

Fossil Free Super Pulse Check

Start by downloading or making a copy of this document (in the “File” menu).

This will help you think about your company’s current default super fund, the size of your collective investment and impact and what that money is really funding.

Note: Some of these figures may not be available to you - such as total payroll. Don’t worry if you can’t get all of them.

Company details	
Number of staff	
Total payroll	
9.5% of your company’s total annual payroll.	<i>This figure isn’t essential but the potential impact could add significant weight to your proposal</i>
Company’s current default superannuation fund	
Total current value of superannuation investments	
Percentage of this total value within default super fund	
Percentage of staff that are members of the default fund	
Regulations	
Are there specific employment Awards (restrictions) listed in your employment contract(s)?	
If there are restrictions, what is the list of Superannuation providers listed in the Award	<i>If there is an award listed, look up the details of the award in this list, and then look for the superannuation restrictions:</i> https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards
Default fund assessment	
When was your company’s default super fund last reviewed?	

Does the current default super fund invest in fossil fuels?	<i>Likely yes, but good to validate</i>
Does the current default super fund include any negative screens (industries it explicitly will not invest in, for ethical reasons)? If so, list	
Does the current default super fund include any positive screens (industries it explicitly seeks to invest in, for ethical reasons)? If so, list	
Does the current default super fund support the goals of the Paris Climate Agreement, publicly support a net zero emissions target, or other climate specific goals?	
Has the current default super fund demonstrated support for strong action on climate through its investing strategy, to its members among your staff?	
Has the current default super fund ever supported shareholder (member) resolutions in favour of positive climate action?	<i>Some funds undertake voting at shareholder meetings for the companies they invest in and publish their decisions before the meetings, to ensure transparency.</i>
Has anyone in your company contacted the current default super fund and asked about the fund's policy on investing in fossil fuels? If yes, what was their response?	<i>If not, consider reaching out.</i>
Your company's values	
Does your company have explicit sustainability goals? List them here.	1.
	2.
	3.
Do any of these sustainability goals relate to investments or superannuation?	
Are there other values your company communicates publicly,	1.
	2.

that would support shifting away from fossil fuels? If yes, list.	3.
What policies or actions has the company already taken that align with this goal - eg a net zero emissions mandate or purchasing carbon offsets?	1.
	2.
	3.
Making your case	These are optional thought starters
How might employees of your company be influenced by their employer's ethical policies and actions regarding climate change? (If yes, list how - eg: job satisfaction, staff retention, attracting better candidates when hiring etc)	
Does your company work with other businesses who may be influenced by your ethical policies and actions regarding climate change?	
Is action on climate important to your customers?	
Is your company publicly listed and therefore, answerable to shareholders who may hold concerns about the business' climate ethics or exposure to climate risks?	
Is there any other information about your company that would support shifting their default super fund to one that's fossil fuel-free?	