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URBIS

SOCIAL IMPACT ASSESSMENT

Ascent Logistics Centre
520 Gardeners Road,
Alexandria

Prepared for
CHARTER HALL
28 February 2022

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I confirm this SIA contains all relevant information and complies with legal and ethical obligations of social impact practitioners, including those set out in the Social Impact Assessment Guidelines for State Significant Project, 2021, prepared by the Department of Planning, Industry and Environment.

I further confirm that none of the information contained in the SIA is false or misleading.



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Urbis acknowledges the important contribution that Aboriginal and Torres Strait Islander people make in creating a strong and vibrant Australian society.

We acknowledge, in each of our offices the Traditional Owners on whose land we stand.

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EXECUTIVE SUMMARY

Urbis Pty Ltd (Urbis) was engaged by Charter Hall to prepare a Social Impact Assessment (SIA) for 520 Gardeners Road, Alexandria (the site). The SIA is to inform a state significant development on site to provide a multi-level warehouse and distribution centre with ancillary offices.

Assessing social impacts

A SIA is a specialist technical study which identifies and analyses the potential positive and negative social impacts associated with a proposal. Social impacts are the consequences that people experience when a new project brings change. Social impacts are those that impact on people’s way of life, community, accessibility, decision making, culture, livelihoods, surroundings and health and wellbeing.

The potential impacts of the proposal are assessed by comparing the magnitude of impact (minimal to transformational) against the likelihood of the impact occurring (very unlikely to almost certain). This risk assessment methodology has been applied from the DPIE SIA Guideline: Technical Supplement (2021) and is outlined below.

Table 1 Social impact significance matrix

		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

Source: DPIE, 2021, SIA Guideline for State Significant Projects: Technical Supplement, p. 13

Potential social impacts

Based on the assessment in this report, the key social impacts of the proposal are considered to be:

- **Retained industrial land and employment opportunities:** the development of a warehouse and distribution centre on the site is likely to have a high long term positive impact on industrial employment opportunities for Greater Sydney workers.
- **Improved landscape character:** the proposal will improve the landscape character of the site by introducing various green elements including more trees, raised planters, courtyards and green roofs. The proposal will have a positive impact on improved landscaped character for future workers and visitors to the site, and local residents.

Recommendations

The following recommendations are provided to further manage the potential impacts from the proposal:

- Consider creating partnerships with local businesses to encourage local employment, including ATSI communities during construction. Future tenants of the site could also consider a targeted approach for local employment opportunities once operational.

- Encourage future tenants or the asset manager to include a maintenance plan or schedule for landscaping as part of a plan of management or building management plan so that trees and plantings are well managed and continue to enhance the built form.

Overall impact assessment

Based on this assessment and the recommendations provided, the proposal is likely to have a low positive impact on the local community, future tenants and workers on site.

1. INTRODUCTION

Urbis Pty Ltd (Urbis) was engaged by Charter Hall to prepare a Social Impact Assessment (SIA) for 520 Gardeners Road, Alexandria (the site). The SIA is to inform a State Significant Development to provide a multi-level warehouse and distribution centre with ancillary offices.

1.1. PROJECT OVERVIEW

The proposal comprises the redevelopment of the site as summarised below:

- Construction, fit out and operation of a two-storey warehouse and distribution centre comprising approximately 27,509 m² GFA including:
 - 21,952 m² of warehouse and distribution GFA; and
 - 5,557 m² GFA ancillary office space.
- Provision of 64 bicycle parking spaces at ground floor level and 144 car parking spaces at second floor level.
- A total of 4,511m² of hard and soft landscaping at ground level and an additional 1,634 m² of soft landscaping on the level two rooftop.
- Replacement of the existing vehicular access from Bourke Road with two new access driveways from Bourke Road.
- Earthworks and upgrades to existing on-site infrastructure.
- Provision of internal vehicle access route and loading docks.
- Building identification signage.
- Operation 24 hours per day seven days per week.

Figure 1 3D axonometric view of the proposal



Source: Nettleton Tribe

1.2. 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.

According to the Department of Planning, Industry and Environment's (DPIE) SIA Guideline for State Significant Projects (2021), 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. These impacts can be considered in eight categories, as shown in Figure 1 below.

Figure 2 Social impact categories



Source: DPIE, 2021, SIA Guideline for State Significant Projects

1.3. STRUCTURE OF THIS REPORT

This report has seven chapters as summarised below:

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA
- **Chapter 3** reviews the key findings and strategic directions from relevant state and local policies, as it relates 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 a preliminary assessment of expected and perceived social impacts of the proposal
- **Chapter 6** assess the significant (moderate to very high impacts) of the proposal, including mitigation and management measures
- **Chapter 7** concludes the SIA by setting out a summary of the social impacts, recommendations and overall impact assessment.

2. METHODOLOGY

This section outlines the methodology to prepare this assessment, with reference to the relevant legislative requirements.

2.1. LEGISLATION AND GUIDELINES

This SIA has been prepared in response to the requirements of the Secretary's Environmental Assessment Requirements (SEARs) for the proposal, as outlined in Table 2.

Table 2 SEARs item for SIA

Issue and Assessment Requirements	Documentation
20. Social Impact <ul style="list-style-type: none"> Provide a Social Impact Assessment prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects. 	<ul style="list-style-type: none"> Social Impact Assessment

Source: SEARs SSD-32489140 issued on 30/11/2021

2.2. ASSESSMENT METHODOLOGY OVERVIEW

The following methodology was undertaken to prepare this SIA. The methodology was informed by the guidance contained within the DPIE SIA Guidelines for State Significant Projects (2021).

Table 3 SIA methodology

Background review	Impact scoping	Assessment and reporting
<ul style="list-style-type: none"> Review of surrounding land uses and site visit 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 Review of engagement outcomes Identification of impacted groups Initial scoping of impacts. 	<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.

2.3. 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 used in the Technical Supplement which supported DPIE’s SIA Guideline.

The DPIE’s risk assessment methodology is outlined below and has been applied in this SIA.

Table 4 Social impact significance matrix

		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

Source: DPIE, 2021, SIA Guideline for State Significant Projects: Technical Supplement, p. 13

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 5 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 6. 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. This included the following documents:

- Greater Sydney Region Plan (GSRP), Greater Sydney Commission (2018)
- Eastern City District Plan (ECDP), Greater Sydney Commission (2018)
- City Plan 2036 – Local Strategic Planning Statement (LSPS), City of Sydney (2020)
- Social Sustainability Policy & Action Plan 2018-2028 (SSPAP), City of Sydney (2019)
- Greening Sydney Strategy, City of Sydney (2021)
- Employment Lands Strategy (ELS), City of Sydney (2014)

A summary of key findings relating to the potential social impacts of the proposal is provided below.

Table 5 Relevant social themes from policy review

Theme	Summary of findings
Protecting and enhancing Aboriginal culture 	<ul style="list-style-type: none"> ▪ Objectives of the City of Sydney’s LSPS include maintaining and conserving Indigenous heritage as well as working with the Aboriginal and Torres Strait Islanders Advisory Panel to identify strategies for recognition through land use processes, including designing with Country.
Preserving industrial lands and increasing employment, business and industry opportunities 	<ul style="list-style-type: none"> ▪ The ECDP, ELS, GSRP and LSPS all advocate for the effective management and retention of employment lands (including industrial lands). The Southern Employment Lands (SEL) are recognised throughout these strategies as being of local, metropolitan, state and national significance due to their strategic location, economic and employment importance and their servicing of and proximity to the port of Botany and Sydney Airport. ▪ The LSPS and ECDP recognise a need for growth in industrial and urban services floor space by retaining, managing and adapting existing industrial and urban services land. The strategies recognise that new business opportunities will reinforce the economic role of the area. ▪ The ELS encourages a sustainable high quality and functional built form that respects the history of the SEL.
Supporting health and wellbeing by creating a resilient, accessible, and comfortable urban environment 	<ul style="list-style-type: none"> ▪ The SSPAP contains objectives aimed at increasing positive social impacts and community wellbeing outcomes of development and renewal through collaboration between the planning, urban design and development sectors and application of SIA. ▪ To support community health and wellbeing the GSRP, ECDP, LSPS, Greening Sydney Strategy and ELS all outline actions and priorities to create a more resilient, accessible and comfortable urban environment with a higher level of amenity for a growing number of workers, residents and visitors. This includes strategies around reducing the urban heat island effect and enhancing the public domain and walkability by expanding the tree canopy, implementing green infrastructure, footpath widening, increasing canopy cover and vegetation, utilising water sensitive design, and improving environmental quality by reducing levels of air, noise, and light pollution.

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 520 Gardeners Road, Alexandria in the City of Sydney LGA. Gardeners Road forms the border between the suburbs of Alexandria and Mascot, as well as the border between the City of Sydney and Bayside LGAs.

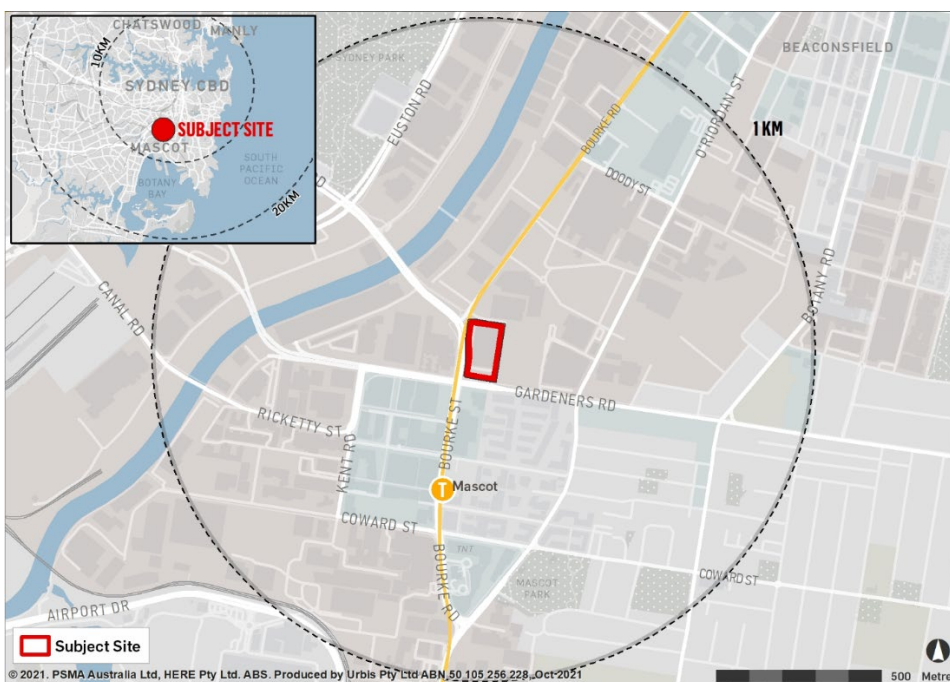
The site is currently occupied by a vacant former Bunnings Warehouse and associate carparking. The site is bounded to the west by Bourke Road, to the north by Campbell Road and to the south by Gardeners Road. Surrounding land uses consist primarily of industrial sites with some high density mixed use residential and commercial buildings existing to the south of Gardeners Road.

While the area is generally characterised by large lot industrial sites, in recent decades Alexandria has seen a transition away from a dominance of heavy industrial land uses and now consists of a greater mix of industrial, commercial and residential uses. Former industrial areas of Mascot, on the opposite side of Gardeners Road, have been developed over the last three decades into an area of dense residential and commercial buildings centred around the Mascot Railway station.

Regional Context

The site is located within the City of Sydney's Southern Employment Lands (SEL) which forms part of Greater Sydney's Eastern Economic Corridor (EEC). The EEC runs from Macquarie Park in the North to Sydney Airport and Port Botany in the South and is considered an economic area of national significance. The EEC provides approximately 775,000 jobs with major assets and employment hubs including Sydney Airport and Port Botany, the Sydney CBD, four major university campuses and the major industrial areas of Artarmon, Marrickville and the SEL of South Sydney. Industrial lands within the EEC have seen an encroachment of residential and commercial uses in recent decades. The SEL are some of the last remaining industrial lands within the City of Sydney LGA and the EEC, providing essential trades and services that support specialised economic activities.

Figure 3 Social context



Source: Urbis

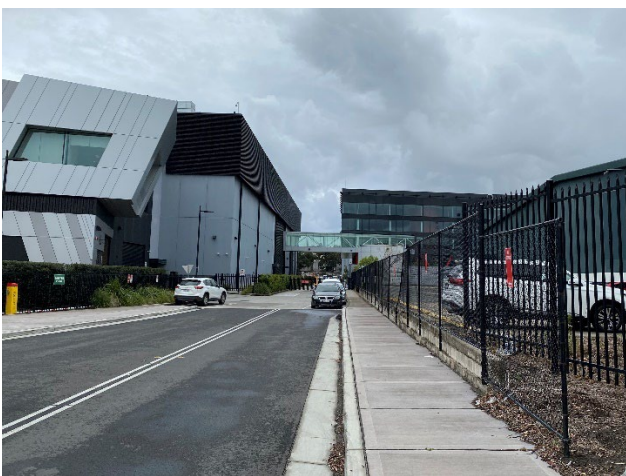
Figure 4 Site photos



Picture 1 The site as viewed from Campbell Rd



Picture 2 The site as viewed from Gardeners Rd



Picture 3 Campbell Rd Bridge with the site on the right and the data centre at 200 Bourke Rd to the left



Picture 4 Large format bulky goods to the east of the site along Gardeners Rd



Picture 5 Commercial and residential uses opposite the site on Bourke Rd and Gardeners Rd

Source: Urbis



Picture 6 Residential flat building opposite the site on Gardeners Rd

4.2. COMMUNITY PROFILE

A community 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 that community's potential capacity to adapt to changes arising from a proposal. For this proposal, the area of social influence contains the suburb of Alexandria and Mascot, due the site being located on the border of these suburbs.

The social baseline for the combined area of Alexandria and Mascot (the study area) has been developed based on demographic data from the Australian Bureau of Statistics (ABS Census 2016) and DPIE. The demographic characteristics of the City of Sydney LGA and Greater Sydney have been used, where relevant, to provide a comparison.

While population data from the 2016 Census now dates to five years ago, it remains the most recent population data source until the release of 2021 Census data in June 2022.

Key characteristics of the study area include:



Young adult population

In 2016, close to half of the population of the study area (49.3%) were aged between 20 and 39 years old. In comparison, residents of the same age bracket make up 56.3% of the City of Sydney LGA, and 30.5% of Greater Sydney.



Small households and high density living

Of the occupied dwellings in the study area, a majority (78.6%) were semi-detached, flat or apartment dwellings. The average household size was 2.4 people, compared to 2.8 people in Greater Sydney.



Active workforce

The study area had low rates of unemployment (4.5% compared to 6.0% for Greater Sydney). Most workers (59.0%) were employed in office-based roles (Professionals, Clerical and Administrative Workers, Managers and Sales).



Public transport use

A higher proportion of residents in the study area travel to and from work by public transport (38.9%) than both the City of Sydney LGA (35.6%) and Greater Sydney (22.8%). The average number of motor vehicles per household is lower in the study area compared to Greater Sydney.



Educated population

More than a third (39.9%) of the population of the study area aged 15 years and over had obtained a bachelor degree qualification or above. In comparison, 44.0% of the City of Sydney LGA and 28.3% of Greater Sydney have obtained this level of education.



High household income

Median household weekly income in the study area was \$2,188. This was 14% greater than that of households in the City of Sydney LGA (\$1,926) and 25% greater than that of residents of Greater Sydney (\$1,750).

4.3. CRIME AND SAFETY PROFILE

As part of the community profile, an analysis of NSW Bureau of Crime Statistics and Research data was undertaken in mid November 2021 to assess crime and safety risk around the site.

At that time, the site was within a hotspot for the following relevant crimes:

- Incidents of theft (break and enter non-dwelling)
- Incidents of theft (motor vehicle theft)
- Incidents of theft (steal from motor vehicle)
- Incidents of malicious damage to property.

Alexandria and Mascot generally have higher rates of relevant crimes per 100,000 people compared to NSW. In particular crime rates (July 2019 to June 2021) indicate that the area experiences higher rates per 100,000 people of:

- Incidents of theft (break and enter non-dwelling)
- Incidents of theft (motor vehicle theft)
- Incidents of theft (steal from motor vehicle)
- Incidents of theft (steal from retail store)
- Incidents of theft (steal from person)
- Incidents of disorderly conduct (trespass).

Consideration will need to be given to the above crime and safety issues and the potential impact, positive or negative, the proposal may have on the safety of future employees, site users, and the surrounding community.

4.4. ENGAGEMENT OUTCOMES

4.4.1. Community engagement

To inform the project more broadly, community and stakeholder engagement was undertaken by Urbis' Engagement. Activities involved a newsletter drop to approximately 2,150 properties on 26 November 2021 and Teams meetings with relevant stakeholders including DPIE, City of Sydney, Transport for NSW, Ausgrid, Sydney Water and Fire and Rescue NSW.

No feedback was received from the local community newsletter drop.

Relevant feedback from stakeholders is summarised below:

- Details to be provided on the use, operation and the known tenants of the multi-level warehouse and distribution centre as part of the Environmental Impact Statement (EIS)
- Potential opportunities to include public art on large expanses of façade
- Opportunities for tree canopy coverage and deep soil planting
- Access to the site by pedestrians and cyclists should be demonstrated through the Green Travel Plan and end of trip facilities should be provided
- Some concern that the proposed development will cause delays and queues at the intersection of Bourke Road and Gardeners Road
- Suggestion to consider providing a left turn deceleration lane into the site from Gardeners Road and consideration should also be given to the management of pedestrians along the Gardeners Road frontage.

4.4.2. Interview with Council

To directly inform this SIA, a meeting was held on 24 November 2021 between the authors of this report and a social planner representative from the City of Sydney. Key outcomes from this meeting were:

- Positive comments that the proposal will retain industrial lands in the City of Sydney, which aligns with Council's strategy for the SEL.
- Comment to consider targeting local employment opportunities during construction and operation, including potential opportunities for traineeships. Also consider strategies around encouraging employment opportunities for local Aboriginal and Torres Strait Islander (ATSI) groups.
- Suggestion that a Construction Management Plan should be prepared to manage truck movements, traffic and transport and amenity impacts such as dust and noise.
- Suggestion that a Plan of Management for the operation of the building should be prepared with the building manager.
- Positive comment on the provision of a café and winter garden in the building to provide convenient, on-site services for employees.
- Positive comment on providing improved landscaping on site, especially rooftop landscaping as this is encouraged by Council.

4.5. AREAS OF SOCIAL INFLUENCE

Considering the outcomes from the social baseline, the area of social influence is mostly confined to the immediate context, City of Sydney LGA and the wider district. Within the areas of social influence, the following individuals and communities are likely to be impacted by the proposal:

- Alexandria and Mascot residents and workers
- City of Sydney and Bayside City Council residents and workers
- Greater Sydney workers
- Local Indigenous community
- Future workers and visitors onsite.

5. 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 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.

The following section outlines the impact scoping considerations which were used to inform the determination of significant social impacts. These impacts have been informed by the contextual information outlined in Sections 1-4 of this SIA and have been assessed against the SIA criteria described in Section 2.

5.1. NEUTRAL TO LOW IMPACTS

This section outlines the social impacts considered to have a neutral to low impact on the community. These are not considered to have a significant impact on the community and are not included for further assessment.

Table 6 Initial scoping of neutral to low impacts

Social impact category	Preliminary assessment (Refer to Section 7 for complete assessment)
Surroundings Way of life	<p data-bbox="400 801 1007 837">Noise impacts from construction and operation</p> <p data-bbox="400 869 1289 904">Potentially impacted groups: Alexandria and Mascot residents and workers</p> <p data-bbox="400 943 1406 1081">The proposal involves the construction and operation of a new warehousing and distribution centre operating 24 hours a day 7 days a week. The site is located within an area of existing industrial, road and air traffic noise. The closest residential land uses are located south of the site on Gardeners Road.</p> <p data-bbox="400 1106 1382 1283">A Noise and Vibration Impact Assessment (NVIA) was prepared by Renzo Tonin & Associates (January 2022) and outlines the noise impacts from the operation and construction of the building. The NVIA was conducted in a conservative manner to allow for the necessary flexibility of future tenants as well as the known warehouse and office operations of the single confirmed tenant – Schindler’s Lifts.</p> <p data-bbox="400 1308 571 1339">Construction</p> <p data-bbox="400 1361 1398 1500">It is estimated that around 50 trucks will access the site per day during construction. The NVIA found that due to the existing high levels of traffic volumes and noise on surrounding roads, the noise from the truck movements to the site is not expected to significantly alter existing traffic noise.</p> <p data-bbox="400 1525 1374 1630">Noise from construction is predicted to comply with the relevant noise levels. Residential receivers are therefore not predicted to be highly noise affected during construction.</p> <p data-bbox="400 1655 528 1686">Operation</p> <p data-bbox="400 1709 1385 2029">Assumptions relating to traffic volumes and warehouse activities for future tenants have been based on similar types of warehousing developments. Project estimates are that 90-100 trucks will move through the facility each day, with most heavy vehicles expected during the daytime period, with reduced numbers at the morning and evening shoulder periods. Schindler’s Lifts will only require night service van movements if there is a lift emergency which is likely to be a rare occurrence. It is also expected that other future tenants will operate their warehouse activities with limited intensity during the night. With the implementation of mitigation and management measures, including the preparation of an Operational Noise</p>

	<p>Management Plan, the NVIA predicts noise emissions during operation will not impact surrounding receivers.</p> <p>Based on an analysis in the NVIA and the implementation of the mitigation and management measures, the construction and operational noise is likely to have a neutral impact on surrounding residents and businesses.</p>
Culture	Impacts on Aboriginal cultural heritage
	Potentially impacted groups: Local Indigenous community
	<p>An Aboriginal Cultural Heritage Assessment (ACHA) report by Urbis (December 2021) was prepared for the site. The assessment found that no Aboriginal objects or Aboriginal places are registered within the subject area. It also found that no previous Aboriginal archaeological investigations have been identified that directly address the subject area.</p> <p>The assessment also determined that historic activities on the site, including construction and demolition of buildings and utilisation of the subject area for industrial purposes, are likely to have caused a high level of disturbance across the area. Geotechnical findings confirmed disturbance encountered to a minimum depth of 2m below the existing ground surface. Therefore there is nil to low potential for Aboriginal sites.</p> <p>The above assessment was based on visual inspection, and the assessment of significance and impact will be made once Registered Aboriginal Parties (RAPs) have been provided the opportunity to provide feedback during the consultation process.</p> <p>The ACHA recommends that no further archaeological assessment of the subject area be required based on the findings of the assessment. It recommended that archaeological chance finds and human remains procedures be implemented should any archaeological deposits are uncovered during site works.</p> <p>Based on the analysis of the ACHA the proposal will have a neutral impact on Aboriginal cultural heritage for the local indigenous community.</p>
Way of life Health and Wellbeing	Provision of facilities and services to meet employee needs
	Potentially impacted groups: Future workers and visitors onsite
	<p>The site is in a relatively central location, with food services located nearby. This includes several cafes located along Gardeners and Bourke Roads. Woolworths Mascot is also located within 300m walking distance from the site.</p> <p>To complement the existing food and retail services located nearby, the proposed also includes provision for two cafes, two wintergardens and courtyard areas, which will provide future workers with space for lunch breaks.</p> <p>Given the site's proximity to existing facilities and services, and the on site inclusions, the day to day needs of future workers are likely to be met.</p> <p>Based on the above assessment the proposal will have a low positive impact on the provision of facilities and services to meet future worker and visitor needs on site.</p>
Accessibility Way of life Health and Wellbeing	Safe and convenient access to and from the site
	Potentially impacted groups: Future workers and visitors onsite
	<p>As well as providing between 616 and 659 new positions of employment onsite, the site may also attract visitors including future clients and customers. Safe and convenient access to and from the site has been considered, particularly as the</p>

	<p>facility is proposed to operate 24 hours a day and 7 days a week in a relatively dense inner city area with high rates of reported crimes relevant to the proposal.</p> <p>The Transport Assessment Report (TAR) prepared by Ason Group (December 2021) determines the proposal will not result in adverse impacts on the surrounding road network or the availability of on-street parking. Based on the likely trip generations to the site in the AM and PM peak periods, all intersections except for Gardeners Road and O’Riordan Street will continue to operate with acceptable delays. The increase in demand at the Gardeners Road and O’Riordan Street intersection will be minimal.</p> <p>The TAR identifies the site as being well connected to the existing network of cycling and pedestrian infrastructure, as well as being within 400m of Mascot Train Station and several bus services. 140 secure car parking spaces and 64 bicycle lockers are provided on site to meet established provision rates.</p> <p>A framework Travel Plan has been prepared that sets out the overarching requirements for a future Sustainable/Green Travel Plan package to be delivered in accordance with future tenant specific plans.</p> <p>Based on an analysis of the TAR the proposal will have a neutral impact on safe and convenient access for future workers and visitors.</p>
Health and Wellbeing	<p>Mitigating the urban heat island effect</p> <p>Potentially impacted groups: Future workers on site, Alexandria and Mascot residents and workers</p> <p>To address climate, mental and physical health challenges there is a need to respond to the urban heat island effect and create a cooler, calmer and more resilient environment for workers, visitors and residents in the area. The policy review identified several actions from applicable policies and strategies aimed at reducing the urban heat island effect in the City of Sydney LGA. Council’s representative also provided positive feedback on the proposed improved landscaping on site, particularly the rooftop landscaping which is encouraged by Council.</p> <p>The landscape plans prepared by Urbis propose planting that will provide shade for workers and visitors to the site and will assist in reducing the heat generated from the large areas of pavement and buildings proposed, reducing the site’s contribution to the wider urban heat island effect.</p> <p>Based on the above assessment the proposal will have a low positive impact on mitigating the urban heat island effect on local residents and workers.</p>
Surroundings	<p>Restriction of views for residents and visitors of surrounding areas</p> <p>Potentially impacted groups: Alexandria and Mascot residents and workers</p> <p>A Visual Impact Assessment (VIA) prepared by Urbis (December 2010) assesses the extent of visual change created because of the project to determine the overall level of visual impacts. Five views were assessed from the south, west, and north and the proposed development from the east. Four of the five locations were rated as low sensitivity. The view from Sydney Park was rated as high due to its elevation, and documented views from the Park.</p>

The assessment found the proposal to have high compatibility with the existing visual character of the site, the immediate visual context and the desired future character and objectives of the SEL. All views were rated as having a high compatibility, reducing the level of visual effects and their importance.

Overall, the assessment found the level of visual effects of the proposal on baseline characteristics to be low and acceptable.

Based on the analysis of the VIA the proposal will have neutral impact on the restriction of views for residents and visitors of surrounding areas.

5.2. MODERATE TO HIGH IMPACTS

Table 7 outlines the social impacts which were identified in preliminary scoping as likely to be moderate to high. **These impacts are considered significant and are included for further assessment in Section 6 of this report.**

Table 7 Initial scoping of moderate to high impacts

Social impact category	Preliminary assessment (Refer to Section 6 for complete assessment)
Livelihoods Accessibility	<p>Industrial employment opportunities</p> <p>Potentially impacted groups: Workers in Greater Sydney, City of Sydney and Bayside LGA workers</p> <p>There is currently a non-operational Bunnings Warehouse building on site. As the building has been non-operational for several years, this means there are no full time employment opportunities provided on site.</p> <p>The proposal will provide 21,952sqm of total warehouse space and 5,557sqm of ancillary office space. During the construction phase the proposal will likely generate 274 jobs. Once operational it will likely deliver a total of 659 jobs per year as a conventional warehouse or 616 jobs per year as a semi-automated warehouse.</p> <p>The Eastern City District Plan, Employment Lands Strategy, Greater Sydney Region Plan and LSPS all advocate for the effective management and retaining of employment lands (including industrial lands).</p> <p>The proposal will provide more industrial employment opportunities. This impact has been included for further assessment in Section 6.</p>
Surroundings	<p>Improved landscape character</p> <p>Potentially impacted groups: Alexandria and Mascot residents and workers</p> <p>The site currently has a large warehouse building with at grade car parking. There is very limited landscaping provided on the site, with two small clusters of trees to the north west and south east corners.</p> <p>The landscape design vision for the site is to enhance pedestrian and cycle amenity, improve the streetscape pedestrian experience, use native species to enhance biodiversity value and provide landscape amenity for employees working at the site.</p> <p>The site will likely experience a significant change in landscape character. This impact has been included for further assessment in Section 6.</p>

6. ASSESSMENT OF SIGNIFICANT IMPACTS

The following section provides a detailed assessment of the significant social impacts of the proposal, as identified in Table 7. 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.

6.1. INDUSTRIAL EMPLOYMENT OPPORTUNITIES

Description of impact
Increase in industrial employment opportunities
Current environment
<p>There is currently a non-operational Bunnings Warehouse building on site. As the building has been non-operational for several years, this means there are no full time employment opportunities provided on site.</p> <p>The Eastern City District Plan, Employment Lands Strategy, Greater Sydney Region Plan and LSPS all advocate for the effective management and retaining of employment lands (including industrial lands). The SEL (which includes the site) are recognised throughout these strategies as being of local, metropolitan, state and national significance due to their strategic location, economic and employment importance and their servicing of and proximity to the port of Botany and Sydney Airport.</p> <p>ABS Census Data shows the study area has a low unemployment rate. Most workers (59.0%) were employed in office-based roles (Professionals, Clerical and Administrative Workers, Managers and Sales). In comparison, Technicians and Trades Workers, Labourers, and Machinery Operators and Drivers make up only 18.1% of the workforce.</p> <p>Across Greater Sydney over the past two decades there has been a significant decline in manufacturing sector jobs as shown by ABS Census data. In 1996, 214,753 people were working in this sector (representing 13% of all jobs), compared to 130,833 people in 2016 (representing 6% of all jobs). As the manufacturing sector has historically been a significant employer of adult males without tertiary qualifications, this ongoing trend has had social and economic impacts for many Sydney communities. The decline in manufacturing sector jobs has not been significantly offset by an increase in job opportunities in other sectors which have historically been significant employers of adult males without tertiary qualifications. For example, the transport and storage sector employed 5% of the Greater Sydney workforce in both 1996 and 2016, while the construction sector has grown from employing 6% of the Greater Sydney workforce in 1996 to 8% in 2016.</p>
Impact of the proposal
<p>The proposal will provide 21,952sqm of total warehouse space and 5,557sqm of ancillary office space. It will likely deliver 274 jobs through the construction phase. Once operational the proposal will likely generate a total of 659 jobs per year as a conventional warehouse or 6161 jobs per year as a semi-automated warehouse.</p> <p>As detailed in the EIS, it is anticipated that Schindler Lifts will occupy the southern Level 1 warehouse tenancy and the office space above, connected internally. The office space is intended to be Schindler Lifts' head office, while the warehouse will be used as a maintenance and servicing hub for sites and products within Sydney CBD. As this will be a head office location, training of staff will be a key part of their operations. To support the training of engineers and their apprenticeship program, three lifts will be provided in the warehouse for the purposes of training only. This aligns with feedback from Council to inform the SIA. As identified in Section 4.2 Council encouraged opportunities for traineeships on site, as well as local employment opportunities.</p> <p>The tenants for the remaining warehouse and office space is not known at this stage.</p>

The proposal will have a positive impact by creating more opportunities for industrial employment opportunities to support Sydney's economy. It will deliver diverse job opportunities to support different skillsets in the Greater Sydney workforce.		
Management measures		SIA recommendations
None identified.		<ul style="list-style-type: none"> Consider creating partnerships with local businesses to encourage local employment, including ATSI communities during construction. Future tenants of the site could also consider a targeted approach for local employment opportunities once operational.
Residual impact (considering management measures)		
Likelihood: Almost certain	Magnitude: Medium	Resultant impact: High
Based on the assessment, the development of a warehouse and distribution centre on the site is likely to have a high long term positive impact on industrial employment opportunities for Greater Sydney workers.		

6.2. IMPROVED LANDSCAPE CHARACTER

Description of impact
Enhanced landscaping provided on site to improve the streetscape character
Current environment
<p>The site currently has a large warehouse building with at grade car parking. The site is surrounded by high density residential buildings, offices, and retail and industrial buildings. There is very limited landscaping provided on the site, with two small clusters of trees to the north west and south east corners.</p> <p>The streetscape frontages of the site and adjacent buildings on the same side of Gardeners Road have minimal landscaping. The residential building located across from the site, on the opposite side of Gardeners Road, has well established tall street trees.</p> <p>To support community health and wellbeing the GSRP, ECDP, LSPS, Greening Sydney Strategy and ELS all outline actions and priorities to create a more resilient, accessible and comfortable urban environment with a higher level of amenity for a growing number of workers, residents and visitors. This includes strategies around reducing the urban heat island effect and enhancing the public domain and walkability by expanding the tree canopy, implementing green infrastructure and increasing canopy cover and vegetation.</p>
Impact of the proposal
<p>The landscape design vision for the site is to enhance pedestrian and cycle amenity, improve the streetscape pedestrian experience, use native species to enhance biodiversity value and provide landscape amenity for employees working at the site. This will be delivered through a green edge and street tree planting along the Gardeners and Campbell Road frontages, an ecological edge running along the Bourke Road frontage, a courtyard, winter gardens and green roofs.</p> <p>As outlined in the Landscape Design Report, prepared by Urbis, a tree planting strategy will see an additional 79 trees planted across six site typologies. This being new trees at all street frontages, a café courtyard, green roof and car park and retention of the existing trees. The additional trees will provide more opportunities for shade and a pleasant streetscape experience for future workers and visitors on site and local residents.</p>

The landscaping strategy aims to address the public interface at the three street frontages to enhance the arrival experience for future residents and workers. At the Campbell Road arrival point a central courtyard is proposed with trees, a native garden, planted verge and moveable seating. At Level 2 of the car park, fronting Campbell Road, a viewing deck with planters and a biodiversity green roof is also proposed. As summarised in Section 4.2, Council was very supportive of rooftop planting, as this is encouraged for all new developments where possible in the City of Sydney.

Ecological edge planting and large street trees are proposed for the entire length of the Bourke Road and Gardeners Road frontages. The greenery at each street frontage will improve the streetscape character by introducing green elements where there is currently limited or no plantings.

Other landscape elements across the site include tree plantings and raised planters throughout the car park and at building facades. A second and larger courtyard is also proposed at level 2, with a café and seating areas for employees.

The proposal will improve the landscape character of the site by introducing various green elements including more trees, raised planters, courtyards and green roofs. This will provide future workers and visitors, and local residents, with a better streetscape experience such as shade and cooling. The landscape elements throughout the site, such as the courtyards, will provide future workers and visitors with comfortable spaces with high landscape amenity for work breaks.

Management measures		SIA recommendations
<ul style="list-style-type: none"> ▪ Planting selections have been chosen to be sensitive of the local ecosystems, with most being chosen from within local communities including endangered communities in Sydney. ▪ All low maintenance landscaping elements have been chosen to remain suitable for the site. 	<ul style="list-style-type: none"> ▪ Encourage future tenants or the asset manager to include a maintenance plan or schedule for landscaping as part of a plan of management or building management plan so that trees and plantings are well managed and continue to enhance the built form. 	
Residual impact (considering management measures)		
Likelihood: Likely	Magnitude: Moderate	Resultant impact: High
Based on the above assessment, the proposal will have a positive impact on improved landscaped character for future workers and visitors to the site, and residents.		

7. CONCLUSION

This SIA has been undertaken to assess the potential social impacts arising from the multi-level warehouse and distribution centre with ancillary offices at 520 Gardeners Road, Alexandria.

- **Retained industrial land and employment opportunities:** the development of a warehouse and distribution centre on the site is likely to have a high long term positive impact on industrial employment opportunities for Greater Sydney workers.
- **Improved landscape character:** the proposal will improve the landscape character of the site by introducing various green elements including more trees, raised planters, courtyards and green roofs. The proposal will have a positive impact on improved landscaped character for future workers and visitors to the site, and local residents.

7.1. RECOMMENDATIONS

The following recommendations are provided to further manage the potential impacts from the proposal:

- Consider creating partnerships with local businesses to encourage local employment, including ATSI communities during construction. Future tenants of the site could also consider a targeted approach for local employment opportunities once operational.
- Encourage future tenants or the asset manager to include a maintenance plan or schedule for landscaping as part of a plan of management or building management plan so that trees and plantings are well managed and continue to enhance the built form.

7.2. OVERALL IMPACT ASSESSMENT

Based on this assessment and the recommendations provided, the proposal is likely to have a low positive impact on the local community, future tenants and workers on site.

REFERENCES

This SIA has been informed by a range of data sources, information and technical studies. The following data sources have been used:

Demographic, crime and health data

Australian Bureau of Statistics, Census of Population and Housing, 2016, Greater Sydney, City of Sydney LGA (SA3), Alexandria (SA2) and Mascot (SA2) data.

Bureau of Crime Statistics and Research, Alexandria, Mascot, City of Sydney LGA and NSW hotspot maps and crime rates.

Department of Planning, Industry and Environment, 2019, NSW population projections.

Policy documents

Greater Sydney Region Plan, Greater Sydney Commission (2018)

Eastern City District Plan, Greater Sydney Commission (2018)

City Plan 2036 – Local Strategic Planning Statement, City of Sydney (2020)

Social Sustainability Policy & Action Plan 2018-2028 - A City for All: Towards a socially just and resilient Sydney, City of Sydney (2019)

Greening Sydney Strategy, City of Sydney (2021)

Employment Lands Strategy, City of Sydney (2014)

Social Impact Assessment Guideline: State significant projects, NSW Department of Planning, Industry and Environment (2021)

Social Impact Assessment: Guidance for assessing and managing the social impacts of projects, International Association for Impact Assessment (2015)

Technical studies

Architectural Plans, Nettleton Tribe (2021)

Aboriginal Cultural Heritage Assessment, Urbis (2021)

Air Quality Assessment, North Star (2021)

Consultation Outcomes Report, Urbis (2021)

Landscape Design Report, Urbis (2021)

Landscape Plans, Urbis (2021)

Noise and Vibration Impact Assessment, Renzo Tonin and Associates (2021)

Transport Assessment, Ason Group (2021)

Visual Impact Assessment, Urbis (2021)

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