your Plan) can affect your superannuation investment over a one year period. You should use this table to compare this product with other superannuation products.

Example – Mercer SmartPath (Born 1964 to 1968 path)		Balance of \$50,000
Administration fees and costs	0.087%	For every \$50,000 you have in the Mercer SmartPath investment option you will be charged or have deducted from your investment \$43.50 in administration fees and costs.
PLUS Investment fees and costs	0.57%	And , you will be charged or have deducted from your investment \$285.00 in investment fees and costs.
PLUS Transaction costs	0.08%	And , you will be charged or have deducted from your investment \$40.00 in transaction costs.
EQUALS Cost of product		If your balance was \$50,000 at the beginning of the year, you will be charged fees and costs of \$368.50* for the Mercer SmartPath investment option.

* Note: Additional fees may apply.

The above example is based on the Born 1964 to 1968 path. The investment fees and costs and transaction costs for this investment option vary depending on your path.

Fee changes

Some fees (refer to the *Indexation on fees* section in the *Your Plan Fees and Benefits* booklet) are indexed annually and the next indexation is due on 1 January 2024. The trustee also has the right to change fees at any time, without your consent. We will give you at least 30 days' written notice of any such increase in fees.

If you are an Accumulation (default) member we will generally transfer your super to the Retained Benefits section (where different fees will apply for insurance) if you cease employment with your Employer and your super account balance is at least \$500.



Your Plan fees and costs

You should read the important information about fees and costs in the *Your Plan Fees and Benefits* booklet before making any decision about your super. Go to mercersuper.com.au/pds for this information.

This information includes:

- the maximum 'Cost of Product for 1 year' summary calculation for each investment option,
- the maximum fees and costs of each investment option in your Plan, and
- definitions of the fees referred to in the fees and costs table

The material relating to fees and costs in your Plan may change between the time you read this PDS and the day you acquire this product.



Retained Benefits section fees and costs

You should read the important information about fees and costs in the Retained Benefits section before making any decision about your super. This is included in the 'Fees and Costs' part of the *Your Plan Fees and Benefits* booklet. Go to mercersuper.com.au/pds for this information. The material relating to fees and costs in the Retained Benefits section may change between the time you read this PDS and the day you acquire this product.

7. How super is taxed

Superannuation is generally taxed at three stages:

Contributions

Concessional contributions: Employer contributions (including SG contributions), salary sacrifice contributions and contributions where you notify us you intend to claim a tax deduction are generally taxed at 15%*. Allowance for this tax is deducted from your super account and is calculated as 15% of your net concessional contributions after relevant insurance premiums are deducted. We pay the tax on contributions to the Australian Taxation Office (ATO).

* Members on incomes (as defined in legislation for this purpose) of \$250,000 or more are also subject to an additional tax of 15% on some or all of their concessional contributions. The ATO assesses this tax separately and will issue you with an assessment notice if applicable.

Non-concessional contributions: After-tax contributions, where you do not claim a tax deduction, are generally tax-free.



Warning: Contribution caps apply to the amount of concessional and non-concessional contributions that are concessionally taxed or tax-free in any financial year. Additional tax may be payable if your contributions exceed the caps in a financial year.

Investment income

Investment earnings are generally taxed at up to 15%. Where unit prices apply to an investment option, an allowance for this tax is deducted from investment earnings before the unit price is determined. We pay the tax on investment income to the ATO.

Super benefits

Super benefits from your Plan may be taxed if your age is less than 60. Generally, no tax applies to super benefits once you turn 60 (tax may be payable on some Death benefits and some disablement income benefits, where applicable). Withholding tax is deducted from your super benefit before it is paid to you. Different rules may apply if you are not an Australian or New Zealand citizen or an Australian permanent resident. We pay any tax we deduct from your super benefit to the ATO.



Warning: It is important that you provide the trustee with your Tax File Number (TFN) when you join your Plan.

If the trustee does not have your TFN:

- The trustee will only be able to accept employer contributions (including salary sacrifice contributions) made for you. No other contributions can be accepted, including non-concessional and Government co-contributions;
- You will pay higher tax on employer contributions (including salary sacrifice) made for you; and
- You may pay more tax than you need to on your super benefit.



You should read the important information about tax and super before making any decision about your super. Go to the 'How Super is Taxed' section of the *Other Things You Should Know* booklet at mercersuper.com.au/pds for this information. The material relating to tax and super may change between the time you read this PDS and the day you acquire this product.

8. Insurance in your super

If eligible, you may be provided with:

- Death only cover (including Terminal Illness cover)
- Death (which includes Terminal Illness cover) and Total and Permanent Disablement (TPD) cover
- Income Protection in the form of Total but Temporary Disablement (TTD) cover.

To be eligible for automatic (default) insurance cover when you join your Plan you must meet your Plan's eligibility criteria.

Where your Employer does not pay the full cost of your automatic (default) insurance cover, you will be eligible for automatic (default) cover when you meet the Putting Members' Interests First (PMIF) legislative requirements. You will meet PMIF requirements if:

- you are aged 25 or over, and
- your account balance has reached \$6,000 at any time since joining your Plan.

You can generally opt in to receive default cover if you are yet to meet the PMIF requirements. Call the Helpline for more information about opting in to receive cover.

If your Employer pays the full cost of your automatic (default) cover in your Plan, you do not have to meet the PMIF requirements.

You must also meet any other eligibility conditions that apply to your Plan.

The *Your Plan Fees and Benefits* booklet contains more Plan specific information about:

- the level, type and amount of default insurance cover
- your eligibility for cover
- whether your Employer pays for any or all of your automatic (default) cover
- if insurance cover is not automatic, how to apply for cover.

You can generally apply for, opt out of, change or cancel your insurance cover at any time by completing and returning the relevant form available from the Helpline. You can choose to cancel or opt out of your basic TPD cover only, but you cannot cancel or opt out of your basic Death cover only and keep your basic TPD cover.

The insurer may require you to undergo underwriting. You'll need to provide satisfactory evidence of good health, salary details and other evidence before they provide or increase your insurance cover. This is part of underwriting and described in the *Insurance* booklet and the *Your Plan Fees and Benefits* booklet.

Death and TPD cover

Accumulation (default) members

If eligible, you have a choice of 8 levels of basic insurance cover based on a percentage of Salary for each year and complete month (each complete month counts as 1/12th of a year) from your date of Death or TPD to age 65: The percentage each level relates to is set out in the *Application Form* and ranges from 5% (Level 1) to 40% (Level 8).

Salary is defined in the 'Insurance in Your Super' section of the *Your Plan Fees and Benefits* booklet.

When you join your Plan you can choose your level of Death and TPD cover by completing the 'Insurance' section of the *Application Form*. If you don't make a valid choice, you will automatically receive Level 4 (20%) insurance cover for Death and TPD (the default cover).

Your Death cover is subject to the minimum requirements as set out in the *Your Plan Fees and Benefits* booklet.

The cost of your Death and TPD insurance cover depends on your age next birthday, and the amount of cover you have. The cost of Death and TPD cover ranges between \$0.30 and \$20.72 per annum for each \$1,000 worth of insurance cover you have. The cost of insurance cover is deducted from your super account each month based on your annual cost.

Retained Benefits members

The dollar amount of any Death and TPD insurance cover that you had at the time you were transferred to the Retained Benefits section will generally automatically continue when you transfer.

The cost of your Death and TPD insurance cover depends on your age next birthday and the amount of your cover. The cost of Death and TPD cover ranges between \$0.46 and \$66.26 per annum for each \$1,000 worth of insurance cover you have. The cost of your insurance cover is deducted from your super account each month based on your annual cost.

Voluntary Insurance cover

Accumulation (default) members who are Permanent Employees and Contractors can also apply for Voluntary Insurance cover.

You can apply for Voluntary Insurance cover at any time by completing the relevant form, which is available from the Helpline.

TTD cover

Accumulation (default) members who are Permanent Employees and Contractors working 15 hours or more per week can choose to apply for TTD cover. You can apply by completing the 'Insurance' section of the *Application Form* or by completing the relevant form, available by calling the Helpline.

If eligible, your monthly TTD benefit is generally 75% of your annual Salary divided by 12, unless we advise you otherwise, up to a maximum monthly benefit of \$40,000.

You can cancel or opt out of your TTD insurance cover at any time by completing the relevant form, available by calling the Helpline.

The cost of your TTD cover depends on your age next birthday and amount of your cover. The cost of cover ranges between \$0.74 and \$13.23 per annum for each \$1,000 worth of insurance cover. The cost of your TTD cover is deducted from your super account each month based on your annual cost.

Automatic cancellation of cover

Inactive accounts: Any insurance cover you have will be cancelled if we have not received any contributions and/or rollovers to your super account for a continuous period of 16 months and you have not elected to have or maintain your insurance cover. This does not apply where your Employer pays the full cost of your insurance cover under your Plan.

If your cover is cancelled, the cost of all insurance cover will stop being deducted from your super account balance.

Refer to the 'Automatic Cancellation of Cover' in the 'Insurance in your super' section of the *Your Plan Fees and Benefits* booklet for more information and how to elect to maintain your cover.



Warning: Premiums

Insurance premiums for the default Death only or Death and TPD cover for Accumulation (default) members and insurance premiums for Death and TPD cover for Retained Benefits members will be deducted from your super account balance until your application to cancel or opt out of that cover is processed by the trustee.

Eligibility, terms, conditions and exclusions

The *Your Plan Fees and Benefits* booklet and the *Insurance* booklet contain important information about:

- your eligibility for insurance cover in your Plan; and
- terms, conditions and exclusions applicable to the insurance cover in your Plan,

which may affect your entitlement to insurance cover. That information should be read before deciding whether the insurance cover available in your Plan is appropriate for you.

Optional insurance cover

The *Your Plan Fees and Benefits* booklet and the *Insurance* booklet contain important information about optional insurance (cover other than the default level of cover) including:

- the level and type of optional insurance cover available
- the cost of optional insurance cover, and
- other significant matters in relation to this optional insurance cover.

You should read this information before deciding whether optional insurance cover is appropriate for you.



You should read the important information about insurance in the *Insurance* booklet and the 'Insurance in Your Super' and 'Receiving your benefits' sections of the *Your Plan Fees and Benefits* booklet before making any decision about insurance. Go to mercersuper.com.au/pds for this information. The material relating to your insurance may change between the time you read this PDS and the day you acquire this product.

9. How to open an account

You can elect to join your Plan by completing a fund choice form and providing it to your Employer or your Employer will default you into the Plan (if applicable) when you commence employment, unless the ATO advises your Employer you have a suitable existing fund to contribute to, or you choose another fund.

Casual employees are not eligible to join the Plan as an Accumulation (default) member but may choose to join the Plan as an Accumulation (choice) member.

If you are an Accumulation (default) member the default options will apply if you don't fill out the *Application Form to join Mercer Tailored Super - Default section (Application Form)* or select an investment option*. The default investment option is the Mercer SmartPath investment option and the default insurance option is Level 4 Death and TPD cover with no TTD cover.

If you are an Accumulation (default) member and do not want the default options, then return the completed and signed *Application Form* to:

Mercer Tailored Super
GPO 4303
Melbourne, VIC, 3001

Retained Benefits members do not need to complete an *Application Form*.

* You can select investments online^ (using your personal login details) or by calling the Helpline.

^ You can only select the Mercer Direct investment option online after you have joined your Plan and if you have the required minimum amount in your super account balance. See the *Investments* booklet for more details.

If you are a Retained Benefits member, you can alter any of your contact details, switch investment options or apply for, or change your insurance cover at any time by calling the Helpline.

You should read all the information in this PDS and the booklets referred to in this PDS. Go to mercersuper.com.au/pds for a copy of these booklets.

Contact us - Enquiries and complaints Helpline

If you have a question about your super, an enquiry or a complaint, call the Helpline on **1800 682 525** or if calling from outside Australia on **+61 3 8306 0900** from 8am to 7pm AEST Monday to Friday.

We can help you in a number of languages, simply ask for a translator when you call.

By mail

General correspondence and forms:

Mercer Super Trust
GPO Box 4303
Melbourne VIC 3001

Enquiries and complaints:

Enquiries and Complaints Officer
Mercer Super Trust
GPO Box 4303
Melbourne VIC 3001

Email

Complaints: MSALCustomer.Complaints@mercero.com



You should read the important information about enquiries or complaints procedures before making any decision about your super. Go to the *Other Things You Should Know* booklet at mercersuper.com.au/pds for this information. The material relating to enquiries or complaints procedures may change between the time you read this PDS and the day you acquire this product.