
**884-928 Mamre Road
Kemps Creek
Warehousing and
Logistics Hub**
Social Impact
Assessment

Prepared for
Altis Property Partners

July 2021

HiIPDA
CONSULTING

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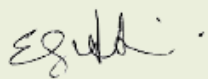
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Quality Control

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Dated

20/07/21

Report Details

Job Number	P21061
Version	8
File Name	P21061 - Kemps Creek 884 Mamre Road Warehousing and Logistics Hub SIA.docx
Date Printed	21 July 2021

INTRODUCTION

1.0 INTRODUCTION

HillPDA has been engaged by Altis Property Partners to prepare a Social Impact Assessment (SIA) to accompany a State Significant Development Application (SSDA) for consideration by the NSW Department of Planning Industry and Environment (DPIE) for a proposed warehouse and logistics hub. The site is located at 884-928 Mamre Road, Kemps Creek.

The SIA has been developed to respond to the Planning Secretary's Environmental Assessment Requirements (SEARs) and to align with DPIE's *Social Impact Assessment Guideline – State Significant Projects (2020)*. This assessment aims to identify both potential positive and negative social impacts associated with the proposed development, while also suggesting mitigation measures to maximise social benefits and minimise negative impacts to the community.

The methodology for assessing the social impacts is outlined in Appendix A.

1.1 Secretary's Environmental Assessment Requirements

The Secretary's Environmental Assessment Requirements (SEAR's) dated 14 May 2021 indicate that the following information is to be provided with the development application:

Table 1: Excerpt from the SEARs applicable to this SIA

Requirement
Social Impact – including: a social impact assessment in accordance with the Department's <i>Social Impact Assessment Guideline – State significant projects</i> (October 2020).

Since the SEARs were issued, DPIE has advanced work on the social Impact Assessment Guideline. As such, this report has been prepared to align with the *Social Impact Assessment Guideline – State Significant Projects* (July 2021).

1.2 Project description

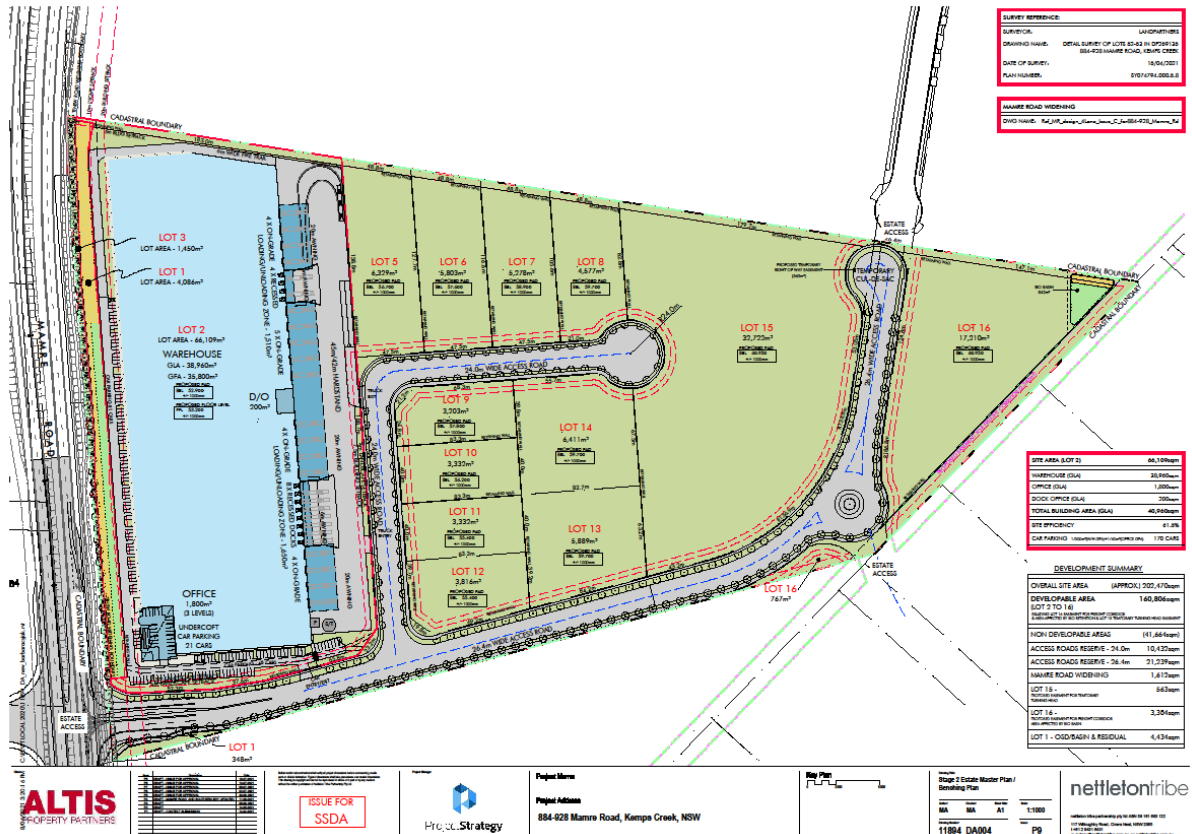
The development proposal seeks approval for the construction and operational use of a warehouse and logistics hub at 884-928 Mamre Road, Kemps Creek. The proposal comprises a warehouse and distribution centre, bulk earthworks and retaining walls, internal roads, associated carparking, signage, landscaping, and subdivision of the site remainder into 16 lots.

The primary objectives of the proposal entail:

- Demolition of existing dwelling houses and associated outbuildings
- Bulk earthworks involving dam dewatering, cut and fill works and pad construction
- 16 lot Torrens title subdivision with areas ranging from 1,450 to 66,109 square metres
- Construction of internal public estate roads and connections to future local roads (including Mamre Road intersection upgrade works)
- Construction of one warehouse and distribution centre (37,800 square metres) on proposed lot 2, including office (2,000 square metres) and parking for 170 vehicles
- Stormwater and drainage works, construction of bio retention basins and landscaping
- Civil works, site utilities and services.

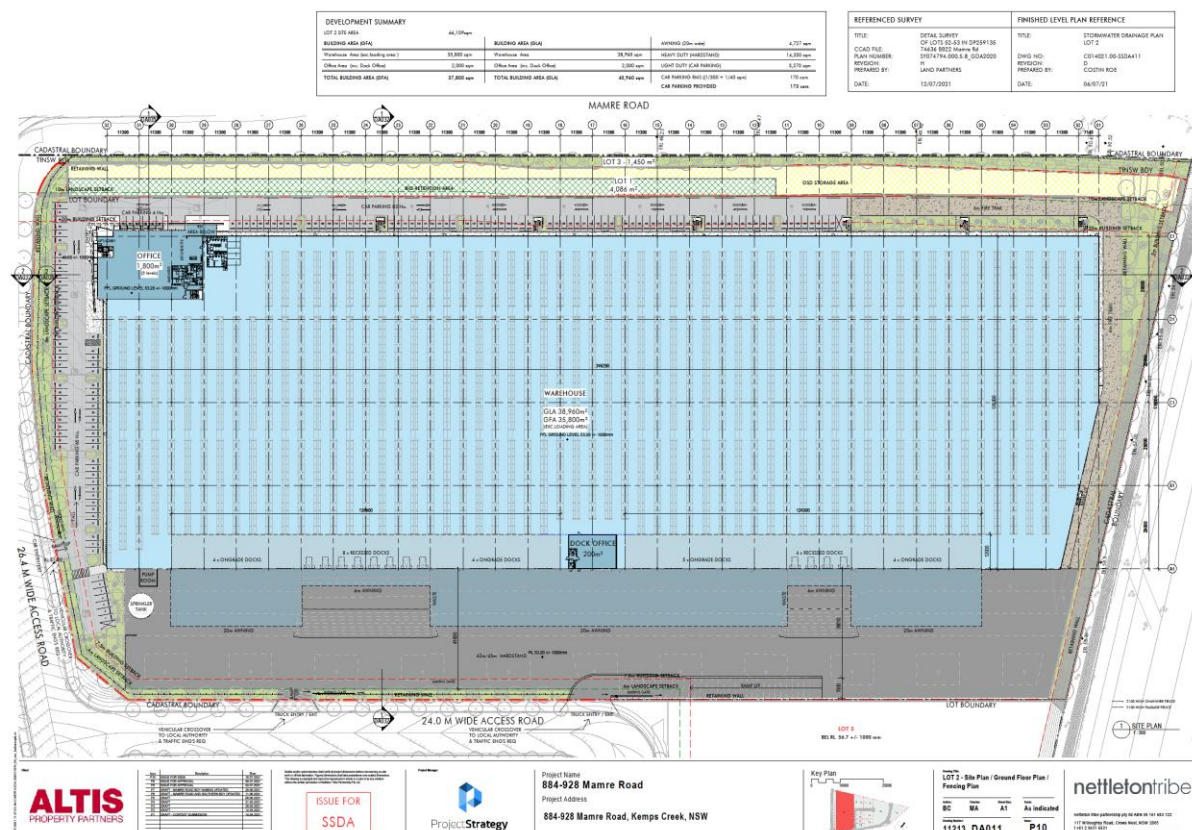
A detailed survey of the proposed layout of the site is shown below in Figure 1, and a detailed survey of the proposed warehouse lot is shown at Figure 2.

Figure 1: Detailed survey of proposed lots



Source: Nettletontribe Architects, 2021a

Figure 2: Detailed survey of proposed warehouse



Source: Nettletontribe Architects, 2021

1.3 Location context

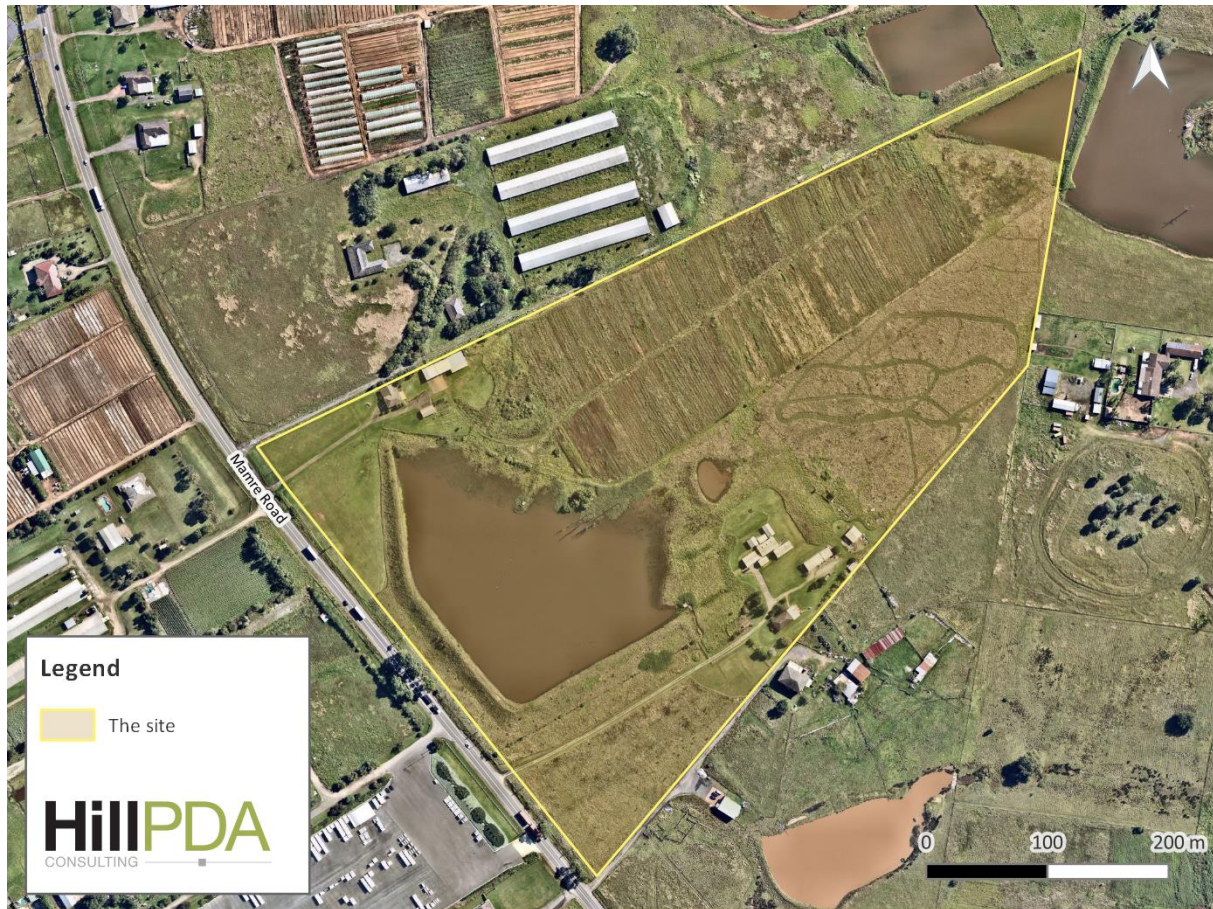
1.3.1 The site

The site to which this report relates is located at 884-928 Mamre Road, Kemps Creek (Figure 3) and is made up of two allotments as identified in Table 2. The site comprises a total area of approximately 20 hectares and is located within the Mamre Road Precinct, pursuant to the *Western Sydney Employment Area State Environmental Planning Policy 2009*. In its existing state, the site comprises agricultural land, rural housing, farm sheds and vacant land. The site affords a primary frontage of approximately 450 metres to Mamre Road, at the south west.

Table 2: Site identification

Street address	Legal description
884-902 Mamre Road, Kemps Creek	Lot 53 DP259135
904-928 Mamre Road, Kemps Creek	Lot 52 DP259135

Figure 3: The site



Imagery: Nearmap (2021)

1.3.2 The surrounds

The site is in an area that is transitioning from its currently rural character to urban. The site is zoned IN1 General Industrial which allows a variety of industrial land uses. The land uses in the vicinity of the site include a mixture of primary production activities, light industrial and rural living. The site is situated approximately 5 kilometres from Badgerys Creek, 20 kilometres from Parramatta and 39 kilometres from the Sydney CBD.

The site is also opposite a locally-listed heritage site known as Bayley Park. The heritage site consists of a house constructed in the 1810s which is considered unique in the south-eastern section of the Penrith LGA for its historic associations with colonial era rural enterprise. It is noted that the heritage report prepared by Austral Archaeology identified that the proposal would not impact upon any items of archaeological significance. It will be important for this report to consider any potential social impacts arising from the impact of the proposed development on the heritage and character of the surrounds. Shadowing and heritage impacts will be addressed in other reports.

1.3.3 Access

Vehicular access to the site is facilitated via a private access road off Mamre Road. The site affords road linkages to surrounding employment and residential areas via Mamre Road, Elizabeth Drive, Lenore Drive, and Erskine Park Road. These linkages also provide access to the wider regional road network through the M4 and M7 Motorways. Future road network improvements are provided for under the Mamre Road Precinct

Structure Plan (see Figure 4), most immediately the M12 Motorway, which will provide more direct links to the existing motorway network and Elizabeth Drive to the south.

There is currently no public transport access within two kilometres of the site. The *Draft Mamre Road Development Control Plan c/3.4.4.1* states that bus stops are to be provided throughout the precinct; this will likely occur in the future in consultation with bus operators, Transport for New South Wales, and Council.

Sydney Metro Western Sydney Airport, which is planned to be operational with the opening of Western Sydney Airport in 2026, will include a station approximately 3 kilometres north west of the site along Luddenham Road. Freight access to the site may be provided by any potential Western Sydney Freight Line, which is currently proposed to proceed along a corridor approximately 2 kilometres north of the site.

PLANNING AND POLICY CONTEXT

2.0 PLANNING AND POLICY CONTEXT

This section reviews the planning and legislative context for the proposed development based on state and local government planning guidelines. The following strategic policy documents have been reviewed.

2.1 Western Sydney City Deal

The *Western Sydney City Deal* (City Deal) was signed between the NSW and Australian Governments in March 2018. It outlined a tri-level partnership between Federal, State and Local Governments to deliver an agreed set of commitments across the Greater Western Sydney region. The agreement has been articulated to support the objectives of the *Western Sydney District Plan* and the *Greater Sydney Region Plan*, most notably the vision of people of Greater Sydney living within 30 minutes of their jobs, education and health facilities, services and great places.

The priorities of the City Deal as relevant to this study include:

- A commitment to construct the northern segment of the North South Rail Link between Western Sydney Airport and Penrith by the time the airport becomes operational. The rail link will pass through the west of the site
- A commitment to establish rapid bus links from the Aerotropolis and Liverpool, Penrith and Campbelltown
- A commitment to support the development of a world-class employment sector for jobs in aviation, aerospace, defence industries and advanced manufacturing. This includes the establishment of a Development Authority to commence delivery of 200,000 jobs over 20 years.

The proposal will support the planned development of the area in line with the employment generating objectives of the City Deal. Moreover, it will support the delivery of proposed infrastructure, improving the justification for the planned investment.

2.2 Greater Sydney Region Plan

The *Greater Sydney Region Plan 2018* (the plan) identifies the site as being part of the Western City District. The plan outlines priorities for this region focussed on achieving quicker and easier access to a wider range of jobs, housing types and activities for residents. The plan hinges on encouraging significant economic development in the context of Western Sydney Airport and the Aerotropolis. These objectives are to be supported through the delivery of commitments made in the *Western Sydney City Deal* and through the prioritisation of enhancements to the District's lifestyle and environmental assets.

Central to this is the identification of the Western Economic Corridor, which aims to maximise development opportunities arising from the construction of the Sydney Metro Western Sydney Airport. This is particularly relevant to the site because of its proximity to Stage 1 - St Marys to the Western Sydney Airport.

HillPDA considers that the proposal supports the relevant objectives of the plan (objectives 20, 22, and 24) through contributing to the economic potential of the Badgerys Creek Aerotropolis and Western Parkland City, providing economic opportunities for residents of Western Parkland City residents, and enabling diverse, innovative and precinct-based industrial developments.

2.3 Western City District Plan

The *Western City District Plan* (District Plan) was updated in March 2018 with the signing of the Western Sydney City Deal to better align the strategic priorities for that District, with the commitments outlined in the City Deal. Key planning priorities relevant to this study include:

- Providing housing supply, choice and affordability, with access to jobs, services and public transport
- Targeting economic sectors for success
- Concentrating investment and business activity in centres
- Maximising freight and logistics opportunities and planning and managing industrial and urban services land
- Growing investment, business opportunities and jobs in strategic centres.

The proposal's provision of industrial floor space and a warehousing and logistics hub in Western Sydney supports these goals by enabling jobs and business opportunities close to homes.

2.4 The Western Sydney Aerotropolis

The site is located within the extended envelope of the Western Sydney Aerotropolis, an area defined by its proximity to the future Western Sydney Airport. The objective of the Aerotropolis is to create an accessible, innovative 24-hour city, connected globally, nationally, locally and digitally; a prime location for investment. It is intended to become an innovation precinct and a home for technology, science and the creative industries, thereby making a significant contribution to employment across Greater Western Sydney.

The proposal, in fulfilling employment generating logistical and industrial functions, is aligned with the intent of the Aerotropolis as an employment area. Its logistical functions will support the effective operation of the future Western CBD.

2.5 State Environmental Planning Policy (Western Sydney Employment Area) 2009

The site is subject to the *Western Sydney Employment Area State Environmental Planning Policy 2009* (WSEA SEPP) and defined as part of the Broader Western Sydney Employment Area. The WSEA SEPP aims to create and promote economic development in the Western Sydney Employment Area through coordinated planning and development of land. It aims to provide for development including major warehousing, distribution, freight transport, industrial, high technology, and research facilities. It seeks to ensure that development occurs in a logical, environmentally friendly and cost-effective manner with the guidance of a development control plan, prepared for the land concerned.

The aims of the policy are as follows:

1. Protect and enhance the Western Sydney Employment Area for employment purposes
2. Promote economic development and the creation of employment in the Western Sydney Employment Area by providing for development including major warehousing, distribution, freight transport, industrial, high technology and research facilities
3. Provide for the coordinated planning and development of land in the Western Sydney Employment Area
4. Improve certainty and regulatory efficiency by providing a consistent planning regime for future development and infrastructure provision in the Western Sydney Employment Area.

The proposal is consistent with the aims of the policy as provides the type of development (warehousing and logistics) recommended and will be generating a significant number of jobs in the Western Sydney region.

2.6 Local planning strategies

2.6.1 Penrith LSPS

The purpose of the local strategic planning statement (LSPS) is to outline Penrith's economic, social, and environmental land use needs over the next 20 years. It outlines how growth and change will be managed into the future and helps inform a review of planning controls to ensure they protect and enhance the values and characteristics of the community. The following table overviews the planning priorities relevant to this study.

Table 3: Relevant LSPS planning priorities

Planning priority	Implications
Planning Priority 11: Support the planning of the Western Sydney Aerotropolis	The proposal will contribute to greater productivity and a significant increase in jobs for the Western Sydney Aerotropolis (WSA) in the industrial and logistics sector.
Planning Priority 12: Enhance and grow Penrith's economic triangle	The proposal would support the growth of the existing sectors in the Western City District, such as logistics and freight, whilst promoting industry diversification, attract investment opportunities and ultimately act as the economic catalyst of the Western Parkland City.

The proposal aligns with the above planning priorities under the Penrith LSPS by contributing to an increase in jobs in the industrial and logistics sector and by supporting the growth of the existing sectors in the Western City District.

2.6.2 Penrith Local Environmental Plan 2010

The *Penrith Local Environmental Plan* (PLEP) aims to make local environmental planning provisions for land and to promote development that is consistent with council's vision for Penrith. The site falls within the Penrith LGA and therefore under the provisions of the PLEP. The zoning of the site is IN1 General Industrial, which has the following objectives under the PLEP:

- To provide a wide range of industrial and warehouse land uses
- To encourage employment opportunities
- To minimise any adverse effect of industry on other land uses
- To support and protect industrial land for industrial uses
- To promote development that makes efficient use of industrial land
- To permit facilities that serve the daily recreation and convenience needs of the people who work in the surrounding industrial area.

HillPDA considers that (notwithstanding the proposal being subject to SSD requirements) the proposal aligns suitably with Penrith City Council's objectives for the zone as described in the PLEP.

2.6.3 Draft Mamre Road Development Control Plan

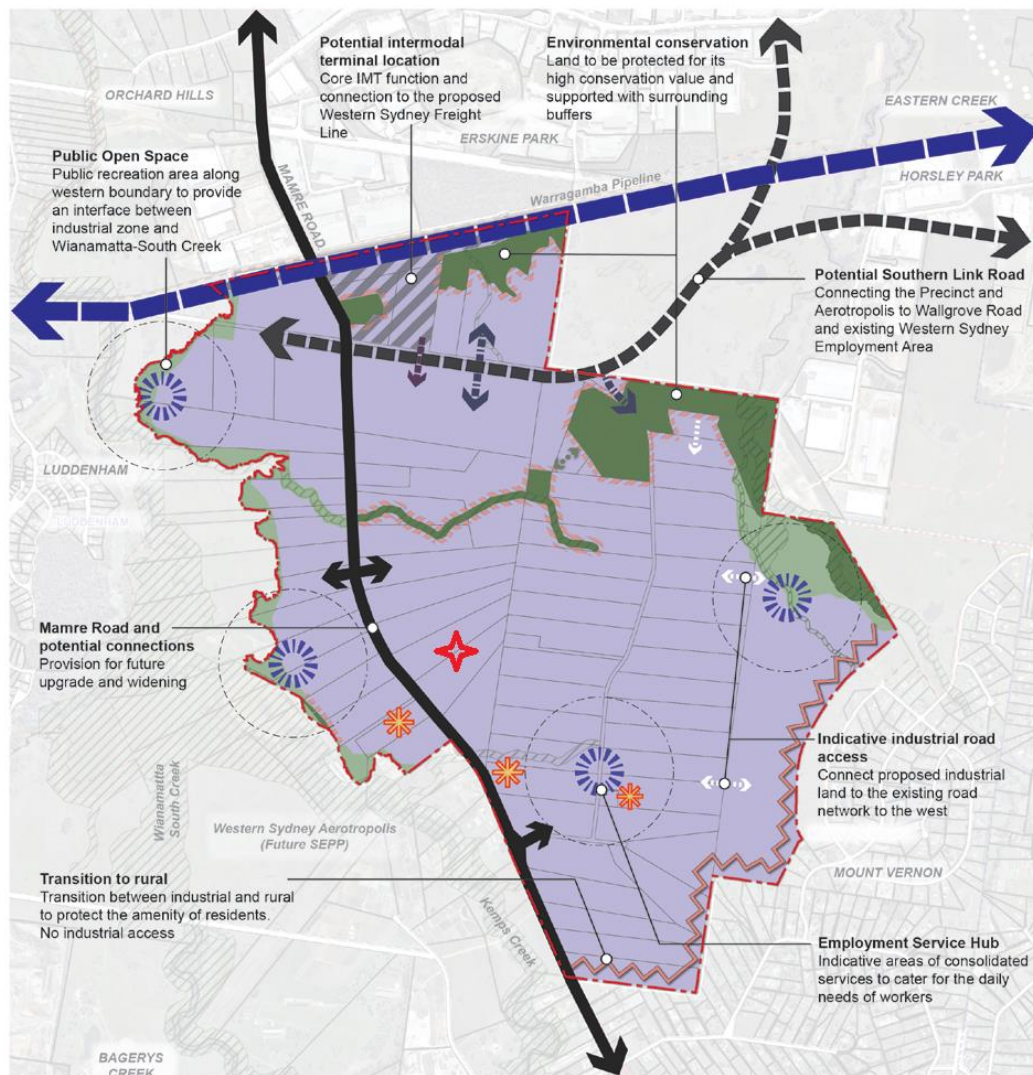
The site is subject to the Draft Mamre Road Development Control Plan (Mamre Road DCP). Section 1.6 of the Mamre Road DCP outlines the vision for the Mamre Road Precinct as shown below:

“The Mamre Road Precinct will be a world-class industrial area, primarily catering for warehousing and logistics and forming an extension of the Western Sydney Employment Area. Larger consolidated land parcels will facilitate the development of these uses. Flexible zoning and land use controls will also allow other smaller industrial, manufacturing, commercial and clean industrial uses to locate here. Smaller industrial and urban service uses are encouraged throughout the Precinct, and particularly in transition areas, where the industrial area adjoins rural-residential properties.”

Source: NSW DPIE, (2020).

The development proposal aligns with the vision for the Mamre Road Precinct and would contribute successfully to the Western Sydney Employment Area and wider Australian economy. Figure 4 below identifies the site within the Mamre Road Precinct Structure Plan, as developed for the Mamre Road DCP. While the current surrounding land uses are rural, over time the broader area will transition as per the below figure and the site would be surrounded by industrial uses. Subsequently, the social implications of the development proposal are positive.

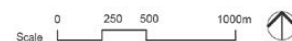
Figure 4: Mamre Road Precinct Structure Plan



Structure Plan



Mamre Road Precinct
Structure Plan - June 2020



Source: NSW DPIE, (2020).

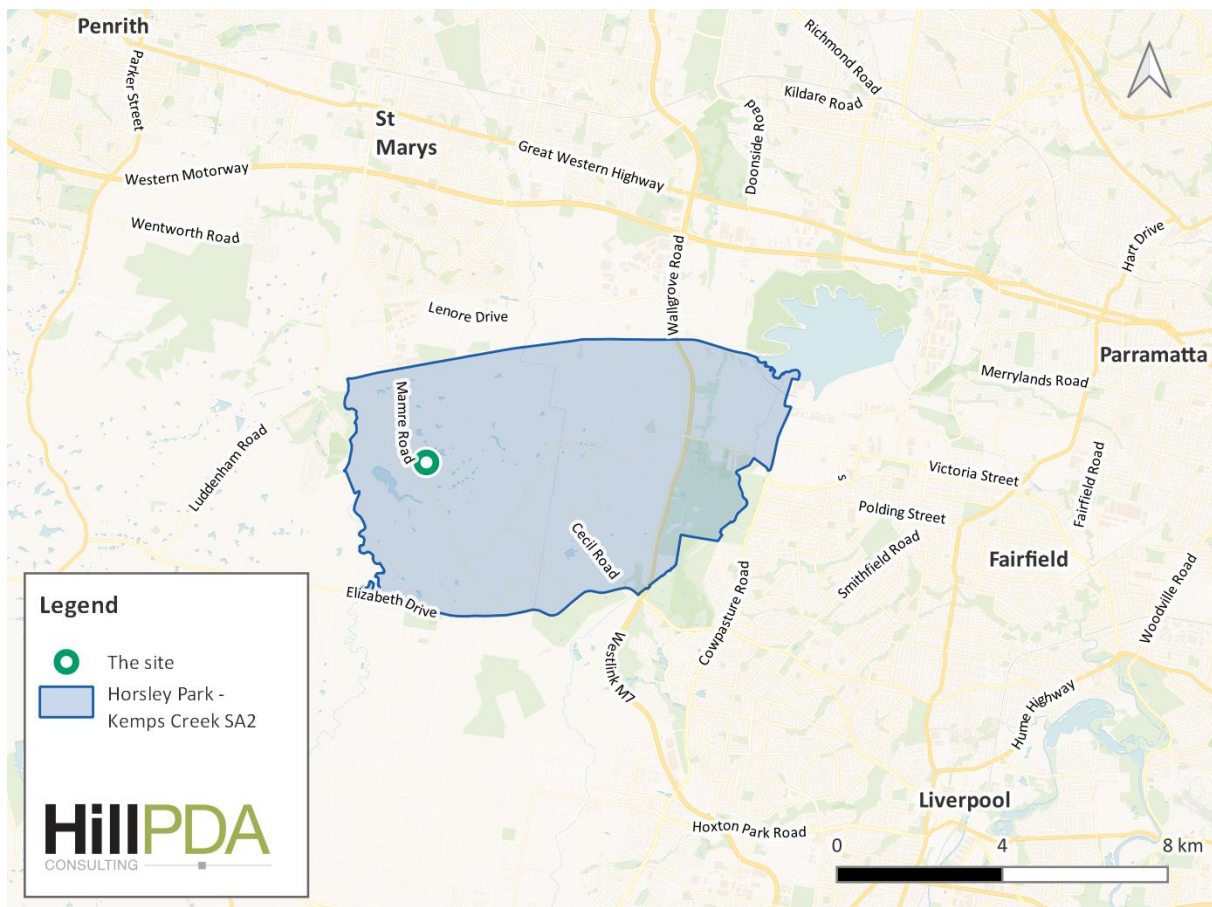
SOCIAL BASELINE

3.0 SOCIAL BASELINE

3.1 Study area

The primary study area used to develop a social baseline has been defined by the boundaries of the Horsley Park - Kemps Creek Statistical Area Level 2 (SA2) and is shown below in Figure 5. The study area is located in the Penrith LGA. The current land uses in the study area comprise a mixture of residential, industrial, and rural land uses.

Figure 5: Study area



3.2 Demographic snapshot



The usual resident population of Horsley Park - Kemps Creek (SA2) in 2016 was **4,422**, living in **1,334 dwellings** with an **average household size of 3.4**.



In 2016, the **median population age** in Horsley Park - Kemps Creek (SA2) was **42**, older than Greater Sydney's median of 36 years.

In 2016, 2.4 per cent of the population of Horsley Park – Kemps Creek (SA2) were **over the age of 85**, compared to 1.9 per cent in Greater Sydney. There was a significantly higher proportion of residents aged between 20 and 34 years old than Greater Sydney.



In Horsley Park - Kemps Creek (SA2) in 2016, a **language other than English** was spoken in 52.7 per cent of households, significantly higher than the 38.2 per cent of Greater Sydney households.



In 2016, 10.9 per cent of residents of Horsley Park - Kemps Creek (SA2) aged 15 and over had a Bachelor degree level **qualification** or above in 2016, lower than Greater Sydney's 28.3 per cent.

In Horsley Park - Kemps Creek (SA2), 14.5 per cent of people aged over 15 years stated that their **highest level of educational attainment** was Year 12 (or equivalent). This was lower than Greater Sydney, which recorded a greater number of residents with higher level of educational attainment.



In 2016, 2,131 residents of Horsley Park – Kemps Creek (SA2) were recorded as being in the labour force in the week before census night. Of residents in the labour force, 3.7 per cent were unemployed, while 61 per cent were **employed full-time** and 28.6 per cent were employed part-time.

More Horsley Park - Kemps Creek (SA2) residents worked in **construction** than any other industry in 2016 (19.4 per cent). Other common employment industries were **retail trade** (9.2 per cent) and **manufacturing** (6.7 per cent).



On the day of the 2016 Census, 69.7 per cent of people in Horsley Park – Kemps Creek (SA2) travelled to work in a **private car (as driver or passenger)**, 4.6 travelled via **public transport** and 2.2 per cent **walked only**.



In 2016, 30.6 per cent of Horsley Park – Kemps Creek (SA2) households reported an **income of \$3,000 or more per week**, significantly higher than Greater Sydney's 23.6 per cent. In the same period, 14.4 per cent of households reported a weekly income of less than \$650, compared to 16.8 per cent across Greater Sydney.



At the 2016 Census, Horsley Park – Kemps Creek (SA2) had a low proportion of **group households** (1.7 per cent) and **lone person households** (12.7 per cent) compared to Greater Sydney (4.7 per cent and 21.6 per cent respectively)

Source: ABS Community Profiles (2016), ABS QuickStats (2016).

3.3 Socioeconomic advantage and disadvantage

The Socio-Economic Indices for Areas (SEIFA) have been developed by the ABS to provide an overview of social and economic wellbeing and welfare of communities across a range of spatial scales. The SEIFA measures the relative level of socio-economic advantage and disadvantage based on various census characteristics, such as income, education, unemployment and occupation, explained further in Table 4 below. To interpret SEIFA, a lower score indicates an area that is relatively disadvantaged compared to an area with a higher score. Table 5 below identifies the index rankings and quantiles of Horsley Park – Kemps Creek (SA2), within both NSW and Australia.

Table 4: Explanation of SEIFA measures

Measure	Interpretation
Rank	To determine the rank of an area, all the areas are ordered from lowest score to highest score. The area with the lowest score is given a rank of 1; the area with the second-lowest score is given a rank of 2 and so on, up to the area with the highest score which is given the highest rank.
Decile	Deciles divide a distribution into ten equal groups. In the case of SEIFA, the distribution of scores is divided into ten equal groups. The lowest scoring 10% of areas are given a decile number of 1, the second-lowest 10% of areas are given a decile number of 2 and so on, up to the highest 10% of areas which are given a decile number of 10.
Percentile	Percentiles divide a distribution into 100 equal groups. The lowest scoring 1% of areas are given a percentile number of 1, the second-lowest 1% of areas are given a percentile number of 2 and so on, up to the highest 1% of areas which are given a percentile number of 100.

Table 5: Horsley Park – Kemps Creek SA2 SEIFA score and decile

Horsley Park - Kemps Creek SA2						
	Australia			NSW		
	Rank	Decile	Percentile	Rank	Decile	Percentile
Advantage and disadvantage	1,391	7	64	358	7	65
Disadvantage	1,323	7	61	364	7	66
Economic resources	2,043	10	94	499	9	90
Education and occupation	886	5	41	243	5	44

Source: ABS, 2016

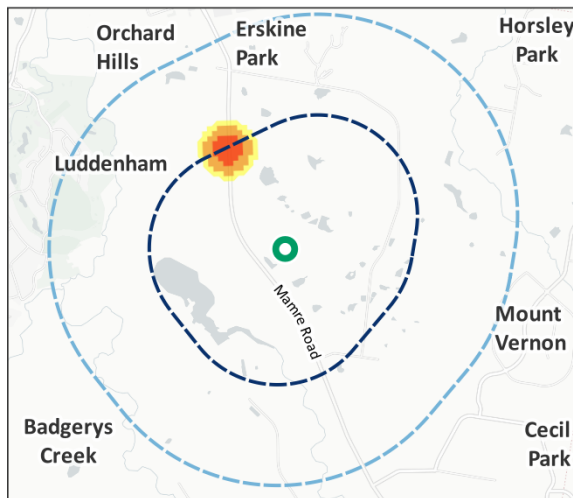
Horsley Park – Kemps Creek (SA2) was ranked within the top half of SA2s for advantage and disadvantage when compared with other SA2s across NSW and nationally. This is likely a reflection of the proximity of the area from key financial and economic centres of Greater Sydney. The development of the Western Sydney Aerotropolis and associated developments is likely to bring a substantial amount of economic and social development into the immediate region, and therefore it is likely that the area will record higher SEIFA scores in the near future.

3.4 Crime

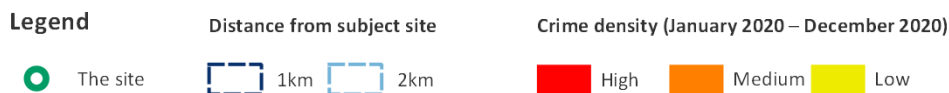
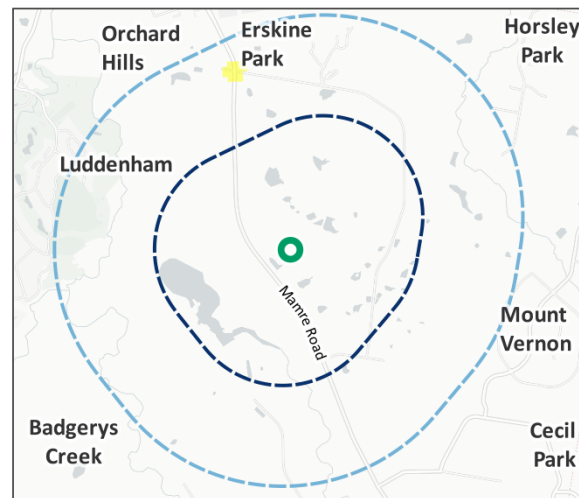
Mapped data from the New South Wales Bureau of Crime Statistics and Research (BOCSAR) reveals few crime hotspots near the site. There were no hotspots present for assault, robbery, or for most types of theft. However, the data does reveal a significant hotspot approximately one kilometre north of the site, for theft (motor vehicle), and one minor hotspot for theft (break and enter dwelling). These results are displayed in Figure 6.

Figure 6: BOCSAR crime hotspots for the site

Theft (motor vehicle)



Theft (break and enter dwelling)



Source: Adapted from NSW Bureau of Crime Statistics and Research, (2021).

3.5 Social infrastructure

The following section provides an overview of the social infrastructure and open space located within the study area. Social infrastructure is an asset that accommodates social services or facilities. Social infrastructure is an important aspect of society as it provides the community with tangible or perceived benefits linked to the safety, health, and wellbeing of that community. It also links to the economic growth and the sustainability of the community, therefore playing a critical role in society.

Specifically, this report has been produced to identify the existing social infrastructure types, which may include the following:

- Education – childcare, schools, tertiary facilities
- Community and culture – libraries and community centres
- Health care – local medical practitioners, dental clinics, and hospitals
- Active and passive recreation – such as parks, sporting ovals and social clubs, halls etc.

The social infrastructure audit has been informed by a desktop analysis of geographical data and resources, including:

- Australian Curriculum Assessment and Reporting Authority My School register
- NSW Health Website
- Australian Children's Education and Care Quality Authority (ACECQA) register
- DPIE GIS layers.

The audit is indicative and based on the data available at the time of preparing this report. The purpose of the social infrastructure audit is to gain an understanding of the impact the proposal may have on the existing social infrastructure and neighbourhood character.

3.5.1 Social infrastructure audit

Social infrastructure facilities generally operate at three levels of provision. These are local, regional and district. The different scales of infrastructure service different sized catchments. Catchments refer to both geographical areas and the size of the population serviced. For example, a primary school is intended to serve the local population, usually within walking distance. However, a university will cater for a much wider population.

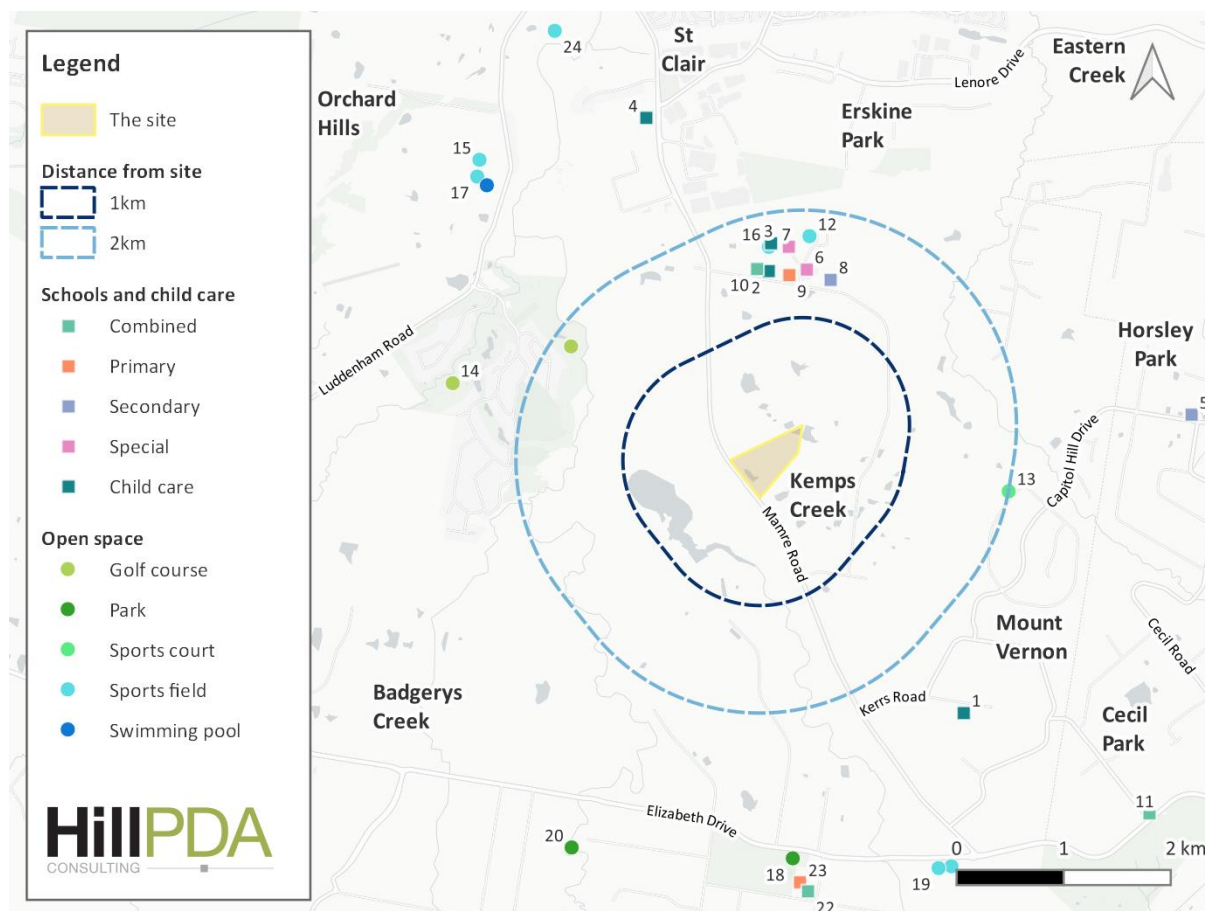
In conducting the audit of social infrastructure, local and district facilities have been identified. Table 6 identifies the facilities included in the audit and the catchments that they serve.

Table 6: Social infrastructure parameters of provision

Type	Local (generally up to 20,000 people)	District (generally up to 50,000 people)
Education and childcare facilities	Primary school	Specialist school
	Long day care	Secondary school
	Preschool	Combined school
	Out of school hours care	
Community and cultural facilities	<i>None present in study area</i>	<i>None present in study area</i>
Health care	<i>None present in study area</i>	<i>None present in study area</i>
Active open space	Soccer fields	Golf course
	Oval/sport field	Baseball field
		Dog show ring
Passive open space	Park	<i>None present in study area</i>

For the purposes of the social infrastructure audit, the social infrastructure catchment has been mapped as seen in Figure 7 and listed in Table 7. Social infrastructure items within a one-kilometre radius of a development site are considered *immediately adjacent* and are most likely to be affected by land use changes on a site. Social infrastructure items outside a one-kilometre radius of a site, but within a two-kilometre radius are considered *adjacent* and are less likely to be seriously impacted by land use changes on a site. The relatively large catchments have been employed owing to the site's location in an area that is predominantly rural in nature with little density and thus few items of social infrastructure in the site's immediate vicinity. The large catchments are intended to provide a better understanding of the infrastructure that the local worker and resident population, who are more sparsely distributed, may rely on.

Figure 7: Social infrastructure near the site



Source: MySchool (2020), DPIE (2021), ACECQA (2020)

Table 7: List and types of social infrastructure near the site

ID	Name	Type
1	Do-Re-Mi Child Care Centre	Long day care
2	Little Smarties Early Learning Centre	Long day care
3	Mamre OSHClub	Out of school hours care
4	Old MacDonald's Child Care	Long day care
5	St Narsai Assyrian Christian College	Secondary school
6	Aspect Western Sydney School, Kems Creek	Special school
7	Aspect Western Sydney School, Kems Creek	Special school
8	Emmaus Catholic College	Secondary school
9	Trinity Catholic Primary School	Primary school
10	Mamre Anglican School	Combined school
11	Irfan College	Combined school
12	Unnamed field	Sports field
13	Tennis court	Sports court
14	Twin Creeks Golf Course	Golf course
15	Luddenham Oval	Sports field
16	Unnamed field	Sports field

ID	Name	Type
17	Orchard Hills Park	Sports field
18	Bill Anderson Reserve	Sports field
19	Baseball field	Sports field
20	Overett Reserve	Park
21	Kemps Creek Sporting and Bowling Club	Sports field
22	Christadelphian Heritage College	Combined school
23	Kemps Creek Primary School	Primary school
24	Dog Show Ring	Sports field

For this site, due to the rural nature of the current predominant development, no social infrastructure was identified within a one-kilometre radius. However, a two-kilometre radius from the site encompasses a collection of facilities located in the northern part of Kemps Creek. This includes child care facilities, a primary school, secondary school, and special school facilities, sports fields, and a retirement village (not shown on map). These facilities, though not immediately adjacent to the site, may be sensitive to any significant increase in demand as well as potential changes to traffic, noise, or pollution. Any impact on traffic will be exacerbated by a lack of nearby mass transit. Due to the industrial nature of this development, demand for social infrastructure is unlikely to be significantly affected.

Child care

Workers on site may require access to child care near or on-site to enable convenient pick-up and drop off times (particularly where hours worked may not align with standard day care hours). One long day care centre is located within a 2 kilometre radius of the site, Little Smarties – Kemps Creek (Figure 7, map item 2), which is co-located with Mamre Anglican School. The centre has an approved maximum of 86 places and currently shows vacancies (as of June 2021).¹ While there would appear to be an availability of places at this one centre, it is likely that the cumulative demand from the site (with the development of all building pads in the masterplan), as well as surrounding developments, would create a significant cumulative demand for additional child care in the area.

It is noted that four employment service hubs are proposed under the Mamre Road Precinct Structure Plan, which are areas of consolidated community services to cater for the daily needs of workers. The nearest of these is approximately 500 metres west of the site, with another approximately 900 metres south east. Child care services for the precinct would be provided at these hubs, however continuing coordination with Council and other businesses operating within the precinct would be required to ensure that provision is sufficient to needs. Other contributions towards child care provision in the longer term may also be considered.

¹ Australian Department of Education and Training (2021), *Child care finder*. [<https://www.childcarefinder.gov.au/>]

STAKEHOLDER ENGAGEMENT

4.0 STAKEHOLDER ENGAGEMENT

The SEARs issued for the proposal require the preparation of a Community and Stakeholder Participation Strategy (CSPS). The CSPS is required to detail:

- Who in the community has been consulted and a justification for their selection, other stakeholders consulted and the form(s) of the consultation, including a justification for this approach
- The results of the implementation of the strategy including issues raised by the community and surrounding owners and occupiers
- How those issues have been addressed
- Detail a future approach to community and stakeholder consultation.

SLR Consultants (SLR) have been engaged to develop and execute the CSPS. Engagement undertaken to date has focused on community and agency stakeholders.

4.1.1 Stakeholders consulted

4.1.1.1 Agencies

The following agencies (government, non-government and private) were identified:

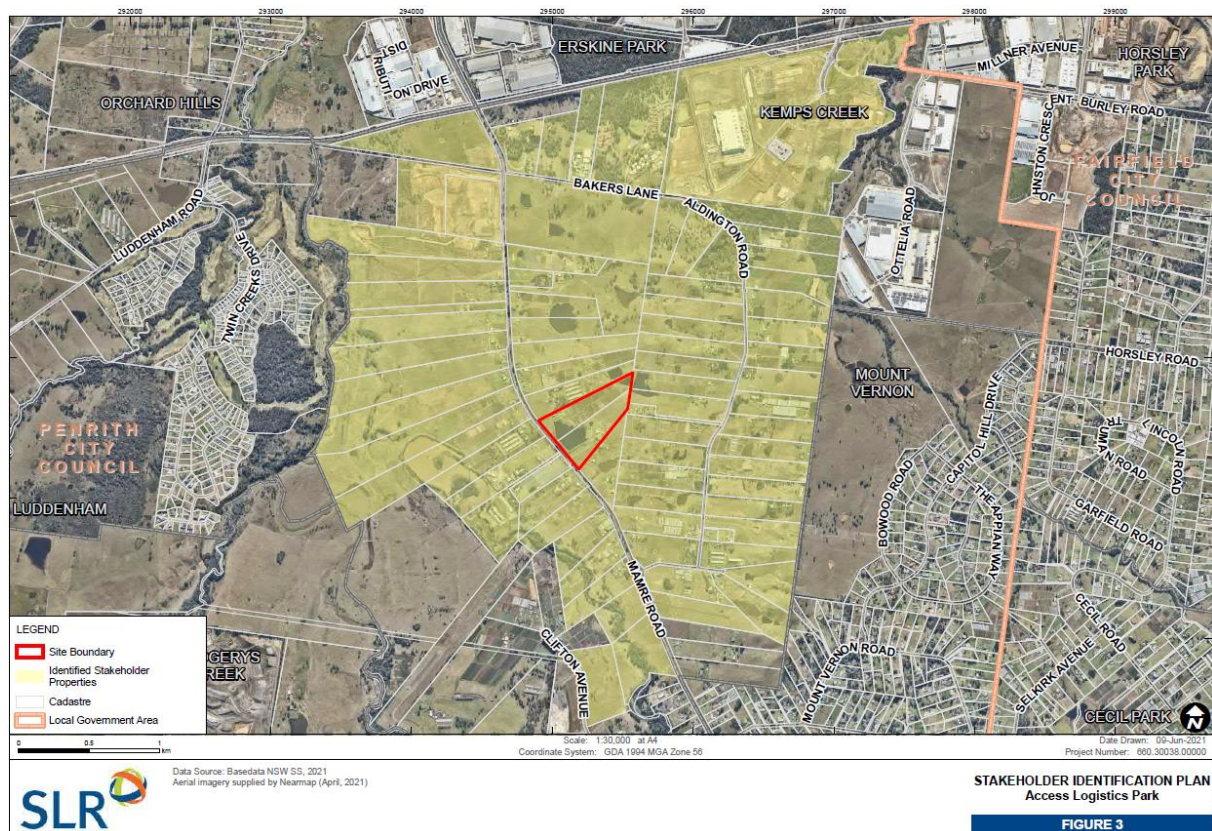
- | | |
|---|---|
| ■ Crown Lands | ■ Green and Resilient Places – Place Design and Public Spaces |
| ■ DPI Agriculture | ■ Penrith City Council |
| ■ DPI Fisheries | ■ NSW Rural Fire Service |
| ■ Environment, Energy and Science Group | ■ Sydney Water |
| ■ Endeavour Energy | ■ Transport for NSW |
| ■ Environment Protection Authority | ■ Water Group (including NRAR) |
| ■ Fire and Rescue NSW | ■ WaterNSW |
| ■ Heritage NSW – Heritage Council | ■ Western City and Aerotropolis Authority |
| ■ Heritage NSW – Aboriginal Culture | ■ Western Sydney Airport |
| ■ Central (Western) Team - Place Design and Public Spaces | ■ Western Sydney Planning Partnership. |
| ■ Western Parkland City Authority | |

Agencies were contacted directly and invited to provide input. Individual agency meetings were also offered.

4.1.1.2 Community stakeholders

The CSPS included consultation with community stakeholders whose properties were ancillary, adjacent and nearby. The identified properties are shown in Figure 8 below.

Figure 8: Communication and Stakeholder Participation Strategy's identified community stakeholder properties



Source: SLR Consulting, 2021.

4.1.2 Engagement mechanisms

The CSPS included following communication and engagement mechanisms:

- Informal community meetings, workshops or forums to provide project updates and opportunities for the community and stakeholders to discuss recent experiences and upcoming construction activities
- Individual meetings with stakeholders, as required, to discuss specific items
- Newspaper advertisement(s) to be published in a local newspaper identifying project commencement and details of the contact phone number and web page address
- Letterbox drop (via mail or email)
- On site project signage with relevant information
- Project phone number available for 24 hours recording of project feedback
- Text messages and emails providing prompt updates
- A project website shall be developed to provide general information on the project and ongoing updates on project progress.

Pursuant to the SEARs requirement for clear and transparent record keeping, the CSPS will include a communications and engagement register to record all community and stakeholder engagement undertaken for the project over its lifespan, including consultation undertaken to inform this strategy, through to the recording of complaints and enquiries received during the construction phase of the project.

4.1.3 Engagement outcomes

SLR received email feedback from three stakeholders, held phone interviews with three stakeholders, and had a face-to-face interview with one stakeholder. This process has generally revealed positive or neutral feedback, with some stakeholders expressing concerns that any development should be compliant and not break any rules or laws. One stakeholder (a local school principal) sought reassurance that Bakers Lane would not be used for construction vehicle access; citing safety concerns around school users.

Engagement with agencies has been undertaken throughout the earlier stages of EIS process and is ongoing. Thus far, feedback has only been received from one agency stakeholder, Penrith City Council. Council provided extensive pre-lodgement advice to be addressed during the EIS and impact assessments process.

4.1.4 Ongoing and future engagement

The proposal will be subject to formal notification by DPIE during the assessment period and the associated public exhibition period. This process is likely to generate additional feedback on the proposal.

Additionally, engagement through any construction process will be undertaken in line with the engagement strategy provided by SLR Consulting. This includes notification of commencement of works and consultation on works that may impact nearby receivers. The CSPS includes a guide for ongoing engagement during the ongoing operation of the site (e.g. where disruptive activities are to be undertaken on site).

4.1.5 Engagement carried out by other subconsultants

4.1.5.1 Aboriginal Cultural Heritage Assessment

Austral Consulting have engaged with relevant Aboriginal stakeholders as part of the Aboriginal Cultural Heritage Assessment (ACHA). Austral notified the following agencies and organisations:

- Heritage NSW
- Deerubbin Local Aboriginal Land Council (LALC)
- The Greater Sydney Local Land Service
- Penrith City Council
- The National native Title Tribunal.

Heritage NSW and Deerubbin LALC responded, providing a list of stakeholders who may have an interest in the proposed development. Additionally, a search conducted by the Office of the Registrar, *Aboriginal Land Rights Act 1983* (NSW) listed no Aboriginal stakeholders for the land within the study area. Finally, a public notice was placed in the *Western Weekender*, to run on 29 September 2020 requesting the registration of cultural knowledge holders relevant to the project area.

As a result of the above, 23 groups were registered as Aboriginal stakeholders with an interest in the project. On 7 June 2021, the draft ACHA was provided to each Aboriginal Stakeholder for review.

4.1.6 Engagement overview and SIA implications

A summary by SLR Consulting of the community engagement outcomes and response from the project team thus far is provided below in Table 8:

Table 8: Community engagement overview

Issue or consideration	Project response
Noise – through consultation it was determined that unmitigated noise from construction and ongoing operation of the site should be considered as a potential impact of the project.	A Noise and Vibration Impact Assessment for construction and operation of the project, including traffic noise, has been prepared by Acousticworks. The impact assessment provides analysis of potential impacts of the development and proposes mitigation measures to avoid impact on sensitive receivers, including residents of nearby properties
Dust – It was determined that the nature of the project – involving bulk earthworks in particular, poses a potential risk to air quality within the surrounding area.	An Air Quality Impact Assessment Report has been prepared to assess potential air quality impacts (including dust) of the project and to detail appropriate dust mitigation measures.
Construction traffic – this concern relates to the potential for congestion and safety risks associated with the use of Bakers Lane for construction traffic, specifically trucks. Compliant and safe traffic operations were also raised as an issue to be addressed.	The Project has been designed to utilise construction access directly to Mamre Road for all trucks required for the construction of the development. A Traffic Impact Assessment has been prepared to consider the potential traffic related impacts as a result of the proposal on the surrounding road network; access and design; car parking; and trip generation (including relevant swept path analysis). The traffic and access intentions for construction related traffic will be formalised through inclusion in the Construction Traffic Management Plan for the development, to ensure compliance.
Servicing beyond the site – a concern voiced by a nearby resident was the impact of service connections on their property and the potential need for augmentation within their land and subsequent works and easements.	Servicing plans and strategies for the wider precinct are the responsibility of the service providers. Augmentation of services beyond the site, if required, would only be undertaken with the consent of the affected landowner and would be made under appropriate and compliant arrangements.

Source: Adapted from SLR Consulting, 2021.

HillPDA considers that the community and Aboriginal engagement process thus far has been sufficient and aids in informing any potential social impacts to arise from the proposed development. The project responses to the issues raised in Table 8 are generally sufficient and pending finalisation of the reports referred to in the response, should identify and address any potential issues likely to impact the community.

EXPECTED AND PERCEIVED IMPACTS

5.0 EXPECTED AND PERCEIVED IMPACTS

This section seeks to scope potential social impacts, whether expected or perceived, based on the findings of the previous chapters. Social impacts can involve changes to:

- Way of life
- Community
- Access to and use of infrastructure, services and facilities
- Culture
- Health and wellbeing
- Surroundings
- Personal and property rights
- Decision making systems
- Fears and aspirations.

The location and planning context identified that the site is located in a transitioning area, which is currently rural in nature, however, is intended to accommodate industrial uses over time. The land uses in the vicinity of the area include a mixture of primary production activities, industrial, and rural living. While the proposal is consistent with the proposed zone intent for the area, some shorter term impacts on the current rural living residents and workers are expected while they remain in the area. Rural living residents would be more sensitive to potential changes in amenity and traffic. The progressive transitioning of land from rural to industrial purposes can disrupt community cohesion and heighten levels of fear and anxiety. However, with the rezoning of the Mamre Road Precinct to industrial and the numerous other industrial SSDAs subsequently being lodged, most surrounding residences are expected to be vacated (SSD 17552047 is directly to the east of the site; SSD 5211 and 10448 are to the north; and SSD 23480429 is to the south east). Furthermore, a long term consultation process concerning the future character of the area was undertaken with the surrounding community as part of the precinct planning and PP preparation. Anecdotal evidence suggests that landowners surrounding the site are actively seeking to sell their properties to developers. As such, the long term impact to the surrounding community would be minimal.

Potential sensitivities and impacts have been scoped based on the findings of the social baseline. An overview of some of the key sensitivities and impacts is shown below:

- The higher median age indicates a greater proportion of older households that may spend more time at home. These households may be more sensitive to changes in local amenity
- The higher proportion of people speaking English as a second language indicates that engagement and communication materials may need to be tailored or translation services provided
- The resident labour force has a higher percentage of workers in construction who could benefit from jobs generated on site during the construction period
- The higher car dependency may make residents more sensitive to changes in the road transport environment
- The low crime rate in the area is unlikely to be altered due to the proposal
- The industrial nature of the site is unlikely to generate significant demand for social infrastructure, particularly considering the distance between the site and existing social infrastructure
- The social infrastructure receivers that utilise Mamre Road as an access route may be sensitive to changes in the traffic environment.

In addition to direct impacts, the cumulative impact of these matters is also considered, particularly in the context of the development of the area as a precinct.

Table 9: Identified potential social impacts

Impact category	Potential impact characteristic
Way of life	- Any interruption of service on Mamre Road and Bakers Lane during construction may force residents and users of nearby social infrastructure to change their routines. - Changes in the amenity of the environment may affect how people go about their daily routines - Increased demand for child care, from on site demand and cumulative demand from surrounding future employment
Community	The introduction of a large scale industrial development would contribute to the broader change from the largely rural and rural residential character of the area. Residents that have lived in the area for longer periods of time or have bought into the area due to its rural nature may be more sensitive to the change. Increased employment opportunities associated with construction may increase social cohesion Increased employment opportunities associated with the operation of the development may increase social cohesion.
Accessibility	- Increased traffic during construction - Increased traffic during operation - Potentially improved accessibility through traffic infrastructure improvements - Longer term access challenges associated with the progressive development of the subdivided lots.
Culture	- Change to residents' understanding and connection to the area through reduction in rural landscape - Potential impacts to cultural significance of heritage item located to the west through change in surrounding context - Potential impacts to any Aboriginal cultural heritage items or sites.
Health and wellbeing	- Dust and noise impacts on residents' and workers' health during construction - Ongoing amenity impacts associated with the progressive purchase and development of the subdivided lots, resulting in construction fatigue - Potential decrease in mental health for residents who remain in the Mamre Road community as its land use changes - Lack of surrounding infrastructure and amenities currently in site surrounds may limit availability of locations for onsite workers to rest during breaks.
Surroundings	- Decreased amenity and aesthetic value during construction (hoardings, noise and dust) - Potential impacts to aesthetic value upon completion through changes to surrounds (existing rural to industrial) - Increased amenity and aesthetic value upon completion of the development through potential increase in quality building and space quality.
Livelihoods	- Decreased employment opportunities in primary industries through loss of productive land and water storage - Increased employment opportunities during construction that match the skills profile of the surrounding workforce - Increased employment opportunities after construction through increased warehousing and industrial business floorspace.
Decision-making systems	- Local residents and workers may feel as though their area is changing significantly without sufficient consultation through Western Sydney Employment Area precinct planning - Notification of development and making submissions regarding it may not be accessible to residents with low computer literacy or English language proficiency - Stakeholders wishing to make a submission may not understand the different processes involved with an SSD as compared to a DA.

The social impacts to arise from the proposed development will ultimately be influenced by the existing situation, the eventual consequences of the construction and operations and the effectiveness of measures put in place to mitigate against any negative impacts and enhance positive impacts. Social issues already in existence are relevant only as context, within which, the impacts of the proposal must be examined.

An assessment of impacts is contained within Chapter 6.0.

IMPACT ASSESSMENT

6.0 IMPACT ASSESSMENT

This chapter details the potential social impacts to arise from the proposed warehouse and logistics development and subdivision. The assessment is informed by the analysis from the previous chapters, other specialist technical reports prepared as part of this proposal and scoping of potential impacts using the Department of Planning and Environment’s scoping template.

The assessment of social impacts uses the methodology in Appendix A. Each potential impact is assessed having regard for the level of consequence, the likelihood of and the significance of impact.

6.1 Impact assessment, prediction and management

Table 10 provides an assessment of the social risk of each impact expected to result from the proposal. This section includes an assessment of the likelihood and magnitude of each impact after they have been processed through the social risk matrix (see Appendix A), resulting in a significance rating. Mitigation measures have been provided for negative impacts where possible.

Table 10: Assessed significance of social impacts, and suggested mitigations

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
Way of life	Any interruption of service on Mamre Road and Bakers Lane during construction may force residents and users of nearby social infrastructure to change their routines	Local community	- Utilise multiple access points to the block to ensure continuity of access for residents - Minimise truck movements in peak times - Avoid full or partial road closures if/where possible - Notify surrounding residents regarding changes in access when full or partial closures are required.	Possible	Minor	Medium
	An increase in the number of workers on site will increase demand for long day care services. There is currently short term capacity within the catchment, but this would likely be outstripped by long term cumulative demand. This could impact upon access to services for existing child care users as well as the future workers in the area.	Local community, future workers on site and surrounds	- Consideration be given to future cumulative child care needs. A potential long term shortfall may be met through provision within identified service hub - Consider a contribution towards long term cumulative demand, as part of subsequent development applications.	Possible	Moderate	Medium
Community	The introduction of a large scale industrial development would contribute to the broader change from the largely rural and rural residential character of the area. Residents that have lived in the area for longer periods of time or	Local community	- Ensure adherence to draft Mamre Road Precinct DCP - Ensure building design and landscaping respond appropriately to surrounding landscape	Almost certain	Moderate	High

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
	have bought into the area due to its rural nature may be more sensitive to the change.					
	Increased employment opportunities associated with construction may increase social cohesion	Local community, wider area	None required	Possible	Minor positive	Medium positive
	Increased employment opportunities associated with the operation of the development may increase social cohesion	Local community, wider area	None required	Possible	Minor positive	Medium positive
	Change to community makeup through large numbers of new workers on development completion	Local community	None possible within scope	Almost certain	Minor	Medium
Accessibility	Increased traffic during construction	Local community, local businesses	- Implementation of recommended measures under Construction Traffic Management Plan prepared by Ason Group - Minimise truck movements in peak times - Avoid full or partial road closures if/where possible - Materials handling: - All material loading will occur within the construction site boundary	Almost certain	Minor	Medium

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
			- No loading is proposed to occur outside of the provisioned areas - Equipment, materials and waste will be kept within the construction site boundary.			
	Increased traffic during operation. The Transport Management Access Plan prepared by Ason Group found that impacts to the surrounding and future road network (with already proposed improvements) and parking availability arising from the proposal would not result in adverse impacts	Local community, local businesses	Implementation of the recommendations of the Framework Sustainable Travel Plan (FSTP) and Green Travel Plan (GTP) developed by Ason Group, including staff education, public transport information, facilitating car sharing, facilitating active transport (e.g. "cycle purchase"), promoting flexible working hours and arrangements (e.g. remote work).	Unlikely	Minor	Low
	Increased accessibility through traffic infrastructure improvements	Local community, local businesses	None required	Possible	Minimal positive	Low positive
	Longer term access challenges associated with the progressive development of the subdivided lots	Local community, local businesses, future workers on site and surrounds	See above	Possible	Minimal	Low

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
Culture	Change to residents' understanding of their area through reduction in rural landscape. It is noted that previous engagement on the future of the area has been undertaken as part of the planning process for the future precinct and that this would include an understanding of the future character and that the long term transition of the precinct to industrial would limit these impacts to the short-medium term.	Local community	- Ensure draft Mamre Road Precinct DCP is adhered to - Ensure building design and landscaping respond appropriately to surrounding landscape - Continue to keep residents informed of developments and maintain open and transparent channels of engagement, as per the actions under the CSEP	Possible	Minor	Medium
	Potential impacts to cultural significance of heritage item located to the west through change in surrounding context	Local community, Council	- Ensure Heritage Assessment is completed and recommendations implemented (pending receipt of heritage report) - Adhere to draft Mamre Road Precinct DCP to minimise visual impact to the heritage item	Unlikely	Minor	Low
	Potential impacts to any Aboriginal cultural heritage items or sites	Aboriginal stakeholders, local community	The Aboriginal Cultural Heritage Assessment report concluded that high levels of soil erosion due to extensive land clearance indicate a low potential for intact archaeological deposits within	Very unlikely	Minimal	Low

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
			the study area. Accordingly, the site was deemed to be of low significance. Rebury discovered Aboriginal artefacts on site			
Health and wellbeing	Dust and noise impacts on residents' and workers' health during construction	Surrounding properties, surrounding businesses	- Ensure that any works likely to create dust are managed effectively to prevent spread of aerial contaminants - Ensure that a responsible curfew is affected for loud construction works - Construct acoustic barriers as per the Environmental Noise Assessment recommendations	Unlikely	Minor	Low
	Ongoing amenity impacts associated with the progressive purchase and development of the subdivided lots, resulting in construction fatigue	Surrounding properties, surrounding businesses	Provide regular communications to residents to inform them of development schedule and the timing of works	Possible	Minimal	Low
	Potential decrease in mental health for residents who remain in the Mamre Road community as its land use changes	Local community	Provide regular communications to residents to inform them of development schedule and the timing of works	Likely	Minor	Medium
	Lack of surrounding infrastructure and amenities in the vicinity of the site may limit availability of locations for onsite workers to rest during breaks. It	Future workers on site and surrounds	Ensure connectivity (where possible) to surrounding RE1 and RE2 areas, potentially including path networks or wayfinding	Unlikely	Minor	Low

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
	is noted that there are RE1 and RE2 zoned areas within the wider precinct that may be accessible to workers.		Consider inclusion of on-site outdoor facilities for workers to utilise, potentially including gazebos, barbecue areas, or outdoor table settings.			
Surroundings	Decreased amenity and aesthetic value during construction	Local community, surrounding properties	Implementation of appropriate mitigation strategies as part of Construction Management Plan (e.g. hoarding, dust covers)	Almost certain	Minor	Medium
	Changed aesthetic value upon completion of the development through loss of rural landscape. The Visual Impact Assessment (VIA) has indicated that there would be four nearby properties and two roads with direct views that would experience short to medium term visual impacts of minor to minor/moderate severity	Local community, surrounding properties	- Ensure draft Mamre Road Precinct DCP is adhered to - Ensure building design and landscaping respond appropriately to surrounding landscape, including implementation of landscaping and planting as described in VIA - The VIA found that proposed landscape planting to the frontage of Mamre Road and within the estate, can be effective as a mitigation for a number of properties and views from Mamre Road. This will be most effective after 15 years and for those receptors who experience direct views at close to medium range.	Almost certain	Minor	Medium

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
			- The VIA recommended mature landscape planting should help to effectively screen view corridors to many of the warehouse elements - The VIA concludes that the impact would be negligible following the maturity of the landscaping mitigation.			
	Increased amenity and aesthetic value upon completion of the development through increase in building and space quality	Local community	None required	Almost certain	Minor positive	Medium positive
Livelihoods	Decreased employment opportunities in primary industries through loss of productive land and water storage. It is noted that consultation has previously occurred as part of the planning for the wider Precinct and the community is aware of the transition	Local community, local businesses	None possible within scope	Likely	Minimal	Medium
	Increased employment opportunities during construction that match the skills profile of the surrounding workforce	Local community, local businesses	Employing local construction labour	Almost certain	Moderate positive	High positive

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
	Increased employment opportunities after construction through increased warehousing and industrial business floorspace	Local community, local businesses	None required	Almost certain	Major positive	Very high positive
Decision-making systems	Local residents and workers may feel as though their area is changing significantly without sufficient consultation through Western Sydney Employment Area precinct planning. It is noted that previous consultation has taken place to ensure that residents and workers are aware of the transition to allow them time to consider their options	Local community, wider area	None possible in scope	Possible	Moderate	Medium
	Notification of development and making submissions regarding it may not be accessible to residents with low computer literacy or English language proficiency	Local community, wider area	Provide a variety of opportunities for engagement that are accessible, per recommendations under the CSEP	Unlikely	Minor	Low
	Residents and other affected stakeholders for whom English is their Second Language (ESL) may face difficulty in engaging and providing feedback due to language barriers	Local community	Ensure that materials to be produced under the CSEP, as part of SSDA exhibition and ongoing community engagement proposed under CSEP are made available in a range of languages relevant to the demographics of affected stakeholders and that translation and interpretation	Unlikely	Minimal	Low

Impact theme	Impact detail	Stakeholders impacted	Suggested mitigation	Post mitigation		
				Likelihood	Magnitude	Significance
			services are available for ESL residents			
	Stakeholders wishing to make a submission may not understand the different processes involved with an SSDA as compared to a DA	Local community, wider area	Ensure that feedback mechanisms are always clearly presented alongside submission information	Possible	Minor	Medium

CONCLUSION

7.0 CONCLUSION

This SIA has been prepared for Altis Property Partners to accompany a State Significant Development Application for the site at 884-928 Mamre Road, Kemps Creek (Lots 52 & 53 DP 259135), within the Penrith LGA. The proposed works include the construction of a warehouse and distribution centre, including related office space, bulk earthworks and retaining walls, internal roads, associated carparking, signage, landscaping, and subdivision of the site into 16 lots.

Potential benefits arising from the proposed development include:

- Significant increase to employment opportunities during and after construction. The future Aerotropolis and surrounds are mooted as a significant centre for employment and residences. The proposal will support the delivery of employment opportunities for current and future residents, as well as support the future transport, logistics and technological functions for the wider Western Parkland City
- Traffic infrastructure improvements will improve access to the site and surrounds, as well as improve safety and traffic flow throughout the future precinct
- Increased amenity and aesthetic value upon construction completion through increased quality of buildings and open space
- A contribution to the delivery of strategic planning outcomes in the Mamre Road Precinct and broader Western Sydney Employment Area.

Potential negative impacts arising from the proposed development include:

- Traffic changes and road network disruptions could impact upon local access during construction
- The proposal contributing to a significant change in community culture and aesthetic for residents of the Mamre Road community, although the transition of the area to urban development has been known and discussed with residents over an extended period
- As with any development, residents and other stakeholders may feel they are unable to influence the SSDA process through lack of accessibility and consultation or through unclear processes, although a comprehensive community engagement process has been undertaken
- Potentially cumulative increase in demand for child care (long day care) in the area due to long term increase in number of workers, which may impact upon existing access to child care, although it is noted that plans are in place for community service hubs in the future and the site is well located to access these.

The risk of these negative impacts can be minimised through mitigation measures. The following measures are recommended to reduce the potential negative impacts and maximise the potential benefits of the proposed development:

- Implement recommendations of CTMP prepared by Ason group
- Ensure building design and landscaping respond appropriately to the surrounding landscape and that the draft Mamre Road Precinct DCP is adhered to. Ensure that landscaping and plantings are also in accordance with the approach detailed in the VIA to ensure that short to medium term visual impacts are effectively mitigated
- While there are no non-Aboriginal heritage impacts identified, the report prepared by Austral Archaeology has recommended the implementation of an unexpected finds protocol
- Rebury discovered Aboriginal artefacts on site

- Consider means of contributing towards addressing long term increase in demand for child care, it is acknowledged that this is a long term cumulative impact and would need to be considered in the context of long term precinct development and that short term need arising from this proposal is likely to be minimal
- Implementation of CTMP, including recommendations around management of vehicle access to site and management of materials and activities away from site boundaries where possible
- Implementation of recommendations of STMF and implementation of GTP to promote sustainable transport behaviours on site and healthier lifestyles amongst future staff and visitors
- Construct acoustic barriers as per the Environmental Noise Assessment recommendations
- Maximise employment of local labour during the construction process
- Implement the CSPS and recommended mechanisms for stakeholder engagement
- Provide adequate and timely information to stakeholders outlining the relevant approval processes and timeframes, and their opportunities to participate in the consultation process.

Overall, the negative impacts of the proposal can be successfully managed with the implementation of the above mitigation measures. It is anticipated that the proposal would have an overall benefit to the social environment.

APPENDIX A: SOCIAL IMPACT ASSESSMENT FRAMEWORK

The impact assessment presented in this report identifies and evaluates changes to existing social conditions due to the project. This includes the assessment of direct and indirect benefits and effects/impacts, as well as consideration of any cumulative impacts. Individual impacts are evaluated in terms of the likelihood of the impact occurring, the characteristics of the impact and the magnitude of the impact.

A.1.1 Likelihood of impact

The likelihood of a potential impact is a primary element of considering each social impact and its risk rating. The criteria used to determine the likelihood of any potential impact are described in Table 11.

Table 11: Likelihood of impact

Likelihood	Description	Indicative Probability
Almost certain	Definite or almost definitely expected	Greater than 90 per cent
Likely	High probability	70 per cent
Possible	Medium probability	50 per cent
Unlikely	Low probability	30 per cent
Very unlikely	Improbable or remote possibility	Less than 10 per cent

Source: DPIE (2021), *Social Impact Assessment Guideline*. Adapted from Esteves A.M.et. al. (2017)

A.1.2 Characteristics of impact magnitude

The magnitude of a potential impact is a key consideration to determine a risk rating, in determining the magnitude of a potential impact there are five key characteristics that must be considered, these are shown below in Table 12.

Table 12: Characteristics of social impact magnitude

Characteristic	Details needed to enable assessment
Extent	Who is expected to be affected? Will any vulnerable groups be impacted? Which locations and people are affected?
Duration	When is the impact expected to occur? Will it be temporary or permanent?
Severity or scale	What is the likely scale or degree of change?
Sensitivity or importance	How sensitive/vulnerable or adaptable/resilient are affected people to the impact, or (for positive impacts) how important is it to them?
Level of concern/interest	How concerned or interested are people?

Source: DPIE (2021), *Social Impact Assessment Guideline*. Adapted from Esteves A.M.et. al. (2017)

A.1.3 Levels of impact magnitude

Below in Table 13, categories of scale to assess the overall level of magnitude of social impacts.

Table 13: Magnitude levels for social impact

Magnitude	Description
Minimal	No noticeable change experienced by people in locality.
Minor	Mild deterioration/improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.

Magnitude	Description
Moderate	Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Major	Substantial deterioration/improvement to something that people value highly, wither lasting for an indefinite time or affecting many people in a widespread area.
Transformational	Substantial change experienced in community wellbeing, livelihood, amenity, infrastructure, services, health and/or heritage values; permanent displacement or addition of at least 20% to a community.

Source: DPIE (2021), *Social Impact Assessment Guideline*. Adapted from Esteves A.M.et. al. (2017)

A.1.4 Significance of impact

Potential impacts are identified as part of the scoping process (see section 4.0). They are then analysed based on the nature of the impact and its predicted severity. A mitigation strategy is proposed if necessary and finally both impacts are assigned a Social Risk Rating (SRR). The matrix used to calculate SRR is below in Table 14. The social risks for the proposed development are assessed using this matrix.

Table 14: Social risk matrix

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

Source: DPIE (2021), *Social Impact Assessment Guideline*. Adapted from Esteves A.M.et. al. (2017)

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