



# SOCIAL IMPACT ASSESSMENT

1-3 Burrows Road Multi-level  
Warehouse, St Peters

Gadigal Country

Prepared for

**GOODMAN**

19 DECEMBER 2024

**URBIS STAFF RESPONSIBLE FOR THIS REPORT WERE:**

Director	Allison Heller
Senior Consultant	Gilbert Elliott
Assistant Planner	Jett Wilde
Project Code	P0040976
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**We acknowledge, in each of our offices, the Traditional Owners on whose land we stand.**

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# EXECUTIVE SUMMARY

Urbis Ltd (Urbis) was engaged by Goodman (the proponent) to prepare a Social Impact Assessment (SIA) for 1-3 Burrows Road, St Peters (the site). The SIA is to inform a state significant development application (SSDA) for the construction and operation of a multi-level industrial warehouse and distribution centre on the site.

## REPORT PURPOSE AND SCOPE

A SIA is an independent and objective study which identifies and analyses the potential positive and negative social impacts associated with a proposed development. It involves a detailed study to scope potential positive and negative social impacts, identify appropriate mitigation and enhancement measures and provide recommendations aligned with professional standards and statutory obligations. It is the intention of that the SIA process will inform the proposal, not just reflect and report on impacts.

Social impacts can be understood as the consequences that people (individuals, households, groups, communities, or organisations) experience when a new project brings change. A SIA considers physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2023) states that a SIA should consider the likely changes to the following social elements of value to people: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods and decision-making systems.

## METHODOLOGY

A SIA social baseline, field study, impact scoping and assessment was undertaken to complete this report. A detailed methodology is included in Section 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2023).

The potential social impacts of the proposal are assessed by comparing the magnitude of impact (minimal to transformational) against the likelihood of the impact occurring (very unlikely to almost certain). This risk assessment methodology has been applied from the DPHI SIA Guideline: Technical Supplement (2023) and is outlined in Section 6 of this report.

## POTENTIAL POSITIVE AND NEGATIVE SOCIAL IMPACTS

A summary of the potential positive and negative social impacts identified are provided in the table below. The full assessment is provided in Section 6.

Impact category	Impact description	Mitigated / enhanced assessment	Recommendations provided
Way of life	Access to goods to support people's day-to-day needs	Medium positive	No.
Community	Refer to Section 6.3 for impact discussion.		
Accessibility	Access to worker amenities and services	Medium positive	Yes. See Section 6.4.
Culture	Connection to Aboriginal culture and heritage	High positive	Yes. See Section 6.5.
Health and wellbeing	Air quality impacts on health and wellbeing	Low negative	Yes. See Section 6.6.

<b>Impact category</b>	<b>Impact description</b>	<b>Mitigated / enhanced assessment</b>	<b>Recommendations provided</b>
Health and wellbeing	Noise impacts on health and wellbeing	Low negative (construction) Neutral (operation)	Yes. See Section 6.6.
Health and wellbeing	Design elements and inclusions to enhance worker wellbeing	High positive	Yes. See Section 6.6
Surroundings	Creating a safe urban environment	High positive	Yes. See Section 6.7.
Surroundings	Public domain and visual environment improvements	Medium positive	Yes. See Section 6.7.
Livelihoods	Increased employment opportunities	Medium positive	Yes. See Section 6.8.
Decision-making systems	Refer to Section 6.9 for impact discussion.		
Cumulative social impacts	<ul style="list-style-type: none"> <li>Construction impacts</li> <li>Access to goods to support people's day-to-day needs</li> <li>Improved public domain.</li> </ul>		Yes. See Section 6.10.

## PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT MEASURES

A consolidated list of measures to enhance positive social impacts and mitigate negative social impacts identified throughout this report and summarised in the table above is provided in Section 7 of this report. Additional SIA recommendations to further enhance positive impacts and mitigate negative impacts are also provided in Section 7 of the report.

# 1. INTRODUCTION

Urbis Ltd (Urbis) was engaged by Goodman (the proponent) to prepare a Social Impact Assessment (SIA) for 1-3 Burrows Road, St Peters (the site). The SIA is to inform a state significant development application (SSDA) for the construction and operation of a multi-level industrial warehouse and distribution centre on the site.

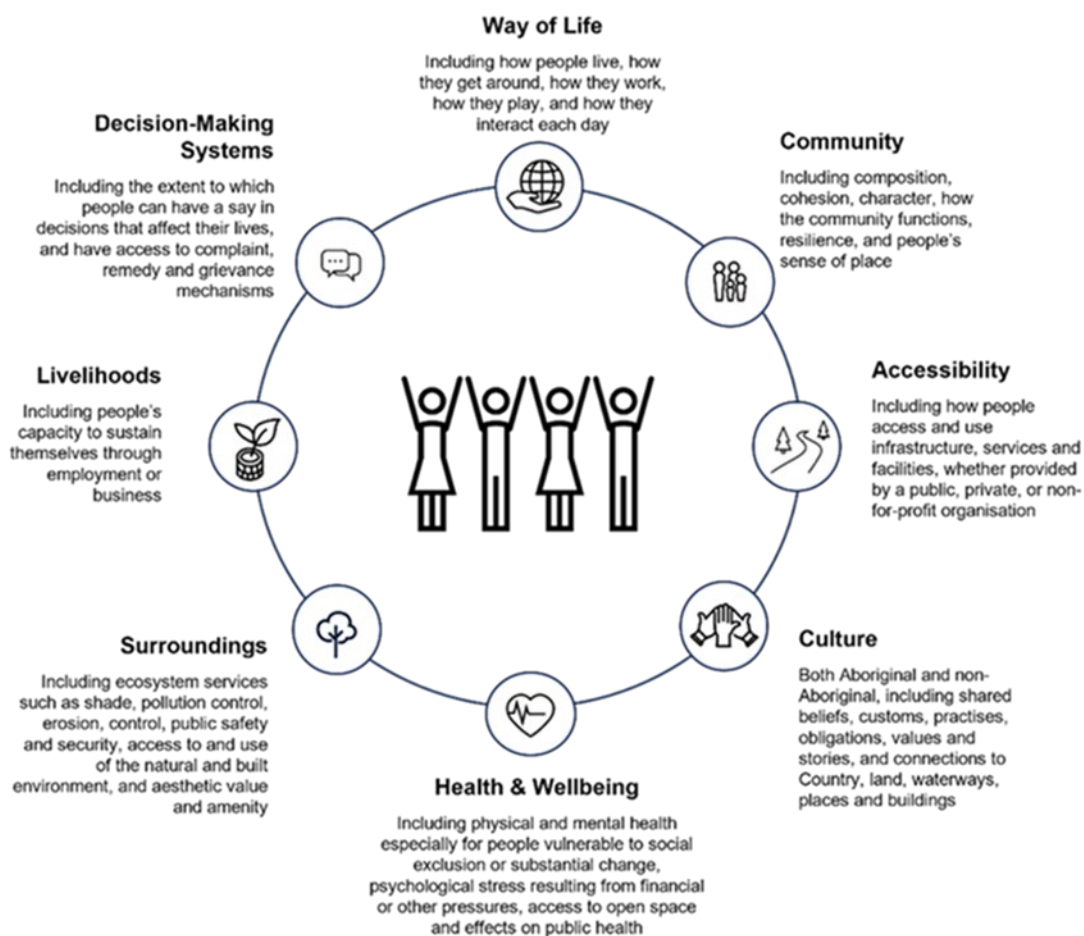
## 1.1. REPORT PURPOSE AND SCOPE

A SIA is an independent and objective study which identifies and analyses the potential positive and negative social impacts associated with a proposed development. It involves a detailed study to scope potential positive and negative social impacts, identify appropriate mitigation and enhancement measures and provide recommendations aligned with professional standards and statutory obligations. It is the intention of that the SIA process will inform the proposal, not just reflect and report on impacts.

Social impacts can be understood as the consequences that people (individuals, households, groups, communities, or organisations) experience when a new project brings change. A SIA considers physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2023) states that a SIA should consider the likely changes to the following social elements of value to people.

Figure 1 SIA categories



Source: SIA Guideline (DPHI 2023, p. 19)



## 1.2. SIA GUIDELINES AND REQUIREMENT

This SIA aligns with the best practice methods contained within the DPHI's SIA Guideline (2023). The DPHI SIA Guideline (2023) provides a framework to identify, predict and evaluate likely social impacts and helps to provide greater clarity and certainty for proponents and the community.

This SIA has been prepared to satisfy the Secretary's Environmental Assessment Requirements (SEARs) for the proposal issued on 7 February, 2022. The individual SEARs item relevant to this SIA is outlined in Table 1 below.

Table 1 SEARs item

Item	SEARs requirement	Relevant section of report
20	Social Impact: Provide a Social Impact Assessment prepared in accordance with the <i>Social Impact Assessment Guidelines for State Significant Projects</i> .	This report (Sections 1 – 7)

Source: SEARs issued for the proposal, issued 7 February (DPHI 2022)

## 1.3. PROJECT BACKGROUND

The original SSDA sought consent for a multi-storey warehouse and distribution centre at 1-3 Burrows Road, St Peters. The proposed design has been amended in response to issues relating to site contamination, potential flood impacts, assessment of the local logistics market and construction cost escalation. The intent of the proposal remains the same, however there have been changes to the physical layout/ built form of the warehouse and distribution facility as outlined below:

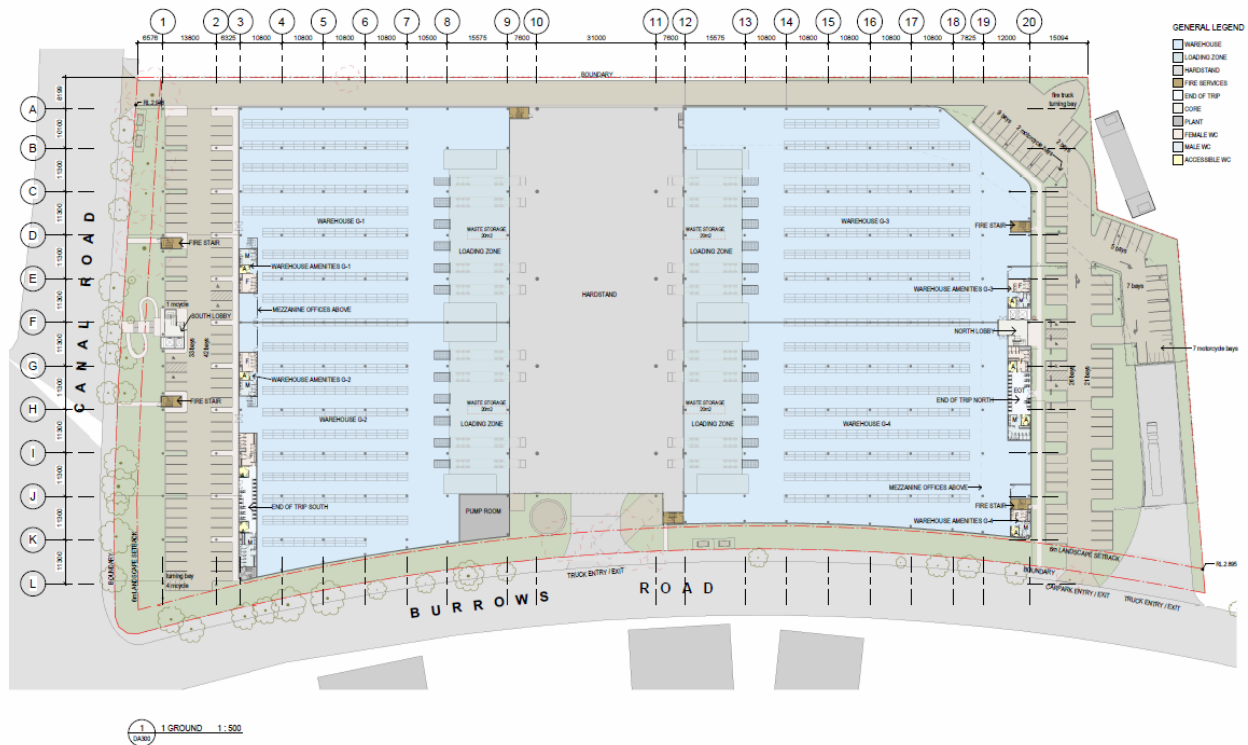
- Reduction of the proposed warehouse from 3 storeys (30.14m) to 2 storeys (25m). Despite the reduction of 1 storey, the building height has been reduced by approximately 5m. The remaining 2 storeys have increased in height to provide a more efficient warehouse facility.
- Re-orientation of the layout from an east-west central hardstand with smaller warehouse tenancies on the north and south, to a north-south central hardstand with larger/deeper warehouse tenancies on the east and west. This provides for more efficient warehouse layouts and truck access.
- Previously, truck access to the warehouse tenancies was facilitated via north and south spiral ramps from Burrows Road, connecting to a north-south hardstand on each level. Under the amended proposal, truck access will be provided directly to the ground level from Burrows Road, and upper level hardstand access will be provided via a northern ramp, also from Burrows Road.
- Previously, the offices associated with the warehouse tenancies were arranged over six levels in a separate block at the northern end of the site, featuring a shared rooftop garden terrace. The revised design situates the offices in a mezzanine layout within each warehouse tenancy, each having direct access to an elevated garden terrace along the building's east and west facade.
- Previously carparking was located in an undercroft basement below the warehouse and accessed from Burrows Road. The amended design situates car parking at ground level, either externally to the building's footprint or within a ground-level undercroft at the site's southern end.
- The facade has been redesigned to simplify the raked cladding panels, making them predominantly vertical while still maintaining a stepped appearance. The prominent corners of the development at the south-east and south-west extents of the building continue to feature expressive detailing.
- The proposal maintains a 6m landscaped setback to Burrows Road with a curved façade and a minimum 6m landscaped setback to Canal Road.
- The landscape design has been modified to reflect the revised site arrangement and orientation. However, the design concept retains the use of native and endemic species, as a key aspect of Connecting with Country.

## 1.4. PROPOSAL OVERVIEW

The project description has been updated to reflect the following:

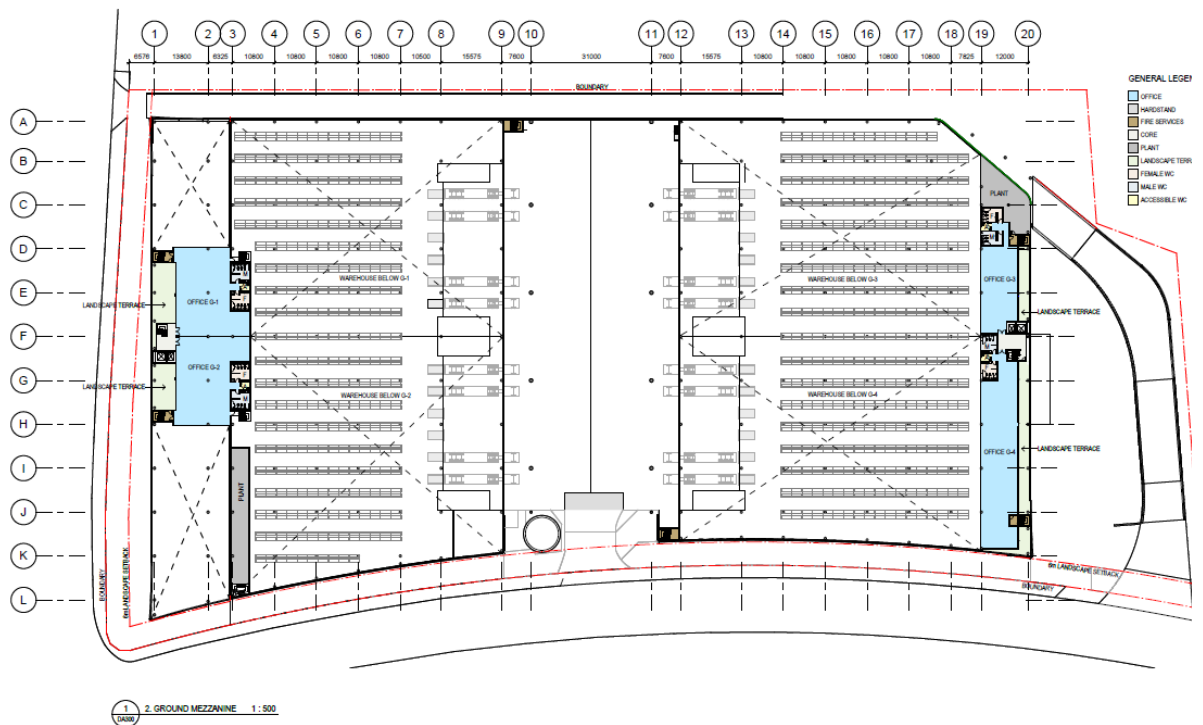
- Demolition of all existing structures and buildings on site.
- Tree removal both on site and for a limited number of trees in the public domain and adjoining lot.
- Site remediation, and establishment works, including minor excavation / bulk earthworks.
- Design, construction and operation of a two-storey warehouse and distribution centre building with ancillary offices for each warehouse tenancy, including:
  - Approximately 34,051sqm of total GFA, comprising:
    - 30,389sqm of warehouse and distribution centre GFA.
    - 3,353sqm of GFA for ancillary office space; and
    - End of trip facilities on the ground floor of 309 sqm GFA
  - Maximum building height of RL 29.70 (maximum 25m from existing ground level)
  - Operation 24 hours per day seven days a week.
- Provision of on grade car parking accessed off Burrows Road which provides 145 tenant and visitor car parking spaces (including 8 accessible bays), 14 motorcycle spaces, and bicycle parking and end-of-trip facilities (including 66 bicycle parking spaces, showers, lockers and change rooms for occupants)
- New crossings to Burrows Road for truck and car access.
- Single fire and utilities services ingress crossing off Canal Road.
- Site landscaping works totalling approximately 6,856sqm (or 19.8% of the site), including:
  - Two x 6-metre landscaped setback areas to both the Burrows Road and Canal Road site frontages.
  - 3,829sqm or 11.0% deep soil landscaping.
  - 3,027sqm or 8.7% of permeable paving; and
  - 5,450sqm or 15.7% tree canopy coverage.
- Provision of building / business identification and wayfinding signage.

Figure 2 Site plan



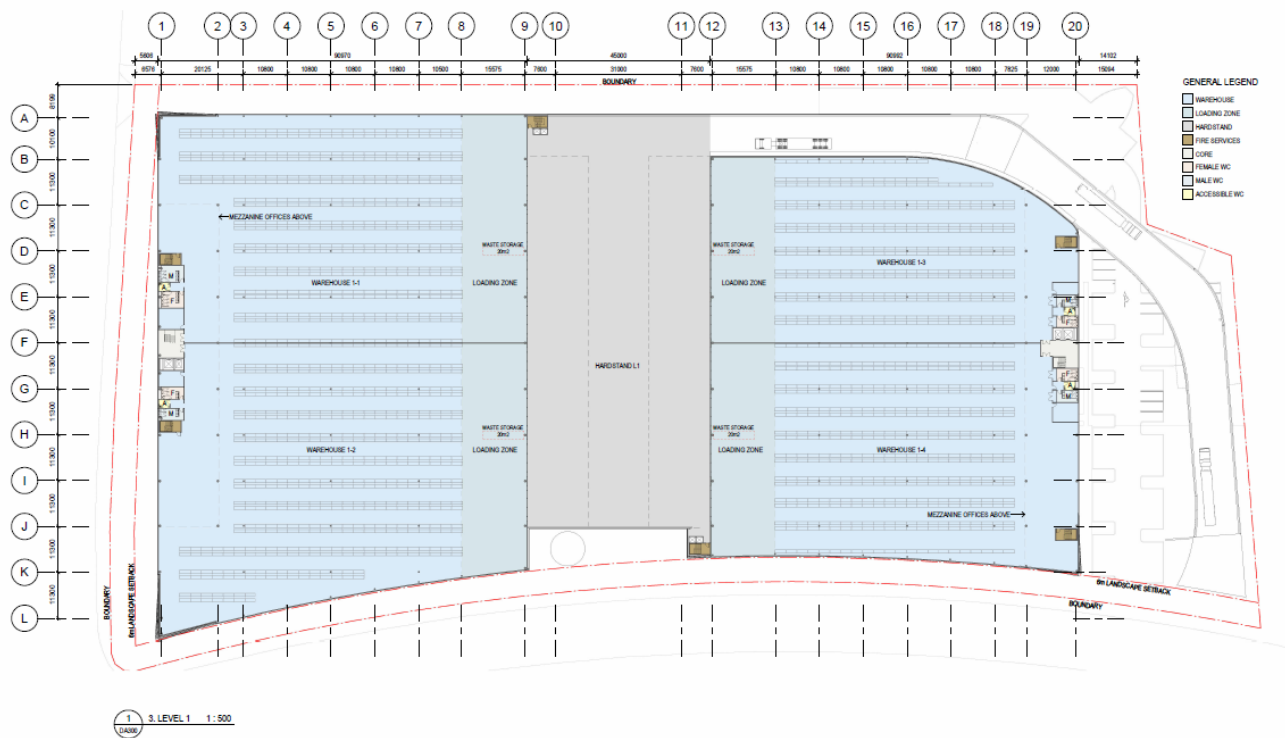
Source: SBA Architects

Figure 3 Ground level mezzanine



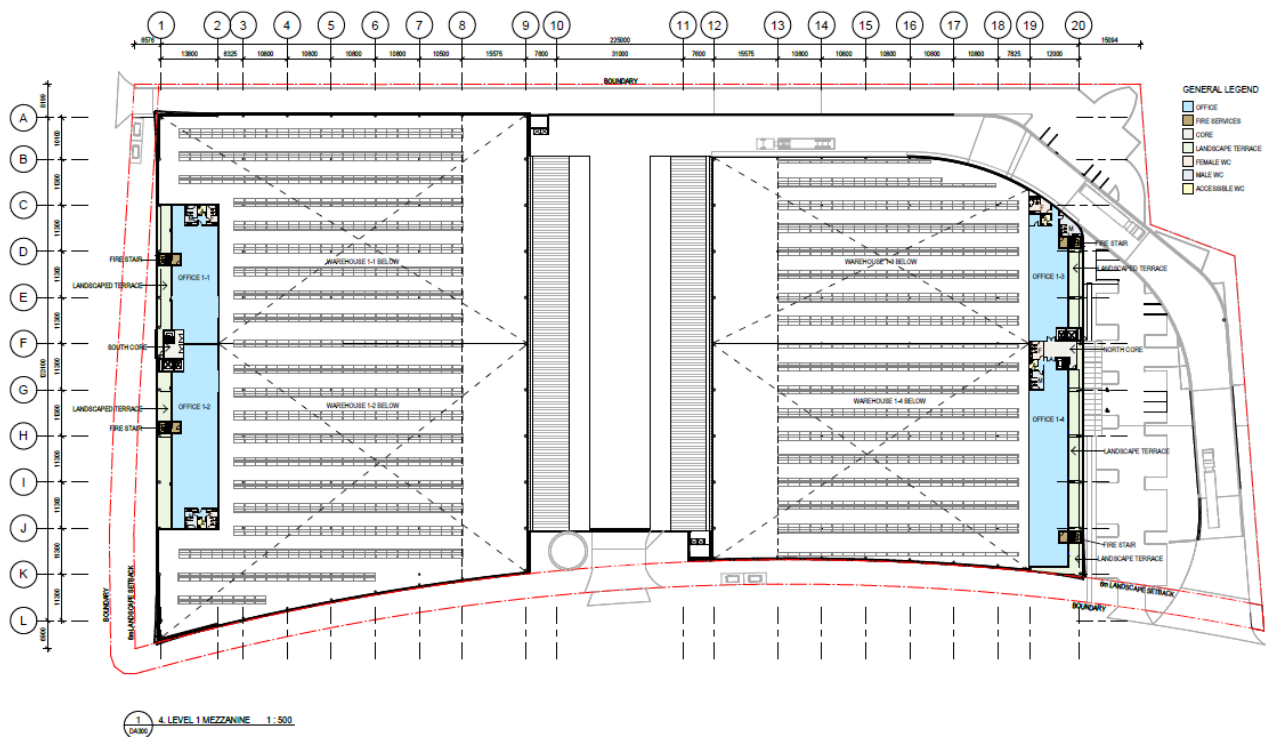
Source: SBA Architects

Figure 4 Level 1 Ground floor plan



Source: SBA Architects

Figure 5 Level 1 Mezzanine plan



Source: SBA Architects

## 1.5. AUTHORSHIP AND SIA DECLARATION

The authorship SIA Declarations for this report are provided in the following sections.

### 1.5.1. Authors

This report has been prepared by a suitably qualified and experienced lead author and reviewed and approved by a suitably qualified and experienced co-author, who hold appropriate qualifications and have relevant experience to carry out the SIA for this proposal. The following introduces each author:

Revise table based on team members who worked on the report and their role on the proposal.

<b>Allison Heller</b>	Review and quality assurance
Position	Director
Qualifications	Bachelor of Town Planning, University of NSW Post Grad Diploma History of Architecture & Art, University of London
Affiliations	Member of Planning Institute of Australia Member of Property Council of Australia – Social Sustainability Roundtable
Experience	Allison has deep expertise in the field of impact assessment. She has delivered social impact assessments, health and health equity impact for a range of state significant projects and precincts for government and private sector clients.
<b>Gilbert Elliott</b>	Lead Author
Position	Senior Consultant
Qualifications	Bachelor of City Planning (Honours), University of New South Wales
Affiliations	Full Member, Planning Institute of Australia
Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.
<b>Jett Wilde</b>	Co-Author
Position	Assistant Social Planner
Qualifications	Diploma of Social Science Western Sydney, Bachelor of Planning (Major in Geography and Urban Studies), Western Sydney University (ongoing)
Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.

### 1.5.2. Declaration

The authors declare that this SIA report:

- Has been prepared in accordance with the EIA process under the EP&A Act
- Has been prepared in alignment with the DPHI's (2023) SIA Guideline
- Contains all reasonably available Proposal information relevant to the SIA
- As far as Urbis is aware, contains information that is neither false nor misleading.



Gilbert Elliott  
Senior Consultant  
19 December 2024



Allison Heller  
Director  
19 December 2024

## 1.6. SIA GUIDELINES REVIEW QUESTIONS AND RESPONSES

The review questions outlined by the SIA Guideline (2023) are designed to confirm that the requirements of the SIA Guideline have been fulfilled when considering the scale of social impacts associated with the proposed development. below outlines these review questions and indicates how they have been addressed in this SIA.

Table 2 Guideline review questions and responses

SIA Review questions	Addressed by report (yes/no), relevant section
Does the lead author meet the qualification and experience requirements?	Yes, See Section 1.5
Has the lead author provided a signed declaration?	Yes, See Section 1.5
Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes.
<b>Project's social locality and social baseline</b>	
Does the SIA report identify and describe all the different social groups that may be affected by the project?	Yes. See Section 3.
Does the SIA report identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes. See Section 3.
Does the SIA report identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes. See Section 3.
Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of view and likely experiences?	Yes. See Section 3.
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes. See Section 3.
<b>Identification and description of social impacts</b>	
Does the SIA report adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA report been detailed?	Yes. See Section 6.  Early impact scoping has informed this SIA.

<b>SIA Review questions</b>	<b>Addressed by report (yes/no), relevant section</b>
Does the SIA report apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes. See Sections 3 and 6.
Does the SIA report describe how the preliminary analysis influenced project design and EIS engagement strategy?	Yes. See Section 7 for recommendations on project design.  Targeted SIA stakeholder engagement activities were designed and undertaken in alignment with general community and stakeholder engagement activities.
<b>Community engagement</b>	
Were the extent and nature of engagement activities appropriate and sufficient or canvass all relevant views, including those of vulnerable or marginalised groups?	Yes. See Section 4.
How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?	See Sections 3 - 7.
<b>Predicting and analysing social impacts</b>	
Does the SIA report impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes. See Section 6.
Does the SIA report analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will lose from the project?	Yes. See Section 6.
Does the SIA report identify its assumptions, and include sensitivity analysis and alternate scenarios? (including 'worst-case' and 'no project' scenarios where relevant?)	Yes. See Section 6.  'Worst case' and 'no project' scenarios are discussed in the Amendment Report prepared by Urbis.
<b>Evaluating significance</b>	
Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes. See Section 6.

<b>SIA Review questions</b>	<b>Addressed by report (yes/no), relevant section</b>
Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes. See Section 6.
<b>Responses, monitoring and management</b>	
Does the SIA report propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	Yes. See Section 6 and 7.
Does the SIA report demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes. See Section 7.
Does the SIA report demonstrated how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes. See Section 7.

## 1.7. STRUCTURE OF THIS REPORT

This SIA has seven chapters as summarised below:

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA.
- **Chapter 3** provides a social baseline of the study area including the site's context, social and demographic characteristics, and policy context.
- **Chapter 4** provides an overview of the field study undertaken to inform the SIA, including an overview of the key findings.
- **Chapter 5** identifies and provides details on the proposal's social locality.
- **Chapter 6** assesses the positive and negative social impacts of the proposal, including with and without mitigation and enhancement measures.
- **Chapter 7** outlines the mitigation, enhancement, and management measures of the assessed impacts.



## 2. METHODOLOGY

The methodology undertaken to prepare this SIA is outlined in Table 3. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2023).

Table 3 Methodology overview

Stage	Activities
<b>Social baseline</b>	<ul style="list-style-type: none"> <li>Site visit of surrounding land uses and site.</li> <li>Review of relevant state and local policies and strategies to understand potential social implications.</li> <li>Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities.</li> <li>Identification of likely impacted groups and communities.</li> <li>Early identification of potential social impacts (positive and negative) based on research tasks undertaken.</li> </ul>
<b>SIA field study</b>	<ul style="list-style-type: none"> <li>Engagement with stakeholder representatives from City of Sydney, Inner West and Bayside Councils.</li> <li>Engagement with the local community through community newsletter distribution.</li> <li>Analysis of field study data and identification of key themes.</li> </ul>
<b>Impact scoping</b>	<ul style="list-style-type: none"> <li>Review of social baseline and SIA field study outcomes.</li> <li>Review of proposal plans, proposal documentation and relevant technical assessments.</li> <li>Identification of the proposal's social locality and likely impacted groups.</li> <li>Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures.</li> <li>Identification of potential opportunities for additional measures to be incorporated into the proposal.</li> </ul>
<b>Assessment and reporting</b>	<ul style="list-style-type: none"> <li>Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures.</li> <li>Provision of recommendations to further reduce negative social impacts and enhance positive social impacts.</li> <li>Preparation of draft and final SIA reports.</li> </ul>

### Approach to assessing social impacts

The assessment of social impacts can be approached in several ways. The Technical Supplement of DPHI's SIA Guideline highlights a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the magnitude of an impact against the likelihood of the impact occurring.

The DPHI's risk assessment methodology has been applied in this SIA and is outlined in Section 6.

## 3. SOCIAL BASELINE

This chapter provides a social baseline of the site and surrounding area. This includes a review of the site location, policy context and demographic profile. The findings from the social baseline have been used to inform the approach to consultation, scoping of initial impacts and the formation of the site's social locality (as described in Section 5).

### 3.1. SITE LOCATION

#### 3.1.1. Local context

The site is located on Gadigal Land and is known as 1-3 Burrows Road, St Peters. The site sits within the City of Sydney LGA and is bounded by Burrows Road to the south-east and Canal Road to the south-west.

The site is currently occupied by older low-rise industrial units that are largely consistent with development in the surrounding area which is predominantly of an industrial nature. The industrial units comprise four large format steel framed warehouse / distribution facilities. These buildings no longer meet the requirements of contemporary industrial users in this market.

The largest existing warehouse building is situated in the south-west corner of the site at the corner of Burrows Road and Canal Road. These buildings are currently occupied and are managed by Goodman.

The site is situated within an established largely industrial area. The site is surrounded by existing industrial and commercial developments to the north-east, south-east and south-west. The Alexandra Canal is located approximately 100 metres to the south-east and east.

The site is strategically located within proximity to Sydney Airport (situated approximately 700 metres to the south) and Port Botany (situated approximately 6km to the south-east). The Cooks River Intermodal Terminal, a container storage yard, is located about 100 metres northwest of the site.

To the west and north, the site borders the newly completed St Peters WestConnex Interchange, providing links to the new M8 tunnel, and future links to M4 / M5 Tunnels and Sydney Gateway. A large "viewing mound" area is located to the west of the site within the St Peters WestConnex Interchange site. The site is proximate to several open space areas, most notably, the significant open space area of Sydney Park is located approximately 400m to the north-east.

The nearest residential receivers are 400m north-west and east of the site along Gardeners Road and Princes Highway. The residential area in Mascot comprises newer high density residential flat buildings. The residential area in St Peters comprises townhouses and detached dwellings with some low-density apartment buildings.

Sydenham Station is 2km to the west and Mascot Station is 1km to the south-east. Bus services, including route 358 (Sydenham to Randwick) with 10-minute peak intervals, and routes 348 and 422 within 800 meters, provide connections to Wolli Creek and Kogarah.

An aerial image of the site and a context map showing key surrounding land uses and areas is shown in Figure 6 and Figure 7 respectively on the following page. Photos of the site are provided in Figure 8.

**Subject Site**

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The map displays the proposed rail corridor through the Sydney area. The corridor is shown as an orange line with 'T' markers for train stations and blue lines with 'B' markers for bus stops. A red rectangle highlights the 'Potential Future Open Space' area, which is located between the 'Sydenham and St Peters Residential' and 'St Peters and Mascot Industrial' zones. The map also shows the 'Mascot Mixed Use' zone and the 'Sydney Airport'. Key roads include Sydney Park Rd, Campbell Rd, Airport Dr, and Joyce Dr. The map includes a legend in the top right corner and a scale bar at the bottom right.

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Figure 8 Site photos



Picture 1 Existing entry to the site along Burrows Road, looking north west



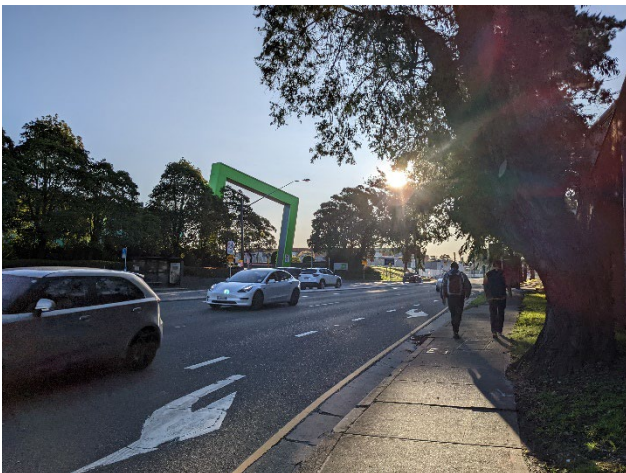
Picture 2 Burrows Road looking east



Picture 3 Burrows Road looking south west with the existing warehouse buildings to the right



Picture 4 Intersection of Burrows Road, Burrows Road South and Canal Road looking west



Picture 5 Canal Road looking north



Picture 6 Sydney Gateway construction site on Canal Road looking west

Source: Urbis 2022



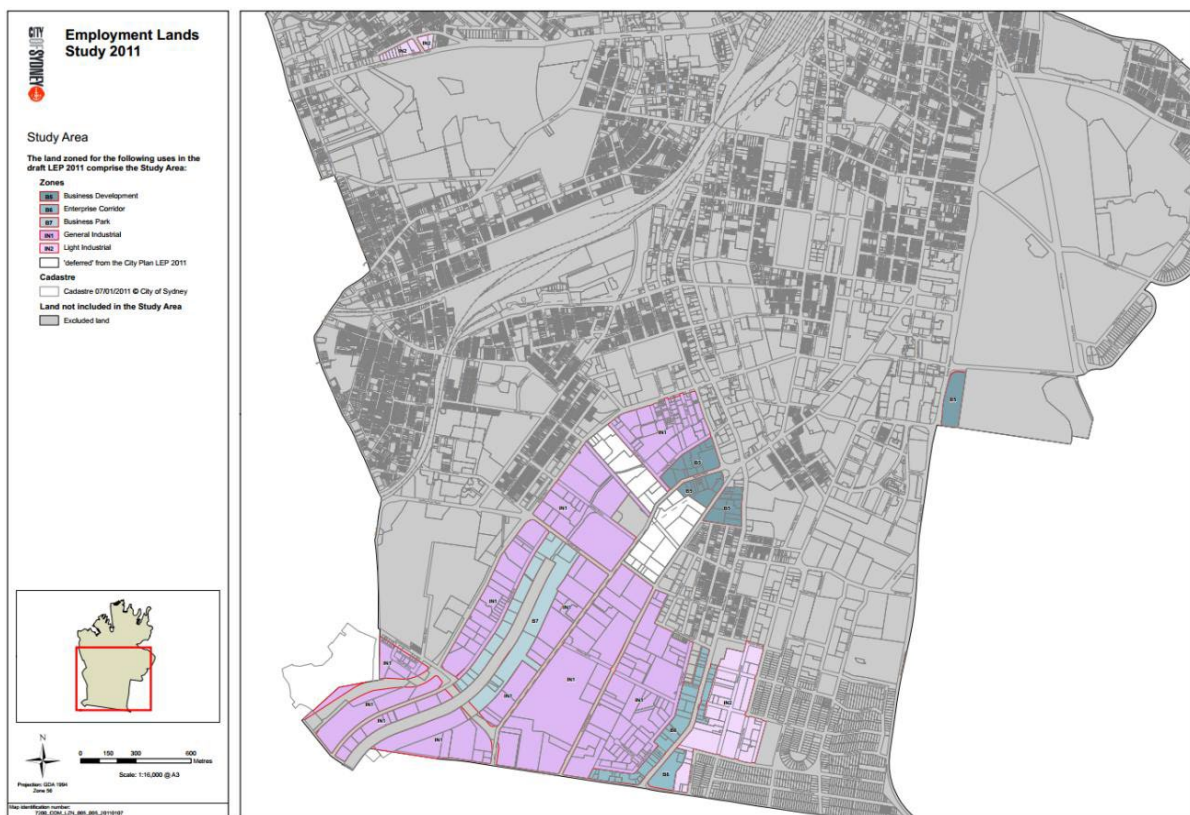
### 3.1.2. Regional context

The site forms part of the City of Sydney southern employment lands, an area of roughly 265 hectares which stretches from the Green Square Town Centre to Rosebery and Alexandria. The area is bordered by Gardeners Road to the south, Euston Road/McEvoy Street on the west and Mentmore Avenue and Botany Road on the east.

The southern employment lands are some of the most strategically located in Australia, being of local, metropolitan, state and national economic significance. They host regional and global roles and connections, being only 3km south of Sydney's city centre and even closer to Sydney Airport and Port Botany.

The lands are also in proximity to two major centres, Green Square town centre to the north and Mascot station precinct to the south. The southern employment lands contain more than 300,000 jobs across a range of high-value sectors including finance, insurance, business and technical services, education, technology, media, retail, arts, entertainment and tourism services. Burrows Road accommodates 'heavier' industrial activities such as distribution centres and warehouse facilities.

Figure 9 City of Sydney Southern Employment Lands



Source: City of Sydney Employment Lands Study (SGS Economics 2013)

## 3.2. POLICY CONTEXT

A review of relevant state and local policies was undertaken to understand the strategic context of the proposed development and any potential impacts (positive and negative). This included:

### State

- Greater Sydney Region Plan (GSRP), Greater Cities Commission (2018)
- Eastern City District Plan (ECDP), Greater Sydney Commission (2018)
- Government Architect of NSW Connecting with Country Framework (2023)
- Government Architect of NSW Draft Designing with Country Discussion Paper (2020).

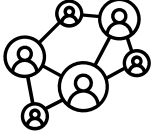
### Local



- City Plan 2036 – Local Strategic Planning Statement (LSPS), City of Sydney (2020)
- Social Sustainability Policy & Action Plan 2018-2028 (SSPAP), City of Sydney (2019)
- Greening Sydney Strategy, City of Sydney (2021)
- Employment Lands Strategy (ELS), City of Sydney (2014)
- Our Inner West 2036 – Community Strategic Plan (CSP), Inner West Council (2018)
- Creative Inner West: Cultural Strategy 2022-2025, Inner West Council (2021)
- Inner West and Retail Lands Strategy (IWRLS), Inner West Council (2020)
- Inner West Local Strategic Planning Statement (IWLSPS), Inner West Council (2020).

The key social themes from the policy review are summarised in

Table 4 below.

Table 4 Key social themes from policy review

Theme	Summary of findings
<p>Supporting and enhancing Aboriginal culture, art, and creativity</p> 	<p>Council's Community Strategic Plan (2022) acknowledges the importance of Aboriginal culture and heritage of the past, present and future of the city. Council aims to elevate the voices of Aboriginal and Torres Strait Islander people in all aspects of city life, with a key goal to ensure that the history and culture of Aboriginal people are evident in the public realm. This is consistent with Council's Local Strategic Planning Statement (2020) (LSPS) which notes that archaeological or historical evidence of Aboriginal life in the urban environment requires careful management and celebration.</p> <p>To help achieve this, the Community Strategic Plan (2022) encourages all developments to implement 'Designing with Country' practices, with a focus on reactivating the knowledge of special places and events in Aboriginal history at key sites.</p> <p>The Government Architect NSW's Connecting with Country Framework (2023) and Draft Designing with Country Discussion Paper (2020) provides guidance on how to design with a Country-centred approach. One example of this is utilising in-between spaces to strengthen understanding of self, community, and place, as well as convey the purpose of the space. This approach</p>

	extends to considering how to work ‘in-between’ Aboriginal perspectives and standard project delivery practices.
<p>Maintaining use of industrial lands and increasing business and employment opportunities</p> 	<p>The Sydney Employment Lands Strategy highlights the crucial role of the employment lands in supporting growth of the local, metropolitan, state and national economies whilst facilitating regional and global network connections. This is consistent with IWRLS, GSRP, ECDP, and LSPS which all focus on growing the industrial sector, increasing productivity, and maintaining the use of industrial lands to increase job growth and economic opportunities. Furthermore, it recognises the importance of high quality and functional built form for development throughout the employment lands.</p>
<p>Supporting health and wellbeing by encouraging accessibility and a comfortable urban environment</p> 	<p>The LSPS, CSP, GSS, IWLSPS, SSPAP, GSRP, and ECDP all contain objectives and priorities to create a more resilient, accessible, and comfortable urban environment for residents and workers.</p> <p>Actions include increasing tree canopy, implementing green infrastructure, footpath widening, using water efficient methods, and improving reducing air, light, and noise pollution. The SSPAP focuses on increasing a positive social impact and community well-being through implementing the principles of SIAs in planning and development.</p>

### 3.3. DEMOGRAPHIC PROFILE

A demographic profile identifies the demographic and social characteristics of a proposal's likely impacted groups and communities. This is an important tool in understanding how a community currently lives and that community's potential capacity to adapt to changes arising from a proposal.

A demographic profile has been developed for St Peters and Mascot based on demographic data from the Australian Bureau of Statistics (2021) Census of Population and Housing. The demographic characteristics of City of Sydney LGA and Greater Sydney have been used, where relevant, to provide a comparison.

In 2021, ABS data indicates that there were 3,629 people living in St Peters and 21,573 in Mascot. Key characteristics of the areas include:



#### Young adult population

Both suburbs have a high proportion of young adults aged 20-39 years old, with St Peters having 49% and Mascot having 57%. In comparison, residents of the same age bracket made up 56% of the City of Sydney LGA, and 31% of Greater Sydney.



#### Top occupations

Top occupations in St Peters and Mascot are professionals (40% and 29%), managers (20% and 13%), and clerical and administrative workers (13% and 14%), in comparison to City of Sydney LGA (42%, 19% and 11%), and Greater Sydney (29%, 15% and 14%).



#### Tertiary educated

Both suburbs have a comparable proportion of residents with a Bachelor degree or above qualification, with St Peters slightly higher than Mascot (53% and 43%). In comparison, 53% of City of Sydney LGA and 33% of Greater Sydney had obtained this level of education.



#### High density living

Both St Peters and Mascot have a high rate of residents living in a flat or apartment type dwelling (39% and 74%) compared to Greater Sydney (31%), though lower compared to City of Sydney LGA (79%).



#### Active workforce

St Peters has a low rate of unemployment at 4%. Mascot has a slightly higher rate of unemployment (6%). In comparison, City of Sydney LGA has a rate of 6% and Greater Sydney has a rate of 5%.



#### Private vehicle use

St Peters has a lower proportion of residents (20%) who travel to work by car, than Mascot (28%). In comparison, 15% of residents from Sydney LGA travel to work by car, compared to Greater Sydney (38%).





### High household income

St Peters had a significantly higher weekly median household income of \$2,924. Mascot had a lower weekly median income of \$2,253. In comparison, City of Sydney LGA had a median weekly income of \$2,212 and Greater Sydney had a median of \$2,077.



### Opportunistic crime

Data from the NSW Bureau of Crime Statistics and Research (March 2023 – March 2024), found that St Peters is susceptible to break and enter non-dwelling, steal from motor vehicle and Steal from dwelling crime. Data also found that Mascot is susceptible to steal from person, and motor vehicle theft crimes.



### Socio-economic advantage and disadvantage

St Peters and Mascot ranked in their top 10% of NSW suburbs in the index of relative socio-economic advantage and disadvantage, which indicate both suburbs have a high level of socio-economic advantage relative to other suburbs in NSW.



### Need for assistance

There is a comparable proportion of people that require assistance due to a disability, long-term health condition or old age in St Peters and Mascot (3%), compared to City of Sydney LGA (3%), though lower compared to Greater Sydney (5%).



### Health and wellbeing

Mascot has a lower proportion of people with one or more long-term health conditions (15%), compared to St Peters (33%), Sydney of Sydney LGA (20%), and Greater Sydney (24%).



### Homelessness

ABS 2021 Estimating Homelessness data is only available at a regional level and has been gathered for the City of Sydney LGA. In the City of Sydney LGA, there were about 3,598 homeless people in 2021. In 2023, Homelessness NSW counted 277 people living on the streets during Homelessness NSW's street count of homelessness in 2023.

## 4. SIA FIELD STUDY

This section provides an overview of the community and stakeholder consultation undertaken as part of this SIA. Consultation is critical to understanding what is important to people and how they feel they may be impacted by the proposal.

In some cases, what people may expect to feel may not be what eventuates as part of the proposal. The consultation summary below does not distinguish between this and summarises the consultation as it was heard to provide an accurate sentiment of people's thoughts, feelings and feedback. The assessment of social impacts (Section 6) considers the outcomes from consultation against the details of the proposal and other technical report findings.

### 4.1. FIELD STUDY APPROACH

As this proposal represents a revised scheme that is considered to be 'substantially the same' as the previous scheme from 2022 and given the site is within an industrial area away from residential properties, a streamlined SIA field study was undertaken. This included re-engaging with social planning representatives from the City of Sydney, Inner West and Bayside Councils.

A newsletter drop for the revised scheme was not undertaken as no feedback had been received for the previous scheme in 2022. Urbis' Planning team contacted the DPHI assessing officer to confirm the proposed approach, who confirmed it was appropriate.

### 4.2. IN-DEPTH INTERVIEWS SUMMARY OF FINDINGS

To inform the SIA for the 2022 SSDA, Urbis' Social Planning team undertook videoconference interviews via Microsoft Teams with social planning representatives from the City of Sydney, Inner West and Bayside Councils. While the proposal is located within the City of Sydney LGA, consultation with Inner West and Bayside Councils was undertaken due to the site's proximity to these LGAs.

As part of the SIA for the 2024 SIA, Urbis' Social Planning team issued emails to these stakeholders on 20 September 2024 which contained an overview of the revised proposal and provided an opportunity for Council representatives to provide additional feedback. A summary of the feedback received in July 2022 and any additional feedback received in 2024 is provided in the following sections.

#### 4.2.1. City of Sydney Council

Table 5 Summary of consultation with City of Sydney Council

Summary of consultation from July 2022	Additional feedback in September 2024
<ul style="list-style-type: none"><li>▪ Council's representative commented on the importance of environmental sustainability of buildings noting that incorporation of green roofs is particularly beneficial in this area.</li><li>▪ Having a gym onsite was pointed out by Council's representative as being positive, providing access for workers and visitors to exercise and wellness facilities throughout the day.</li><li>▪ Council's representative noted that more broadly there is a lack of cultural space and activity in this part of the LGA and while the site, its location and the proposal do not lend themselves to arts or cultural uses, public art would be of benefit to the community. A First</li></ul>	<p>The City of Sydney Council social planning representative advised the feedback from 2022 remained relevant and confirmed they did not have any additional feedback.</p>

Summary of consultation from July 2022	Additional feedback in September 2024
<p>Nations focus for any new public art should be considered.</p> <ul style="list-style-type: none"> <li>▪ To align with Council's policies and strategies on urban canopy and open space, Council's representative expressed the importance of increasing overall tree canopy on the site through either retention of existing trees or suitable replacement.</li> <li>▪ Council's representative commented on the importance of having spaces for workers to get together socially, both indoors and outdoors. These include suitable lunchrooms, break out spaces, outdoor terraces and/or landscaped areas.</li> <li>▪ Consideration for how people come and go from the site will be important, particularly as the proposal includes 24/7 operation. Crime Prevention Through Environmental Design (CPTED) principles including lighting should be applied to ensure actual and perceived safety.</li> </ul>	

#### 4.2.2. Inner West Council

Table 6 Summary of consultation with Inner West Council

Summary of consultation from July 2022	Additional feedback in September 2024
<ul style="list-style-type: none"> <li>▪ The closest residential area to the proposal in the Inner West LGA is St Peters. A key characteristic of this suburb is a high concentration of local artists and creative spaces.</li> <li>▪ Increased employment opportunities generated by the proposal was viewed as a positive social impact.</li> <li>▪ Increased noise from heavy vehicle movements on St Peters residents was identified as a key potential social impact.</li> <li>▪ Providing good public and active transport connections to the site was seen as a key consideration.</li> <li>▪ Incorporation of public art into the buildings design was seen as a key opportunity that would provide a positive social outcome, particularly given the strong concentration of</li> </ul>	<p>The Inner West Council social planning representative advised the feedback from 2022 remained relevant and advised Council's <i>Creative Places Guidelines</i> should be considered when incorporating public art in the development process. The key principles in the Guideline include:</p> <ul style="list-style-type: none"> <li>▪ The artwork represents excellence in contemporary public art</li> <li>▪ The artwork relates to the site functions, culture and community uses</li> <li>▪ The art project responds to Inner West Council's values of diversity and inclusion</li> <li>▪ The artwork is durable and can be appropriately maintained</li> <li>▪ Includes local artists and makers where appropriate.</li> </ul>

Summary of consultation from July 2022	Additional feedback in September 2024
<p>local artists and art spaces in St Peters. Council suggested that the proponent collaborate with Council and a local artist to provide a high-quality public art component. A mural along the western façade of the proposed building or on the rooftop were suggested as potential options.</p> <ul style="list-style-type: none"> <li>▪ The recent Marrickville Metro Shopping Centre redevelopment, which includes a significant public art component and involved collaboration between the developer and Council, was identified as potential example or case study.</li> </ul>	<p>The Council representative also advised the 800-metre mural containing an Aboriginal cultural motif on the Sydney Desalination Plant adjacent to the Alexandria Canal could be used as a potential model for the incorporation of public art within the proposal site.</p>

### 4.2.3. Bayside Council

The proponent notified Bayside Council of the proposal by email on 26 July 2022. A planning officer from Bayside Council provided an email response on 3 September 2022, which included a range of statutory and environmental planning matters to be considered. None of the matters raised by the council officer were considered to have a social impact, and therefore these matters have been addressed in the relevant technical reports and the EIS.

Urbis' Social Planning team issued an email an urban planning representative at Bayside Council in September 2024 which contained an overview of the revised proposal and a request for feedback in relation to potential social impacts. No feedback was provided at the time of writing.

## 4.3. NEWSLETTER DISTRIBUTION

Urbis' Engagement team distributed two project fact sheets via letterbox drop to 122 businesses surrounding the site. A summary of the fact sheets is provided below and the distribution area for both fact sheets is outlined in Figure 10.

- The first fact sheet introduced the proposal and outlined the competitive design process. As there are no residential dwellings within immediate proximity of the site, it was distributed on 3 February 2022 to 122 local business premises. The fact sheet provided the details of the email, phone number and website (managed by Urbis Engagement) to answer questions and collect feedback.
- The second fact sheet explained the SSDA application process, provided an update on the design competition, and reminded stakeholders of project contact information. It was distributed on 17 August 2022 to 122 local business premises.

No feedback was received at the time the fact sheets were distributed.

Figure 10 Newsletter distribution area



Source: Engagement Outcomes Report (Urbis 2024)

## 4.4. KEY IMPLICATIONS OF SIA FIELD STUDY FINDINGS

This section outlines the key social impacts identified by participants throughout the SIA field study and engagement activities. All consultation sought to understand how participants viewed their community, and to identify how the proposal may impact their community. Participants identified both positive and negative impacts, as well as opportunities to mitigate or enhance these potential impacts, shown in Table 7.

Table 7 Stakeholder identified potential positive impacts, negative impacts, and opportunities

Positive impacts	Negative impacts	Enhancement and mitigation opportunities
<ul style="list-style-type: none"> <li>Provision of high quality worker amenities and services (lunch rooms, break out spaces, outdoor terraces etc.)</li> <li>Increased employment opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Noise impacts from heavy vehicles on surrounding residents</li> <li>Potential safety concerns, given the 24/7 operation.</li> </ul> <p>It is noted that the site is currently operating as a 24/7 warehouse and distribution centre and therefore these considerations reflect the existing environment.</p>	<ul style="list-style-type: none"> <li>Consideration of green space and tree canopy</li> <li>Implement design strategies that encourage social interactions among workers</li> <li>Incorporation of CPTED principles</li> <li>Inclusion of public art</li> <li>Provision of strategies to encourage active and public transport.</li> </ul>

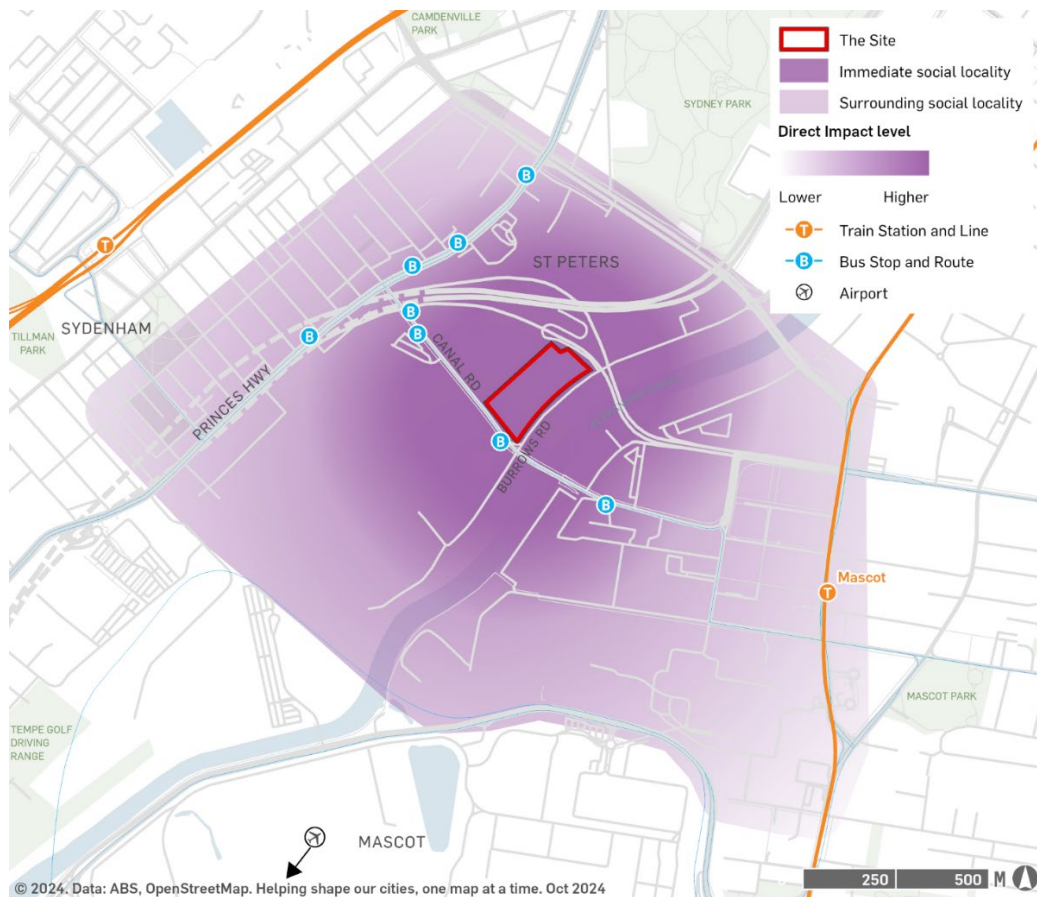
## 5. SOCIAL LOCALITY

A social locality helps to identify the scale and nature of the proposal's likely social impacts, as well as the likely impacted groups.

This proposal's likely social locality was determined based on a review of the proposal, surrounding context and consultation outcomes. The social locality considers two key areas and associated likely impacted groups. These include:

- **Immediate social locality:** This area includes communities that may be directly impacted by the proposal, including nearby commercial and industrial sites surrounding the site. This comprises businesses along Burrows Road, Canal Road, as well as businesses on the south side of the Cooks River Intermodal Terminal including those on Ricketty Street and Venice Street. These areas may experience localised impacts such as visual, noise, dust and changes to the traffic and pedestrian network. The immediate social locality is shown in Figure 11.
- **Surrounding social locality:** This area includes communities that may be either directly or indirectly impacted by the proposal. The broader locality captures travel patterns and associated access impacts felt more broadly includes residents, businesses, workers and services that operate across this area. These sites consist of residences and commercial lots along the Princess Highway, northwest in Sydenham, and along Gardeners Road, southeast in Mascot. The broader social locality is shown in Figure 11.
- **Regional social locality:** The area broadly comprises the inner south of Sydney and Greater Sydney. The regional social locality captures the proposal's impact on providing employment opportunities as well as providing greater warehouse and distribution space to support people's access to goods to support their day-to-day needs. The Sydney Kingsford Smith Airport, located approximately 2km south of the site, is a key component of the supply chain network.

Figure 11 Immediately and surrounding social localities



Source: Urbis, 2024



## 6. SOCIAL IMPACT ASSESSMENT

This chapter provides a ranking of the identified social impacts of the proposal. It is structured by the social impact categories outlined in the SIA Guideline (DPHI 2023).

### 6.1. ASSESSMENT APPROACH

Each impact is assessed in accordance with the risk assessment methodology applied in the SIA Guideline Technical Supplement, whereby the significance of potential social impact is assessed by comparing the magnitude of the impact against the likelihood of the impact occurring.

This methodology and associated assessment parameters are outlined below.

Table 8 Social impact category definitions

Social impact category	Definition
Way of life	Including how people live, how they get around, how they work, how they play, and how they interact each day
Community	Including composition, cohesion, character, how the community functions and people's sense of place
Accessibility	Including how people access and use infrastructure, services and facilities, whether provided by a public, private or not-for-profit organisation
Culture	Both Aboriginal and non-Aboriginal, including shared beliefs, customs, values and stories, and connections to Country, land, waterways, places and buildings
Health and wellbeing	Including physical and mental health especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, and changes to public health overall
Surroundings	Including ecosystem services such as shade, pollution control, and erosion control, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity
Livelihoods	Including people's capacity to sustain themselves through employment or business, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits
Decision-making systems	Particularly whether people experience procedural fairness, can make informed decisions, can meaningfully influence decisions, and can access complaint, remedy and grievance mechanisms.

Source: SIA Guideline (DPHI 2023, p. 19)

Table 9 Significance matrix

		Magnitude level				
		1	2	3	4	5
Likelihood level		Minimal	Minor	Moderate	Major	Transformational
A	Almost certain	Low	Medium	High	Very high	Very high
B	Likely	Low	Medium	High	High	Very high
C	Possible	Low	Medium	Medium	High	High
D	Unlikely	Low	Low	Medium	Medium	High
E	Very unlikely	Low	Low	Low	Medium	Medium

Source: SIA Guideline: Technical Supplement (DPHI, 2023, p. 13)

Table 10 Likelihood levels

Level	Definition
Almost certain	Definite or almost definitely expected (e.g. has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or remote probability

Source: SIA Guideline: Technical Supplement (DPHI 2023, p. 12)

Table 11 Magnitude levels

Magnitude level	Meaning
Transformational	Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20% of a community.
Major	Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	Mild deterioration/improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	Little noticeable change experienced by people in the locality.

Source: SIA Guideline: Technical Supplement (DPHI 2023, p. 13)



Table 12 Dimensions of social impact magnitude

Dimension	Explanation
Extent	Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional, future generations).
Duration	When is the social impact expected to occur? Will it be time-limited (e.g., over particular project phases) or permanent?
Intensity or scale	What is the likely scale or degree of change? (e.g., mild, moderate, severe)
Sensitivity or importance	How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
Level of concern / interest	How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Source: SIA Guideline: Technical Supplement (DPHI 2023, p. 12)

## Mitigation and enhancement measures

Social impacts are assessed before and after the implementation of mitigation measures (for negative social impacts) and enhancement measures (for positive social impacts). These measures can take different forms and may be incorporated in the design, planning, construction, or operational stage of the proposed development. Mitigation measures, enhancement measures, and SIA recommendations are summarised in Section 7.2.

## SIA recommendations

SIA recommendations are proposed throughout the impact assessment to further enhance positive social impacts and mitigate negative social impacts. These measures have not been included in the assessment of mitigated or enhanced impacts but have been recommended as additional measures for consideration by the proponent to enhance the social outcomes of the proposal.

Mitigation and enhancement measures which are committed to and have informed the assessment of mitigated and enhanced social impacts are detailed in the 'mitigated' and 'enhanced' sections of each social impact throughout this section and summarised in Chapter 7. SIA recommendations are identified separately from the mitigated and enhanced assessment for each impact and are summarised in the following section.

The following sections provide an assessment of social impacts across all defined categories.

## 6.2. WAY OF LIFE

### 6.2.1. Access to goods to support people's day-to-day needs

Affected stakeholders	Duration
<ul style="list-style-type: none"> <li>Individuals and businesses in the immediate, surrounding and regional social localities.</li> </ul>	<ul style="list-style-type: none"> <li>Operation</li> </ul>
<b>Assessment – without enhancement: Medium positive</b>	
<p>Warehouses and distribution centres play an important role in modern economies by providing a place for goods to be stored before it is distributed to consumers, including businesses and individuals. Digital technology enhancements over the last 25 years have resulted in a significant change to the way people access goods which support their day-to-day needs.</p> <p>In recent years, warehouses and distribution centres have had a greater impact on people's way of life through online shopping, which has become an increasingly popular way for people to obtain goods. According to the 2024 Inside Australian Online Shopping report (Australia Post 2024), 8 in 10 Australian households (equivalent to 9.5 million households) shopped online in 2023 and approximately 1 in 7 households made weekly online purchases. These trends have increased each year and are likely to continue.</p> <p>Warehouse and distribution centres also played an important role during the COVID-19 pandemic, as limitations and restrictions around accessing physical stores resulted in more people doing their shopping online.</p> <p>Warehouse and distribution centres can only be provided in areas suitable for industrial land uses. The Eastern City District Plan (2018) indicates industrial land in the district is highly constrained due to the development of higher-return land uses (such as residential and large-scale retail), and the lack of opportunities for new supply. Recognising the importance of industrial land to Greater Sydney's economy and supply chain networks, the District Plan applies the 'retain and manage' approach to managing industrial land. This approach is also reflected in the Sydney Employment Lands Strategy (2014).</p> <p>The proposal will increase the amount of warehouse floorspace compared to the existing development on the site, helping to service the needs of businesses and individuals across Greater Sydney. The site is also located close to major transport hubs and has 10-minute access to Sydney Airport and 20-minute access to Port Botany.</p> <p>In summary, the proposal will contribute to the increasing need for additional warehouse floorspace in Greater Sydney. This land use is a key part of the supply chain and helps to support people's access to goods which support their day-to-day needs. Based on this, the unenhanced impact is assessed as <b>medium positive</b>, given the <b>likely likelihood</b> and <b>minor magnitude</b>.</p>	
<b>Assessment - with enhancement: Medium positive</b>	
<p>No enhancement measures are identified at this stage. The enhanced impact therefore remains as <b>medium positive</b>.</p>	
<b>SIA recommendation/s</b>	
<p>No SIA recommendations proposed at this stage.</p>	

## 6.3. COMMUNITY

The SIA Guideline describes community as the composition, character, how the community functions and people's sense of place. This definition is broad and most social impacts would affect community to some extent. Impacts assessed under other categories also have repercussions for community.

In the case of this development, 'community' is primarily focused on the workers who will access the future development, and workers/ business owners in the surrounding industrial precinct, as well as – to a lesser extent – visitors to this industrial precinct.

We note that the surrounding local community was engaged in the preparation of this assessment through the distribution of a newsletter and SIA survey in 2022 (refer to Section 4.3). No feedback was received from those surrounding community members/ businesses.

Key issues of note, nevertheless, include:

- Access to worker amenities and services (refer to Section 6.4 – Accessibility) – impacting the way future workers interact with each other within the proposal through utilising break-out spaces, outdoor landscaped areas and other communal areas
- Access to worker amenities that support worker health and wellbeing, such as outdoor areas and end of trip facilities (refer to Section 6.6. – Health and wellbeing)
- Connection to Aboriginal culture and heritage (refer to Section 6.5 – Culture) – impacting Aboriginal and non-Aboriginal people's connection to the site and the surrounding context
- Creating a safe urban environment and delivering public domain and visual environment improvements (refer to Section 6.7 – Surroundings) – impacting on the broader community's feelings of safety, sense of place and how they interact with each other.
- A detailed assessment of these impacts, and additional impacts, is included in the following sections.

## 6.4. ACCESSIBILITY

### 6.4.1. Access to worker amenities and services

Affected stakeholders	Duration
<ul style="list-style-type: none"><li>▪ Future workers at the site in the immediate social locality</li></ul>	<ul style="list-style-type: none"><li>▪ Operation</li></ul>
<b>Assessment – without enhancement: Low positive</b>	
<p>Worker amenities and services can have a direct positive impact on the physical, mental and social wellbeing of future workers. Worker amenities and services, such as break out areas and end of trip facilities, support employees to make healthier choices and encourage social connection. As noted by the Australian Authority for Work Health and Safety Compensation (ComCare), supporting employee wellbeing and safety contributes to creating a more engaged, motivated and efficient workforce (refer also to Section 6.6.3 – Health and wellbeing).</p> <p>The Architectural Plans prepared by SBA Architects (2024) details the worker amenities accessible to future workers of the proposed warehouse. These include:</p> <ul style="list-style-type: none"><li>▪ Two separate end of trip facilities on the Ground Floor</li><li>▪ Landscaped terraces on the two mezzanine levels</li><li>▪ Bathrooms on each floor.</li></ul>	

Future construction workers will also have access to a range of additional services and amenities within the area. The site is within walking distance of open green space (St Peters Interchange Mound) and several bus services. However, the site offers limited access to other services and amenities, including food and beverage.

Based on the worker amenities and services included in the proposal, and the site's proximity to other local amenities and services, the unenhanced impact is assessed as **low positive**, given the **almost certain likelihood** and **minimal magnitude**.

#### Assessment - with enhancement: Medium positive

The Landscape Plans prepared by Taylor Brammer Landscape Architects (2024) provides further detail for the landscaped terraces and outdoor breakout spaces. The report details high quality landscaping at the terraces. It also demonstrates outdoor staff breakout spaces with seating and shade. These landscaping treatments represent a significant enhancement from the existing site which contains minimal landscaping and outdoor areas for workers.

Based on the landscaping inclusions, the enhanced impact is assessed as **medium positive**, given the **almost certain likelihood** and **minor magnitude**.

#### SIA recommendation/s

- Collaborate with future tenants of the development to ensure employees are aware of the amenities available within the building and the surrounding area.

## 6.5. CULTURE

### 6.5.1. Connection to Aboriginal culture and heritage

Affected stakeholders	Duration
<ul style="list-style-type: none"> <li>▪ Aboriginal people and groups within the immediate, surrounding and regional social localities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Construction and operation</li> </ul>
Assessment – without enhancement: Neutral	
<p>All developments, including redevelopments of existing buildings or structures, should consider impacts on Aboriginal culture and heritage. This is an issue raised by Councils through the stakeholder consultation process, as well as through the Aboriginal Cultural Heritage Assessment Report (ACHAR) prepared by Artefact (2024),</p> <p>The construction of industrial developments (which often comprise of large areas and require extensive earthworks), may impact on Aboriginal objects, the landscape or reform, or the spiritual connection Aboriginal people have with Country.</p> <p>The ACHAR indicates the site has had several disturbances to the ground through previous demolition and development works. ACHAR found no registered records in the study area and a nil-low archaeological potential to retain intact Aboriginal cultural objects.</p> <p>The ACHAR provides clear procedures and protocols for appropriately and adequately addressing unexpected Aboriginal objects or human remains discovered on site.</p>	

Although no tangible or intangible cultural heritage values were identified, consultation with Aboriginal stakeholders undertaken as part of the ACHAR revealed knowledge holders and stakeholders hold an ongoing connection to the land. With acknowledgement to this, the ACHAR recommended identifying opportunities for embedding Connection with Country into the project. These are discussed in the enhanced section below.

With consideration of the AHCAR findings and stakeholder feedback on the proposal, and assuming the proposed unexpected finds procedures are implemented, the unenhanced impact is assessed as **neutral**.

#### Assessment - with enhancement: High positive

As highlighted in Section 4, Inner West Council representatives identified an absence of arts and cultural uses in the area. They emphasised the importance of incorporating a First Nations focus in any public art initiative. Integrating public art into the building's design was noted as a significant opportunity to achieve positive social outcomes, especially considering the high concentration of local artists and art spaces in St Peters.

Yerrabingin were engaged as part of the design team to guide the proposal's Connecting with Country response. The Design Report prepared by Welsh and Major (2024) indicates the activities to help develop this response, including walking the site with Gadigal elders, a 'design jam' workshop with elders and First Nations designers, and follow-up meetings with workshop participants to test ideas. The Design Report notes this process is proposed to continue through the design and development of key aspects of the proposal prior to construction.

The design highlights the inclusion of Aboriginal culture through the 'Coast to Gully' narrative, which influences the building design, landscaping, streetscape, public realm, and art strategy, developed in partnership with Yerrabingin. This is integrated into the design through the creation of distinct identities for the north and southern blocks to represent the distinct but connected coast and gully countries, and the selection of landscaping species and materials that link the north and south but reflect the ecology, colours, and textures of the coast and gully.

Additionally, the landscape design concept retains the use of native and endemic species, as a key aspect of Connecting with Country.

The implementation of Connecting with Country elements represents a positive contribution of the proposal recognising and reflecting Aboriginal culture and heritage. Based these inclusions, the enhanced impact is assessed as **high positive**, given the **likely likelihood** and **moderate magnitude**.

#### SIA recommendation/s

- Continue to collaborate with Aboriginal stakeholders and key consultants, including Yerrabingin, TaylorBrammer (landscape architect) Welsh and Major (architect) to implement the proposed Connecting with Country design responses during the detailed design and construction stages.

## 6.6. HEALTH AND WELLBEING

### 6.6.1. Air quality impacts on health and wellbeing

Affected stakeholders	Duration
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<ul style="list-style-type: none"> <li>Future workers on site and surrounding community members in the immediate and surrounding social localities</li> </ul>	<ul style="list-style-type: none"> <li>Construction and operation</li> </ul>
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### Assessment – without mitigation: Medium negative

Air quality impacts are likely during the demolition and construction phase, and during the operational phase when the diesel fuelled generators are being tested or used as backup power. If not managed effectively, emissions from dust due to the demolition of existing structures, use of heavy equipment and particulate matter from motor vehicles may have adverse health and wellbeing impacts on individuals and communities. Emissions from use of diesel fuelled back-up generators during operation will also need to be managed.

An Air Quality Impact Assessment (AQIA) was prepared by SLR Consulting to assess potential emissions generated by the proposal on surrounding sensitive receivers, including existing and future workers and the surrounding community. The AQIA identified more than 100 sensitive receivers within 250 metres from the site boundary. Potential emissions identified in the AQIA include dust generated during construction and products of fuel combustion and particulate matter from trucks and other vehicles accessing and idling at the site during operation.

#### Construction

The AQIA considers dust emissions from construction to have a ‘medium risk’ of adverse dust soiling and human health impacts during demolition phase and a ‘low risk’ of adverse dust soiling and human health impacts occurring during the earthworks and construction phases and due to trackout if no mitigation measures were applied to control emissions.

#### Operation

In terms of vehicle emissions during operation, the AQIA considers that these emissions will be of a similar nature to existing emissions from traffic on Burrows Road and Campbell Road. As a result, the AQIA considers vehicle emission impacts to be ‘neutral’ on all sensitive receivers.

The AQIA also provides an assessment of the predicted incremental and cumulative air quality impacts associated with the M8 and M4-M5 ventilation outlets. These outlets are located approximately 500m north west and north east of the site respectively. The AQIA considers that these ventilation outlets are unlikely to cause any additional exceedances to air quality criteria.

Based on the findings of the AQIA, the unmitigated air quality impacts during the construction and operation of the proposal are assessed as **medium negative**, given the **possible likelihood** and **minor magnitude**.

### Assessment - with mitigation: Low negative

#### Construction

The AQIA outlines mitigation measures specific to the demolition, construction, and track-out phases of development. These range from soft striping measures, effective water suppression, avoiding explosive practices in favour of manual or mechanical alternatives, and removing debris or dampening material before demolition.

If these mitigation measures were implemented, the AQIA assesses the risk of potential dust soiling and human health impacts associated with the demolition of the existing building and construction activities (including earthwork and track out) as ‘negligible’.

## Operation

Given air quality impacts during operation are expected to be 'neutral', the AQIA includes a list of standard operational mitigation measures from the Institute of Air Quality Management.

Assuming these mitigation measures are adopted, the mitigated air quality impacts during the construction and operations of the proposal are assessed as **low negative**, given the **unlikely likelihood** and **minor magnitude**.

## SIA recommendation/s

- Implement the operational air quality mitigation measures as outlined in the Air Quality Impact Assessment when the proposal is operational.

## 6.6.2. Noise impacts on health and wellbeing

Affected stakeholders	Duration
<ul style="list-style-type: none"><li>▪ Workers and residents in the immediate and surrounding social localities</li></ul>	<ul style="list-style-type: none"><li>▪ Construction and operation</li></ul>
<b>Assessment – without mitigation: Medium negative (construction), Neutral (operation)</b>	
<p>The proposal will generate noise during the demolition and construction phase, and during the operational phase. Noise can impact the ability for individuals to conduct certain activities, such as sleep, or activities that require high levels of concentration, including study and work. This can impact a person's health and wellbeing. Noise impacts are an important consideration for the proposal, particularly given its 24/7 operation.</p> <p>The Noise Impact Assessment (NIA) prepared by SLR undertook noise monitoring and assessed noise impacts on the following identified nearby sensitive receivers:</p> <ul style="list-style-type: none"><li>▪ The immediately surrounding industrial development (30m south west of the site)</li><li>▪ The commercial and industrial development within the broader vicinity of the site (approximately 80m north east of the site)</li><li>▪ The commercial and residential area (which includes a primary school and church) along Princes Highway and adjacent to Sydney Park (approximately 400m north west of the site)</li><li>▪ The residential areas in St Peters and Sydenham (approximately 400m north west of the site)</li><li>▪ The residential and mixed use area in Mascot (approximately 530m south east of the site).</li></ul> <p>A summary of the unmitigated construction and operation assessment in the NIA is provided below.</p>	
<b>Construction</b>	
<p>The NIA identifies the key noise generating activities during construction to be vegetation clearing; demolition; earthworks; construction of roads; construction of pads and hardstands; and construction of structures.</p> <p>The NIA found there to be 'minor to marginal' (1 to 10 dB) exceedances to the noise management levels at the nearest industrial developments immediately surrounding the site and at the residential developments and church along Princes Highway during vegetation clearing and demolition works. All other activities and locations were compliant with the noise management levels. The NIA notes that these</p>	

impacts would only be expected to occur when noisy is being completed close to the site boundaries, relative to each receiver.

The NIA outlines mitigation measures to minimise these construction impacts, which are discussed in the mitigated section below.

Based on the findings of the NIA, the unmitigated construction noise impact is assessed as **medium negative** given the **likely likelihood** and **minor magnitude**.

### Operation

As outlined in Section 4, noise from heavy vehicle movements on St Peters residents was identified as a potential social impact by Council.

The NIA identifies the main sources of operational noise to be on-site light and heavy vehicle movements, loading dock activities in hardstands, mechanical plant operation and off-site vehicle movements. The NIA notes that there would be no use of manufacturing equipment in the proposed warehouse.

The NIA indicates that operational noise levels from the development are predicted to comply with noise management levels at all identified sensitive receivers and during all time periods (day, evening and night). The proposal is also predicted to comply with sleep disturbance levels at the residential receivers.

Based on the findings of the NIA, the unmitigated noise impact during operation is assessed as **neutral**.

### Assessment – with mitigation: Low negative (construction), Neutral (operation)

#### Construction

The NIA notes that the impacts during construction are predicted to be relatively minor and consistent with major construction work near to sensitive receivers, and that no works outside of standard construction hours are currently proposed. The report considers the use of standard mitigation measures (such as those in Transport for NSW's Construction Noise and Vibration Guideline) to be sufficient to control most of the impacts. These mitigation measures are outlined in the Appendix of the NIA. The NIA does not re-assess the predicted exceedances assessment with the mitigation measures applied.

The NIA indicates that a Construction Noise and Vibration Management Plan (CNVMP) would be prepared prior to the issue of the construction certificate. The CNVMP should re-assess the potential construction noise impacts based on the confirmed detailed construction methods provide evidence of how any exceedances to noise management levels can be managed through mitigation measures. The CNVMP should also contain procedures for handling complaints, should they occur, and detail any compliance monitoring requirements.

Based on the findings of the NIA and assuming the CNVMP is prepared and details adequate mitigation measures for any construction noise exceedances, the mitigated noise impact during construction is assessed as **low negative**, given the **unlikely likelihood** and **minor magnitude**.

#### Operation

While operational noise impacts from the development are not predicted to exceed the relevant noise criteria, the NIA includes a list of potential feasible and reasonable mitigation measures. Some of these measures have already been applied in the proposal design (i.e. optimising the site layout so the warehouse buildings screen the noisier hardstand areas). Others may be implemented during the operation phase if operational noise exceeds the predictions undertaken at this stage (i.e. keeping roller doors closed when not in use for loading/unloading trucks).



The NIA notes that the mitigation measures could be further refined in Operational Noise Management Plan (ONMP) when more details regarding specific tenants are known. The ONMP would be prepared prior to the issue of the occupation certificate.

Based on the findings of the NIA, the mitigated noise impact during operation remains **neutral**.

#### SIA recommendation/s

- Prepare a construction noise and vibration management plan (CNVMP) prior to issue of the construction certificate. The CNVMP should reassess all construction noise on sensitive receivers based on the confirmed construction methods, including potential cumulative impacts, and provide appropriate mitigation measures. It should also contain complaint handling procedures and detail any compliance monitoring requirements.
- As recommended in the NIA, prepare an Operational Noise Management Plan (ONMP) prior to issue of the occupation certificate. The ONMP should detail the measures that could be used by future tenants to minimise general noise emissions from the site.

### 6.6.3. Design elements and inclusions to enhance worker wellbeing

Affected stakeholders	Duration
<ul style="list-style-type: none"> <li>▪ Future workers at the site in the immediate social locality</li> </ul>	<ul style="list-style-type: none"> <li>▪ Operation</li> </ul>
<b>Assessment – without enhancement: Medium positive</b>	
<p>Supporting worker wellbeing and safety is an important consideration for any development, particularly for warehouse and distribution centres where employees may be required to stand for long periods of time. The Australian Authority for Work Health and Safety Compensation (ComCare) notes that supporting employee wellbeing and safety contributes to creating a more engaged, motivated and efficient workforce.</p> <p>As identified in the SIA Field Study (see Section 4), the City of Sydney Council social planning representative commented on the importance of having spaces for workers to get together socially, both indoors and outdoors. Examples identified included lunchrooms, break out spaces, outdoor terraces and/or landscaped areas. The representative also noted the importance of increasing the tree canopy on the site.</p> <p>The proposal incorporates a range of design elements and inclusions which are expected to contribute positively to worker health and wellbeing. This includes:</p> <ul style="list-style-type: none"> <li>▪ Two separate end of trip facilities on the Ground Floor</li> <li>▪ Landscaped terraces on the two mezzanine levels.</li> </ul> <p>The Landscape Plans (2024) provides additional detail for landscaped areas which include the upper level terraces and ground floor garden areas with seating and shade from trees. The overall tree canopy coverage for the site is 15.7%, which meets the DCP requirement of 15%. Tree canopy is provided above outdoor worker breakout spaces which will help to provide shade and cooling for workers.</p> <p>Connecting with Country design elements have also been included to provide a connection to Aboriginal culture and heritage. This includes the 'Coast to Gully' narrative developed by Yerrabingin and Welsh and Major, which has informed the creation of distinct identifies for the northern and southern blocks to</p>	

represent the look and feel of the Coast and Gully Countries, the selection of landscape species, and the selection of colours and textures of the pathway and driveway paving materials.

Based on the above inclusions, the unenhanced impact is assessed as **medium positive**, given the **likely likelihood** and **minor magnitude**.

#### Assessment – with enhancement: High positive

As noted in the Amendment Report (2024) prepared by Urbis, 100 trees are proposed to be planted to offset the 23 trees proposed to be removed. The new trees have the capacity to grow to over 10m of height and will help to provide shading and cooling around outdoor worker breakout areas. Most tree species are Paperbarks (*Melaleuca quinquenervia*) that were characteristic of the place in precolonial times.

This enhancement measure is expected to increase the magnitude of the impact. The enhanced impact is therefore assessed as **high positive**, given the **likely likelihood** and **moderate magnitude**.

#### SIA recommendation/s

- Include kitchenette and indoor seating areas in the architectural plans prepared for the detailed design phase to ensure workers have access to indoor breakout and rest spaces.

## 6.7. SURROUNDINGS

### 6.7.1. Creating a safe urban environment

Affected stakeholders	Duration
<ul style="list-style-type: none"> <li>▪ Future workers and surrounding community members in the immediate social locality</li> </ul>	<ul style="list-style-type: none"> <li>▪ Construction and operation</li> </ul>
<b>Assessment – without mitigation: Medium negative</b>	
<p>The site is located in an area which has lower levels of pedestrian activation due to its industrial nature and proximity to busy roads. The site currently comprises several single-level warehouse buildings and is physically and visually disconnected from the public domain as the warehouse facades are built to the site boundary and consist of large brick walls.</p> <p>The City of Sydney's social planning representative identified safe access to and from the site and inclusion of CPTED principles (surveillance, access control, territorial reinforcement and space and activity management) as key considerations for the proposal (see Section 3.3), particularly as the proposal is expected to operate 24 hours a day, seven days a week.</p> <p>As identified in the Section 4.3, St Peters has higher rates of crimes compared to NSW for offences relating to break and enter, steal from dwelling and steal from motor vehicle. Minimising opportunities for these offences should therefore be considered as part of the proposal.</p> <p>Given there is poor natural surveillance between the existing buildings and the public domain and considering the proposal's 24/7 operations, the unmitigated impact is assessed as <b>medium negative</b>, given the <b>unlikely likelihood</b> and <b>moderate magnitude</b>.</p>	
<b>Assessment – with mitigation: High positive</b>	

The proposal incorporates a range of CPTED principles in its design, which represent improvements to the current warehouse design. This includes:

- Replacement of the existing site perimeter fencing with a landscape setback and substantial areas of glazing along Canal Road office façade to increase activation and provide natural surveillance of the public domain.
- Providing a building managers office and seating areas on the ground floor to activate and provide opportunities for natural surveillance of the building entry and lobby area.
- Providing pedestrian crossings across all driveways along Burrows Road to improve pedestrian safety.
- Providing a roller door at the car park entry to prevent unauthorised access to the car park after hours. This will help reduce opportunities for motor vehicle theft offences.

It is expected that further surveillance and access control interventions including CCTV and swipe card readers at building entries will be provided in the detailed design phase. Consideration should also be given to having a 24/7 security officer presence on site.

The integration of CPTED principles in the proposal's design is expected to contribute to a safe urban environment for future workers and visitors accessing the site, as well as the surrounding community. With consideration of this, the mitigated impact is assessed as **high positive**, given the **likely likelihood** and **moderate magnitude**.

#### SIA recommendation/s

- Continue to implement the four CPTED principles (surveillance, access control, territorial reinforcement and space and activity management) during the proposal's detailed design phase. This should include detailing access control interventions, such as CCTV and swipe card readers at building entries.
- Future warehouse tenants should provide a 24/7 security officer presence to help increase feelings of safety within and surrounding the site.

## 6.7.2. Public domain and visual environment improvements

Affected stakeholders	Duration
<ul style="list-style-type: none"> <li>▪ Surrounding residents and businesses in the immediate locality</li> </ul>	<ul style="list-style-type: none"> <li>▪ Operation</li> </ul>
<b>Assessment - without enhancement: Medium positive</b>	
<p>The proposal will change the existing interface with the public domain and the broader visual environment of the site through the redevelopment of the single storey warehouse buildings with the proposed two storey warehouse building, with a building height of 25m.</p> <p>The Visual Impact Assessment (VIA) prepared by Urbis (2024) provides a description of the site's surrounding context. This includes commercial and distribution development built-form characterised by large, bulky buildings with square and rectangular floorplates to the east, south and west of the site and St Peters Interchange, a large piece of transport infrastructure, north of the site.</p> <p>Based on the six public domain viewpoints assessed, the VIA considers all to be of a 'low' significance, and while the proposal is of a greater scale than other buildings in the immediate vicinity, it is of</p>	

comparable scale and form to others in the surrounding visual context. Overall, the VIA found the visual impacts of the proposed development to be acceptable.

The VIA also undertook an assessment of a representative private domain view from the thirteenth floor (top floor) of 12 Galloway Street, Mascot which is approximately 550m from the proposal. The VIA considered the proposal to generate low visual effects and impacts and assessed the overall rating as a minor view loss. Based on the photomontage provided in the VIA, there is likely to be no material social impact associated with this view change given the distance to the proposal and its similar visual character with the surrounding development.

As discussed in Section 6.7.1, the proposal will also remove the existing tall perimeter brick wall boundary which will help to create an activated interface between the building and the public domain. New landscaped setback areas along Burrows and Canal Roads and public art along the western truck access ramp and in the undercroft entry along Canal Road building façade will also help to create a more activated and livelier public domain and visual experience for community members. The social planning representative from Inner West Council noted this would deliver a positive social outcome and provided a range of principles for consideration when procuring the artist and artwork (see Section 4.2.3).

Based on the findings of the VIA and the inclusion of the landscaped areas and public art, the unenhanced impact is assessed as **medium positive**, given the **likely likelihood** and **minor magnitude**.

#### Assessment – with enhancement: Medium positive

No enhancement measures are identified at this stage. The enhanced impact therefore remains as **medium positive**.

#### SIA recommendation/s

- Continue to collaborate with Cultural Capital through the detailed design and construction phases to further develop the public art concept. As recommended Curatorial Vision appendix of the Design Report, the artwork should be delivered by an emerging First Nations artist to align with the commitment to Connecting with Country.

## 6.8. LIVELIHOODS

### 6.8.1. Increased employment opportunities

Affected stakeholders	Duration
<ul style="list-style-type: none"> <li>Construction, warehousing and logistics workers in the regional social locality (particularly south east Sydney and the inner west)</li> </ul>	<ul style="list-style-type: none"> <li>Construction and operation</li> </ul>
<b>Assessment – without enhancement: Medium positive</b>	
<p>The site forms part of the City of Sydney southern employment lands, an area of roughly 265 hectares which stretches from the Green Square Town Centre to Rosebery and Alexandria. The southern employment lands contain more than 300,000 jobs across a range of high-value sectors including finance, insurance, business and technical services, education, technology, media, retail, arts, entertainment and tourism services. Burrows Road accommodates ‘heavier’ industrial activities such as distribution centres and warehouse facilities.</p>	

As identified in the Policy Context (see Section 3.2), a range of local and regional planning strategies focus on growing the industrial sector, increasing productivity, and maintaining the use of industrial lands to increase job growth and economic opportunities.

As part of consultation undertaken by the proponent with Bayside Council and captured in the Consultation Outcomes Report (2024) prepared by Urbis, a Council representative noted the proposal's positive contribution to the current and future role of Mascot. The representative noted the industrial and business precinct around Mascot is a critical component of the International Trade Gateway, and is key employment land within the Eastern City District.

The two-storey proposal will provide greater employment opportunities compared to the current single storey warehouses on the site across several industries, including construction, warehousing and logistics. The Cost Summary Report (2024) prepared by Rider Levett Bucknall estimates the proposal will generate approximately 684 construction jobs and 425 operational jobs.

As identified in the Demographic Profile (see Section 3.3), the dominant skill sets and education background of St Peters do not directly align with the skills and experience required for warehousing and distribution positions. These factors suggest that a large proportion of the positions generated by this proposal would be filled by workers in Greater Sydney, particularly south east Sydney and the inner west. While the proposal is unlikely to provide jobs suited for local residents, it will still play a positive role in providing lower skilled jobs for young people, low skilled migrants, and people without tertiary education qualifications across Greater Sydney.

The proposal is close to public transport connections, which provide an opportunity for workers who may not own a car to access the site. This comprises two bus stops, including the 358 Sydenham to Randwick loop service which operates every 10 minutes in the peak and is located along Canal Road immediately adjacent to the site. Bus stops serviced by routes 348 and 422 which provide connections to Wolli Creek and Kogarah are 800m north of the site. Mascot station is 1.3km or an 18 minute walk from the site. Given its distance to the site the train connection is less likely to be utilised.

The Green Travel Plan prepared as part of the Transport Management and Accessibility Plan (2024) will also help to encourage public and active transport usage to and from the site, further enhancing worker access to the site.

Based on the provision of construction and operational jobs with some public transport access and alignment of the proposal with the strategic employment and economic development directions for the local area, the unenhanced impact is assessed as **medium positive**, given the **likely likelihood** and **minor magnitude**.

#### Assessment – with enhancement: Medium positive

No enhancement measures are proposed at this stage. The impact therefore remains assessed as **medium positive**.

#### SIA recommendation/s

- Collaborate with future warehouse tenants and the transport consultant to implement the objectives and strategies outlined in the Green Travel Plan to enhance opportunities for future workers without a car access the site.
- Undertake early and transparent consultation with the current warehouse tenants to ensure they are aware of the redevelopment have suitable time to find an alternative warehouse premises. This could include providing these tenants with options for other nearby Goodman warehouse spaces that may be vacant.

## 6.9. DECISION-MAKING SYSTEMS

As outlined in Section 4, a range of community and stakeholder engagement activities have been undertaken which aim to support people's decision-making systems and ability to provide feedback on the proposal.

Community members were notified of the original proposal in 2022 through two community newsletters issued in February 2022 and August 2022. These newsletters distributed to the warehouses within 600m of site, as outlined in Figure 10. No feedback was received on the proposal during this time.

The original proposal was placed on public exhibition was available for feedback on the NSW Major Projects website between 18 November and 15 December 2022. No submissions were received from the public or community / stakeholder groups as part of the public exhibition process.

As discussed in Section 4.1, given this revised scheme is considered to be 'substantially the same' as the previous scheme from 2022, the proposal's location within an existing industrial area and away from residential areas, and the absence of community feedback on the previous scheme, a newsletter was not distributed for this revised scheme. This approach was confirmed to be appropriate by the DPHI assessing officer.

Community members and groups will have another opportunity to provide feedback on the revised proposal when it is placed on public exhibition in early 2025. A review of and response to these submissions will be undertaken by the project team.

Consultation with the City of Sydney, Inner West and Bayside Councils were also undertaken for the original and revised schemes. The insights from these stakeholders are summarised in Section 4.2 and have informed this SIA.

The recommendation below is provided to help people influence decisions and access complaint, remedy and grievance mechanisms during the construction and operation phases.

### SIA recommendation/s

- Collaborate with construction contractors and future warehouse tenant/s to develop a robust and fair complaint management procedure. The procedure should:
  - Be accessible to community members with opportunities to provide feedback through multiple forums
  - Be transparent, with clear information on how complaints are handled and expected timelines for resolution
  - Include clear and responsive communication with the individual or group expressing the complaint
  - Include a documented record of all complaints, including the details on the type of complaint, and date and time, actions taken and the final resolution.

## 6.10. CUMULATIVE SOCIAL IMPACTS

Cumulative impacts are the result of incremental, sustained and combined effects of human action and natural variations over time, and can be both positive and negative (DPHI 2022, p.4). They can be caused by compounding effects of a single project or multiple projects in an area, and by the accumulation of effects from past, current, and future activities as they arise (ibid, p.4).

There are several state significant and local projects operating or intended to operate in and around the social locality which may contribute to cumulative impacts to the proposal. These are summarised in Table 13 below. Potential cumulative impacts are discussed following this table.

Table 13 Potential concurrent development projects

DA Reference	Development Description	Current Status
SSD-32489140	Ascent Logistics Centre – construction and operation of a multi-level warehouse and distribution facility located at 520 Gardeners Road, Alexandria.	Approved

DA Reference	Development Description	Current Status
SSD-47601708	Sydney Flight Training Centre – demolition of existing industrial buildings and the construction and operation of a flight training facility and associated infrastructure at 28-30 Burrows Road, St Peters.	Approved
SSD-42544484	Gardeners Road Multi Level Warehouse Alexandria – construction and operation of a two storey multi-level warehouse and distribution facility located at 546-548 Gardeners Road, Alexandria.	Approved
SSI-6788	WestConnex – new M5 (under construction adjacent to site).	Approved
D/2021/45	Four storey data centre fronting Gardeners Road (Stage 2) at 504-506 Gardeners Road, Alexandria.	Approved
D/2017/1797	Concept approval of a 3 and 4 storey building for use as high technology industry, including the approval of Stage 1 buildings works comprising construction of the 3 storey building, internal roads, car parking and landscaping at 504-506 Gardeners Road, Alexandria.	Approved
D/2014/453	Construction of new three storey industrial building for use as a data centre, with hours of operation 24 hours a day, Monday to Sunday inclusive. Includes new driveway to Bourke Road, car parking, fencing, gates and landscaping at 200 Bourke Road, Alexandria.	Approved

Source: Major Projects (DPHI 2024)

Based on a review of the proposal, technical assessments and site context, key cumulative social impacts identified include:

- **Construction impacts:** Given several ongoing and approved SSDAs and local DAs within the Macquarie Park Innovation Precinct, there is a possibility for cumulative impacts to occur during the construction of the proposal. This includes cumulative noise and air quality impacts, traffic disruption and changes to pedestrian routes within the public domain. The groups and individuals that would be most impacted by potential cumulative construction impacts would be generally confined to the immediate and surrounding social localities.
- **Access to goods to support people's day-to-day needs:** As discussed in Section 6.2.1, the proposal, along with other warehouse and distribution centres, will contribute to meeting the increasing need for warehouse spaces.
- **Improved public domain:** As discussed in Section 6.7, the proposal will contribute to creating a safer and more visually appealing public domain. The cumulative development of new industrial buildings outlined in Table 13 and the associated public domain improvements have the potential to deliver a greater impact by renewing significant areas within the southern employment lands industrial area.

#### SIA recommendation/s

- To minimise potential cumulative impacts during construction, it is recommended the construction contractor and the proponent consult with surrounding landowners of future developments to understand expected construction timelines and activities. This should be reflected in a detailed Construction Management Plan (CMP) which should be prepared prior to the construction certificate.

## 7. MITIGATION, ENAHANCEMENT AND MANAGEMENT

This section provides a summary of:

- Identified positive and negative social impacts,
- Corresponding unmitigated and mitigated risk rankings, and
- Proposed mitigation, enhancement and management measures.

To inform the implementation of the proposed mitigation and enhancement strategies, key potential stakeholder and/or partners have been identified. The involvement and participation of these key stakeholders and/or partners in the monitoring and management of social impacts and social benefits will improve the outcomes of the proposed mitigation and management strategies.

Not all potential impacts will be the responsibility of the proponent to mitigate or manage. In some cases, their role may be to cooperate or inform the mitigation, provide data and information to future tenants. In other cases, they may have direct responsibility for mitigation and management of the identified potential social impacts and the opportunity for partnerships.

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement, and management strategies is provided in Table 11 overleaf.



## 7.1. SUMMARY OF PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT OF SOCIAL IMPACTS

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement, and management strategies is provided in Table 14 below.

Table 14 Summary of proposed mitigation, enhancement and management of social impacts

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Way of life	Access to goods to support people's day-to-day needs	Medium positive	Medium positive	<ul style="list-style-type: none"> <li>▪ Increase in the amount of warehouse floorspace compared to the existing development on the site</li> <li>▪ Site location close to major transport hubs and 10-minute access to Sydney Airport and 20-minute access to Port Botany.</li> </ul>	Goodman  Future warehouse tenants	N/A
Community	Refer to Section 6.3 for impact discussion.					
Accessibility	Access to worker amenities and services	Low positive	Medium positive	<ul style="list-style-type: none"> <li>▪ The Architectural Plans prepared by SBA Architects (2024) details the worker amenities accessible to future workers of the proposed warehouse. These include: <ul style="list-style-type: none"> <li>– Two separate end of trip facilities on the ground floor</li> <li>– Landscaped terraces on the two mezzanine levels</li> <li>– Bathrooms on each floor.</li> </ul> </li> <li>▪ The Landscape Plans prepared by Taylor Brammer Landscape Architects (2024) provides further detail for the landscaped</li> </ul>	Goodman  Future warehouse tenants	Landscape architect

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				terraces and outdoor breakout spaces. The report details high quality landscaping at the terraces. It also demonstrates outdoor staff breakout spaces with seating and shade.		
Culture	Connection to Aboriginal culture and heritage	Neutral	High positive	<ul style="list-style-type: none"> <li>▪ The ACHAR provides clear procedures and protocols for appropriately and adequately addressing unexpected Aboriginal objects or human remains discovered on site.</li> <li>▪ Inclusion of the 'Coast to Gully' Connecting with Country narrative developed by Yerrabingin and informed by First Nations stakeholder engagement activities.</li> <li>▪ Retention of native and endemic species.</li> </ul>	Goodman Yerrabingin	Landscape architect  Architect
Health and wellbeing	Air quality impacts on health and wellbeing	Medium negative	Low negative	<ul style="list-style-type: none"> <li>▪ The AQIA outlines mitigation measures specific to the demolition, construction, and track-out phases of development.</li> <li>▪ The AQIA outlines standard mitigation measures from the Institute of Air Quality Management for operation.</li> </ul>	Goodman  Construction contractors  Future warehouse tenants	Air quality consultant

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Health and wellbeing	Noise impacts on health and wellbeing	Medium negative (construction)  Neutral (operation)	Low negative (construction)  Neutral (operation)	<ul style="list-style-type: none"> <li>A Construction Noise and Vibration Management Plan (CNVMP) would be prepared prior to the issue of the construction certificate.</li> <li>An Operational Noise Management Plan (ONMP) would be prepared prior to the issue of the occupation certificate.</li> </ul>	Goodman  Construction contractors  Future warehouse tenants	Noise consultant
Health and wellbeing	Design elements and inclusions to enhance worker wellbeing	Medium positive	High positive	<ul style="list-style-type: none"> <li>Provision of two separate end of trip facilities on the ground floor and landscaped terraces on the two mezzanine levels.</li> <li>Planting of 100 trees on the site to offset the 23 trees proposed to be removed. The new trees have the capacity to grow to over 10m of height and will help to provide shading and cooling around outdoor worker breakout areas.</li> <li>Inclusion of Connecting with Country design elements.</li> </ul>	Goodman	Yerrabingin  Landscape architect
Surroundings	Creating a safe environment	Medium negative	High positive	<ul style="list-style-type: none"> <li>Replacement of the existing site perimeter wall with a landscape setback and substantial areas of glazing along Canal Road office façade to increase activation and provide natural surveillance of the public domain.</li> </ul>	Goodman	Landscape architect  Future warehouse tenants

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				<ul style="list-style-type: none"> <li>Providing a building managers office and seating areas on the ground floor to activate and provide opportunities for natural surveillance of the building entry and lobby area.</li> <li>Separating site entries for pedestrians, vehicles and heavy vehicles (such as trucks) and providing pedestrian crossings across all driveways along Burrows Road to improve pedestrian safety.</li> <li>Providing a roller door at the car park entry to prevent unauthorised access to the car park after hours. This will help reduce opportunities for motor vehicle theft offences.</li> </ul>		
Surrounding	Public domain and visual environment improvements	Medium positive	Medium positive	<ul style="list-style-type: none"> <li>Removal of the existing warehouse building which contain large blank walls and located against the site boundary to create an activated interface between the building and the public domain.</li> <li>Provision of new landscaped setback areas along Burrows and Canal Roads and public art along the western truck access ramp and in the undercroft entry along Canal Road building façade will also help to create a more activated and livelier</li> </ul>	Goodman	Landscape architect  Public art consultant

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				public domain and visual experience for community members.		
Livelihoods	Increased employment opportunities	Medium positive	Medium positive	<ul style="list-style-type: none"> <li>Proximity to public transport connections, which provide opportunities for workers who may not own a car to access the site</li> <li>Preparation of a Green Travel Plan to encourage public and active transport usage to and from the site</li> </ul>	Goodman  Future warehouse tenants	N/A
Decision-making systems	Refer to Section 6.9 for impact discussion.					
Cumulative impacts	<ul style="list-style-type: none"> <li>Construction impacts</li> <li>Access to goods to support people's day-to-day needs</li> <li>Improved public domain.</li> </ul>					

## 7.2. FURTHER SIA RECOMMENDATIONS

The following provides a summary of the recommendations are proposed to further enhance positive impacts and mitigate negative impacts as previously identified in Section 6.

### Communication

- Collaborate with future tenants of the development to ensure employees are aware of the amenities available within the building and the surrounding area.
- Undertake early and transparent consultation with the current warehouse tenants to ensure they are aware of the redevelopment have suitable time to find an alternative warehouse premises. This could include providing these tenants with options for other nearby Goodman warehouse spaces that may be vacant.
- Collaborate with construction contractors and future warehouse tenant/s to develop a robust and fair complaint management procedure. The procedure should:
  - Be accessible to community members with opportunities to provide feedback through multiple forums
  - Be transparent, with clear information on how complaints are handled and expected timelines for resolution
  - Include clear and responsive communication with the individual or group expressing the complaint
  - Include a documented record of all complaints, including the details on the type of complaint, and date and time, actions taken and the final resolution.

### Design

- Continue to collaborate with Aboriginal stakeholders and key consultants, including Yerrabingin, TaylorBrammer (landscape architect) Welsh and Major (architect) to implement the proposed Connecting with Country design responses during the detailed design and construction stages.
- Include kitchenette and indoor seating areas in the architectural plans prepared for the detailed design phase to ensure workers have access to indoor breakout and rest spaces.
- Continue to implement the four CPTED principles (surveillance, access control, territorial reinforcement and space and activity management) during the proposal's detailed design phase. This should include detailing access control interventions, such as CCTV and swipe card readers at building entries.
- Continue to collaborate with Cultural Capital through the detailed design and construction phases to further develop the public art concept. As recommended Curatorial Vision appendix of the Design Report, the artwork should be delivered by an emerging First Nations artist to align with the commitment to Connecting with Country.

### Construction management

- Prepare a construction noise and vibration management plan (CNVMP) prior to issue of the construction certificate. The CNVMP should reassess all construction noise on sensitive receivers based on the confirmed construction methods, including potential cumulative impacts, and provide appropriate mitigation measures. It should also contain complaint handling procedures and detail any compliance monitoring requirements.
- To minimise potential cumulative impacts during construction, it is recommended the construction contractor and the proponent consult with surrounding landowners of future developments to understand expected construction timelines and activities. This should be reflected in a detailed Construction Management Plan (CMP) which should be prepared prior to the construction certificate.

### Operation management

- Implement the operational air quality mitigation measures as outlined in the Air Quality Impact Assessment when the proposal is operational.
- As recommended in the NIA, prepare an Operational Noise Management Plan (ONMP) prior to issue of the occupation certificate. The ONMP should detail the measures that could be used by future tenants to minimise general noise emissions from the site.

- Future warehouse tenants should provide a 24/7 security officer presence to help increase feelings of safety within and surrounding the site.
- Collaborate with future warehouse tenants and the transport consultant to implement the objectives and strategies outlined in the Green Travel Plan to enhance opportunities for future workers without a car access the site.

# REFERENCES

This SIA has been informed by a range of data sources, information and technical studies. The following data sources have been used:

## **Demographic, crime and health data**

Australian Bureau of Statistics, Census of Population and Housing, 2021, Greater Sydney (GCCSA), City of Sydney (LGA), St Peters (suburb), and Mascot (suburb).

Australian Curriculum, Assessment and Reporting Authority, 2021, School enrolment data.

NSW Bureau of Crime Statistics and Research, St Peters, Mascot and NSW hotspot maps and crime rates.

NSW Department of Planning, Housing and Infrastructure, 2022, NSW population projections.

## **Policy documents**

City of Sydney, 2014, Employment Lands Strategy.

City of Sydney, 2019, Social Sustainability Policy & Action Plan 2018-2028.

City of Sydney, 2020, City Plan 2036- Local Strategic Planning Statement.

City of Sydney, 2021, Greening Sydney Strategy.

Government Architect of NSW, 2023, Connecting with Country Framework.

Greater Sydney Commission, 2018, Eastern City District Plan.

Greater Sydney Commission, 2018, Greater Sydney Region Plan.

Inner West Council, 2018, Our Inner West 2036- Community Strategic Plan.

Inner West Council, 2020, Inner West and Retail Lands Strategy.

Inner West Council, 2020, Inner West Local Strategic Planning Statement.

Inner West Council, 2021, Creative Inner West: Cultural Strategy 2022-2025.

## **Technical studies prepared for this proposal**

Taylor Brammer Landscape Architects, 2024, Landscape Plans.

Artefact, 2024, Aboriginal Cultural Heritage Assessment Report.

Welsh and Major, 2024, Architectural Design Report.

SLR Consulting, 2024, Air Quality Impact Assessment.

SLR Consulting, 2024, Noise Impact Assessment.

Urbis, 2024, Visual Impact Assessment.

Urbis, 2024, Consultation Outcomes Report.

## **Other**

Australia Post, 2024, 2024 Inside Australian Online Shopping: eCommerce Industry Report.

NSW Department of Planning, Housing and Infrastructure, 2023, Social Impact Assessment Guideline and Technical Supplement.

NSW Department of Planning, Housing and Infrastructure, 2022, Cumulative Impact Assessment Guidelines for State Significant Projects.



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This report is dated 19 December 2024 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of Goodman (**Instructing Party**) for the purpose of template (**Purpose**) and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

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This report has been prepared with due care and diligence by Urbis and the statements and opinions given by Urbis in this report are given in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

# APPENDIX A SIA CONSULTATION MATERIALS



Goodman is planning to build a functional and adaptable multi-storey warehouse and distribution centre at 1-3 Burrows Road, St Peters.

Following a successful competitive design process, the project has now moved into the next phase.

## ABOUT THE PROJECT

Goodman is preparing a State Significant Development Application (SSDA) to seek approval for the project from the NSW Department of Planning and Environment (DPE). Project features include:

- Three story industrial warehouse and distribution centre building.
- Basement car parking, including 227 car parking spaces, 12 motorcycle spaces and end-of-trip facilities, including 73 bicycle parking spaces, showers, lockers and change rooms.
- Two 6-metre landscaped areas along both the Burrows and Canal Roads site frontages.
- Proposed operation of 24 hours, 7 days per week.

## MANAGING IMPACTS

Goodman is working to understand the potential impacts of building and operating the facility and the ways to mitigate these impacts.

Goodman is preparing detailed traffic, visual impact and community impact assessments. These assessments will form part of the Environmental Impact Statement (EIS).

During construction, Goodman will aim to minimise impacts where possible, which may include mitigation measures to reduce noise and screens to contain dust.

Goodman is committed to keeping the community informed throughout each stage of the planning and construction phases.



## PLANNING PATHWAY



## MORE INFORMATION

Goodman has commissioned Urbis Engagement to collect your feedback and provide further information about the 1-3 Burrows Road.

**You can reach the team on:**

✉ [engagement@urbis.com.au](mailto:engagement@urbis.com.au)

☎ 1800 244 993

## ABOUT GOODMAN

Goodman is an Australian company listed on the Australian Stock Exchange (ASX) that owns, develops and manages industrial real estate in 14 countries including logistics facilities, warehouses and business parks. They are committed to innovation, determination, integrity and sustainability.

Goodman owns a number of sites in the City of Sydney's southern enterprise area and will draw on its global expertise to manage construction and operations in a way that is respectful to neighbours.





## APPENDIX B CRIME RATES

Table 15 Crime rates per 100,000 people, March 2023 – March 2024

Crime type	St Peters	Mascot	NSW
Assault (non-domestic)	352.7	412.3	423.0
Assault (domestic)	81.4	311.4	477.1
Break and enter dwelling	81.4	144.7	249.1
Break and enter non-dwelling	108.5	52.6	105.5
Liquor offences	108.5	57.0	83.5
Malicious damage to property	515.5	412.3	605.3
Motor vehicle theft	135.6	184.2	177.8
Steal from dwelling	461.2	337.7	197.1
Steal from motor vehicle	406.9	333.3	350.9
Steal from person	0.0	52.6	26.6
Steal from retail store	54.3	293.8	335.8
Trespass	135.6	65.8	151.0

Source: BOCSAR

Table 16 Two-year crime trend, March 2022 – March 2024

Crime type	St Peters	Mascot	NSW
Assault (non-domestic)	n.c	Up 36.2% per year`	Up 6.6% per year
Assault (domestic)	n.c	Stable	Up 5.5% per year
Break and enter dwelling	n.c	Stable	Up 7.0% per year
Break and enter non-dwelling	n.c	n.c	Up 13.9% per year

<b>Crime type</b>	<b>St Peters</b>	<b>Mascot</b>	<b>NSW</b>
Liquor offences	n.c	n.c	Down 60.6% per year
Malicious damage to property	n.c	Stable	Up 0.7% per year
Motor vehicle theft	n.c	Stable	Up 12.9% per year
Steal from dwelling	n.c	Stable	Up 5.3% per year
Steal from motor vehicle	n.c	n.c	Stable
Steal from person	n.c	n.c	Up 6.3% per year
Steal from retail store	n.c	Stable	Up 12.6% per year
Trespass	n.c	n.c	Up 11.0% per year

Source: BOCSAR

