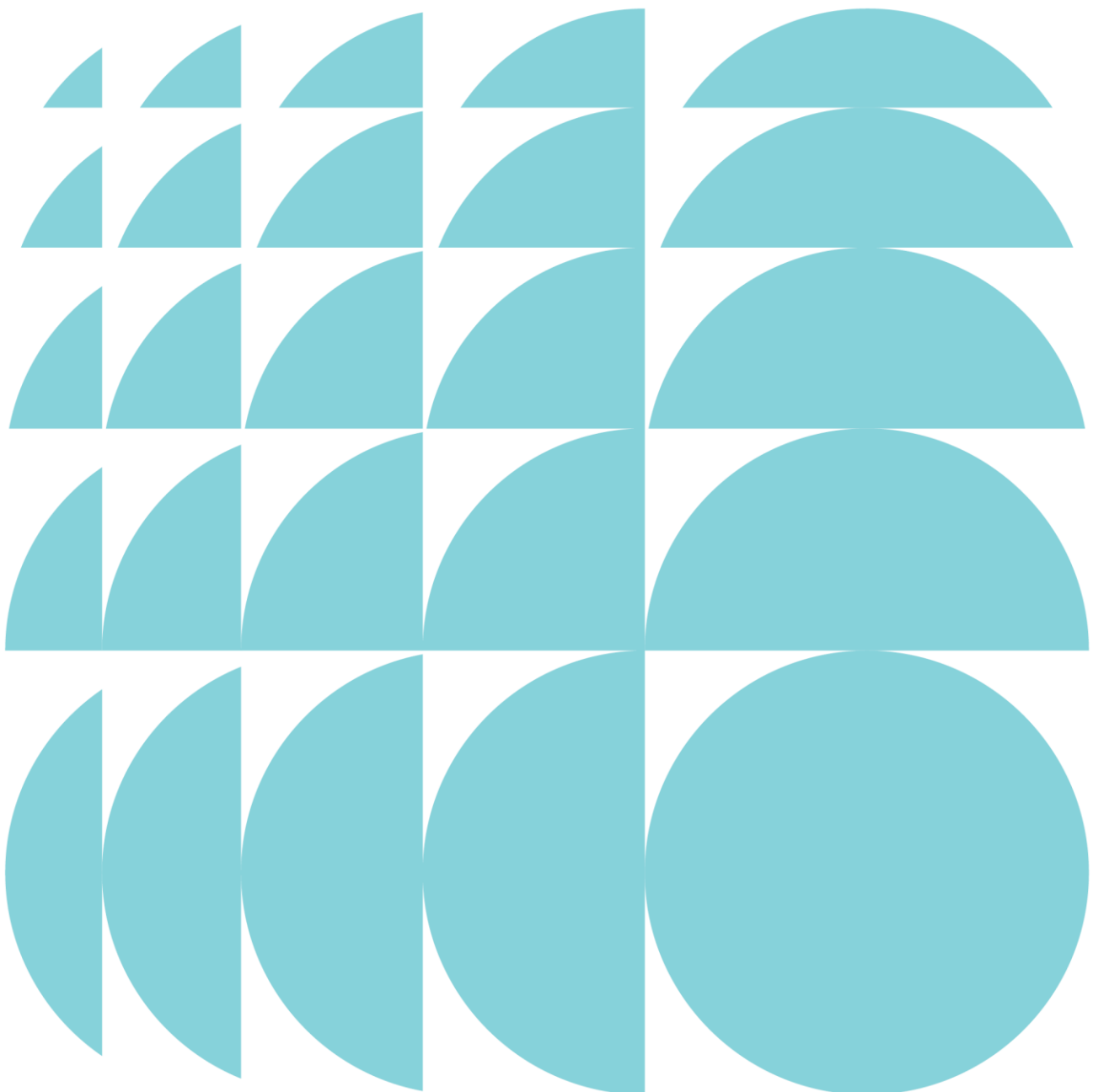


SSD DA for industrial development
200 Aldington Road, Kemps Creek

Prepared for Fife Kemps Creek Trust

28 September 2020 | 2200046



COVID-19 is an unprecedented global health crisis and economic event that is rapidly evolving. In these circumstances the short-term economic environment is extremely uncertain, especially where the forecasting of economic trends is involved. At the current time, the research and analysis of economic data – such as forecasts of economic activity, population, employment growth, and so on – reflects a return to “business as usual” scenario, while also noting the potential impacts that may be associated with the COVID-19 virus and the anticipated return to growth in economic indicators. Where required, we will be clear where a specific consideration of the implications of COVID-19 is being provided outside a business as usual scenario.

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Executive Summary

Ethos Urban has been engaged by Fife Kemps Creek Trust and Stockland to undertake a Social and Economic Assessment in relation to the redevelopment of the site for industrial purposes located at 200 Aldington Road, Kemps Creek (the Site). The assessment has been undertaken in accordance with the Secretary's Environmental Assessment requirements dated 27 July 2020.

The following key policy drivers have been identified for the development:

- The supply of industrial and urban services land is in high demand and is necessary to support Greater Sydney's long term freight, logistics, industrial needs.
- The site forms part of the Mamre Road Precinct which is expected to support in-demand industrial land supply. The amendments to the WSEA SEPP have rezoned the site to IN1 General Industrial and the proposed development will assist in achieving the Mamre Road Precinct Structure Plan which envisions 780 hectares of industrial land to support approximately 17,000 jobs and the Western Sydney Intermodal terminal.
- The proposed development supports state and local priorities for increased job employment opportunities closer to where people live.

The assessment has concluded that there are no significant or detrimental social or economic impacts anticipated to arise as a result of the development, which cannot be effectively mitigated and managed.

The proposed development will result in significant positive social and economic benefits for the local and broader community, noting additional employment opportunities will be created along with growth in private business investment to create a sustainable funding base and employment precinct for the Western Sydney Employment Area in perpetuity.

Importantly, the proposed development will deliver a modern and well integrated industrial facility within a strategic employment precinct that will accommodate and encourage the growth of higher order jobs and attract high value tenants and business to Western Sydney. Specifically, the proposed development will accommodate up to 1,019 FTE jobs in the construction phase, and 2406 direct FTE jobs once complete and fully operational. The project will stimulate local investment and contribute significant economic output and value add to the economy each year and support the role of Mamre Rd Precinct as a key industrial and employment precinct.

The development will impact upon the way of life for existing and nearby residents both in positive and negative ways. This is due to the change in use of the land from rural to industrial uses, the increase of density of development on the site and the upgrade and introduction of new roads within the existing network. All of these social impacts were previously considered in the rezoning of the land from rural to industrial and are inevitable with the strategic direction to introduce industrial development in the area.

During the construction and operation of the development there is the potential for adverse social impacts due to the noise, acoustic and air quality impacts. However, these are proposed to be managed in accordance with the relevant legislation and regulations and as such the impacts can be mitigated.

Overall, it is considered that there are overwhelming positive benefits likely to result from the development, specifically in relation to the provision of additional employment opportunities for the local and regional communities.

The proposal is consistent with aims and objectives of the Mamre Road Precinct and the broader WSEA, facilitating the development of a new industrial precinct, and creation of employment generating land uses. In addition, the development will contribute to the upgrade and provision of state infrastructure for the precinct, including new open space, recreational facilities and shared cycle/pedestrian paths.

The proposed development would result in a net benefit to the local and regional community, creating a major employment precinct that will support growth and development in Western Sydney well into the future.

1.0 Introduction

1.1 Background

Ethos Urban has been engaged by Fife Kemps Creek Trust and Stockland to undertake a Social and Economic Assessment in relation to the redevelopment of the site for industrial purposes located at 200 Aldington Road, Kemps Creek (the Site).

The Site is located within the Mamre Road Precinct, which sits within the Western Sydney Employment Area (WSEA). As the development has a Capital Investment Value of more than \$50 million, it is classified as State Significant Development (SSD) under Schedule Clause 12 of the State Environmental Planning Policy (State and Regional Development) 2011 (State and Regional Development SEPP).

This report provides an assessment of the scheme from a social and economic perspective. It considers likely impacts and benefits of the project (tangible and intangible) and sets out recommended responses. The assessment is intended to satisfy the Secretary's Environmental Assessment Requirements issued for the development, set out below.

1.2 Structure of this report

This report is structured as follows:

- Section 1:** Introduction
- Section 2:** Site context
- Section 3:** Proposed development
- Section 4:** Purpose and scope of this assessment
- Section 5:** Strategic policy context
- Section 6:** Local social and economic context
- Section 7:** Social impact assessment and recommendations
- Section 8:** Economic impact assessment and recommendations
- Section 9:** Concluding comments

1.3 Secretary's Environmental Assessment Requirements

The Department of Planning, Industry and Environment has issued Secretary's Environmental Assessment Requirements (SEARs) to the applicant for the preparation of a Social Impact Assessment for the proposed development.

Social Impact Assessment – including the preparation of a Social Impact Assessment (SIA) which:

- identifies and analyses the potential social impacts of the development from the point of view of the affected communities and other relevant stakeholders (i.e. how they experience the development);
- considers how potential environmental changes in the locality may affect people's way of life including community, access to and use of infrastructure, services and utilities, culture, health and wellbeing, surroundings, personal and property rights, decision-making systems, and fears and aspirations, as relevant and considering how different groups may be disproportionately affected;
- assesses the significance of positive, negative, and cumulative social impacts considering likelihood, extent, duration, severity/scale, sensitivity/importance, and level of concern/interest(s);
- includes mitigation measures for likely negative social impacts and any proposed enhancement measures; and
- details of how social impacts will be adaptively monitored and managed over time.

2.0 Site context

This chapter provides an overview of the subject site, its location and the surrounding development context.

2.1 Site context

The site is located at Kemps Creek, within the Penrith Local Government Area (refer to Error! Reference source not found.). It also forms part of the Mamre Road Precinct which sits within both the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis (refer to Error! Reference source not found.).

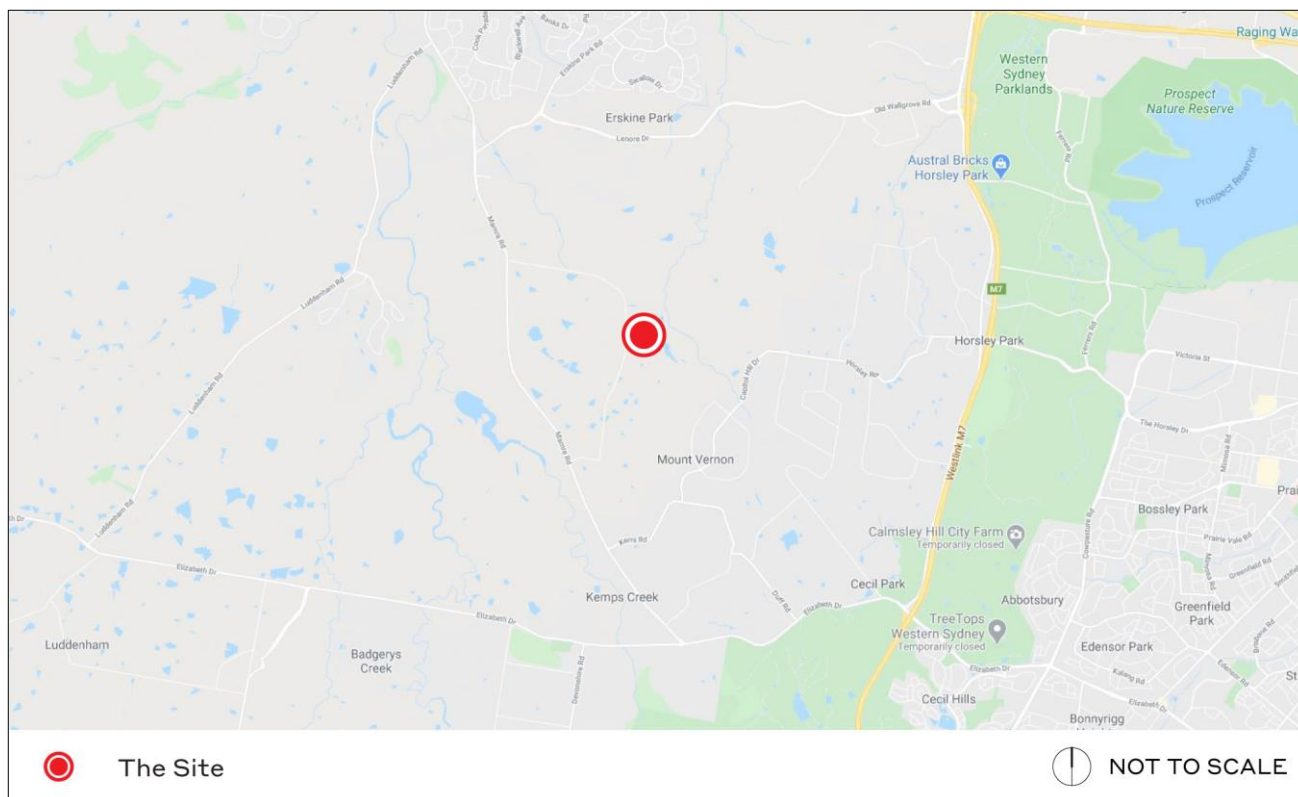


Figure 1 Site context

Source: Google and Ethos Urban

2.2 Site description

The site is comprised of seven (7) separate allotments (refer to **Table 1**), with a total area of approximately 72 hectares (refer to **Figure 3**). It currently contains undulating rural land with steep slopes and a combination of vacant dwellings, farm sheds and dams, and agricultural greenhouses. The site includes a number of separate drainage catchments with the majority of the land draining in a north east direction to Ropes Creek and areas in the south of the site draining westward to Kemps Creek. Electrical easements run through both northern corners of the site.

Table 1 Site legal description

Address	Title	Area (sqm)
106-124 Aldington Road	Lot 32 DP258949	111,600
126-142 Aldington Road	Lot 31 DP258949	101,200
144-160 Aldington Road	Lot 30 DP258949	100,900
162-178 Aldington Road	Lot 23 DP255560	101,900
180-196 Aldington Road	Lot 22 DP255560	101,500
198-212 Aldington Road	Lot 21 DP255560	101,500
214-228 Aldington Road	Lot 20 DP255560	102,200



Figure 3 Site aerial

Source: Nearmap and Ethos Urban

2.3 Surrounding development

Land surrounding the site is generally rural in nature comprising a variety of rural dwellings, rural land, farm dams and scattered vegetation. Beyond this, the following uses are worth noting:

- The Oakdale South industrial estate located immediately to the north-east of the site.
- The existing Catholic Healthcare Emmaus aged care and retirement village, Little Smarts Early Learning Centre, Trinity Primary School and Emmaus Catholic College located approximately 1.5km north west of the site.
- Existing established residential community (between 0.6km and 1.5km to the east) at Mount Vernon.

The locations of the surrounding land uses are shown in **Figure 4**.



Figure 4 Location of surrounding development

Source: NearMap and Ethos Urban

3.0 Proposed development

3.1 State Significant Development components

As outlined within the Environmental Impact Statement, the SSDA seeks consent for the redevelopment of the site for industrial purposes at 200 Aldington Road, Kemps Creek. This is in line with the desired future outcomes of the Mamre Road Precinct and recent amendments to the *State Environmental Planning Policy (Western Sydney Employment Area) 2009*.

The proposed SSDA seeks consent for the construction of a 52,500sqm warehouse building along with associated infrastructure. Specifically, the following is proposed:

- A concept masterplan with an indicative total building area of 375,755 sqm, comprising:
 - 357,355 sqm of warehouse gross floor area (GFA);
 - 18,200 sqm of ancillary office GFA;
 - 200 sqm of café GFA;
 - 13 individual development lots for warehouse buildings with associated hardstand areas;
 - Internal road layouts and road connections to Aldington Road;
 - Provision for 1700 car parking spaces; and
 - Associated site landscaping.
- Detailed consent for site preparation, earthworks and infrastructure works (i.e. Stage 1 works) on the site, including:
 - Demolition and clearing of all existing built form structures;
 - Drainage and infill of existing farm dams and any ground dewatering;
 - Clearing of all existing vegetation;
 - Construction of a warehouse building with a total of 50,930 sqm of GFA, including:
 - 48,430 sqm of warehouse GFA;
 - 2,500 sqm of ancillary office GFA; and
 - 231 car parking spaces.
 - Bulk earthworks including 'cut and fill' to create flat development platforms for the warehouse buildings, and topsoiling and grassing / site stabilisation works;
 - Roadworks and access infrastructure;
 - Stormwater and drainage works including stormwater basins, diversion of stormwater lines, gross pollutant traps and associated swale works;
 - Sewer and potable water reticulation; and
 - Inter-allotment, road and boundary retaining walls.

The proposed concept plan for the development is shown in **Figure 5** over page.

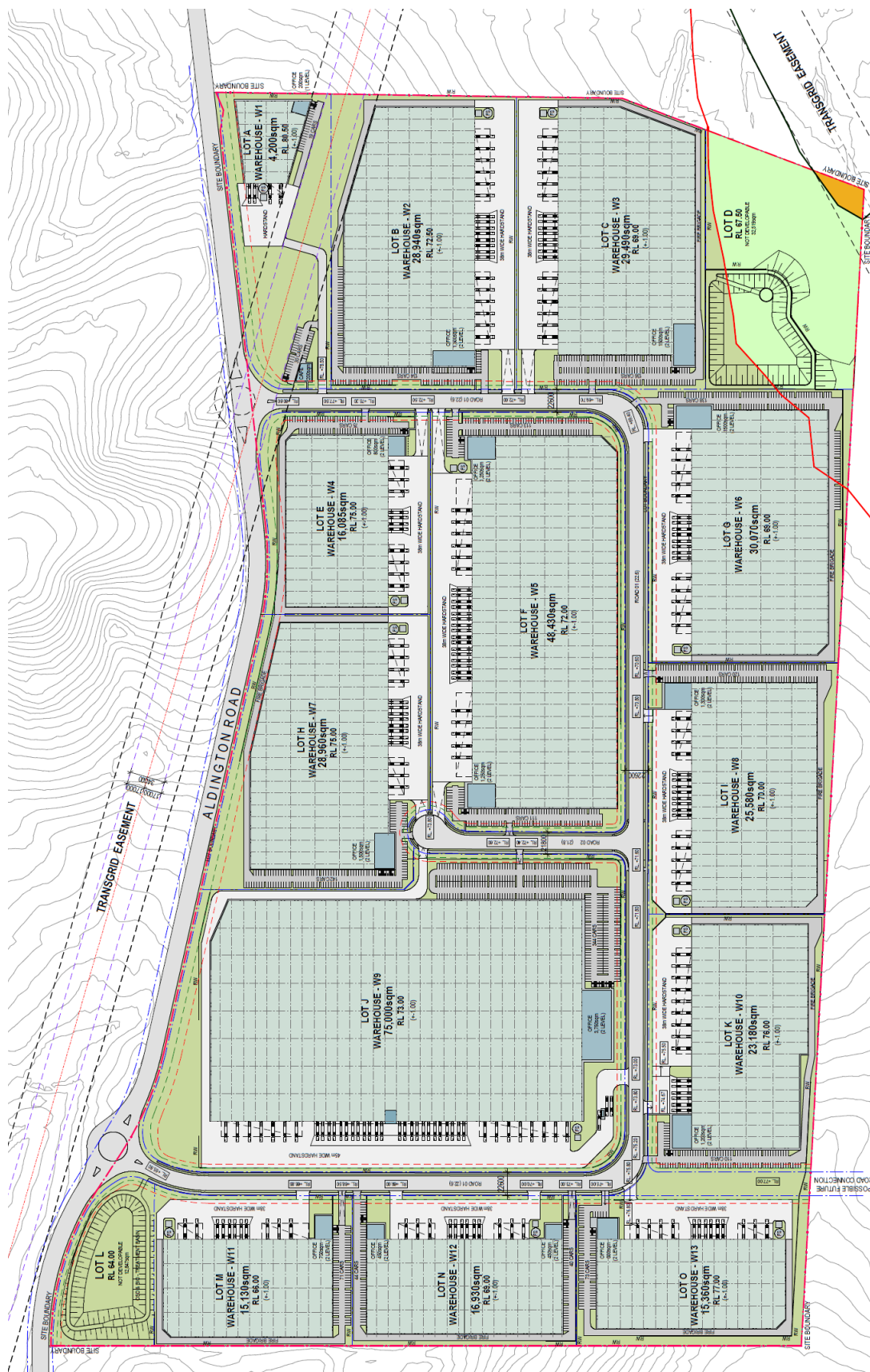


Figure 5 Proposed Concept Plan

Source: SBA Architects

4.0 Purpose and scope of this assessment

The purpose of this Social and Economic Impact Assessment (SEIA) is to assess the impacts of the development, both positive and negative, for all stages of the project lifecycle for the community and stakeholders.

The assessment involves the analysis of social and economic changes and impacts that are likely to occur as a result of a particular development, planning scheme, or government policy decision.

4.1 Methodology and assessment framework

The Social Impact Assessment component of this report, which is the subject of SEARs specifications, is based on a proscribed methodology.

Social Impact Assessment

Undertaking an SIA involves a number of steps, including analysis of the existing socio-economic environment; scoping of issues; identifying and assessing potential social and economic impacts; determining the significance of these impacts, and identifying measures to manage or mitigate potential negative impacts and enhance potential benefits.

The methodology employed in preparing this SIA is designed to ensure that the social environment of communities potentially impacted by a project are properly accounted for and recorded, and anticipated impacts are adequately considered and assessed.

The assessment of social impacts has been based on the NSW DPIE *Social Impact Assessment Guideline for state significant mining, petroleum production and extractive industry development*, September 2017. It also draws on guidelines published by the International Association for Impact Assessment (IAIA), *International principles for social impact assessment* (Vanclay 2003), which defines Social Impact Assessment as:

'The process of analysing, monitoring and managing the intended and unintended social consequences, both positive and negative, of planned interventions (policies, programs, plans, projects) and any social change processes invoked by those interventions. Its primary purpose is to bring about a more sustainable and equitable biophysical and human environment.' (2003, p.5)

The DPIE Guideline classifies social impacts in the following way, which forms the basis of the SEARs for this assessment:

- Way of life: how people work, play and interact with one another on a day-to-day basis.
- Culture: people's shared beliefs, customs, values and language or dialect.
- Community: its cohesion, stability, character, services and facilities.
- Political systems: the extent to which people are able to participate in decisions that affect their lives, and the resources provided for this purpose.
- Environment: the quality of the air and water people use, the availability and quality of the food they eat; the level of hazard or risk, dust and noise they are exposed to, the adequacy of sanitation; their physical safety; and their access to and control over resources.
- Health and wellbeing: people's physical, mental, social and spiritual wellbeing.
- Personal property rights: particularly when people are economically affected, or experience personal disadvantage which may include a violation of their civil liberties.
- Fears and aspirations: their perceptions about their safety, their fears about the future of their community, and their aspirations for their future and the future of their children.

As outlined in the IAIA Social Impact Assessment Guideline (2015), the assessment recognises that social impacts vary in their nature and can be: positive or negative; tangible or intangible (perception based); direct (caused by planned development itself), indirect (occurring as a result of a direct impact) interdependent (affecting each other) and/or cumulative (as a result of the incremental and combined impacts of one or more projects, including the

current and foreseeable future projects); experienced differently by different individuals or groups within a community, and experienced differently at the local, regional, state or national level.

Stages in the preparation of the social assessment are as follows:

- Baseline analysis of the existing socio-economic environment, involving:
 - Study area definition, including primary and secondary geographic areas likely to be impacted;
 - Review of relevant background studies and technical reports, along with relevant local and state policy frameworks, and
 - Demographic analysis, including current and forecast communities.
- Stakeholder and community engagement: A comprehensive engagement program was undertaken by NSW DPIE during the rezoning of the Mamre Road Precinct, as detailed in the Mamre Road Finalisation Report (June 2020). Given the site's location within the Precinct and the proposed development's alignment with the intentions of the rezoning (it effectively delivers on the strategic objectives of the Precinct Structure Plan), the outcomes of this recent engagement have informed this assessment. Further to this, the applicant has consulted with adjacent and nearby landowners.
- Scoping of issues: Analysis of potential impacts during and post-construction, with each of the directly affected communities and other stakeholders identified in relation to the way they may be affected. Both positive and negative potential issues are identified.
- Identification of impacts as per DPIE Guideline parameters. The social impact assessment ultimately appraises the significance of each identified impact based on its duration, extent and sensitivity of impact 'receivers'. This results in a social risk rating for impacts, as per the social risk matrix shown in **Figure 6** below.

			Consequence Level				
			1	2	3	4	5
			Minimal	Minor	Moderate	Major	Catastrophic
Likelihood Level	A	Almost certain	A1	A2	A3	A4	A5
	B	Likely	B1	B2	B3	B4	B5
	C	Possible	C1	C2	C3	C4	C5
	D	Unlikely	D1	D2	D3	D4	D5
	E	Rare	E1	E2	E3	E4	E5
Social Risk Rating							
Low		Moderate		High		Extreme	

Figure 6 Social risk matrix

Source: NSW Department of Planning and Environment 2017 Social Impact Assessment Guideline (based on matrix used in Vanclay, F., et al. (2015) p.49)

4.2 Information sources and assumptions

Data sources

- ABS Census of Population and Housing, 2016
- ABS Destination Zone (DZN) and NSW Transport Travel Zone (TZ) data
- NSW Population Projections, NSW Department of Planning, Industry and Environment, 2019
- NSW Government Employment Lands Development Monitor
- Mamre Road Precinct Rezoning – Exhibition and Discussion Paper and Structure Plan (DPIE 2019)

Assumptions

COVID-19 is an unprecedented global health crisis and economic event that is rapidly evolving. In these circumstances the short-term economic environment is extremely uncertain, especially where the forecasting of economic trends is involved. At the current time, the research and analysis of economic data – such as forecasts of economic activity, population, employment growth, and so on – reflects a return to “business as usual” scenario, while also noting the potential impacts that may be associated with the COVID-19 virus and the anticipated return to growth in economic indicators. Where required, we will be clear where a specific consideration of the implications of COVID-19 is being provided outside a business as usual scenario.

5.0 Strategic policy context

5.1 Policy overview

The following section identifies the key social policy drivers for the development based on a review of key applicable state and local policies and strategies.

A summary of the key themes of this review is provided in Error! Reference source not found. below. The comprehensive analysis is provided at **Appendix A**.

The following documents have been reviewed:

- Western City District Plan (GSC, 2018)
- State Environmental Planning Policy (Western Sydney Employment Area) 2009
- Greater Sydney Regional Plan – *Metropolis of Three Cities* (GSC, 2018)
- Mamre Road Precinct Rezoning – Exhibition and Discussion Paper and Structure Plan (DPIE 2019)
- Mamre Road Finalisation Report (DPIE 2020)
- Penrith's Local Strategic Planning Statement – *Planning for a Brighter Future City* (Penrith City Council 2020)
- Penrith City Council Community Strategic Plan (Penrith City Council 2017)

5.2 Key policy drivers

The following key policy drivers have been identified for the development:

- The supply of industrial and urban services land is in high demand and is necessary to support Greater Sydney's long term freight, logistics, industrial needs.
- The site forms part of the Mamre Road Precinct which is expected to support in-demand industrial land supply. The amendments to the WSEA SEPP have rezoned the site to IN1 General Industrial and the proposed development will assist in achieving the Mamre Road Precinct Structure Plan which envisions 780 hectares of industrial land to support approximately 17,000 jobs and the Western Sydney Intermodal terminal.
- The proposed development supports state and local priorities for increased job employment opportunities closer to where people live.
- The Western Sydney Airport and Badgerys Creek Aerotropolis will require industrial lands to support airport and employment activities that service the needs of Western Sydney.

Table 2 Overview of key applicable policies

Policy theme	Implications for impact assessment	Source
Increase supply of industrial service land in Western Sydney	<ul style="list-style-type: none"> • NSW DPIE recently amended the <i>State Environmental Planning Policy (Western Sydney Employment Area) 2009</i> (WSEA SEPP) to rezone the Mamre Road Precinct primarily for industrial purposes. This will ensure land availability to support the growing demand and existing shortfall of available industrial land in Western Sydney. 	<ul style="list-style-type: none"> • Western City District Plan (GSC 2018) • Greater Sydney Regional Plan –

Policy theme	Implications for impact assessment	Source
	<ul style="list-style-type: none"> Rezoning of the precinct will supply additional industrial land for Western Sydney to meet projected demand. The rezoning will deliver around 850 hectares of industrial land that can be readily serviced and developed, integrated with the existing WSEA. It is a state and local priority for the increase provision of industrial, freight and logistic opportunities, as existing sites face residential rezoning pressures. There is a growing demand for industrial service land supply in the Penrith LGA due to its close proximity to Sydney Airport and Badgerys Creek Aerotropolis. Increased provision of industrial land is needed in the Western Parkland City, specifically with the development of the Western Sydney Airport and Badgerys Creek Airport. The development of land within the Mamre Road Precinct specifically will provide for Greater Sydney's long term freight and logistics and industrial needs. The Mamre Road Precinct will provide for jobs closer to people's homes and contribute to the NSW economy more broadly. 	<p>Metropolis of Three Cities (GSC 2018)</p> <ul style="list-style-type: none"> Mamre Road Precinct Rezoning Exhibition Paper and Structure Plan (NSW DPIE 2019) Mamre Road Precinct Finalisation Report (NSW DPIE, June 2020) State Environmental Planning Policy (Western Sydney Employment Area) 2009
Proximity to the Western Sydney Airport and Badgerys Creek Aerotropolis	<ul style="list-style-type: none"> The Western Sydney Airport and Badgerys Creek Aerotropolis will transform the Western Parkland City into a thriving, productive and sustainable area, with the Western Sydney Airport as the economic catalyst. This will drive increased population growth and emerging economic opportunities. The Western Sydney Airport and Badgerys Creek Aerotropolis will depend on the Penrith LGA to support airport and employment activities and service the need of the Western Parkland City. There is unprecedented opportunity for the Western City District to provide a national freight and logistics hub. Strategic plans have identified over 6,000 hectares for industrial activity which is proposed to support the Western Sydney Airport. The proposed development's proximity to the Western Sydney Airport and Badgerys Creek Aerotropolis will catalyse increased job opportunities in infrastructure, advanced manufacturing, freight and logistics over the long term. 	<ul style="list-style-type: none"> Western City District Plan (GSC 2018) Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018) Mamre Road Precinct Rezoning Exhibition Paper and Structure Plan (NSW DPIE 2019) Penrith's Local Strategic Planning Statement – Planning for a Brighter Future City (Penrith City Council 2020)
Increase local jobs and employment opportunities	<ul style="list-style-type: none"> It is a state and local priority to provide job diversity and growth to encourage local workforce skills. The proposed development will contribute to increased job opportunities in construction activities as well as ongoing operation jobs in transport, storage and warehousing related industries for local residents. Penrith LGA currently has 56,400 local residents travel to work outside of the local government area. As population growth increases at a faster rate than the number of jobs available in the region, the provision of local employment opportunities is demanded. Supporting the 30 minute city aspiration, the Site forms part of the South West Sydney Growth Corridor, in which the proposed development will support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres. The development of land within the Mamre Road Precinct specifically will provide for jobs closer to people's homes and contribute to the NSW economy more broadly. 	<ul style="list-style-type: none"> Penrith's Local Strategic Planning Statement – Planning for a Brighter Future City (Penrith City Council 2020) Penrith City Council Community Strategic Plan (Penrith City Council 2017)
Advanced manufacturing and defence industrial facilities	<ul style="list-style-type: none"> The expanding manufacturing sector has identified Western Parkland City as a manufacturing leader in NSW. The Western Sydney Employment area will be enhanced by the Western Sydney Airport and result in an increase in job opportunities. The site is located within the Western economic corridor which will service the advancing manufacturing industry. The NSW Department of Industry is leading the development of a world class aerospace and defence industry precinct adjacent to the Western Sydney airport. It will cluster defence and industry facilities with advanced technology hubs. This type of infrastructure has been identified as key to covid recovery. 	<ul style="list-style-type: none"> Western City District Plan (GSC 2018) Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018) Mamre Road Precinct Structure Plan (DPIE 2019)

6.0 Local social and economic context

6.1 Study area definition

For the purposes of this assessment, a primary study area (PSA) has been defined as the Mamre Road Precinct. This has been selected as the basis for assessment of immediate social and economic impacts associated with the development.

Contextual information – including current and forecast demographics – are provided for the PSA, applying Australian Bureau of Statistics (ABS) Statistical Area 1 (SA1) boundaries that best align with the Mamre Road Precinct.

The Greater Sydney region has been defined as the broader or secondary study area (SSA) for this assessment, and as a comparative point of reference for PSA demographic analysis. This is considered appropriate given the nature of the proposed development as a major industrial and warehousing precinct, which will serve a large regional catchment.

The PSA forms part of the Western Sydney Employment Area (WSEA) and Western Sydney Aerotropolis, with the area identified to accommodate significant industrial facilities in the future, as informed by the WSEA SEPP.

The Mamre Road Precinct is well positioned between the established industrial areas at Eastern Creek and Erskine Park to the north, and the future Western Sydney International Airport to the south-west. The residential community of Mount Vernon is currently located immediately beyond the defined Study Area to the south.

While the PSA is planned to comprise a major industrial precinct in the future, currently the area consists of predominately semi-rural and rural allotments, with a small number of detached dwellings.

The PSA is easily accessible to the regional road network, with Aldington Road connecting to Mamre Road, which provides access to the motorway network including the M4 and M7 as well as the future M12.

A map showing the Primary Study Area for this assessment is shown in **Figure 7** over page.

6.2 Study area character

The Mamre Road Precinct is incorporated within both the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis. The precinct includes some 780 hectares of future industrial land, and is forecast to accommodate an estimated 17,000 new jobs on completion.

The WSEA is the largest employment area in Western Sydney, and has delivered over 1,000ha of industrial land over the past 10 years, which has resulted in a number of national and multinational corporations investing in industrial facilities in the precinct. Demand for industrial space within the WSEA is attributed to the proximity to major road corridors, including the M4 and M7, as well as land availability and price considerations that compare favourably to other industrial areas in Greater Sydney.

6.3 Key community characteristics

A summary of the local resident and worker population within the PSA is outlined in this section. Taking into account the nature of the proposed development, it is likely that the project will provide employment opportunities for both residents in the local area but also more broadly to the surrounding region.

For the purposes of this analysis, demographic data has been sourced from the Australian Bureau of Statistics (ABS) 2016 Census of Population and Housing. Resident and worker population forecasts have been estimated taking into account data sourced from the ABS, .id Consulting and the NSW Government.

A summary of the local resident and worker profile is detailed in the following sub-sections.

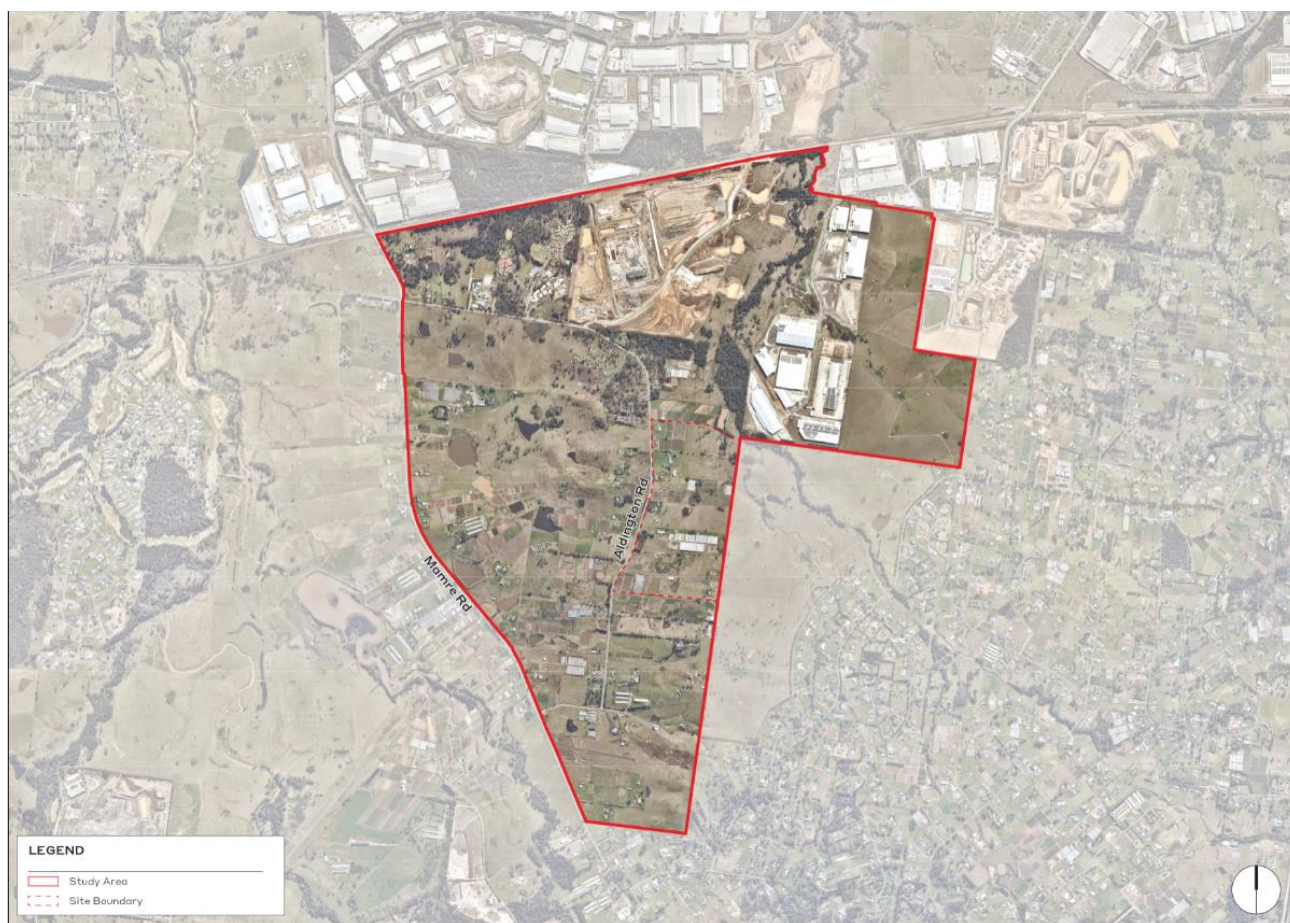


Figure 7 Primary Study Area: Mamre Road Precinct

Source: Nearmap; Ethos Urban

6.3.1 Local residents

A detailed assessment of the key community characteristics is provided in **Appendix B** and is based on results from the 2016 ABS Census of Population and Housing.

The local resident population is typical of a semi-rural population located on the fringe of a major metropolitan area, including an older population who own their own homes.

The following key demographic characteristics of residents living in the Study Area have been benchmarked against Greater Sydney and are identified below.

- **Population:** In 2019, the Study Area had an Estimated Resident Population (ERP) of 322, representing a decrease from the 2011 Census when the population was 343. The resident population of the area is relatively limited and is projected to continue to decline as this precinct is redeveloped and repurposed for industrial and employment uses.
- **Age profile:** The Study Area has an older age profile, with a median age of 59.7 years, well above the Greater Sydney average of 36.4 years. The largest age group are residents aged 70 years and over, who account for 38.8% of the Study Area population.
- **Income:** The median annual household income for households in the Study Area is \$97,740, slightly higher than the Greater Sydney average of \$92,200.
- **Household composition:** The dominant household composition in the Study Area are family households, which account for 87.9% of all housing types. Within family households, 41.4% are couple families with children. While lone person households represent a smaller share of household types at 5.2%.

- **Dwelling type:** All dwellings within the Study Area are classified as separate houses, and are mostly situated on large rural or semi-rural allotments.
- **Tenure type:** The majority of occupied private dwellings in the Study Area are owned outright (65%), with a smaller share of residents (26.7%) who rent and 8.3% of homes that are owned on a mortgage.

6.3.2 Local workers

A review of local workers has been derived taking into account ABS Destination Zone (DZN) and NSW Transport Travel Zone (TZ) boundaries that align with the Study Area (and including the two zones in the northern part of Kemps Creek). Results from the ABS Census of Population and Housing 2016 and employment projections sourced from the NSW Department of Transport have been considered. Key characteristics of local workers within the Study Area include:

- **Employment:** An assessment of Transport for NSW travel zone employment projections suggest that there were an estimated 839 workers in the Study Area in 2016. This level is projected to increase substantially in the future, with estimates for the Mamre Road Precinct projecting +17,000 jobs on full development.
- **Primary sector employment:** A small proportion of primary sector jobs are provided within the Study Area, at 4% of all jobs.
- **Secondary sector employment:** Secondary sector jobs accounted for 11% of employment in 2016, with the Construction industry accounting for all of these jobs.
- **Tertiary sector employment:** Tertiary sector employment accounted for the vast majority of jobs in 2016, at 85% of all employment in the Study Area. Within this category, the majority of employment is in consumer services (education and training, health care and social assistance), which accounted for 73% of jobs in the Study Area in 2016, with the remaining 12% in producer services including transport, postal and warehousing.

Currently, the existing workforce profile reflects the semi-rural businesses in operation in the Study Area as well as the provision of social infrastructure, such as educational facilities, in the area. Over time, it is expected that the employment profile will change substantially as the Mamre Road Precinct is developed into a major industrial and employment area.

Employment forecasts sourced from Transport for NSW to 2036 are shown in **Table 3** and **Figure 8**. These demonstrate strong employment growth is projected for the primary study area, with a further +10,695 workers projected by 2036, reflecting an average annual growth rate of 13.4%.

It is noted that the Transport for NSW employment projections of +10,695 jobs is lower than the employment targets suggested for the Mamre Road Precinct of +17,000 as outlined by the Department of Planning, Industry and Environment (DPIE) in the Mamre Rd Precinct Finalisation report June 2020. This reflects the recent rezoning and updated estimates and as such, the following information presented should be considered conservative and used to represent broad trends only.

A large share of future employment growth within the PSA is projected to be concentrated in tertiary sector activities, as outlined in **Table 3** over page, which demonstrates the industry breakdown of employment in the future.

Consumer services jobs are forecast to grow at an average annual rate of 12.1% per annum between 2016 and 2036, and as such, this represents the fastest growing services sector in the PSA. Growth in consumer services is largely attributed to the increase in professional, scientific and technical service workers, and administrative and support services, which are each forecast to increase by +1,276 and +1,075 workers from a base of zero currently. The growth in these specific industries and other consumer services is reflective of the shift from traditional primary production to more specialised manufacturing and industrial related activities, that typically require a more specialised white-collar workforce of skilled professionals.

Producer services industries are also projected to grow substantially, with the share of workers increasing between 2016 and 2036 by 19.5%. The modest growth of all producer service industries from only 15 workers in 2016 to an estimated 3,702 workers in 2036 demonstrates the future industrial investment activity within Mamre Road Precinct, which will attract new businesses and jobs in industrial and urban services related uses to the area.

Employment generated by the proposed warehouse project at 200 Aldington Road will support the strategic direction and jobs targets anticipated for the Mamre Road Precinct, which is expected to accommodate some 17,000 new jobs once fully developed and operational.

Furthermore, the proposed development would also generate local construction jobs during its development phase and support other service sector jobs locally and regionally. These will be explored in more detail in **Section 8.0**.

Table 3 Industry of Employment forecasts 2016-2036

Source: Transport for NSW, Ethos Urban

Category	2016		2026		2036		Change 2016-2036	
	no	%	no	%	no	%		
Primary Sector								
Agriculture, Forestry & Fishing	37	4%	33	0.8%	43	0.4%	+7	-3.5%
Mining	0	0%	0	0.0%	0	0.0%	+0	0.0%
Sub-Total Primary Sector	37	4%	33	0.8%	44	0.4%	+7	-3.5%
Secondary Sector								
Manufacturing	0	0%	223	5.7%	493	4.2%	+493	4.2%
Construction	100	11%	225	5.7%	645	5.5%	+545	-5.1%
Sub-Total Secondary Sector	100	11%	448	11.3%	1,138	9.8%	+1,039	-0.8%
Tertiary Sector								
Producer Services								
Electricity, Gas, Water & Waste Services	0	0%	119	3.0%	356	3.1%	+356	3.1%
Transport, Postal & Warehousing	4	11%	225	5.7%	645	5.5%	+545	-5.1%
Information Media & Telecommunications	0	1%	185	4.7%	652	5.6%	+641	4.4%
Financial and Insurance Services	0	0%	180	4.6%	680	5.8%	+680	5.8%
Rental, Hiring & Real Estate Services	0	0%	212	5.4%	709	6.1%	+708	6.0%
Wholesale Trade	11	0%	270	6.8%	661	5.7%	+657	5.2%
Sub-Total	15	12%	1,191	30.2%	3,702	31.8%	+3,587	19.5%
Consumer Services								
Retail Trade	0	0%	180	4.6%	680	5.8%	+680	5.8%
Accommodation & Food Services	1	0%	212	5.4%	709	6.1%	+708	6.0%
Arts & Recreation Services	0	0%	74	1.9%	366	3.1%	+366	3.1%
Administrative & Support Services	0	0%	153	3.9%	1,075	9.2%	+1,075	9.2%
Professional, Scientific & Technical Services	0	0%	493	12.5%	1,276	11.0%	+1,276	11.0%
Public Administration & Safety	0	0%	84	2.1%	421	3.6%	+421	3.6%
Education & Training	515	55%	787	19.9%	1,362	11.7%	+847	-43.1%
Health Care and Social Assistance	172	18%	294	7.4%	862	7.4%	+690	-10.9%
Sub-Total	688	73%	2,276	57.6%	6,751	58.0%	+6,063	-15.2%
Sub-Total Tertiary Sector	703	85%	3,466	87.8%	10,453	89.8%	+9,649	4.4%
Total	839	100%	3,948	100.0%	11,635	100.0%	+10,695	-

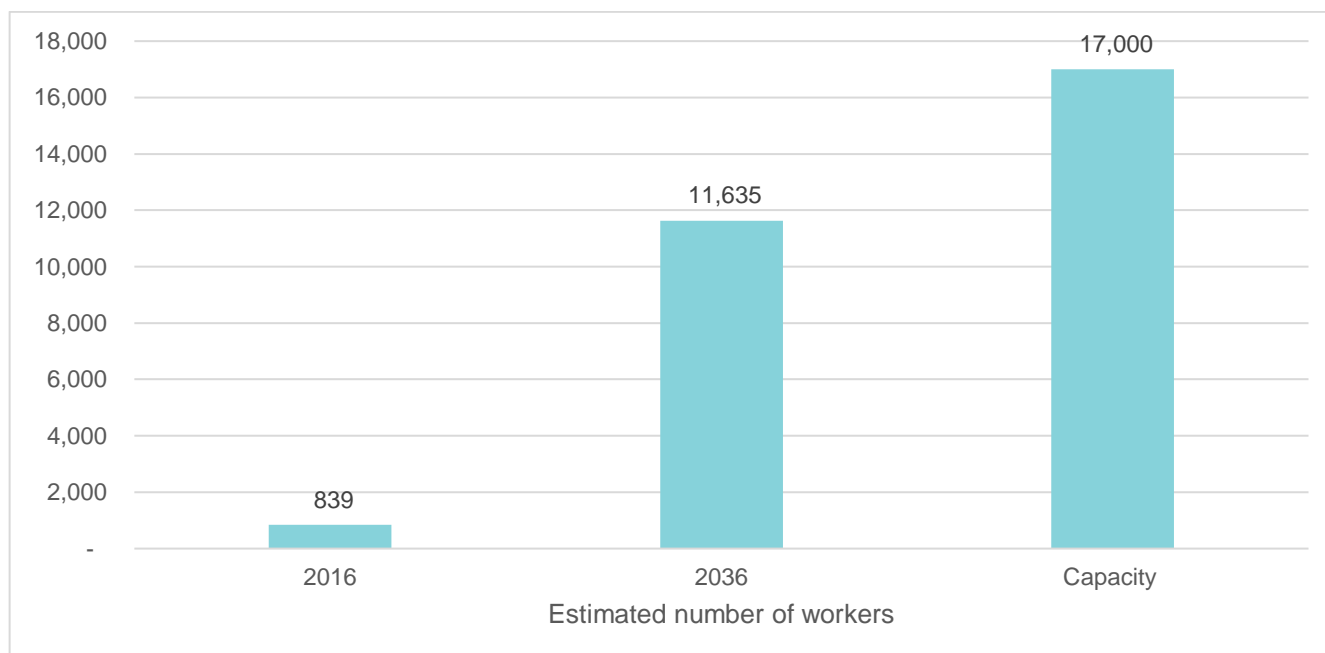


Figure 8 Employment forecasts (total) 2016-2036

Source: Transport for NSW, DPIE

6.3.3 Market context

In recent years, the industrial sector has become increasingly sophisticated with more specialised facilities, driven by technological advancements and the shift from traditional warehousing and manufacturing activities to more advanced and skilled production. This shift has generated an increased demand for larger, modern industrial assets, with Western Sydney a popular location due to land availability, residential growth and access to transport and efficient distribution networks.

A review of key industrial market indicators shows strong conditions in Sydney in recent years (**Table 4**), particularly within the south and outer west markets, incorporating the subject site. Strong occupier demand has been driven by consumer and business demand as well as new infrastructure and supply chain optimisation. These trends, coupled with strong capital markets, has led to an increase in development activity.

Table 4 Sydney industrial market – key indicators

	North	South	Inner West	South West	Outer West
<u>Vacancy</u>					
Prime	N/A	42,823m ²	52,791m ²	121,196m ²	191,831m ²
Secondary	N/A	0m ²	22,221m ²	29,623m ²	22,693m ²
<u>Land Value</u>					
<5,000m²	\$1,200-1,600m ²	\$2,750-3,000m ²	\$900-950m ²	\$700-750m ²	\$700-800m ²
1-5 ha	\$900-\$1,300m ²	\$1,800-2,200m ²	\$750-850m ²	\$500-575m ²	\$600-700m ²
<u>Rents</u>					
Prime	\$200m ²	\$201m ²	\$129m ²	\$112m ²	\$121m ²
Secondary	\$165m ²	\$176m ²	\$111m ²	\$98m ²	\$105m ²

Source: Knight Frank Research

Overall land availability for industrial development remains competitive. This has, in part, prompted the release of new industrial lands in recent years, including the Mamre Road Precinct, which will support the continued demand for industrial space within the Western Sydney area.

Western Sydney accounted for around 89% of employment land take-up in 2018 (NSW Government Employment Lands Development Monitor), with the outer west submarket alone representing 56% of total industrial take up in Sydney. In fact, in 2019 over 441,000m² of new industrial stock was added to the outer west market (which includes Kemps Creek), representing some of the highest concentration of industrial activity within Greater Sydney. Across Sydney, and the Eastern Seaboard of Australia, industrial vacancy rates are low, estimated at below 5%, with demand remaining strong, even in the current economic climate.

There has been strong demand for modern, and well-positioned industrial land in conjunction with Government-led infrastructure projects and elevated demand from key occupiers including the transport and logistics sector.

Figure 9 shows the increase in industrial leasing transactions recorded across Sydney in recent years, and illustrates the increase in activity since 2016. Reflecting strong leasing volumes, the Western Sydney industrial market is also highly sought after from an investment perspective, with the market the most popular region for transaction activity in 2019, representing 43% of all sales above \$5million in NSW (Savills Research 2019).

In the face of strong demand, industrial land values have continued to rise, particularly in Western Sydney, leading to a doubling of average industrial land values across Sydney. In particular, precincts in the WSEA, including the Mamre Road Precinct are experiencing land value increases as occupiers and developers compete for sites.

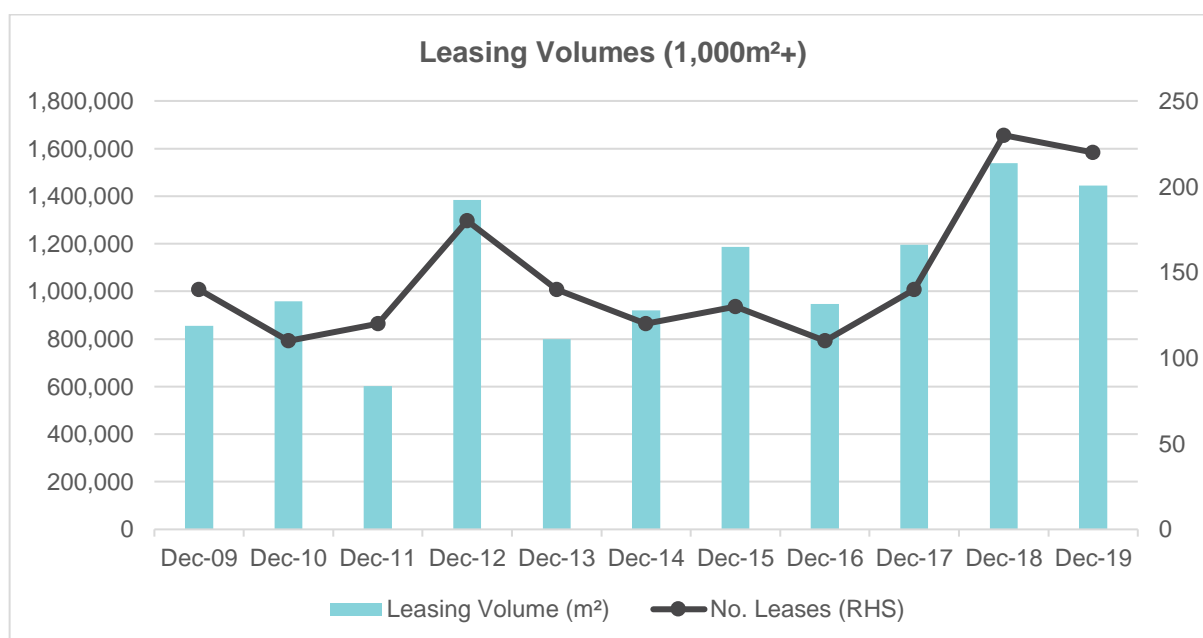


Figure 9 Industrial leasing volumes, Sydney 2009-19

Source: Ethos Urban, Savills

More broadly, Western Sydney is experiencing the emergence of more advanced and integrated business operations including a shift to more specialised, automated facilities, 24/7 operation and a mix of uses supporting industrial facilities including commercial office and community/retail facilities.

Recent trends such as ecommerce is also having a major impact on the industrial market, with strong growth in the online retail environment leading to the continued development of fulfilment centres, and 'just in time' or 'last-mile' delivery and distribution centres.

Depending on the operator, these centres can also use new automated technologies in order to distribute and deliver large volumes of retail and wholesale goods quickly and efficiency across the city. These types of facilities tend to be less labour intensive, however, more specialised in nature. They facilitate additional job generation in

higher order employment including engineering and IT, compared with traditional manufacturing or industrial jobs, despite these facilities being located in traditional industrial areas.

The result of this structural change in the industrial sector, along with the increased pressure from residential development, has resulted in strong competition for land, particularly in inner city markets such as South Sydney and Inner West Sydney. This has resulted in traditional industrial tenants moving out to larger, modern facilities in Western Sydney, while operators who need CBD, port or airport proximity pay increased rents.

This competition has driven industrial vacancy rates to record lows, and rents and land values to record highs. The industrial market is changing rapidly and the provision and use of industrial land in Sydney needs to respond to this shift.

This appropriateness of the proposed development within this context is considered further through the Economic Impact Assessment at **Section 8.0**.

7.0 Social Impact Assessment

7.1 Introduction and approach

This assessment has been prepared in accordance with the Secretary's Environmental Assessment Requirements (SEARs) issued on 27 July 2020, as outlined in **Section 1.3**, requiring the preparation of a Social Impact Assessment to support this SSDA, which identifies and analyses the potential social impacts of the development.

In accordance with the requirements of the SEARs, the detailed assessment provided in this section of the report provides an analysis of the social impacts of the development, including comment on potential benefits to the local community.

The purpose of the SIA is to:

- Identify, analyse and assess any likely social impacts, whether positive or negative, that people may experience at any stage of the project lifecycle, as a result of the project on their:
 - Surroundings
 - Health and wellbeing
 - Community
 - Culture
 - Access to and use of infrastructure, services and facilities.
- Investigate whether any group in the community may disproportionately benefit or experience negative impacts, and proposes commensurate responses consistent with socially equitable outcomes; and
- Develop social impact mitigation and enhancement options for any identified significant social impacts.

We have provided an integrated Economic Impact Assessment alongside the Social Impact Assessment, as is considered valuable in documenting the broader context for, and impacts of the development.

7.2 Community engagement

This section sets out the community perspectives gathered during the public exhibition and associated consultation on the Western Sydney Employment Area – Mamre Road Precinct, by NSW DPIE during 2019/20, which has a direct bearing on this proposed development within the precinct.

Extensive engagement was undertaken for the amendments to State Environmental Planning Policy (Western Sydney Employment Area) 2009 (WSEA SEPP) to rezone the Mamre Road Precinct primarily for industrial purposes.

Given the subject development proposal is fully aligned with the envisaged future of the Mamre Road Precinct set out in the Structure Plan and associated documents – effectively delivering on its planned future state as a thriving industrial precinct – this consultation is directly relevant in the consideration of this development, and has informed the preparation of the Social Impact Assessment.

The draft Mamre Road Precinct rezoning package, including exhibition Discussion Paper, draft structure plan and draft WSEA SEPP maps, were exhibited between 20 November and 18 December 2019. A total of 88 submissions were received, including:

- 50 submissions from landowners and the community
- 24 submissions from developers and industry groups
- 14 submissions from Government agencies and utility providers, including Penrith City Council.

The issues – concerns and aspirations – raised by the community and other key stakeholders through submissions are as follows:

- The proposed location and planning controls in relation to the transport investigation areas, including the potential intermodal terminal (IMT).

- The proposed extent and location of the E2 Environmental Conservation, open space and drainage lands.
- The implications of planning controls in relation to flood prone land and planning for probable maximum flood events.
- Clarification on the proposed transitional area between the industrial land and neighbouring residential land uses.
- Proposed location of a potential water reservoir.
- Timing of the road infrastructure including potential Southern Link Road and upgrade of Mamre Road.
- Potential local and State Infrastructure Contributions.
- The refinement of the WSEA boundary, including the exclusion of land to the north and south of the precinct.

Full details of submissions are available in Appendix A of the Mamre Road Precinct Finalisation Report.¹

In addition, consultation has been undertaken with surrounding land owners and other key stakeholders in relation to the proposed development.

7.3 Impact assessment matters and responses

The following section sets out the assessment of social impacts arising from the proposed development and the recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts, across the suite of factors set out in the DPIE SIA Guideline, described in **Section 4.1**.

The assessment includes a risk assessment of the degree of significance of risk, including the envisaged duration, extent, and potential to mitigate/enhance and likelihood of each identified impact. The social risk matrix provided within the DPIE *Social Impact Assessment Guidelines (2017)* (see **Figure 6** in **Section 4.1**) been adapted for the purposes of undertaking this social and impact assessment, as is currently recommended by NSW DPIE as best practice in Social Impact Assessment – and as is directly reflected in the SEARs issued for this project.

Each impact has been assessed and assigned an overall risk that 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 each identified matter.

7.3.1 Surroundings – amenity

Potential impacts

The proposed development will have amenity impacts on surrounding development during construction, in relation to truck and traffic movements, and construction noise. These will mainly affect surrounding workers, along with some residents located approximately 0.6-1.5km from the subject site, to the east of the site at Mount Vernon.

Views will also be affected during both construction and operational phases of the development, which will realise the transition of the Mamre Road Precinct (the Primary Study Area) from rural to industrial development, instigated by the NSW Government's Precinct Structure Plan and associated rezoning. This impact will primarily be experienced by residents, whose outlook and views will change as a result.

Potential traffic generation amenity impacts will arise both during construction and operational phases of the development given the increased intensity of use of the site. This has the potential to affect properties located along Aldington Road and Bakers Lane, including the existing schools and day-care centre.

On the positive side, it is noted that the broader Mamre Road Precinct will result in the delivery of new open space, recreation facilities, cycling and walking paths which will positively impact local amenity. The proposed development will contribute towards these amenities through State Infrastructure Contributions.

¹ https://shared-drupal-s3fs.s3-ap-southeast-2.amazonaws.com/master-test/fapub_pdf/000+-+Mamre+road+/Mamre+Road+Precinct+Finalisation+Report.pdf

Potential impacts

In respect of cumulative impacts, the broader redevelopment of the Mamre Road Precinct has the potential to affect the amenity of nearby residential areas due to impacts such as increased traffic generation, noise generation, air quality impacts, visual impacts and the like generated by the redevelopment of the broader precinct for use for industrial purposes.

Responses/ mitigation measures

- Amenity impacts – such as traffic, noise and air quality – will be managed in accordance with relevant legislation and Regulations. This will ensure appropriate mitigation of impacts on residents in particular.
- Mitigation measures set out in the Construction Management Plan will also be implemented to reduce the impacts associated with noise and vibration (identified in the Noise and Vibration Assessment) and visual amenity during the construction phase. It is also recommended that effective transport plans are prepared to assist the construction workforce to effectively travel to the site for construction shifts.
- Visual impacts – in terms of views of residents – will be mitigated as far as practicable through design guidance and other visual impact mitigation measures to ensure that the design of the new industrial buildings is of high quality and that appropriate landscaping is introduced on the site to soften the visual impact of the development.
- The provision of new open space within the broader Mamre Road Precinct will help to mitigate visual amenity impacts of the planned industrial development, and will contribute to improved amenity for workers and residents in the locality more broadly.
- Cumulative impacts will be managed through adaptive monitoring and management over time through the imposition of conditions of consent by the relevant consent authorities. These are likely to require the implementation of environmental management plans and compliance with the relevant environmental regulations.

Summary: Amenity

Overall Social Risk Rating and social benefit	Low Social Risk Rating – impacts are generally associated with the physical construction and operation of the site and can be appropriately mitigated through environmental management plans. The social risk rating is considered low with the overall rating of risk is: <ul style="list-style-type: none"> • Construction: C2 (possible minor) • Operation: C2 (possible minor)
Likelihood	Possible impacts
Duration	Short to Medium term, during construction. Potential for ongoing impacts with the operation of the development.
Consequence	Minor during construction and minimal during operation
Severity/ sensitivity	Minimal to Minor due to the significant distance of the nearest residential accommodation.
Extent	Impacts are likely to be experienced predominantly by existing residents in nearby Mount Vernon during construction and operational phases.
Potential to mitigate/ enhance	High potential to mitigate negative social impacts through Construction Management Plans, Operational Management Plans and the design of the development.

7.3.2 Health and wellbeing

Potential impacts

The construction phase of the development has the potential to generate temporary environmental impacts which have the potential impacts on the health and wellbeing of the local community, by way impacts such as noise, air quality and similar disturbances.

The ongoing operation of the industrial development also has the potential to impact on the wellbeing of the local residential community due to environmental impacts generated by operations, including impacts such as noise and traffic generation.

From a benefits perspective, the development of the Mamre Road Precinct, within which the site is located, will result in the delivery of new open space, recreation facilities, cycling and walking paths which will have a positive impact on the health and

Potential impacts

wellbeing of local community members – including local residents and the future workforce of the site. The proposed development will directly contribute towards these amenities through State Infrastructure Contributions.

The proposed development also includes a 200sqm café, which will provide amenity for the future employees of the precinct, contributing to workforce health and wellbeing.

Being an employment precinct, the development is unlikely to generate any significant impacts in terms of demand for community and health services.

Responses/ mitigation measures

- Implementation of environmental management plans during construction and operation to avoid or minimise impacts such as noise, air quality and water quality impacts. These impacts will also be managed in accordance with relevant legislation and Regulations, ensuring impacts on local communities are acceptably managed.
- If the development is approved, the applicant will pay SIC towards regional infrastructure – including open space and recreation facilities – which will benefit the local community from a health and wellbeing perspective.
- Each building within the industrial precinct should include indoor and outdoor casual seating and passive recreation areas for staff to utilise during breaks, including with appropriate shading and planting.
- Effective communication channels for local residents to find out information about the development and raise any issues or concerns will be important to establish, to mitigate mental health impacts which can arise through uncertainty and the effects of significant changes to a person's local environment.

Summary

Overall Social Risk Rating and social benefit	The overall social risk rating is considered low, with social benefit considered to be high in the contribution to indirect improvements in health and wellbeing of the local and broader community. The social risk rating is considered low with the overall rating of risk is: <ul style="list-style-type: none"> • Construction: D1 (unlikely minimal) • Operation: E1 (rare minimal)
Likelihood	The likelihood level of negative health and wellbeing impact occurring is unlikely during construction and rare during operation.
Consequence	Minimal during construction and operation.
Duration	Limited impact during construction, however, care should be given to ensure that construction impacts do not deteriorate the health and wellbeing of those in the immediate vicinity of the site.
Severity/ sensitivity	Not considered to be of significant consequence or severity.
Extent	Impacts are predicted to be felt by users of local area during construction phase and staff during the operational phase.
Potential to mitigate/ enhance	High potential to mitigate any negative social impacts and enhance positive contributions, through provision of onsite infrastructure/amenities for staff and implementation of Construction Management Plans and Operational Management Plans.

7.3.3 Community, including its composition, cohesion, character

Potential impacts

The residential population within the Mamre Road Precinct has been steadily declining with the introduction of industrial development on what was previously rural residential land. This residential population is expected to continue to decline as more industrial development occur and the proposed development will result in the loss of some residential dwellings.

However, this will be replaced with a new workforce as a result of the new employment opportunities to be generated on the site. These employment opportunities will occur during both the construction and operational stages of the development.

Potential impacts

The new employment opportunities and investment within the local economy will have positive social benefits for both the local community and businesses as a result of new local employment opportunities and workers within the area utilising the services of local businesses.

Some community concerns may arise in relation to the significant change in character of the area from rural and residential to industrial, aligned with broader changes to the precinct and Western Sydney region, as it evolves and transitions into the future.

Responses/ mitigation measures

In order to ensure that that some of the economic benefit of the development also benefits the local community, efforts should be made to try and procure local employees for both the construction and operational phases of the development.

Strong, effective and respectful communications with local residents will help manage the personal impacts of change experienced by those living within this rapidly transforming precinct and region.

Summary

Overall Social Risk Rating and social benefit	<p>The overall social risk rating is considered low, with social benefit considered to be high in the contribution to significant employment opportunities within the local community.</p> <p>The social risk rating is considered low with the overall rating of risk is:</p> <ul style="list-style-type: none"> • Construction: A2 (Almost certain, Minor) • Operation: E1 (rare minimal)
Likelihood	Likely
Consequence	Minimal during construction and operation
Duration	Permanent
Severity/ sensitivity	The change from the existing degree will be substantial but the sensitivity low given that the land has already been zoned for employment purposes and the impact considered.
Extent	Mamre Road Precinct and the broader WSEA
Potential to mitigate/ enhance	<p>Implement a strategy to try and source local goods and employment.</p> <p>Ensure effective communications channels are available to residents to voice concerns, and information on the progress of the development is shared.</p>

7.3.4 Culture: shared beliefs, customs, values and stories, and connections to land, places, buildings

Potential impacts

The proposed development will change the character of the site from rural residential to industrial land use. This will likely affect the community's sense of place and connection to place, particularly for the established residential community of Mount Vernon to the east.

There will also be a cumulative impact on the sense of place people have in relation to the broader Mamre Road Precinct (the Primary Study Area), as the broader strategic vision for the Mamre Road Precinct is realised and rural land within the Precinct is developed for industrial purposes. The effects will be felt through the loss of visual connection with the rural setting and the day to day interaction with the precinct's current natural environment.

Responses / mitigation measures

- The changes proposed through this development are consistent with the broader strategic directions of the area to generate significant new employment opportunities and to provide land which can be used by industries to support the Western Sydney Airport.
- It is not possible to entirely mitigate this impact and also achieve the broader strategic objective of delivering an employment precinct. This social impact and the loss of sense of place is not a new issue for the community given the consultation that was undertaken during the rezoning of the Mamre Road Precinct and also as landowners were approached for the sale of

Potential impacts

their land. However, the impact can be minimised by developing a strong communication program for the project, providing updates and reducing any potential uncertainty as to the timing and impact on the local community.

- If impacts associated with transition are well mitigated, the development for employment uses will ensure positive social outcomes for the community.
- NSW DPIE has also nominated transition areas within the Mamre Road Precinct. Development applications within that zone will need to demonstrate that suitable outcomes will be achieved in respect of the transition of the built form and landscaping of the site and also that satisfactory operational measures will be in place so as to avoid adverse impacts on the nearby residential communities.

Summary

Overall Social Risk Rating and social benefit	<p>The overall social risk rating is considered low, with social benefit considered to be high in the contribution to significant employment opportunities within the local community.</p> <p>The social risk rating is considered low with the overall rating of risk is:</p> <ul style="list-style-type: none"> • Construction: A2 (Almost certain, Minor) • Operation: E1 (rare minimal)
Likelihood	Certain.
Consequence	The consequence is considered minimal given the history of the rezoning of the Mamre Road Precinct.
Duration	Permanent Impact
Severity/ sensitivity	The change from the existing will be substantial but the sensitivity low given that the land has already been zoned for employment purposes and the impact already considered and the community already aware.
Extent	Mamre Road Precinct and the broader WSEA
Potential to mitigate/ enhance	Low - ongoing communication with existing residents and the community to minimise disturbance during the transition period.

7.3.5 Access to and use of infrastructure, services and facilities**Potential impacts**

The proposed development may have the following potential social impacts with relation to access to and use of infrastructure, services and facilities within the surrounding locality.

The development will involve upgrades to existing road infrastructure thereby improving mobility within the precinct during operation. However, there may be disruptions to traffic flow and increased traffic generation on local roads as a result of the construction of the development.

The development will involve contributions towards the upgrade of regional infrastructure including open space, recreation facilities and walking and cycling paths.

Being an industrial development, the development is unlikely to generate any significant demand for new social infrastructure or services – other than amenities that would be likely to be utilised by the local workforce during, before and after working hours. In this regard, open space and recreation infrastructure is to be provided in the precinct, which is expected to meet their needs.

Responses / mitigation measures

- Payment of SIC towards the upgrade of regional facilities – including the delivery of new open space, recreation facilities, cycling and walking paths, which are expected to be accessed by workers and local residents.
- Construction of new roads and implementation of a construction traffic management plan.

Potential impacts	
Summary	
Overall Social Risk rating and social benefit	<p>The proposed development will have indirect positive benefits in respect of access and use of infrastructure due to contributions which will go towards upgrading of regional infrastructure.</p> <p>The social risk rating is considered low with the overall rating of risk is:</p> <ul style="list-style-type: none"> • Construction: C2 (possible minor) • Operation: E1 (rare minimal)
Likelihood	Likely minimal short-term impacts with the temporary redevelopment of the site. However, also likely positive benefits upon completion.
Consequence	The consequence of the development is considered minimal.
Duration	Most potential negative impacts will occur during the construction phase. Most potential positive social benefits will occur during the operational phase.
Severity/ sensitivity	Severity and sensitivity is considered to be minor in relation to the Project.
Extent	The extent of the impact will be felt by different user groups. Significant positive benefit to be experienced by local and regional users of new social infrastructure.
Potential to mitigate/ enhance	High – construction impacts can be managed through environmental management plans. Infrastructure enhancements will positively benefit the community in the long term.

8.0 Economic Impact Assessment

8.1 Introduction and approach

An assessment of the economic impacts (and benefits) associated with the construction and operational phases of the 200 Aldington Road, Kemps Creek development are discussed in this section.

8.2 Impact assessment matters

In order to address the market potential and economic impacts, this economic assessment considers:

- Demand for the development taking into account the following:
 - Site suitability
 - Market context
 - Infrastructure and investment
 - Need for modern industrial facilities.
- Local and regional economic impacts and benefits likely to result from the proposed development including:
 - Operational impacts
 - Employment generation – during construction and operation
 - Economic output – increased Gross State Product and Value-Added output
 - Other economic benefits from the proposed development.

8.3 Key findings and recommendations

As outlined below, there are no significant or detrimental economic impacts likely to result from the proposed development. Instead the project is likely to result in significant positive economic benefits including the provision of employment opportunities at the site, while also benefitting from its location, within a strategically planned employment precinct, and close proximity to major infrastructure projects.

8.3.1 Demand for the development

Site suitability

The site is well suited for the development and proposed uses, considering the context of the Study Area and the Mamre Road Precinct as a future industrial and employment centre.

The site is centrally located within the Mamre Road Precinct and incorporated within both the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis.

The WSEA is the largest employment area in Western Sydney, and has delivered over 1,000ha of industrial land over the past 10 years, which has resulted in a number of national and multinational corporations investing in industrial facilities in the precinct. Demand for industrial space within the WSEA is attributed to the proximity to major road corridors, including the M4 and M7, as well as land availability and price considerations that compare favourably to other industrial areas in Greater Sydney.

The Mamre Road Precinct itself includes some 780 hectares of future industrial land, and is forecast to accommodate an estimated 17,000 new jobs on completion. The location of the proposed development makes it well suited to the proposed industrial and warehousing related usages. Jobs generated by the development will support growth and development in the precinct overall, and will align with the strategic objectives of the WSEA and Aerotropolis.

This part of Sydney will remain a key focus for employment well into the future, in line with government objectives at all levels and supported by investment and planning initiatives.

Market context

Sydney is currently experiencing strong demand for larger, modern industrial assets – as is discussed in detail in **Section 6.2.3**. Western Sydney is a popular location for industrial development due to land availability, residential growth and access to transport and efficient distribution networks.

More broadly, Western Sydney is experiencing the emergence of more advanced and integrated business operations including a shift to more specialised, automated facilities, 24/7 operation and a mix of uses supporting industrial facilities including commercial office and community/retail facilities.

The proposed development is aligned to these trends, providing additional industrial and employment floorspace as well as providing a mix of contemporary industrial and supporting uses and amenities such as office and retail facilities within an integrated precinct.

Infrastructure and investment

Continued population growth within Western Sydney and more broadly within Greater Sydney will drive strong demand for a range of facilities, including industrial uses. The WSEA is a key industrial market, benefitting from access to land, proximity to major transport infrastructure, and close proximity to a growing residential market. These advantages allow this part of Sydney to play a critical role in serving the local, regional and national economy.

Planned and ongoing investment will support growth and development across Western Sydney and the Mamre Road Precinct, including infrastructure projects such as:

- Western Sydney Airport and Aerotropolis
- New motorways including the M12 and M9 orbital
- Future Western Sydney Freight Line
- Western Sydney Intermodal
- Moorebank Intermodal Terminal.

Significant investment is occurring in the area from government as well as major national and international corporations including owners and occupiers. A recent significant investment is by Goodman and Amazon, with the recent development approval of a new Amazon distribution centre, located just north of the subject site. The fulfillment centre will be the largest in Australia at 200,000m² and will be among the first to roll out the latest advanced robotic technology. Importantly, the establishment of Amazon within Mamre Rd Precinct best demonstrates the strong industrial investment activity occurring in this part of Sydney.

The ongoing investment in infrastructure and higher order industrial facilities within this part of Sydney highlights the need and opportunity for a large and contemporary industrial precinct such as that proposed at 200 Aldington Road.

Need for modern industrial facilities

The industrial sector has become increasingly sophisticated with more specialised facilities and increase in demand supported by population growth as well as infrastructure investment and technology advancement. This shift has generated an increased requirement for larger, modern industrial assets, with Western Sydney a popular location due to land availability, residential growth and access to transport and efficient distribution networks.

As the industrial sector has evolved, the sector has transitioned away from more traditional primary production and manufacturing activities towards specialised, knowledge intensive industries and uses. In particular, the emergence and ongoing development in technology and automation, infrastructure investment and supply-chain logistics operations have prompted a shift to a more specialised white-collar workforce.

These highly skilled workers are increasingly required to oversee and manage modern machinery and equipment, with these workers supported by a larger proportion of sales and administration staff. This transition has implications for the types of buildings and uses required in the sector, with a need for more specialised warehouses but also increased provision of traditional commercial office space and amenities to accommodate the increasing white collar workforce.

Modern industrial tenants are increasingly focused on specialised and innovative developments that provide facilities built to high specifications, allow increased hours of operation, integrate seamlessly with technology and provide quality fit-outs and amenities.

The proposed development will be well suited to meet modern tenant and business requirements.

8.3.2 Economic impacts and benefits – local and regional

Operational impacts

Any impact from the proposed development is anticipated to be limited, and will not impact on the viability or continued operation of any facility within the area. The proposed development will result in a redevelopment of the site consistent with existing government plans and strategic objectives for the precinct.

The precinct has been planned to allow for adequate distance and buffers to surrounding facilities and uses, including residential. Furthermore, modern industrial developments are increasingly efficient, with stricter environmental controls and standards, together with technological advancements in building materials and operations. This is leading to facilities and services that are better designed, quieter, cleaner and have a reduced impact on the surrounding area.

Given the location of the proposed development within a planned industrial precinct, and the provision of sophisticated and modern warehouse facilities, impacts on surrounding operations or uses are anticipated to be limited.

Employment generation

At 375,755m² the proposed development would deliver a significant amount of new floorspace to the Western Sydney industrial market. The composition of the development, including multiple warehouses, supporting commercial office space and a small retail component, is well suited to the future context of Aldington Road and the overall Mamre Road Precinct.

The proposed warehouse development will result in additional benefits to the local and regional community through employment generation. Additional jobs supported by the development will accrue through direct and indirect employment generated during both the construction phase; and ongoing employment as part of the operational phase.

The construction and operational phases of the development will generate both direct and indirect employment opportunities. The provision of these employment opportunities is particularly important in the current economic environment and will help to support the local community by stimulating economic output.

Construction employment

Direct employment in the *construction industry* is expressed as full time equivalent (FTE) job years. A 'job year' is a full-time job for one year.

Indirect, or flow on, employment will also be supported in other industries, for example, suppliers of materials and financial and legal services. Employment estimates in the wider economy are derived from ABS national accounts input-output analysis, specifically, employment multipliers.

Direct employment in the construction industry depends on the nature of the building, in particular the capital intensity of the project. It is estimated 1.96 FTE direct construction industry job years per \$1 million of expenditure (or 1.0 FTE job year per \$510,000) will be generated by the construction activity, based on research and the type of work expected to be undertaken in the construction phase of the site.

In addition, these direct construction industry jobs lead to demand for employment in supplier industries in the wider economy. The ABS construction multiplier is 2.6 - that is, for every single FTE job in the construction industry a further 1.6 FTE jobs are supported elsewhere in the economy.

Total construction costs for proposed development are estimated to be in order of \$200 million. **This would support 392 jobs in the construction industry and support a further 627 jobs in related (supplier) industries over the development period.** In total, the construction phase of the development will support an estimated 1,019 workers.

Local businesses, workers and jobseekers are likely to benefit from increased employment and contracts afforded by the construction phase of the project. There are an estimated 100 workers, or 11.0% of the overall workforce in the Study Area who are currently employed in construction related industries, with the number of construction workers projected to increase substantially by +545 workers by 2036. These existing and future construction workers in the local area (and beyond) are well positioned to benefit from the proposed development.

Table 5 Direct and indirect jobs during construction

Metric	Value
Direct Jobs	
Construction estimate	\$200 million
Estimated direct jobs	392 FTE jobs
Indirect Jobs	
Indirect jobs per construction job	Approximately 1.6
Estimated indirect jobs	627 FTE jobs
Total FTE Construction Jobs	1,019 FTE jobs

Source: ABS 2016; Cordell Connect, Ethos Urban

Ongoing employment

The activities and employment supported by the project will generate significant regional economic output. Based on the job densities for employment lands outlined in the Greater Sydney Commissions Employment Lands Analysis, the Western City industrial employment lands records an employment ratio of one worker for every 280m². The proposed development is planned to accommodate some 357,355m² of industrial floorspace, and therefore would generate an estimated 1,276 jobs across the industrial floorspace on an ongoing basis once the development is complete and fully occupied.

In addition, the proposed facility is also planned to incorporate an estimated 18,200m² of supporting commercial office floorspace. For the purposes of this analysis, workspace ratios have been adopted using results from the 2017 City of Sydney Floorspace and Employment Survey, which outlines an existing workspace ratio of one worker for every 16.2m² for office space (City of Sydney LGA). Accordingly, the proposed development is estimated to accommodate around 1,123 jobs across the office floorspace once complete and fully occupied.

Finally, there is also a small retail component also planned within the development of 200m². Based on the typical workspace ratio for retail floorspace of one worker for every 30m² this retail component could accommodate an estimated six (6) retail workers.

Based on the above, the proposed development is estimated to support some 2,406 jobs on an ongoing basis once the development is complete and fully occupied. As such, the proposed development could ultimately account for around 14.2% of total jobs provided within the Mamre Road Precinct at 17,000 workers. The project would also align with government objectives to increase the provision of knowledge-based workers in Western Sydney by accommodating over 1,000 office based workers within the development.

Jobs supported by the development will provide employment opportunities for both local and regional residents, and support employment in growing industries, particularly in relation to industrial activities and supporting knowledge and service-based jobs.

Economic output

Ongoing jobs supported by the proposed development will generate additional economic output, including significant contributions from industry sectors including Transport, Postal and Warehousing services. Total output (GRP) at full occupancy is estimated at **\$1.2 billion per annum** (2019 dollars). Gross value added by industry is an indicator of business productivity, it shows the net economic uplift by excluding the value of production inputs. Gross value added is estimated at around **\$622 million per annum** (2019 dollars) at full occupancy of the development (refer to **Table 6**).

Table 6 Estimated economic output at full occupancy

Activity	Transport, Postal and Warehousing*	Accommodation and Food Services	Total
<i>Economy.id category</i>	<i>Warehousing and Storage Services</i>	<i>Food and Beverage Services</i>	
Employment (jobs)	2,400	6	2,406
GRP per job	\$494,794	\$97,718	
Value added per job	\$259,249	\$44,303	
GRP Total	\$1,187,370,000	\$586,000	\$1,187,955,000
Value added total	\$622,126,000	\$266,000	\$622,392,000

Source: *Economy.id; Ethos Urban*

*Includes 357,355m² of industrial floorspace and 18,200m² of supporting commercial office floorspace

The above analysis has been sourced from *economy.id* (based on modelling by the National Institute of Economic and Industry Research) for Penrith LGA, with 'best fit' industry sectors applied to likely economic activities at the new development. The results of the analysis assume no substitution effects from outside the regional economy, rather, the activities undertaken at the new asset represent increased net demand associated with population, labour force, and industry growth.

Other economic benefits

The proposed development at 200 Aldington Road, Kemps Creek will deliver an array of economic benefits. In particular, the site will deliver a significant industrial precinct that will respond to the growing need for modern industrial and employment uses and align with modern tenant requirements and the strategic objectives for Western Sydney. Other benefits associated within the development include:

- Act as a catalyst and support for the role of the Mamre Road Precinct as a key industry and employment precinct that will serve the local area as well as the broader region.
- Contribute to attracting and securing investment and high value tenants and businesses within Western Sydney by providing a critical mass of modern facilities.
- Support Government objectives of delivering higher order employment opportunities across Western Sydney, specifically within the WSEA and Western Sydney Aerotropolis.

The site provides a unique opportunity to deliver a range of benefits through the delivery of an integrated industrial precinct, within a strategic industrial and employment precinct. The proposed development will generate significant employment benefits as well as broader benefits to the local and regional community.

9.0 Concluding comments

There are no significant or detrimental social or economic impacts anticipated to arise as a result of the development, which cannot be effectively mitigated and managed.

The proposed development will result in significant positive social and economic benefits for the local and broader community, noting additional employment opportunities will be created along with growth in private business investment to create a sustainable funding base and employment precinct for the Western Sydney Employment Area in perpetuity.

The location of the proposed development is ideal, being within the Mamre Road Precinct, which will be well serviced by major road routes and supporting transport infrastructure and is physically distanced from nearby residential areas with appropriate buffers. It presents a significant opportunity to deliver new employment opportunities including for nearby residents.

The development of this site as a major industrial and warehousing precinct will provide significant benefits to the region including aligned with the future Western Sydney Aerotropolis and the ability to support the growth and development of the broader Western Sydney Region.

The development will impact upon the way of life for existing and nearby residents both in positive and negative ways. This is due to the change in use of the land from rural to industrial uses, the increase of density of development on the site and the upgrade and introduction of new roads within the existing network. All of these social impacts were previously considered in the rezoning of the land from rural to industrial and are inevitable with the strategic direction to introduce industrial development in the area.

During the construction and operation of the development there is the potential for adverse social impacts due to the noise, acoustic and air quality impacts. However, these are proposed to be managed in accordance with the relevant legislation and regulations and as such the impacts can be mitigated.

Overall, it is considered that there are overwhelming positive benefits likely to result from the development, specifically in relation to the provision of additional employment opportunities for the local and regional communities.

The proposal is consistent with aims and objectives of the Mamre Road Precinct and the broader WSEA, facilitating the development of a new industrial precinct, and creation of employment generating land uses. In addition, the development will contribute to the upgrade and provision of state infrastructure for the precinct, including new open space, recreational facilities and shared cycle/pedestrian paths.

The proposed development would result in a net benefit to the local and regional community, creating a major employment precinct that will support growth and development in Western Sydney well into the future.

Appendix A

Socio-Economic Profile of Mamre Road Precinct, 2016

Category	Study Area	Greater Sydney
<u>Income</u>		
Median individual income (annual)	\$26,850	\$37,460
Variation from Greater Sydney median	-28.3%	na
% of persons (15 years or older) earning \$1,000pw or more	25.8%	37.3%
Median household income (annual)	\$97,740	\$92,200
Variation from Greater Sydney median	6.0%	na
% of Households earning \$2,500pw or more	30.2%	31.8%
<u>Age Structure</u>		
Median Age (years)	59.7	36.4
<u>Country of Birth</u>		
Australia	65.3%	61.9%
Aboriginal and Torres Strait Islanders	0.0%	1.4%
Other Major English Speaking Countries	8.0%	7.6%
Other Overseas Born	26.7%	30.5%
% speak English only at home	60.2%	62.5%
<u>Household Composition</u>		
Couple family with no children	29.3%	23.8%
Couple family with children	41.4%	37.5%
Couple family - Total	70.7%	61.3%
One parent family	17.2%	11.1%
Other families	0.0%	1.3%
Family Households - Total	87.9%	73.7%
Lone person household	6.9%	21.7%
Group Household	5.2%	4.6%
<u>Dwelling Structure (Occupied Private Dwellings)</u>		
Separate house	100.0%	57.2%
Semi-detached, row or terrace house, townhouse etc.	0.0%	14.0%
Flat, unit or apartment	0.0%	28.2%
Other dwelling	0.0%	0.5%
Occupancy rate	88.4%	92.3%
Average household size	3.2	2.8
<u>Tenure Type (Occupied Private Dwellings)</u>		
Owned outright	65.0%	30.0%
Owned with a mortgage	8.3%	34.2%
Rented	26.7%	35.1%
State or territory housing authority	0.0%	4.2%
Other tenure type	0.0%	0.7%
<u>Attending Education (% of those attending)</u>		
Pre-school	0.0%	6.9%
Infants/Primary Total	51.2%	32.2%
Secondary Total	23.3%	25.0%
Technical or Further Educational Institution	18.6%	7.6%
University or other Tertiary Institution	7.0%	24.2%
Other type of educational institution	0.0%	4.0%
% of total population attending education	14.1%	25.2%
<u>Highest Level of Education Completed (% of population aged 15 years and over)</u>		
Year 12 or equivalent	41.5%	67.5%
Year 9-11 or equivalent	37.2%	26.7%
Year 8 or below	17.0%	4.4%
Did not go to school	4.3%	1.5%
<u>Highest Level of Non-School Qualification</u>		
Postgraduate degree	0.0%	13.9%
Graduate diploma or certificate	0.0%	3.4%
Bachelor degree	29.3%	36.4%
Advanced diploma or diploma	14.6%	17.7%
Certificate	56.1%	28.6%
% of persons with non-school qualifications (persons 15 years and above) - excludes not-stated and inadequately described	29.6%	52.7%
<u>Employment Status</u>		
Unemployed/ looking for work	8.2%	6.0%
Labour force participation rate	47.6%	65.6%

Appendix B

Policy Context

Policy	Key implications for impact assessment	Source
Western City District Plan (GSC 2018)	<p>The Greater Sydney Commission's Western City District Plan is a 20-year plan to manage growth in the Blue Mountains, Camden, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly local government areas. The plan highlights the need to maximise and retain freight and logistic opportunities, planning and managing of industrial and urban services land as existing sites face residential rezoning pressures.</p> <p>The Western Sydney Airport and Badgery's Creek Aerotropolis will depend on the Penrith LGA to support airport and employment activities and service the need of the Western Parkland City. The site forms part of the Mamre Road Precinct which is expected to support in-demand industrial land supply.</p> <p>In addition, the plan highlights the unprecedented opportunity for the Western City District to provide a national freight and logistics hub. The following key planning priorities relevant to the site are:</p> <ul style="list-style-type: none"> • W8: Leveraging industry opportunities from the WSA and Aerotropolis • W9: Growing and strengthening the Metropolitan Cluster • W10: Maximising freight and logistics and planning and managing industrial and urban services land • W11: Growing investment, business opportunities and jobs in strategic centres 	https://gsc-public-1.s3-ap-southeast-2.amazonaws.com/western-district-plan-0618.pdf?8n3LXsR7w.Bv33lfBBDvVY5sv2Le_OOj
Greater Sydney Regional Plan – <i>Metropolis of Three Cities</i> (GSC 2018)	<p>The <i>Metropolis of Three Cities</i> Plan outlines the vision for three, integrated and connected cities that will rebalance Greater Sydney – placing housing, jobs, infrastructure and services within easier reach of more residents, no matter where they live.</p> <p>The Plan sets targets for new housing, with a range of types, tenures and price points to improve affordability. New jobs will be promoted and the plan values Greater Sydney's unique landscape, natural resources and green infrastructure.</p> <p>Penrith is part of the Western Parkland City. The plan outlines the development of the Western Parkland City and the need to invest a wide variety of infrastructure and services in particular with the development of the Western Sydney Airport. The key objectives related to Kemps Creek and the proposed development include:</p> <ul style="list-style-type: none"> • Objective 16: Freight and logistics networks is competitive and efficient • Objective 20: Western Sydney Airport and Badgery's Creek Aerotropolis are economic catalysts for Western Parkland City • Objective 23: Industrial and urban service land is planned, retained and managed <p>Supporting the 30-minute city aspiration, the Site forms part of the South West Sydney Growth Corridor, in which the proposed development will support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres.</p>	https://gsc-public-1.s3-ap-southeast-2.amazonaws.com/greater-sydney-region-plan-0618.pdf?pMbPYxwen5IHq4GSB6td4yKiKVogFi4c
Mamre Road Precinct Rezoning – Exhibition and Discussion Paper and Structure Plan (DPIE 2019)	<p>The Mamre Road Precinct discussion paper outlines the proposed amendments to the State Environmental Planning Policy (Western Sydney Employment Area) 2009 (WSEA SEPP) to rezone the Mamre Road Precinct for primarily industrial purposes.</p> <p>This will assist in meeting the growing demand and existing shortfall of available industrial land in Western Sydney and support the development of the Western Sydney Aerotropolis. The structure plan proposes high level land use and infrastructure outcomes for the precinct, including a proposed Western Sydney Intermodal terminal location.</p>	https://shared-drupal-s3fs.s3-ap-southeast-2.amazonaws.com/master-test/fapub_pdf/Exhibition+attachments+/Mamre+Road/Mamre+Road+Precinct+Rezoning

Appendix B

Policy Context

	The amendments to the WSEA SEPP will rezone the site to IN1 General Industrial and the proposed development will assist in achieving the Mamre Road Precinct Structure Plan which envisions 780 hectares of industrial land to support approximately 17,000 jobs.	ng+Discussion+Paper.pdf
Penrith's Local Strategic Planning Statement – <i>Planning for a Brighter Future City</i> (Penrith City Council 2020)	<p>The Penrith City Council's LSPS establishes a 20-year vision for a vibrant place for people, that is well connected, celebrates local diversity enriched with job opportunities and is inclusive for all. This is supported through four key themes of connected, healthy, innovative and balanced. The following identified priorities are considered relevant to the site:</p> <ul style="list-style-type: none"> • Planning priority 11: Support the planning of the Western Sydney Aerotropolis • Planning priority 12: Enhance and grow Penrith's economic triangle <p>The plan identifies prospects for industrial lands and employment growth due to the close proximity of the Western Sydney Airport and identified Western Sydney intermodal terminal within the Mamre Road Precinct under the State Environmental Planning Policy (Western Sydney Employment Area) 2009. New Industrial land area has been identified around the Western Sydney Airport to contribute to the demand in medium and long term.</p> <p>The council priorities the status of Penrith as strategic commercial centre of South West Sydney, providing job diversity and growth to encourage local workforce skills. The proposed development will contribute to increased job opportunities in construction activities as well as ongoing operation jobs in transport, storage and warehousing related industries for local residents.</p>	https://www.yoursaypenrith.com.au/penrith-LSPS
Penrith City Council Community Strategic Plan (Penrith City Council 2017)	<p>The Penrith City Council Community plan expresses the community's aspirations and priorities focused on promoting Penrith as a dynamic and inclusive regional city offering local jobs, better transport and access, safe and vibrant centre and neighbourhoods with a healthy environment.</p> <p>The plan outlines a number of goals and strategies to achieve the community's vision which was informed by extensive community engagement and consultation process. This plan is guided through 7 key outcomes:</p> <ul style="list-style-type: none"> • Outcome 1: We can work close to home • Outcome 2: We plan for our future growth • Outcome 3: We can get around our city • Outcome 4: We have safe, vibrant places • Outcome 5: We can care for our environment • Outcome 6: We are healthy, and share strong community spirit • Outcome 7: We have confidence in our council <p>Direction 1 'we can work close to home' underlines the need for council to support economic growth.</p> <p>The Community Strategic Plan identifies that 56,400 local residents travel to work outside of the local government area. As population growth increases more than the number of jobs available in the region, the provision of more local jobs for local people is a key priority for Council. Outcome 1 'we can work close to home' underlines the need for council to support economic growth through local job opportunities.</p>	https://www.penrithcity.nsw.gov.au/images/documents/council/our-organisation/Community_Plan.pdf

