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Dear Chee,

Social Impact Assessment Addendum

Introduction

This Social Impact Assessment Addendum (**SIA Addendum**) has been prepared by Urbis Ltd (**Urbis**) on behalf of Mirvac Industrial Developments Pty Ltd (**Mirvac**).

The SIA Addendum is submitted as part of the Environmental Impact Statement (**EIS**) to the NSW Department of Planning, Housing and Infrastructure (**DPHI**) in support of a concurrent Concept Approval Modification to SSD-10448 (**MOD 12**), and separate subsequent State Significant Development Application (**SSDA**) for warehouse and distribution premises within the Aspect Industrial Estate (**AIE**) identified as Warehouse 4 (SSD-98407710).

Together, **MOD 12** and the **SSDA** form the proposal (the **proposal**) at 99 Berriwerri Drive, Kemps Creek (Lot 104 in Deposited Plan 1305965) (the **site**). This SSDA constitutes Stage 6 of the AIE's staged development.

Background

In November 2020, an EIS was prepared to support the Concept Masterplan for the Stage 1 Development of the AIE, including site preparation works, the construction and fit-out of two warehouse and distribution buildings, internal road networks, associated stormwater management, fencing and landscaping, subdivision, and signage. The Concept Masterplan also included the development of 11 industrial buildings, an internal road network layout, building locations, car parking, concept landscaping, building heights, setbacks, and built-form parameters.

In October 2020, an SIA was prepared to accompany the EIS for the Concept Masterplan and Stage 1 Development Application (DA) to provide a warehouse and distribution centre at the site. Since the lodgement of the Concept Proposal and Stage 1 Development, Mirvac has lodged SSD applications for future warehousing on site.

Purpose

The purpose of this SIA Addendum is to:

- Review the potential social impacts from the Concept Consent (SSD-10448), which may have changed from the approved design. Given the nature of the proposed changes (primarily combining

warehouses 4 and 5), this statement provides a comment on the social impacts assessed for the AIE Concept Masterplan and Stage 1 Development Application.

- Assess the potential social impacts of the SSDA for warehouse and distribution premises within the AIE identified as Warehouse 4 (SSD-98407710). This includes assessing the impacts of the construction and operational phases.

Overview of the Modification to Concept Consent (SSD-10448)

To respond to market demand, a change to the warehouse footprint and on-lot configuration of the approved Lots 4 and 5 is sought under SSD-10448 MOD 12, to be lodged concurrently with the SSDA for Warehouse 4. The modification aims to consolidate the warehouse built form from two (2) buildings, as currently approved, into a single (1) building identified as Warehouse 4.

This modification also seeks to amend the alignment of the Automated Guided Vehicle network at the eastern boundary of Lots 4 & 5 to be consistent with the approved AGV alignment within the GPT approvals to the north and Barings approvals to the South.

Key modifications to the approved Concept Consent plan include:

- Change in the building footprint to comprise a single (1) warehouse building (Warehouse 4) instead of two (2) warehouse buildings (Warehouse 4 & Warehouse 5).
- Reduction in total GFA from 31,527m² (approved WH4 – 18,905m² & approved WH5 – 12,622m²) to a total of 30,955m².
- Reduction in total car parking spaces from 153 spaces (approved WH4 – 93 spaces & approved WH5 – 60 spaces) to a total of 128 spaces.
- Re-allocation of heavy vehicle and light vehicle driveways to Access Road 3 to respond to the updated site layout.

Overview of Stage 6 SSDA for Warehouse 4 (SSD-98407710)

Warehouse 4 on AIE Lot 4 will comprise one (1) warehouse building. It is proposed for use on warehouse and distribution premises 24 hours a day, 7 days a week. The proposed development will comprise:

- Construction and fit-out of a warehouse building, with a total GFA of 30,995m² comprising:
 - Warehouse space, comprising 30,095m² of GFA;
 - Ancillary two-level office space, comprising 700m² of GFA; and
 - Ancillary dock office space, comprising 200m² of GFA.
- Minor site grading works to provide for building pads and hardstands. Installation of on-lot infrastructure, including on-lot stormwater and waterway health measures.
- Construction of three (3) heavy vehicle crossings on Access Road 3.
- Construction of one (1) light vehicle crossing to Access Road 3 connecting to an at-grade car park with 128 car parking spaces.

- Landscaping across the building and hardstand perimeter/setbacks, as well as interspersed throughout the car park.
- Use of Warehouse 4 for warehouse and distribution purposes, 24 hours a day, 7 days a week.

Legislation, policies, plans and guidelines

This SIA Addendum has been prepared with reference to the following guidelines:

- NSW DPHI Social Impact Assessment Guideline for State Significant Projects (SIA Guideline) (DPHI, July 2025)
- NSW DPHI Social Impact Assessment Guideline, Technical Supplement (July 2025)

SIA Addendum approach

Since the preparation of the 2020 Social Impact Assessment, the NSW DPHI released a revised Social Impact Assessment Guideline for State Significant Projects (SIA Guideline) (DPHI, July 2025). Accordingly, all potential social impacts of the proposal have been assessed in accordance with the revised SIA Guideline. The assessment of impacts is undertaken with consideration of the impact categories outlined in the SIA Guideline (2025): Way of life, Community, Accessibility, Culture, Health and wellbeing, Surroundings, Livelihoods, and Decision-making systems.

The methodology for this SIA Addendum comprises the following steps:

- Review of technical reports being prepared for the proposal, as well as stakeholder consultation outputs.
- Assessment of the social impacts associated with the Modification to Concept Consent (SSD-10448) as assessed in the 2020 SIA report for the Concept Masterplan and Stage 1 Development Application.
- Assessment of the residual significance ratings against the revised impact assessment matrix (Table 1) and Modification to the Concept Consent to determine whether the likelihood and magnitude levels of impacts result in a revised social significance rating.
- Assessment of the social impacts potentially arising from SSDA for Warehouse 4 (SSD-98407710).

Table 1 Social impact significance matrix (refined SIA Guideline 2025)

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

Assessment of social impacts relating to the modification to concept consent (SSD-10448)

Following a review of updated technical reports, the modification to the Concept Consent (MOD 12) has been assessed against the key social impacts outlined in the 2020 SIA report. This assessment considers changes to the concept design and responds to the revised Assessment Guideline for State Significant Projects (DPHI, July 2025). Table 2 summarises the social impact, proposed mitigation/enhancement measures, and provides a revised residual impact rating.

Table 2 Assessment of social impacts relating to the modification to concept consent (SSD-10448)

Key social impact	Social impact description	2020 SIA report mitigated rating	Mitigated significance rating	Recommended mitigation/enhancement measures
Accessibility				
Increased traffic generation	Modifications to the concept consent plan are not expected to result in significant changes to traffic congestion, access arrangements or parking. The Transport Assessment (Ason Group, 2025) found that the GFA for the proposed Warehouse 4 development is marginally less than that envisaged under the previously approved MOD-10 Concept Masterplan. As such, the traffic generation assessed remains consistent with the previous traffic impact assessment. The slight reduction in GFA results in a decrease in trip generation potential. The reduction in total car parking spaces from 153 to 128 will still support employees commuting to work with minimal impact on surrounding road networks. The reallocation of heavy-vehicle and light-vehicle driveways to Access Road 3 to accommodate the updated site layout is expected to maintain the site's safety and accessibility.	Low negative	The mitigated significance rating remains unchanged from the original Concept SSDA, which is low negative , given its unlikely likelihood and minor magnitude.	The SIA recommendations from the original Concept SSDA remain in place. At the detailed design stage, include a Traffic and Transport Impact Assessment, a Green Travel Plan, a Travel Access Guide, and a Construction Traffic Management Plan. This would mitigate traffic impacts during construction and operation and encourage the use of public and sustainable transport options.
Surroundings				
Potential change to the landscape character of the site and wider area	Modifications to the concept consent plan are expected to result in some changes to the site's landscape character. The amalgamation of two warehouses into a single warehouse four would alter the visual appearance, massing, and articulation, with the single warehouse presenting as a larger, more continuous built form	Medium negative	The mitigated significance rating remains unchanged from the original proposal: medium negative , given its possible likelihood and moderate magnitude.	The SIA recommendations from the original Concept SSDA remain in place. The updated plans maintain a high standard of design, providing opportunities to mitigate the effects of the revised layout through

	compared to the previously approved two-building warehouse. The modifications are not anticipated to significantly alter the broader landscape character compared to the previous concept plan, given the ongoing transition of the Mamre Road Precinct from a rural to an industrial setting. However, the introduction of a combined warehouse will contribute to the ongoing shift from the current rural character to a more urbanised industrial form, affecting the visual impacts on residential dwellings fronting Mamre Road and on road users.			appropriate detailing, landscaping and façade treatments.
Livelihoods				
Changes to industrial land and employment opportunities	Modifications to the concept consent plan would slightly reduce industrial land, reducing floor space by 572 m², due to the consolidation of two warehouses (4 and 5) into a single warehouse (4). These changes are not anticipated to substantially affect employment opportunities, which are expected to remain similar to those previously assessed. As this is a concept approval, the commercial floorspace figures are indicative only and will be confirmed through a Detailed SSDA. With Warehouse 4 now providing 30,955 m² of GLA, the concept modifications continue to support the delivery of more industrial land in Western Sydney and build on opportunities presented by the Western Sydney Aerotropolis. It also supports the policy vision of a 30-minute city by providing new jobs in the industrial sector in proximity to residential areas in the Penrith and Campbelltown LGAs.	High positive	The mitigated significance rating remains unchanged from the original proposal: high positive , given its likely likelihood and moderate magnitude.	No enhancement measures recommended.

Assessment of social impacts relating to the Stage 6 SSDA for Warehouse 4 (SSD-98407710)

Following a review of updated technical reports, the detailed design for Stage 6 SSDA – Warehouse 4 has been assessed against the revised Assessment Guideline for State Significant Projects (DPHI, July 2025). For certain impact categories, no social impacts were identified due to the absence of relevant technical reports and stakeholder feedback relating to potential social impacts. Table 3 summarises the identified social impacts and proposed mitigation and management measures to minimise potential social impacts associated with the proposal.

Table 3 Assessment of social impacts relating to the Stage 6 SSDA for Warehouse 4 (SSD-98407710)

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
Way of life				
Contributing to the strategic vision for Western Sydney Aerotropolis	The development of Warehouse 4 on AIE Lot 4 aligns with the strategic intent of the Western Sydney Priority Growth Area, Western City District Plan, Greater Sydney Region Plan: The Metropolis of Three Cities, and the Penrith Local Strategic Planning Statement. The proposal will support the strategic need for warehousing in Western Sydney by providing high-quality industrial and warehousing floorspace on enterprise-zoned land within the Aerotropolis. The proposed warehouse and distribution premises will support 24/7 supply chain operations and safe freight movement by providing large-format warehousing close to future transport infrastructure and the WSIA trade gateway. In doing so, the development would support the early activation of the Western Sydney Aerotropolis.	The unmitigated significance rating is high positive , given its likely likelihood and moderate magnitude.	No enhancement measures recommended.	The mitigated significance rating is high positive , given its likely likelihood and moderate magnitude.
Community				
Change in sense of place and land-use	The Warehouse 4 will contribute to the ongoing transformation of the Mamre Road Precinct into an industrial hub, increasing	The unmitigated significance rating is medium positive ,	No enhancement measures recommended.	The mitigated significance rating is medium positive ,

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	the supply of industrial land in Western Sydney. The facility will comprise 30,095 m² of warehouse space, 700 m² of two-level office space, and 200 m² of dock office space, supporting the delivery of high-quality industrial land that builds on opportunities presented by the Western Sydney Aerotropolis. Located south of the established Erskine Business Park, the project will visually and functionally extend the area's industrial character, creating a new sense of place defined by economic activity and integration with surrounding industrial uses. This change will replace the site's rural and open qualities with industrial uses in line with the rezoning of the Mamre Road Precinct to support warehouse and industrial development.	given its possible likelihood and moderate magnitude.		given its possible likelihood and moderate magnitude.
Accessibility				
Traffic disruption during construction and operation	New developments can disrupt traffic and impact road quality during construction and operation. These disruptions can affect residents, nearby businesses, workers and transient road users' day-to-day access to road infrastructure, further impacting their access to local services and amenities. According to the Transport Assessment (Ason Group, 2025), traffic from construction and operation would have minimal impact on the capacity and operation of adjacent road networks. Cumulative traffic modelling for the proposed Warehouse 4 and all approved developments within the Mamre Road Precinct indicates that the Mamre Road /	The unmitigated significance rating is negligible , given its unlikely likelihood and minimal magnitude.	A Site-Specific Green Travel Plan has been developed to assess local public and active transport infrastructure and promote its use for travel to and from the site. Provide advanced notice of the construction timeline and any corresponding road closures, as well as grievance process details, to all nearby residents, businesses, or other key stakeholders. Ensure the implementation of relevant management plans, including a Traffic Management Plan to manage construction traffic impacts (as relevant)	The mitigated significance rating is negligible , given its unlikely likelihood and minimal magnitude.

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	Darrabarra Avenue intersection will operate at a satisfactory level in 2026. While the Mamre Road Stage 2 upgrade, a six-lane dual carriageway between Erskine Park Road and Kerrs Road, is expected to commence in late 2026, the current road network is considered adequate to support the proposed development. The upgrade will align with the Ultimate Mamre Road network identified in the MRP DCP, ensuring long-term road network capacity for the precinct’s full build-out.			
Culture				
Potential disruption to sites of Aboriginal significance	An Aboriginal Cultural Heritage Assessment (ACHA) was prepared in support of the original concept and Stage 1 SSDA consent 9SSD-10448. The proposal will not result in any changes to the outcomes and findings of this assessment. No significant social impacts were identified through technical reports or community engagement as part of this proposal.			
Health and wellbeing				
Air quality impacts during construction and operation	Impact during construction The Air Quality Impact Assessment (SLR, 2025) found that construction activities may generate emissions from material handling, vehicle movement, wind erosion of exposed surfaces and combustion emissions from construction equipment. Sensitive receptors near the site include residential dwellings, colleges/schools, recreational facilities, and industrial/commercial areas that may be affected by poor air quality. Modelling indicates potential exceedances of both short-term (24-hour) and long-term (annual average) particle levels, which may affect people’s health, particularly those with respiratory conditions such as asthma. Reduced air quality may disrupt daily	During construction, the unmitigated significance rating is medium negative, given its likely likelihood and minor magnitude. During operation, the unmitigated significance rating is negligible, given its unlikely likelihood and minimal magnitude.	The AQIA (SLR, 2025) outlines a range of mitigation measures, including dust control, site management, monitoring, site preparation and maintenance, vehicle and machinery operation, sustainable travel, construction practices, and track-out prevention. Consider establishing communication channels to keep interested stakeholders informed of construction activities and of management procedures for handling complaints during construction. The AQIA recommends no mitigation measures during the operational phase.	During construction, the mitigated significance rating is low negative, given its unlikely likelihood and minor magnitude. During operation, the mitigated significance rating is negligible, given its unlikely likelihood and minimal magnitude.

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	activities like outdoor recreation and social interaction, contribute to stress, lower overall quality of life, and diminish local amenity. <u>Impact during operation</u> The AQIA identified that during operation, emissions mainly arise from fuel combustion, brake and tyre wear, and road dust from truck and vehicle movements and idling at the site. Modelling indicates that, once operational, the site will comply with air quality criteria; as such, no mitigation measures are proposed.			
Noise and vibration during construction and operation	<u>Impact during construction</u> Construction activities can disrupt daily life and affect the health of nearby residents, particularly in sensitive locations such as residences, schools, childcare centres, and aged-care facilities. The predicted impacts are consistent with those expected from major construction works near sensitive receivers. <u>Impact during operation</u> During operations, noise from vehicles, loading activities, and mechanical equipment may impact the well-being and daily activities of surrounding residents, potentially at night as well. The predicted noise levels in the receiver areas comply with the noise limits during all periods.	During construction, the unmitigated significance rating is medium negative, given its likely likelihood and minor magnitude. During operation, the unmitigated significance rating is low negative, given its possible likelihood and minor magnitude.	To minimise construction impacts, a Construction Noise and Vibration Management Plan (CNVMP) will be prepared prior to works commencing, outlining feasible and reasonable mitigation and management measures. Mitigation measures for noise and vibration during operation include optimised site layout and building design, low-noise equipment, ambient-sensing alarms, and the development of an Operational Noise Management Plan (ONMP) to monitor and ensure compliance.	During construction, the mitigated significance rating is low negative, given its possible likelihood and minor magnitude. During operation, the mitigated significance rating is low negative, given its possible likelihood and minor magnitude.
Surroundings				
Impacts on the visual landscape	The development of Warehouse 4 on AIE Lot 4 will permanently change the site's visual character from a rural, open setting to	During construction, the unmitigated significance rating is	The Landscape Character and Visual Impact Assessment (2025) includes mitigations that will focus on substantial frontage planting, boundary	During construction, the mitigated significance rating is

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	a built environment, extending the established industrial form of the adjacent Erskine Business Park. During construction, all 21 viewpoints are likely to experience increased visual impacts from site compounds, storage areas, and increased site traffic. Impacts will be temporary and reduce with the viewing distance and as the screening vegetation matures. While some viewpoints along Mamre Road are rated high or high/moderate in visual impact, the number of affected permanent visual receptors is low due to the limited number of private residences, with most views experienced by transient road users. Higher impacts near the site's western boundary will be mitigated through substantial frontage planting and diverse landscaping across the site.	medium negative, given its likelihood and minor magnitude. During operation, the unmitigated significance rating is low negative, given its possible likelihood and minor magnitude.	landscaping, and the use of appropriate building materials. These measures will help soften the built form, reduce visual contrast, and integrate the development into the surrounding landscape.	medium negative, given its likelihood and minor magnitude. During operation, the mitigated significance rating is low positive, given its possible likelihood and minor magnitude.
Livelihoods				
Increased employment opportunities	The development of Warehouse 4 on AIE Lot 4 will contribute to the ongoing transformation of the Mamre Road Precinct into a key industrial hub, enhancing employment opportunities for the local and regional community during construction and operation. The construction phase, which includes site grading, installation of on-site infrastructure, and the build and fit-out of the warehouse and ancillary office spaces, is expected to generate 190 construction jobs. Warehouse 4 will operate 24 hours a day, seven days a week, providing long-term employment in warehouse and distribution activities. The facility's scale, 30,095 m² of	The unmitigated significance rating is high positive, given its almost certain likelihood and moderate magnitude.	Consider sourcing locally and supporting marginalised groups in the community through workforce procurement strategies that create employment opportunities for local, First Nations, and underrepresented communities, while generating local employment during the construction and operational phases.	The mitigated significance rating is high positive, given its almost certain likelihood and moderate magnitude.

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	warehouse space supported by two levels of ancillary offices, 700 m², will enable a range of direct jobs, 119, as well as indirect employment through supply chains and service providers.			
Decision-making systems				
Ability for the local community to be informed and have their say in the development process	Community involvement and feedback in the development process are vital for positive social outcomes. Consultation and feedback enable residents to understand proposed changes, share concerns, contribute local knowledge, and help shape outcomes that reflect their needs and values. The addendum SIA did not include targeted engagement, with Urbis' engagement activities serving as the primary avenue for community and stakeholder input. The Urbis engagement team undertook the engagement, providing opportunities for local landowners, businesses, residents, and other stakeholders to participate. The Project Team has provided several opportunities for community and stakeholder feedback throughout the planning process, including issuing letter to 283 neighbours providing an overview of the proposal, details on community consultation and an e-mail address/phone number to provide a response, as per the summary of engagement activities available in the EIS Chapter 5, no responses were received (Urbis, 2025).	The unmitigated significance rating is low positive , given its likely likelihood and minor magnitude.	Establish communication channels for stakeholders and the local community to be kept informed of project progress and approvals, and a complaints protocol to foster information exchange with interested stakeholders. Continue engagement, local presence, and community consultation during the planning stages to increase perceived influence. Continue engagement with key stakeholders, including Council, to address any potential concerns about the real or perceived construction or operational impacts.	The mitigated significance rating is low positive , given its likely likelihood and minor magnitude.
Cumulative impacts				

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
Cumulative construction, employment and change in land use impacts	The development of Warehouse 4, alongside other warehouse projects in the Mamre Road Precinct, would collectively generate short-term construction impacts, including increased noise, traffic, and dust. These effects will be temporary and can be managed through standard mitigation measures. In the longer term, developments in AIE will significantly increase local employment opportunities, supporting both construction jobs and ongoing industrial-sector roles, thereby benefiting the local and regional workforce. The precinct's transformation from a rural landscape to a significant industrial hub will permanently alter its character and sense of place, replacing rural land with built form and activity. While this represents a loss of historic rural qualities, it aligns with strategic planning objectives for Western Sydney.			

Overall Residual Impact

The information provided in this SIA Addendum is considered adequate to address the potential social impacts from the concurrent Concept Approval Modification to SSD-10448 (**MOD 12**) and separate subsequent State Significant Development Application (SSDA) for warehouse and distribution premises within the Aspect Industrial Estate (**AIE**) identified as Warehouse 4 (**SSD-98407710**).

The SSD modification for Warehouse 4 is consistent with the overall residual impact in the original SIA prepared for the approved Concept Masterplan.

Author Credentials

This Social Impact Assessment addendum was prepared on 16 December 2025 by Liliana Pena and Sholto Bremner.

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Kind regards,

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