

URBIS

Social Impact Assessment

Westgate Industrial Estate
253-267 Aldington Road,
Kemps Creek

Prepared for
Icon Oceania
6 November 2023

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1. Introduction

This Social Impact Assessment (SIA) has been prepared by Urbis on behalf of Icon Oceania to accompany a State Significant Development Application (SSDA) submitted to the NSW Department of Planning and Environment (DPE). The SSDA seeks approval, in accordance with Division 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act), for the staged construction and operation of an industrial estate comprising four warehouse buildings at 253 – 267 Aldington Road, Kemps Creek, NSW 2178 in the Penrith City Council Local Government Area (LGA). The site is legally described as Lot 9 in Deposited Plan 253503.

This SIA has been prepared to address the Secretary’s Environmental Assessment Requirements (SEARs) issued for the project (SSD-23480429) dated 30 July 2021 and additional SEARs issued on 25 March 2022. It also addresses the Test of Adequacy comments received on 1 October 2021.

Specifically, this report has been prepared to respond to the SEARs requirement issued below.

Relevant SEARs	Response to SEARs
<p>Socio-Economic – including:</p> <ul style="list-style-type: none"> ▪ a social impact assessment in accordance with the Department’s Draft Social Impact Assessment Guideline –State significant projects (October 2020) ▪ an analysis of any potential economic impacts of the development, including a discussion of any potential economic benefits to the local and broader community. 	<p>This report details an assessment of the social impact of the proposal in accordance with the Department’s Social Impact Assessment Guideline for State significant projects (2023). An analysis of the potential economic impacts of the development is included in the Environmental Impact Statement that forms part of this SSDA.</p>

Source: SEARs SSD-23480429 issued on 30 July 2021

1.1. Report purpose and scope

A SIA is a specialist technical study which identifies and analyses the potential positive and negative social impacts associated with a proposal. It involves a detailed and independent study to scope potential social impacts, identify appropriate mitigation measures and provide recommendations aligned with professional standards and statutory obligations.

In line with the Department of Planning and Environment’s (DPE) SIA Guideline for State Significant Projects (2023), social impacts are the consequences that people experience when a new project brings change. For the purposes of an SIA, ‘people’ can be individuals, households, groups, communities, businesses or organisations. A SIA considers physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts. The NSW Department of Planning and Environment’s (DPE) Social Impact Assessment Guideline (2023) states that a SIA should consider the likely changes to the following social elements of value to people: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods and decision-making systems. These social elements are shown in Figure 2 below.

Figure 1 Social impact categories



1.2. Proposed development

This report has been prepared to accompany an SSDA for the construction and operation of an industrial estate comprising four warehouse buildings at 253-267 Aldington Road, Kemps Creek, NSW 2178 (SSD-23480429).

The application seeks consent for:

- Site Establishment:
 - Demolition and removal of existing rural residential structures including removal of farm dams.
 - Remediation as required
 - Bulk earthworks (193,100m³ of fill) and retaining walls.
- Staged construction and operation of an industrial estate with a total gross floor area of 45,530m², maximum FSR of 0.45:1, maximum height of 17.2m, split over four warehouses contained within three buildings with ancillary hardstand and office spaces:
 - Stage 1
 - Warehouse 1A: 8,700m² with 660m² office space (total GFA – 9,360m²)
 - Warehouse 1B: 9,130m² with 750m² office space (total GFA - 9,880m²)
 - Warehouse 1C: 8,405m² with 655m² office space (total GFA - 9,060m²)
 - Stage 2
 - Warehouse 2 (temperature controlled): 16,930m² with 790m² office space (total GFA - 17,230m²)
- Use of the buildings for warehouse and distribution purposes 24 hours per day 7 days per week.
- Ancillary development including:
 - Signage (A pylon estate sign approximately 5m high and individual tenant signage adjacent to each office)
 - Car parking (263 vehicular spaces)

- Warehouse 1A: 65 spaces
 - Warehouse 1B/ 1C: 113 spaces
 - Warehouse 2: 85 spaces
- Landscaping
 - Retaining walls
 - Utility infrastructure and services connection; and
 - Stormwater management including naturalised open channel drainage as well as below ground on-site detention of stormwater.
- Construction and dedication of new local roads and an interim intersection with Aldington Road.
 - Subdivision of the site into two Torrens title allotments along with a road reserve lot for the widening of Aldington Road.

1.3. The site

The site is known as 253 - 267 Aldington Road, Kemps Creek and is legally described as Lot 9 in Deposited Plan 253503. The site is rectangular in shape with an area of approximately 10 hectares.

The site has a primary frontage along its eastern boundary to Aldington Road of 160m and a depth of 630m. The site is currently occupied by a dwelling house, sheds and agricultural land as shown in the aerial photograph at Figure 1 below.

The site is undulating in parts but longitudinally falls slightly from Aldington Road at an RL 54.00 to the western boundary with an RL 44.00 which equates to an average grade of 1.5% or 1V in 65H. The site also falls across the site from north to south at 4.3% or 1V in 23H.

The site is burdened by a 60.96m wide Transgrid easement which runs north-south through the site. The easement is known as 'Dapto – Sydney West 330kV Easement' and there is presently no high voltage transmission line infrastructure present.

The site is approximately 5 kilometres (km) north-east of the future Western Sydney International (Nancy-Bird Walton) Airport, 14 km south-east of Penrith CBD and 38 km west of the Sydney CBD.

The site is located within the suburb of Kemps Creek, which falls within the Penrith Local Government Area (LGA). It is in the Mamre Road Precinct within the broader WSEA and is currently surrounded by rural residential land uses.

Multiple SSDs and Local DAs are currently being progressed for industrial and warehouse development within the Mamre Road Precinct which will substantially change the nature of the surrounding area. The regional context is shown below in Figure 1 below.

Figure 2 Site context



The surrounding land uses include:

- **North:** Pastoral/ farmland extends towards the elevated Bakers Lane. Several properties have been purchased by developers for industrial development these include Frasers and Fife Stockland.
- **South:** Farm and pastoral lands with rural residential properties scattered within the landscape. The Mamre Road precinct extends further beyond Abbotts Road. A locally listed heritage item is located at 282 Aldington Road to the south east.
- **East:** The site is bound to the east by Aldington Road. On the opposite side of Aldington Road several properties have been purchased in seeking approval for industrial development. Land rises to the east which provides a natural screen to the residential E4 Environmental Living zone beyond.
- **West:** Farm and pastoral lands to Mamre Road and beyond. Sites on Mamre Road have been purchased for industrial uses.

All land in the immediate surrounding context to the north, east and south has now been zoned for industrial uses.

1.4. Authorship and SIA declaration

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

1.4.1. Authors

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

Alyce Noney	Co-author
Position	Associate Director
Qualifications	Master of Urban Management and Planning, Western Sydney University

Affiliations Bachelor of Planning, Western Sydney University
 Full Member, Planning Institute of Australia
 Experience Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPE 2023) and best practice social research, evaluation and impact assessment.

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 Experience Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPE 2023) and best practice social research, evaluation and impact assessment.

1.4.2. Declaration

The authors declare that this SIA report:

- Was completed on 6 November 2023
- Has been prepared in accordance with the EIA process under the EP&A Act
- Has been prepared in alignment with the DPE's (2023) SIA Guideline
- Contains all reasonably available Project information relevant to the SIA
- As far as Urbis is aware, contains information that is neither false nor misleading.



Hugo Walton
 Senior Consultant
 6 November 2023



Alyce Noney
 Associate Director
 6 November 2023

1.5. SIA Guideline review questions and responses

The review questions outlined by the SIA Guideline (2023) are designed to confirm that the requirements of the SIA Guideline have been fulfilled when considering the scale of social impacts associated with the proposed development. Table 1 below outlines these review questions and indicates how they have been addressed in this SIA.

Table 1 SIA Guideline review questions and responses

SIA Review questions	Addressed by report (yes/no), relevant section
Does the lead author meet the qualification and experience requirements?	Yes – see Section 1.5.1
Has the lead author provided a signed declaration?	Yes – see Section 1.5.2
Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes
Project’s social locality and social baseline	
Does the SIA report identify and describe all the different social groups that may be affected by the project?	Yes – see Section 4.2, 4.3, 5
Does the SIA report identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes – see Section 4, 5
Does the SIA report identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes – see Section 3, 4, 5, 6
Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of view and likely experiences?	Yes – see Section 3, 4, 5
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes – see Section 4
Identification and description of social impacts	
Does the SIA report adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA report been detailed?	Yes – see Section 5, 6, 7
Does the SIA report apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes
Does the SIA report describe how the preliminary analysis influenced project design and EIS engagement strategy?	Yes – see Section 3, 4, 5, 6, 7
Community engagement	
Were the extent and nature of engagement activities appropriate and sufficient or canvass all relevant views, including those of vulnerable or marginalised groups?	Yes – see Section 4.2, 4.3

SIA Review questions	Addressed by report (yes/no), relevant section
How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?	Yes – see Section 4.3, 5, 6, 7
Predicting and analysing social impacts	
Does the SIA report impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes – see Section 6, 7
Does the SIA report analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will lose from the project?	Yes – see Section 6, 7
Does the SIA report identify its assumptions, and include sensitivity analysis and alternate scenarios? (including ‘worst-case’ and ‘no project’ scenarios where relevant?)	No – ‘worst case’ scenario not relevant for this project
Evaluating significance	
Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes – see Section 7
Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes – see Section 6, 7
Responses, monitoring and management	
Does the SIA report propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	Yes – see Section 7, 8
Does the SIA report demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes – see Section 7, 8
Does the SIA report demonstrated how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes – see Section 7, 8

1.6. Structure of this report

This report has eight chapters as summarised below:

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the methodology applied to complete this SIA.
- **Chapter 3** reviews the key findings and strategic directions from relevant state and local policies, as they relate to the proposal.
- **Chapter 4** provides a social baseline of the study area including the site's locality, social and demographic characteristics, and consultation outcomes.
- **Chapter 5** outlines the community identified values, strengths, and vulnerabilities which emerged from the policy context, social baseline and consultation.
- **Chapter 6** outlines a preliminary assessment of expected and perceived social impacts of the proposal.
- **Chapter 7** assess the significant (moderate to very high impacts) of the proposal, including mitigation and management measures.
- **Chapter 8** concludes the SIA by setting out a summary of the social impacts, recommendations and overall impact assessment.

2. Methodology

The following methodology was undertaken to prepare this SIA and was informed by the guidance contained within the DPE's SIA Guidelines (2023).

Background review	Impact scoping	Assessment and reporting
<ul style="list-style-type: none"> Desktop review of surrounding land uses Review of relevant state and local policies to understand potential implications of the proposal Analysis of relevant data to understand the existing community. 	<ul style="list-style-type: none"> Review of site plans and technical assessments Consultation with Council to identify potential impacts Identification of impacted groups. 	<ul style="list-style-type: none"> Assessment of significant impacts considering management measures Provision of recommendations to enhance positive impacts, reduce negative impacts and monitor ongoing impacts.

2.1. Approach to assessing social impacts

The assessment of social impacts can be approached in several ways. The International Association for Impact Assessment (IAIA) highlights a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the consequence of an impact against the likelihood of the impact occurring. This approach is also used in DPE's SIA Guideline: Technical Supplement (2023).

The DPE risk assessment methodology is outlined below and has been applied in this SIA.

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

Likelihood and magnitude level characteristics

The likelihood and magnitude levels are determined by subjective and objective components. It considers both individual experiences, community perceptions and technical evaluations.

The likelihood level assesses the probability of the impact occurring impact. The level of magnitude assesses the likely significance of the impact and considers several characteristics including:

- Extent** – the volume of people expected to be affected and their relative location to the proposal
- Duration** – the timeframe and frequency of potential impacts
- Severity or scale** – the degree of change from the existing condition as a result of the impact

- **Intensity or importance** – the extent to which people or an environment can adapt to or mitigate the impact, including the value they attach to the matter and their capacity to cope and/or adapt to change
- **Level of concern/interest** – the level of interest or concern among the people affected.

Management measures

Social impacts are assessed before and after the implementation of management measures. Management measures are designed to reduce negative impacts and enhance positive impacts. These measures can take different forms and may be incorporated in the planning, construction, or operational stage of the proposal.

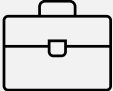


Section 6 of this report assess potential impacts prior to management measures as part of the impact scoping phase. Impacts which are assessed as moderate or higher are considered significant and included for further assessment in Section 7. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

3. Policy context

A review of relevant state and local policies was undertaken to understand the strategic context of the proposed development and any potential impacts. A full list of which can be found in the References

A summary of the key findings from the policy review, as they relate to the proposal, is outlined below.

Table 2 Policy review impact scoping

Theme	Summary of findings
<p data-bbox="167 499 355 600">Increasing local employment opportunities</p> 	<p data-bbox="419 499 1422 898">Council’s Community Plan indicates that Penrith Local Government Area (LGA) residents want more opportunities to work closer to home, particularly for younger people. Currently, over 60% of residents travel outside of the Penrith LGA for work (LSPS 2020, p. 50). This is largely due to there being an insufficient number of suitable local jobs, as well as limited public transport connectivity throughout the LGA. To allow for suitable positions of employment closer to home Council aims to create 13,000 new local jobs within the LGA by 2031 (Penrith Economic Development Strategy, p. 11). This includes 3,500 new jobs in the advanced manufacturing sector and 2,000 in the advanced logistics sector. These sectors have been targeted to help align local skill levels with potential job prospects and to respond to the opportunities created by the Western Sydney Aerotropolis.</p> <p data-bbox="419 927 1422 1028">The Mamre Road Precinct Structure Plan and the Western City District Plan indicate a growing need for new industrial land in Western Sydney to support more jobs and services closer to home for Western Sydney residents.</p>
<p data-bbox="167 1066 355 1167">Managing a transition from rural to industrial</p> 	<p data-bbox="419 1066 1422 1395">The landscape and population of Penrith LGA are changing, with the development of the Western Sydney Aerotropolis seeing the conversion of historically rural lands to industrial land uses. This is true for the Mamre Road Precinct (where the site is located) which was rezoned in June 2020 to facilitate employment generating land uses. Council’s Community Strategic Plan (2017) recognises that the effective management of the LGA’s growth is the biggest issue of concern to the community. While the community recognises that the LGA needs to grow, there is a need to ensure the necessary services and facilities, including roads, jobs and housing, are in place to support this growth and transition.</p>
<p data-bbox="167 1424 355 1525">Creating a cool and comfortable environment</p> 	<p data-bbox="419 1424 1422 1684">To create a cool and comfortable environment for workers and residents in the LGA, Council’s Cooling the City Strategy (2015) outlines actions and priorities to combat the heat island effect, particularly within heat vulnerable areas of the LGA. The strategy also identifies ways in which projects and activities can work towards cooling the Penrith LGA. These include initiatives such as implementing green infrastructure, water sensitive urban design and increased albedo into developments where possible.</p>

4. Social baseline

This section provides a social baseline of the study area including the site's locality, social context, demographic characteristics, engagement outcomes and areas of social influence.

4.1. Social locality

Local context

The site is located at 253-267 Aldington Road, Kemps Creek, in the Penrith LGA and is legally described at Lot 9 in Deposited Plan 253503. Kemps Creek is home to a relatively small population, with most residents living south of Elizabeth Drive, approximately 4km south of the site. The suburb is generally characterised by its existing rural-residential lots and agricultural lands.

The site is currently occupied by a single dwelling, farm buildings and three farm dams. Most of the site is surrounded by existing rural lands. Other significant surrounding land uses include a new Hindu Temple at 230 – 242 Aldington Road (currently being constructed), as well as three schools and a retirement village further north along Bakers Lane. Once completed, the Temple and site grounds are expected to accommodate up to 800 visitors a day (Stimson & Baker Planning, 2017).

Access to the site is currently from Aldington Road, which provides connections to Elizabeth Drive and Mamre Road. Both Elizabeth Drive and Mamre Road have been earmarked for future upgrades by Transport for NSW to help accommodate the future industrial development in the area. Public transport access to the site is limited, with the nearest train station located 9.3km north at Mt Druitt.

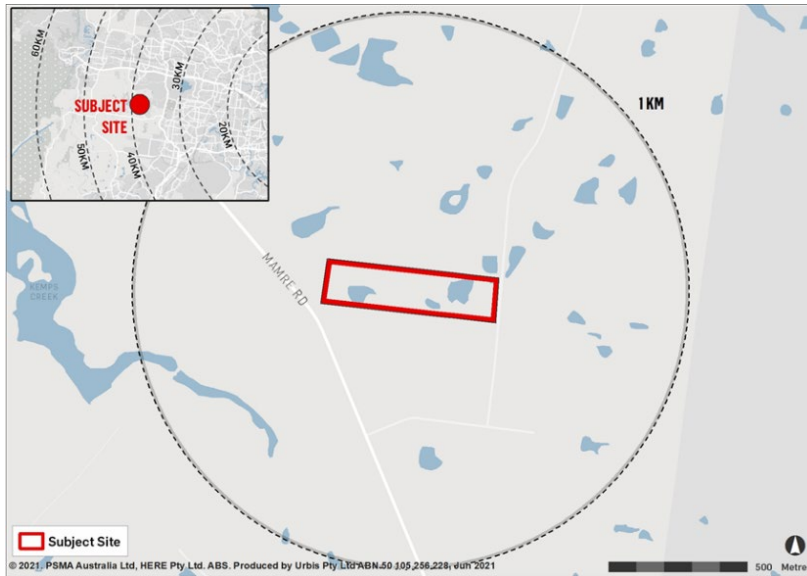
Regional context

While there is currently limited urban development in the area, the site surrounds are expected to experience considerable change as a result of the development of the Western Sydney Aerotropolis. The site is located approximately five kilometres north west of the future Western Sydney International Airport within the Mamre Road Precinct, one of ten key precincts within the Aerotropolis. The precinct is intended to be developed as an industrial warehousing and logistics hub, supporting the creation of 17,000 new jobs. To facilitate this, the Mamre Road Precinct was rezoned in June 2020 from RU2 Rural Landscape to IN1 General Industrial zoning under the State Environmental Planning Policy (Western Sydney Employment Area) 2009 (WSEA SEPP).

Ministerial Local Planning Direction 3.5 precludes residential development in the precinct as it is affected by the Western Sydney International Airport's ANEF 20 noise contour. The NSW Government has identified an opportunity for non-sensitive land uses to be located in this precinct, such as warehouse and logistics facilities. As a result, there have been several proposals in the precinct to develop the existing agricultural lands for industrial warehouse uses, a trend which is expected to continue for the foreseeable future.

Figure 3 Site context map demonstrating immediate rural surrounds. The inset map indicating distance to Sydney CBD.

Figure 3 Site context map



Source: Urbis

Figure 4 Site photos



Picture 1 The site viewed from Aldington Road



Picture 4 Opposite the site on Aldington Road



Picture 2 View northbound on Aldington Road



Picture 3 Site of the future Mandir (Hindu Temple)

Source: Google Street View

4.2. Demographic profile

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

A demographic profile has been developed for the suburb of Kemps Creek. This profile is based on demographic data from the Australian Bureau of Statistics (2021) Census of Population and Housing and DPE Population Projections (2019). The demographic characteristics of Penrith LGA and Greater Sydney have been used as a comparison.

In 2021, there were 2,121 people living in the Kemps Creek. Key characteristics of this community include:



Older adult population

The median age in Kemps Creek is 44 years, with most of the population aged 40 years and older (54.9%). In comparison, Penrith LGA has a median age of 35 and Greater Sydney has a median age of 37.



Family households dominant

Most people in Kemps Creek live in family households (81.1%). This is a higher proportion than in the Penrith LGA (75.6%) and Greater Sydney (72.6%).



High proportion of low density housing

Nearly all dwellings in the study area are separate houses (91.9%), a significantly higher proportion compared to Penrith LGA (78.3%) and Greater Sydney (55.8%).



Linguistically diverse

Approximately half (49.6%) of Kemps Creek households speak a language other than English at home, compared to 23.9% in Penrith LGA, and 42.0% of households in Greater Sydney.



Predominately blue and white collar workers

A large percentage of people in Kemps Creek are employed as managers (19.6%), followed by clerical and administrative workers (15.6%), and by technicians and trade workers (13.9%).



Socio-economic disadvantage

Kemps Creek has a median weekly household income of \$1,753, which is notably lower than the that of households in the Penrith LGA (\$1,903) and Greater Sydney (\$2,077).



Motor vehicle dependency

A large portion of households in Kemps Creek (43.2%) own three or more vehicles. In 2021, 39.1% of workers in Kemps Creek used a car to travel to work, a smaller proportion compared to Penrith (47.9%) and similar proportion to Greater Sydney (34.2%).



Strong population growth in the LGA

Between 2021 and 2041 the population of Penrith LGA is expected to increase by 1.13% annually, growing to include an additional 54,402 people by 2041, for a total population of 270,477.

Crime and safety

As part of the community profile, an analysis of NSW Bureau of Crime Statistics and Research data was also undertaken on 28 September 2023 to assess crime and safety risk around the site. At that time, the site was not within a crime hotspot for any reported crime types, and the suburb generally had lower rates of crime compared to the NSW average. However, there were some crime types where Kemps Creek had higher rates of crime per 100,000 people than the NSW averages, including:

- Non-domestic assault: 988.2 (compared to 400.2 in NSW)
- Sexual assault: 141.2 (compared to 94.4 in NSW)
- Break and enter non-dwelling: 141.2 (compared to 99.2 in NSW)
- Motor vehicle theft: 847.1 (compared to 162.9 in NSW)
- Steal from motor vehicle: 847.1 (compared to 347.7 in NSW)
- Steal from person: 47.1 (compared to 25.6 in NSW)

As such, this crime profile indicates that the suburb may be more susceptible to opportunistic and theft crimes relating to motor vehicles.

4.3. Relevant engagement outcomes

As part of the EIS process, engagement was undertaken with agencies and community groups to inform them of the project and provide an opportunity for feedback on the proposal. This engagement has been documented within the Engagement Outcomes Report prepared by Urbis Engagement which is lodged with this EIS.

This section contains a short overview of the key consultation outcomes as they relate to the SIA. The Engagement Outcomes Report should be referred to for a complete source of all engagement activities and feedback.

Community consultation

Urbis Engagement undertook community consultation for the proposal between August 2021 – September 2021. The purpose of this consultation was to inform the community of the proposal and to provide an opportunity to receive feedback on the proposed site design.

As part of this process, the following community consultation activities were undertaken:

- Distribution of a project fact sheet to 243 residents along Abbots Road, Aldington Road, Bakers Lane and Mamre Road
- Facilitation of an online community information session, held on 25 August 2021
- Establishment of a dedicated phone and email project enquiry line.

There was very limited feedback received during these activities. As of 7 September 2021, only two enquiries had been received on the project. These are documented within the Engagement Outcomes Report and generally relate to information about surrounding infrastructure upgrades and land sales.

Stakeholder consultation – Penrith City Council

As part of this SIA, a teleconference was held with Council's Social Strategy Officer to help understand the local characteristics of the community and any potential positive or negative social impacts of the proposal. The teleconference took place on 25 August 2021. The authors of this report contacted representatives from Penrith City Council's Social Strategy team on 6 October 2023 to inform them of the changes to project scope and understand if the Council had any further feedback relevant to the proposal. At the time of writing this report we had not received a response.

Key feedback from this interview includes:

- Kemps Creek is home to an older, more established community. The suburb also has higher rates of larger, family households compared to households of the Penrith LGA. Council's Social Strategy Officer indicated that there is minimal population growth forecast for the area.

- Council's Social Strategy Officer encouraged that any approach to community consultation should consider the relatively high proportion of residents in Kemps Creek with no internet connection. Council's Social Strategy Officer also noted that an inclusive approach to consultation will be particularly important during the COVID-19 pandemic where most consultation is undertaken online.
- Given the ongoing development in the area, there is also a need to recognise the impact of consultation fatigue on the community.
- Council indicated that the community has previously concerns about the lack of infrastructure currently in place to support the expected growth of the area. There is a desire by the community to ensure all necessary infrastructure (e.g. roads) are constructed prior to the operation of any new developments.
- There is a need for more local employment opportunities across the Penrith LGA to reduce the proportion of residents travelling outside the LGA for work. The creation of new, ongoing jobs in the area is therefore likely to have a positive social impact in the community.
- Kemps Creek is undergoing significant change as it transitions from a historically rural area to an industrial precinct. The construction of the proposal may therefore contribute to cumulative impacts to local identity. Council identified that the proposal should look for ways to reduce this impact, such as by undertaking genuine community consultation or acknowledging the local culture/history of the area in the design of the proposal.
- Where possible, the proposal should aim to maximise on-site health outcomes for workers. Emphasis should be placed on reducing or minimising the urban heat island effect across the site, in line with Council's Cooling the City Strategy. The proposal should also be universally accessible to help maximise employment opportunities for all people.

4.4. Areas of social influence

Considering the outcomes from the social baseline, the area of social influence includes the immediate site context, Kemps Creek and the Penrith LGA. Within the areas of social influence, the following individuals and communities are likely to be impacted by the proposal:

- Households and workers on Aldington Road
- Kemps Creek residents
- Penrith LGA residents and workers
- Future workers on site.

5. Community identified values, strengths, and vulnerabilities

The following chapter outlines the values, strengths, and vulnerabilities experienced in the local and regional areas, as identified by the Policy Context (Section 3) and Social Baseline (Section 4) including consultation.

Table 3 Community identified values, strengths, and vulnerabilities

Values	Strengths	Vulnerabilities
Rural character	Higher proportion of larger family households	Large proportion of older people
Environmental wellbeing (i.e. managing urban heat)	High proportion of cultural and linguistic diversity	Insufficient local employment opportunities
Access to local employment	Emerging industrial industry	High rates of motor vehicle related theft
		High proportion of residents with no internet connection

6. Expected and perceived impacts

A proposal may cause a range of direct and indirect social impacts which can have a positive, negative or neutral impact on the existing environment and community. A SIA should assess the expected and perceived impacts which are considered to have the most significant impacts on the community and identified stakeholder groups.

This section outlines the impact scoping considerations which were used to inform the determination of significant social impacts. These impacts are informed by the contextual information outlined in Sections 1 – 5 of this SIA and are assessed against the SIA criteria described in Section 2.

6.1. Neutral to low impacts

Table 4 outlines the social impacts considered to have a neutral to low impact on the community. These impacts are unlikely to have a significant impact on the community and are therefore not included for further assessment.

Table 4 Impact scoping neutral to low impacts (not included for further assessment)

Social impact category	Impacted Groups	Impact assessment summary
Surroundings Way of Life	<ul style="list-style-type: none"> ▪ Households and workers on Aldington Road ▪ Kemps Creek residents 	<p>Potential for increased noise and vibration</p> <p>The proposal will introduce four new warehouses on site which will operate 24 hours a day, seven days a week. Given the site is currently vacant, the construction and ongoing operation of the warehouses are likely to generate increased noise and vibration. This has potential to be disruptive for people living and working in the area.</p> <p>The Noise Impact Assessment prepared by Pulse White Noise Acoustics (2021) assesses the potential amenity impacts from the operation of the proposal against relevant acoustics guidelines from Council and industry standards. The assessment considers that noise from the site will generally not exceed relevant standards and can comply with the recommended noise criteria at the surrounding receivers.</p> <p>The assessment recommends several acoustic treatments and management controls to help further mitigate potential noise impacts. This includes various measures such as installing a solid fence to the eastern and western boundaries of the site and reducing the sound power level of mechanical equipment. This will help to minimise noise during night-time hours and outside of standard construction hours.</p> <p>Based on the findings and recommendations of the Noise Impact Assessment, the potential noise emissions from the proposal are likely to have a low impact on the community.</p>

6.2. Moderate to high impacts

Table 5 outlines the social impacts which, on initial scoping, are likely to be moderate to high. These impacts are considered significant and are included for further assessment in Section 7 of this report.

Table 5 Impact scoping moderate to high impacts (included for further assessment)

Social impact category	Impacted groups	Preliminary assessment (Refer to Section 7 for complete assessment)
Accessibility Way of Life	<ul style="list-style-type: none"> Penrith LGA residents and workers 	<p>Increased employment opportunities</p> <p>The Mamre Road Precinct Structure Plan (2020) indicates that Western Sydney is facing a growing shortage of industrial land which is likely to impact on employment opportunities for the region. The proposal will increase the supply of industrial land and generate new jobs for the area. This is likely to have a high positive social impact on the community.</p>
Accessibility Health and Wellbeing Way of Life	<ul style="list-style-type: none"> Households and workers on Aldington Road Kemps Creek residents 	<p>Increased traffic generation and travel times</p> <p>The proposal will generate an increase in traffic movements to and from the site. Consultation with Council indicates there are concerns around the capacity of the existing road network and the delivery of sites prior to the delivery of appropriate supporting infrastructure. The proposal will contribute towards upgrades to transport infrastructure within the Mamre Road Precinct.</p>
Community Surroundings	<ul style="list-style-type: none"> Households and workers on Aldington Road Kemps Creek residents 	<p>Change to visual character</p> <p>The proposal will introduce a new industrial estate in an area of relatively undeveloped rural land. Kemps Creek has historically been characterised as a rural residential area. While the proposed use is aligned with the strategic directions and rezoning objectives of the Mamre Road Precinct, it will represent a visual change to Kemps Creek.</p>
Health and wellbeing	<ul style="list-style-type: none"> Penrith LGA residents and workers Future workers on site 	<p>Facilities and spaces to meet employee needs</p> <p>The transition of Kemps Creek from rural to industrial land will require the appropriate planning of facilities and infrastructure to meet the health and wellbeing needs of workers. The provision of appropriate employee facilities, such as rest areas and open space, will be particularly important for the site, given the nature of work proposed.</p>

7. Assessment of significant impacts

This section provides a detailed assessment of the significant social impacts of the proposal, as identified in Table 5. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level. The assessment process used to determine each impact level is described in Section 2.

7.1. Increased employment opportunities

Description of impact	
Increased employment opportunities through the construction and operation of the proposed warehouses	
Current environment	
<p>The Mamre Road Precinct Structure Plan indicates that Western Sydney is facing a shortage of industrial land which, if not addressed, is likely to impact on the employment prospects of the Western City District. Further to this, Council's Community Plan indicates that residents want more opportunities to work closer to home, with over 60% of residents currently travelling outside of the LGA for work. To address this, Council aims to create 13,000 new local jobs in the LGA by 2031, including 3,500 new jobs in the advanced manufacturing sector and 2,000 new jobs in the advanced logistic sector.</p> <p>The site is located within the Mamre Road Precinct. In June 2020, the precinct was rezoned as industrial land by the NSW Government to help support local employment prospects through the development of a warehousing and logistics hub for the Western Sydney Aerotropolis.</p> <p>As outlined in Section 4, the site currently contains a house and scattered farm buildings/sheds. The site therefore supports limited full time employment opportunities.</p>	
Impact of the proposal	
<p>The proposal will provide approximately 460 jobs on site when fully operational. This will help to increase local employment opportunities and contribute towards achieving Council's job targets for the advanced manufacturing and logistics industries in Penrith LGA. A further 315 jobs are also expected to be created during construction of the proposal.</p> <p>The new jobs are being created in an industry which already employs many local residents, with approximately 24% of Kemps Creek workers employed as technicians, trade workers, machinery operators and drivers (ABS 2021). The creation of new ongoing jobs is therefore expected to provide more opportunities for local residents to work closer to home, aligned with community and Council aspirations.</p>	
Management measures	SIA recommendations
<ul style="list-style-type: none"> None identified 	<ul style="list-style-type: none"> Consider developing an employment strategy to target local recruitment. This strategy may include initiatives to partner with local businesses/suppliers or to incorporate inclusion and diversity targets.
Residual impact (considering management measures)	
Likelihood: Likely	Magnitude: Moderate

Based on the above assessment, with a 'likely' likelihood and 'moderate' magnitude, the development of a new industrial estate is expected to have a **high positive** impact on the community by creating new, local employment opportunities in an area of identified need.

7.2. Increased traffic generation and travel times

Description of impact	
Potential for increased traffic generation around the site and exacerbation of existing road capacity constraints	
Current environment	
<p>The site currently has access points into Aldington Road through Mamre Road, by way of Bakers Lane (to the north) and Abbots Road (to the south). The site is hence located next to two key intersections: Mamre Road and Abbots Road, and Mamre Road and Bakers Lane. From Mamre Road, access is available to the M4 and M7 Motorways, future M12 Motorway, Great Western Highway, Elizabeth Drive and Leonore Drive.</p> <p>There are limited public transport connections to the site, with the nearest train station located at Mt Druitt, 9.3km away. The largely undeveloped nature of the rural land surrounding the site means separated pedestrian and bicycle infrastructure is currently non-existent.</p>	
Impact of the proposal	
<p>The proposal will introduce four new warehouses and internal roads connecting to Aldington Road which will generate increased vehicle movements around the site and across Kemps Creek. Consultation with Council indicates there are ongoing concerns about development progressing ahead of public infrastructure upgrades, particularly to road networks.</p> <p>The site is located next to two key intersections: Mamre Road and Abbots Road, and Mamre Road and Bakers Lane. The Transport Management and Accessibility Plan (TMAP) prepared by Ason Group (2023) states that the trip generation rates for the assessment are consistent with the rates adopted for the Mamre Road Precinct (MRP) background modelling being undertaken by TfNSW. It also explains that the key road network around the Site is planned to be upgraded as part of the approved developments along Aldington Road. This includes upgrades to the Mamre Road and Abbots Road intersection, and to the Mamre Road and Bakers Lane intersection by 2025. As such, the TMAP finds that the proposed intersections can accommodate the anticipated project traffic generation, and the proposed interim arrangements are sufficient to accommodate the initial stages of development, anticipated by 2026 as a minimum. Further, under a cumulative scenario the key intersections assessed would operate at acceptable levels of performance in 2026, and that further assessment of the Site is not deemed necessary.</p> <p>More broadly, the TMAP considers that the site is well located for industrial uses due to its connections to the regional road network and its positioning within the Mamre Road Precinct. As outlined in Section 3 (Social Baseline) of this report and Section 4 of the TMAP, the long term road capacity and operation of the precinct is dependent on various infrastructure upgrades by TfNSW. While these upgrades are subject to a separate planning and approval process, the proposal will contribute to funding these upgrades via development contribution payments.</p>	
Management measures	SIA recommendations

- Development of a Framework Sustainable Travel Plan (FSTP) to help increase active transport modes, aligned with broader infrastructure upgrades within the precinct.

- Continue to consult with TfNSW and Council as the Mamre Road Precinct develops to monitor road performance and make future modelling adjustments as required.
- Finalise the Draft Construction Management Plan to help minimise potential traffic and road safety impacts during construction of the proposal.
- Prepare a letter of offer to the DPE outlining a planning agreement for the payment of relevant development contributions.

Residual impact (considering management measures)

Likelihood: Possible

Magnitude: Minor

Based on the analysis of the TMAP and its recommendations, and of the associated proposed MRP upgrades, the proposal will have a negligible impact on the intersection of Abbott and Mamre Roads and, given the implementation of management measures, will likely have a long term neutral impact on the surrounding road network and travel times. Financial contributions will be provided towards upgrades to infrastructure in the Mamre Road Precinct being pursued by TfNSW. Measures have also been put in place to help encourage use of the planned public and active transport connections from the site to the surrounding network. With a 'possible' likelihood and 'minor' magnitude, this impact is assessed as **medium negative**.

7.3. Change to visual character

Description of impact

Potential cumulative change to the visual character of the site

Current environment

Kemps Creek is home to a relatively small, established population, with approximately 73% of the suburb living at the same address for the past five years (ABS 2021). The suburb has historically been characterised by its rural residential lots and agricultural lands.

Like much of the suburb, the site is currently occupied by a small dwelling and agricultural farming land. The closest operational warehousing and industrial area to the site is the Erskine Park Industrial Precinct, located approximately 1.5km north.

While there are currently no warehouses surrounding the site, industrial uses are expected to become commonplace in Kemps Creek due to the rezoning of the Mamre Road Precinct in June 2020. As outlined in Section 4, all land immediately surrounding the site has been rezoned from rural land to industrial land. Since this rezoning, several properties immediately surrounding the site have been purchased for industrial development.

Over time, this rezoning is also expected to reduce the number of residents in the area, with the Ministerial Local Planning Direction 3.5 precluding residential development in the precinct as it is affected by the Aerotropolis noise contour.

Impact of the proposal

The proposal will introduce new uses to the site, including four warehouses, local roads, carparks and landscaped areas. This will contribute towards a substantial physical and visual change from a historically rural area to an industrial precinct.

A Visual Impact Assessment (VIA) was prepared by Geoscapes (2023) to assess the potential visual change to the environment. The VIA considers that, over the longer term, the proposal will be consistent with the future industrial character of Kemps Creek and will not generate any significant visual impacts. This is due to the site’s positioning within the Mamre Road Precinct and the concurrent development of several surrounding properties to industrial uses.

In the short term, the VIA considers that most landholders immediately surrounding this site will experience a minor – moderate visual impact. One landholder at 967 Mamre Road is expected to experience a major – moderate visual impact, due to its positioning adjacent to the Mamre Road Precinct.

While these visual impacts will likely be mitigated over the long term, the VIA recognises that proposal will create some immediate visual impacts to surrounding properties. The proposal has sought to minimise these impacts by aligning buildings with the existing topography to help reduce visual height and selecting a colour palette which reflects the natural environment. Perimeter landscaping will also provide a visual buffer but is likely to most effective after 15 years.

The proposal therefore has potential to generate immediate, short-term impacts to the visual character of the area, as experienced by existing residents. Recommendations have been made below to help better manage and reduce the severity of this impact.

Management measures	SIA recommendations
<ul style="list-style-type: none"> ▪ Siting of the proposed new buildings responds to existing topography, reducing visual height. ▪ Provision of boundary planting to help soften the built form over time and retain natural elements of the site. ▪ Use of high quality architectural treatments at presentation areas along Aldington Road. ▪ Consultation with the community to help inform them of the proposal and provide an opportunity to provide feedback on the proposed design. 	<ul style="list-style-type: none"> ▪ Consider ways to incorporate the local history and/or culture of the area into the site design. This should be undertaken in consultation with the community and may include measures such as using names of local significance for buildings or prioritising native landscaping species on site. ▪ Prepare a maintenance schedule for the site to ensure the grounds and landscaped areas are regularly cared for and maintained.

Residual impact (considering management measures)

Likelihood: Likely

Magnitude: Minimal

As discussed above, the VIA considers the visual impacts from the proposal will be acceptable over the long term and will be consistent with the future visual character of the area. As a result, with a ‘likely’ likelihood and ‘minimal’ magnitude, the proposal is expected to have a **low negative** impact on the visual character of the site and surrounds.

In the short term, the VIA considers the most landholders around the site will experience a moderate – minor visual impact. Several managements measures have been implemented within the proposal to help reduce this impact, including the use of natural colours, vegetation screening and siting buildings in line with the existing topography. Recommendations have also been made in this SIA to help further reduce this impact.

7.4. Facilities and spaces to meet employee needs

Description of impact	
Providing on-site facilities and spaces to support the health and wellbeing needs of workers.	
Current environment	
<p>The site and surrounds are experiencing a period of significant urban change as the suburb transitions from a predominately rural area to industrial land. Council’s Community Strategic Plan identifies a need to ensure the necessary services and facilities are in place to support this growth and transition period. This includes facilities to support worker needs such as new roads and appropriate worker amenities.</p> <p>As the LGA undergoes increasing urbanisation, there is also a need to respond to urban heat to create cooler and more comfortable environments for residents, workers and visitors. Council’s Cooling the City Strategy outlines several actions and priorities to work towards cooling the Penrith LGA. These include initiatives such as implementing green infrastructure, water sensitive urban design and increased albedo into all new developments where possible.</p>	
Impact of the proposal	
<p>When fully operational, the proposal is expected to support up to 460 on site workers. These workers will require access to breakout rooms, rest areas and open space throughout their shifts. These facilities will be particularly important for employees operating machinery or driving heavy vehicles for long periods of time. Consultation with Council on the proposal indicated that the proposal should aim to maximise on-site health outcomes for workers.</p> <p>The Architectural Plans by Icon Oceania (2023) provide an overview of the expected building envelope and layout of each warehouse. As indicated by the plans, all warehouses will include an internal lunchroom and terraced outdoor spaces for workers. All pedestrian entry points and paths around the site are also shaded by new trees and landscaping works, helping to reduce the urban heat island effect and enabling better outdoor use all year round. There are also several ‘naturalised open channels’ surrounding the exterior of Warehouse 1C, 1B, and 2 which will further reduce the urban heat effect.</p> <p>The Landscape Plans prepared by Scape (2023) also show the extent of open space available for staff use, located outside the entrance to Warehouse 1A.</p> <p>The detailed design of the outdoor recreation spaces has not been finalised at this stage of the planning process. Recommendations have been made below to maximise on-site health outcomes for workers.</p>	
Management measures	SIA recommendations
<ul style="list-style-type: none"> ▪ Provision of internal lunchroom and terraced outdoor spaces for workers. ▪ Use of trees and landscaping around all pedestrian paths, building entries and site 	<ul style="list-style-type: none"> ▪ Design terraced outdoor spaces to be shaded and include appropriate seating and amenities to support workers on shift breaks. This can be

perimeters to help reduce the urban heat island effect and enable better outdoor use of the site all year round.

undertaken during the future detailed design and fit out applications.

Residual impact (considering management measures)

Likelihood: Likely

Magnitude: Moderate

Based on the above assessment, the proposal is likely to have a neutral impact on the general health needs of workers through the provision of on-site facilities such as breakout rooms and outdoor lunch areas. This impact could be further enhanced by implementing the recommendations outlined in this SIA, such as maximising useable outdoor recreation space for workers and increasing tree cover in these spaces. As such, with a 'likely' likelihood and 'moderate' magnitude, this impact is assessed as **high positive**.

8. Mitigation, Enhancement and Management

This section provides a summary of:

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

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

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

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement and management strategies is provided in Table 6.

Table 6 Summary of mitigation, and enhancement measures

Theme	Matter	Mitigated / Enhanced	Proposed mitigation, and enhancement measures	Responsibility	Potential partners
Accessibility Way of life	Increased employment opportunities	High positive	<p>SIA Recommendation/s:</p> <ul style="list-style-type: none"> Consider developing an employment strategy to target local recruitment. This strategy may include initiatives to partner with local businesses/suppliers or to incorporate inclusion and diversity targets. 	Icon Oceania	Local businesses and supplier
Accessibility Health and wellbeing Way of life	Increased traffic general and travel times	Medium negative	<p>Committed</p> <ul style="list-style-type: none"> Development of a Framework Sustainable Travel Plan (FSTP) to help increase active transport modes, aligned with broader infrastructure upgrades within the precinct. <p>SIA Recommendation/s:</p> <ul style="list-style-type: none"> Continue to consult with TfNSW and Council as the Mamre Road Precinct develops to monitor road performance and make future modelling adjustments as required. Finalise the Draft Construction Management Plan to help minimise potential traffic and road safety impacts during construction of the proposal. Prepare a letter of offer to the DPE outlining a planning agreement for the payment of relevant development contributions. 	Icon Oceania Contracted construction manager	TFNSW, Council
Community, Surroundings	Change to visual character	Low negative	<p>Committed</p> <ul style="list-style-type: none"> Siting of the proposed new buildings responds to existing topography, reducing visual height. Provision of boundary planting to help soften the built form over time and retain natural elements of the site. Use of high quality architectural treatments at presentation areas along Aldington Road. 	Icon Oceania	Local community representatives Local Aboriginal and/or Torres Strait Islander community members

Theme	Matter	Mitigated / Enhanced	Proposed mitigation, and enhancement measures	Responsibility	Potential partners
			<ul style="list-style-type: none"> ▪ Consultation with the community to help inform them of the proposal and provide an opportunity to provide feedback on the proposed design. <p>SIA Recommendation/s:</p> <ul style="list-style-type: none"> ▪ Consider ways to incorporate the local history and/or culture of the area into the site design. This should be undertaken in consultation with the community and may include measures such as using names of local significance for buildings or prioritising native landscaping species on site. ▪ Prepare a maintenance schedule for the site to ensure the grounds and landscaped areas are regularly cared for and maintained. 		
Health and wellbeing	Facilities and spaces to meet employment needs	High positive	<p>Committed</p> <ul style="list-style-type: none"> ▪ Provision of internal lunchroom and terraced outdoor spaces for workers. ▪ Use of trees and landscaping around all pedestrian paths, building entries and site perimeters to help reduce the urban heat island effect and enable better outdoor use of the site all year round. <p>SIA Recommendation/s:</p> <ul style="list-style-type: none"> ▪ Design terraced outdoor spaces to be shaded and include appropriate seating and amenities to support workers on shift breaks. This can be undertaken during the future detailed design and fit out applications. 	Icon Oceania	Project landscape architect

References

Demographic and crime data

- Australian Bureau of Statistics, Quick Stats Census 2021 – Greater Sydney, Penrith LGA (SA3) & Kemps Creek suburb (SA2)
- Bureau of Crime Statistics and Research 2021 – Kemps Creek suburb, Penrith LGA and NSW hotspot maps and crime rates
- Department of Planning, Industry and Environment 2019 – Penrith City Council NSW population projections

Policy documents

- Greater Sydney Commission 2018, Western City District Plan
- NSW Department of Planning, Industry and Environment 2021, Social Impact Assessment Guideline: State Significant projects
- NSW Department of Planning, Industry and Environment 2021, Social Impact Assessment Guideline: Technical Supplement to support the Social Impact Assessment Guideline for State Significant projects
- NSW Department of Planning, Industry and Environment 2020, Mamre Road Precinct Structure Plan
- Penrith City Council 2020, Local Strategic Planning Statement
- Penrith City Council 2017, Community Strategic Plan
- Penrith City Council 2017, Economic Development Strategy
- Penrith City Council 2015, Cooling the City Strategy
- Stimson & Baker Planning, 2017, Statement of Environmental Effects Proposed Place of Public Worship (BAPS Hindu Temple) 230-242 Aldington Rd, Kemps Creek

Technical reports

- Ason Group, Transport Management and Accessibility Plan (TMAP) 2023
- Geoscapes, Visual Impact Assessment 2023
- Icon Oceania, Architectural Plans 2023
- MBM, CIV Cost Estimate Report 2023
- Pulse White Noise Acoustics, Noise and Vibration Impact Assessment 2021
- Scape, Landscape Plans 2023

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