

Social Impact Assessment

Project Atlas Data Centre

Prepared for
Goodman Property Services (Aust) Pty Ltd

February 2026

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* This document is for discussion purposes only unless signed and dated by the persons identified.
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Authorship and Declaration

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 in social science or related areas. The authors' qualifications, experience and demonstrated understanding of social impacts are outlined below:

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Experience Author on 40+ Social Impact Assessments meeting requirements under NSW SIA Guidelines since 2021.

The author declares that this SIA report:

- Was completed on 16 February 2026
- Has been prepared in accordance with the Department of Planning, Housing and Industry's Social Impact Assessment Guideline for State Significant Development (2023)
- Contains all reasonably available and relevant information
- Was completed with an understanding of the authors' legal and ethical obligations
- Does not contain information that is false or misleading

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Date: 16 February 2026



Executive summary

This Social Impact Assessment (SIA) report accompanies a detailed State Significant Development Application (SSDA) that seeks approval for a data centre and associated works in Eastern Creek. The SIA has been prepared in response to the SEARs issued for the project SSD-101067971 on 16 January 2026.

This SIA evaluates the potential impacts of the proposal on the surrounding community during both the construction and operational phases of the project. The assessment draws on analysis of current and forecast social conditions within the defined social locality, together with details of the proposed development, to identify and assess likely social impacts. It also incorporates the outcomes of community consultation undertaken to date, as well as additional engagement activities specifically conducted to inform this SIA.

The SIA has been prepared in accordance with the following documents:

- NSW's Department of Planning and Environment (DPE) Social Impact Assessment Guideline¹ for State Significant Projects as updated in July 2025 (the 'NSW SIA Guideline')
- Technical Supplement – SIA Guideline February 2023.

This SIA has identified that the project has the potential to support the wider digital revolution in NSW. Supporting the State's growing digital economy, the data centre is part of a broad effort to increase digital capabilities, with associated social benefits to individuals, businesses and communities.

During construction, there may be temporary negative impacts associated with construction activities, although these are somewhat limited in spatial distribution by the project's context in an industrial area and surrounded by busy roads. Additionally, there is some impact to visual landscapes for some residents in adjacent units. However, this is relatively minor in scale and no particular sensitivities have been identified in the social baseline to this impact.

Other potential impacts relating to cybersecurity and the safety and wellbeing of workers during the 24/7 operation of the site will need to be proactively managed through the implementation of the recommendations of this report and throughout operation.

It is understood that the majority of identified negative impacts are capable of substantial mitigation, and the project team has committed to the additional social mitigation recommended by this Assessment (see **Section 7.0** of this SIA). While the proposed development may introduce temporary disruptions and change, it brings substantial long-term social benefits. As such, the proposal is considered to present an overall positive social impact.



Table of contents

1	Introduction	7
1.1	Project summary	8
1.2	Secretary's environmental assessment requirements for social impact	9
1.3	Review questions and responses	9
1.4	Report overview	11
2	Methodology	12
2.1	Assessment requirements	12
2.2	Social locality	12
2.3	Social baseline profile	14
2.3.1	<i>Data sources</i>	15
2.4	Social impact field study	15
2.5	Social impact evaluation	15
3	Scoping and proportionality	17
4	Social baseline study	19
4.1	Introduction	19
4.2	Local urban context	19
4.3	Social profile	20
4.3.1	<i>Demographics characteristics</i>	20
4.3.2	<i>Socio-economic</i>	24
4.3.3	<i>Community health profile</i>	25
4.4	Community strength and vulnerability	27
4.4.1	<i>Crime and safety</i>	27
4.4.2	<i>Social cohesion and resilience</i>	28
4.4.3	<i>Local values and attitudes to change</i>	29
4.5	Community assets	29
4.5.1	<i>Social infrastructure networks</i>	29
4.5.2	<i>Transport and accessibility</i>	30
5	Field study	32
5.1	Feedback from community	32
5.2	Feedback from local government and state agencies	33
5.3	Assessment of adequacy	34
6	Social Impact Assessment	35
6.1	Neutral to low social impacts	35
6.2	Medium to transformational social impacts	40
6.2.1	<i>Contributing to NSW digital economy</i>	40
6.2.2	<i>Operation worker health, wellbeing and safety</i>	42
6.2.3	<i>Cybersecurity of tenants and users</i>	43
7	Mitigation and enhancement	45
7.1	SIA recommendations	45
7.2	Management and monitoring	46
8	Conclusion	47



Table of Figures

Figure 1: Site context map	7
Figure 2: Site plan.....	8
Figure 3: Social locality	14
Figure 4: Social impact significance matrix.	16
Figure 5: Defining magnitude levels for social impacts.	16
Figure 6: Defining Likelihood Levels for Social Impacts	16
Figure 7: Overview of demographics.....	23
Figure 8: SEIFA IRSAD mapping	25
Figure 9: Crime statistics.....	28
Figure 10: Public transport infrastructure availability	31
Figure 11: Distribution map	33

Table of Tables

Table 1: SEARs requirements for social impact	9
Table 2: Review questions and responses.....	9
Table 3: Overview of demographics	21
Table 4: SEIFA advantage and disadvantage	24
Table 5: Stakeholder engagement for social impact activities	32
Table 6: Assessment – contributing to NSW digital economy.....	41
Table 7: Assessment – operation workers health, wellbeing and safety	42
Table 8: SIA recommendations	45



1 Introduction

This Social Impact Assessment (SIA) documents the process and outcomes of the SIA undertaken by Mecone Group Pty Limited (Mecone) on behalf of Goodman Property Services (Australia) Pty Ltd (Goodman), for the proposed development of a data centre located at 10 Roberts Road, Eastern Creek for the demolition of existing buildings and construction and ongoing operation of a data centre facility and associated Offsite Enabling Infrastructure (OEI) at 10 Roberts Road, Eastern Creek (the site) in the Blacktown local government area (LGA) which will also include necessary electricity lead in infrastructure to support the data centre operation.

The proposed development includes two data centre buildings of two and three storeys respectively, with a total power capacity of up to 500 MVA, ancillary office space, a substation, diesel storage, hardstand areas, landscaping.

This SIA forms part of the Project's Environmental Impact Statement (EIS) required under Part 4 of the NSW *Environmental Planning and Assessment Act 1979* (EP&A Act).

The Project is a State Significant Development Application (SSDA) under *State Environmental Planning Policy (Planning Systems) 2021* (Planning Systems SEPP). A development application (DA) for the Project is required to be submitted under Part 4 of the EP&A Act.



Figure 1: Site context map

Source: Mecone, 2025

1.1 Project summary

The proposed development (SSD-101067971) seeks approval for the demolition, construction and ongoing operation of a data centre facility and associated Offsite Enabling Infrastructure (OEI) at 10 Roberts Road, Eastern Creek. The proposal seeks demolition of existing buildings and construction and operation of a data centre with a total power consumption of up to 500 MVA, comprising of two data centre buildings (2 and 3 storeys, respectively), ancillary office space, substation, diesel storage, hardstand, landscaping and connection to Transgrid's Sydney West Substation

The proposed data centre comprises of 99,310m² (including 2665m² of ancillary office) and will play an important role in contributing to and facilitating significant growth of data connectivity services and technology in Blacktown LGA and across Greater Sydney.



Figure 2: Site plan

Source: Grimsham, 2025



1.2 Secretary's environmental assessment requirements for social impact

Table 1 below specifies the Social Impact requirements with the SEARs for the SSDA with application number SSD-101067971.

Table 1: SEARs requirements for social impact

Item	Description	Project Response
Key issues	Social – including a social impact assessment in accordance with the Department's Social Impact Assessment Guideline that is targeted and aligned to the development's context and likely impacts.	Response provided throughout this report, see Section 6.0

1.3 Review questions and responses

The review questions outlined by the Social Impact Assessment Guidelines for State Significant Projects (DPHI, 2023) ('NSW SIA Guideline') are designed to confirm that the requirements of the Guideline have been fulfilled when considering the scale of social impacts associated with the proposed development. **Table 2** below outlines these review questions and indicates how they have been addressed in this SIA.

Table 2: Review questions and responses

Review questions	Addressed by report (yes/no), relevant section
Does the lead author meet the qualification and experience requirements?	Yes – refer Authorship and Declaration.
Has the lead author provided a signed declaration?	Yes – refer Authorship and Declaration.
Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the proposal?	Yes.
Proposal's social locality and social baseline	
Does the SIA report identify and describe all the different social groups that may be affected by the proposal?	Yes – refer Section 4 .
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 – refer Section 4 .
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 proposal and other major development proposals?	Yes – refer Section 4 .
Does the social baseline study including appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of view and likely experiences?	Yes – refer Section 4 .
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes – refer Section 4 , with methodology provided Section 2.3.



Identification and description of social impacts

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 – refer Section 6 .
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 – refer Section 6 .
Does the SIA report describe how the preliminary analysis influenced proposal design and EIS engagement strategy?	Yes – refer to project refinements outlined in Section 7 .

Community engagement

Were the extent and nature of engagement activities appropriate and sufficient or canvass all relevant views, including those of vulnerable or marginalised groups?	Yes – refer Section 5 .
How have the views, concerns and insights of affected and interested people influenced both the proposal design and each element of the SIA report?	Refer methodology (Section 2), data gathering (Section 4 - 5), assessment an understanding of level of importance/concern (Section 6).

Predicting and analysing social impacts

Does the SIA report impartially focus on the most important social impacts to people at all stages of the proposal, without any omissions or misrepresentations?	Yes – refer to approach taken to assessment (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 proposal?	Yes – refer Section 6 .
Does the SIA report identify its assumptions, and include sensitivity analysis and alternative scenarios? (including 'worst-case' and 'no proposal' scenarios where relevant.	'Worst case' and 'no proposal' scenarios are discussed in the EIS. For this SIA, comparison against a baseline scenario that does not include the proposal is a common methodology to address the alternative scenario requirement (see Section 4).
Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the proposal, including any cumulative effects?	Yes – refer Section 6 .
Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes – refer Section 6 . Discussion is provided to provide nuance and detail to every significant rating.

Responses, monitoring and management



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 – refer Section 7.1.
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 – refer Section 7.2.
Does the SIA report demonstrate how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes – refer Section 7.2.

1.4 Report overview

Following the NSW SIA Guideline this report is structured as follows:

- **Section 1.0** and **Section 2.0:** Introduction, including a project overview, assessment requirements and methodology
- **Section 3.0:** Scoping and proportionality
- **Section 4.0:** Social baseline study
- **Section 5.0:** Field study
- **Section 6.0:** Social impact assessment
- **Section 7.0:** Mitigation and enhancement
- **Section 8.0:** Conclusion.



2 Methodology

SIA comprises a number of key phases that relate to:

- Developing an understanding of the social context and area of influence of a project
- the scoping of issues of importance and interest to key stakeholders and local communities
- an assessment and evaluation of social impacts that may occur as a result of a proposed project, and
- the identification of strategies to address negative impacts and enhance positive impacts.

Further, SIA, when informed by local communities and stakeholders, affords opportunities to effectively identify, integrate and address social impacts of projects within planning, design, and development processes. This section outlines the key activities undertaken within each of these phases.

2.1 Assessment requirements

This SIA has been prepared in alignment with the NSW SIA Guidelines. Further, this SIA has been prepared to address the Industry Specific SEARs issued on 16 January 2026, that included an assessment of social impacts in accordance with the NSW SIA Guideline. According to the SIA Guideline, social impacts are the consequences that people experience when a new project brings change.

These can include changes across:

- Way of life
- Accessibility
- Community
- Culture
- Livelihoods
- Decision-making systems
- Surroundings
- Health and wellbeing.

Two main types of social impacts may arise as a result of the proposed development:

- Direct impacts can be caused by the project which may cause changes to the existing community, as measured using social indicators, such as population, health and employment.
- Indirect impacts that are generally less tangible and more commonly related to matters such as community values, identity and sense of place. Both physically observable as well as psychological impacts need to be considered.

2.2 Social locality

For this SIA, social localities have been identified by considering both localised social impacts and those likely to occur at a broader spatial scale. The areas of social influence have been defined to reflect the extent to which different communities may experience direct, indirect and cumulative impacts arising from the proposal.



The areas of social influence have been determined for the proposal based on consideration of:

- The construction activities and operational uses of the proposal.
- The likely scale and extent of potential direct and indirect impacts and benefits of the proposal on the social factors identified in the SIA Guideline. This includes indirect impacts that are generally less tangible and more commonly relate to matters such as community values, identity and sense of connection to place.
- Cumulative impacts that may impact affected communities as a result of other transport, construction and major development processes underway within or proximate to the site.
- The potentially affected built or natural features that have social value or importance located on or near the construction sites, and the social characteristics of the areas likely to be affected by the proposal, as informed by the social baseline study and other technical assessments that inform the EIS.
- The community and stakeholder groups that would be most likely affected by the direct and indirect impacts, based on stakeholder and community engagement activities, and other available information sources.

The primary social locality for this assessment is the primary social locality is Statistical Area Level 1 (SA1 11603131803), the Secondary social locality is Blacktown local government area (LGA) and the Tertiary social locality is Greater Sydney.

The social localities for this SIA have been defined to reflect the scale, nature and potential social impacts of the proposed data centre development and its associated Offsite Enabling Infrastructure during both construction and operation.

The primary social locality, defined as Statistical Area Level 1 (SA1 11603131803), captures the community most directly affected by localised construction and operational impacts, including changes to amenity, traffic movements and perceptions of change. This scale enables a detailed understanding of the immediate social context and potential impacts on nearby residents, workers and sensitive receivers.

The secondary social locality, defined as the Blacktown LGA, reflects the broader area likely to experience indirect and cumulative impacts and benefits, including employment generation, infrastructure demand and the interaction with other major development activity within the precinct.

The tertiary social locality, defined as Greater Sydney, considers the broader strategic and regional context, including the project's contribution to digital infrastructure, data connectivity and long-term economic and social benefits at a metropolitan scale.

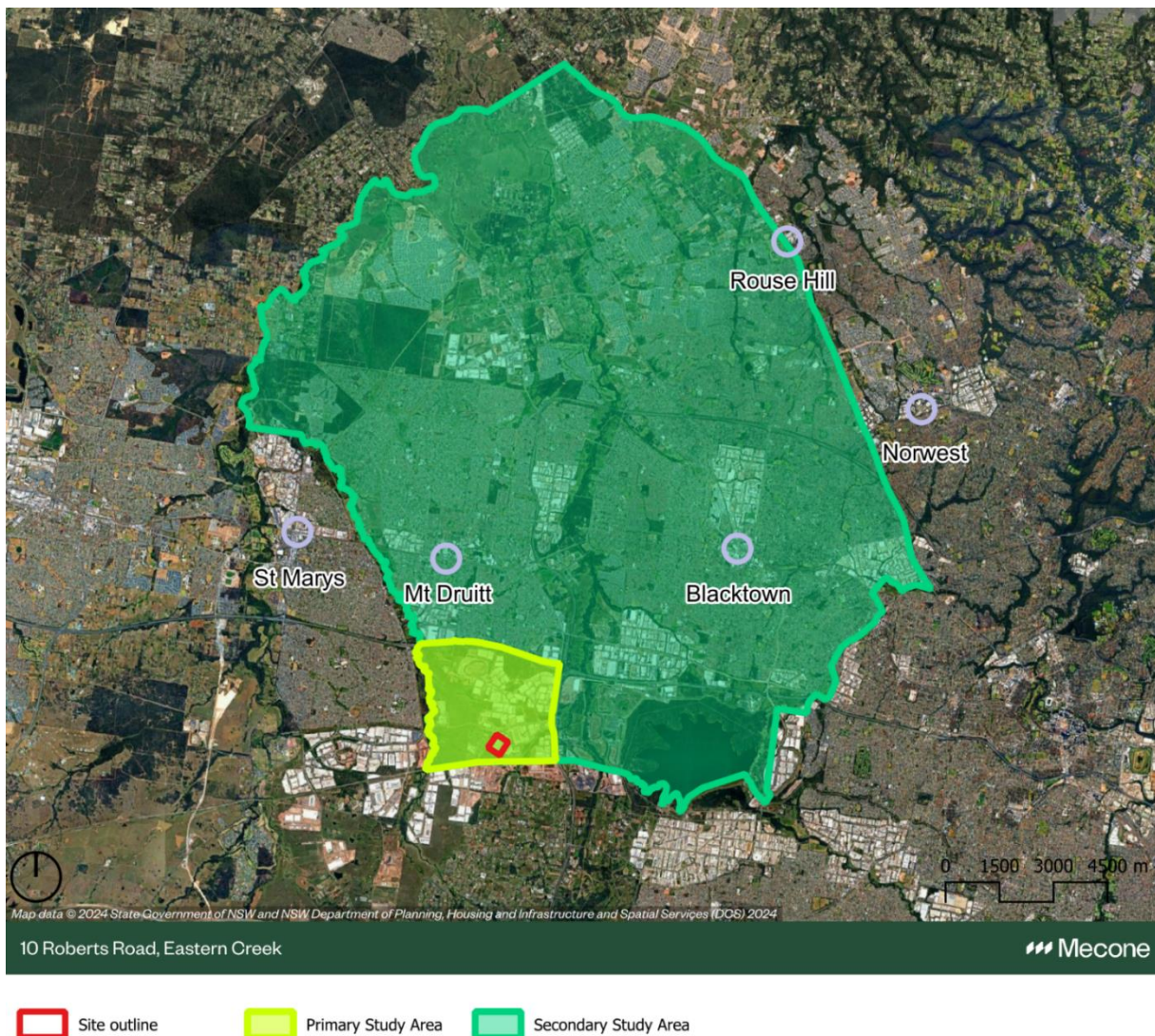


Figure 3: Social locality
Source: Mecone, 2025

2.3 Social baseline profile

A social baseline profile gathers information from both primary and secondary data sources to inform an understanding of the existing social environment in which a project is proposed and of potentially affected communities. The social baseline profile is a foundational component of SIA as it provides the basis for which social impacts associated with the project may be predicted, assessed, monitored, and managed over time.

The NSW SIA Guideline outlines the key components of a social baseline profile, including:

- The scale and nature of the project
- Who may be affected, including identification of any vulnerable or marginalised groups.
- Any built or natural features on or near the project
- Relevant social, cultural, and demographic trends and other change processes
- The history of the proposed project and/or development in the area, including community response to previous change.



2.3.1 Data sources

To gain an understanding of the demographic characteristics and composition of communities within the social locality and to ascertain how the project may change or affect the community, socio-economic and demographic data has been gathered and summarised from key publicly available datasets, including the ABS Census (2021) and the Social Health Atlas of Australia (PHIDU, 2020), as well as through a literature review of local and State government strategic plans.

2.4 Social impact field study

SIA involves the participation and collaboration of people who have an interest in or those that are affected by a project. Engagement to inform this SIA has been undertaken in line with the NSW SIA Guideline (2025).

A stakeholder identification process was undertaken for the project to support the planning and delivery of community and stakeholder consultation to inform the SIA, as well as wider engagement activities. This process involved identifying stakeholders with an interest in the project, or those directly and indirectly affected. This process has been outlined in **Section 5**.

Both quantitative and qualitative information collected through engagement activities has been analysed to inform the identification and analysis of social impacts associated with the project, as outlined in **Section 5**. Similarly, outcomes of engagement have been utilised to inform the Engagement Report as per **Appendix C** of the Environmental Impact Statement (EIS).

2.5 Social impact evaluation

Social impacts associated with the project have been evaluated by providing a rating of impacts according to impact characteristics, as defined in the NSW SIA Guideline. Dimensions of social magnitude used to conduct the impact evaluation are outlined in **Section 6**.

Section 6 provides an evaluation of the significance of each potential negative and positive social impact. The assessment includes the consideration of the social significance of each impact across the suite of factors, including the likelihood of each identified impact, along with the envisaged duration, extent, and potential to mitigate/enhance.

Magnitude of impact generally considers the following dimensions:

- 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 proposal phases) or permanent?
- Severity or scale - What is the likely scale or degree of change? (e.g., mild, moderate, severe)?
- Intensity 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.



Each impact is assigned an overall significance rating, which considers both the likelihood of the impact occurring and the consequences should the impact occur. The assessment also sets out recommended mitigation, management and monitoring measures for the identified impacts.

The social impact significance matrices specified in the SIA Guideline have been adapted for the purposes of undertaking this SIA (see below).

		Magnitude level				
		Minimal	Minor	Moderate	Major	Transformational
Likelihood	Almost certain	Low	Medium	High	Very High	Very High
	Likely	Low	Medium	High	High	Very High
	Possible	Low	Medium	Medium	High	High
	Unlikely	Negligible	Low	Medium	Medium	High
	Very unlikely	Negligible	Negligible	Low	Medium	Medium

Figure 4: Social impact significance matrix

Source: SIA Guideline (DPHI 2023).

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.

Figure 5: Defining magnitude levels for social impacts

Source: SIA Guideline (DPHI 2023).

Likelihood level	Meaning
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

Figure 6: Defining Likelihood Levels for Social Impacts

Source: SIA Guideline (DPHI 2023).



3 Scoping and proportionality

Scoping, the first phase of an SIA, determines the size and scale of likely social impacts of the project and, in turn, the scope of the Assessment. The SIA scoping and initial assessment process begins by gaining an understanding of the project's social locality and the characteristics of the communities within it, referred to as the social baseline. This involves an initial evaluation of the likely social impacts on different groups within the locality and determining the necessary level of assessment. It also includes considering potential refinements or approaches in response to these impacts, while addressing the remaining SIA tasks, such as community engagement.

For this project, scoping has been informed by an understanding of the project's social locality and social baseline, together with an initial evaluation of likely social impacts during construction and operation.

The scoping process considered the nature, scale and industrial context of the proposed data centre and associated Offsite Enabling Infrastructure, including potential direct, indirect and cumulative impacts. Key matters considered included amenity and visual impacts for nearby receivers, perceptions of change, employment generation, worker health and wellbeing, and the project's contribution to the digital economy.

Consistent with the NSW Social Impact Assessment Guideline, the scope and level of assessment applied in this SIA is aligned to the likelihood and significance of identified impacts. Impacts assessed as neutral to low have been addressed through concise analysis, while impacts with the potential to be medium or higher have been subject to more detailed assessment. Targeted engagement has been undertaken to inform the assessment and the identification of appropriate mitigation and enhancement measures.

The scoping process identified a relatively minor scale of social impact when compared with comparable State Significant Development projects. In accordance with the principle of proportionality, this SIA has been prepared at a 'basic' level, reflecting the project's location within an established industrial area and the limited extent of nearby residential uses.

The SIA for 10 Roberts Road, Eastern Creek is considered adequate as the engagement was thorough and aligns with the NSW Social Impact Assessment Guideline 2025, using a methodology consistent with other recent assessments in the Eastern Creek area, including the Woolworths Distribution Centre² and the Charter Hall Compass 2 Facility.³

² Department of Planning and Environment 2024. Planning Portal, [Woolworths Chilled and Fresh Distribution Centre Modification 1](#) accessed January 2026

³ Department of Planning and Environment 2024. Planning Portal, [Compass 2 Warehouse & Distribution Centre](#) accessed January 2026



Table 8: Comparison of similar projects in the area

Project	Location	Social impacts identified
Woolworths Chilled and Fresh Distribution Centre	Light Horse Interchange Business Hub located at 165 Wallgrove Road and 475 Ferrers Road, Eastern Creek	Limited, low, or minor impacts: • Amenity ○ Construction ○ Noise ○ Light • Accessibility ○ Road and public transport • Built environment and character • Community ○ Health ○ Safety ○ Social infrastructure ○ Cohesion, capital and resilience.
Compass 2 Warehouse & Distribution Centre	Lot 1 Eastern Creek Drive, Eastern Creek	Limited, low, or minor impacts: • Amenity ○ Construction ○ Noise ○ Light • Accessibility ○ Road and public transport ○ Utilities • Built environment • Heritage • Community ○ Health ○ Safety ○ Social infrastructure ○ Cohesion, capital and resilience • Economic



4 Social baseline study

4.1 Introduction

This section provides an overview of the subject site and its current social context, with regard to a defined primary social locality (PSL), secondary social locality (SSL), and tertiary social locality (TSL) or 'area/s of social influence, reflecting geographies of primary and secondary social impact.

The baseline analysis assesses the existing social characteristics of the community within the identified study area/s to better understand the potential community characteristics and specific communities that may be impacted by the project.

It describes the following:

- Community profile - key demographic characteristics including age, income, employment, cultural and linguistic diversity, household structure, relative levels of advantage and disadvantage, and community health.
- Community assets - both tangible (e.g., social infrastructure) and intangible (human and social capital, community cohesion, community values and connection to place, and social issues and trends).

4.2 Local urban context

The site is located at 10 Roberts Road, Eastern Creek for the demolition of existing buildings and construction and operation of a data centre with a total power consumption of up to 500 MVA , comprising of two data centre buildings (2 and 3 storeys, respectively), ancillary office space, substation, diesel storage, hardstand, landscaping and connection to Transgrid's Sydney West Substation and forms part of Eastern Creek Precinct Stage 3⁴ within the Western Sydney Employment Area, a major and well-established industrial and logistics hub.

Positioned approximately 35 kilometres from the Sydney CBD and 5 kilometres from Rooty Hill Train Station, the 17-hectare site features a 400-metre frontage to Roberts Road and contains a vacant industrial warehouse and expansive paved areas associated with the former Coles distribution centre. The site is relatively flat and has a low flood risk. There are no identified heritage constraints.

The precinct benefits from strong regional connectivity via Roberts Road, Old Wallgrove Road and the Westlink M7. It is supported by nearby bus services and has rail access at Rooty Hill. Surrounding development comprises commercial-industrial facilities, an existing data centre and significant utility infrastructure associated with the TransGrid Sydney West substation. Together, these characteristics create a highly serviced, infrastructure-rich industrial setting well suited to large scale data and technology operations.

Surrounding land uses in the vicinity include:

- **Northeast:** Characterised by a mix of industrial and commercial development within the Eastern Creek employment precinct, including a former Coles Distribution Centre and telecommunications infrastructure associated with the Telstra National Broadband Network.

⁴ Blacktown City Council 2005. State Environmental Planning Policy No. 59, <https://share.google/hKjtDhRMJBGeIYNlc> accessed January 2026



- **Southeast:** Characterised by an existing data centre operated by Canberra Data Centres and associated electrical infrastructure, including a substation, reinforcing the precinct's role as a major data and utility infrastructure hub.
- **South, southwest and west:** Characterised by land primarily owned and operated by Transgrid, containing major electricity transmission infrastructure associated with the Sydney West Substation. These areas have a strong infrastructure and utility function with limited public interface.
- **Northwest:** Characterised by commercial and industrial uses consistent with the Western Sydney Employment Area, including light industrial premises and ancillary commercial uses such as the Industrial Harvest café, which services workers within the precinct.

The site is zoned IN1 General Industrial within Chapter 2 Western Sydney Employment Area of *State Environmental Planning Policy (Industry and Employment) 2021* (IESEPP). The proposal is permissible with development consent in the IN1 zone as per the *State Environmental Planning Policy (Transport and Infrastructure) 2021* (TISEPP).

4.3 Social profile

A social profile provides a concise overview of the demographic, social and economic characteristics of the community to establish a baseline for assessing how the project may affect local people and place. It identifies key population trends, community strengths and vulnerabilities, and patterns of service access and use within the social locality.

4.3.1 Demographics characteristics

Demographic characteristics describe the composition, diversity and socio-economic profile of a population, providing insight into who lives within the area and how the community is changing over time. Based on 2021 ABS Census of Population and Housing data, an overview of the demographic profile of the identified study areas are compared to the Greater Sydney benchmarks.

The PSL is comprised of key demographic indicators including age structure, sex composition, household type, cultural and linguistic diversity, country of birth, language spoken at home, English proficiency, educational attendance and highest qualification. These datasets provide a detailed profile of the local population, showing its age distribution, family and household patterns, cultural background, linguistic characteristics and education levels.

Together, these data sources form the evidence base for understanding the social characteristics of the PSL and enable comparison with broader geographies such as Blacktown LGA (SSL) and Greater Sydney (TSL).

Table 3: Overview of demographics



Age structure

The PSL resident population is higher than the TSL median age. The resident population in the PSL has an older age profile compared with both SSL and TSL study areas. The PSL median age is 44 years, notably higher than the TSL median of 37.3 years and the SSL median of 33.7 years. In the PSL, the largest age cohort is residents aged 35-49 years, who make up 17.9% of the population. This is broadly comparable to TSL, where 21.7% of residents fall within this age group, although the PSL has a much smaller proportion of younger adults. Only 8.9% of PSL residents are aged 25-34 years, significantly lower than the TSL rate of 15.6%. Older age groups are more strongly represented in the PSL, with 13.2% aged 50-59 years, 11.8% aged 60-69 years and 15.4% aged 70-84 years, highlighting a mature and ageing local population.



Education

Educational attainment in the PSL is notably lower than in both Blacktown LGA and Greater Sydney. Only 43.6% of PSL residents aged 15 years and over have completed Year 12 or equivalent, compared with 68.9% in SSL and 71.4% across TSL. A much higher rate of the PSL population has completed Year 9-11 or equivalent 40.3%, more than double the proportion in the TSL 23.5%. Lower secondary attainment rate is higher, with 13.4% of PSL residents holding Year 8 or below, compared with 4.0% in SSL and 3.5% in the TSL. The PSL also has a higher proportion of people who did not attend school 2.7% relative to the broader region. While higher education data is not available at the PSL level, SSL and TSL show tertiary qualification rates of 29.2% and 33.3% respectively, indicating significantly higher university-level attainment in the wider region compared with the PSL.



Median Income

Median individual income in the PSL is lower than both Blacktown LGA and Greater Sydney. The PSL median individual income is \$38,300 per annum, representing a 16.6% decrease from the Greater Sydney median of \$45,930. Median household income in the PSL is \$100,100 per annum, which is 8.0% lower than the TSL median of \$108,750 and below the SSL median of \$109,300. Income distribution data shows that the PSL has a higher share of low individual income earners 34.1% compared with SSL 28.3% and TSL 28.7%, and a smaller share of high-income earners 12.8% compared with 17.0% regionally. Household income trends follow a similar pattern, with a lower proportion of high-income households in the PSL 48.2% than in both the SSL 52.9% and the TSL 52.3%. Overall, the PSL exhibits a lower income profile relative to the broader region.



Cultural diversity

The PSL reflects a predominantly Australian-born population with comparatively lower levels of cultural and linguistic diversity than SSL and TSL. Australian-born residents account for 72.5% of the PSL population, a significantly higher proportion than in SSL 53.3% and TSL 61.1%. The PSL includes smaller migrant communities with origins in countries such as Malta and Italy, which are present at higher rates locally than in the broader region. Aboriginal and Torres Strait Islander peoples represent 1.5% of the PSL population, consistent with regional benchmarks. Linguistic diversity is limited, with only small proportions of residents speaking a language other than English at home, in contrast to SSL and TSL where Punjabi, Mandarin and Arabic are more prominent. Overall, the PSL is characterised by an established, largely Australian-born community with modest representation from culturally and linguistically diverse groups.



Household composition

Household composition in PSL is predominantly family-based living arrangements, which is higher compared with the broader region Family households make up 92.1% of households in the PSL, well above the SSL 81.5% and TSL 72.6%. Couple families are the dominant type, accounting for 75.5% of all households, compared with 66.6% in SSL and 60.5% in TSL. Couple families with children represent 41.6%, lower than SSL 47.4% but higher than TSL 36.1%. Lone-person households



5.9% and group households 2.0% are limited. Overall, the PSL is characterised by a strong concentration of family and couple households, with far fewer lone-person and group households than the broader region.



Dwelling structure

Occupied private dwellings in the PSL are predominantly separate houses. Separate houses account for 97.6% of all occupied private dwellings. This is a substantially higher proportion than in SSL, where 81.2% of dwellings are separate houses, and significantly higher than the TSL rate at 56.1%. Other housing forms are minimally represented in the PSL. There are no semi-detached or townhouse dwellings, and flats or apartments comprise only 1.2% of occupied dwellings, compared with 6.7% in the SSL and 30.7% across the TSL. The PSL has an occupancy rate of 90.4%, which is broadly consistent with the TSL at 91.8%, slightly lower than the rate in SSL at 95.0%. The average household size in the PSL is 3.3 persons, marginally higher than in SSL at 3.1 persons and TSL at 2.7 persons. Overall, the PSL is characterised by a highly uniform, low-density housing profile with limited variation in dwelling types.



Tenure Type

A majority of occupied private dwellings in the PSL are owned rather than rented. Of all occupied dwellings, 51.5% are owned outright and 28.1% are owned with a mortgage, while 19.0% are rented. This contrasts with SSL, where 34.7% of dwellings are rented and 43.6% are owned with a mortgage. In TSL, 28.3% of dwellings are owned outright, 34.0% are owned with a mortgage and 36.1% are rented. The PSL also contains no dwellings owned through state or territory housing authorities or community housing arrangements, compared with small proportions present in SSL and TSL. Overall, the PSL is characterised by higher levels of outright home ownership and lower levels of rental tenure relative to the broader region.

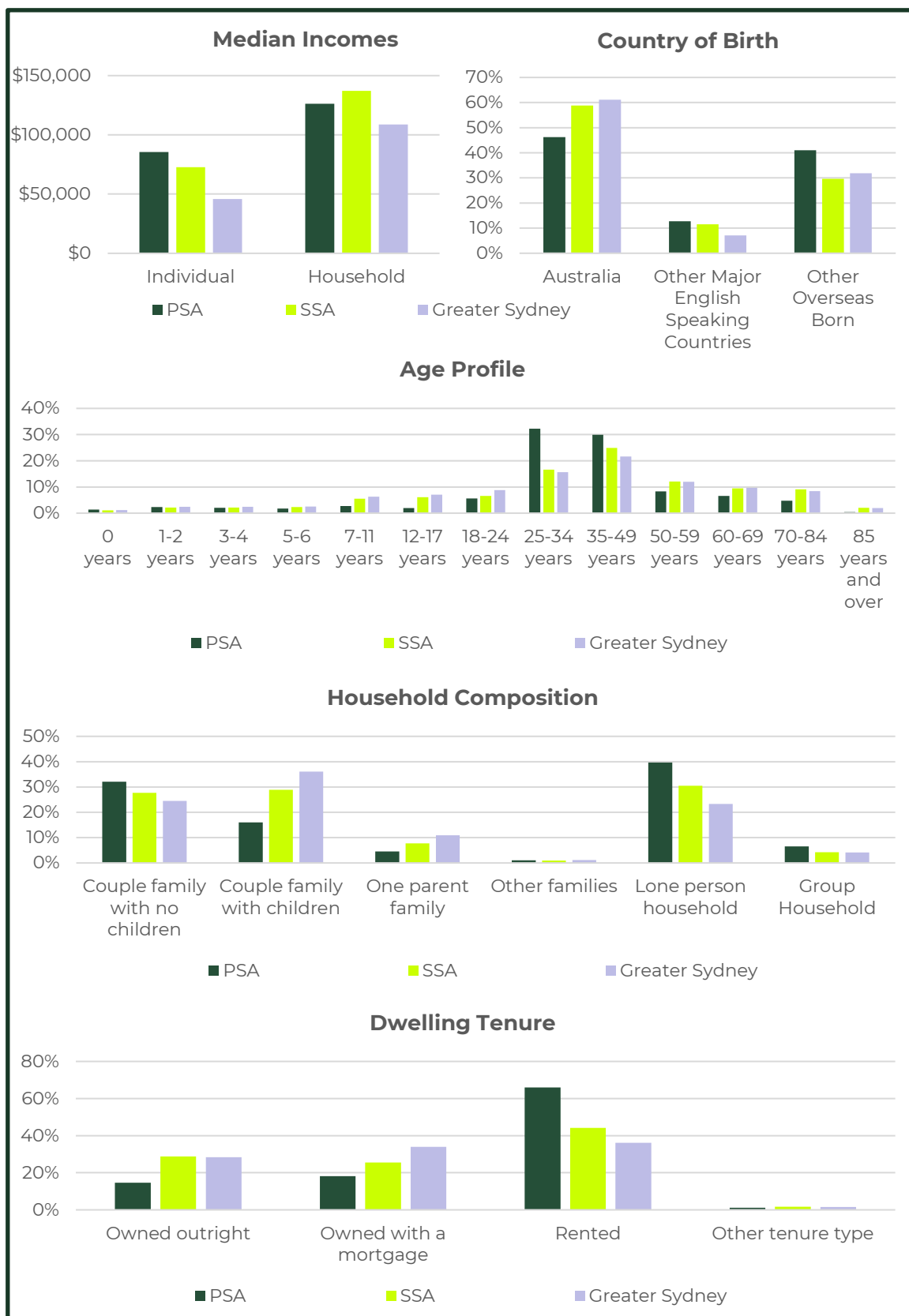


Figure 7: Overview of demographics

Source: Mecone, 2025



4.3.2 Socio-economic

Socio-economic and demographic data has been gathered and summarised from the ABS Census 2021 data, as well as a thorough literature review of local and state government strategic plans.

The PSL shows a residential community that is established, and a mature age profile with low range socio-economic indicators. The median individual and household incomes are lower than the SSL and TSL, and income distribution is concentrated in the low and medium ranges. The population is older, with a median age of 44 years and higher and a low representation of children and young adults suggesting a stable but ageing community.

Education levels are lower in comparison with SSL and TSL, with 43.6% of residents having completed Year 12 compared with Blacktown LGA and Greater Sydney areas. A smaller percentage of residents in the PSL hold tertiary qualifications, and 7.6% of the population currently attending an educational institution. A slightly higher proportion of residents, at 6.6%, require assistance with core activities, which is consistent with the older age structure of the community.

The demographic and socio-economic characteristics of the PSL, include an older population, long-established family households, limited rental movement, lower cultural diversity and moderate socio-economic disadvantage. This indicates a community where disability support, ageing-in-place services, carer assistance and accessible health and wellbeing services are likely to be important.⁵

Table 4: SEIFA⁶ advantage and disadvantage

Social locality	2021 index	Percentile
Rooty Hill - Eastern Creek	966.2	39
Blacktown City	1005.6	62
Greater Sydney	1,045	82

Quadrant Positioning and Vulnerability Profile

Figure 8 below highlights the ABS Socio-Economic Indexes for Areas, Index of Relative Socio-Economic Advantage and Disadvantage (IRSAD) for the local and broader study area. IRSAD summarises a range of socio-economic characteristics (including income, employment, education and housing) to rank areas on a continuum from relative disadvantage (lower scores) to relative advantage (higher scores).

The mapping indicates a mixed socio-economic profile across the wider locality. Areas of moderate to higher disadvantage are evident to the south and west of the site, while pockets of moderate to higher advantage occur primarily to the north and east.

The subject site at 10 Roberts Road is located within a predominantly industrial precinct with limited residential population directly adjacent; however, surrounding Primary and Secondary Social Localities include communities spanning multiple IRSAD deciles, reflecting varying levels of socio-economic vulnerability and advantage.

⁵ Blacktown City Council. 2024. *Blacktown City Social Profile 2024*. Blacktown City Council. <https://www.blacktown.nsw.gov.au/About-Council/Our-city/City-profile#section-3> accessed January 2026

⁶ Blacktown City 2021. SEIFA Index, <https://profile.id.com.au/blacktown/seifa-disadvantage-small-area?SeifaKey=40002> accessed January 2026

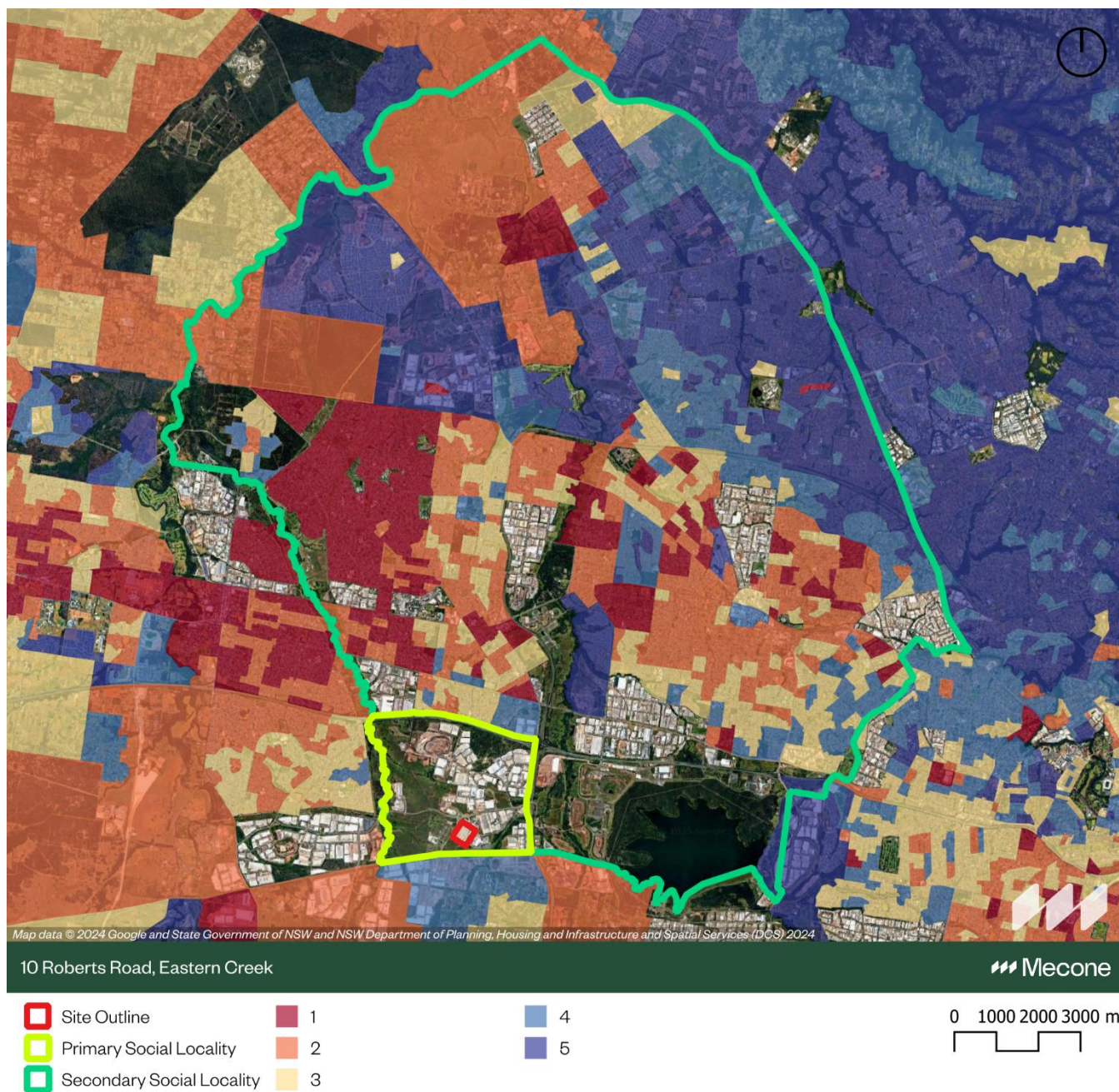


Figure 8: SEIFA IRSAD mapping

Source: Mecone, 2025

4.3.3 Community health profile

The PSL presents a health and demographic profile shaped by its small residential population, older age structure and long-established households with limited cultural diversity. With few residents reporting long-term health conditions, the broader SSL and TSL datasets are used to provide a more comprehensive indication of likely health patterns.

The PSL is characterised by predominantly Australian-born residents and overseas-born groups that reflect earlier migration waves rather than recent population change. Within this context, health indicators point to higher rates of chronic conditions such as asthma, diabetes, arthritis and mental health issues, which align with research linking these conditions to older age, lower income and increased socio-economic pressures. The PSL also records a slightly higher proportion of residents



requiring assistance with daily activities compared with wider benchmarks, consistent with its demographic profile. Collectively, these factors suggest a community with growing needs for accessible health services, ageing-in-place supports and targeted wellbeing programs.

The PSL is characterised by a long-established and relatively low-mobility population with limited cultural diversity. A high proportion of residents are Australian-born 72.5% significantly higher than both SSL 53.3% and TSL 61.1%. The overseas-born population is primarily composed of older European migrant groups, including Malta 6.9% and Italy 6.8%, with smaller communities from Cambodia, Lebanon, Croatia, England and China. This data indicates limited recent migration into the area and a population with deep local roots a low population turnover, and a low rate of overseas born community members primarily linked to earlier historical migration waves rather than recent arrivals.

The long-term health conditions in the SSL closely align with those in the TSL, with asthma, arthritis, diabetes, mental health conditions and heart disease the most commonly reported. Cancer is slightly less prevalent in the SSL, while diabetes is higher than in the TSL. Mental health conditions are marginally lower. A large proportion of residents report no long-term conditions, consistent with the TSL.

The PSL rates of asthma and diabetes are notably higher given the small population base. Asthma affects 7.4% of residents and diabetes affects 6.9%. These levels align with research from Medical Journal of Australia⁷ showing that chronic respiratory and metabolic conditions are more common among older populations and communities with lower income, lower educational attainment and higher socio-economic pressures. The PSL also shows that 10.6% of residents with arthritis and 6.4% with a mental health condition, which further reflects the area's older age structure and modest socio-economic profile.

The SSL most commonly reported long-term conditions included asthma 7.3%, arthritis 6.1%, diabetes 6.1%, mental health conditions 6.0%, heart disease 3.0%, which is similar to the TSL. Cancer is less prevalent in SSL at 1.7% compared with 2.4% across Greater Sydney. Diabetes is noticeably higher in SSL at 6.1%, compared with 4.6% in the TSL. Mental health conditions are marginally lower in SSL at 6.0% compared with 6.6% in TSL. There were also large percentage of residents reporting no long-term health conditions, 65.4% in SSL, and 65.1% in TSL.

The PSL has a slightly higher share of residents who require assistance with core activities compared with the SSL and the TSL. This reflects the PSL's older age profile and lower socio-economic characteristics, which are typically associated with a greater need for daily living support. This is consistent with the PSL's older age structure and lower socio-economic profile, as the need for assistance typically increases with age, lower income and reduced educational attainment.⁸

The demographic and socio-economic characteristics of the PSL, including an older age structure, established family households, low residential mobility, lower cultural diversity and moderate socio-economic disadvantage, suggest a community with increasing needs for support, ageing-in-place⁹ services, carer assistance and accessible health and wellbeing programs. These features point to a population that may require more targeted local health planning and support services over time.

⁷ Joanna Y Gong, Emily D Williams, Agus Salim, Spiros Furlanos, Jonathan E Shaw and Dianna J Magliano
Med J Aust || doi: 10.5694/mja2.70032 accessed January 2026

⁸ Australian Bureau of Statistics. 2022. "Profile of People with a Core Need for Assistance in Australia: Information on Need for Assistance."
<https://www.abs.gov.au/articles/profile-people-core-need-assistance-australia> accessed January 2026

⁹ Gibson et al. BMC Geriatrics 2024. 24:524 It's where I belong': what does it mean to age in place from the perspective of people aged 80 and above? A longitudinal qualitative study (wave one) <https://doi.org/10.1186/s12877-024-05139-2> accessed January 2026



4.4 Community strength and vulnerability

Community strength and vulnerability describes the local community's existing capabilities, support networks and resilience alongside any factors that may increase sensitivity to change, helping to understand how different groups may experience project impacts.

4.4.1 Crime and safety

Statistics from the NSW Bureau of Crime Statistics and Research (BOSCAR) indicate that crime patterns in the SSL align with metropolitan trends observed in the TSL, however there are several offence categories that are reported at higher rate in the SSL.

Domestic violence-related assault in the SSL recorded 576.7 incidents per 100,000 residents compared with 369.6 incidents in TSL. The non-domestic violence assault category also recorded a higher rate in SSL at 412.7, compared to 345.4 in TSL. Rates of sexual assault and sexual touching offences are also higher in SSL recorded at 125.5 and 103.9, compared with 105.6 and 83.7 in TSL.¹⁰

Several property-related offences also occur more frequently in SSL, including motor vehicle theft, retail theft and malicious damage to property. Intimidation, stalking and harassment, as well as breaches of bail conditions and Apprehended Violence Orders, are recorded at higher rates in SSL than the TSL average and drug offences show a mixed pattern. Cannabis and amphetamine possession is more common in SSL, while cocaine possession is lower compared with TSL.

Overall, recorded crime rates in the SSL are higher than the TSL across several major offence categories, particularly assaults, intimidation offences, property damage and selected drug-related offences. No comparable crime data is available for the PSL.

¹⁰ NSW Bureau of Crime Statistics and Research 2025. Crime Stats, accessed January 2026
<https://bocsar.nsw.gov.au/content/dam/dcj/bocsar/documents/publications/lga/BlacktownLGA.xlsx>

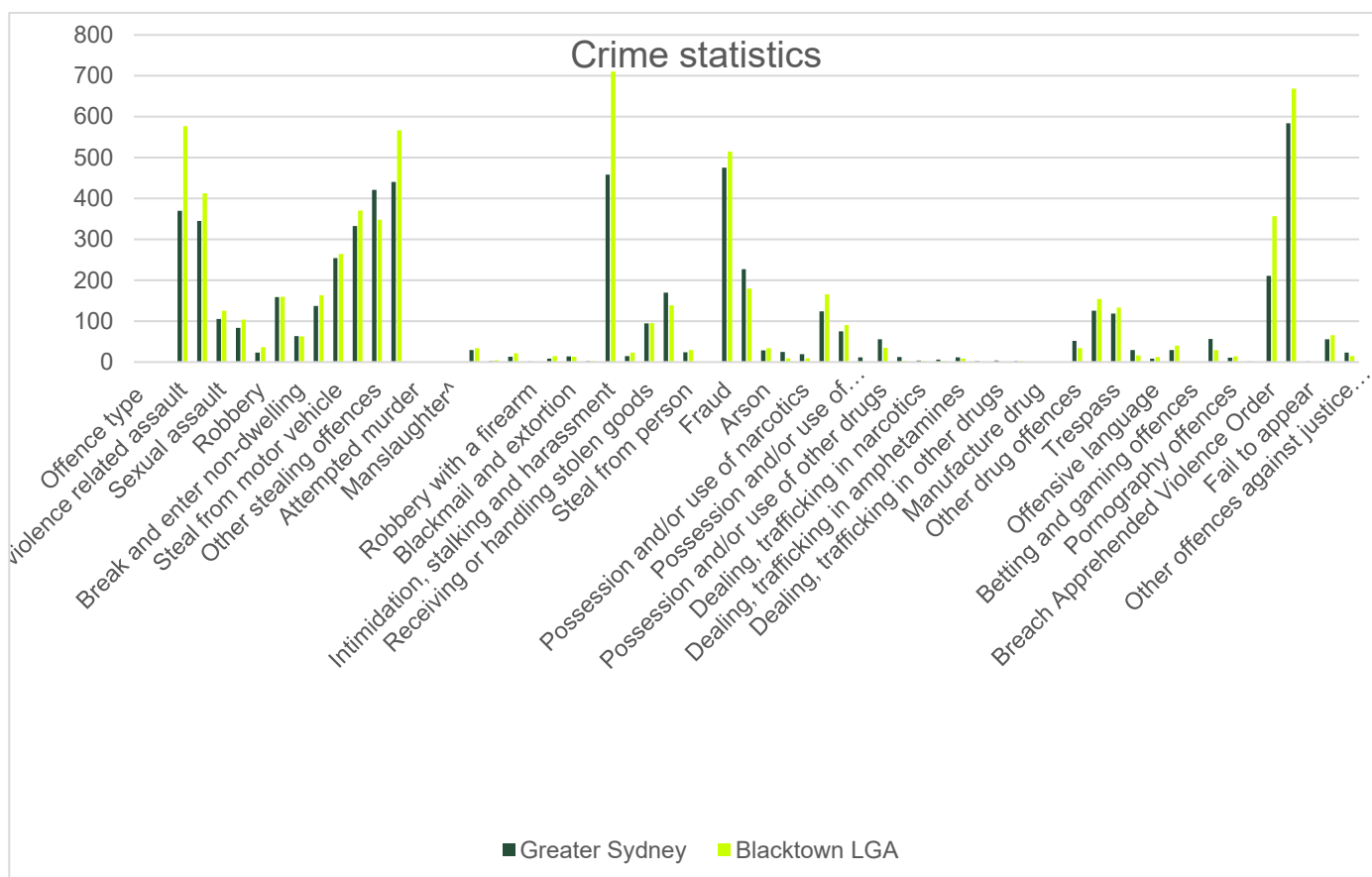


Figure 9: Crime statistics

Source: Mecone, 2025

4.4.2 Social cohesion and resilience

Volunteerism plays an important role in strengthening social cohesion and community resilience by fostering social connections, trust and mutual support, particularly during periods of disruption. Evidence from the 2020 General Social Survey¹¹ shows that Australians experienced reduced face-to-face contact with family and friends outside their household and a decline in overall life satisfaction, reflecting the social and emotional pressures of the period. Despite these challenges, a significant proportion of the population continued to contribute through unpaid voluntary work and informal support..

Evidence from the Australian Institute of Health and Welfare¹² indicates that volunteering rates in 2020 were higher among people with higher educational attainment, with participation strongest among those with a Bachelor's degree or above, and among couples with children compared to other household types. Local evidence from the Blacktown City Social Profile (2024)¹³ also suggests a relationship between socialising, volunteering and wellbeing, while noting lower participation among young people and gender diverse communities. Together, this underscores the importance of supporting inclusive and accessible volunteering opportunities as a means of strengthening social cohesion, improving wellbeing and enhancing community resilience across diverse population groups.

The PSL demonstrates strong foundations of social cohesion, supported by long-term residency patterns and the predominance of family-based households. Most households are family-based

¹¹ Australian Bureau of Statistics 20 March 2018, [Collection of volunteering data in the ABS](#), accessed January 2026

¹² Australian Institute of Health and Welfare <https://www.aihw.gov.au/reports/australias-welfare/volunteers>

¹³ Blacktown City Social profile 2024 <https://share.google/zoZlske0chqwrnVXJ> accessed January 2026.



accounting for 92.1% of all dwellings, which is substantially higher than SSL at 81.5% and TSL at 72.6%.

Home ownership is more common than in surrounding areas, while rental housing is less prevalent, indicating lower residential mobility. Together, these features suggest a community with strong social ties and invested local relationships.

Several socio-economic and demographic indicators suggest that resilience may be affected by emerging economic pressures. The PSL has an older age structure compared with the SSL and TSL which highlight patterns that influence health and support needs.

The PSL displays strong social cohesion through its stable population, high home ownership and family-oriented household structure. However, resilience may be affected over time by the ageing population, lower income and educational attainment, and increasing reliance on health and support services.

4.4.3 Local values and attitudes to change

This section explores the values of importance to the community, both associated with the proposal, and more broadly.

The Blacktown City Council Social Profile 2020¹⁴ demonstrates that local values and attitudes to change are shaped by practical community priorities focused on liveability, connectivity, safety and quality of life. Residents value easy access to employment, facilities and services, and proximity to transport such as buses and trains. A strong community spirit and neighbourhood cohesion are also important aspects of local identity and social life.

While there is general acceptance of growth and development, respondents expressed concerns that existing infrastructure is not keeping pace with population increases and changing community needs. Safety and environmental quality emerged as key themes, with many residents identifying the need for improved infrastructure, enhanced public spaces, better maintenance of parks and local amenities, and reductions in crime and antisocial behaviour.

Attitudes to change in the Blacktown precinct are therefore pragmatic with community support for development tied to confidence that growth will bring tangible improvements to infrastructure, services and community amenity, and that change will be managed in ways that maintain local character, promote social wellbeing and respond to resident concerns about safety and environmental conditions

4.5 Community assets

Community assets refers to the facilities, services, spaces and social resources that support community wellbeing and connection, providing important context for how a project may interact with or affect local strengths and daily life.

4.5.1 Social infrastructure networks

The site is located within a mixed industrial and commercial precinct in the Western Sydney Employment Area, characterised by warehouses, logistics operations and is close to an educational training facility Dhanoa Training School.

¹⁴ Blacktown City Council Social Profile, 2020 <https://share.google/QI46VhQhHKJM5YrKq> accessed January 2026.



Social infrastructure in the immediate locality is limited due to the non-residential land use pattern, with most community, health and education services accessed in surrounding suburbs including Rooty Hill, Minchinbury and St Clair.

The broader area benefits from access to major regional open spaces, including Western Sydney Parklands and Bungaribee Park, which function as key recreational assets for nearby communities and the workforce population. Overall, the site is within a well-connected employment hub supported by regional social infrastructure networks located in adjacent residential areas.

4.5.2 Transport and accessibility

The site is located approximately 5 kilometres south of Rooty Hill Train Station, which provides access to the T1 Western Line and broader metropolitan rail network. Although it is not within walking distance of heavy rail, the site is serviced by local bus routes operating along Roberts Road and Old Wallgrove Road, Eastern Creek.

Bus routes including the 738 and 835 offer connections to key centres including Liverpool, Mount Druitt and St Marys, linking the site to regional employment, retail and service hubs. These services also provide interchange opportunities with the wider public transport network, including rail stations on the T1 Western Line and future growth areas in Western Sydney. The surrounding road network, including the M7 Motorway, M4 Motorway and Great Western Highway, enables efficient vehicular access for workers, freight and service vehicles.

The site is accessible through a combination of regional road infrastructure and local bus services, with broader public transport and strategic transport connections available in nearby centres. This level of accessibility supports workforce mobility, operational requirements and integration with the wider metropolitan transport network.



Figure 10 Public transport infrastructure availability

Source: Mecone, 2025



5 Field study

Transparent, inclusive and meaningful engagement is a fundamental part of SIA, alongside other research activities. It provides first-hand insights into what people value and how they expect a project to affect them. It also helps to focus the scope of the SIA on the things that really matter.

It is important to recognise that engagement and public participation is only one component of an SIA. It is aimed at both providing the community the opportunity to meaningfully inform this assessment, as well as increasing the rigour of the assessment through direct insights from affected communities.

The following methodology for the SIA engagement has been developed in line with the community engagement objectives outlined in **Appendix A** of the NSW SIA Guideline (see **Table 5** below).

Table 5: Stakeholder engagement for social impact activities

Level of participation	Engagement technique	Purpose in SIA	Key stakeholders	Completion
Sharing information	Information sheet	- Identifying affected and interested people, groups, organisations and communities - Helping people to understand the proposal and the SIA - Addressing questions, concerns and complaints	- Government agencies - Local community - Local businesses	Engagement with a variety of government agencies occurred. The Engagement Report provides additional detail. Community and stakeholder notification has included a mail drop and speaking to adjacent businesses directly, conducted by Mecone Social Planning team. Information on this process is provided in the Engagement Report. A project information sheet has been provided to all residents and businesses within the distribution catchment.

5.1 Feedback from community

A project information sheet was distributed within the distribution area on 10 December 2025 through physical letterbox drop by the Mecone team. During informal conversations with local business owners during this process, one neighbouring landowner identified a desire to contain construction activities within the site boundary to mitigate against parking across driveways.

Limited responses were received, reflecting the industrial nature of the precinct, the absence of nearby residential receptors, and the contained nature of construction activities within the site boundaries. Similar levels of community interest have been observed in comparable SSD proposals within the Eastern Creek industrial precinct.

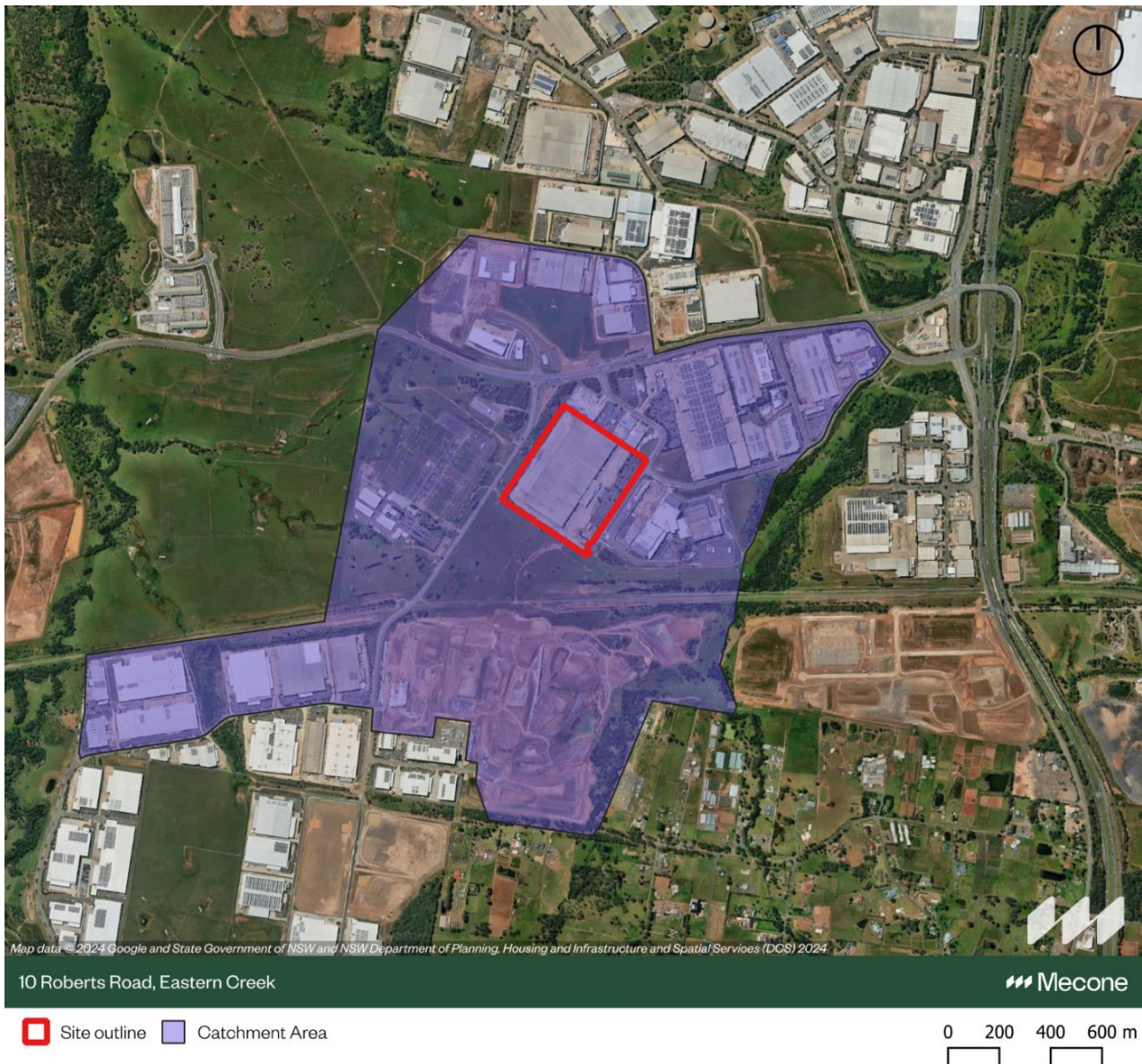


Figure 11: Distribution map

Source: Mecone, 2025

5.2 Feedback from local government and state agencies

Feedback has been received from Council and relevant government agencies in relation to the proposed development through the scoping process for the SEARs application. This feedback is documented through the Engagement Report.

Feedback received identified a broad range of technical and environmental issues requiring assessment through the Environmental Impact Statement (EIS). Key matters included construction and operational noise and vibration, air quality and dust emissions, traffic generation and parking provision, and potential impacts on the surrounding road network. Requirements were also raised in relation to stormwater management and water quality, contamination risks, waste generation and hazardous materials handling, and greenhouse gas emissions. Additional issues related to biodiversity and tree retention, urban design and visual impacts, fire safety, and confirmation of utility servicing capacity for electricity and water infrastructure.



Collectively, this feedback reinforced the need for comprehensive specialist assessments and management plans addressing traffic, noise, air, water, ecology, contamination and construction impacts, with mitigation measures embedded into project design and operational frameworks to minimise impacts on surrounding land uses and support long-term environmental and community outcomes.

A standalone Community and Stakeholder Engagement Strategy has been prepared to guide ongoing engagement throughout construction and operation, with further opportunities for community and stakeholder input to be provided during the formal exhibition and assessment phase.

5.3 Assessment of adequacy

The NSW SIA Guideline outlines the following two criterion to assess the sufficiency of engagement conducted to inform the SIA:

- Were the extent and nature of engagement activities appropriate and sufficient to canvass all relevant views, including those of vulnerable or marginalised groups?
- How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?

The community engagement undertaken as part of the SSDA process is considered to meet the requirements of the NSW Social Impact Assessment Guideline for the purposes of this SIA. This conclusion is based on the identification of limitations in the engagement process and the proactive measures taken to mitigate those limitations.

For this project, the primary limitation relates to the low level of community response to the distribution of the project information sheet. Given the site's location within an established industrial area and the limited presence of nearby residential uses, the absence of feedback is not unexpected and reflects the broader land use context of the social locality. To address this limitation, the assessment has placed greater reliance on desktop analysis, social profile data and validation against comparable State Significant Development projects within the Eastern Creek precinct.

It is also noted that engagement outcomes for other relatively recent and proximate State Significant Development projects within the same industrial catchment including Woolworths Chilled and Fresh Distribution Centre (SSD-49400209) and Compass 2 Warehouse & Distribution Centre (SSD-30923027) which have similarly recorded limited or no community feedback prior to lodgement. This pattern suggests that the level of community response is characteristic of the social locality rather than specific to the proposal, and may reflect factors such as limited residential interface, low perceived impact and consultation fatigue within the precinct. **Refer to Section 3.0** above for an overview of these projects.

It is therefore considered that sufficient opportunity was provided for community involvement to inform the preparation of this SIA. In the context of the project's industrial setting and limited potential for direct community impact, the engagement undertaken is aligned, reasonable and consistent with the intent of the NSW Social Impact Assessment Guideline.



6 Social Impact Assessment

This section discusses and analyses the issues and impacts (both positive and negative) in relation to the Project with analysis framed in accordance with the social impact categories outlined in **Section 2.0** and the NSW SIA Guideline.

6.1 Neutral to low social impacts

This section outlines the social impacts considered to have a neutral to low impact on the community. These were not considered as having a significant impact on the community based on the scoping assessment and are not included for more detailed appraisal. This rating has been further confirmed based on feedback arising from engagement activities for the project.

Social impact category	Impact assessment summary
Way of life	Construction activities generating dust, noise and vibration impacting daily routines for neighbouring residents and workers While construction impacts are themselves subject to environmental impact management, they can comprise social impacts when they are experienced negatively by the community. A negative experience of construction impacts may include: • Physical impacts to health and wellbeing • Direct psychological impacts attributed to physical elements • Indirect psycho-social impacts attributed to the perception of change to an environment that construction activities can create and the lessening of items of value. For example, noise impacts that reduce the perceptibility of ambient bird sounds that a resident has come to associate with their area, and the wider community associate as a component of their sense of place, will have psycho-social impacts and should be considered in this SIA. Construction activities at 10 Roberts Road, Eastern Creek have the potential to generate noise, vibration and general disturbance. International research indicates that exposure to construction noise can contribute to annoyance, stress and reduced comfort for individuals in proximity to major works, and that unmanaged noise can influence both physical and psychological wellbeing.¹⁵ Mecone has reviewed the following technical reports: • Noise and Vibration Impact Assessment by Renzo Tonin which has identified that during standard construction hours, noise levels are generally expected to be below the ICNG NMLs for nearby affected receivers, except when high noise generating plant and equipment are in use, such as excavators with rock hammers, which may be required during the bulk excavation and civil works / utilities stages of work, and these works are required in close proximity to the nearby receivers. No residential receivers are predicted to be affected by high impact noise experience, which is defined as construction noise levels above 75 dB(A). • Transport Assessment by Asongroup which has identified that construction traffic generation during road network peak hour is not expected to exceed the operational peak hour traffic generation of the Proposal. However, a detailed CTMP will review and address construction vehicular traffic throughout each stage of development. A

¹⁵ Seunghoon Jung, Hyuna Kang, Jinwoo Choi, Taehoon Hong, Hyo Seon Park, Dong-Eun Lee, Quantitative health impact assessment of construction noise exposure on the nearby region for noise barrier optimization, Building and Environment, Volume 176, 2020, 106869, ISSN 0360-1323, <https://doi.org/10.1016/j.buildenv.2020.106869>. accessed January 2026



Social impact category	Impact assessment summary
	Communications Strategy will also be developed to ensure the construction works have minimal disruption on the road network. The context of the Eastern Creek industrial area suggests that these impacts will be limited. The site is surrounded by major transport infrastructure and large-scale warehouses that create an existing sound barrier made up of vehicle movements and machinery. Sensitive receivers are primarily made up of workers in industrial facilities and limited residents. Any construction-related disturbance is expected to occur within a structured sound barrier perimeter already containing industrial activity. Given the temporary nature of construction, the separation from residential communities, and the industrial character of the surrounding area, construction noise impacts are likely to be low and manageable. The impacts to way of life due to construction impacts are considered to be low. Standard construction management practices, clear communication with nearby businesses and adherence to approved working hours will assist in reducing the potential for disruption.
Community	Scale of proposal in context of social locality Impacts on community character, composition and cohesion are expected to be low. The proposal will introduce a relatively small number of additional construction and operational workers when considered against the size of the existing industrial workforce in Eastern Creek and the long-established industrial function of the site and surrounding area. The site is located within an established industrial precinct characterised by large warehouse and logistics facilities and major transport infrastructure. In this context, the workforce associated with construction and ongoing operations represents a minor change to day-to-day activity patterns and will not impact resident and worker populations in nearby communities. The proposal is consistent with the existing economic and functional identity of the area and is unlikely to influence local community dynamics, social networks or cohesion. Social impacts are best understood through how a proposal changes patterns of interaction between people and land uses, rather than “space itself.”¹⁶ Given the functional and economic identity of Eastern Creek as an industrial area, the proposal is consistent with existing land use patterns and is unlikely to influence community dynamics.
Access	Traffic movements associated with construction activities Construction at 10 Roberts Road will generate additional traffic from workforce access, plant and material deliveries, spoil removal, and heavy vehicle movements. International studies show that construction sites typically generate sizeable, time-limited transport flows, which can contribute to congestion and local network pressures, particularly where multiple projects occur simultaneously.¹⁸ Construction activity has safety, congestion and environmental impacts on the road network and surrounding community impacts vary by size, location, timescale which can contribute to congestion and local network pressures, particularly where multiple projects occur simultaneously.¹⁹ Construction transport can represent a substantial amount of urban freight activity where deliveries often occur during morning peak periods, increasing the risk of localised congestion, delays and access issues, especially where multiple projects are

¹⁶ Jones, Martin, and Michael Woods. 2013. “New Localities.” *Regional Studies* 47 (1): 29–42. doi:10.1080/00343404.2012.709612 accessed January 2026.

¹⁸ N. Brusselaers, A. Fredriksson, D. Gundlegård, R. Zernis, Decision support for improved construction traffic management and planning, *Sustainable Cities and Society*, Volume 104, 2024, 105305, ISSN 2210-6707, <https://doi.org/10.1016/j.scs.2024.105305> accessed January 2026.

¹⁹ N. Brusselaers, A. Fredriksson, D. Gundlegård, R. Zernis, Decision support for improved construction traffic management and planning, *Sustainable Cities and Society*, Volume 104, 2024, 105305, ISSN 2210-6707, <https://doi.org/10.1016/j.scs.2024.105305> accessed January 2026.



Social impact category	Impact assessment summary
	underway in the same wider area. This causes queues at work zones are associated with crash risk and safety issues.²⁰ The site is located near major arterial roads rather than local residential streets, where vehicle movements will utilise the regional road network rather than residential areas. Based on the location and scale of the proposal, construction traffic is not anticipated to negatively affect the surrounding road network, and any impacts are expected to be temporary and manageable through standard traffic management practices. For this project, any construction-related traffic is expected to have only a minor impact on local accessibility. Traffic and change in traffic patterns during operation During operation, traffic generation from the data centre is expected to be low relative to other industrial or employment-generating land uses. Ongoing activity is largely automated and technology-driven, with a comparatively small on-site workforce. Given the continuous, machine-based operation of a data centre, combined with limited staffing and servicing visits, Australian trip rate guidance classifies this land use as generating very low vehicle trips (Transport Impact Assessment). Vehicle movements are generally limited to staff commuting, scheduled maintenance contractors, periodic equipment deliveries/replacements and waste servicing, rather than the frequent truck dispatches, customer trips, shift-change surges or high-turnover freight activity associated with warehousing, logistics, manufacturing or other traditional industrial land uses. It is understood that the analysis for the Transport Impact Assessment prepared for this EIS indicated that the Proposal would result in a net reduction in traffic compared with the existing Site during the PM network peak by 79 trips, and is expected to generate an additional 42 vehicle trips in the AM network peak. Given the site's direct access to major roads and the existing traffic of the area, the Transport Impact Report identifies that these operational vehicle movements are expected to be supported by the surrounding road network. The proposal is anticipated to have a minor impact on local traffic conditions, with limited additional demand on nearby intersections and no expected change to traffic patterns on local streets. Impacts are of minimal change to surrounding traffic patterns compared with many alternative industrial uses the site could accommodate.²³
Culture	Impacts on Aboriginal Cultural Heritage The site lies within historic Aboriginal cultural heritage where historical accounts and oral histories passed down by Darug elders describe Eastern Creeks landscape as being close to creeks, billabongs and wetlands. In 2015, an excavation undertaken at 60 Wallgrove Road recovered a small assemblage of stone artefacts, providing physical evidence of past Aboriginal occupation and demonstrating that this broader landscape formed part of a wider cultural network for the Darug people.²⁴ The site at 10 Roberts Road is a disturbed site due to the industrial developments that surround it. Reported in the Aboriginal Cultural Heritage Assessment Report during the study there were no Aboriginal objects or sites were identified during the survey, nor any areas of archaeological potential. Additionally, no mature, native vegetation was identified within the study area. The survey observed widespread disturbance to and beneath ground surfaces from previous historical development, limiting the potential the survival of below ground contexts where Aboriginal objects or sites may be present.

²⁰ Transport for NSW 2025. Working Near Traffic Queues Work Zone End of Queue Study <https://www.transport.nsw.gov.au/system/files/media/documents/2025/working-near-traffic-work-zone-end-of-queue-study-final-report.pdf> accessed January 2026.

²³ Wells and Associates Data Center Traffic Impact Studies and Transportation Analyses <https://www.wellsandassociates.com/data-centers/> accessed January 2026.

²⁴ <https://www.blacktown.nsw.gov.au/About-Council/Our-city/Blacktown-Memories/Our-history-and-heritage/Aboriginal-heritage/Aboriginal-Connections> accessed January 2026.



Social impact category	Impact assessment summary
	Based on the current level of disturbance and the industrial context of the precinct, direct impacts on Aboriginal cultural heritage values are expected to be low. However, the area retains cultural significance for the Darug community due to its place within a broader cultural landscape.
Health and wellbeing	Stress, anxiety, and uncertainty about the proposed use Data centres²⁵ are a relatively novel land use in Australia. As such, they may generate some community concern and uncertainty regarding the levels of environmental, amenity, and community impacts. Given the location of this proposal in the context of an existing industrial landscape with a variety of factory-type uses, the significance of this potential impact is considered to be lower than in an average location. It is further noted that no community concern has been identified in relation to the data centre as a land use in direct engagement for this project. In this context, it is assessed that the significance of this impact is low.
Surroundings	Flooding Flooding can create social and public health impacts where contaminated floodwaters come into contact with people, workplaces or community assets. Research shows that wastewater flooding during extreme rainfall can mobilise pathogens, heavy metals and mould, posing health risks particularly for vulnerable groups and those with pre-existing conditions. These risks are usually higher in residential settings, basements and older urban areas where sewer overflows and inflow/infiltration are more common. Flood-related anxiety, disruption to routine, and temporary loss of access to workplaces or services can also contribute to broader social impacts, although these effects tend to be localised and dependent on exposure.²⁷ The Flood Impact Risk Assessment determined that the site's elevated location and position outside the PMF extent mean the development is not exposed to floodwaters, significantly reducing risks. Finished floor levels and drainage design ensure safe discharge and maintain effective site drainage, with no change to surrounding flood conditions for events up to the PMF. Safe evacuation routes are available, shelter-in-place is feasible, and the proposal fully complies with SEARs and Council flood risk requirements, supporting effective long-term flood risk management. On this basis, there is assessed to be a low risk of social impact occurring from flooding. Energy and water use during operation While data centres can attract high energy and water use to support operations, it is understood that ensuring that the NSW electricity grid and Sydney basin water supply is adequate to support the delivery of additional data centres remains a government priority (see Section 4). It is understood that large scale data centres such as the Proposal can, in this context, have some minor advantages in terms of increased energy efficiency and reduced carbon emissions over smaller-scale facilities.²⁸

²⁵ CBRE, 2024. Australia's Data Centres 2024 <https://www.cbre.com.au/insights/reports/australia-s-data-centres-2024> accessed January 2026.

²⁷ Farhan Aziz, Xiuquan Wang, Muhammad Qasim Mahmood, O'Keeffe Juliette, Assessing human health risks associated with wastewater flooding, Environmental Impact Assessment Review, Volume 115, 2025, 108031, ISSN 0195 9255, <https://doi.org/10.1016/j.eiar.2025.108031> accessed January 2026.

²⁸ See in International Energy Agency (IEA) Energy in Buildings and Communities Programme (EBC) Working Group. (2022, March). *International review of energy efficiency in Data Centres*. IEA EBC Building Energy Codes Working Group. Retrieved from https://www.iea-ebc.org/Data/publications/EBC_WG_BECS_Data_Centers_March_2022.pdf accessed January 2026.



Social impact category	Impact assessment summary
	The Environmental Sustainable Design (ESD) Report by LCI determined that while large-scale data centres can involve high operational energy and water demands, the Proposal incorporates energy efficiency measures and a commitment to procure 100% renewable electricity for all non-IT operational energy use, supporting reduced carbon emissions compared to smaller facilities. Further initiatives incorporated within the proposal include: • Commitment to procure 100% renewable electricity for all non-IT operational energy use within the facility and data halls. Leading hyperscale AI and cloud providers are actively investing in renewable energy procurement as part of their broader commitment to sustainable operations and net-zero carbon goals • Selection of chiller plant refrigerants with very low Global Warming Potential (GWP) at 1 minimising as far as practical the associated Scope 1 emissions from leakage • Procurement of non fossil fuel based renewable diesel fuel such as hydrogenated vegetable oil (HVO) for some or all of the fuel stored on-site for emergency backup power is being considered. This would lead to a reduction in emissions from the diesel fuel in the order of 75%. Pursuit by the Proponent will be subject to a viable and cost effective source of renewable diesel becoming available on the market. The chance of flow-on social impacts occurring because of this project's energy and water use is considered to be substantially minimised, resulting in a significance rating of low. Mitigations in relation to this potential impact are addressed comprehensively in other technical reporting prepared for this SSDA (Refer to EIS).
Livelihoods	Employment during construction Construction of the data centre at 10 Roberts Road will create short-term employment across a wide range of trades and professional roles. The workforce will include construction labourers, plant operators, electricians, plumbers, carpenters, steel workers, riggers, concreters, engineers, project managers and specialist subcontractors. These positions require qualifications from apprenticeships and trade certificates through to diploma- and degree-level skills in construction and engineering. National research highlights that construction activity plays a significant role in supporting employment and economic participation across supply chains, with flow-on benefits for local businesses and associated industries.²⁹ While this project is non-residential, the same principle applies noting that the construction phase stimulates a broader network of jobs in materials supply, logistics and professional services. Given that the workforce will primarily be drawn from the Blacktown LGA and Greater Sydney region, where the construction labour market is large and well established, the scale of employment generated by the project is not excessive as such, the social impact associated with construction employment is considered positive but of low significance. Employment during operation Operational employment for the proposed data centre is aligned with typical industry benchmarks, which indicate that facilities in the large-scale range (20 plus MW) generally require over 35 staff to operate effectively, and that hyperscale data centers over 100 MW often operate with fewer people per megawatt due to automation and standardised systems.³⁰ Based on the projected scale and functional requirements of the facility, the operational workforce is expected to fall within this range and comprise a mix of technical, security, facility management and administrative roles.

²⁹ Housing Australia, 2020. Building jobs: How residential constructions drives the economy <https://www.housingaustralia.gov.au/research-data-analytics/building-jobs-how-residential-constructions-drives-economy> accessed January 2026.

³⁰ Broad staff, 2024. Data Centre Staffing Levels: How Many People Does a Facility Need? <https://broadstaffglobal.com/data-center-staffing-levels-how-many-people-does-a-facility-need> accessed January 2026.



Social impact category	Impact assessment summary
	Staffing needs are shaped by several factors, including the level of automation, service coverage requirements and the type of data centre operations. Employment during operation is assessed as a minor social benefit. The project will generate a small but skilled operational workforce, contributing specialised employment opportunities within the broader Eastern Creek industrial and technology area.
Decision-making systems	Influence project decision-making through the SSDA process (including development of this SIA) The SSDA process provides an important opportunity for community members, neighbouring businesses and other stakeholders to provide input into the project's planning, assessment and implementation. This process enables transparent consideration of local issues and supports the integration of community expectations into project design, management approaches and operational planning.³¹ The preparation of this SIA forms part of this process by identifying potential social impacts early, documenting stakeholder interests and ensuring that these considerations inform project decision-making. Ongoing engagement will allow the proponent to monitor emerging issues, respond to local concerns, and refine mitigation measures as the project progresses. Establishing a clear and accessible mechanism for receiving and addressing feedback or complaints will further support early resolution of issues and contribute to maintaining constructive relationships with the surrounding community and workforce precinct.

6.2 Medium to transformational social impacts

The following section provides a detailed assessment of the significant social impacts of the proposed development. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

6.2.1 Contributing to NSW digital economy

Supporting economic development and access to digital services generates positive social impacts directly supporting livelihoods and ensures that communities have the digital infrastructure needed for essential services like education, healthcare and communication. The digital economy has significant impacts on various economic, social, and cultural fields, including changes in the way people work and interact with each other, promoting more flexible and remote work arrangements, and increasing global connectivity.

Data centres have been identified as contributors to the NSW digital economy, acting as vital infrastructure that supports a range of digital activities and services. For example, the Australian Digital Economy Strategy 2030 identifies that data centres are ‘formidable technological structures...and the cornerstones of the technological revolution’. This is supported by the State Infrastructure Strategy 2022-2042 (2022), which notes that competitive high-speed digital connectivity supported by the data centre is fundamental to social and economic outcomes. It identifies, however, that inconsistent access, affordability, quality and reliability of connectivity across NSW are key issues.

Mecone undertook a review of desktop research relating to the benefits of the digital economy to validate the scale of this project's impact. Key findings include:

- **Economic growth:** The digital economy is recognised as a primary driver of economic growth and development and is continually expanding due to its impact on economic and business

³¹ Ilhamdaniah Saleh (2018) The concepts, process and methods of social impact assessment, Community Development, 49:2, 250-251, DOI: 10.1080/15575330.2018.1434398 accessed January 2026.



activities. Data centres contribute to this economic growth by attracting investment, creating jobs and enabling innovation. They are crucial for supporting businesses that rely on digital infrastructure. The use of digital technologies and electronic communication has resulted in a significant shift towards online business interactions, leading to improved user experiences, faster processing, and easier access to services and products.³²

- **Digital transformation:** Data centres play a crucial role in supporting the ongoing digital transformation across industries in NSW by providing essential digital infrastructure. The cloud capabilities of modern data centres enable advanced technologies such as AI, machine learning, and data analytics, which are key drivers of productivity and innovation. A report on the benefits of hyperscale cloud for the Australian economy³³ highlights that these advanced technological functions, including AI, machine learning, AR/VR, and data querying, have led to significant productivity gains, generating an additional \$3 billion in benefits for Australian businesses.
- **Improved connectivity:** Data centres enhance connectivity in the region, improving access to digital services for businesses and communities. This increased connectivity not only supports local economic activities but also helps bridge the digital divide between urban and rural areas. By facilitating access to global markets, hyperscale cloud has unlocked more than a 40% increase³⁴ in revenue for Australian businesses, broadening their opportunities to service online customers throughout the country.

In this context, the provision of a data centre contributes to a cumulative social benefit in the form of supporting NSW's growing digital economy with flow-on social and economic benefits.

Table 6: Assessment – contributing to NSW digital economy

Field	Assessment
Magnitude assessment	
Extent	Cumulative social impact extending state-wide given wider benefits to supporting the State's digital economy
Duration	Ongoing
Importance/level of community interest	High level of importance, noting research undertaken (identified above).
Sensitivity/distributional equity	Moderate distribution of benefits across the economy, noting that growth in the digital economy is of benefit across most business types and both urban and regional areas (see research identified above). For example, a recent study on the economic, environmental and social impacts of data centres in the United States identified a direct link between the delivery of data centres and increased digital connectivity for residents and businesses in more rural areas. ³⁵
Impact rating (with standard construction management)	
Likelihood	Likely. There is a high chance that the delivery of this project will positively impact on NSW's digital economy.

³² Xia, L., Baghaie, S., & Sajadi, S. M. (2023). *The digital economy: Challenges and opportunities in the new era of technology and electronic communications* accessed January 2026.

³³ Mandala Partners. (2023). *Hyperscale Cloud and Its Benefits to The Australian Economy* <https://mandalapartners.com/posts/hyperscale-cloud-and-its-benefits-to-the-australian-economy> accessed January 2026.

³⁴ *Ibid*

³⁵ PwC. (2023). *Economic, Environmental, and Social Impacts of Data Centers in the United States. Data Center Coalition. Retrieved from <https://static1.squarespace.com/static/63a4849eab1c756a1d3e97b1t/65037be19e1dbf4493d54c6e/1694727143662/DCC-PwC+Impact+Study.pdf>* accessed January 2026.



Magnitude	Major. The relative contribution of this proposal is considered highly significant. While the overall impact of data centre development on NSW's digital economy is transformational, the proposal's contribution should be viewed in the context of the existing 81 operational data centres in NSW and the 11 currently under construction. Sydney is the largest data centre market in Australia and the second largest in the Asia-Pacific region. ³⁶
Social Significance Rating	High
Experience	Positive

6.2.2 Operation worker health, wellbeing and safety

Ensuring worker health and safety, and overall wellbeing, is an important aspect of workplace design. As a social impact, it is relevant to an assessment of 'health and wellbeing' under the NSW SIA Guideline.

There are two primary dimensions to this potential impact:

- **Mental health and wellbeing for shift workers:** According to current job listings posted for data centre technicians in Sydney, there is a mandatory requirement to work non-standard business hours including evening and night.³⁷ Shift work is correlated with negative impacts to health and wellbeing. For example, shift work increased the total risk of negative mental health outcomes (such as depression and anxiety) by 28% among 28,431 workers, according to a study by Torquati et al.³⁸ As the predominant workforce for data centres, this indicates an additional importance for achieving health and wellbeing given the 24/7 operation and shift-work nature of employment likely to occur at the site.
- **Women's safety:** given the 24/7 operation of the facility, worker safety travelling to and from the site, particularly at night, is an essential consideration for ensuring worker health and wellbeing. This includes both actual physical safety and perceived safety, noting that the perception of travel being unsafe has the potential to reduce female and other vulnerable groups' participation in employment at the facility.

There are numerous measures available for the future operator of the data centre to substantially manage and mitigate these potential impacts. It is recommended that the future Operational Management Plan implement robust requirements including:

- A buddy system for workers travelling to and from the centre by foot during off-peak times (e.g. 8pm - 7am).³⁹
- Alignment with WorkCover NSW's Health and Safety Guide *ShiftWork: How to devise an effective roster*.⁴⁰
- Training and education on healthy sleep practices for night-time shift workers. This is recommended to include alignment with the Oxford Sleep Research Society's 'Healthy Sleep Practices for Shift Workers Guidelines'.⁴¹

The following table summarises the initial rating for this impact area.

Table 7: Assessment – operation workers health, wellbeing and safety

³⁶ Property Council of Australia. (2024). *Renewable and AI potential puts Australia on data centre map* <https://www.propertycouncil.com.au/property-australia/renewable-and-ai-potential-puts-australia-on-data-centre-map> accessed January 2026.

³⁸ Torquati L., Mielke G.I., Brown W.J., Burton N.W., Kolbe-Alexander T.L. Shift Work and Poor Mental Health: A Meta-Analysis of Longitudinal Studies. *Am. J. Public Health*. 2019;109:e13–e20.

³⁹ S Pearce, 2023. Buddy System for Safety at Work <https://worksafeguardian.com.au/buddy-system-at-work/>

⁴⁰ SafeWork NSW. (n.d.). *Shiftwork: How to Devise an Effective Roster*

⁴¹ Shriane, A. E., Rigney, G., Ferguson, S. A., Bin, Y. S., & Vincent, G. E. (2023). Healthy sleep practices for shift workers: consensus sleep hygiene guidelines using a Delphi methodology. *Sleep*, 46(12). <https://doi.org/10.1093/sleep/zsad229> accessed January 2026.



Field	Assessment
Magnitude assessment	
Extent	Social impact extending to future workers on-site only
Duration	Ongoing
Importance/level of community interest	High level of importance, particularly regarding the tangible physical safety considerations for evening workers and the direct mental health impacts for shift workers on-site.
Sensitivity/distributional equity	No particular sensitivity to the impact identified based on a review of likely workforce.
Impact rating (with standard construction management)	
Likelihood	Likely The likelihood of this impact occurring is high. The research on shift work indicates that, without mitigation, there is a high chance of tangible impacts to mental health and wellbeing occurring. Impacts regarding actual safety are unlikely. However, while intangible, impacts relating to perceptions of safety have a high chance of occurring given the industrial nature of the site and surrounds and the busy roads which would be encountered by evening and early morning shift workers attempting to travel home via public transport.
Magnitude	Moderate The magnitude assigned to this impact is moderate. This is on the basis that impacts to individual's health and wellbeing, physical and mental, is generally noticeable. Given that this is experienced by a group of people, and is ongoing, moderate is assessed as the most appropriate magnitude level.
Social Significance Rating	High
Experience	Negative

Section 7 proposes approaches to avoid, mitigate and manage this potential social impact.

6.2.3 Cybersecurity of tenants and users

Data centres are critical for the operation of businesses, organisations, and government services, storing valuable and sensitive information that demands robust protection. Cybersecurity is vital, as research from Oxford Academy (2018) shows that cyberattacks can lead to data theft, service disruptions, and loss of public trust in digital systems. Physical security is equally important, with unauthorized access potentially resulting in hardware tampering or vandalism, which could halt operations (ISA, 2020). Effective surveillance and access control measures are essential to prevent such breaches.

These security considerations align with broader strategic priorities, such as the Australian Digital Economy Strategy and the A Metropolis of Three Cities plan, which emphasize the importance of public trust in technology. For the proposed data centre, ensuring high levels of security supports NSW's goal of becoming a leader in digital technology, as outlined in the State Infrastructure Strategy and the Australian Digital Economy Strategy 2023.

It is understood upon review of the Design Report (Grimshaw, 2026) prepared for this SSDA that this proposal responds to this cybersecurity consideration by:

- Capitalising on existing site security through the Roberts Road entry point. The report identifies that the existing security entry arrangement is well-suited to data centre operations, and an enhanced truck stop facility could be developed by building upon the existing entry infrastructure rather than establishing an entirely new access point.



- Demolishing of existing fence and construction of a 2.4m tall primary outer fence and 2.1m tall secondary security fence.
- Ensuring ample room within the site boundaries and setbacks for vegetation that does not interfere with the security requirements of the data centre use.

It is understood based on the literature review that by supporting ‘hyperscale cloud’ technology, modern data centres can decrease the likelihood of a successful security breach by 30% due to high investments and global threat intelligence, preserving an estimated \$480 million annually within the Australian economy.⁴² This is a relevant factor to consider in assessing the likelihood of this impact in the context of modern data centre development.

The following table summarises the initial rating for this impact area.

Table 8: Assessment – cybersecurity of tenants and users

Field	Assessment
Magnitude assessment	
Extent	Cybersecurity generally concerns all technology users and is essential to functioning of social and economic institutions. For this project, impacts relating to cybersecurity extend directly to the future tenant of the site and their end-users.
Duration	Ongoing
Importance/level of community interest	Cybersecurity is an important area of interest, as identified in the desktop research outlined above.
Sensitivity/distributional equity	The future tenant’s sensitivity to this potential impact is unknown. Taking the precautionary approach, it is assumed for this assessment that they will be highly sensitive to cybersecurity impacts (e.g. holding sensitive and/or personal data, breaches resulting in national security implications etc.)
Impact rating (with standard construction management)	
Likelihood	Very unlikely – it is understood that data centres have a relatively low chance of being subject to cybersecurity breaches, given the high levels of security attached to these facilities in design and operation.
Magnitude	Major – if a breach did occur, it would result in a substantial deterioration to social and economic areas of value, although acute in nature (i.e breaches are generally short-lived).
Social Significance Rating	Medium
Experience	Negative

It is noted that some potential social risks are inherent to particular development typologies, and approaches relating to ongoing monitoring and management of community concern are possible responses.

Section 7 proposes approaches to avoid, mitigate and manage this potential social impact.

⁴² Mandala Partners. (2023). *Hyperscale Cloud and Its Benefits to The Australian Economy*. Retrieved from <https://mandalapartners.com/posts/hyperscale-cloud-and-its-benefits-to-the-australian-economy>



7 Mitigation and enhancement

7.1 SIA recommendations

The following recommendations aim to avoid and mitigate any identified significant negative impacts and enhance the social benefits. It also outlines the significance of any residual impacts. Where more detailed assessment is required, this is identified and should form part of the SEARs for future SIA to accompany detailed development applications for individual stages of the project.

Table 9: SIA recommendations

Impact	Initial rating	Project refinements	SIA recommendations to avoid, minimise and enhance	Significance of residual impact
<i>All</i>	<i>n/a</i>	<i>n/a</i>	Preparation and implementation of a robust Communications and Engagement Strategy for the construction and initial operation of the site. This Strategy should include detail regarding complaints management, channels of communication for local residents and businesses, and regular project updates including for major construction works.	<i>n/a</i>
Contributing to NSW digital economy	High (Likely-Major) significance of a positive impact	<i>n/a</i>	To enhance this social benefit, the project team should consider introducing a mechanism to provide a Social Procurement Strategy for construction and operational stages. This should include provision of a percentage target for local employment and the employment of persons experiencing socio-economic disadvantage. This may include as a contractual requirement for future contractors and tenants.	Very High (positive) Social procurement significantly enhances the distributional equity of employment benefits, generating a high chance of positive impact from employment associated with major projects.
Cybersecurity of tenants and users	Medium (Very unlikely – Major) significance of a negative impact	The project has been substantially refined to respond to security risks, which is documented in the Design Report.	No additional social recommendation proposed.	Medium (negative) No change due to inherent risk associated. Ongoing monitoring and management through operational plan of management will be required.
Operation worker health, wellbeing and safety	High (Likely-moderate) significance of a negative impact	<i>Formalising safe access and egress routes with adequate lighting and passive surveillance for staff travelling during off-peak hours.</i>	Operational management plan to implement: 1. A buddy system for workers travelling to and from the centre by foot during off-peak times (e.g. 8pm – 7am).	Low (negative) It is considered that proposed mitigations are capable of substantially decreasing the likelihood and severity of this potential impact.



			2. Alignment with WorkCover NSW's Health and Safety Guide <i>ShiftWork: How to devise an effective roster</i>.⁴³ 3. Training and education on healthy sleep practices for night-time shift workers. This is recommended to include alignment with the oxford Sleep Research Society's 'Healthy Sleep Practices for Shift Workers Guidelines'.⁴⁴	
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7.2 Management and monitoring

The post-approval of a project should include continuous mitigating, enhancing, monitoring and managing of social impacts, as per the SIA Guidelines. This management can help to ensure negative impacts are better mitigated, positive impacts are further amplified and that you maintain and enhance your positive working relationships with communities and stakeholders. The monitoring and adaptive management of social impacts aim to protect and enhance the social environment throughout the life of the project, starting during construction.

The mitigation and management of other potential impacts that interrelate with social impacts will contribute to the mitigation and management of social impacts of the proposed project. The preparation of the Construction Management Plan and the Operational Plan of Management should include reference to this SIA to ensure that impacts that cannot be fully mitigated can be managed, and unexpected consequences addressed proactively.

⁴³ SafeWork NSW. (n.d.). *Shiftwork: How to Devise an Effective Roster*

⁴⁴ Shriane, A. E., Rigney, G., Ferguson, S. A., Bin, Y. S., & Vincent, G. E. (2023). Healthy sleep practices for shift workers: consensus sleep hygiene guidelines using a Delphi methodology. *Sleep*, 46(12). <https://doi.org/10.1093/sleep/zsad229> accessed January 2026.



8 Conclusion

This SIA has concluded that the proposed development will have a net positive social benefit to the communities identified in this assessment, and the overall social outcome, subject to appropriate mitigation of temporary construction impacts, will be positive.

Temporary impacts during construction can be managed through implementation of relevant technical reports, communications strategies, legislative requirements, and conditions of consent. Engagement with the local community and stakeholders during construction is strongly recommended to minimise impacts.

The identified negative social impacts of the project can be reasonably mitigated or managed to reduce their significance, while positive impacts will increase in significance if appropriate enhancement measures are put in place.



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