



Charles Sturt
University

Modern Slavery Annual Statement 2025

Our values



Insightful

Understanding people
and the world



Inclusive

Stronger together



Impactful

Outcome driven



Inspiring

Leading for
the future



Charles Sturt
University

Charles Sturt University Modern Slavery Annual Statement 2025

This is Charles Sturt University's Annual Modern Slavery Statement pursuant to sections 13 and 16 of the Modern Slavery Act 2018 (Cth) and for the financial year ending 31 December 2024. This statement is made on behalf of Charles Sturt University and its controlled entities.

Introduction

Modern slavery is a serious crime and a breach of basic human rights. It encompasses various forms, including slavery, servitude, forced and compulsory labour, underpayment, and human trafficking. In all these cases, individuals are deprived of their freedom and exploited for personal or commercial gain.

This document outlines Charles Sturt University's commitment to continuously enhancing its practices to prevent, and ensure it does not contribute to, modern slavery within its supply chains and operations.

Reporting entity

Charles Sturt University is a statutory corporation established under the Charles Sturt University Act 1989 (NSW) and is registered with the Australian Charities and Not-for-Profits Commission. For the purposes of this statement, 'Charles Sturt University' also encompasses its controlled entities, Charles Sturt Campus Services and the Charles Sturt University Foundation Trust.



Structure, operations and supply chains

Structure

Charles Sturt University (the University) is Australia's largest regional university, with more than 35,000 students enrolled both on-campus and online. The University employs 2,271 full-time equivalent (FTE) staff, and operates across multiple campuses, including Albury-Wodonga, Bathurst, Canberra, Dubbo, Goulburn, North Sydney, Orange, Parramatta, Port Macquarie and Wagga Wagga. Additionally, the University delivers international programs through partnerships in Asia and online learning platforms.

As the primary provider of education and research in the regional areas in our footprint, the University also supports local communities through a range of services, including health and veterinary clinics, innovation and commercialisation services, research consultancy and facility hire.

Charles Sturt University operates two controlled entities:

- Charles Sturt University Foundation Trust, which enhances the University's educational, research and service efforts through philanthropic fundraising.
- Charles Sturt Campus Services (CSCS), which provides cleaning and maintenance services to universities, schools and businesses.

In 2024, the University advanced its efforts to understand and address modern slavery risks by undertaking a comprehensive risk assessment across its value chain. This went beyond policy and procedural enhancements to include the assignment of roles and responsibilities to ensure compliance with legislative obligations.

The University's existing governance structures that support modern slavery compliance include the Executive Leadership Team, the Finance, Investment, and Infrastructure Committee, and the University Council. These bodies, along with relevant stakeholders, oversee the development of this Statement in accordance with Section 16 of the Modern Slavery Act 2018 (Cth), ensuring institutional accountability and continuous improvement.

Operations

Charles Sturt University's core activities focus on delivering high-quality tertiary education and conducting impactful research. The University offers a wide range of programs, including foundational courses, micro-credentials, and undergraduate and postgraduate degrees to both domestic and international students.

The University's 2030 strategy aspires to make Charles Sturt Australia's leading regional university, improving graduate success, promoting excellence in research, and delivering regional outcomes with global impact.

To support this vision, strategic investments are being made in:

- creating a leading course portfolio
- designing innovative and inclusive learning experiences
- fostering pathways that promote student aspiration, equity, and diversity
- advancing research growth.

In pursuing these goals, Charles Sturt University sources a wide variety of goods and services. The University also receives financial contributions from external parties, including investments, payments, donations and gifts, to support its research and educational programs. The University is dedicated to preventing modern slavery risks in its supply chains and operations.

Supply chains

In 2024, the University engaged over 3,700 suppliers to support the delivery of high-quality education and research. Procurement is conducted in accordance with legislative obligations and internal policies, with an emphasis on sustainability and ethical sourcing. Key supply chains include:

- construction services and supplies
- furniture and stationery
- electronics (computers, audiovisual equipment, phones etc.)
- food and catering supplies
- travel services (flights, hotels and car hire)
- laboratory supplies (small and large equipment, chemicals, consumables, pharmaceuticals etc.)
- books and printing
- waste management services.

A significant portion of these goods and services are procured from regional suppliers across NSW and within frameworks established by collaborative consortia, including the Australian Universities Procurement Network (AUPN) and Buy NSW. The frameworks established by these entities govern supply chains and procurement.

Certain supply chains are identified as high-risk, including:

- computer software and hardware
- apparel
- laboratory equipment
- catering
- construction
- security
- cleaning.

To mitigate risks associated with high-risk supply chains, the University has implemented appropriate due diligence measures across its supply chain and in specific arrangements with individual suppliers and partners, including:

- Appropriate risk-based assessments and due diligence must be undertaken for suppliers who have, or may have, exposure to modern slavery risks. All responses to Charles Sturt tenders or requests for quote must provide a copy of the organisation's modern slavery statement and/or address specific modern slavery, environmental, indigenous procurement and small/medium business integration questions.
- Vendor-submitted modern slavery statements are reviewed by Procurement and added to vendor profiles for Buyers to access through the University e-procurement system, Unimarket.
- Supplier and partner agreements include specific clauses addressing modern slavery, including contracts for services, consultancy agreements and purchase order terms and conditions. Appropriate terms and conditions related to modern slavery have been inserted into all relevant standard University contracts, and contracts provided by third parties are reviewed by the Legal Services team and updated to include modern slavery clauses, where appropriate.
- Quarterly meetings with suppliers in high-risk categories, with modern slavery being a standing agenda item for those meetings.
- Collaboration with unions, legal advisors and relevant associations to ensure appropriate conditions.
- Testing enterprise bargaining agreements to limit the risk of underpayment.

These practices are underpinned by the University's Modern Slavery Policy and related policies and procedures. More information about the University's Modern Slavery Policy is set out in Criteria d).

Cleaning

The University engages Charles Sturt Campus Services (CSCS) and other suppliers to provide cleaning services. As a controlled entity, CSCS is subject to the University's procurement and modern slavery policies and procedures. Cleaning equipment and consumables are sourced through Unimarket, ensuring ethical sourcing practices.

CSCS employees are covered by an Enterprise Agreement negotiated with United Voice and ratified by the Fair Work Commission, ensuring compliance with Australian labour law. The University recognises the cleaning sector as high risk, particularly for migrant workers who may face exploitation through unauthorised subcontracting, underpayment, and poor working conditions. Accordingly, all cleaning service

procurements must adhere to University policies designed to prevent such risks and uphold fair labour standards within its operations and supply chains.

Security services

Security services include monitoring building access, parking, CCTV cameras, alarms and security hardware. These services also pose elevated modern slavery risks, as personnel may be subject to wage withholding, visa insecurity, dangerous and substandard working conditions and limited visibility in subcontracting arrangements.

The current security services contract was tendered in 2024 and continues to appropriately manage accreditation, safety standards, rostering, equipment and an International Organization for Standardization (ISO) -accredited staff management system. Monthly meetings between the University's representative and the security company ensure ongoing quality control and prioritise staff proficiency, employee health, wage audits and adherence to safe work practices alongside service provision.

Computer software and hardware and laboratory equipment

Computer software, hardware and laboratory equipment are primarily purchased through NSW State Government contracts, which are developed in accordance with modern slavery compliance practices. Additional measures include supplier engagement documentation and the University's contract management policy, which requires quarterly meetings with all high-risk vendors to assess compliance with labour standards from the outset of the contract.

In 2024, the University undertook a public procurement process to upgrade multi-campus network infrastructure that had reached end of life. Notable due diligence procedures were undertaken and vendor submissions directly addressing modern slavery risks, among other considerations, were required for evaluation. The new contract commenced in January 2025.

When considering modern slavery risk indicators in IT development and hosting services, the University prioritises the use of pre-approved Charles Sturt terms and conditions, which incorporate corporate social responsibility and modern slavery standards, for new and renewing IT suppliers. If a vendor's terms and conditions are used instead, a review by Legal Services is required, along with the incorporation of Charles Sturt University's standards and expectations for addressing modern slavery risks.

Procurement Policies and Practices: Prioritising value and sustainability

The University's policies and practices have been adjusted to enable local and First Nations supply chains to compete wherever possible. Value is assessed using a weighted matrix that considers quality, service, innovation and price. Modern

slavery statements are mandatory for medium to large enterprises submitting bids or registering as new suppliers. Vendors with modern slavery statements are tagged in the University's procurement system and made visible to buyers.

A nominal weighted advantage is given to small to medium enterprises that submit a modern slavery statement. Vendor modern slavery statements are reviewed to ensure they include information regarding employee awards or enterprise bargaining agreements. Tender documentation, procurement policies and purchase order terms and conditions all refer to this statement, and relevant standard University contracts include clauses outlining supplier obligations related to modern slavery.



Criteria c) The risks of modern slavery practices in the operations and supply chains of the University and its controlled entities

Supply Chains

The University has identified a range of modern slavery risks within its operations and supply chains. These risks are most prevalent in the countries of origin of the goods or services procured, the sourcing of raw materials for these goods, and the labour used in manufacturing and shipping. Specific areas of risk include procurement of information technology, uniforms and items purchased by student clubs.

Cleaning services

The University engages Charles Sturt Campus Services (CSCS) and other approved suppliers, to provide cleaning services and recognises the cleaning industry represents a high risk for modern slavery due to:

- Outsourced labour: The reliance on third-party providers can lead to reduced oversight and potential exploitation of workers.
- Unauthorised subcontracting: Layers of subcontracting may obscure transparency, increasing the likelihood of exploitative practices.
- Vulnerable workforce: Migrant workers, who often comprise a significant portion of cleaning staff, may face challenges including language barriers, visa insecurities and limited awareness of their rights, making them more susceptible to exploitation.

Resources Used in the Generation of Funds or Investment Returns

Risks also exist in the origin of funds received for research and teaching activities, and in returns generated from the University's investments. The combined modern slavery risk profile across these underlying assets is complex, with many involving exchange-listed companies that have global operations and international, multi-tiered supply chains. Potential risks in these areas include the labour and other resources used in generating funds or investment returns, which are assessed in accordance with the University Responsible Investment Guidelines, Investment Policy and reporting obligations to the University Investment Committee, and Finance, Investment and Infrastructure Committee.

International student recruitment

As recognised by the NSW Anti-slavery Commissioner, international students can be particularly vulnerable to risks associated with modern slavery. Factors that can contribute to this vulnerability include language and cultural barriers; limited knowledge of Australian workplace rights and immigration regulations; concerns about potential loss of visa; the type of employment often undertaken by international students; and limited knowledge of, or access to, support from civil society, unions and governments.

International students are typically recruited with the assistance of an education agent, and while most education

agents provide a highly professional and high-quality service, there are examples across the international education sector where this has not been the case. Primary risks relating to deceptive recruitment practice include students being provided with incorrect or misleading information about study in Australia, including the costs associated with study, their ability to work and the potential to migrate. The provision of fraudulent documentation or information, which misrepresents a student's true circumstances, is another key risk together with the potential for students to be encouraged to engage in activity that may not be fully consistent with the conditions of their visa. These scenarios, unless effectively mitigated, all increase the potential for students to be placed in a circumstance of increased vulnerability once in Australia.

Student working conditions

Universities have an important role in raising awareness among students about potential workplace risks, their legal rights and the support available to them. This includes issues such as underpaid wages, sexual harassment and long working hours, all of which can be indicators of forced labour. Sectors like retail, hospitality, horticulture and the gig economy, which employ many young workers, are particularly prone to these challenges.

For students, reporting exploitation can be difficult due to fears of job loss or jeopardising their visa status. Those who face additional challenges in accessing information – such as students from diverse cultural backgrounds or with disabilities – may struggle even more to understand their rights and seek help.

International students, often facing visa restrictions, high living costs and limited accommodation options, are especially vulnerable to accepting exploitative work and substandard living conditions. This is a significant concern for the University, considering the number of international students on its campuses.

Modern Slavery and Work-Integrated Learning at Charles Sturt University

Charles Sturt University recognises that unpaid placements within Work-Integrated Learning (WIL) programs can pose a risk of exploitation, particularly in industries with a history of reliance on unpaid labour. Students undertaking WIL may be vulnerable to being used as unpaid labour beyond the scope of their learning objectives. Additional risks include exposure to unsafe or disrespectful workplace environments, including the potential for harassment, excessive working hours and breaches of fair work standards.

Research partners and projects

The University also acknowledges the potential risks of modern slavery in research partnerships and externally funded research projects. Potential risks in these areas are labour and other resources used in the generation of research or the distribution of research funding.

Charles Sturt requires organisations that collaborate with the University on a fee-for-service basis for research services to provide a copy of their modern slavery statement as evidence of good practice.

Charles Sturt University is actively working to address modern slavery risks in its supply chains and investments while also providing students with the tools and knowledge they need to protect their rights and access support. These efforts are detailed in Criteria d).



Criteria d) The actions taken by the University and its controlled entities, to assess and address modern slavery risks, including due diligence and remediation processes

Policies and governance

The modern slavery human rights framework is incorporated into University policies, procedures and governance for clubs, affiliations, finance management, finance procedures, learning abroad, philanthropic donations, gifts, research, investment, education agents and partnerships.

The Modern Slavery Policy is the University's primary policy document related to modern slavery and is supported by other policies, procedures, and guidelines which aim to inform and guide staff and others about modern slavery risks. The Modern Slavery Policy sets out the University's commitments and principles aimed at minimising the risks of modern slavery within the University's operations and supply chains. It details the University's expectations with respect to modern slavery that apply to employees, students, affiliates and controlled entities of the University, as well as to any entities (including suppliers and partners) who are required to comply with the Policy under the terms of their agreement with the University.

The University is committed to identifying and addressing modern slavery risks across its operations and has established, and will continue to develop, operating principles and behavioural expectations for staff, students, affiliates, partners, and others with whom we engage, including suppliers.

Supply chains

Charles Sturt University is dedicated to identifying, addressing and remediating instances of modern slavery within our supply chains. Where modern slavery is detected, the University will partner with the supplier and broader supply chain to support remediation payments. Directly holding the supplier accountable for remediation may risk further income loss for former victims due to remedial actions. Therefore, the University will explore all avenues to ensure workers are not disadvantaged by changes in supply periods or quantities. Recognising the similarities in high-risk categories, the University will seek opportunities for consortium or peer remedial action.

Charles Sturt tender documentation now requires suppliers to provide mechanisms for raising grievances and complaints, with enhancements underway with our procurement system provider to implement an in-system solution.

The risk of modern slavery on the University's campuses is low due to the embedded controls, systems and practices the University has in place to manage recruitment and subcontracting. In compliance with contractual documents and purchase order terms and conditions, subcontracting is not permitted without prior consent. Payment terms are monitored and reported in the University's annual report, which assists in identifying vendors that have sufficient cash flow for wages. The University's governance structures and contract terms ensure that financial penalties are prohibited and short-term contracts and sudden changes in workload are avoided.

Charles Sturt University acknowledges the risks in the supply chains of goods and services it procures, especially given the global reach of the University and potential exposure to high-risk countries. Modern slavery is often hidden within legitimate industries, making it challenging to detect. The University aims to work collaboratively with the NSW Anti-slavery Commissioner, other universities, procurement bodies such as Buy NSW and AUPN, civil society organisations and government agencies to share information and mitigate risks.

Charles Sturt actively engages with its purchasing consortia, Buy NSW, and the professional development group AUPN to support the inclusion of modern slavery and corporate social responsibility questions and statements as part of collaborative procurement activities. For tendering and contracting activities, Charles Sturt University has amended its standard terms and conditions and continued to make improvements to supplier on-boarding processes to ensure the potential for modern slavery is considered.

The University continues to review and update contracts, agreement templates and modern slavery clauses to reflect its commitment to addressing modern slavery in both new engagements and existing engagements seeking renewal. Charles Sturt University raises awareness of modern slavery among all staff by incorporating reference to it in induction processes for procurement governance, providing additional training where required, providing access for all staff to modern slavery information through the University website, and detailing the expectations of staff and others with respect to modern slavery in the University's Modern Slavery Policy and related policies, procedures and guidelines.

The University identifies supply chains that represent a medium to high risk of modern slavery, human trafficking, forced and bonded labour and labour rights violations. This is accomplished by working with both suppliers and members of the sector purchasing consortia and taking appropriate action if the University becomes aware of such activity. In the area of donations and research funding, University policies require the identification of the funding source, along with statements from funders addressing the sustainability of the activities that the funding is from.

In 2024, the University reviewed and amended mechanisms used by student clubs to access and spend club funds. By implementing a separate corporate card facility and fit-for-purpose terms and conditions, student clubs are now managed and monitored through a central expense management system. This additional oversight helps mitigate modern slavery risks, along with the Club Affiliation and Operations Procedures, which outline the responsibility of Community Clubs to refuse funding from external sources exposed to modern slavery.

Cleaning

As a controlled entity of Charles Sturt University, CSCS operates under the University's procurement policies and procedures, which incorporate compliance with the Modern Slavery Act 2018 (Cth). Cleaning equipment and consumables are sourced through Unimarket in line with ethical sourcing standards and modern slavery prevention protocols. Employee wages and conditions are governed by the CSCS Enterprise Agreement, which was developed in consultation with the United Voice Workers Union and University Employee Relations and ratified by the Fair Work Commission. This agreement ensures alignment with Australian employment laws, including provisions related to the prevention of modern slavery.

Oversight is provided by the University's Division of Finance, which manages CSCS payroll, and the Chief Financial Officer, who is a member of the CSCS Board. In 2024, CSCS was recognised as a finalist in the Excellence in Large Business category at the Golden Crow Awards and received the Outstanding Business Leader award at the Murray Riverina Regional Business Awards. Looking forward to 2025, the University will work with its cleaning provider to implement the Cleaning Accountability Framework (CAF), establishing key performance indicators (KPIs) to monitor and enhance accountability in addressing potential labour abuses.

Investment practices

Charles Sturt University maintains Responsible Investment Guidelines and collaborates with investment managers to ensure adherence through annual reviews. Comprehensive due diligence is undertaken in relation to Environmental, Social and Governance (ESG) guidelines before making investments. Additionally, annual assessments of individually managed mandates against ESG research and Responsible Investment Guidelines are conducted to further mitigate risks.

The University is developing mechanisms for reporting on investment interactions and the analysis and removal of modern slavery risks. Training and communication initiatives will include flagging and reporting of activities where people believe there is, or could be, a risk of modern slavery.

Empowering students with knowledge and support to access their rights

The University adheres to the provisions of the Education Services for Overseas Students (ESOS) Framework, including the National Code of Practice for Providers of Education to Overseas Students 2018 (the Code).

The Code includes, among other factors, provisions related to marketing information and practices (Standard 1), the recruitment of overseas students (Standard 2) and the management of education agents (Standard 4).

The University has a variety of mechanisms in place to ensure compliance with the Code. In relation to education agents, the University maintains an International Education Agent Policy that sets clear responsibilities and procedures for agent appointment, contractual oversight, taking corrective action where necessary and for formal performance reviews.

As part of the University's international admissions processes, international students are considered against the Department of Home Affairs' (DHA) Genuine Student test, with further assessments – including document verification where required – of a student's financial, academic and English language capacity. Interviews are also undertaken, as required, to further explore a prospective student's circumstances. These mechanisms all provide a useful basis to identify and prevent scenarios that could result in increased modern slavery risk from eventuating.

In addition to substantial internal checks and balances, the University has also taken considerable steps to boost awareness and education of modern slavery risks to students and highlight the support that is available. These actions include:

- updates to a dedicated modern slavery webpage, providing examples of modern slavery, details of the rights and protections available to international students, and relevant links to information, including workplace rights
- providing information about rights and protections to international students prior to their arrival in Australia, and as part of the University's international student orientation process
- utilising social media, such as the University's international student support Facebook page, to provide ongoing reminders about modern slavery throughout the year.
- the Careers and Skills Hub service provides ongoing career management support to international students throughout their time with the University; this includes support to help them understand their rights in Australia and what to expect in Australian workplaces. This is done through face-to-face activities such as appointments and workshops, as well as online resources
- including modern slavery in the terms of reference for relevant committees, such as the Student Experience Committee for the University's third-party delivery partnership with Navitas, and the International Compliance Advisory Group coordinated by the Pro Vice-Chancellor (International).

Work-Integrated Learning

The University ensures its Work-Integrated Learning (WIL) programs adhere to modern slavery prevention frameworks. Ensuring safe and respectful workplaces is a priority, and industry partners are required to comply with workplace safety and anti-harassment policies.

Placement agreements are continuously reviewed and strengthened to ensure compliance with national and international standards on fair and ethical work conditions to ensure WIL experiences adhere to reasonable working hours that align with Fair Work Australia guidelines.

WIL is actively monitored and evaluated to ensure it supports our students' learning while safeguarding their rights and wellbeing. Unpaid placements can pose risks of exploitation, particularly in industries with a history of reliance on unpaid labour. To address this, the University works closely with industry partners to ensure students

are not used as unpaid labour beyond the scope of their learning experience.

The University advocates for ethical placement conditions, monitors workplace environments through structured reporting and feedback, and encourages paid placements where possible. Confidential reporting mechanisms allow students to report harassment with clear escalation and support pathways in place.

A WIL support site has been established for students within the University’s learning management system. It provides students with information about WIL and modern slavery

and links to the following resources to help keep them informed:

- Information and resources on modern slavery risks and how to prevent them.
- Guidance on student rights in unpaid WIL experiences.
- Awareness and prevention training about sexual harassment in WIL.

By embedding ethical standards into WIL programs, the University reinforces its commitment to social responsibility, student welfare and professional integrity in all WIL experiences.

Criteria e) The University’s Assessment of the Effectiveness of its Risk Mitigation Actions

Charles Sturt University is committed to continuous review and improvement of its practices to prevent and address modern slavery risks. This includes enhancing transparency across supply chains and fostering awareness among those working for and with the University.

All new University staff are required to provide documentation verifying their right to work in Australia prior to commencement. Additionally, all staff inducted into the University’s e-procurement system must undertake tailored training, which includes specific guidance on identifying and reporting indicators of modern slavery.

Since 2019, the University’s Associate Director, Procure to Pay, has been an active participant in the AUPN-led Modern Slavery Working Party. In 2024, the University’s Director, Financial Services, joined the AUPN Executive Committee.

The AUPN is leading a collaborative sector-wide program aimed at addressing modern slavery in higher education supply chains.

Participation in the AUPN Anti-Slavery Program has led to several key achievements for sector participants as outlined in Diagram 1: The AUPN Anti-Slavery Program Summary

Charles Sturt University recognises that the challenge of modern slavery is best addressed through ongoing, proactive engagement with suppliers, membership in procurement bodies such as Buy NSW and AUPN to share experiences and refine best practices. The University continues to review the conclusions and feedback of stakeholders to inform continuous improvement of its approach to modern slavery prevention

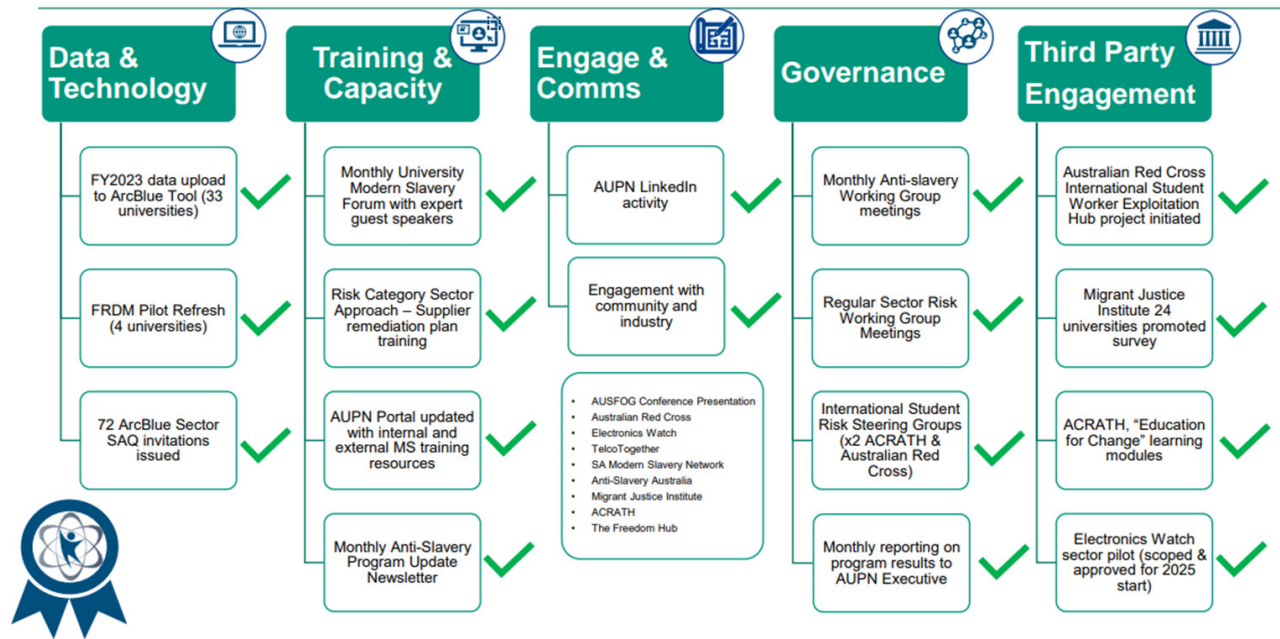


Diagram 1: The AUPN Anti-Slavery Program Summary

Criteria f) The process of consultation with controlled entities

The University's two wholly owned entities, the Charles Sturt University Foundation Trust and Charles Sturt Campus Services, operate under applicable University policies and procedures and share the commitment to addressing modern slavery risks. All controlled entities are subject to the University's policies and procedures, training and communications and included within the scope of the University's Modern Slavery risk assessment process. This is further enhanced by centralised procurement management for all controlled entities, allowing greater visibility of supply chain risks. The Charles Sturt University Foundation Trust has improved its guidelines to align them with the University's funding and donations guidelines used in research.

Staff of the Foundation Trust and Charles Sturt University members serving on the CSCS Board have access to the University's modern slavery training and awareness resources. These include guidance on recognising and responding to modern slavery risks and information on the University's compliance obligations. Multiple reporting pathways are available, including anonymous reporting and the use of the University's incident risk management system, which is accessible to staff and students.

Criteria g) Other relevant information

The University conducts a comprehensive modern slavery risk assessment process as part of developing its Modern Slavery Risk Management Plan. This process is led by the Risk and Compliance Unit in consultation with stakeholders in key areas such as: procurement and supply chain management, Work-Integrated learning (WIL), international students, donations and investment arrangements, clinical and research trials, research partnerships and collaborations, and arrangements with controlled entities Charles Sturt Campus Services (CSCS) and the Charles Sturt University Foundation Trust. The risk assessment will consider international agent arrangements, vendors and

partnerships to ensure that all aspects of the University's operations and supply chains are thoroughly reviewed. In addition, the University is scheduled to review its Modern Slavery Policy by the end of 2025 to ensure it remains aligned with best practice and effectively mitigates risks associated with modern slavery across its operations.

Modern slavery risks are also considered as part of the University's Third-Party Risk Management (TPRM) Framework. Assurance on the effectiveness of governance and controls, in accordance with the TPRM framework, will be performed by the Risk and Compliance Unit

Principal Governing Body Approval of this Statement

This Modern Slavery Statement was approved
on 5 June 2025 by the Council of Charles Sturt University.



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