

AustralianSuper Select for Essity

About this booklet

The information in this booklet forms part of the *AustralianSuper Select Product Disclosure Statement* prepared on 6 November 2023.

It's specific to permanent employees and contractors (engaged on contracts of 12 months or more) of Essity's entities¹, as the contributing employers (referred to as Essity in this booklet). Information about fees and costs paid as a member of AustralianSuper Select, including how and when they're paid, have been published in the *AustralianSuper Select Product Disclosure Statement*.

If you're an existing AustralianSuper member and not in AustralianSuper Select for Essity, please refer to the relevant Product Disclosure Statement for your plan.

If you're a casual employee or contractor (engaged on a contract of less than 12 months) you're not eligible to join AustralianSuper Select. Please speak to your employer to discuss your options.



Types of insurance cover

AustralianSuper insurance is provided by TAL Life Limited (the Insurer) ABN 70 050 109 450, AFSL 237848.

AustralianSuper offers the following types of insurance cover:

Types of insurance cover	
Death	Can help ease financial stress by paying a lump sum to your beneficiaries if something happens to you.
Total & Permanent Disablement (TPD)	Can provide a lump sum if you become totally and permanently disabled and can no longer work.
Income Protection	Can provide monthly payments to help you get by if you become ill or injured (at work or outside of work) and can't work.

If you have Death or TPD cover you're also covered for terminal illness. This can help ease some of the financial stress if you're suffering from a terminal medical condition.

Your insurance cover

Your super account comes with basic insurance cover which is arranged by your employer (see the Basic cover section). This cover provides a basic level of protection if you die or become ill or injured.

Any basic cover you pay for will start automatically if you're 25 or older; and your super balance reaches \$6,000; and you've received an employer super contribution after your super balance first reaches \$6,000 (age limits and other conditions apply).

You can apply to start your basic cover earlier, without providing detailed health information (conditions apply), by completing the *Start your basic cover* form you received with your welcome letter.

See the *Insurance in your super* guide for AustralianSuper Select members at australiansuper.com/essity for details and examples of when cover starts.

Important information



There are many circumstances that may affect your insurance cover. See the *Insurance in your super* guide for AustralianSuper Select members at australiansuper.com/essity for more information about your AustralianSuper Select insurance. It details terms and conditions about insurance including your eligibility for cover, how much you can apply for, when it starts and stops, active employment, limited cover and exclusions, your insurance options, and what happens if you leave your AustralianSuper Select employer.

Your eligibility to claim for benefits will be determined by the Insurer in line with the insurance policy terms and conditions.

¹ Asaleo Personal Care Pty Ltd, BSN Medical (Aust.) Pty Ltd and Modibodi Pty Ltd

Cost of your cover

You pay the cost of your cover which is deducted monthly from your super account. Your first payment may be higher than your ongoing monthly payments. That's because it includes insurance costs from the date your cover started to the date of your first payment deduction (which may be for a period that's longer than a month). Insurance costs include stamp duty charges and costs incurred by the Trustee for administering insurance arrangements.

Basic cover

Eligible permanent employees and contractors (engaged on contracts of 12 months or more) will receive a basic level of insurance cover with a Professional category work rating. Basic cover is salary based and your employer informs us of your salary to calculate your cover (age limits apply). Your basic Death and TPD cover amounts will change from month to month depending on your salary and your length of service to age 65.

Cover type	Death and TPD	Income Protection
Basic cover design	12.5% x your salary ¹ x future service ² to age 65 or \$600,000 (whichever is lower).	75% of monthly salary ¹ or \$10,000 a month (whichever is lower). Your Income Protection has a benefit payment period up to two years and a 60-day waiting period.
Age basic cover ends ³	Cover ends at age 65.	Cover ends at age 70.

¹ Salary is generally your annual (before-tax) salary, excluding employer super contributions. For more details see the *Insurance in your super* guide for AustralianSuper Select members.

² Future service is defined as the number of complete years and months until you turn 65. A partial month is rounded up to the nearest whole month.

³ Cover can stop for many reasons. For a list of events that may make cover stop, see the *Insurance in your super* guide for AustralianSuper Select members.

When your basic cover changes in line with your salary

Your employer will tell us if there's a change to your salary. When your basic cover is salary based, the amount and cost of it will increase or decrease automatically in line with your salary. It can increase up to the automatic limit(s) shown in the table below without you having to provide detailed health information:

Automatic limit(s)	
Death and TPD cover	Income Protection
\$600,000	\$10,000 a month

We'll write to you about your options if your basic cover has reached the automatic limit(s). To increase your basic cover in line with your salary above the automatic limit(s), you'll need to provide detailed health information for the Insurer to consider.



Change your cover anytime

You can cancel, change or apply for insurance anytime by logging into your account or completing the *Change your insurance* form at australiansuper.com/select

The cost of any additional cover you apply for will be paid by you and deducted monthly from your super account.

For more information about changing or cancelling your cover, see the *AustralianSuper Select Product Disclosure Statement* and the *Insurance in your super* guide for AustralianSuper Select members at australiansuper.com/select



About work ratings

As a member of AustralianSuper Select, you have both an **individual** work rating and a **category** work rating. These work ratings are used to calculate the cost of your cover.

Your category work rating is unique to your AustralianSuper Select employer and only applies while you're their employee. You can't change your category work rating because it's arranged by your employer.

If your category and individual work ratings are different, we'll apply the less expensive work rating to calculate the cost of your cover. This is your **applied** work rating. Check your applied work rating by logging into your account.

You'll need to know your applied work rating to calculate the cost of your cover. See pages 4 and 6 to learn how.

Individual work rating

Your individual work rating is **Blue Collar** unless you're eligible to change to White Collar or Professional and your application is approved by the Insurer.

Insurance cover with a Blue Collar work rating is the most expensive.

Category work rating

Your category work rating is **Professional** and applies only while you're an employee of Essity.

Changing your individual work rating

If you think you might be eligible for an individual work rating that's White Collar or Professional, you can apply for either of these work ratings. If you're eligible, you could pay less for your cover:

- while you're in AustralianSuper Select if the individual work rating that applies to you is the less expensive work rating than your category work rating, and
- if you leave Essity and keep your cover when you move from AustralianSuper Select to AustralianSuper Plan.

Apply to change your individual work rating by completing the *Change your individual work rating* form available at australiansuper.com/select



What happens if you leave your AustralianSuper Select employer

If you leave Essity your account will move from AustralianSuper Select to AustralianSuper Plan.

If you have a cover type in AustralianSuper Select: you'll keep the same amount of cover when you move to AustralianSuper Plan and it will become fixed cover (if eligible).

If you don't have a cover type¹ in AustralianSuper Select: you won't receive that cover type in AustralianSuper Plan. If your AustralianSuper Select basic cover hasn't started because you're under 25 and/or your account balance hasn't reached \$6,000, you may receive basic cover for AustralianSuper Plan once you're eligible.

You'll pay the cost of your total cover which will be deducted monthly from your super account.

Your category work rating will no longer apply, and the cost of your cover will be based on your age, level of cover and your individual work rating. We'll write to you if this happens.

To learn more, see the *Changing jobs? Take AustralianSuper with you* section in the *Insurance in your super* guide for AustralianSuper Select members at australiansuper.com/essity



¹ You may not have a cover type in AustralianSuper Select because: you weren't eligible to receive it automatically, it's not included in your AustralianSuper Select basic cover (arranged by your employer), or you've cancelled or opted out of that cover type.

Weekly cost for \$10,000 of Death and TPD cover

The cost of basic Death and TPD cover for Essity employees in AustralianSuper Select is based on age, gender and a Professional category work rating.

Age	Professional work rating			
	Male		Female	
	Death (\$)	TPD (\$)	Death (\$)	TPD (\$)
15	0.038	0.024	0.026	0.024
16	0.038	0.024	0.026	0.024
17	0.038	0.024	0.026	0.024
18	0.038	0.024	0.026	0.024
19	0.039	0.024	0.026	0.024
20	0.039	0.024	0.026	0.024
21	0.039	0.024	0.026	0.024
22	0.040	0.024	0.027	0.024
23	0.040	0.024	0.027	0.024
24	0.041	0.025	0.028	0.025
25	0.042	0.022	0.028	0.022
26	0.043	0.023	0.029	0.023
27	0.044	0.025	0.030	0.025
28	0.046	0.026	0.031	0.026
29	0.048	0.029	0.032	0.029
30	0.049	0.032	0.033	0.032
31	0.051	0.034	0.034	0.034
32	0.053	0.039	0.036	0.039
33	0.056	0.043	0.037	0.043
34	0.058	0.048	0.039	0.048
35	0.061	0.053	0.041	0.053
36	0.064	0.059	0.043	0.059
37	0.068	0.065	0.045	0.065
38	0.072	0.072	0.048	0.072
39	0.076	0.080	0.051	0.080
40	0.082	0.089	0.055	0.089
41	0.087	0.098	0.058	0.098
42	0.093	0.109	0.062	0.109
43	0.100	0.121	0.067	0.121
44	0.108	0.135	0.072	0.135
45	0.117	0.149	0.078	0.149
46	0.126	0.166	0.084	0.166
47	0.137	0.184	0.091	0.184
48	0.149	0.204	0.099	0.204
49	0.163	0.227	0.108	0.227
50	0.178	0.253	0.118	0.253
51	0.195	0.280	0.130	0.280
52	0.215	0.311	0.143	0.311
53	0.237	0.349	0.158	0.349
54	0.263	0.394	0.175	0.394
55	0.291	0.448	0.193	0.448
56	0.323	0.514	0.215	0.514
57	0.361	0.589	0.240	0.589
58	0.404	0.671	0.268	0.671
59	0.453	0.774	0.301	0.774
60	0.508	0.815	0.337	0.815
61	0.573	0.986	0.380	0.986
62	0.647	1.169	0.430	1.169
63	0.706	1.341	0.469	1.341
64	0.734	1.538	0.488	1.538
65	0.763 ¹	n/a	0.507 ¹	n/a
66	0.791 ¹	n/a	0.525 ¹	n/a
67	0.820 ¹	n/a	0.544 ¹	n/a
68	0.849 ¹	n/a	0.563 ¹	n/a
69	0.877 ¹	n/a	0.582 ¹	n/a

Calculating the weekly cost of Death and TPD cover



1. Divide the amount of cover you have, or wish to apply for, by \$10,000.
2. Then multiply by the weekly cost for \$10,000 of Death or TPD cover for your age, gender and a Professional work rating.

Example (Professional work rating):

Sally is 31, female and has a Professional work rating.

She has \$500,000 of Death cover and \$500,000 of TPD cover

To work out the weekly cost of her Death cover:

$$\frac{500,000}{10,000} \times 0.034 = 1.70$$

The cost of Sally's Death cover is \$1.70 a week.

To work out the weekly cost of her TPD cover:

$$\frac{500,000}{10,000} \times 0.034 = 1.70$$

The cost of Sally's TPD cover is \$1.70 a week.



¹ Cost for fixed Death cover only. Salary-based Death cover ends at age 65. See the *Insurance in your super* guide for AustralianSuper Select members for more information.

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

Weekly cost for \$100 a month of Income Protection

The cost of basic Income Protection for Essity employees in AustralianSuper Select is based on age, gender, a Professional category work rating, a benefit payment up to two years and a 60-day waiting period.

Age	Professional work rating – Male					
	Benefit payment period					
	Up to two years		Up to five years		Up to age 65	
	Waiting period					
	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)
15	0.029	0.010	0.072	0.050	0.195	0.143
16	0.029	0.010	0.072	0.050	0.195	0.143
17	0.029	0.010	0.072	0.050	0.195	0.143
18	0.029	0.010	0.072	0.050	0.195	0.143
19	0.029	0.010	0.072	0.050	0.195	0.143
20	0.029	0.010	0.072	0.050	0.195	0.143
21	0.029	0.011	0.073	0.051	0.200	0.146
22	0.030	0.013	0.074	0.051	0.206	0.150
23	0.030	0.014	0.076	0.052	0.211	0.154
24	0.031	0.016	0.077	0.053	0.216	0.158
25	0.032	0.017	0.079	0.055	0.223	0.163
26	0.033	0.019	0.080	0.055	0.228	0.166
27	0.035	0.021	0.081	0.056	0.233	0.168
28	0.037	0.023	0.082	0.057	0.239	0.171
29	0.038	0.025	0.084	0.058	0.246	0.175
30	0.040	0.028	0.086	0.059	0.253	0.179
31	0.042	0.030	0.089	0.060	0.263	0.185
32	0.044	0.033	0.093	0.062	0.274	0.192
33	0.047	0.036	0.097	0.065	0.287	0.200
34	0.049	0.039	0.101	0.068	0.302	0.209
35	0.052	0.043	0.107	0.071	0.317	0.220
36	0.055	0.046	0.112	0.075	0.334	0.232
37	0.059	0.049	0.118	0.080	0.352	0.245
38	0.062	0.053	0.126	0.085	0.371	0.259
39	0.066	0.056	0.134	0.091	0.391	0.275
40	0.070	0.060	0.142	0.098	0.411	0.292
41	0.075	0.064	0.151	0.106	0.433	0.310
42	0.080	0.069	0.162	0.115	0.456	0.330
43	0.085	0.074	0.173	0.124	0.479	0.351
44	0.090	0.079	0.186	0.135	0.503	0.373
45	0.096	0.085	0.200	0.147	0.528	0.396
46	0.103	0.091	0.215	0.161	0.553	0.419
47	0.110	0.097	0.232	0.175	0.578	0.444
48	0.118	0.103	0.250	0.192	0.603	0.468
49	0.126	0.111	0.270	0.209	0.627	0.492
50	0.135	0.118	0.292	0.229	0.650	0.515
51	0.145	0.126	0.316	0.251	0.672	0.537
52	0.155	0.135	0.342	0.274	0.691	0.556
53	0.167	0.144	0.371	0.299	0.707	0.573
54	0.179	0.154	0.402	0.326	0.720	0.585
55	0.192	0.165	0.436	0.355	0.727	0.592
56	0.207	0.175	0.473	0.387	0.728	0.593
57	0.222	0.187	0.514	0.421	0.722	0.587
58	0.239	0.200	0.560	0.458	0.708	0.574
59	0.257	0.213	0.610	0.498	0.683	0.551
60	0.277	0.227	0.637	0.509	0.645	0.516
61	0.298	0.242	0.583	0.461	0.591	0.466
62	0.322	0.257	0.509	0.395	0.516	0.400
63	0.347	0.274	0.408	0.308	0.413	0.312
64	0.374	0.292	0.259	0.184	0.262	0.186
65	0.404	0.310	n/a	n/a	n/a	n/a
66	0.436	0.330	n/a	n/a	n/a	n/a
67	0.471	0.351	n/a	n/a	n/a	n/a
68	0.476	0.355	n/a	n/a	n/a	n/a
69	0.310	0.231	n/a	n/a	n/a	n/a

Age	Professional work rating – Female					
	Benefit payment period					
	Up to two years		Up to five years		Up to age 65	
	Waiting period					
	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)
15	0.047	0.015	0.116	0.080	0.315	0.230
16	0.047	0.015	0.116	0.080	0.315	0.230
17	0.047	0.015	0.116	0.080	0.315	0.230
18	0.047	0.015	0.116	0.080	0.315	0.230
19	0.047	0.015	0.116	0.080	0.315	0.230
20	0.047	0.015	0.116	0.080	0.315	0.230
21	0.047	0.018	0.117	0.081	0.323	0.236
22	0.047	0.020	0.119	0.083	0.332	0.243
23	0.049	0.022	0.122	0.084	0.341	0.248
24	0.050	0.026	0.124	0.085	0.350	0.255
25	0.052	0.027	0.127	0.088	0.361	0.263
26	0.054	0.031	0.128	0.089	0.368	0.268
27	0.056	0.033	0.130	0.090	0.376	0.272
28	0.059	0.036	0.133	0.091	0.386	0.277
29	0.062	0.040	0.135	0.093	0.397	0.283
30	0.065	0.045	0.139	0.095	0.409	0.290
31	0.068	0.049	0.144	0.098	0.425	0.299
32	0.071	0.054	0.150	0.101	0.443	0.310
33	0.076	0.058	0.156	0.105	0.463	0.322
34	0.080	0.063	0.164	0.110	0.487	0.338
35	0.084	0.069	0.172	0.115	0.513	0.355
36	0.089	0.074	0.181	0.121	0.540	0.375
37	0.094	0.079	0.191	0.129	0.569	0.396
38	0.100	0.085	0.203	0.137	0.600	0.419
39	0.107	0.090	0.216	0.147	0.632	0.444
40	0.113	0.098	0.229	0.159	0.665	0.472
41	0.121	0.104	0.245	0.171	0.700	0.502
42	0.128	0.112	0.261	0.185	0.737	0.533
43	0.137	0.120	0.280	0.200	0.774	0.567
44	0.146	0.128	0.301	0.218	0.814	0.602
45	0.155	0.137	0.322	0.238	0.853	0.640
46	0.166	0.147	0.347	0.259	0.894	0.678
47	0.178	0.157	0.374	0.283	0.934	0.717
48	0.190	0.167	0.404	0.310	0.974	0.757
49	0.204	0.179	0.436	0.338	1.014	0.796
50	0.218	0.191	0.472	0.371	1.051	0.833
51	0.234	0.204	0.511	0.405	1.086	0.868
52	0.251	0.218	0.553	0.443	1.117	0.899
53	0.269	0.233	0.599	0.483	1.144	0.926
54	0.289	0.249	0.650	0.527	1.164	0.945
55	0.311	0.266	0.705	0.574	1.175	0.957
56	0.334	0.283	0.765	0.625	1.177	0.959
57	0.359	0.303	0.831	0.680	1.167	0.949
58	0.386	0.322	0.905	0.741	1.145	0.928
59	0.416	0.344	0.986	0.806	1.105	0.890
60	0.448	0.366	1.030	0.823	1.043	0.834
61	0.482	0.391	0.942	0.745	0.955	0.754
62	0.520	0.416	0.824	0.639	0.834	0.647
63	0.561	0.443	0.659	0.498	0.667	0.505
64	0.605	0.471	0.419	0.297	0.424	0.301
65	0.653	0.502	n/a	n/a	n/a	n/a
66	0.705	0.534	n/a	n/a	n/a	n/a
67	0.762	0.568	n/a	n/a	n/a	n/a
68	0.770	0.574	n/a	n/a	n/a	n/a
69	0.500	0.373	n/a	n/a	n/a	n/a

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

Calculating the weekly cost of Income Protection



1. Divide the amount of cover you have, or wish to apply for, by \$100.
2. Then multiply by the weekly cost for \$100 a month of Income Protection for a Professional work rating, your age, gender, benefit payment period and waiting period.

Example (Professional work rating):

Sally is 31 and female. She has \$6,200 a month of Income Protection with a benefit payment period up to two years, a 60-day waiting period and a Professional work rating.

To work out the weekly cost of her Income Protection:

$$\frac{6,200}{100} \times 0.049 = 3.038$$

The cost of Sally's Income Protection is \$3.04 a week.



Useful things you should know

Limited cover and full cover

Limited cover means you don't have full cover and you won't be covered for any pre-existing illnesses or injuries you had before you got your cover. Limited cover may last for different lengths of time and applies to all cover types, including Death cover. You'll be covered for an illness that becomes apparent, or an injury that occurs on or after the date that your cover starts, restarts or increases.

Full cover means your cover is not limited cover. You're covered for both pre-existing and new illnesses or injuries, unless exclusions apply.

To learn more and understand other circumstances for limited cover see the *Limited cover* section in the *Insurance in your super* guide for AustralianSuper Select members at australiansuper.com/essity



Claiming on your cover

Your eligibility to claim for benefits will be determined by the Insurer in line with the insurance policy terms and conditions. The table below provides handy details if you need to make a claim.

	Death	TPD	Income Protection ¹	Terminal Illness
When making a claim, does it matter whether I'm employed or unemployed at the date of death, injury or illness?	✗	✓	✓	✗
Is basic cover provided if I've previously made a claim for TPD or terminal illness?	✓ Limited cover will apply	✓ Limited cover will apply	✓ Limited cover may apply	✓ Limited cover will apply
Is there a waiting period before a claim can be paid?	✗	✓ 3 months	✓ Basic cover has a 60-day waiting period	✗
Are pre-existing medical conditions covered (provided limited cover doesn't apply)?	✓	✓	✓	✓

¹ If you have Income Protection and are eligible to make a claim, your benefit payments may be reduced by income you receive from other sources. See the *Insurance in your super* guide for AustralianSuper Select members at australiansuper.com/essity for examples.



How to claim

We're here to help guide you (and any beneficiary nominee(s) of members who've passed away), through the process of making a claim.

To talk about a possible claim, call us on **1300 667 387** from **8:30am to 5pm AEST/AEDT** weekdays.



Beneficiary nomination(s)

Nominate who'll receive your super if you pass away. This is an important decision and will tell us who you want your super account balance and insurance to be paid to.

To make a binding nomination complete a valid *Binding death nomination* form available at australiansuper.com/forms



Transfer your insurance

If you have insurance with another super fund or insurer, you can apply to transfer it to AustralianSuper.

It's important to know that if you want to transfer insurance cover to AustralianSuper, you'll need to do this before you combine your super.

To find out more, see the *Applying for an insurance transfer* fact sheet at australiansuper.com/select

Contact us

Call **1300 667 387** (8.30am to 5pm AEST/AEDT weekdays)

Email as.select@australiansuper.com

Web australiansuper.com/select

Mail GPO Box 1901, MELBOURNE VIC 3001



This guide was prepared and issued on 6 November 2023 by AustralianSuper Pty Ltd ABN 94 006 457 987 AFSL 233788, Trustee of AustralianSuper ABN 65 714 394 898, and may contain general financial advice which doesn't take into account your personal objectives, financial situation or needs. Before making a decision about AustralianSuper, you should think about your financial requirements and refer to the relevant Product Disclosure Statement available at australiansuper.com/pds or by calling **1300 300 273**. A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at australiansuper.com/tmd