

REMUNERATION DISCLOSURES

AS AT 30TH JUNE 2018

Updated Annually

The Corporate Governance & Remuneration Committee is responsible for overseeing remuneration. This includes conducting regular reviews of, and making recommendations to the Board on the Remuneration Policy; making annual recommendations to the Board on the remuneration of the General Manager and Assistant General Manager, direct reports of the General Manager, other persons whose activity, may, in the Corporate Governance Committee's opinion, affect the financial soundness of The Broken Hill Community Credit Union Ltd and any other person specified by APRA. The Corporate Governance & Remuneration Committee operates in accordance with its terms of reference which outline the Committee's roles, responsibilities and terms of operation.

The Corporate Governance & Remuneration Committee meets at least three times a year and as required.

The independent non-executive members of the Corporate Governance & Remuneration Committee, and their attendance at meetings during the year is listed below:

Director	No. of Meetings Held	No. of Meetings Attended
Allan Carter	2	2
Kym Visser	2	1
Lorelle Emmett	2	2
Diana Ferry	2	1

The Broken Hill Community Credit Union Ltd's Remuneration Policy, approved by the Board in May 2017, applies to all employees of The Broken Hill Community Credit Union Ltd. The Corporate Governance & Remuneration Committee has reviewed the risks and remuneration structures and considers the following employees as material risk takers and Senior Managers in accordance with CPS510:

Types of Employees	Number
Senior Managers	
General Manager	1
Assistant General Manager	1
Senior Manager	2
Material Risk Takers	
Home Loan Advisors (Home Loan lending limit)	1

As detailed in the Remuneration Policy, the structure of remuneration arrangements comprises the following:

- Fixed component
- Performance-based component

Fixed Component

Fixed remuneration consists of salary and any FBT charges related to employee benefits including motor vehicles, leave entitlements and employer contributions to super funds.

Fixed remuneration also consists of wages paid according to the Banking, Finance and Insurance Modern Award.

The General Manager, Assistant General Manager and other Senior Managers do not receive any performance related bonuses or incentives.

Performance-Based Component

All other employees, including material risk takers, are eligible to receive performance incentives.

The Board have elected an rewards and recognition program where Management assess an individual and/ or team performance, based on the extent of commitment to core values and the achievement of Strategic Key Performance Indicators and goals and objectives of The Broken Hill Community Credit Union Ltd.

The determination of performance incentives under the rewards and recognition program is based on profitability and other relevant KPI's. Non-financial metrics include compliance with risk management frameworks, adherence to corporate values, and other performance indicators. The Corporate Governance & Remuneration Committee retains discretion to recommend to the Board variations to the Employee Rewards and Recognition Program, including whether any performance incentive is paid based on non-achievement of strategic KPI's.

Risk & Compliance Manager

The performance and remuneration of the Risk & Compliance Manager is assessed according to the objectives specific to the role they undertake. The Risk & Compliance Manager remains independent of other operational business units and reports directly to the General Manager. Remuneration is reviewed and benchmarked against the market to ensure that it is set at an appropriate level.

The Risk & Compliance Manager does not receive any performance related bonuses or incentives.

Remuneration

During the year the Corporate Governance & Remuneration Committee met 2 times. Committee members are not paid further remuneration in addition to their remuneration as non-executive Directors. The remuneration paid to the Corporate Governance & Remuneration Committee members (as Directors) is as followings:

Remuneration (inclusive of superannuation)	2018
Corporate Governance & Remuneration Committee (independent non-executive Directors)	\$34,176

The table below represents the total remuneration for Senior Managers (including the General Manager, Assistant General Manager, and the Risk & Compliance Manager):

Total Value or Remuneration for the current financial year	2018
Fixed component	
Cash-based	\$461,879
Other - superannuation	\$41,949
Performance-based component	Nil

The table below present total value of remuneration for material risk takers (ie: loan advisors with Home Loan lending approval limits):

Total Value or Remuneration for the current financial year	2018
Fixed component	
Cash-based	\$58,032
Other - superannuation	\$5,364
Performance-based component	Nil

COMMON DISCLOSURE TEMPLATE

AS AT 30 JUNE 2018

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The Broken Hill Community Credit Union is applying the Basel III regulatory adjustments in full as implemented by APRA under APS 330, the capital disclosures as detailed in the Common Disclosure template below represent the post 1 January 2018 common disclosure requirements

Common Equity Tier 1 Capital: Instruments and reserves		\$
2	Retained earnings	7,616,390
3	Accumulated other comprehensive income (and other reserves)	279,112
6	Common Equity Tier 1 capital before regulatory adjustments	7,895,502
Common Equity Tier 1 Capital: regulatory adjustments		
26	National specific regulatory adjustments (sum of rows 26a, 26b, 26c, 26d, 26e, 26f, 26g, 26h, 26i and 26j)	613,951
26d	of which: equity investments in financial institutions not reported in rows 18, 19 and 23	176,765
26e	of which: deferred tax assets not reported in rows 10, 21 and 25	287,129
26f	of which: capitalised expenses	150,057
28	Total regulatory adjustments to Common Equity Tier 1	613,951
29	Common Equity Tier 1 Capital (CET1)	7,281,551
Additional Tier 1 Capital: Instruments		
36	Additional Tier 1 Capital before regulatory adjustments	0
Additional Tier 1 Capital: Regulatory adjustments		
43	Total regulatory adjustments to Additional Tier 1 capital	0
44	Additional Tier 1 capital (AT1)	0
45	Tier 1 Capital (T1=CET1+AT1)	7,281,551
Tier 2 Capital: Instruments and provisions		
50	Provisions	187,567
51	Tier 2 capital before regulatory adjustments	187,567
Tier 2 Capital: Regulatory adjustments		
57	Total regulatory adjustments to Tier 2 Capital	0
58	Tier 2 capital (T2)	187,567
59	Total Capital (TC=T1+T2)	7,469,118
60	Total risk-weighted assets based on APRA Standards	41,965,723
Capital ratios and buffers		
61	Common Equity Tier 1 (as a percentage of risk-weighted assets)	17.35%
62	Tier 1 (as a percentage of risk-weighted assets)	17.35%
63	Total capital (as a percentage of risk-weighted assets)	17.80%
64	Buffer requirement (minimum CET1 requirement of 4.5% plus capital conservation buffer of 2.5% plus any countercyclical buffer requirements, expressed as a percentage of risk-weighted assets)	7.00%
65	of which: capital conservation buffer requirement	2.50%
68	Common Equity Tier 1 available to meet buffers (as a percentage of risk-weighted assets)	10.35%
National minima (if different from Basel III)		
69	National Common Equity Tier 1 minimum ratio (if different from Basel III minimum)	N/A
70	National Tier 1 minimum ratio (if different from Basel III minimum)	N/A
71	National total capital minimum ratio (if different from Basel III minimum)	N/A
Amount below thresholds for deductions (not risk-weighted)		
76	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardised approach (prior to application of cap)	187,567

REGULATORY CAPITAL DISCLOSURE RECONCILIATION

AS AT 30 JUNE 2018

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Assets	\$
Cash and cash equivalents	5,686,243
Trade and other receivables	120,308
Loans and advances	51,649,285
Investments	17,540,323
Property, plant and equipment	5,107,590
Deferred tax assets	305,925
Current Tax Benefit	5,640
Other financial assets	176,765
Total Assets	80,592,079
Liabilities	
Deposits	79,278,410
Trade and other payables	741,955
Deferred tax liabilities	18,796
Employee benefits	541,638
Total Liabilities	80,580,799
Net Assets	11,280
Equity	
General reserve for credit losses	187,567
Asset revaluation reserve	161,000
Other equity reserves	118,112
Retained earnings	7,616,390
Total Equity	8,083,069

CAPITAL ADEQUACY**Updated Quarterly**

	As at 31/12/2018	As at 30/09/2018
Credit Risk (in terms of risk weighted assets by portfolio)	\$	\$
On Balance Sheet		
Deposits with Banks and ADIs	6,256,322	7,383,646
Loans and Advances:		
Loans secured by residential mortgage	20,564,002	21,943,416
Other member loans	3,849,437	3,990,618
Other assets	4,743,501	4,778,484
Off Balance Sheet		
Commitments for loans and advances	851,549	1,077,489
Total Credit Risk (risk weighted assets)	36,264,811	39,173,653
Market Risk	0	0
Operational Risk	4,642,161	4,460,729
Total Risk Weighted Assets	40,906,972	43,634,382
Common Equity Tier 1 ratio	17.91%	16.81%
Tier 1 Capital Ratio	17.91%	16.81%
Total Capital Ratio	18.35%	17.26%

CREDIT RISK EXPOSURES

Updated Quarterly

Credit Risk Exposure As at 31 December 2018

Type of Credit Exposure	% of Total Assets	Gross Credit Risk	Quarterly Average Gross Exposure	Amount Impaired	Amount Past Due 90 days	Specific Provision	Charges for Specific Provision	Amount Written-off YTD
Loans and Advances to Members								
* Secured loans and advances	63.57%	\$51,739,679	\$47,180,116	\$0	\$647,622	\$0		\$0
* Unsecured loans and advances	4.88%	\$3,968,421	\$5,298,376	\$53,770		\$39,188	-\$10,837	\$22,471
Total Loans and Advances to Members	68.45%	\$55,708,100	\$52,478,492	\$53,770	\$647,622	\$39,188	-\$10,837	\$22,471
Liquidity Investments placed with Other Financial Institutions								
* Banks Deposits	8.05%	\$6,553,225	\$9,570,332					
* Deposits with Cuscal	8.43%	\$6,858,080	\$7,295,245					
* Other ADI Deposits	4.94%	\$4,019,071	\$4,767,553					
Total Liquidity Investments placed with Other Financial Institutions	21.42%	\$17,430,376	\$21,633,130					
Cash and cash equivalent	3.15%	\$2,564,294	\$1,857,503					
Property Plant & Equipment	6.17%	\$5,024,334	\$5,058,317					
General Reserve for Credit Losses	0.22%	\$179,024	\$188,303					

Credit Risk Exposure As at 30 September 2018

Type of Credit Exposure	% of Total Assets	Gross Credit Risk	Quarterly Average Gross Exposure	Amount Impaired	Amount Past Due 90 days	Specific Provision	Charges for Specific Provision	Amount Written-off YTD
Loans and Advances to Members								
* Secured loans and advances	58.62%	\$47,897,935	\$45,238,136	\$783,347	\$420,222	\$0		\$0
* Unsecured loans and advances	6.95%	\$5,677,763	\$5,074,589	\$81,928		\$40,204	-\$20,775	\$12,140
Total Loans and Advances to Members	65.57%	\$53,575,698	\$50,312,725	\$865,275	\$420,222	\$40,204	-\$20,775	\$12,140
Liquidity Investments placed with Other Financial Institutions								
* Banks Deposits	11.71%	\$9,570,468	\$11,328,820					
* Deposits with Cuscal	9.80%	\$8,007,976	\$7,108,177					
* Other ADI Deposits	3.69%	\$3,013,523	\$5,393,345					
Total Liquidity Investments placed with Other Financial Institutions	25.20%	\$20,591,967	\$23,830,342					
Cash and cash equivalent	2.25%	\$1,841,101	\$1,687,959					
Property Plant & Equipment	6.13%	\$5,011,424	\$4,932,142					
General Reserve for Credit Losses	0.24%	\$196,372	\$191,306					

The Broken Hill Community Credit Union Limited

ABN: 12 087 650 762

AFSL No: 238020

2 Chloride Street Broken Hill NSW 2880

Website: www.bhccu.com.au