Compass 2 Warehouse and Distribution Centre

Social Impact Assessment

Prepared for Charter Hall Holdings Pty Limited

February 2022

HillPDA CONSULTING

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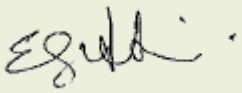
Signature		Dated	11/02/22

Report details

Job number	P22024
Version	3
File name	P22024 - Eastern Creek Charter Hall SIA.docx
Date issued	11 February 2022

1.0 INTRODUCTION

HillPDA has been engaged by Charter Hall Holdings Pty Limited to undertake a Social Impact Assessment (SIA) to accompany a State Significant Development Application (SSD - 30923027) for a proposed warehousing and distribution facility at Lot 1 Eastern Creek Drive, Eastern Creek.

This SIA has been developed to align with Industry best practice including the recently released *Social Impact Assessment Guideline* by the Department of Planning Industry and Environment (DPIE). This assessment includes an analysis of the existing social environment. It aims to identify both 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.

1.1 Secretary's Environmental Assessment Requirements

The SEARs for this SSDA, dated 8 November 2021 indicate that this SIA must provide the following information:

Key Issue No. & Description	Issue & Assessment Requirements	How It Is Addressed	Section of This Report
Issue 20: Social Impact	Provide a Social Impact Assessment prepared in accordance with the *Social Impact Assessment Guidelines for State Significant Projects*	This SIA has been prepared to align with the *Guidelines*. It provides a social baseline and utilises a framework to evaluate and respond to social impacts.	Sections 5 & 6

As such, this SIA has been prepared to align with the *Guideline*.

1.2 SIA Guideline

The Department of Planning Industry and Environment published the *Social Impact Assessment Guideline* in July 2021. The Guideline provides detailed guidance on the requirements for preparing an SIA for state significant development applications. This SIA has been prepared to satisfy the requirements of *Guideline* as per the direction in the SEARs.

The methodology for this assessment, outlined in Chapter 2.0, is consistent with the requirements of the Guideline. The qualifications of the project team are available on page 3 and they comply with the requirements of the Guideline. The Guideline includes a suggested report structure, to which this report has been aligned. Further demonstration of the compliance of this report with the Guidelines is provided at Appendix A. The proposed development

1.3 The proposed development

1.3.1 The site

The site of the proposed development is located at Lot 1 Eastern Creek Drive, Eastern Creek NSW, as shown in Figure 1.

Figure 1: Site location, Lot 1 Eastern Creek Drive, Eastern Creek NSW

The area around the subject site is an industrial area dominated by warehouse, distribution centre, and transport operations. The site to which this report relates is located at Lot 1 Eastern Creek Drive, Eastern Creek, legally known as Lot 1 DP 1274322. The site comprises a total area of approximately 48,053 square metres.

The site is situated to the west of Prospect Reservoir, roughly 5 kilometres from Mount Druitt, 8 kilometres from Blacktown, 15 kilometres from Parramatta and 35 kilometres from the Sydney CBD.

The site is zoned IN1 General Industrial which allows a variety of industrial land uses. The zoning in the vicinity of the site includes a mixture of additional IN1 areas, SP2 Infrastructure, E2 Environmental Management, RE1 Public Recreation, and RU4 Primary Production Small Lots.

The immediate site surrounds consist largely of industrial developments, similar to that proposed. There is also vacant and environmental management land present immediately adjacent to the subject site.

The site surrounds consist of a variety of land uses including vacant industrial land, various industrial developments, infrastructure, and residential uses. The nearest residential areas are the suburbs of Minchinbury, located approximately 1.5 kilometres to the north of the site at Horsley Park, approximately 2 kilometres to the south at Erskine Park and approximately 2.5 kilometres to the west.

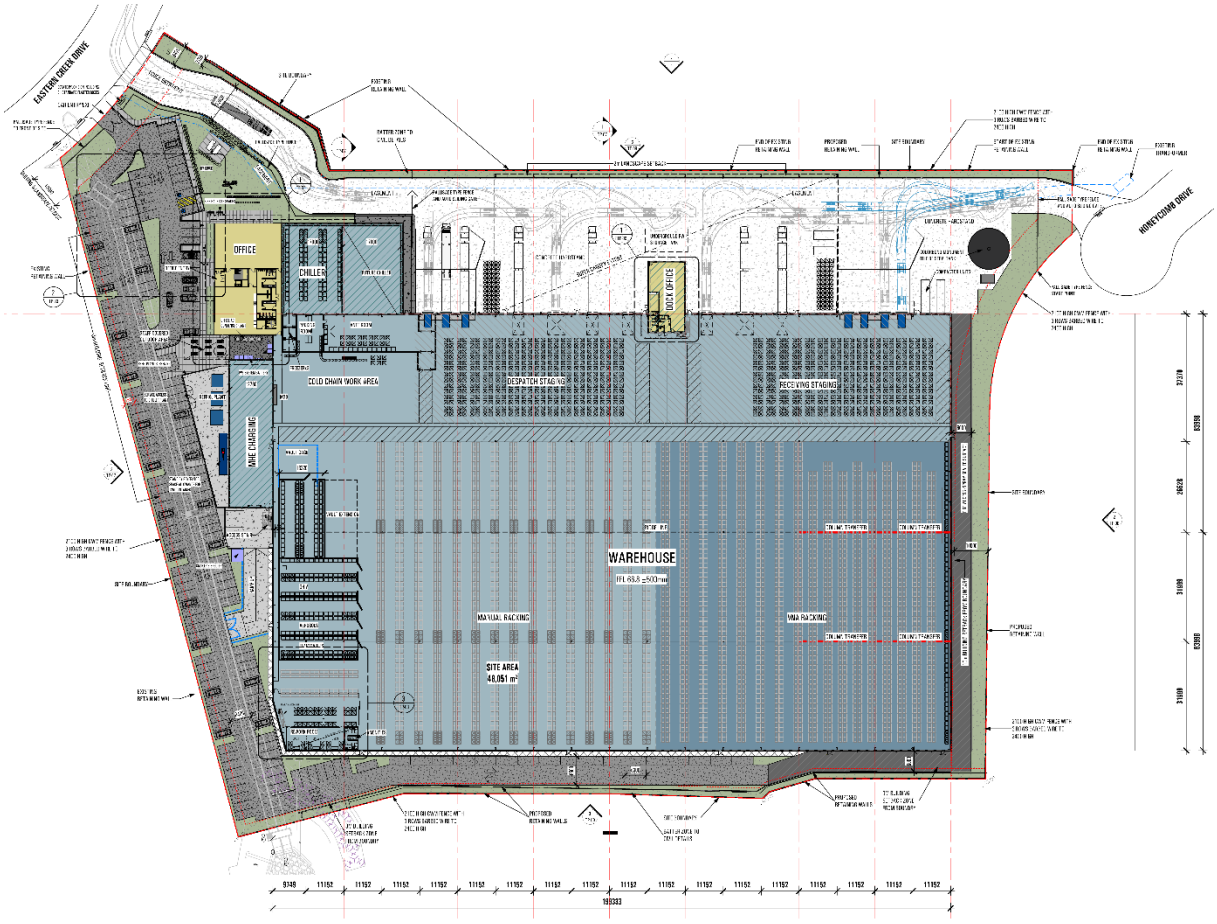
1.3.2 Project description

The proposal is for the construction and 24/7 operation of a warehouse and distribution centre at Lot 1 Eastern Creek Drive, Eastern Creek. The proposed development comprises 28,570 square metres of built area and car parking for 184 vehicles. The proposed development includes:

- minor earthworks involving cut and fill works
- site preparation works and servicing
- construction of:
  - 21,700 square metre warehouse
  - 500 square metre forklift charging room
  - 920 square metre freezer
  - 1,300 square metre main office
  - 450 square metre dock office
  - 5,120 square metre warehouse staging area
  - Loading docks
  - 184 car parking spaces
  - external hardstands and landscaping works.

A detailed survey of the proposed site layout is shown below in Figure 2.

Figure 2: Proposed site layout



Source: Charter Hall (2022)

1.3.3 Access

Vehicular access to the site is via Eastern Creek Drive. The site has access to the road network from Eastern Creek Drive to Old Wallgrove road. These roads also provide access to the wider regional road network through the M4 and M7 Motorways. It is anticipated that Honeycomb Drive (which currently terminates to the north of the site) will provide an additional access point to the site in the future.

Public transport access is provided by bus stops on Old Wallgrove Road, approximately 400 metres from the site. Two bus routes (738 and 835) currently operate from these stops, as shown below. Additionally, public transport access is provided via Wonderland Drive, with bus stops for the 723 route approximately 800 metres to the north of the site.

Table 1: Bus routes accessible from the site

Route number	Route	Frequency
723	Mount Druitt to Blacktown via Eastern Creek	20 minutes (peak times)
738	Mount Druitt to Eastern Creek via Rooty Hill (Loop Service)	20 minutes (peak times)
835	WSU Penrith to Prairiewood	30 minutes (peak times)

These routes also provide access to Sydney's rail network, via bus stops at St Marys, Mount Druitt, and Rooty Hill railway stations.

Additionally, the site is located near to the proposed Western Sydney Freight Line alignment, which could provide enhanced access to Port Botany via rail freight if completed.

METHODOLOGY

2.0 METHODOLOGY

Blacktown City Council has no specific requirements for Social Impact assessment reports. HillPDA has developed its SIA approach to align with industry best practice including the NSW Department of Planning, Industry and Environment's (DPIE) *Social Impact Assessment Guideline.*

The SIA aims to scope, assess, and enhance or mitigate potential positive and negative impacts that may arise from the proposed development. The method for this SIA into three phases as shown below.

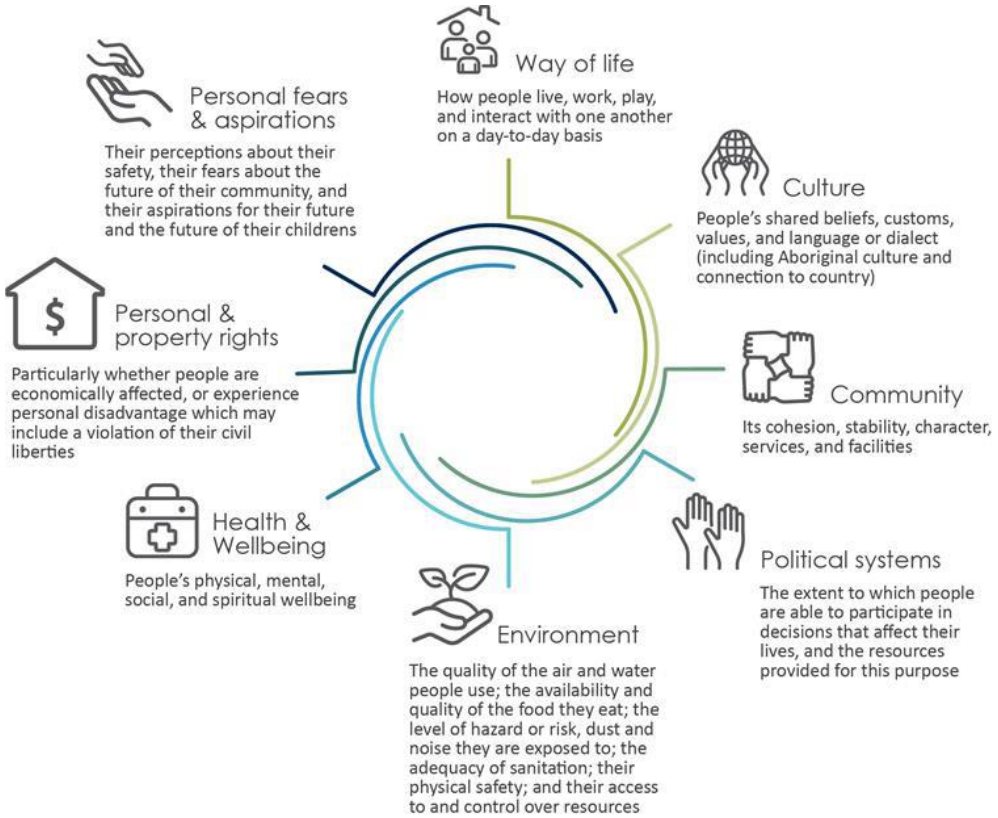
Figure 3: SIA Process

Source: HillPDA, DPIE (2021)

2.1 Defining social impacts

A social impact can be defined as the net effect of an activity on a community and the wellbeing of individuals and families. Social impacts may occur across a range of aspects of an individual's and a community's life, as shown in Figure 4.

Figure 4: Types of social impact



Source: Adapted from Vanclay, F. (2003). International Principles for Social Impact Assessment. Impact Assessment & Project Appraisal 21(1), 5-11 & NSW Planning & Environment (2017)

Social impacts arising from a development may be positive, negative and cumulative as indicated in Table 2.

Table 2: Types of social impacts

Type of impact	Overview
Negative social impacts	Negative social impacts result from changes to the physical or social fabric that make it worse (in any of the impact categories) than before the project took place. These may include: • Increased dust or noise levels affecting health • Decreased amenity during construction • Alterations to community character through land use changes.
Positive social impacts	Positive social impacts result from changes to the physical or social fabric that make it better (in any of the impact categories) than before the project took place. These may include: • Increased access to jobs in the local area • Improved amenity through provision of open space • Stronger sense of community through provision of community space.
Cumulative social impacts	Cumulative social impacts result from changes to the physical or social fabric that occur from multiple projects or activities that need similar resources or affect similar impact categories. These may include: • Increased traffic level from construction vehicles for multiple projects in one area • A shortage of workers in an area due to multiple similar projects • Health impacts from persistent noise or dust levels due to ongoing projects.

Source: HillPDA, DPIE (2021)

2.2 Evidence base

In order to assess the social impacts accurately, an SIA must also provide an accurate assessment of the social baseline of the project surrounds. This means that the existing surrounds of the proposal must be considered through the collection of data to establish benchmarks against which the impacts of the proposal can be assessed.

To establish this social baseline, HillPDA has conducted a desktop review of the available information provided by the proponent, as well as research conducted with a high degree of impartiality using trusted, industry-standard sources to inform our understanding of relevant demographic and social trends.

The evidence base for this SIA includes data from sources such as:

- Australian Bureau of Statistics
- NSW Bureau of Crime Statistics and Research
- NSW Department of Planning, Industry and Environment
- Relevant information provided by Council and/or the proponent
- Profile .id.

The findings of this work are outlined in section 3.0.

2.3 Predicting, analysing and evaluating impacts

The impact assessment framework presented in this report identifies and evaluates changes to the social baseline due to the proposal. This includes the assessment of positive, negative, and cumulative impacts as outlined in

section 2.1. Changes can be tangible or intangible; qualitative or quantitative; direct or indirect; and subjectively experienced.

The likelihood of social impacts arising from each matter is assessed as part of the scoping process. Matters which are identified as having potential social impacts are then assessed. Professional judgement and experience is applied on a case-by-case basis to identify the significance of impact on the social environment.

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 3.

Table 3: 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)

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 4.

Table 4: Magnitude of social impacts

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)

Table 5 below identifies the overall magnitude level of impact rating.

Table 5:Magnitude of 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.
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, either 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 (2020), *Social Impact Assessment Guideline*. Adapted from Esteves A.M.et. al. (2017)

Potential impacts identified in the scoping process are analysed based on the nature of the impact and its predicted severity, and based on this, are assigned a level of significance in line with Table 6.

Table 6: Social impact significance 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 (2020), *Social Impact Assessment Guideline*. Adapted from Esteves A.M.et. al. (2017)

2.4 Social impact management

Where impacts are identified, the SIA provides mitigation and/or enhancement measures. For potential negative impacts, measures are identified to avoid or minimise impacts by amending the project or its delivery. For potential positive social impacts, the SIA identifies measures to enhance the benefit of that impact. Social impact management is an ongoing process.

SOCIAL BASELINE

3.0 SOCIAL BASELINE

This chapter presents a social baseline which describes the existing social conditions and trends within the study area and provides a benchmark against which potential social impacts can be assessed. The social baseline includes a demographic and socioeconomic profile of the surrounding area as well as an overview of local crime hotspots.

The site is located in the Prospect Reservoir statistical area level two (SA2), within the Blacktown City Council LGA. The demographic profiles below relate at times to each of these geographical areas.

3.1 Worker profile

The Census usual resident population of Blacktown (LGA) in 2016 was **336,962**, with a median age of **33 years old.**

163,375 residents of Blacktown (LGA) in 2016 reported **being in the labour force** in the week before Census night. Of those residents in the labour force, 7.3 per cent were **unemployed**, while 62.7 per cent were **employed full-time** and 25.3 per cent were **employed part-time**.

These results were similar to those of Greater Sydney, in which 6.3 per cent were **unemployed**, while 61.2 per cent were **employed full-time** and 28.2 per cent were **employed part time**.

In 2016 the **top five employment industries** of workers who travelled to Prospect Reservoir (SA2) for work were:

- Warehousing – 1,518 workers
- Road transport – 1,126 workers
- Electricity supply – 1,088 workers
- Machinery and equipment – 1,062 workers
- Food product manufacturing – 824 workers

In total, there were **17,695 workers** working in Prospect Reservoir (SA2) in 2016.

In Blacktown (LGA) in 2016, 55.3 per cent of residents had **completed year 12 or equivalent**, 15.5 per cent of residents had completed a **bachelor's degree**, and 16.9 per cent had completed a **Certificate**.

This was **lower** than Greater Sydney, in which 60 per cent of residents had **completed year 12 or equivalent**, 19.2 per cent of residents had completed a **bachelor's degree**. However, fewer Greater Sydney residents had completed a **Certificate** (15.2 per cent) than in Blacktown (LGA).

In 2016, 18.2 per cent of Blacktown (LGA) households reported an **income of $3,000 or more per week** compared to 23.6 per cent in Greater Sydney. In the same period, 15.3 per cent of households reported a **weekly income of less than $650**, compared to 16.8 per cent across Greater Sydney.

On the day of the 2016 Census, 90.6 per cent of people who worked in Prospect Reservoir (SA2) travelled to work in a **private vehicle**, 2.7 per cent travelled via **public transport** and 0.4 per cent used **active transport**.

Source: ABS Census QuickStats (2016), ABS Data by region (2021)

3.2 Workers in Blacktown LGA

For workers who worked in Blacktown (LGA) in the week prior to the 2016 Census, Table 7 below displays how far they travelled to work. Workers most typically travelled between 2.5 and 50 kilometres to work in Blacktown (LGA), with nearly half (43 per cent) travelling between 10 and 30 kilometres.

Table 7: Distance travelled to place of work, Blacktown (LGA) 2016

Source: ABS TableBuilder (2016)

The median age in Blacktown (LGA) in 2016 was significantly younger than that of Greater Sydney, NSW and Australia at 33 years. Meanwhile, though the percentage of people in Blacktown (LGA) with a bachelor's degree or above was equal to that of Australia as a whole, it was lower than that of NSW, and significantly lower than that of Greater Sydney.

In Blacktown (LGA) in 2016, 7.3 per cent of people who reported being in the labour force were unemployed. This was slightly higher than the rate for NSW and Australia, and significantly higher than that of Greater Sydney. Median weekly household incomes in Blacktown (LGA) in 2016 however were slightly higher than for NSW and Australia. Blacktown (LGA)'s median weekly household income was significantly lower than that of Greater Sydney.

Table 8: Selected indicators for Blacktown (LGA) for the 2016 Census

Indicator	Blacktown (LGA)	Greater Sydney	New South Wales	Australia
Median age	33	36	38	38
Percentage of people aged 15 and over with a bachelor's degree or above	22.0	28.3	23.4	22.0
Percentage of people who reported being in the labour force who were unemployed	7.3	6.0	6.9	6.3
Median weekly household income	$1,241	$1,488	$1,214	$1,203

Source: ABS QuickStats (2016)

3.3 Social advantage and disadvantage

The Socio-Economic Indexes for Areas (SEIFA) are rankings of relative socio-economic status (advantage and disadvantage) for different geographic areas, within each state and nationally. The indexes rank areas against others of the same geographic type (e.g., Local Government Area or Statistical Area Level 1) based on specific socio-economic metrics, selected based on the particular SEIFA index.

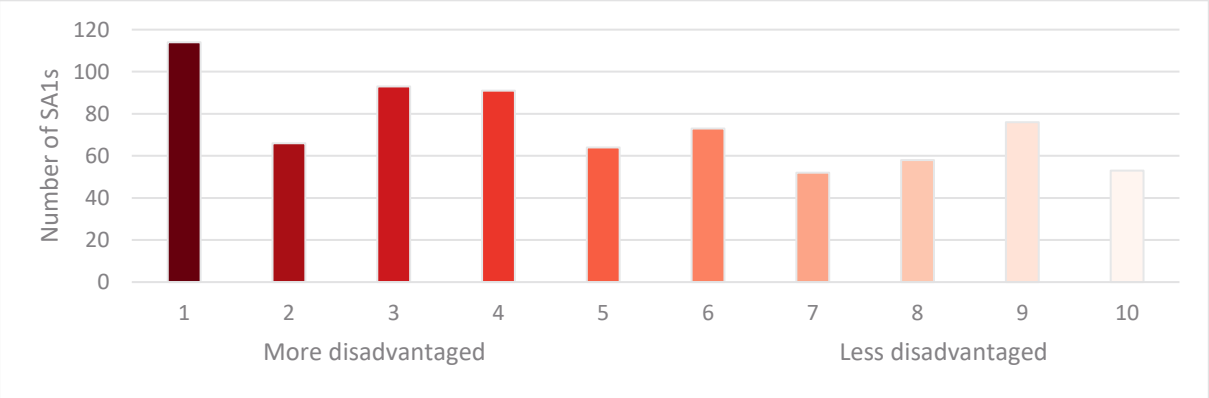
3.3.1 Relative socio-economic disadvantage

Index of Relative Socio-economic Disadvantage (IRSD) examines factors like unemployment, the proportion of lower-income households, lower education levels or lack of internet access to compare overall levels of disadvantage in areas. Figure 5 shows the distribution of IRSD rankings for LGAs within the local government area. SA1s in the LGA are spread through the deciles, however, there is a concentration of SA1s in the bottom decile, and across the bottom four deciles. This indicates a moderate level of disadvantage present in the LGA.

This suggests the likelihood that areas near the subject site have higher levels of disadvantage, potentially indicating:

- More households with people unemployed and looking for work
- More households with lower incomes
- More residents with no qualifications
- More residents in low skilled occupations.

Figure 5: Distribution of SA1s within Blacktown LGA on the IRSD (national)



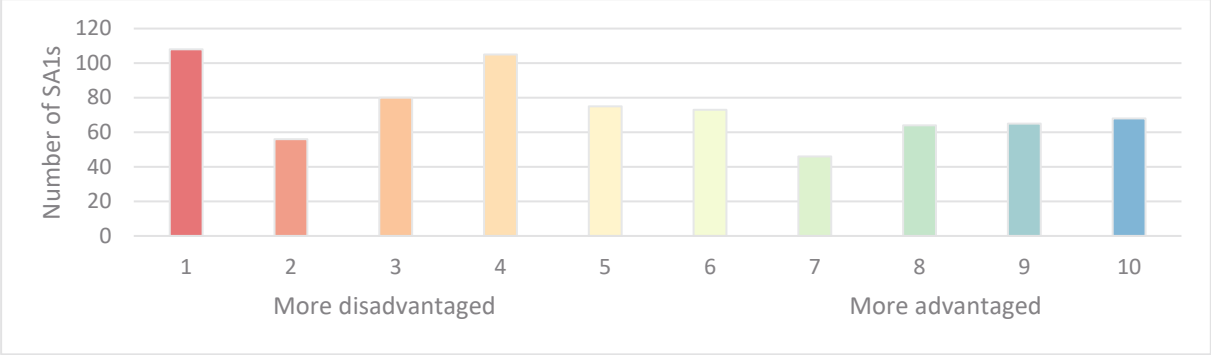
Source: ABS (2016). SA1s for which no score is recorded (low population) have been excluded.

3.3.2 Relative socio-economic advantage and disadvantage

Index of Relative Socio-economic Advantage and Disadvantage (IRSAD), in addition to the indicators of disadvantage above, examines factors like professional occupations, high income, higher education levels, and larger houses to compare overall levels of advantage and disadvantage in areas. Figure 6 shows the distribution of IRSAD rankings for SA1s within Blacktown LGA. The SA1s in the LGA are spread throughout the deciles, though there is a concentration of SA1s in the bottom decile and the fourth decile, with less significant concentrations in deciles three to six. This indicates a greater concentration of moderate socioeconomic disadvantage, with pockets of more severe socioeconomic disadvantage. This may indicate:

- Few households with high incomes
- Few people in skilled occupations.

Figure 6: Distribution of SA1s within Blacktown on the IRSAD (national)



Source: ABS (2016). SA1s for which no score is recorded (low population) have been excluded.

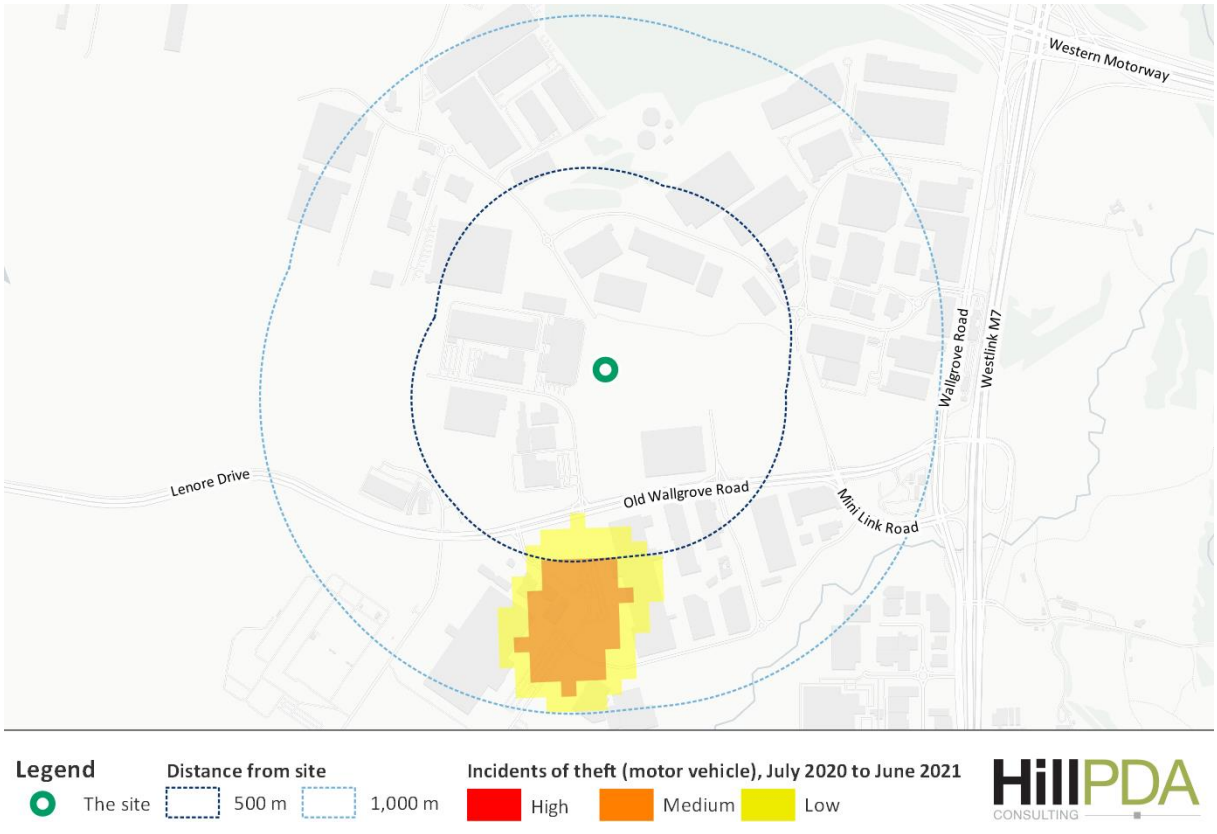
3.4 Crime

Analysis of data from the NSW Bureau of Crime Statistics and Research (BOCSAR) for the period July 2020 to June 2021 revealed that the area has relatively low rates of crime. There are no hotspots in the vicinity of the site, other than a medium hotspot for motor vehicle theft. This is shown in Figure 7 below. BOCSAR data was reviewed for the following crimes:

- Theft (break and enter non-dwelling)
- Malicious damage to property
- Robbery
- Domestic assault
- Non-domestic assault; and
- Motor vehicle theft.

The medium hotspot for motor vehicle theft was identified approximately 800 metres to the south of the site. The lack of crime hotspots reflects the industrial nature of the broader area, to which the proposal would contribute. Therefore, it is unlikely that the development of the proposal would add to crime in the area.

Figure 7: Incidents of theft (break and enter non dwelling) July 2020 to June 2021



Source: Bureau of Crime Statistics and Research

Detailed data obtained from BOCSAR for incidents of motor vehicle theft for the period July 2019 to June 2021 is shown below in Table 9, with rates for the wider Bankstown LGA and New South Wales provided for comparison.

It can be seen in Table 9 that whilst rates of motor vehicle theft in Prospect (SSC) are higher than the Blacktown and NSW rates, the count is extremely low. This suggests that the rate may be reflective of the area's low population rather than of being a severe hotspot for motor vehicle theft.

Table 9: Incidents of motor vehicle theft from July 2019 to June 2021 (rate per 100,000 population)

Year to	June 2021	June 2020		June 2021	
Area	Trend (2 year)	Count	Rate	Count	Rate
Prospect (SSC)	n.c.	11	210.8	16	306.6
Blacktown (LGA)	Stable	626	167.2	617	164.8
New South Wales	Down 8.6% year	12,609	155.9	11,520	142.4

Source: BOCSAR 2021

3.5 Social infrastructure

Social infrastructure is comprised of the facilities, spaces, services and networks that support the quality of life and wellbeing of our communities.[1] Social infrastructure is important to a community as it provides the tangible infrastructure to support the safety, health and wellbeing of that community which allows individuals to be happy, safe and healthy, to learn, and to enjoy life. Due to the site's location in an industrial area, there is very limited social infrastructure within 400 metres of the site. Within 800 metres of the site there is one childcare centre. Little Graces Childcare Centre is located at Unit 2, Southridge Plaza, Southridge Street, approximately 800 metres from the site. Little Graces is approved for 90 places for 6 months to 5 years old and is open Monday to Friday from 7 am to 6pm for Long Day Care services. The Operation Manager at the centre has advised that the centre has vacancies and is able to accommodate more enrolments.

3.6 Stakeholder engagement

Stakeholder engagement has been undertaken by the proponent and HillPDA. Outcomes from the engagement are presented in a separate report prepared by HillPDA and dated November 2021.

A questionnaire survey was conducted on 15 November 2021 with neighbouring business premises. Relevant state agencies have been contacted directly and submissions were invited.

Issues raised during the stakeholder engagement are summarised below.

Table 10: Summary of stakeholder engagement

Stakeholder	Issues raised
Neighbouring premises	One respondent raised that parking for trucks is a concern on Eastern Creek Drive, as tricks currently park in the street while waiting for their allotted delivery or pickup time and park from one of the businesses operating in the area. The respondent expressed concern that parking for this purpose was nearing capacity and the removal of parking spaces, through additional driveways being constructed, would exacerbate the issue.

[1] Infrastructure Australia 2019 (Australian Infrastructure Audit 2019 | Infrastructure Australia)

Stakeholder	Issues raised
Neighbouring premises	One respondent raised concerns that the bend of Eastern Creek Drive (adjacent to the site entrance) limits visibility. The site immediately adjacent to the proposal site is currently under construction and traffic management workers located on the road. The respondent expressed concern at the speed with which trucks approach the corner and suggested that in future, traffic management workers should be positioned further around the corner to prevent this issue.
Neighbouring premises	One respondent expressed interest in the timeframe for the construction of Honeycomb Drive but made no specific comments in relation to the proposed development
NSW Government agencies	All NSW Government agencies advised that they had no comment or that their assets would not be affected. Heritage NSW provided additional advice to the proponent on Aboriginal Cultural Heritage Assessment requirements.
Infrastructure providers	Infrastructure providers either provided no comment or advised that their assets would not be affected by the proposed development.
Local government	The proponent has been engaged in ongoing discussions with Blacktown Council on the proposal, including pre-DA meetings and discussions about drainage models and stormwater management. Charter Hall has also engaged with Council about the Honeycomb Drive development.

The matters raised by stakeholders are considered further in section 4.

3.7 Key insights

HillPDA have identified a number of key insights to direct the social impact assessment process. These are outlined below:

- The site is surrounded by developments similar to the proposal, with the nearest residential area being nearly two kilometres from the site. As such the potential for the proposed development to impact residents and their living conditions is extremely limited. Social impacts will largely be confined to the industrial area in which the site is located
- Blacktown (LGA) had a higher unemployment rate than Greater Sydney, NSW, and Australia. Opportunities to increase employment in the study area should be maximised.
- The highest industry of employment in the Prospect Reservoir (SA2) area was the warehousing, with relatively similar industries completing for the top five employers.
- Commute distances for workers in Blacktown (LGA) are mostly between 10 and 30 kilometres, with almost all workers commuting between 2.5 and 50 kilometres. About 64 percent of people working in the Blacktown LGA travel more than 10 kilometres to go to work with 22 per cent travelling more than 30 kilometres
- An overwhelming majority of workers in the area commute via private vehicle.
- Blacktown (LGA) had a younger median age than Greater Sydney, NSW, and Australia and slightly less university-educated residents. Blacktown (LGA) households earned less than Greater Sydney households.
- Crime hotpots were largely non-existent in the immediate site surrounds, though a small hotspot for motor vehicle theft was located to the south of the site.
- There is little social infrastructure near the site, although there is one childcare centre within 800 metres of the site which currently has vacancies.
- Many local stakeholders were ambivalent about the project although some raised road-related issues.

IMPACT ASSESSMENT AND PREDICTION

4.0 IMPACT ASSESSMENT

This section details the potential social impacts to arise from the proposed development. The assessment is informed by the analysis from the previous chapters and scoping of potential impacts using the Department of Planning Industry and Environment's *Social Impact Assessment Guideline*.

The method for the social impact assessment is described in section 3.0. Each potential impact is assessed having regard for the level of impact, the likelihood of impact, and the significance of impact, and a social risk rating matrix (see Table 6).

4.1 Scoping

The social impacts to arise from the proposed development will be influenced by the existing situation, the eventual consequences of the proposed development, and 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 proposed subdivision must be examined.

Issues have been assessed based on their impact during the construction and operational period of the development.

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.

4.2 Area of influence

Social impacts of the proposed development may extend beyond the immediate surrounds.

Table 11: Area of influence of potential impacts

Impact type	Local Community	Broader Community
Amenity	• Construction disturbance • Noise • Lighting • Odours	• Increased truck movements on road network
Access	• Traffic volumes • On street parking • Manoeuvring of large vehicles	• Increased access to goods • Improved efficiencies in supply chains and distribution of goods
Built environment	• Visual impact and local character • Public domain • Development of underutilised site/efficient use of infrastructure	• Ongoing design improvements in logistics and warehousing • Maximise use of available serviced land supply

Impact type	Local Community	Broader Community
Heritage	• Potential impacts to European heritage items • Potential impact to Aboriginal heritage items	• Cultural heritage
Community	• Health • Safety • Increased demand for local services and facilities	• Increase demand for district and regional facilities and services
Economic	• Job creation • Livelihood • Increased local spending/flow on effects	• Economic performance • Efficient distribution of goods regionally, nationally and internationally
Natural Environment	• Protection and enhancement of local natural features	• Carbon emissions (through increased truck movements)

Each of the above impacts has been considered in the context of the area of influence, with findings outlined below.

4.3 Amenity

Amenity has its meaning of pleasantness, but also has a physical (or tangible) component. This includes the character and appearance of buildings, proximity to commercial or recreational facilities, quality of infrastructure and absence of noise, unsightliness or offensive odours. It also has a psychological or social component.

Amenity is what makes one location feel different from another, but it also contributes to a place's identity and can be what makes our physical surroundings worth caring about. Amenity can affect the ability of a resident, a visitor, a worker or the community to enjoy or undertake activities within the local area.

4.3.1 Construction

The construction process has the potential to affect the amenity of sensitive receivers within the surrounding area. Sensitive receivers generally relate to residents but may also include childcare centres, places of worship, community and recreational facilities or businesses (such as cafes and restaurants) that rely on the amenity of a locality to attract customers.

During construction, the following may affect local amenity:

- The introduction of construction facilities
- Noise and dust arising from construction activities
- Unpleasant odours
- Increased traffic volumes and/or congestion.

Construction impacts are considered to be short term as they will be present only while construction is occurring. Construction impacts on local amenity are also generally contained within close proximity to a construction site. A short-term reduction in amenity may impact the neighbouring properties within the immediate vicinity of the site. It would be appropriate for the proponent to consultation with neighbouring businesses regularly throughout the construction period to inform them of construction timelines, expectations and standards that will be met.

A range of mechanisms can be applied to minimise any potential construction impacts on amenity. Such mechanisms are typically required as a condition of development consent and are employed by most building contractors and implemented through a Construction Management Plan. Such plans tend to focus on issues such

as demolition and construction staging, noise, air and water quality, construction traffic management, pedestrian safety and site management. They can include simple but effective measures such as screening, noise mitigation at source and varying work hours.

These mechanisms can be as simple as avoiding noisy or disruptive construction activities during the hours when residents are likely to want to enjoy surrounding open space or rest, for example on evenings and weekends. Considering the context of the site, the social impacts arising from construction are considered to be "minor" in the circumstances.

With these mechanisms in place, it is deemed that the impacts would be minor and "unlikely" to affect those nearby, presenting "low" social risk, with appropriate mitigation measures in place.

4.3.2 Noise

Exposure to noise may affect the function of businesses and operations, especially where a business is dependent on a quiet environment. Noise may also affect the way people use space, their ability to communicate and the way individuals undertake daily activities. Heightened annoyance, stress and sleep disturbance can also impact productivity and wellbeing.

An acoustic assessment undertaken by RWD Australia (dated November 2021) provides an assessment of the noise impacts to arise from the proposed development. This assessment was carried out in accordance with NSW regulatory requirements. The report considered existing ambient noise levels with readings taken at key sensitive locations surrounding the site. With reference to the analysis in the acoustic assessment, it is noted that:

- There are no residential receivers nearby, with the closest areas being located a distance of approximately 1.5km from the site. The acoustic assessment found that *operational noise emissions from the facility will be inaudible above the prevailing ambient at residential receiver areas to the north, south and west.*[2] As such the potential for the proposed development to impact on sleep disturbance and the peace experienced in homes, is minimal.
- The potential for noise, during operation of the proposed development, to impact on the operations on neighbouring premises will be minimal as *operational noise emissions to surrounding industrial properties will achieve the amenity limits recommended under the NSW NPfI*.[3]
- Construction noise impacts to neighbouring premises will be short term and *are predicted to be below noise management levels at all receivers, during all stages of construction.*[4]

On the basis of the findings of the acoustic assessment, HillPDA identifies the social impacts to arise from noise generated at the site as an "unlikely" and "minor" negative impact. Adoption of the measures identified in the acoustic assessment will help mitigate any potential negative social impacts stemming from noise in the immediate area. As such, noise is deemed to present "low" social risk.

4.3.3 Light

Light spill can cause disturbance to sleep and amenity. As noted earlier, there are no residential properties nearby and the potential for light spill to impact on amenity, sleep and wellbeing is considered to be minimal. Further, the proposed development will not impact on surrounding properties through obtrusive light glare or spill. Based on feedback received through the consultation process, neither community nor government stakeholders raised any issues with proposed lighting.

The potential for negative impacts from light is assessed to of "minimal" consequence and an "unlikely" impact, presenting a "low" social risk.

[2] RWD Australia Noise and Vibration Impact Assessment NVIA-Industrial Warehouse Facility, November 2021, p20
[3] RWD Australia Noise and Vibration Impact Assessment NVIA-Industrial Warehouse Facility, November 2021, p20
[4] RWD Australia Noise and Vibration Impact Assessment NVIA-Industrial Warehouse Facility, November 2021, p20

4.3.4 Odour

Unpleasant odours can impact on the pleasantness of a place and ability for businesses to operate. It is unlikely that the proposed development will impact amenity in the surrounding area through odour. No impacts from odours have been identified from the operations of the proposed development and no concerns in this regard have been raised as part of the consultation process.

4.4 Accessibility

4.4.1 Access to property

The proposed development will make no change to the existing access arrangements in the locality. Vehicular traffic to the proposed development will be via existing roads. There is unlikely to be obstruction on existing roads.

During the stakeholder engagement, concerns were raised regarding access to truck parking and the management of construction traffic, as detailed in section 3.6. These concerns suggest that whilst there may be some minor impacts during construction, access will not be significantly affected for neighbouring premises. In terms of impacts to truck parking, the site access is located on a bend (unsuitable for truck parking) and therefore the addition of an access point will likely have little or no impact on truck parking.

As such, the proposal is deemed to present a "low" social risk in terms of access.

4.4.2 Utilities

Utilities are important to the day-to-day operations of the neighbouring businesses and residential properties, albeit more distant. The proposed development is unlikely to result in any disruption to utility services in the surrounds. Utilities are available at the site including water, sewer, electricity and communications. The proposed development also includes rainwater tanks on site to collect run-off from the roof areas for re-use on site and thereby minimise the amount of potable water consumed.

An Infrastructure Plan has been prepared by LandPartners dated November 2021. The Infrastructure Plan notes that electricity, water, wastewater, and telecommunications services are all present adjacent to the site, and have sufficient capacity to accommodate the proposal. The Infrastructure Plan notes that connections to these existing services will need to be established in order to enable their utilisation by the proposed development. HillPDA has consulted with Water NSW who advised that the site was too distant from their assets to be of any concern. Additionally, the proponent consulted with an authorised Sydney Water water service coordinator who advised that if the standard procedures for development above or adjacent to Sydney Water assets were followed, there would be no issues.

Overall, the potential impact is negligible. The proposal presents "low" social risk.

4.4.3 Road, rail and public transport

There is potential for movement of construction vehicles and, once operational, movement of vehicles to and from the site to impact on the social environment. Movement of large vehicles, in particular, can lead to increased stress to drivers and pedestrians in the vicinity of the site. Reduced on street parking could impact on the convenience of workers and visitors to neighbouring businesses. Changes to access arrangement can also add to stress and inconvenience.

A Transport Assessment has been prepared by Ason Group dated 10 February 2022 in relation to the proposed development.[5] The report identifies that modelling and strategic planning was previously undertaken in relation to the wider planned industrial area, including modelling of nearby intersections and roads including Old

[5] Ason Group Transport Assessment, December 2021

Wallgrove Road. Following this investigation, a range of upgrades were undertaken including signalisation and road widening.

The assessment identifies that parking provision in the proposal is lower than requirements under the State Environmental Planning Policy (Western Sydney Employment Area) 2009. However, the provisioning rates exceed subsequent planning policy such as the Roads and Maritime Services guidelines for parking provision, utilised in the nearby industrial and warehousing-based Mamre Road Precinct, and the parking provision requirements under the Western Sydney Aerotropolis Phase 2 Development Control Plan. The parking provision in the proposal also aligns with the needs of the prospective tenant. As such, demand for parking generated by the proposal is expected to be accommodated within the site. The assessment also notes that provisioning rates for accessible and bicycle parking are met or exceeded. Consequently, no social impacts are expected to arise from the proposal in terms of parking.

A study of traffic generation in the area was previously undertaken as part of strategic planning under the Wallgrove Road Upgrade Project. The report adopted a first principals approach, based on the prospective occupant of the proposal, to calculate trip generation. It estimated that the proposal would generate 32 vehicles per hour. The Transport Assessment concluded based on the that trip generation would be significantly lower based on the proposal and the staffing requirements of the expected tenant. As this figure represents a decrease from the capacity that the surrounding roads were planned for, the proposal should not have an adverse impact on traffic. This conclusion was supported by detailed intersection modelling in the assessment by Ason Group. The assessment also noted that active transport and pedestrian access are catered for in the area, with signalised crossings and shared footpaths provided, though there are no footpaths on Eastern Creek Drive.

The report concluded that the proposal would have a negligible impact on local traffic. The assessment also notes that a range of other road access improvements are likely to occur in the area in the near future, however these are currently only in the planning stage.

With consideration of the above, the potential for social impacts to arise from increased traffic and changes in vehicular movement is “minimal.” The likelihood of transport impacts is considered “unlikely”, and additional capacity from any future road upgrades may reduce this likelihood to “very unlikely”.

4.5 Built Environment

Potential impacts to the built environment can impact on way of life, local character and the community’s sense of connectedness to a place.

The proposed development is appropriately located within an industrial area. The site has been identified through strategic planning to be a suitable location of industrial development. While the site will transition from a vacant lot to a warehousing facility, the proposed development is consistent with the character of the immediate surrounds. The visual appearance of the proposed development is not expected to impact negatively on local character or sense of community, as identified by the Landscape and Visual Impact Assessment.[6]

The public domain plays an important role in supporting public and community life. The potential for the proposed development to impact on the public domain will be confined to roadways and the amenity of the domain immediately surrounding them including footpaths.

The review of existing social infrastructure found that there are no parks or public spaces in proximity to the subject site that would be materially affected by the activities proposed.

Landscaping proposed as part of the development could yield some improvement to the public domain, particularly once plantings have time to mature.

[6] Habit8 Landscape and Visual Impact Assessment Report, December 2021

The acoustic assessment cited above indicate that any amenity impacts are likely to be minimal on these areas which are not presently used by pedestrians, and traffic impacts are negligible according to the transport assessment.

As such, the impact of the proposed development on the built environment is assessed as being "minor" with an "unlikely" likelihood and is deemed to present "low" social risk.

4.6 Heritage

Potential impacts to the heritage value of place can impact on way of life, local character, and the community's sense of connectedness to a place. These concepts are important constituent parts of the social environment and any impact on them could have negative flow-on effects in the community.

Charter Hall has procured an Aboriginal Heritage Impact Assessment from Kelleher Nightingale Consulting (KNC). KNC found that the site had been subject to *comprehensive Aboriginal archaeological heritage assessment prior to subdivision and subsequent sale of constituent lots*.[7] During this assessment, no Aboriginal objects, sites, or areas of archaeological potential were identified within the footprint of the proposal site.[7] Additionally, the site is subject to an Aboriginal Heritage Impact Permit (AHIP). The AHIP allows for objects to be excavated and the archaeological sites destroyed and is valid for ten years. The AHIP was granted in 2018.[7] A number of archaeological sites near to the proposal site were previously destroyed in this way.

KNC undertook a search of the NSW Aboriginal Heritage Information Management System (AHIMS) and other relevant databases in November 2021 to identify registered Aboriginal sites near or contained within the proposal site. The search confirmed that there are no registered Aboriginal sites within the proposal site.[7] KNC also note that a *full consultation process with registered Aboriginal stakeholders has been completed.*[7]

HillPDA notes that the AHIP applies to any works undertaken in relation to this proposal, and as such, allows for impact to any Aboriginal objects located within the proposal site. The impact of these findings on the social environment are expected to be "minor" with a "possible" likelihood and is deemed to present "medium" social risk. Whilst previous detailed archaeological investigations at the proposal site revealed no Aboriginal sites, it is possible that works on the site may uncover archaeological items. These sites would be destroyed under the AHIP, and if this were to occur this could negatively impact the Aboriginal community. The possibility of this occurring seems small given the work previously undertaken to establish the AHIP which would have included consultation with eh Aboriginal community.

In addition, Charter Hall has procured a Statement of Heritage Impact from Austral Archaeology dated 29 November 2021.[8] The report notes that the site falls within a peripheral part of an agricultural estate that was significant to the area in the 1800s. The report concludes that as the area was an "unimportant outer paddock", it is likely that any heritage material located would be agricultural implements related to grazing animals and of little significance.

The recommendations contained within the report suggest that no further heritage assessment is required and works may proceed. The report also recommends that if any archaeological material is identified that was not assessed or anticipated within the report, works should cease and a qualified archaeologist be contacted to assess the situation.

Considering the low historical significance of the site, the proposal represents a "minor" social risk with an "unlikely" likelihood, therefore presenting a "low" social risk.

[7] KNC Assessment of Impact on Aboriginal Cultural Heritage, November 2021
[8] Austral Archaeology Statement of Heritage Impact, November 2021

4.7 Community

4.7.1 Health

The potential for increased risk to health has been considered including risk arising from disposal of waste, increased traffic emissions and dust during construction, and any air quality impacts in the operation phase. There are no waste activities associated with the proposed development that will impact on surrounding properties. Traffic movements could potentially generate some small increases in emissions, which could have a very limited impact on the health of workers in the immediate surrounds. However, this presents a low level of risk due to the minimal number of pedestrians in the area. The Air Quality Assessment prepared by RWDI (dated November 2021) confirms that both the construction and operation phases of the proposed development would have a low risk to surrounding premises and residential receivers.[9]

Overall, the potential health impacts to arise from the Proposed Development are considered to present an "unlikely" risk to the community of "minimal" level impacts. Overall, the proposal presents a "low" social risk to the health and wellbeing of the wider community.

4.7.2 Safety

Developments can increase or decrease perceived and actual safety. The earlier investigation of the community identified low levels of crime in the immediate area (see section 3.4). The analysis identified a moderate crime hotspot for motor vehicle theft near the site, though this was revealed to be reflective of a low total count of incidents.

The proposed development is unlikely to change this, with the proposed warehouses being secure and illuminated. The proposed development may improve activation of the area as an industrial and logistics precinct may also restrict the development of negative perceptions of safety in the area. Additionally, the proposed 24/7 operation of the facility may boost passive surveillance.

The Transport Assessment prepared by Ason Group confirms that the proposed development conforms to relevant standards and does not compromise the safety of the road and pedestrian network.

The proposed development will involve the storage of aerosols on the site which are classified as dangerous goods under the Australian Standard/New Zealand Standard 3833:2007.

The Preliminary Hazard Analysis Report revealed that whilst there is a risk arising to the public at the site boundary from a warehouse fire, the risk is well within the relevant risk criteria. The report concluded that the separation of the proposal from the nearest buildings would not result in fire propagation to surrounding buildings. The report also identified that the proposal would constitute the only contributor to the local risk profile, negating any increase to cumulative risk. As such, the risk to safety from storage of hazardous material are considered to be "very unlikely" with "minor" level of impact.

On the basis of the above, the potential risks to safety of the proposed development are considered to be "unlikely" with "minimal" level of impact. The proposed development therefore presents a "low" social risk in terms of safety.

4.7.3 Social infrastructure

The proposed development concerns the construction of warehousing and logistics facilities being a place of employment. Given the limited social infrastructure offer in the immediate area, it is anticipated that employees would most likely access social infrastructure at their area of residence, rather than their place of work. The impact of the proposed development on services and facilities is likely to be small.

[9] RWDI Air Quality Assessment, November 2021

However, there may be some impacts to the demand for childcare if employees seek childcare options close to their place of work (as opposed to close to home). The long day care centre near the site currently has capacity to cater for the potential extra demand. Consequently, the impact of the additional workers would be minimal.

Overall, the proposed development is likely to result in a very minor increase to the demand for social infrastructure in the local community. The existing social infrastructure in the surrounds has capacity to accommodate short term needs. On this basis, the proposed development is considered to have an "unlikely" and "minor" level of impact. On the social risk matrix, the proposed development presents a "low" risk in terms of social infrastructure.

4.7.4 Cohesion, capital and resilience

Community cohesion refers to the connections and relationships between individuals and their neighbourhoods. A socially cohesive society is one which works towards the wellbeing of all its members, fights exclusion and marginalisation, creates a sense of belonging, promotes trust and offers its members the opportunity of upward mobility.

The proposed development concerns the construction of a warehouse and logistics hub in a sparsely populated industrial area undergoing a rapid process of industrialisation. The site is identified as part of the Broader Western Sydney Employment Area which has been identified for substantial growth and economic development. As such, the proposal is consistent with broader changes throughout the region, as well as in keeping with the need to grow logistics and warehousing developments within the region.

Based on feedback gathered through the community and stakeholder engagement process, the proposed development is seen appropriate for the location. In creating additional employment opportunities, the proposed development will positively impact on cohesion by adding to opportunities for meaningful engagement in the workforce. The proposed development also creates more opportunities for residents in the area to work closer to home, thereby adding to time that they can spend with their families and in their communities.

Based on the worker profile completed in section 3.1, Blacktown (LGA) was revealed to have a slightly higher unemployment rate than the Greater Sydney, NSW, and Australian averages. Most workers in Blacktown (LGA) were also shown to commute between 10 and 30 kilometres to work. Increasing employment in warehousing and logistics in Blacktown (LGA) would likely result in minor improvements to some of these metrics. Additionally, warehousing and road transport (along with other industrial categories) constitute the top five employment industries in Prospect Reservoir (SA2), suggesting that the proposal would be positively contributing to the already strong industrial nature of the area and leveraging existing worker skillsets, providing additionally employment opportunities for new and existing workers.

Overall, the proposed development is considered "likely" to have "moderate" positive impacts on the wider community. Consequently, the proposed development has an "high" positive social impact.

4.8 Economic

The proposal would affect the local and regional economy both during construction and operation. The extents of economic effects are discussed in the following sections.

The construction of the development is expected to have short and long-term benefits with respect to construction employment and the purchase of materials. During construction, the proposed development would generate additional construction jobs. Local centres are also likely to benefit from increased construction related trade. The industry has strong linkages with other sectors, so its impact on the economy goes further than the direct contribution of construction.

The proponent has advised that the proposed development would generate in the order of 480 full time jobs during the construction process. During operation, the proponent has advised that the tenant would operate the

warehouse 24/7 with consistent levels of staff (not including office staff), resulting in the creation of a total of 438 operational jobs. The calculation method for these jobs is demonstrated in Appendix B.

The secondary benefits of this new employment will be money invested into businesses and services across the region. This new expenditure will benefit and grow local economies, generating further employment in service industries.

The proposed development stands to make a very positive contribution to the livelihood of residents across the wider region, creating new employment opportunities closer to residents' homes. The proposed development is considered "likely" to have a "moderate" level of positive impact and as such, presents a "high" and positive social impact.

4.9 Natural environment

For the purposes of Social Impact Assessment, impacts to the natural environment are considered in the way that peoples' surroundings are affected, including access to and use of ecosystem services, public safety and security, access to and use of the natural and built environment and their aesthetic value and/or amenity.

The proposed development will impact on the natural environment and as such, will change people's surroundings and the local ecosystem. As the site has been identified as being suitable for industrial development for an extended period, the changes are largely anticipated by stakeholders.

The Environmental Impact Statement includes a plan of management for the site that effectively addresses potential impacts arising from air, biodiversity, land and water on site in order to manage impacts and these will reduce any social impact which are expected to be minimal.

4.10 Assessment summary

The following tables draw on the above sections to predict the likely social impacts arising from the proposal. The impacts have been separately considered at the construction and operational phases. Impacts are assessed using the framework outlined in Chapter 2.0.

4.10.1 Construction

The construction process has the potential to affect the amenity of sensitive receivers within the surrounding area through noise, dust, odours and the movement of construction vehicles to and from the site. Sensitive receivers for these types of impacts generally relate to nearby residents and neighbouring premises but may also include childcare centres, places of worship, community and recreational facilities or businesses (such as cafes and restaurants) that rely on the amenity of a locality to attract customers.

Table 12: Social impact evaluation and mitigation response – construction

Detail	Evaluated	Standard measures	Project-specific mitigation measures	Residual impact significance
Dust from construction activity cause a decline in air quality, potentially impacting the amenity of surroundings and health and wellbeing of neighbouring workers	Unlikely + Minor = Low	• Construction phase air quality impacts shall be minimised or avoided by incorporation of appropriate dust suppression and air quality control measures at various stages of the project.	• Implementation of recommendations in Air Quality Assessment, including: – Record all dust and air quality complaints – Undertake daily monitoring on and off site – Prepare the site so dust-generating activities occur away from the site boundaries or neighbouring premises – Minimise vehicle idling – Cover any stockpiles	Low
Noise and vibration from construction activity may negatively affect amenity for businesses surrounding the site, impacting upon quiet enjoyment of surroundings, way of life and health and wellbeing	Unlikely + Minor = Low	• When planning construction work that will generate significant noise or vibration, consider: – Restricting times when work is carried out.	• Implementation of recommendations in Construction Management Plan, including: – Limiting noise-generating construction activity to approved site operating hours – Utilising noise and vibration monitoring equipment to ensure that activities remain within specified tolerances	Low
Additional construction vehicle movements may increase congestion on surrounding roads, impacting way of life, accessibility and livelihoods for surrounding residents, workers and businesses	Possible + Moderate = Medium	• Manage access to/from adjacent properties. • Restrict construction vehicle movements to designated routes to/from the site. • Manage and control construction vehicle activity in the vicinity of the site. • Provide an appropriate and convenient environment for pedestrians and cyclists. • Minimise the impact on pedestrian movements. • Maintain appropriate capacity for pedestrians at all times on footpaths adjacent to the site.	• Implementation of alternate construction vehicle access to site via easement from neighbouring property and Honeycomb Drive to minimise impacts on Eastern Creek Drive.	Low

Detail	Evaluated	Standard measures	Project-specific mitigation measures	Residual impact significance
Additional employment opportunities on site arising from construction activity (direct and indirect) positively impacting livelihoods, community, and way of life in the Blacktown LGA	Almost certain + Moderate (positive) = High (positive)	• Construction activity will draw resources from and thereby generate economic activity in Blacktown LGA as well as from outside the LGA.	• The Cost Summary Report has projected that the construction phase would generate 480 FTE jobs. • Consideration could be given to hiring from within the Blacktown LGA.	High (positive)
Potential changes to access for surrounding businesses from parking for workers on site during construction, impacting way of life and access	Unlikely + Minor = Low	• Ensure dedicated parking is provided for workers, or that they are encouraged to travel via alternative means (e.g., public transport).	• Ensure that the Construction Traffic Management Plan considers: – How provision of new access point to Eastern Creek Drive may impact on truck street parking.	Low
Potential feeling of powerlessness or lack of means to have input or say on the proposal during construction for surrounding properties and the wide community, negatively impacting decision-making systems	Unlikely + Moderate = Medium	• Standard engagement mechanisms as part of DA process	• Implementation of a Stakeholder Management Plan (SMP) will be developed to address the implementation of project specific mitigation and management strategies in order to minimise the potential for negative impacts on the community in and around the construction site.	Low
Potential impact on community and culture through fear of impacts to Aboriginal and European cultural heritage sites during construction.	Unlikely + Major = Medium	• Engagement with Local Aboriginal Land Council • Adherence to requirements under AHIP	• Aboriginal heritage assessment has been completed and recommendations have been incorporated in the proposed development	Low

4.10.2 Operation

This section considers impacts that may occur once construction is completed and the development is occupied and in operation.

Table 13: Social impact evaluation and mitigation response - operation

Detail	Evaluated	Standard measures	Project-specific mitigation measures	Residual impact significance
Storage of dangerous goods could potentially lower the overall safety of the area, negatively impacting local workers' health and wellbeing.	Very unlikely + Moderate = Low	• Ensure relevant standards are adhered to in the storage of dangerous goods.	• Adhere to the findings of the Preliminary Hazard Analysis.	Low

Detail	Evaluated	Standard measures	Project-specific mitigation measures	Residual impact significance
Increase in provision of environmental amenity on site through landscaping works, positively impacting surroundings and health and wellbeing.	Likely + Minor (positive) = Medium (positive)	• Ensure retention of existing trees (if any) on site where possible. • Maximise opportunities to contribute to landscape setting, urban heat island effect, and urban tree canopy through plantings and landscaping.	• Maximise provision of new plantings including canopy trees, as outlined in the Landscape Plan. • Ensure provision and maintenance of feature trees (especially at site interfaces) as outlined in the Landscape Plan.	High (positive)
Additional employment opportunities on site arising from operational activity (direct and indirect) positively impacting livelihoods, community, and way of life in the Blacktown LGA.	Almost certain + Moderate (positive) = High (positive)	• Operational activity will draw resources from and thereby generate economic activity in Blacktown LGA as well as from outside the LGA.	• The prospective tenant has projected that the operational phase would generate 438 FTE jobs. • Consideration could be given to hiring from within the Blacktown LGA.	High (positive)
Additional demand for and pressure upon childcare services arising from increase in worker population on site. This could potentially impact upon way of life, and access for existing local workers.	Unlikely + Minor = Low	• N/A	• N/A	Low
Additional vehicular congestion on nearby streets arising from road users on site, which could impact upon access and way of life for road users.	Likely + Minor = Medium	• Construction of access points and intersections to meet relevant design standards.	• Consider how provision of new access point to Eastern Creek Drive may impact on truck street parking.	Low

MITIGATION MEASURES AND MONITORING

5.0 MITIGATION MEASURES AND MONITORING

As part of the preparation of an EIS for the proposed development, comprehensive reporting has been undertaken in a variety of possible short and long term impacts by construction and operation. The assessment of potential social impacts to arise from the proposed development has been outlined above. Opportunities to enhance the positive impacts and minimise the potential negative social risks have been considered. Key actions in this regard are outlined in Table 14.

Table 14: Proposed Mitigating Measures

Action / Purpose / Target	Considerations
Construction Management Plan: • To minimise the risk of negative impacts during construction • Target neighbouring businesses	The CMP could address potential social impacts, including reducing stress and inconvenience to neighbouring businesses, by: • Identifying construction vehicle traffic routes that minimise impacts to neighbours, as far as possible • Providing arrangements for parking of worker and construction vehicles on-site • Storing all equipment on site • Identifying management practices to minimise and manage interruptions to traffic flows • establishing practices to maintain traffic and pedestrian safety to local workers • minimising disruption of proposed road closures, temporary traffic routes, loss of pedestrian or cyclist access or reversing manoeuvres • Providing queueing space onsite for the standing of vehicles • Providing clear signage to direct construction vehicles • Provide signage on site that provides a contact number for local workers and visitors to direct enquiries and report incidents (e.g., theft or break and enter to the site while unattended), should they occur.
Traffic management: • To minimise inconvenience and risks to pedestrians and motorists • Target neighbouring businesses	Minimise the risks to local workers from increased movement of vehicles (including heavy vehicles) by implementing the recommendations of the Construction Traffic Management Plan. Note that the provision of an additional access point during construction (noting that a permanent connection to a Honeycomb Drive extension may be under consideration by Council) via easement on neighbouring property and connection to Honeycomb Drive would spread construction traffic impact across two roads. This may aid in mitigating negative outcomes from construction traffic.
Community liaison: • To inform neighbouring premises of construction activity • To provide an avenue for conflicts to be addressed	• Undertake to establish good relations with neighbouring premises by regularly liaising to: – Advise them of the construction timeframe and construction activity – Monitor impacts to neighbouring premises • Provide neighbouring premises with contact details to report incidents or voice complaints • Establish clear responsibility within the construction team for neighbourhood liaison.

Action / Purpose / Target	Considerations
Safety: • To ensure hazardous materials are contained in the event of a fire • To ensure local air quality is maintained	Implement the recommendations of the Preliminary Hazard Analysis prepared by Riskcon Engineering (dated November 2021) to ensure: • The site is designed to contain spills within the boundaries of the site in the event of a fire. Implement the recommendations of the Air Quality Assessment prepared by RWDI (dated November 2021) to ensure: • Dust generation is monitored and reported on • Dust generation is located as far from neighbouring properties as possible • Incorporate measures to limit dust generation at source.
Heritage: • To ensure heritage items are identified and appropriately managed • Target Aboriginal community	Ensure that the AHIP is adhered to, or if not possible, seek variation. Consider additional measures to actively engage with Aboriginal community if additional archaeological sites are identified during construction. Implement the proposed Unexpected Finds Policy if any unexpected archaeological items or human remains are discovered during construction.
Monitoring	It is suggested that monitoring should be undertaken to: ▪ gauge to cumulative impacts of additional truck movements along Eastern Creek Drive following construction, with consideration to street parking for trucks.

APPENDICES

Appendix A: Compliance with the SIA Guideline

SIA review questions

	Impact area	Response
General		
1	Does the lead author of the SIA Report meet the qualification and experience requirements?	Yes
2	Has the lead author of the SIA Report provided a signed declaration certifying that the assessment does not contain false or misleading information?	Yes – see page 3
3	Would a reasonable person judge the SIA Report to be impartial, rigorous, and transparent?	Yes
Project's social locality and social baseline		
4	Does the SIA Report identify and describe all the different social groups that may be affected by the project?	Yes – see section 3.0
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
6	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 3.0
7	Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the full diversity of views and potential experiences?	Yes – see section 3
8	Does the social baseline study demonstrate social-science research methods and explain any significant methodological or data limitations?	Yes – see section 3
Identification and description of social impacts		
9	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
10	Does the SIA Report apply the precautionary principle to social impacts, and consider how they may be experienced differently by different people and groups (i.e., distributive equity)?	Yes – see section 4
11	Does the SIA Report describe how the preliminary analysis influenced both the project design and EIS Engagement Strategy?	Yes – see section 3.6 and 4.10
Community engagement		
12	Were the extent and nature of engagement activities appropriate and sufficient to canvass all relevant views, including those of vulnerable or marginalised groups?	Yes see section 3.6 and separate Stakeholder Engagement Report
13	How have the views, concerns, and insights of affected and interested people influenced both the project design and each element of the SIA Report (e.g., the social baseline, predicting impacts, and mitigation/ enhancement measures)?	See section 4 and separate Stakeholder Engagement report
Predicting and analysing social impacts		
14	Does the SIA Report identify the matters to which the precautionary principle could or should be reasonably applied?	Yes – see section 4
15	Does the SIA Report impartially focus on the most material social impacts at all stages of the project life cycle, without any omissions or misrepresentations?	Yes – see section 4

	Impact area	Response
16	Does the SIA Report analyse the distribution of both positive and negative social impacts, and the equity of this distribution?	Yes – see section 4
17	Does the SIA Report identify its assumptions, and include sensitivity analysis and alternative scenarios (including 'worst-case' and 'no project' scenarios where relevant)?	Yes – see section 4.
Evaluating significance		
18	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 4
19	Are the evaluations of significance disaggregated to consider the potentially different experiences for different people or groups, especially vulnerable groups?	Yes – see section 4
Responses, monitoring and management		
20	Does the SIA Report propose responses (i.e., mitigations and enhancements) that are tangible, deliverable by the proponent, likely to be durably effective, and directly related to the respective impact(s)?	Yes – see section 5
21	How can people be confident that social impacts will be monitored and reported in ways that are reliable, effective, and trustworthy?	Yes – see section 5
22	How will the proponent adaptively manage social impacts and respond to unanticipated events, breaches, grievances, and non-compliance?	Yes – see section 4

Appendix B: ESTIMATED EMPLOYMENT

Charter Hall has provided HillPDA with the below methodology that was utilised to estimate the employment figures for the site both in the construction and operation phases of the proposal.

Figure 8: Estimated employment and methodology, construction phase

In addition we have prepared an estimate of the labour work force to be engaged on the project. We note that the jobs created during the operation of the development outside of the construction period such as builders management and maintenance is subject to varying factors that are outside of our area of expertise. Refer to the EIS for calculation of jobs expected during operation.

Site Labour Estimate	
Construction Cost (excl escalation)	$ 35,719,042
Labour Component - say 50% @ $72/hr (rounded)	250,000 man hrs
Construction duration 12 months, average 22 days per month	950 ave man hrs/day
Workers per day (peak) (@ 60% mean point)	175 workers/day
Average including on site & offsite labour	120 workers/day
Estimate of total number of worker days over construction period	31,800 work days

Approximate numbers of jobs created over the construction period (for varying durations):

Average number of 120 workers per day x phase work multiplier factor of 4
= 480 jobs.

Source: Charter Hall 2021

Figure 9: Estimated employment and methodology, operations phase

	Male employees	Female employees	Subtotal employees	Shifts	Total employees
Warehouse	68	68	136	3 shifts	408
Office	15	15	30	1 shift	30
Total	83	83	166		438

Source: HillPDA, Charter Hall 2021

Charter Hall has provided HillPDA with the advice that the tenant has indicated the above occupancy levels for the operations phase. As the warehouse would be operated 24/7, this would require three shifts, resulting in a total of 438 operational jobs.

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