

20 November 2018

## BALLOT FOR RIAA BOARD MEMBERSHIP 2018

Dear RIAA Member,

As part of the AGM process, positions on the board of directors have become available.

This year, we have 6 available positions for ordinary members of the RIAA Board made up of four directors re-nominating and two vacancies.

As we have received 9 official nominations, under our constitution we are required to go to ballot. As such, we ask you as a member of RIAA to fill out the ballot below to register your vote. Each RIAA member organisation is able to submit one ballot form (found on the last page of this document).

**Please have your ballot returned to RIAA no later than 17:00 AEDT Tuesday 4th December 2018. Ballots received after this date and time will not be counted.**

The final positions on the Board will be announced at the RIAA Annual General Meeting, Thursday 6<sup>th</sup> December, 17:30 AEDT in Sydney (201 Sussex Street).

**Instructions on how to vote and the list of candidates are located on the ballot form at the end of this document.**

### **Skills and representation on the RIAA Board:**

The RIAA Board maintains a skills and representation matrix and aims to retain a good balance of skills, member categories and diversity on the board. The skills and representation matrix is used to determine the key skills and representation gaps to complement the existing skill set of the board, to support the delivery of the current strategy of RIAA, and to ensure we have strong and diverse representation on our board from across all RIAA membership groups. For RIAA, this includes also targeting 50% female representation on the board (with a minimum of 30%) - currently 38%, or 5 out of 13 directors.

RIAA has been growing strongly in recent years and so as the organisation matures and grows, we continue to seek high quality, senior candidates, with experience that is consistent with the significant responsibilities that come with this key oversight role.

As a result, the Board has particularly encouraged candidates with have the following:

#### **Skills and experience**

- small business and/or association experience
- accounting experience
- experience with technology / web based platforms

**Investor/members types**

- NZ based representatives to reflect our growing NZ membership base
- Financial advisers
- Investment management roles, particularly impact investment

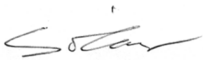
Ballots must be returned by 17:00 AEDT Tuesday 4<sup>th</sup> December 2018 to one of the following:

**Post to:**

RIAA  
Suite 506, 235 Queen Street  
Melbourne Vic 3000

**Email to:** [alexh@responsibleinvestment.org](mailto:alexh@responsibleinvestment.org)

Sincerely,



Simon O'Connor  
Chief Executive Officer

## **BOARD MEMBER NOMINEES:**

### **Board members seeking re-election** (in alphabetical order):

- Karen McLeod (Financial Adviser representative)
- Justin Medcalf (Chair of Certification Assessment Panel Chair)
- Matt Mimms (New Zealand Member Representative) – *(as the sole nominee for the NZ seat on the board, Matt is automatically appointed to this seat – no voting required)*
- Susheela Peres da Costa (RIAA Deputy Chair)

### **New nominees seeking election** (in alphabetical order):

- Francie Doolan, Impact Investment Group
- Adam Kirk, Australian Unity
- Mark Lyster, Action Sustainability
- Arti Prasad, New Zealand Super Fund (NZ)
- Alastair Rhodes, BayTrust (NZ)

## **Current Board nominee bios:**

### **Karen McLeod**

Member category: Financial Adviser

Organisation: Ethical Investment Advisers

Karen McLeod has been giving specialist advice on ethical investment for over 10 years. She runs her practice in Brisbane as an Authorised Representative of Ethical Investment Advisers. She enjoys helping RIAA and the industry to grow.

She is accredited by the Responsible Investment Association Australasia (RIAA) as a Certified Financial Adviser. Karen has served 6 years as a Board Member of RIAA and to the RIAA Certification Committee.

Additionally, Karen is a member of the Ethical Advisers' Co-operative and served as the Chairperson in 2014. She is an active member of the Relationships Working Group for the Ethical Advisers' Co-operative.

Karen would like to continue to contribute to RIAA by serving as the voice for advisers.



### **Justin Medcalf**

Member category: Asset Manager

Organisation: Sandhurst Trustees

Justin loves solving problems, especially the big, hairy, audacious ones. Using a blend of human centred design and lean startup he is able to gain empathy, build collaboration and experiment in creating lasting solutions.



Justin dived into ethical and responsible investing in 2007, doing his best to make quite the splash. Within the proceeding 4 years he founded a specialist ethical investment advisory firm, Australia's first responsible investment platform - The Emerald Wrap, and co-founded the Ethical Advisers Co-op. More recently he has spearheaded a range of innovative solutions within Bendigo and Adelaide Bank, and served as the Head of Innovation for the Wealth division.

Joining the RIAA board in 2012, Justin has helped reshape the Certification Program and has chaired the Certification Assessment Panel since 2014.

With a passion to solve our social and environmental issues through the power we have in our investment and consumption decisions, Justin hopes to continue actively contributing to the success of RIAA and the industry.

### **Matt Mimms**

Member category: RI Consultant

Organisation: The Investment Store

*Sole nominee for the NZ Member Representative board seat vacancy (ballot not required).*



I have been working in the funds management industry in New Zealand for over 20 years, specifically involved in responsible investing for a decade. I was a key contributor to the 1st NZ Responsible Investment Briefing in 2010, and have been involved in every conference since. As the NZ board member for the past 3 ½ years, I have proactively championed RI to a wide industry audience. During this time, interest in RI in NZ has grown significantly including growth in Funds invested responsibly (up from \$63bn in 2015 to \$183bn in 2018), in NZ based RIAA members (currently circa 38) as well as a widespread adoption of responsible investing across professionally managed and advised portfolios.

I believe that I have suitable skills to contribute positively to the RIAA board and growth (including experience in investments, responsible investing and ESG, board/ senior management experience, marketing and communications; having run my own NZ based funds marketing business for the last 12 years this is complimented by experience in running a small business and dealing with a wide range of professional financial intermediaries and institutions).



**Susheela Peres da Costa**

Member category: Research Firm  
Organisation: Regnan

Deputy chair since 2014  
Chair, Board Policy Committee since 2013  
Member Board Governance Committee since 2018

I'm part of the founding team at Regnan; an institutional investor initiative aimed at aligning listed company and market practices with the interests of long term investors. I'm involved in Regnan's corporate engagement, advocacy and research, but focus on advisory clients. These range from small foundations to global "universal" banks; specialty asset managers to government pension funds, and major investor collaborations.

I'm proud of RIAA's role in the industry's development over the past few years, and really excited about its continued evolution and impact.

**New nominees bios:**



**Francie Doolan**

Member category: Asset Manager (Impact)  
Organisation: Impact Investment Group

Francie is passionate about using business and finance to shift us to a more socially equitable and environmentally sustainable world. Francie is committed to shaping organisations by being a calm, focused and curious non-executive director. Francie is a non-executive director at Impact Funds Management (IFM), a subsidiary of Impact Investment Group (IIG). IFM provides fund management services and is the holder of an Australian Financial Services Licence (AFSL). IIG is a leading Australian impact investment funds manager and co-investor.

Francie is known for being a strategic, commercial and customer focused senior finance executive. Francie is also the Chief Financial Officer at Small Giants, an impact investment family office.

Francie is a Chartered Accountant (CA) and Graduate of the Australian Institute of Company Directors (GAICD).

### **Adam Kirk**

Member category: Asset Manager

Organisation: Australian Unity



I have enjoyed over 25 years in the funds management industry, working in both distribution and advice, for respected businesses such as Colonial First State, Australian Catholic Superannuation and Retirement Fund, Australian Ethical Investment and Australian Unity. For the last 8 years my focus has been on and promoting responsible and ethical investment.

My background has allowed me to create deep networks in and develop a thorough understanding of the advice industry and its challenges. My long experience of Australia's RI space includes strong relationships with most members of the Ethical Advisers' Co-op.

I believe positive responsible investment is the future of our industry, and will continue to work on ensuring ESG-themed products are available to the wider market.

### **Mark Lyster**

Member category: RI Consultant

Organisation: Action Sustainability



I have been involved with RIAA since its inception, was co-founder and currently Chair RIAA's Human Rights Working Group. I am a member of Alphinity Investment Management's Sustainable Share Fund's Investment Compliance Committee.

I am co-founder and MD of Action Sustainability, a boutique sustainability advisory firm with offices in Sydney and London and have advised several asset managers, (e.g. CFSGAM, Telstra Super, Maple-Brown Abbott, QIC, Soul's Funds Management, Alphinity, Janus Henderson, Australian Ethical, LOGOS and others) on a range of ESG governance, integration and engagement aspects.

I specialise in business strategy, human rights, ESG governance and integration and believe my business skills and experience in establishing and managing several leading-edge sustainability advisory firms would be an asset to the RIAA Board.

### **Arti Prasad**

Member category: Asset Owner

Organisation: NZ Super Fund



Arti Prasad is a Senior Investment Strategist for the Guardians of NZ Superannuation, Crown entity that manages the New Zealand Superannuation Fund. Arti works on the development and implementation of the Guardians' Responsible Investment, climate change and corporate governance policies. Arti has been with the Guardians since 2017, following two years with the Queensland Investment Corporation (QIC) as Head of Responsible Investment. Prior to that she worked for the Guardians as a Senior ESG Analyst and as a Senior Policy Analyst at the NZ Ministry for Environment, working on policy related to business sustainability, water and climate change.

In 2014 she was named one of Chief Investment Officer magazine's 'Top 40 under 40' in the asset allocation world.

### **Alastair Rhodes**

Member category: NZ Community Trust

Organisation: BayTrust



I was appointed Chief Executive of BayTrust in 2015 and it's in this role I developed my passion and commitment to responsible investing and impact investments. BayTrust has recently committed to allocating up to 10% of its \$200m+ investment base to local Impact Investments and has also made significant progress with implementing a more responsible overall investment regime. Prior to my time at BayTrust I have held senior executive roles in the aviation and consulting industries and have a background in legal, accounting, commercial and strategy. Along with this I have also owned and run my own small business.

Long term I believe that BayTrust's (and other investors) investment portfolio can produce positive social returns alongside superior financial performance which is crucial for a perpetual investor like the Trust.

\*\*\*\*\*END OF BOARD NOMINEE BIOS\*\*\*\*\*

## **RIAA Member Director Ballot Form**

**Ballots must be submitted to the RIAA office by 17:00 AEDT Tuesday 4<sup>th</sup> December 2018. Ballots not submitted on time will not be accepted.**

Name: \_\_\_\_\_

Please state below the **RIAA member** you are voting on behalf of (organisation, adviser or supporting individual) **Note:** there is only one ballot to be submitted per member organisation (Note: must be current paid up member of RIAA):

\_\_\_\_\_

There are 8 eligible nominations for 5 board positions.

**Rank candidates in your order of preference from 1 through to 5, where 1 is your first preference:**

	<b>Francie Doolan</b> IIG
	<b>Karen McLeod</b> Ethical Investment Advisers ( <i>Current Adviser Director</i> )
	<b>Justin Medcalf</b> Sandhurst Trustees ( <i>Current Director – Chair of Certification Panel</i> )
	<b>Adam Kirk</b> Australian Unity
	<b>Mark Lyster</b> Action Sustainability
	<b>Susheela Peres da Costa</b> Regnan ( <i>Current RIAA Deputy Chair</i> )
	<b>Arti Prasad</b> NZ Super Fund
	<b>Alastair Rhodes</b> BayTrust

Candidates will be elected based on the proportional representation voting system to determine the 5 board members with the most votes.

**RIAA Members may only vote once per organisation/per membership.**

Signature of voter: \_\_\_\_\_