

**THE CANARD SUPERANNUATION FUND**

**THE TRUSTEES**

STEVEN ROY CANARD

JACQUALYN TUI CANARD

**THE COMPANY**

**KOOLATANG PTY. LTD.**

I, the undersigned, in the employ  
of DGZ Chartered Accountants Bundaberg,  
do hereby certify this to be a true photocopy  
of the original.

C.P. Stan J. P. (Dina)

11/6/2009



Prepared by:

G.P. Financial Services  
P.O. Box 479  
COWANDILLA  
S.A. 5033

THIS TRUST DEED is made the 31st day of MARCH 1985 between KOOLATANG PTY. LTD. (hereinafter called 'the Employer') of the One Part and STEVEN ROY CANARD & JACQUALYN TUI CANARD (hereinafter called 'the Trustees') of the One Part

NO DUTY PAYABLE

1985 NORTHERN TERRITORY	
Assessment	8512402
Stamp Duty Paid	\$ 5.00
Late Lodgement Penalty	\$ 20.00
Late Payment Penalty	\$ -
Initials	Date 6/8/85

WHEREAS:

Commissioner of Stamp Duties, Queensland 4-12-92

a) The Employer has agreed to establish two separate and definite continuing Plans to be known as:

THE CANARD SUPERANNUATION FUND

~~SUPERANNUATION BENEFITS FUND~~ (hereinafter called the 'Fund') and

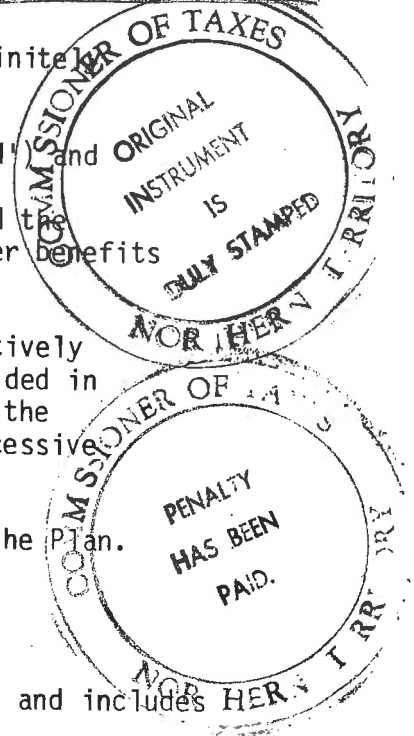
Superannuation Excessive Benefits Fund (hereinafter called the 'Excessive Benefits Fund') to provide retirement and other benefits for certain of its employees.

b) The said Fund and Excessive Benefits Fund shall be collectively referred to as the 'Plan' and except as specifically provided in this Deed and the Rules attached hereto from time to time the provisions therein shall refer to each of the Fund and Excessive Benefits Fund as a separate fund.

c) The Trustees have agreed to act as the first Trustees of the Plan.

NOW THIS DEED WITNESSES as follows:

1. i) The Trustees mean the party hereto of the other part and includes the Trustees for the time being of this Deed.
- ii) The Rules means the Rules set forth in the attachments hereto as amended from time to time as herein provided.
2. The Plan shall come into operation on the Commencement Date shown in the Rules.
3. The assets of the Plan shall be vested in the Trustees upon trust to apply the same in the manner set forth in the Rules. The Trustees shall manage and administer the Plan in all respects according to the Rules.
4. The power of appointing new Trustees shall be as provided in and subject to the Rules and the Trustees may be appointed or removed in the manner provided for the Rules.



Dated at DARWIN this day of MARCH 1985

4. The power of appointing new Trustees shall be as provided in and subject to the Rules and the Trustees may be appointed or removed in the manner provided for in the Rules.

Dated at



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SUPERANNUATION BENEFITS FUND

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## THE RULES

### ARTICLE 1 - DEFINITIONS

In the Trust Deed to which these Rules are an annexure and in these Rules unless the context indicates otherwise the following words and expressions have the following meanings:

- 1.1 Accumulated Contributions: The total of contributions made to the Plan accumulated with investment earnings determined in accordance with Schedule 8 hereto.
- 1.2 Accrued Benefit: The amount determined in accordance with Rule 5.1 of Article 5 for a Member.
- 1.3 Actuary: The Actuary for the time being of the Plan appointed by the Trustees.
- 1.4 (a) Associated Employer: Any Employer which is a subsidiary of the Principal Employer and any employer from time to time declared by the Trustees to be an Associated Employer for the purposes of these rules.
- 1.4 (b) Associated Employee: Any Employee defined as an associated person in terms of 82AAB of the Act.
- 1.5 Auditor: The Auditor for the time being of the Plan appointed by the Trustees.
- 1.6 Benefit: Any benefit payable pursuant to these Rules in respect of a Member's membership of the Plan.
- 1.7 Commencement Date: A date nominated in writing to the Trustees by the Principal Employer and set out in Schedule 1 hereto.
- 1.8 Employer: The Principal Employer and any Associated Employer which shall have been approved by the Principals and has been admitted to the Plan by the Trustees in terms of Article 10 hereof. Reference to the Employer in any Rule requiring the exercise of any discretion, any agreement, determination or approval of any matter or a decision, opinion, appointment or declaration by it shall mean the Principals of such Employer to act on their behalf. Reference to the Employer in relation to a particular Member means the Employer of the Member at the relevant time.
- 1.9 Dependants: The spouse and children (including illegitimate, adopted and posthumous children) of a Member and all persons who are at the relevant time dependant in whole or in part upon the Member for their maintenance and support.
- 1.10 Designated Beneficiary: Any Dependant specified by a Member to the Trustees in accordance with Article 5.

- 1.11 Principals: If the Employer is a company, Principals shall mean the Directors of the company. If the Employer is a partnership, Principals shall mean the partners and if the Employer is constituted in the form of a trust, Principals shall mean the trustees of the trust or, in the case where the trust has a corporate trustee, the directors of that corporate trustee.
- 1.12 Employee: A person including a director of a company who is in the employment of the Employer as determined by the Principals.
- 1.13 Final Average Salary: The average Salary of a Member during the last three years of his term of employment with the Employer. Where such term of employment is less than 36 calendar months, Final Average Salary shall be the average of his Salary in respect of the total number of calendar months in such term.
- 1.14 Financial Year: A period of twelve calendar months depending on the last day of June.
- 1.15 Member: An Employee who has met all of the requirements of this Plan and been admitted to membership of the Plan as provided in Article 2 hereof. The term Member shall include former Employees who continue to have rights or contingent rights to benefits under this Plan and Dependents of former Employees who are receiving or are contingently entitled to receive benefits under this Plan. The Category of Membership to which a Member may belong shall be as set out in Schedule 1 hereto.
- 1.16 Normal Retirement Date: The day on which a Member attains the age specified in Schedule 2 hereof.
- 1.17 Plan: The entire superannuation plan as constituted by the Trust Deed to which these Rules are an annexure.
- 1.18 Plan Membership: The sum of -
- (a) All periods of Service in respect of which a Member has contributed to the Plan or his Employer has contributed to the Plan directly or indirectly in respect of the Member, plus
  - (b) Any other periods of Service determined by the Employer and advised to the Trustees.
- 1.19 Previous Fund: The term Previous Fund shall denote any fund set out in Schedule 3 hereof.
- 1.20 Principal Employer: Such Employer as set out in Schedule 4 hereof or any other employer carrying on substantially the same business as the employer in succession to it by merger or amalgamation.



- 1.21 Salary: The annual rate of ordinary salary or wages of an Employee for services rendered or work done in the employ of the Employer in normal working hours including Director's fees.
- 1.22 Service: Service as an Employee of the Employer including any period or periods during which a Member is off work because of injury or illness and receives a regular income from either the Employer or from any insurance scheme sponsored by the Employer.
- 1.23 Permanent Disablement: A Member who in the opinion of the Trustees has become incapacitated to such an extent as to render that Member unlikely ever to resume his usual occupation of a similar nature in the Service of the Employer. Every question as to Permanent Disablement shall be decided by the Trustees after receipt of a report by a qualified medical practitioner approved by the Trustees and any other relevant information and the decision of the Trustees shall be conclusive and binding upon all parties concerned.
- 1.24 Transferred Member: A member who on the day prior to the Commencement Date was a member of a Previous Fund and who became a Transferred Member with effect from the Commencement Date as provided in Article 2.
- 1.25 Trustees: The Trustees of the Plan for the time being, appointed as provided in Article 9 of these Rules.
- 1.26 Type of Plan: Such type as designed in Schedule 1 hereto for each Category of Membership.
- 1.27 Types of Benefit: Such type as designated in Schedule 1 hereto for each Category of Membership.
- 1.28 The Act: Means the Income Tax Assessment Act 1936 as amended from time to time and any Act in substitution of same.

## ARTICLE 2 - ELIGIBILITY AND MEMBERSHIP

### Eligibility:

- 2.1 (i) An Employee who was a member of a Previous Fund prior to the Commencement Date shall be eligible to become a Transferred Member at the Commencement Date.
- (ii) Any other Employee who after the Commencement Date satisfies such conditions of membership as set out in Schedule 5 hereto shall be eligible to apply for membership of the Plan within the period of three months from the date on which he first becomes eligible.

- 2.2 Any Employee who fails to become a Member within the period during which he is eligible to join the Plan shall thereafter only become a Member with the consent of the Principals and on such terms and conditions as the Trustees may determine.

Membership:

- 2.3 On becoming eligible an Employee may apply for membership to the Trustees through the Employer in the form set out in Schedule 6 hereto or such other form as the Trustees may from time to time approve. The Employer shall advise the Trustees of the Category of Membership if any to which each member is to be admitted. The Employer may direct the Trustees from time to time to admit a Member to such Category of Membership as the Employer shall direct provided that the Member's Accrued Benefit shall not thereby be prejudicially varied without the Member's consent.
- 2.4 A person shall become a Member of the Plan in such Category of Membership as the Employer shall advise the Trustees from the date when notice in writing by the Trustees that they approve his application has been given to the Employer. A Member's Category of Membership may be amended from time to time by the Employer in writing to the Trustees provided that any such amendment shall not prejudicially vary a Member's Accrued Benefit. Such amendment shall be advised to the Member.
- 2.5 Transfer from Another Fund: The Trustees may, at the request of the Employer make such arrangements as they think proper with an Employee or any previous Employer of the Employee or the trustees of any superannuation fund of which the Employee was a member or any of them for any transfer of assets to the Plan, and may make arrangements about any other matter which in the opinion of the Trustees is incidental to or consequent upon the admission of such Employee to membership of the Plan.
- 2.6 Transfer to Another Fund: Should a Member -
- (a) Leave the Service and become eligible to join another superannuation fund, or
  - (b) Remain in the Service and become eligible to join another superannuation fund approved by the Commissioner of Taxation for the purposes of Section 23F or of Section 23FB of the Income Tax Assessment Act as amended, or
  - (c) Remain in the Service and become eligible to join another superannuation fund and the Commissioner of Taxation agrees that upon joining that fund the undermentioned transfer of assets may be made,

the Trustees may with the agreement of the Employer in lieu of part or all of any other Benefit to which the Member may be entitled under these Rules, pay either in case or by transfer of ownership of securities, to the trustees of such superannuation fund such portion of the assets of the Plan as the Trustees consider equivalent in value to the Benefit or that part of the Benefit the Member shall otherwise be entitled to receive.

- 2.7 Additional Plan Membership: The Employer may in respect of any Member arrange with the Trustees for his Plan Membership to be increased by a number of years and months agreed with the Trustees subject to payment of such special contributions by the Member or the Employer or both as are determined by the Trustees on the advice of the Actuary. The Employer may with the agreement of the Trustees arrange for any such additional Plan Membership to apply only in respect of some and not all of the Benefits under the Plan which are calculated having regard to the Members Plan Membership. Any deficit that may arise as a result of changes in the Commissioner of Taxation's Guidelines should be funded over the remaining years of Member's employment.
- 2.8 Temporary Withdrawal from Service: Where the Trustees are satisfied that a Member withdrawing from the Service is likely to return to the Service within a reasonable period, they may make such arrangements in regard to his Plan Membership and accrual of Benefits as they consider appropriate provided that his Accrued Benefit shall not thereby be reduced.
- 2.9 Cessation of Membership: A person ceases to be a Member on the happening of the first of the following:
- (a) When he dies;
  - (b) When the total amount of all amounts payable under the Rules in respect of his membership has been paid;
  - (c) When under the Rules any Benefits payable to him or any person on his account cease to be payable.

### ARTICLE 3 - CONTRIBUTIONS

#### Member Contributions

- 3.1 A Member shall from the date of joining the Plan contribute to the Plan at such rate as is set out in Schedule 7 hereto.
- 3.2 Should a Member vary, cease or suspend payment of the contributions payable by him the Trustees may vary the Benefits under these Rules for such Member.

- 3.3 Unless the Employer and Member agree otherwise, a Member's contributions shall be deducted from his remuneration from time to time by the Employer. The Employer shall pay the Member contributions so deducted to the Trustees in such manner and at such time as is agreed between the Employer and the Trustees.

Employer Contributions:

- 3.4 Each Employer shall contribute to the Plan each Financial Year and without limiting the rights and powers of the Principal Employer under Article 11, the Trustees shall for each Category where the Type of Plan is a Defined Benefit Plan determine the contributions to the Plan required of the Employer in respect of each Category of Membership from time to time in respect of its Employees who are Members in order to provide the Benefits under these Rules in conjunction with contributions paid by Members and the assets held or deemed to be held in respect of the Category of Membership of the Plan. For each Category where the Type of Plan is a Contribution Accumulation Plan, the Employer shall advise the trustees of the contributions payable in respect of each Member.
- 3.5 Should an Employer suspend payment of or reduce the contributions payable by it the Trustees may vary the Benefits under these Rules for the Employees of the Employer who are Members.

ARTICLE 4 - BENEFIT ENTITLEMENT

- 4.1 Normal Retirement: A Member who retires from Service at his Normal Retirement Date shall be entitled to receive a Normal Retirement Benefit.
- 4.2 Late Retirement: A Member who retires from Service after his Normal Retirement Date shall on the date of his retirement from Service be entitled to a Late Retirement Benefit.
- 4.3 Permanent Disablement: A Member who retires from Service on the grounds of Permanent Disablement shall be entitled to receive a Permanent Disablement Benefit.
- 4.4 Death In Service: On the death in Service of a Member a Death in Service Benefit shall become payable.
- 4.5 Death in Retirement: On the death of a Member who has retired and was receiving, or entitled to receive a Normal Retirement Benefit or Late Retirement Benefit, a Death in Retirement Benefit shall become payable.

- 4.6 Other Termination of Service: A Member who leaves the Service and who is not entitled to a Normal Retirement Benefit, a Late Retirement Benefit, or a Permanent Disablement Benefit and in respect of whom a Death in Service Benefit is not payable shall be entitled to receive a Withdrawal Benefit.

ARTICLE 5 - DETERMINATION AND PAYMENT OF BENEFITS

- 5.1 Accrued Benefits: The Accrued Benefit of a Member shall be payable in such form and shall equal the amount set out in Schedule 8 hereto.
- 5.2 Normal Retirement Benefit: A Member's Normal Retirement Benefit shall be an amount equal to his accrued benefit at his Normal Retirement Date and determine in accordance with Schedule 8 hereto.
- 5.3 Late Retirement Benefit: A Member's Late Retirement Benefit shall be an amount equal to his Normal Retirement Benefit had he retired at his Normal Retirement Date increased by such rate as the Trustees may determine. All provisions relating to the Member's Normal Retirement Benefit shall also apply to the Member's Late Retirement Benefit.
- 5.4 Withdrawal Benefit: The minimum Withdrawal Benefit of a Member shall be such amount as determined in accordance with Schedule 15 hereto. The Trustees may in their absolute discretion pay such greater amount as agreed by the Employer but not exceeding if the Type of Plan is a Defined Benefit Plan the Member's equitable share of the assets of the Plan, and if the Type of Plan is a Contribution Accumulation Plan, the Accrued Benefit in respect of the Member.
- 5.5 Death In Service Benefit: The Death in Service Benefit in respect of a Member who dies in Service shall be such amount as determined in accordance with Schedule 9 hereto.
- 5.6 Death in Retirement Benefit: The Death in Retirement Benefit in respect of a Member who dies in retirement shall be such amount as determined in accordance with Schedule 10 hereto.
- 5.7 Permanent Disablement Benefit: The Permanent Disablement Benefit shall be such as determined in accordance with Schedule 11 hereto.
- 5.8 Reduction in Death and Permanent Disablement: Where a Member is not acceptable at standard rates under any insurance policy, which the Trustees may effect for the purposes of reinsuring a portion of a Death Benefit or Permanent Disablement Benefit, the amount of any Benefit otherwise payable under Rule 5.5 or Rule 5.7 hereof may be reduced by such amount as the Trustees consider appropriate. The Member shall be advised of any such reduction.



5.9 Designated Beneficiary:

(a) A Member wishing to designate a Dependant as beneficiary shall do so in writing to the Trustees in the form set out in Schedule 12 hereto or in such other form as the Trustees may approve from time to time.

(b) A Member may from time to time change his Designated Beneficiary by completing and lodging with the Trustees a new Designated Beneficiary form.

5.10 Payment of Death Benefit:

(a) Any Death in Service Benefit shall unless there is a specified format for payment set out in Schedule 9 hereto be paid as the Trustees in their absolute discretion decide either -

(i) by way of annuities or lump sum payment to such one or more of the Designated Beneficiary (if any) or other Dependents of the Member, in such proportions as the Trustees in their absolute discretion decide, or

(ii) in a lump sum to the legal personal representatives of a Member in the event of their being no Dependents to whom benefits are payable.

(b) Any annuity payable in terms of sub-rule (a) above shall be paid in monthly instalments in advance for a term certain of ten years or during the life of the Dependant as the Trustees decide.

(c) The amount of any annuity shall be determined by the Actuary.

(d) A person entitled to payment of an annuity under sub-rule (a) above may within three months of becoming so entitled and with the agreement of the Commissioner of Taxation commute the whole of his annuity to a lump sum of an amount determined by the Actuary.

(e) If the Trustees are unable to establish within six months of the death of the Member that there are any Dependents the Death in Service Benefit shall be paid to the Member's legal personal representative, but if a grant of Probate or Letters of Administration in respect of the estate of the Member is not made within three years of the Member's date of death, the Death in Service Benefit shall be forfeited.

- 5.11 Alternative Forms of Benefit: A person entitled to a Benefit from the Plan may except insofar as explicitly prohibited herein agree with the Trustees to receive and shall receive if the Trustees consider in their opinion that it is in the interest of such person, in lieu of the normal form of payment part of or all of such Benefit in some form subject to such terms and conditions as the Trustees shall impose of equivalent value as certified by the Actuary, and as agreed by the Commissioner of Taxation.
- 5.12 Member's Debt:
- (a) Notwithstanding anything herein contained the Member's Benefit shall be reduced by -
- (i) All amounts owing by him to the Employer at the time when the Benefit becomes payable or applicable in accordance with these Rules;
- (ii) Any loss incurred by the Employer in consequence of his fraud, dishonesty, misconduct or negligence; or
- (iii) The costs of all proceedings, civil or criminal incurred by the Employer in recovering any amount owing by the Member to the Employer or in respect of his fraud, dishonesty, misconduct or negligence.
- (b) A statement in writing signed by a Principal specifying the amount of sums owing, losses incurred or costs incurred and requesting that the Member's benefit be reduced by such amount shall be sufficient authority to the Trustees to thereby reduce the amount of the Member's Benefit.
- 5.13 Entitlement: No Benefit shall be payable until the Trustees have ascertained that it may be paid in accordance with the provisions of these Rules.
- 5.14 Prevention of Excessive Benefits and Assets: Notwithstanding anything expressed or implied to the contrary in these Rules, no part of any Benefit from the Plan shall be payable to any person if payment thereof would result in the aggregate of that person's benefits from the Plan and from any other relevant plan being regarded by the Trustees as excessive in the Income Tax Assessment Act 1936 or any amendment thereto. In the event of the Benefit to which a Member is entitled under these Rules being reduced by the application of this Rule the Trustees may adjust the contributions payable by or in respect of such member. The Trustees may in such a situation with the agreement of the Employer and the Member transfer such amount of the assets of the Plan that are considered to be excessive in the opinion of the Actuary and the Commissioner of Taxation to another superannuation fund with similar rules to this Plan but specifically providing benefits in excess of those allowable from the Plan by virtue of this Rule 5.14.

ARTICLE 6 - ADMINISTRATION

6.1 Interpretation:

(a) Unless the context indicates otherwise, words importing the singular shall include the plural and vice versa and words importing the masculine gender shall include the feminine gender. Headings inserted in any Article are for convenience only and shall not affect the interpretation of the Rules set out in that Article.

(b) Except where otherwise expressly provided if any question or dispute arises about the interpretation of the Rules of the incidence or application of any rights, benefits, duties or liabilities arising under these Rules, the decision of the Trustees shall, be binding upon all Members and Employers.

6.2 Entitlement: All questions as to whether any person is entitled to a payment out of the Plan and if so the amount of such payment shall be determined by the Trustees whose decision shall be final.

6.3 Income Tax: If the Trustees become liable for any income tax or other tax in respect of any payment out of the Plan it may deduct an amount equal to such tax from such payment as it thinks proper. Nothing in this Rule shall prejudice any other rights which the Trustee may have to deduct income tax or other tax from any payment out of the Plan.

Forfeiture of Benefits:

6.4 Amounts payable out of the Fund shall be forfeited if the person otherwise entitled thereto -

(a) Assigns, alienates or charges or attempts to assign, alienate or charge such benefits or part thereof;

(b) Becomes bankrupt or insolvent;

(c) Owing to mental illness requires care, treatment or control for his own good or in the public interest and is in the opinion of the Trustees incapable of managing himself or his affairs; or

(d) In the opinion of the Trustees commits any fraud or is guilty of dishonesty, defalcation, wilfully damaging Employer property or serious misconduct.

- 6.5 The whole or part of the Benefits forfeited by a person under this Article 6 may at the discretion of the Trustees be applied by them in whole or in part to or for the benefit of such person and his Dependants or any of them as the case may be, provided that while such person, being a Member, remains in the Service the Trustees shall not make any payment to or for the benefit of the person or his Dependants other than for personal maintenance and support in case of hardship.
- 6.6 The Trustees shall be entitled to treat as unclaimed and to forfeit and use for the general purpose of the Plan any moneys in the Plan standing to the credit of any person whose whereabouts are unknown to them and if after making such enquiries as they deem appropriate they are unable positively to trace any person entitled to the benefit of such moneys.

Rights of Members:

- 6.7 No person whether as a Member or otherwise shall have any claim, right or interest to or in respect of the Plan or any contributions thereto or any interest therein or any claim upon or against the Trustees or the Employer except under and in accordance with the provisions of the Rules of these Articles.
- 6.8 Every person who becomes a Member shall thereby be deemed to be bound by the Rules in these Articles.
- 6.9 Every Member shall have the right to inspect a copy of these Rules at the office of the Employer during the Employer's usual business hours.
- 6.10 Members to Give Information: Every Member and every person claiming a benefit shall from time to time give the Trustees such information and produce such documents as they consider are required for the purpose of putting the Rules in these Articles into effect.
- 6.11 Notices: Any notices to be given under these Rules shall be deemed to have been validly given if they were handed to the party to be served or if posted by prepaid registered post and duly addressed to the party to be served at the last known address of such party.
- 6.12 Power of Attorney: Each Member hereby irrevocably appoints the Trustees his attorney to execute and sign and do all such deeds, instruments and things as the Trustees may consider necessary or desirable in order to carry out and give effect to that Trust Deed or these Rules or the powers vested in the Trustees.

6.13 Social Services Act, National Superannuation and National Compensation:

(a) If an Employer is at any time compelled or required by law to make contributions or payments or provisions to or in respect of -

(i) Any scheme of national or social security for the benefit of Employees; or

(ii) Any scheme or superannuation; or

(iii) Any scheme of compensation to provide a continuation of part or all of the earnings of Employees on disablement on account of accident, injury, illness or the like; or

(b) If the means test under the Social Services Act 1947 as amended for the receipt of any age pension is liberalised or totally or partly removed; or

(c) If any benefits for Members in the nature of superannuation become available to Members upon retirement whether provided directly or indirectly by the Employer or not

then in any such even without prejudice to the Principal Employer's rights and powers under Article 11 and to the extent that such modifications are not prohibited by the provisions under any relevant Act, Award or Agreement the Principals shall be entitled at any time thereafter and whether or not any obligation in respect of any such matter was in existence at the date hereof to direct the Trustees to make such modifications -

(i) In the contributions of the Employers, and

(ii) In the contributions of Members, and

(iii) In the Benefits payable to Members, and

(iv) Otherwise howsoever

as the Principals shall on the advice of the Actuary decide.

6.14 Employer's Right to Terminate Employment: Nothing in these Rules shall restrict the right of the Employer to dismiss an Employee or be used to increase damages in any action brought against the Employer in respect of such dismissal or affect the rights of a Member or his legal personal representative or other persons to claim damages or compensation at common law or under a Workers' Compensation Act or any other statute in force governing compensation to a Member injured or dying from an accident arising out of or in the course of his employment with the Employer.



Variation of Rules:

- 6.15 The Trustees with the approval of the Principals may at any time by oral or written resolution or by instrument in writing amend all or any of the provisions of these Rules provided that no reduction of the Accrued Benefit of a Member shall be made as a result of a variation of the Rules without his consent in writing provided further that no amendment to the Rules introduced primarily for the purpose of securing exemption or relief from liability from income tax, stamp duty, gift duty, death duty, or any other form of taxation imposed or to be imposed or primarily for the purpose of complying with or conforming to future State or Commonwealth legislation governing or regularing the maintenance or operation of superannuation pension or like fund shall be deemed prejudicially to vary or to affect the Accrued Benefit of a Member. Members and Dependants of Members should be notified in writing if any amendment to the Plan Trust Deed would effect their rights to receive benefits. A certified copy of the Minutes of the meeting confirming any amendment of the Plan Trust Deed should be furnished to the Deputy Commissioner of Taxation at the office the Plan's taxation returns are lodged.

Nothing in this Rule 6.15 shall be construed as applying to or restricting any reduction of benefits made in terms of Rules 3.2 or 3.5 or 5.8 or 5.12 or 5.14 or 6.3 or 6.13.

- 6.16 The Trustees shall notify the Members and Employers of the effect of any amendment to these Rules.
- 6.17 Law: The validity of this Plan or any of the provisions thereof shall be determined under and construed according to the law of the State set out in Schedule 13 hereto.

ARTICLE 7 - THE ASSETS, EXPENSES AND INVESTMENTS

- 7.1 The Assets: The following property and the property for the time being representing the same and the income thereof shall constitute the assets of the Plan namely -
- (a) Contributions;
  - (b) Any assets transferred to the Trustees pursuant to any arrangements made by the Trustees under the Rules in these Articles, and
  - (c) Any other moneys received or receivable by the Trustees for the purposes of the Plan.
- 7.2 Fund Held by Trustees: The assets of the Plan shall be held by the Trustees upon trust to be applied in accordance with the provisions of these Articles.

7.3 Expenses of the Plan: All the expenses of operation of the Plan incurred from time to time which are not paid by the Principal Employer or an Associated Employer shall be paid out of the assets held or deemed to be held in respect of the Category of Membership of the Plan for which such expenses are deemed by the Trustees to have occurred.

Investments:

7.4 All moneys received by the Trustees but not required to meet current payments may in the absolute discretion of the Trustees either be and remain on deposit in the name of the Trustees or be reinvested either directly or indirectly in any manner in which the Trustees, if they were personally entitled to such assets, could invest, and without restricting the generality of the foregoing may be invested -

(a) In any one or more of the modes of investment authorised by law for the investment of trust funds;

(b) On deposit with or on loan to any bank, company or business whether secured or unsecured at such rate of interest and upon such terms as the Trustees think fit;

(c) On the purchase or acquisition of or at interest upon the security of such real or personal property of whatsoever nature and wheresoever situate and whether or not subject to encumbrances or involving liabilities of any kind as they shall think fit;

(d) In the shares, notes, options, debentures or other securities of any company or the securities of any government, semi-governmental body or public authority;

(e) In units of any common fund property trust or unit trust established in Australia; or

(f) In any policies of life insurance or annuities; or

(g) In loans to members limited to amounts not exceeding the aggregate of the value of the Member's contributions and any income and capital accretions thereto can be made without security being given where circumstances of financial hardship exist and loans at a reasonable rate of interest cannot be obtained through normal borrowing sources.

7.5 Any investments may be held in such names including the name of a nominee (whether an individual or a corporation) as the Trustees shall from time to time determine.

- 7.6 Borrowing: The Trustees with the agreement of the Principal Employer may for any of the purposes of the Plan borrow or raise money up to such amount as they think proper providing such sums are not secured or charged over the assets of the Fund.

#### ARTICLE 8 - RECORDS, ACCOUNTS AND VALUATION

- 8.1 Records: The Trustees shall keep or cause to be kept a complete record of all persons who become Members of the Plan and of the income and expenditure of the Plan and all other matters essential for the working of the Plan.
- Annual Audit:
- 8.2 The Trustees may appoint an Auditor to the Plan who shall be a Chartered Accountant, or other suitable qualified person or a firm of such persons acceptable to the Commissioner of Taxation.
- 8.3 The Trustees shall at the end of each Financial Year cause to be prepared for each Category of Membership if the Type of Plan is not a Defined Benefit Plan for all Categories of Membership, otherwise for the Plan as a whole, an Income and Expenditure Account, Balance Sheet and statements of each Member's Accumulated Contributions if the Type of Plan is a Contribution Accumulation Plan which may be audited if the Trustees so decide. The Auditor shall have access to all papers, accounts and documents connected with the Plan and shall report in writing to the Trustees the result of such audit. A copy of the financial statement shall be sent by the Trustees to the Principal Employer. Every Member shall be entitled to inspect a copy of the Income and Expenditure Account and the Balance Sheet of the Plan relevant to his Category of Membership and be advised of his Accumulated Contributions if relevant. The Trustees shall cause the Auditor to prepare such statements as shall be required by the Commissioner of Taxation relating to the operation of the Plan.
- 8.4 Actuarial Variation: The Trustees may appoint an Actuary to the Plan who shall be a Fellow of the Institute of Actuaries, a Fellow of the Faculty of Actuaries or other suitably qualified person or a firm of such persons.

#### ARTICLE 9 - TRUSTEES

- 9.1 Appointment and Removal: The Principal Employer shall appoint the first Trustees. The first Trustees shall be as set out in Schedule 14 hereto. The Trustees may be a body corporate or a group of no less than two individual persons. The Principal Employer may at any time by notice in writing to the Trustees remove them or any one of the group of persons in the case of individual persons and appoint other Trustees of the Plan. The Principal Employer shall agree with the Trustees as to their remuneration, if any.

- 9.2 Transfer of Assets: Upon a change of Trustees, the retiring Trustees shall execute all transfers, deeds or other documents necessary to transfer investments or moneys into the name of the new Trustees.
- 9.3 Discretions: The Trustees in the exercise of the powers, authorities and discretions hereby vested in them shall have an absolute and uncontrolled discretion and may exercise or enforce all or any of such powers, authorities and discretions from time to time and at any time or may refrain from exercising all or any of such powers, authorities and discretions from time to time or at all and its decisions as to the interpretation and effect of the Trust Deed and Rules shall be final.
- 9.4 Power of Trustees: Without prejudice to the powers vested in the Trustees by the Trust Deed and the Rules or otherwise the Trustees shall have the following powers, that is to say, power
- (a) To purchase or otherwise acquire and to sell or otherwise dispose of property, rights or privileges which the Trustees are authorised to acquire or dispose of on such terms and conditions as they shall think fit;
- (b) To appoint and at their discretion remove or suspend the Actuary, Auditor, managers, secretaries, clerks, agents and other servants, appoint them for permanent, temporary or special services as they from time to time think fit, determine their powers and duties and fix their salaries or emoluments and require security in such instances and to such amount as it may think fit and any person so employed shall be deemed for the purposes of the Rules to be employed by the Trustees;

(c) To institute, conduct, defend, compound or abandon any legal proceedings by or against the Plan or its officers or otherwise concerning the affairs of the Plan and also to compound and allow time for payments or satisfaction of any debts due and of any claims or demands by or against the Plan;

(d) To refer any claims or demands by or against the Plan to arbitration and observe and perform the awards;

(e) To make and give receipts, releases and other discharges for money payable to the Plan and for the claims and demands of the Plan;

(f) To open bank accounts and to retain on current or deposit account at any bank such moneys as it considers proper and to make regulations for the operations of such bank accounts including the signing and endorsing of cheques in connection therewith;

(g) To determine who shall be entitled to sign on the Plan's behalf, receipts, acceptances, endorsements, releases, contracts and documents;

(h) To pay benefits out of the Plan to persons entitled;

(i) To decide as and when needs shall arise who are Dependants for the purposes of the Rules;

(j) In case of mental or physical ill health, or incapacity of a person entitled to benefits to pay or apply such benefits or any part thereof at their discretion to or for the benefit of such person and the Dependants or such person or any of them as the case may be without being responsible for seeing to the application of payments under this subclause or payments made in the exercise of any other powers vested in the Trustees by the Trust Deed and the Rules;

(k) To transfer assets between the accounts, if any, for each Category of Membership of the Plan on the advice of the Actuary with the agreement of the Commissioner of Taxation provided that such transfer shall not by itself prejudicially vary or effect the Accrued Benefit of a Member.



Indemnity to Trustees:

- 9.5 The Trustees and each person thereof in the case of a group of persons shall be indemnified against all liabilities incurred by them through any act or omission in the exercise of the powers, duties and discretions under the Trust Deed and the Rules or in the bona fide intended or purported exercise of their duties under the Trustee Deed and the Rules and shall have alien on the Plan for such indemnity. The Trustees shall not be liable for any act or default done or omitted to be done in the exercise of expenses incurred by the Plan through the insufficiency or deficiency or any security in or upon which any of the moneys of the Plan shall be invested or for any loss or damage arising from the bankruptcy, insolvency or tortuous acts of any person with whom any moneys or securities shall be deposited or for any other loss, damage or misfortune whatever except where due to their own wilful acts or defaults.
- 9.6 For the purposes of the Trust Deed and the Rules the Trustees shall be entitled to regard a discretion, instruction or other written authorisation signed by, or purported to be signed by a Principal for the time being of the Principal Employer or an Associated Employer as a valid discretion, instruction or other written authorisation of the Principal Employer or an Associated Employer.

Manner of Exercise by Trustees of Discretions, Powers, etc.:

- 9.7 Where the Trustees consist of more than one person the Trustees -
- (a) May meet together for the despatch of business;
  - (b) May adjourn and otherwise regulate their meetings as they think fit;
  - (c) May determine a quorum necessary for the transaction of business;
  - (d) Shall appoint a chairman for the time being, from time to time or of each meeting; and
  - (e) May act by a majority vote at any meeting.

In the case of an equality of votes, the chairman of the meeting shall have a second or casting vote. Where the Trustees cannot agree upon a chairman for the time being or from time to time or of a particular meeting, the chairman shall be the Trustee from time to time or any any time nominated by the Principal Employer or, in default of any such appointment before the expiration of half an hour from the time appointed for the holding of a meeting, the Trustee chosen by the Trustees present for the meeting. A determination by a majority vote at any meeting of the Trustees shall for all purposes be deemed a determination of the Trustees.

- 9.8 Where the Trustees consist of more than one person, a resolution in writing, signed by all the Trustees for the time being, shall be as valid and effectual as if it had been passed by a majority vote at a meeting of the Trustees duly convened and held. Any such resolution may consist of several documents in like form, each signed by one or more Trustees.
- 9.9 If the Trustees are a company then such company may exercise or concur in exercising any discretion or power conferred on the Trustees by the Trust Deed to which these Rules are an annexure or by these Rules by a resolution of its directors or governing body in accordance with the company's Memorandum and Articles of Association or other constituent document and may delegate the rights and powers conferred on it by the Trust Deed to which these Rules are an annexure or by these Rules.
- 9.10 Any minutes so entered that purports to be signed as provided in Rule 9.8 shall be evidence of the proceedings or of the exercise of the discretion, authority or power to which it relates, as the case may be. When minutes have been so entered and signed, then, until the contrary is proved -
- (a) The meeting (if any) shall be deemed to have been duly held and convened;
  - (b) All proceedings had at any such meeting shall be deemed to have been duly had;
  - (c) All determinations or decisions made at any meeting shall be deemed to be valid; and
  - (d) Where the minute does not relate to a meeting, the discretion, authority or power to which the minute relates shall be deemed to have been duly exercised.
- 9.11 Number of Trustees: Unless a company is the sole Trustee under the Trust Deed to which these Rules are an annexure and these Rules, there shall be at least two Trustees.

ARTICLE 10 - ASSOCIATED EMPLOYER

10.1 Admission of Associated Employer: The Trustees may admit to the Plan any Associated Employer which has been approved by the Principals and has agreed in writing to be bound by the Rules in these Articles. On such admission, the Trustees may make such arrangements as they shall think fit with the Associated Employer regarding the terms on which its Employees are to be admitted to membership of the Plan.

Retirement of Associated Employers:

10.2 The participation in the Plan of an Associated Employer may be terminated -

(a) By the Associated Employer by notice in writing to the Trustees;

(b) By the Trustees with the approval of the Principals by notice in writing to the Associated Employer;

(c) By the Principal Employer by notice in writing to the Associated Employer.

10.3 On termination of participation as aforesaid -

(a) The Trustees in an agreement with the Associated Employer in question shall specify a date (hereinafter called "the Retirement Date") upon which the Associated Employer (hereinafter called "the Retiring Employer") shall retire;

(b) The Retiring Employer and its Employees who are Members shall forthwith pay all arrears, if any, of contributions up to the Retirement Date;

(c) Benefits which have become payable on or before the Retirement Date shall continue to be payable out of the Plan;

(d) The Trustees shall determine what proportion of the Plan, including any arrears of contributions still to be made pursuant to sub-rule (b) of this Rule 10.3, is properly attributable to persons other than persons covered by sub-rule (c) of this Rule 10.3 who were in the employ of the Retiring Employer at the Retirement Date;

(e) The Trustees in their discretion may make such arrangements as they think proper for the provision, in lieu of the benefits which would otherwise be payable out of the Plan to persons who were in the employ of the Retiring Employer at the Retirement Date, of benefits for such persons and their Dependants.

- 10.4 Provisions of benefits in conformity with sub-rule (e) of Rule 10.3 of this Article 10 shall be made by application of the proportion of the Plan determined under sub-rule (d) of Rule 10.3 of this Article 10 in accordance with Rules 11.3, 11.4, 11.5 and 11.6 of Article 11 as if the proportion of the Plan so certified had constituted a separate fund of which the Retiring Employer was the Principal Employer and in which the persons in its employ at the Retirement Date and their Dependants were the only persons interested and as if such separate fund had been terminated by notice made under Rule 11.2 of Article 11 having effect from the Retirement Date.

#### ARTICLE 11 - WINDING UP

##### Termination of Trust:

- 11.1 The trusts hereby declared shall cease and terminate and the Plan shall be wound up as hereinafter provided upon the happening of any of the following events -
- (a) If it shall appear to the Trustees that the Plan is insolvent and they resolve to terminate the Plan;
  - (b) Subject to the provisions of Rule 12.1 hereof, if the Principal Employer decided that it will permanently cease contributing to the Plan;
  - (c) If an order is made or an effective resolution is passed for the winding up of the Principal Employer other than for the purpose of amalgamation or reconstruction;
  - (d) If there are no Members in the Plan and the Trustees resolve to terminate the Plan.

The trusts constituted by the Trust Deed to which these Rules are annexed shall, unless previously terminated in accordance with the provisions of Rule 11.1 of this Article 11, endure during the life of the survivor of all the lineal descendants of His Late Majesty King George V living at the date of the Trust Deed to which these Rules are annexed and for 21 years after the death of such survivor and for such further period (if any) as may be allowed by law for the duration of the trusts hereby established provided that this provision shall not apply where the laws of the said State or Territory of Australia applicable to the said Trust Deed provide that the rule against perpetuities shall not apply.

11.2 Upon the trusts hereof ceasing and terminating in accordance with Rule 11.1 of this Article 11 the Trustees shall give notice in writing to the Employer and the Members, if any, that the Plan shall be wound up on a specified date (hereinafter called "the Closure Date"). As from the Closure Date the following shall apply -

(a) No further contributions shall be made by the Employer or Members, other than arrears of contributions due to the Closure Date; and

(b) Arrears of contributions, if any, shall be called in immediately.

Benefits of Winding Up:

11.3 Upon the trusts ceasing and terminating in accordance with Rule 11.1 of this Article 11 the Trustees shall make such provision out of the Plan after meeting expenses and current liabilities as is necessary to provide for the payment of the following benefits in the following order of priority -

(a) Payments which on or before the Closure Date have become payable to retired Members or Dependants;

(b) Payments in respect of each Member who is still in Service and has attained his Normal Retirement Date equal to his Normal Retirement Benefit or his Late Retirement Benefit as applicable had he retired immediately prior to the Closure Date;

(c) Payments to each Member who is still in the Service and has not attained his Normal Retirement Date equal to this Withdrawal Benefit had he resigned immediately prior to the Closure Date;

(d) Payments in respect of each Member who is still in the Service of such amount of the assets of the Plan then remaining as the Trustees consider equitable after taking into account payments determined under sub-rules (b) and (c).

11.4 If after providing benefits for Members and their Dependants in terms of Rule 11.3 of this Article 11 a surplus remains, such surplus or a part thereof shall be paid by the Trustees in whole or in part to or for the benefit of -

(a) Any Members; or

(b) Any other persons who are or have been in the employment of the Company on or prior to the Closure Date; or

(c) Any Dependants of any such Members or other persons; or

(d) The legal personal representatives (in their capacities as such) of any such Members, other persons or Dependants

as the Trustees in their absolute discretion determine and, if provided for two or more persons, in such proportions as the Trustees in their absolute discretion determine.

- 11.5 The payments to be provided under Rule 11.3 and 11.4 of this Article 11 shall be in cash, life insurance policies, participation in any other superannuation fund as determined by the Trustees but shall not be payable to or for the benefit of a Member unless and until he ceased to be in the Service other than for personal maintenance and support in case of hardship.

#### ARTICLE 12 - REPLACEMENT OF PRINCIPAL EMPLOYER

##### 12.1 Replacement of Principal Employer:

(a) If the Principal Employer is for any reason unable or unwilling to continue the Plan, to take the place of the Principal Employer and such Associated Employer shall, upon executing the said deed, become Principal Employer for the purposes of the Trust Deed to which these Rules are annexed as if it has been an original part to the said Trust Deed; or

(b) To appoint by deed a company, person or firm that acquires all or a substantial part of the assets or business of the Principal Employer and is willing to continue the Plan, to take the place of the Principal Employer, and such company, person or firm shall upon executing the said deed become the Principal Employer for the purposes of the Trust Deed to which these Rules are annexed as if it had been an original part to the said Trust Deed.

SCHEDULE 1

(a) The Commencement Date shall be the date of the Trust Deed

(b) The Categories of Membership shall be

<u>Category</u>	<u>Type of Plan</u>	<u>Type of Benefit</u>
1	Accumulation	Lump Sum
2	Defined Benefit	Pension
3	Accumulation	Pension



SCHEDULE 2

The Normal Retirement Date shall be age 65 for males  
and 65 for females.

SCHEDULE 3

Previous Funds shall be Nil.

SCHEDULE 4

The Principal Employer shall be those named "the Employer" on Page 1 of this Deed.

SCHEDULE 5

All employees shall become members upon the invitation of the Sponsoring Employer.



SCHEDULE 7

The Member Contribution Rate shall be -

Category One - Nil

Category Two - Nil

Category Three - Nil

SCHEDULE 8

- (a) The Accumulated Contributions in respect of a Member shall be determined at the end of each Financial Year as follows -

$$(AC + C + M)(I + i)(1 + k)$$

where AC = Accumulated Contributions in respect of the relevant Member at the end of the next previous Financial Year;

C = Contributions by the Employer in respect of the Member during the Financial Year;

M = Contributions by the Member during the Financial Year;

$$i = \frac{2I}{A + B - I}$$

I = Total investment income during the Financial Year attributable to the accounts relevant to the Member's Category of Membership including realised profits and losses as the Trustees shall determine;

A = Net value of assets of the Plan held in the accounts relevant to the Member's Category of Membership at the end of the next previous Financial Year;

B = Net value of assets of the Plan held in the accounts relevant to the Member's Category of Membership at the end of the Financial Year;

$$k = \frac{B}{S} - 1$$

S = Sum of  $(AC + M + C)(1 + i)$  for all Members of the relevant Category of Membership at the end of the Financial Year.

The Accumulated Contributions in respect of the Employer's and Member's own contributions shall be the proportions of the Accumulated Contributions determined in accordance with this Schedule 8 that the Employer's or Member's contributions to the relevant Category of Membership in respect of the Member bears to the sum of the Employer's and Member's contributions to the relevant Category of Membership in respect of the Member.



(b) The Accrued Benefit shall be -

(i) If the Type of Plan as set out in Schedule 1 is a Defined Benefit Plan -

$$K \times n \times \frac{t}{20} \times \frac{IS}{F}$$

where K = A if the Type of Benefit as set out in Schedule 1 is a Pension Plan, otherwise if the Type of Benefit is a Lump Sum Plan, B or such lesser number as the Commissioner of Taxation shall allow from time to time for the purposes of S23F of Income Tax Assessment Act;

A = Category of Membership      A = 75%

B = Category of Membership      B = 7

t = Plan Membership at the relevant date;

n = Plan Membership at the Normal Retirement Date;

TS = Service at the Normal Retirement Date subject to a maximum of 20 years;

F = Final Average Salary.

(ii) If the Type of Plan as set out in Schedule 1 is a Contribution Accumulation Plan -

$$A + MC + EC + I - B$$

where A = The Accumulated Contributions at the end of the Financial Year immediately prior to the date of determination of the Accrued Benefit;

MC = Contributions to the Plan by the Member since the end of the next previous Financial Year;

EC = Contributions to the Plan by the Employer in respect of the relevant Member since the end of the next previous Financial Year;

I = Such proportion as the Trustees shall consider equitable of the investment income of the Plan since the end of the next previous Financial Year, including realised capital profits and losses and such unrealised capital profits and losses as the Trustees shall determine.

B = Benefits paid to or in respect of a Member.

(c) The Normal Retirement Benefits in respect of a Member shall be the Accrued Benefit at his Normal Retirement Date and shall -

(i) If the Type of Benefit is a Pension Benefit, be paid in instalments of

$$\frac{AB}{12 \times V}$$

of the Accrued Benefit at the end of each calendar month following the Member's retirement until the later to occur of the death of Member and the expiration of 60 months from the date of retirement where

AB = Accrued Benefit

V = Value of a pension of \$1 p.a. payable under the same circumstances set out in this paragraph (c) of this Schedule 8 and Schedule 10 and certified by an Actuary if the Type of Plan is a Contribution Accumulation Plan, otherwise 1.

A pension payable pursuant to this Schedule shall, in the event of the death of the Member who is the recipient of the pension, prior to the expiration of the period of 60 months from the date of the Member's retirement be paid to that Member's spouse until the expiry of the period of 60 months from the date of the Member's retirement. In the event of the death of the Member's spouse prior to the expiration of the period of 60 months from the date of the Member's retirement or in the event of the Member not having a spouse the pension shall be paid to such of the Member's Dependants as the Trustees in their absolute discretion determine until the expiration of the period of 60 months from the date of the Member's retirement. If the Trustees are unable to establish within 6 months of the death of the Member or the Member's spouse (whichever occurs last) that there are any Dependants the pension payable under this Schedule shall be paid to the Member's or the spouse's (whichever is appropriate) legal personal representative provided if grant of probate or letters of administration is not made within 3 years of that person's date of death, the benefit payable under this Schedule shall be forfeited.

Notwithstanding the provisions of this Schedule if the Type of Plan is a Contribution Accumulation Plan, no benefit shall be payable if at the date an instalment is payable the Member's Accrued Benefit at that date is less than the instalment payable.

The Trustees may, after consultation with the Actuary, increase monthly payments on a uniform basis for all Members in respect of such payments to provide for cost of living increases.

With the agreement of the Trustees a Member may commute all or part of his Normal Retirement Benefit on a basis determined by the Trustees after consulting the Actuary provided that the amount payable if all of the Member's Normal Retirement Benefit was commuted does not exceed the maximum benefit allowable by the Australian Taxation Office as a single payment on retirement.

Notwithstanding any other provision in these Rules if the amount payable upon commutation of all of a Member's Normal Retirement Benefit shall exceed the maximum benefit allowable by the Australian Taxation Office as a single payment on retirement then the maximum amount of a Member's Normal Retirement Benefit that may be commuted shall be 25%.

(ii) If the Type of Benefit is a Lump Sum Benefit, be paid to the Member upon his ceasing to be an Employee.

SCHEDULE 9

The Death in Service Benefit shall be the Member's  
Accrued Benefit at the date of death.

SCHEDULE 10

The Death in Retirement Benefit shall be -

- (a) If the Type of Benefit is a Pension Benefit, a pension payable to the deceased Member's spouse and equal to two thirds of the monthly income being paid in respect of such Member at the commencement of the spouse's pension. The Spouse's pension shall be payable from the later to occur of the Member's death and the payment of 60 monthly payments in respect of such Member and shall cease on the death of the spouse provided however that if the type of Plan is a Contribution Accumulation Plan the spouse's pension shall only be paid provided the Accrued Benefit in respect of the relevant deceased Member at the date of payment of the spouse's pension is greater than the amount of pension then payable.
- (b) If the Type of Benefit is a Lump Sum Benefit, nil.

SCHEDULE 11

The Permanent Disablement Benefit shall be the Member's Accrued Benefit at the date of retirement.

SCHEDULE 12

DESIGNATED BENEFICIARY FORM

To: The Trustees  
of THE  
SUPERANNUATION BENEFITS FUND

I  
of

hereby elect that the benefit payable on my death shall be paid to or applied for the maintenance of and support or otherwise for the benefit of such one or more of my dependants nominated below, and to the extent that it is not so paid for or applied within twelve months of my death shall be paid to my personal representatives.

<u>Name of Beneficiary</u>	<u>Relationship To Member</u>	<u>Proportion Of Benefit</u>
----------------------------	-----------------------------------	----------------------------------

Pursuant to the terms and conditions of my last Will and Testament.

DATED at                      this                      day of                      19

.....  
Witness

.....  
Signature



SCHEDULE 13

The validity of the Trust Deed and Rules shall be determined in accordance with the law of the State or Territory in which the Employer described on Page 1 of this Deed is domiciled.

SCHEDULE 14

The first Trustees shall be those named on Page 1 of this Deed.

SCHEDULE 15

The minimum entitlement of benefit of a member shall be an amount equal to his accumulated member contributions increased by 5% for each year of plan membership other than where contributions form part of productivity, certified agreements or consent awards of the Conciliation and Arbitration Commission (or relevant State Tribunal). Such benefit will vest fully to the member subject only to the preservation requirements.

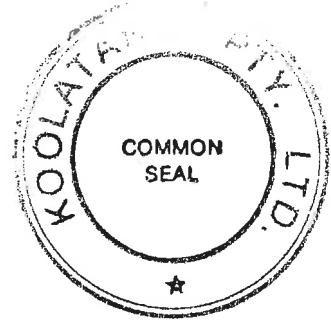
After 1 year's service	5%	After 11 years' service	55%
2	10%	12	60%
3	15%	13	65%
4	20%	14	70%
5	25%	15	75%
6	30%	16	80%
7	35%	17	85%
8	40%	18	90%
9	45%	19	95%
10	50%	20	100%

Withdrawal/Preservation


- 1 (a) A member may withdraw his accumulated member contributions or select 1 (b).
- 1 (b) The employer sponsored benefit, whether relating to productivity, certified agreements, consent awards of the Conciliation and Arbitration Commission (or relevant State Tribunal) or other, will remain in the plan and accrue interest at a rate determined by the Trustees from time to time until the first to occur of the member's death, permanent disablement or retirement from the work force after attainment of age 55. The member would have the right, however, to request the Trustees to transfer such an amount standing to his credit to a Section 23FB, Approved Deposit Fund or a 23F Fund. The Trustees may also purchase a deferred annuity on behalf of the member providing it cannot be commuted prior to age 55.
- 1 (c) Benefits arising from a transfer of a Section 23FB Fund will be preserved as in 1 (b) providing that the receiving funds are subject to the preservation requirements under the Act.

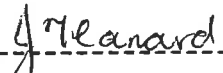
IN WITNESS WHEREOF the Trustees have hereunto set their hands and seals and the Company has affixed its Common Seal on the day and year first hereinbefore written.

THE COMMON SEAL OF KOOLATANG PTY. LTD. COMPANY SEAL HERE




was hereunto affixed by order of the Board of Directors in the presence of: JACQUALYN TUI CANARD

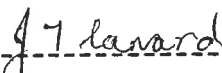
X  Secretary

X  Director

SIGNED SEALED AND DELIVERED by the said STEVEN ROY CANARD

in the presence of: JACQUALYN TUI CANARD

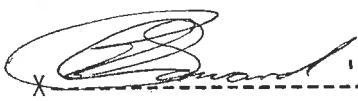
X  Trustee

X  Witness

SIGNED SEALED AND DELIVERED by the said JACQUALYN TUI CANARD

in the presence of: STEVEN ROY CANARD

X  Trustee

X  Witness