

The logo for URBIS, featuring the word "URBIS" in a bold, white, sans-serif font. The letters are contained within a white square frame that is partially open on the right side. The background of the entire page is a gradient from purple at the top to yellow at the bottom, with a white L-shaped line intersecting the logo.

URBIS

DRAFT SOCIAL IMPACT ASSESSMENT

TOGA Central

Gadigal Country

Prepared for
TOGA
1 August 2022

THIS SOCIAL IMPACT ASSESSMENT WAS PREPARED AND REVIEWED BY:

Director Rachel Trigg
Doctor of Philosophy (Built Environment)
Bachelor of Arts (Social Geography)
Member of Planning Institute of Australia

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 and Environment.

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



THIS SOCIAL IMPACT ASSESSMENT WAS PREPARED BY:

Consultant **Isabelle Kikirekov**
Bachelor of City Planning (Honours)
Member of Planning Institute of Australia

Assistant Planner **Sarah Kerridge-Creedy**
Bachelor of City Planning (Honours) (Current)
Member of Planning Institute of Australia

Project Code P0039043
Report Number Draft report, version two

**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.**

All information supplied to Urbis in order to conduct this research has been treated in the strictest confidence. It shall only be used in this context and shall not be made available to third parties without client authorisation. Confidential information has been stored securely and data provided by respondents, as well as their identity, has been treated in the strictest confidence and all assurance given to respondents have been and shall be fulfilled.

© Urbis Pty Ltd
50 105 256 228

All Rights Reserved. No material may be reproduced without prior permission.

You must read the important disclaimer appearing within the body of this report.

urbis.com.au

CONTENTS

Executive Summary	1
Assessing social impacts	1
Recommendations	2
Overall impact assessment	3
1. Introduction	4
1.1. Report Purpose and Scope	5
1.2. Structure of this Report	6
2. Methodology	7
2.1. Assessment Methodology Overview	7
2.2. Approach to Assessing Social Impacts	7
Likelihood and magnitude level characteristics	8
Management measures	8
3. Site context	9
3.1. Description of the site	9
3.2. Surrounding context	11
4. Policy Context	13
5. Social Baseline	15
5.1. Community Profile	15
5.2. Crime and Safety	16
5.3. Relevant Engagement Outcomes	16
SIA discussion with a representative from the City of Sydney's Social Planning Team	16
5.4. Areas of Social Influence	18
6. Expected and Percieved Impacts	19
6.1. Neutral to Low Impacts	19
6.2. Moderate to High Impacts	23
7. Assessment of Significant Impacts	26
7.1. Enhanced engagement with Aboriginal culture and heritage	26
7.2. Temporary housing support for vulnerable people	27
7.3. Improved activation and amenity of public space	28
7.4. Change in visual character	30
7.5. Increased employment opportunities	32
7.6. Increased access to facilities and services	34
7.7. Disruption from cumulative construction	35
8. Conclusion	37
Recommendations	37
Overall impact assessment	38
References	1
9. Disclaimer	2

EXECUTIVE SUMMARY

This Social Impact Assessment (SIA) has been prepared for TOGA Development and Construction Pty Ltd. The SIA is to inform a state significant development (SSD) development application (DA) to provide a mixed-use redevelopment proposal at 2 & 8A Lee Street, Haymarket (the site).

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 DPE's SIA Guideline.

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

Table 1 Social Impact Significance Matrix

		Magnitude level				
		1	2	3	4	5
	Likelihood	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: DPE, 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 this proposal are:

- **Enhanced engagement with Aboriginal culture and heritage**

Enhanced engagement with Aboriginal culture and heritage through the alignment of the proposal's design with Connecting with Country engagement is likely to have a positive impact on the local Aboriginal and non-Aboriginal communities of Haymarket and the Sydney CBD. Implementation of additional project specific principles recommended by the Connecting with Country framework will further enhance engagement with Aboriginal culture and heritage.

- **Temporary housing support for vulnerable people**

Providing temporary housing for vulnerable people at risk of homelessness and recent refugee arrivals to Australia is likely to have a short-term very high positive impact on people at risk of homelessness and recently arrived refugees.

- **Improved activation and amenity of public space**

Based on the public realm design and landscape plans for the site, the improved activation and amenity of public space is likely to have a high positive impact on Haymarket residents, the Sydney CBD community, incoming workers and visitors to Central Station.

- **Change in visual character**

The proposal will contribute to a visual change in character to the Central Precinct in accordance with the vision for this area to create city scale buildings that positively contribute to Sydney's skyline, character

and public identity. Based on the findings in the VIA, visual impacts are acceptable on surrounding areas. However initially, the visual change is likely to have a medium to low negative impact on the local community. Over time, as taller buildings are constructed, the visual impact is likely to reduce and the project will have a neutral impact on the community as it adapts to the new visual amenity and context of the Central Precinct.

- **Increased employment opportunities**

The project is likely to result in a substantial increase in the number and diversity of employment opportunities provided on the site, creating a high positive impact on jobs seekers in relevant industries. In alignment with the NSW Government's vision for Technology Central, the majority of these jobs will be in the higher paying technology and innovation sectors. The jobs will be located in a highly accessible location and will be well supported by a wide range of ancillary services. A number of recommendations are provided to further enhance the positive impact of this job creation.

- **Increased access to facilities and services**

The proposal is likely to have a high positive impact on the availability of services and facilities, including retail, food and beverage, a supermarket, gym and pool, for incoming workers, visitors and the broader community.

- **Disruption from cumulative construction**

Assuming a comprehensive CMP is prepared, and is supported by the associated plans indicated in the Preliminary CMP, it is likely that construction will create a medium negative impact on Haymarket residents, local businesses and visitors to Central Station and its surrounds. This impact will be temporary and is largely unavoidable, given the scale and location of the project.

Recommendations

The following recommendations are provided to further enhance and/or manage the potential impacts from the proposal:

- Implementation of the project specific and design specific principles made in the Connecting with Country framework. Of relevance from a SIA perspective is the team's commitment to:
 - Build relationships with Aboriginal peoples and consider how to create spaces and places for multiple stories, voices and histories.
 - Consider how any project based and future developments and/or activities could extend their benefit sharing with the community
 - Ongoing engagement as early as possible with community members and relevant stakeholders
 - Consider how Aboriginal businesses may be engaged through the project such as during construction and operation of the various retail spaces
 - Create spaces for cultural practice to occur and meeting places that are inclusive and celebratory.
- Include mitigation measures in the Construction Management Plan (CMP) that directly deal with impacts on Central Project tenants during their stay. This includes impacts such as noise and dust, which may be experienced while other parts of the proposal are constructed.
- Continue to liaise with TfNSW, Atlassian and Dexu to ensure the public domain areas are well connected and seamless in their design with implementation of good wayfinding.
- Implement recommendations made in the CPTED report prepared by Urbis to further enhance the use and activation of public space.
- Provide existing businesses located on the site the longest possible notification period for the termination of their leases, to enable them to identify alternate premises or business arrangements.
- Provide additional information about the operation of the co-working spaces, particularly the business types it will target and whether it will operate at market or subsidised rental.
- Work with the managers of surrounding developments to manage and mitigate potential cumulative construction impacts.

- Incorporate frequent and wide ranging communications in Community Consultation and Stakeholder Management Plans, including with commuters, visitors and existing businesses on the site.

Overall impact assessment

Based on this assessment and with the adoption of the recommendations listed above, the proposal is likely to have a high positive social impact on a wide range of individuals and groups.

1. INTRODUCTION

Urbis Pty Ltd (Urbis) was engaged by TOGA Development and Construction Pty Ltd to prepare a Social Impact Assessment (SIA) for TOGA Central located at 2 & 8A Lee Street, Haymarket (the site). The SIA is to inform a state significant development (SSD) development application (DA) to provide a mixed-use redevelopment proposal.

The Minister for Planning, or their delegate, is the consent authority for the SSD DA and this application is lodged with the NSW Department of Planning and Environment (DPE) for assessment.

The purpose of the SSD DA is to complete the restoration of the heritage-listed building on the site, delivery of new commercial floorspace and public realm improvements that will contribute to the realisation of the Government's vision for an iconic technology precinct and transport gateway. The application seeks consent for the conservation, refurbishment and adaptive re-use of the Adina Hotel building (also referred to as the former Parcel Post building (fPPb)), construction of a 45-storey tower above and adjacent to the existing building and delivery of significant public domain improvements at street level, lower ground level and within Henry Deane Plaza. Specifically, the SSD DA seeks development consent for:

- Site establishment and removal of landscaping within Henry Deane Plaza.
- Demolition of contemporary additions to the fPPb and public domain elements within Henry Deane Plaza.
- Conservation work and alterations to the fPPb for retail premises, commercial premises, and hotel and motel accommodation. The adaptive reuse of the building will seek to accommodate:
 - Commercial lobby and hotel concierge facilities,
 - Retail tenancies including food and drink tenancies and convenience retail with back of house areas,
 - 4 levels of co-working space,
 - Function and conference area with access to level 7 outdoor rooftop space, and
 - Reinstatement of the original fPPb roof pitch form in a contemporary terracotta materiality.
- Provision of retail floor space including a supermarket tenancy, smaller retail tenancies, and back of house areas below Henry Deane Plaza (at basement level 1 (RL12.10) and lower ground (RL 16)).
- Construction of a 45-storey hotel and commercial office tower above and adjacent to the fPPb. The tower will have a maximum building height of RL 202.28m, and comprise:
 - 10 levels of hotel facilities between level 10 – level 19 of the tower including 204 hotel keys and 2 levels of amenities including a pool, gymnasium and day spa to operate ancillary to the hotel premises. A glazed atrium and hotel arrival is accommodated adjacent to the fPPb, accessible from Lee Street.
 - 22 levels of commercial office space between level 23 – level 44 of the tower accommodated within a connected floor plate with a consolidated side core.
 - Rooftop plant, lift overrun, servicing and BMU.
- Provision of vehicular access into the site via a shared basement, with connection points provided to both Block A (at RL 5) and Block B (at RL5.5) basements. Primary access will be accommodated from the adjacent Atlassian site at 8-10 Lee Street, Haymarket, into 4 basement levels in a split-level arrangement. The basement will accommodate:
 - Car parking for 106 vehicles, 4 car share spaces and 5 loading bays.
 - Hotel, commercial and retail and waste storage areas.
 - Plant, utilities and servicing.
- Provision of end of trip facilities and 165 employee bicycle spaces within the fPPb basement, and an additional 72 visitor bicycle spaces within the public realm.

- Delivery of a revitalised public realm across the site that is coordinated with adjacent development, including an improved public plaza linking Railway Square (Lee Street), and Block B (known as ‘Central Place Sydney’). The proposal includes the delivery of a significant area of new publicly accessible open space at street level, lower ground level, and at Henry Deane Plaza, including the following proposed elements:
 - Provision of equitable access within Henry Deane Plaza including stairways and a publicly accessible lift.
 - Construction of raised planters and terraced seating within Henry Deane Plaza.
 - Landscaping works within Henry Deane Plaza.
- Utilities and service provision.
- Realignment of lot boundaries.

This report has been prepared in response to the requirements contained within the Secretary’s Environmental Assessment Requirements (SEARs) dated 17 December 2021 and issued for the SSD DA. Specifically, this report has been prepared to respond to the SEARs requirement issued below.

Table 1 SEARs item for SIA

Item	Description of requirement	Section reference (this report)
22. Social Impact	<ul style="list-style-type: none"> ▪ Provide a Social Impact Assessment prepared in accordance with the <i>Social Impact Assessment Guidelines for State Significant Projects</i>. 	Sections 6 and 7

Source: SEARs issued on 17/12/2021

Section 4.15 of the Environmental and Planning Assessment Act 1979 (EP&A Act) requires the likely impacts of a development in a locality, including social impacts, to be considered and addressed as part of the planning process.

City of Sydney currently does not have a policy to guide the preparation of a SIA. This SIA has been informed by best practice guidelines outlined by DPE.

1.1. REPORT PURPOSE AND SCOPE

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

According to the Department of Planning and Environment’s (DPE) 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.

Figure 1 Social Impact Categories



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

1.2. 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** provides a description of the site, its locality and the surrounding context.
- **Chapter 4** reviews the key findings and strategic directions from relevant state and local policies, as they relate to the proposal
- **Chapter 5** provides a social baseline of the study area including the site's locality, social and demographic characteristics, and consultation outcomes
- **Chapter 6** outlines a preliminary assessment of expected and perceived social impacts of the proposal
- **Chapter 7** assess the significant (moderate to very high impacts) of the proposal, including mitigation and management measures
- **Chapter 8** concludes the SIA by setting out a summary of the social impacts, recommendations and overall impact assessment.

2. METHODOLOGY

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

2.1. ASSESSMENT METHODOLOGY OVERVIEW

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

Table 2 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.

2.2. 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 DPE's SIA Guideline.

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

Table 3 Social Impact Significance Matrix

		Magnitude level				
		1	2	3	4	5
Likelihood		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: DPE, 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 6 of this report assess potential impacts prior to management measures as part of the impact scoping phase. Impacts which are assessed as moderate or higher are considered significant and included for further assessment in Section 7. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

3. SITE CONTEXT

3.1. DESCRIPTION OF THE SITE

The site is located at 2 & 8A Lee Street, Haymarket and is legally described as Lot 30 in Deposited Plan 880518 and Lot 13 in Deposited Plan 1062447. The land that comprises the site under the Proponent's control (either wholly or limited in either height or depth) comprises a total area of approximately 4,159sqm.

The site is located within the City of Sydney Local Government Area (LGA), 1.5km south of the Sydney CBD and 6.9km north-east of the Sydney International Airport.

The site currently contains the following existing development:

- **Adina Hotel building:** the north-western lot within the Western Gateway sub-precinct accommodates a heritage-listed building which was originally developed as the Parcels Post Office building. The building has been adaptively re-used and is currently occupied by the Adina Hotel Sydney Central. The eight-storey building provides 98 short-stay visitor apartments and studio rooms with ancillary facilities including a swimming pool and outdoor seating at the rear of the site.
- **Henry Deane Plaza:** the central lot within the Western Gateway sub-precinct adjoins Lot 30 to the south. It accommodates 22 specialty food and beverage, convenience retail and commercial service tenancies. The lot also includes publicly accessible space which is used for pop-up events and a pedestrian thoroughfare from Central Station via the Devonshire Street Tunnel. At the entrance to Devonshire Street Tunnel is a large public sculpture and a glazed structure covers the walkway leading into Railway Square. This area forms part of the busy pedestrian connection from Central Station to Railway Square and on to George and Pitt Streets, and pedestrian subways.

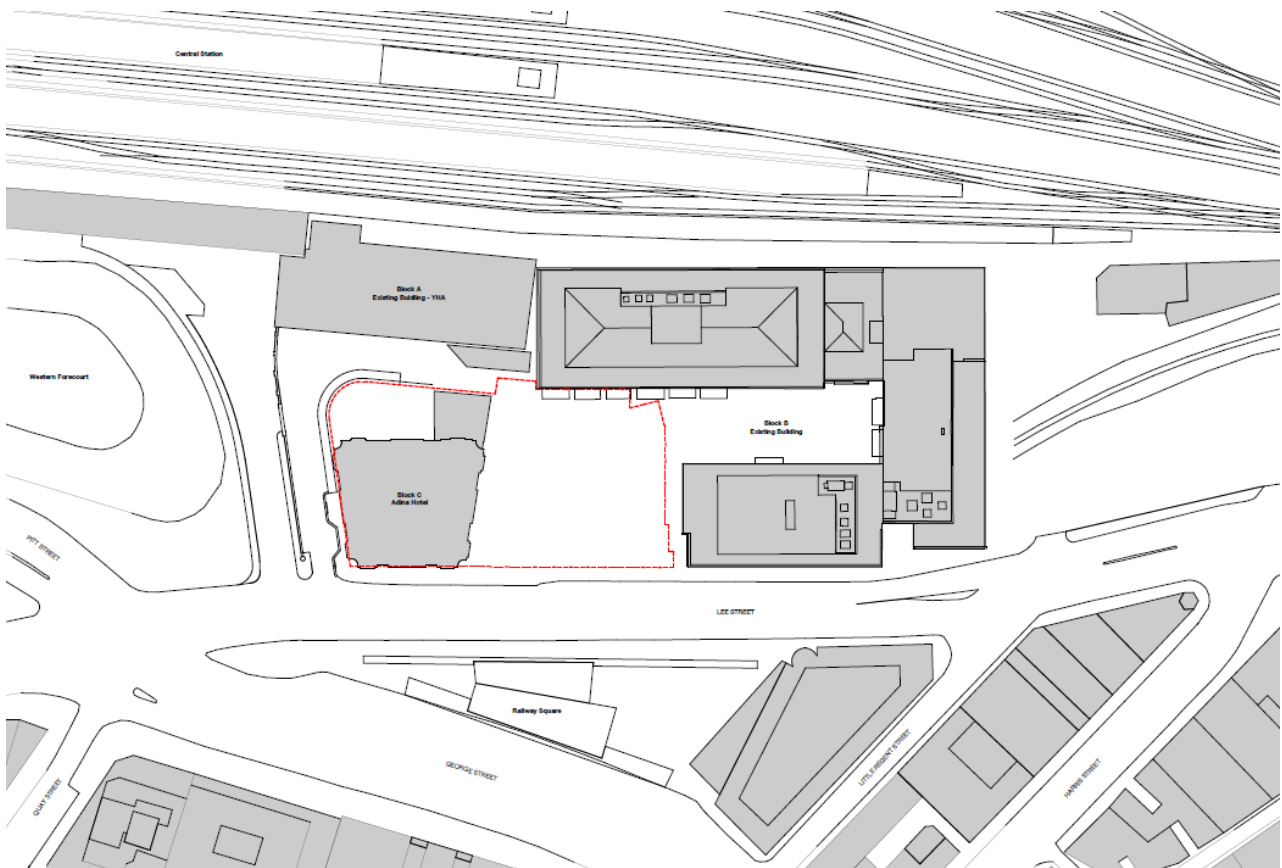
The site is listed as an item of local significance under Schedule 5 of the *Sydney Local Environmental Plan 2012* 'Former Parcels Post Office including retaining wall, early lamp post and building interior', Item 855.

The site is also included within the Central Railway Station State heritage listing. This is listed on the State Heritage Register 'Sydney Terminal and Central Railway Station Group', Item SHR 01255, and in Schedule 5 of the *Sydney Local Environmental Plan 2012* 'Central Railway Station group including buildings, station yard, viaducts and building interiors' Item 824.

The site is not listed independently on the State Heritage Register. There are an array of built forms that constitute Central Station, with the Main Terminal Building (particularly the western frontage) and associated clocktower being key components in the visual setting of the Parcel Post building.

The location of the TOGA Central site is illustrated in Figure 2 overleaf.

Figure 2: Site identification plan



Source: Bates Smart

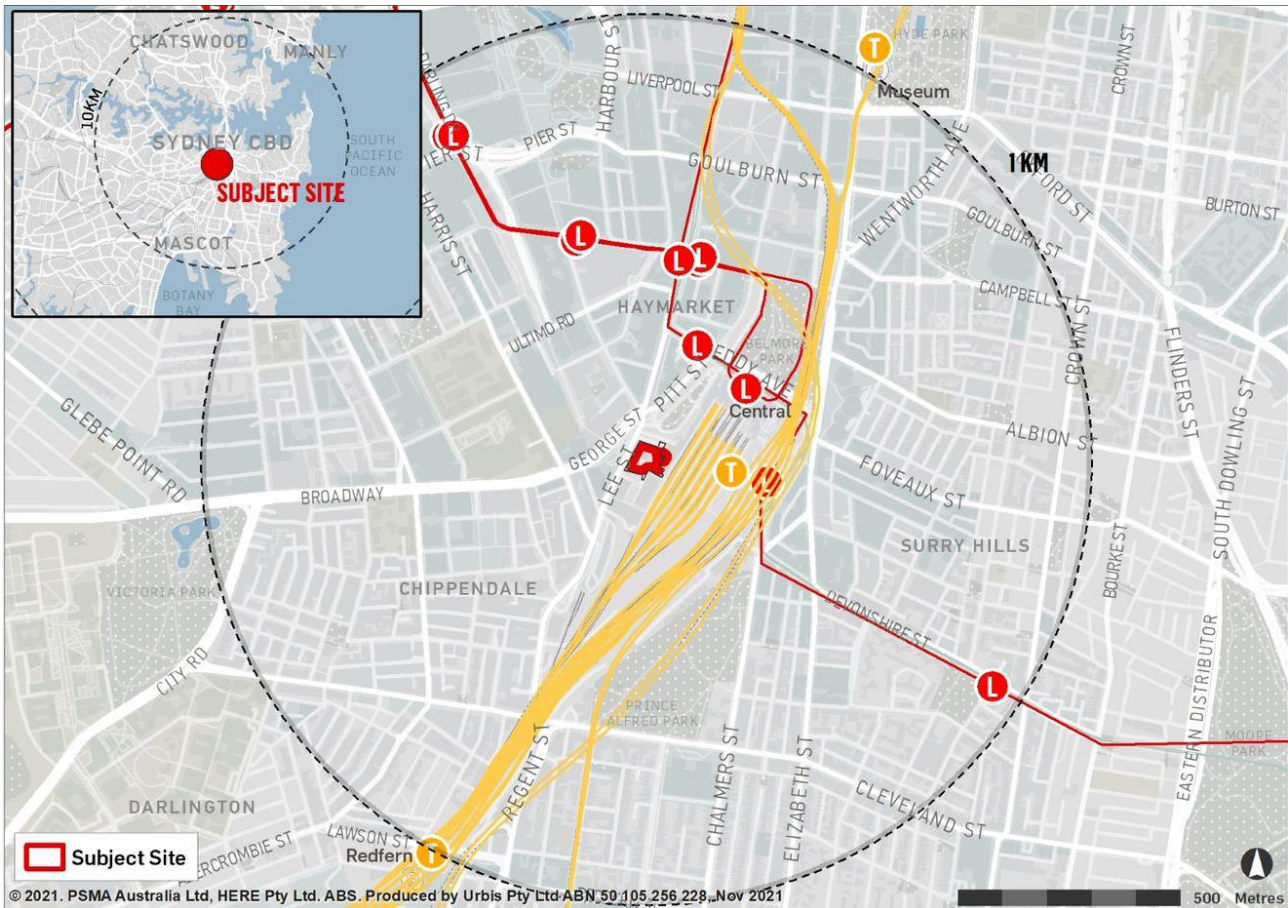
3.2. SURROUNDING CONTEXT

The site is located within the Western Gateway sub-precinct, an area of approximately 1.65ha that is located immediately west of Central Station within Haymarket on the southern fringe of the Sydney CBD.

Immediately north of Central Station is Belmore Park and to the west is Haymarket (including the University of Technology, Sydney and Chinatown). To the south and south-east are rail lines and associated services and Prince Alfred Park, while to the east are Elizabeth Street and Surry Hills.

Central Station is a public landmark, heritage building, and the largest transport interchange in NSW. With regional and suburban train services, connections to light rail, bus networks and Sydney International Airport, the area around Central Station is one of the most connected destinations in Australia.

Figure 2 Site location



Source: Urbis

Figure 2 Site Photos



Picture 1 View of site from Railway Square.



Picture 2 View of YHA (future Atlassian site) and Central Station from Railway Square at the corner of Lee Street and Ambulance Avenue (corner of the site).



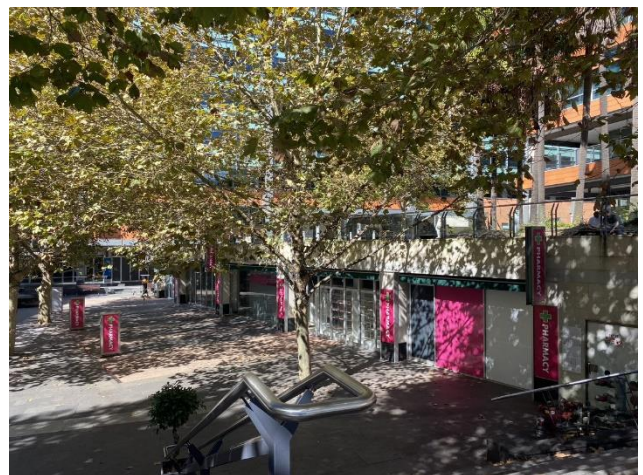
Picture 3 View of north Lee Street from the corner of Lee Street and Ambulance Avenue (corner of the site).



Picture 4 View of south Lee Street from front of site.



Picture 5 View of north end Henry Deane Plaza from Lee Street.



Picture 6 View of south end of the Henry Deane Plaza from Lee Street.

Source: Urbis

4. 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 Commission, Eastern City District Plan (2018)
- Transport for NSW, Future Transport Strategy 2056 (2018)
- City of Sydney, Community Strategic Plan 2017 – 2021 (2017)
- City of Sydney, Local Strategic Planning Statement 2020 – 2036 (2020)
- City of Sydney, Social Sustainability Policy and Action Plan 2018 – 2028 (2019)
- City of Sydney, Visitor Accommodation Action Plan (2015)
- City of Sydney, Environmental Strategy 2021 – 2025 (2021).

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

Table 4 Relevant Social Themes from Policy Review

Theme	Summary of findings
Creating lively places and protecting distinctive heritage neighbourhoods	<p>Sydney has a rich history and cultural heritage. It is home to many diverse neighbourhoods and iconic places, attracting thousands of visitors each year. As the city grows, there is a need to protect and enhance its character in accordance with community values and strategic directions.</p> <p>To support this, the LSPS and Community Strategic Plan contain actions to help guide the continual development of lively, engaging, and great places within the city. These actions include enhancing the amount of quality open spaces available and planning for public art and cultural infrastructure to support social connectedness and sustain quality of life in an increasingly dense urban environment. Another key action is to construct and maintain infrastructure, so the city is safe for people who walk, cycle and use public transport to move around the City.</p>
Provide more space for people working in innovation, technology and creative industries in Sydney CBD	<p>As part of the continued growth of the economy, the NSW Government has developed the Sydney Innovation and Technology Precinct (TechCentral), which the site is located within.</p> <p>The development of this precinct is part of a targeted aim to grow knowledge intensive business clusters for people working in innovation, technology and creative industries in the CBD. Innovation precincts rely on high levels of amenity and walkability, and good transport connections to spur the rapid exchange of ideas between people.</p>
Continue playing an integral role in providing people with employment opportunities in Sydney CBD	<p>Sydney CBD is Australia's leading global economy and business capital. The CBD plays an integral role in providing people across Sydney with employment opportunities, containing approximately 22% of all jobs in Greater Sydney. By 2036, it is expected there will be an additional 200,000 workers in the city.</p> <p>The District Plan notes employment growth is the underlying economic goal for Sydney. However, the CBD currently has insufficient floorspace to accommodate the projected growth in workers. Planning constraints and limited land availability have also restricted the supply of premium and A-grade office space.</p>

	<p>These factors mean there is expected to be a continued demand for increased commercial floorspace within connected, vibrant and high-amenity precincts to attract workers to the CBD.</p>
Support people to visit and stay in Sydney CBD	<p>As Australia's largest and most visited global city, tourism plays a major role in the Sydney CBD's character and economy. The LSPS recognises that tourism contributed more than \$7 billion to the local economy and provided 50,000 tourism related employment opportunities in the City of Sydney in 2019. As of 2018, Sydney contained up to 20% of the hotel room supply across all major cities in Australia. The Visitor Accommodation Action Plan recognises that the accommodation offering is critical to Australia's overall positioning in the global tourism marketplace.</p> <p>Currently, the Central CBD contains the largest accommodation market in Australia, particularly those rated four-to-five-stars. However, with the development of key enterprise areas in the city fringes, particularly TechCentral, it is anticipated that travel for business and subsequent demand for accommodation will increase significantly in the Central CBD. The LSPS aims for future hotel accommodation to be delivered alongside world-class public spaces to activate surrounding areas to suit visitor needs and benefit the wider community.</p>
Need for integrated and connected cities	<p>As the population grows, new jobs must be integrated with local services and public transport to create more liveable and walkable cities. Metropolitan centres provide a key opportunity to increase commercial space and economic activity in highly connected areas. Sydney is identified as a metropolitan centre (as part of the Harbour CBD) in the District Plan. Recent investment in expanding the city's public transport network, including the redevelopment of Central Station, provides a key opportunity to increase employment opportunities in well connected areas. This will be critical in achieving the Greater Sydney Commission's vision for a 30-minute city.</p> <p>The inclusion of end of trip facilities in city businesses will be important in supporting this vision. The Community Strategic Plan also notes the City's workers and residents will need access to high quality facilities and social infrastructure.</p>
Supporting environmentally sustainable development	<p>The Community Strategic Plan establishes a 2030 vision for Sydney to be 'green, global and connected'. The City aims to be a leading environmental performer, with targets to reduce greenhouse gas emissions and create more sustainable places.</p> <p>The design of buildings and places in the city will be critical to the success of this goal. The LSPS aims to develop buildings and places that will use net zero energy, use water more efficiently and help reduce waste. New and redeveloped buildings will therefore be required to operate with high environmental performance.</p>

5. SOCIAL BASELINE

This section provides a social baseline of the study area including the social context, demographic characteristics, crime and safety statistics and engagement outcomes and areas of social influence.

5.1. 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.

A community profile has been developed for Haymarket based on demographic data from ABS (2021) Census of Population and Housing, economic data from id. and DPIE (2019) NSW population projections. The demographic characteristics of the Sydney LGA and Greater Sydney have been used, where relevant, to provide a comparison. Homelessness data is based on the ABS (2016) Census of Population and Housing as at time of writing this report 2021 data was not available for this data set.

Haymarket had a relatively small suburb compared to its surrounding suburbs, with a population of 8,305 in 2021. Key characteristics of this population include:



High proportion of young adults

The median age in Haymarket (30 years) is lower than the City of Sydney (34 years), with 40% of Haymarket residents aged 20-29 years.



Highly culturally and linguistically diverse

Most of the Haymarket population were born overseas (87%) and speak a language other than English at home (82%). One quarter (24.3%) of Haymarket residents speak Mandarin.



High number of people experiencing homelessness

As of 2016, there were 4,979 people who were experiencing homelessness in the Sydney Inner City. Of this, 638 people were experiencing living in improvised dwellings, tents or sleeping out. Homelessness in the Sydney Inner City is much higher than any other SA3 in Greater Sydney.



Improving unemployment rates post COVID-19

The City of Sydney experienced rising unemployment in 2020 and 2021 likely due to COVID-19. It peaked at 6.6% in the first quarter of 2021. The unemployment rate has been declining and was at 4.8% in the fourth quarter of 2021.



Average weekly household income

Haymarket has a similar weekly household income to Greater Sydney (\$1,931 and \$2,077 respectively). The weekly household income is lower when compared with Sydney LGA (\$2,212).



Strong population growth, retaining a predominantly young population

The population of Sydney – Haymarket – The Rocks is expected to grow by 50% from 30,169 in 2021 to 45,265 in 2041. People aged 20-34 are still expected to be the predominant age groups.

5.2. CRIME AND SAFETY

Crime data from the Bureau of Crime Statistics and research (BOSCAR) indicates Haymarket generally has higher rates of crime compared to the LGA and NSW averages. In the past year (December 2020 – December 2021) the suburb had higher rates of crimes per 100,000 population in the following crime types:

- Liquor offences: 2,606 (compared to 768 in the LGA and 102 in NSW)
- Assault (non-domestic): 2,049 (compared to 810 in the LGA and 345 in NSW)
- Malicious damage to property: 1,392 (compared to 724 in the and 602 in NSW)
- Steal from retail store: 1,236 (compared to 677 in the LGA and 219 in NSW).

Inner city locations like Haymarket typically have higher rates of crime, as they are more heavily populated with workers and visitors and operate for longer hours than their suburban counterparts. Train stations are also significant crime hotspots due to the volume of people passing through them at all times of the week.

The crime profile indicates that the suburb is likely to be more susceptible to opportunistic crimes due to its position within the CBD environment and high volume of visitors. This environment should be considered in any future planning within the area.

5.3. RELEVANT ENGAGEMENT OUTCOMES

SIA discussion with a representative from the City of Sydney's Social Planning Team

To help inform this SIA, a meeting was held with a representative of City of Sydney's Social Planning Team on 7 June 2022. The meeting focused on understanding the characteristics of the local community and identifying, from the Council's representative perspective, potential positive and negative social impacts that may arise from the proposal.

Key feedback from this meeting is summarised below:

- The Council representative identified there is potential for an oversupply of coworking space within the LGA. The Council representative would like to understand who will be operating the space and the likely industries using the space.
- The Council representative supported the current architectural plans and location of spaces. It was felt that the different uses being provided across the site, as well as those in the commercial tower, are in the right place and interact well with each other.
- The Council representative supported the retail, food and beverage uses operating over extended hours, as a way to activate the area at different times of the day and contribute to the area's night-time economy.
- The Council representative noted that wayfinding and signage across the site should be part of the broader Central Station Precinct Wayfinding Strategy. It should be reflective of Aboriginal and Torres Strait Islander culture, accessible for people with a disability and people with culturally diverse backgrounds.
- Council's representative noted that Haymarket has a large proportion of low-income groups within their community, including students, travellers, and rough sleepers. Council commented that the proposed retail, supermarket and food and beverage spaces could provide services at different price points to support lower income communities.
- It was noted by Council's representative that a 4,000sqm multipurpose space is being introduced to the Central Station Precinct, which Council is advocating to be used for cultural purposes such as maker space operators who manage creative facilities. The proposal should connect with and provide good accessibility to this space.
- Council's representative encouraged the inclusion of high quality landscaping in the public domain areas to increase the amount of green space and tree canopy to reduce urban heat island effect.

Key findings from the Indigenous Engagement Summary Report prepared by Cox Inall Ridgeway

Cox Inall Ridgeway (CIR) undertook engagement with targeted Indigenous stakeholders collected across two engagement phases from November 2021 to May 2022. Across the engagement processes, CIR engaged with a total of 21 stakeholders/organisations:

- 2 representatives from the Davidson family (Gadigal family)
- 2 representatives from the Dixon family (Gadigal family)
- Aunty Margret Campbell
- 2 local community Elders with cultural/historical connections to the Project site
- 6 young (aged 18-25) local First Nations community members
- Sydney Royal Botanical Gardens
- First Peoples Disability Network
- Create NSW
- Tribal Warrior
- Dreamtime Southern X
- Youth Action NSW
- Jumbunna Institute for Indigenous Education and Research
- City of Sydney's Indigenous Lead and Engage Team.

Stakeholders expressed a desire for the project to be:

- **Anchored by Gadigal Identity** such as landscaping, native and endemic planting such as local wattle species, ensuring the public art strategy includes Aboriginal artwork telling Gadigal stories, using traditional Gadigal language for place names and wayfinding and embedding water elements into the design.
- **Anchored in healing** including planting of native plants, developing sustainable design outcomes that benefit the health of Country and provide economic development and job opportunities for the local Indigenous community.
- **Connected to the natural environment** by considering design elements such as heritage interpretation and art that explores the mapping and inclusion of waterways at the site and taking colour inspiration from native flora.
- **A place of connectedness** as the Central Precinct played a pivotal role for Aboriginal people in social, family, and cultural connections.
- **Embedded in Indigenous truth-telling** into the design to remove cultural blindness. Design considerations could include dual naming for the project and encouraging people to look after and care for the site as a sacred place.

Stakeholders also expressed their desire for the project to embed Aboriginal Governance principles such as building an Elders -in-Residence model into the project, developing an Indigenous Advisory Committee and rolling out Cultural Awareness Training across all project teams. These actions will help embed Aboriginal voices throughout the project's lifecycle and building cultural competency for project teams.

Key findings of stakeholder and community engagement report from the Engagement Report prepared by WSP

WSP undertook engagement with immediate neighbours within the sub-precinct and the broader community. Local stakeholder meetings were held in June and July 2022 with:

- Christ Church St Laurence
- Charles Darwin University – George Street Campus
- TAFE NSW – Sydney Institute
- University of Technology
- Chippendale Residents Group.

A project website was established and active from 4 July 2022 and pop-up postcards were distributed on 4 and 5 July at the Central Precinct and left at businesses on ground level of the fPPb and at Charles Darwin University Campus and TAFE NSW on George Street. A poster was also installed in key locations at the site. As at 18 July the website had 185 unique visitors.

Key feedback received from stakeholder and community feedback are summarised below:

- Strong interest for the retention of the fPPb and how the broader proposal has considered and incorporated the building in the design
- Interest in any changes and/or refurbishments to pedestrian tunnels and how they would interface with the plaza and buildings under the proposal and during construction
- Interest in construction traffic management
- Strong support for a green and interesting public domain that considers the positive experience of users
- View lines and massing were considered important and there was a high level of interest in understanding how this proposal interacts with others in the Western Gateway Sub-Precinct
- Interest in the uses determined for the sub-precinct in planning controls focused on commercial rather than residential use, given the current low rates of commercial occupancy in the CBD.

Outcomes of engagement with agency stakeholders has been considered in relevant technical studies, and is therefore not summarised here.

5.4. AREAS OF SOCIAL INFLUENCE

Considering the outcomes from the social baseline, the area of social influence includes the immediate context, City of Sydney LGA and the wider district. Within the areas of social influence, the following individuals and communities (in alphabetical order) are likely to be impacted by the proposal:

- Local Aboriginal community
- Existing Henry Deane Plaza businesses
- Greater Sydney community, particularly jobs seekers in the innovation and technology sector
- Haymarket residents
- Incoming workers
- Local businesses
- Recently arrived refugees
- People at risk of homelessness
- Sydney CBD community
- Visitors to Central Station.

6. EXPECTED AND PERCIEVED 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 be most significant for 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 3 – 5 of this SIA and have been assessed against the SIA criteria described in Section 2.

6.1. 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 5 Initial scoping of neutral to low impacts

Potential impact	Social impact category	Potentially impacted groups	Impact assessment summary
Operational noise	<ul style="list-style-type: none"> Way of life Health and wellbeing 	<ul style="list-style-type: none"> Local businesses Haymarket residents 	<p>The site is located in an existing busy and noisy CBD environment.</p> <p>An Acoustic Assessment was prepared by Renzo Tonin & Associates to assess the potential noise impacts associated with the operations of the proposal.</p> <p>The assessment found that operational noise impacts associated with the retail and food and beverage tenancies, Level 7 rooftop terrace, building services plant and equipment, loading dock and the swimming pool and gym will in principle comply with the relevant EPA provisions for operational noise emissions.</p> <p>Mitigation and management strategies are provided in the Acoustic Assessment to control operational noise such as:</p> <ul style="list-style-type: none"> Preliminary façade glazing Soft finishes and furnishings and acoustic absorptive panels Speakers or amplification at the ground floor to be positioned at least 1m from the façade Maximum capacity of the rooftop terrace to be 200 persons Only background amplified music to be played at the rooftop terrace All loading dock operations limited to 7am – 6pm

			<ul style="list-style-type: none"> ▪ Alternative options to beeper warning alarms to be considered for all heavy vehicles accessing the loading dock ▪ Selection of low noise plant and equipment where possible. <p>Based on the assessment in the Acoustic Assessment and implementation of recommended mitigation measures, it is likely that operational noise will have a neutral impact on surrounding businesses and residents.</p>
Conservation of European heritage	<ul style="list-style-type: none"> ▪ Culture ▪ Community 	<ul style="list-style-type: none"> ▪ Haymarket residents ▪ Sydney CBD community 	<p>As noted in Section 3.1, the site is located within the 'Sydney Terminal and Central Railway Stations Group' which is listed on the State Heritage Register. Additionally, the fPPb is identified as a local heritage item.</p> <p>A Heritage Impact Statement (HIS), prepared by Urbis assessed the potential impact of the proposal on the heritage significance of the fPPb. The assessment concluded that the proposal is suitable from a heritage perspective for several reasons:</p> <ul style="list-style-type: none"> ▪ The proposed structural design of the building will minimise impact to, and protect the integrity of, the fPPb. ▪ The modifications to the eastern façade will be relegated to the later fabric modified in the 1990s to reinstate the character of the eastern facades. ▪ Minimal intervention will be undertaken to the north or west facades, maintaining views toward the fPPb. ▪ Intervention to the heritage wall to the east of the fPPb will be mitigated by opening up of the historical connection between the fPPb and the former Parcels Shed. Opening up this connection will activate the space and create a link with the Atlassian site. <p>The HIS proposes additional mitigation measures to be undertaken prior to the issue of a Construction Certificate to conserve the heritage significance of the fPPb. This includes undertaking photographic archival recording and</p>

			<p>developing a Temporary Protection Plan to ensure appropriate methods for protection of heritage fabric during construction. It is also recommended that a suitably qualified heritage consultant should be engaged to provide ongoing advice throughout the design development, contract documentation and construction stages of the project.</p> <p>Based on the findings of the HIS, the proposal is likely to have a low positive impact on the conservation of European heritage and the cultural and historical ties the community may have with the fPPb as an example of early 1900's public functions at Central Station.</p>
Creating a safe environment	<ul style="list-style-type: none"> ▪ Health and wellbeing ▪ Surroundings ▪ Accessibility 	<ul style="list-style-type: none"> ▪ Haymarket residents ▪ Sydney CBD community ▪ Incoming workers ▪ Visitors to Central Station 	<p>The site currently consists of several uses, predominately small scale retail and food and beverage services that operate during the day. Prior to the hotel ceasing operations, the Adina Hotel was also in operation at the site.</p> <p>The site also sits in a part of the public realm that has connections to Railway Square, Central Station and other closely located buildings, such as the YMCA building and commercial buildings on the western side of Henry Deane Plaza.</p> <p>The proposal incorporates many types of uses, which are likely to enhance activation of the area at different times throughout the day and night. However, the inclusion of multiple uses can also make an area more complex to manage to support a safe environment. It will be important to manage the publicly accessible areas created by the proposal, and to reduce safety risks for users of public areas and services.</p> <p>A Crime Prevention through Environmental Design (CPTED) assessment, prepared by Urbis, assessed the proposed design and provided recommendations to reduce identified risks.</p> <p>Overall, the CPTED assessment found the design plans support crime prevention in and around the building by providing good management and</p>

			<p>definition of different uses. The proposal will also provide well organised supervised entry points to hotel and commercial lobbies through passive and organised mechanisms, Inclusion of landscaping around the public domain will also encourage public use and ownership over the site.</p> <p>The inclusion of multiple compatible uses will also help activate the site during the day and night time. To reduce safety risks, the CPTED recommends a Plan of Management be prepared for the entire building, or future operators of the various tenancies should be prepared to include details around hours of operation, security and management responsibilities and procedures and maintenance responsibilities.</p> <p>Based on the findings of the CPTED assessment, the proposal is likely to have a neutral impact on creating a safe environment for Haymarket and Sydney CBD communities, incoming workers and visitors to Central Station.</p>
--	--	--	---

6.2. MODERATE TO HIGH IMPACTS

Table 6 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 7 of this report.**

Table 6 Initial scoping of moderate to high impacts

Potential impact	Social impact category	Potentially impacted groups	Preliminary assessment
Recognition of the local Aboriginal heritage and culture	<ul style="list-style-type: none"> ▪ Culture ▪ Community 	<ul style="list-style-type: none"> ▪ Local Aboriginal community ▪ Haymarket residents ▪ Sydney CBD community 	<p>The site is in Gadigal Country. As outlined in the Connecting and Country Framework, prepared by CIR, the key characteristics of the Gadigal landscape is the elevated rocky escarpment that runs down to Sydney Harbour, Sandstone and the native flora and fauna. Feedback from the engagement undertaken by CIR directly informed the three key themes of the design: Gadigal Country, Gathering and Movement.</p> <p>The proposal's alignment with Connecting with Country principles is likely to have a positive impact on the local Aboriginal and non-Aboriginal community and has been include for further assessment in Section 7.</p>
Temporary housing support for vulnerable people	<ul style="list-style-type: none"> ▪ Way of life ▪ Community ▪ Health and wellbeing 	<ul style="list-style-type: none"> ▪ Recently arrived refugees ▪ People at risk of homelessness 	<p>As noted in the City of Sydney's Homelessness Action Plan it was estimated that almost 38,000 people in NSW were experiencing homelessness. The Adina Central ceased operations in early 2022. The former hotel contains 60 fully furnished apartments, each with a bathroom and kitchenette. It is planned to use the Adina Central as pop-up accommodation for more than sixty people at risk of being homeless and recent arrivals to Australia. This temporary housing support is likely to have a positive impact on vulnerable groups and has been included for further assessment in Section 7.</p>
Improved activation and amenity of public space	<ul style="list-style-type: none"> ▪ Way of life ▪ Accessibility ▪ Surroundings 	<ul style="list-style-type: none"> ▪ Haymarket residents ▪ Sydney CBD community ▪ Incoming workers 	<p>The site currently consists of the existing Henry Deane Plaza which has interfaces to Lee Street and is a key connector to Central Station and functions predominately as a place that people pass through.</p>

		<ul style="list-style-type: none"> Visitors to Central Station 	<p>The revitalisation of Henry Deane Plaza will provide a key area of public space that connects the three major developments (Atlassian, Dexus and Frasers and the site) within the Western Gateway sub-precinct. The vision for Henry Deane Plaza is to re-create a generous upper plaza space with a strong urban canopy cover of native trees and connect people to place and Country.</p> <p>Improved activation and amenity are likely to have a positive impact on local residents, incoming workers and visitors to Central Station and has been included for further assessment in Section 7.</p>
Change in visual character	<ul style="list-style-type: none"> Community Surroundings 	<ul style="list-style-type: none"> Haymarket residents Sydney CBD community 	<p>The site currently consists of the heritage listed fPPb, an eight story building and several ground floor buildings associated with Henry Deane Plaza.</p> <p>As described in the Visual Impact Assessment report prepared by Urbis, majority of the buildings surrounding the site are characterised by low-height, large floor plate heritage buildings dating to the early 20th Century. The proposal will introduce additional height to the site and surrounding context with a 45 storey tower above and adjacent the existing fPPb building.</p> <p>Change in visual character may have a short-term negative impact on the local community and has been included for further assessment in Section 7.</p>
Increased employment opportunities	<ul style="list-style-type: none"> Livelihoods 	<ul style="list-style-type: none"> Incoming workers Greater Sydney community, particularly job seekers in the innovation and technology sector 	<p>The Cost Benefit Analysis prepared by Urbis forecasts that the project will create a total of 3,324 direct ongoing jobs on site.</p> <p>These jobs are expected to primarily be in the innovation and technology sectors, as well as in the accommodation, food and beverage and retail sectors. This is a far wider range of industries than those currently enabled in the tenancies available on the site, and aligns with the NSW Government's vision for the precinct. The creation of increased employment opportunities is likely to</p>

			have a high positive impact on job seekers in a range of industries, with jobs located in a highly accessible and well serviced area. This impact has been included for further assessment in Section 7.
Increased access to services and facilities	<ul style="list-style-type: none"> ▪ Accessibility 	<ul style="list-style-type: none"> ▪ Haymarket residents ▪ Sydney CBD community ▪ Incoming workers ▪ Visitors to Central Station 	<p>Henry Deane Plaza currently does not provide a supermarket retailer. There are some general retail, including a hairdresser, and takeaway food and beverage retail. The closest supermarket to the site is the Woolworths Metro at Central Park and Woolworths Metro at Surry Hills.</p> <p>To support the incoming worker and visitor population, and local resident population, and reduce the potential demand on existing services, the proposal will provide a range of facilities and services including retail, food and beverage, a supermarket, gym and a pool. All these uses will be accessible for community use.</p> <p>Increased access to services and facilities is likely to have a positive impact on local residents, incoming workers and visitors to Central Station and has been included for further assessment in Section 7.</p>
Disruption from cumulative construction	<ul style="list-style-type: none"> ▪ Health and wellbeing ▪ Surroundings 	<ul style="list-style-type: none"> ▪ Haymarket residents ▪ Local businesses ▪ Visitors to Central Station and surrounds 	<p>The project is expected to require 50 months to be constructed. It is therefore likely to create additional disruption and potential noise, dust and other impacts in an area already experiencing considerable construction. Construction will require the temporary closure of the Devonshire Street and Lee Street Tunnels, which has potential to disorientate people leaving Central Station.</p> <p>This impact has been included for further assessment in Section 7.</p>

7. ASSESSMENT OF SIGNIFICANT IMPACTS

The following section provides a detailed assessment of the significant social impacts of the proposal, as identified in Section 6.2. 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 2.2.

7.1. ENHANCED ENGAGEMENT WITH ABORIGINAL CULTURE AND HERITAGE

Description of impact
Implementation of Connecting with Country principles throughout the planning and design process to enhance engagement with Aboriginal culture and heritage
Current environment
<p>The site is on Gadigal Country. As outlined in the Connecting and Country Framework, prepared by CIR, the key characteristics of the Gadigal landscape are the elevated rocky escarpment that runs down to Sydney Harbour, sandstone and native flora and fauna.</p> <p>CIR also heard through engagement with Traditional Owners that “Central is truly central to Gadigal Country and was smack bang in the middle of Gadigal land – it was a massive transitional area zone for mob. Central was also in the middle of both a Women’s area and Men’s area which bordered the Kangaroo Grounds. This was also a shared area between the Gadi and the Wangal people”.</p> <p>Further, as noted in the Connecting with Country Framework, Central Precinct sits atop a multi-generational ecosystem including a strong hydrological influence with waterways and connections from Hyde Park to the Tank Stream (Pitt Street). Central is estimated to be sitting atop of where the Tank Stream ended. This highlights the importance of nature and knowledge systems at a subterranean level and the cultural significance of the underground waterway systems.</p>
Impact of the proposal
<p>As summarised in Section 5.3, CIR undertook engagement with targeted Indigenous stakeholders who provided design input to the Connecting with Country Framework. The feedback directly informed the inclusion of three key themes in the design: the first being Gadigal Country, realised through planting of native flora and fauna, hydrology, Sea Country and Sky Country; the second being Gathering, realised through the plaza and public domain areas as a place to encourage gathering; and the third being Movement, realised through improved functionality through Henry Deane Plaza to the wider Central Precinct and certain species of native flora that mark the travel of Gadi people.</p> <p>The primary tower forms were inspired by the idea of message sticks, as the Central Precinct was an important place for First Nations peoples to carry messages, via a message stick, on such matters as marriages, births, deaths and upcoming ceremonies.</p> <p>The public realm and landscape design will provide endemic tree and plant palettes that are predominately selected from the remanent ecologies of the site, such as Banksias and Xanthorrhoea resinifera (grass tree). Opportunities have also been identified at the western façade of the glazed oculus structure and the Lee Street Stairs to include language interpretation.</p> <p>As outlined in the Connecting with Country Framework, ways of further incorporating elements of Country include the choice of First Nations artists as part of the public art strategy and consideration of soundscape opportunities such as visitors hearing Indigenous voices reciting place names in the Sydney Region.</p>

Management measures		SIA recommendations	
<ul style="list-style-type: none">▪ Inclusion of an endemic tree and plant palette that is selected from the remnant ecologies of the site.▪ Re-interpretation of movement and meeting in the ground plane, public realm and landscape materiality to align with the importance of the east – west movement corridor.▪ Preparation of a Preliminary Public Art Plan which explores potential Indigenous artists who may be suitable to create a variety of different art mediums for the site, including sound-based, digital work.		<ul style="list-style-type: none">▪ Implementation of the project specific and design specific principles made in the Connecting with Country framework. Of particular relevance from a SIA perspective is the team’s commitment to:<ul style="list-style-type: none">▪ Build relationships with Aboriginal peoples and consider how to create spaces and places for multiple stories, voices and histories.▪ Consider how any project based and future developments and/or activities could extend their benefit sharing with the community▪ Ongoing engagement as early as possible with community members and relevant stakeholders▪ Consider how Aboriginal businesses may be engaged through the project such as during construction and operation of the various retail spaces▪ Create spaces for cultural practice to occur and meeting places that are inclusive and celebratory.	
Residual impact (considering management measures)			
Likelihood: Likely		Magnitude: High	
Resultant impact: High			
Enhanced engagement with Aboriginal culture and heritage through the alignment of the proposal’s design with Connecting with Country engagement is likely to have a positive impact on the local Aboriginal and non-Aboriginal communities of Haymarket and the Sydney CBD. Implementation of additional project specific principles recommended by the Connecting with Country framework will further enhance engagement with Aboriginal culture and heritage.			

7.2. TEMPORARY HOUSING SUPPORT FOR VULNERABLE PEOPLE

Description of impact
Providing temporary housing and an anchoring retail space for people who are at risk of homelessness and/or recent refugee arrivals to Australia
Current environment
<p>As noted in Section 5.1, as of 2016 there were 4,979 people who were experiencing homelessness in the Sydney Inner City. As noted in the City of Sydney's Homelessness Action Plan, it was estimated that almost 38,000 people in NSW were experiencing homelessness in 2016. Reasons for homelessness are varied and some groups, as noted in the Homelessness Action Plan, are at higher risk. This can include people escaping domestic and family violence, people who identify as LGBTQTI, young people, Aboriginal and Torres Strait Islander people, older people, people with a disability and asylum seekers.</p> <p>The Adina Central ceased operations in early 2022. The former hotel contains 60 fully furnished apartments, each with a bathroom and kitchenette.</p>

Impact of the proposal		
<p>TOGA, in partnership with joint owner Atlassian, is currently transforming the Adina Hotel into a pop-up accommodation for vulnerable young people and refugees. The project, known as Central Project, will be operated by community housing provider My Foundations Youth Housing.</p> <p>The hotel will house more than sixty people, on a short term basis, across sixty fully-furnished apartments. The collaboration with My Foundations Youth Housing will be for a minimum of 12 months.</p> <p>In addition to the short-term accommodation available at the site, the Central Project will also include an anchoring retail space where the organisation Thread Together will open a retail shop to support the tenants staying at the hotel, as well as other people who are referred through other charities. The retail space will provide new clothing and food available on a ‘take as you need’ basis.</p> <p>The Central Project will provide vulnerable people at risk of homelessness with a safe space to live while they are waiting for more permanent housing options. While not a permanent solution to secure housing, it makes immediately available a safe space which would otherwise remain vacant for many years.</p>		
Management measures	SIA recommendations	
<ul style="list-style-type: none">▪ Partnership with a reputable housing provider, My Foundations Youth Housing, which previously partnered with TOGA to deliver Australia’s first affordable and emergency accommodation pop-up at the Addison hotel in Kensington.▪ Providing a space for Thread Together to also open a shop providing tenants staying at the hotel with ease of access to an essential clothing and food service.	<ul style="list-style-type: none">▪ Include mitigation measures in the Construction Management Plan (CMP) that directly deal with impacts on Central Project tenants during their stay. This includes impacts such as noise and dust, which may be experienced while other parts of the proposal are constructed.	
Residual impact (considering management measures)		
Likelihood: Very likely	Magnitude: Major	Resultant impact: Very High
<p>Providing temporary housing for vulnerable people at risk of homelessness and recent refugee arrivals to Australia is likely to have a short-term very high positive impact on people at risk of homelessness and recently arrived refugees.</p>		

7.3. IMPROVED ACTIVATION AND AMENITY OF PUBLIC SPACE

Description of impact
Provision of a revitalised and high quality public realm
Current environment
<p>The site currently includes the existing Henry Deane Plaza, which has interfaces to Lee Street and is a key connector to Central Station which functions predominately as a place that people pass through. Henry Deane Plaza provides some amenity and canopy cover from a set of trees that are centrally located within the plaza. Seats are provided within the plaza and along Lee Street. There are a variety of retailers currently operating from Henry Deane Plaza, including food and beverage and general retail such as pharmacies and a beauty salon. As identified in the CPTED, prepared by Urbis, there was evidence of vacant retail shops, such as the Priceline, which has recently closed.</p> <p>The topography is challenging, with different levels across the site. Henry Deane Plaza is an excavated space that has been cut into the natural ground plane, creating ground level and lower ground levels.</p>

Henry Deane Plaza also sits within the context of other Sydney CBD civic and parkland spaces including the Goods Line, with direct access from the Lee Street tunnel.

Actions in Council's LSPS and Community Strategic Plan include planning for public space and public art to support social connectedness and sustain quality of life in an increasingly dense urban environment.

Impact of the proposal

The revitalisation of Henry Deane Plaza will provide a key area of public space that connects the three major projects within the Western Gateway sub-precinct. The vision for Henry Deane Plaza is to re-create a generous upper plaza space with a strong urban canopy cover of native trees, as well as to connect people to place and Country. Rather than being a place that people pass through, the design of the new public space at Henry Deane Plaza is intended to encourage social connection and gathering, as well as maintaining its important role as a place of transition and connection to Central Station and other buildings. Consultation with the community and local businesses found strong support for the enhanced use of landscaping and design of a public domain that considered its future users.

At ground level, it is proposed to improve the Lee Street footpath and create stairs up to Henry Deane Plaza with terraced seating, planting and trees. The open plaza at ground level is conceptualised as the 'Henry Deane performance canvas' for events such as smoking ceremonies, festivals, outdoor cinema nights, night markets, Vivid light displays and other community events. Native trees, shrubs and groundcovers will be provided at various locations and particularly at the periphery of the plaza, providing canopy cover and shade. Café style seating is proposed at the northern edge of the plaza to provide casual places for people to sit and gather.

The lower ground level will provide an extension of the plaza and provide public realm connections to Central Place to the east, the Atlassian site to the north-east and Lee Street to the south. Retail spaces at lower ground level are consolidated into a continuous activated edge along the public domain area to encourage users to dwell within the precinct, and for commuters to stop as they are passing by. A set of escalators will provide access between the upper plaza and lower ground retail and public realm space to encourage access between levels.

Management measures	SIA recommendations
<ul style="list-style-type: none"> Lee Street tunnel and connections to be accessible 24/7. Late night trading operation for retail and food and beverage uses. Development of a high quality built form in line with design excellence standards to ensure the proposed design positively contributes to a high urban amenity. Preparation of a Preliminary Public Art Plan with identified key sites for the integration of public art to contribute to creating a sense of place. 	<ul style="list-style-type: none"> Continue to liaise with TfNSW, Atlassian and Dexus to ensure the public domain areas are well connected and seamless in their design with implementation of good wayfinding. Implement recommendations made in the CPTED report prepared by Urbis to further enhance the use and activation of public space.

Residual impact (considering management measures)

Likelihood: Likely	Magnitude: Moderate	Resultant impact: High
Based on the public realm design and landscape plans for the site, the improved activation and amenity of public space is likely to have a high positive impact on Haymarket residents, the Sydney CBD community, incoming workers and visitors to Central Station.		

7.4. CHANGE IN VISUAL CHARACTER

Description of impact

Potential change to the visual character and views of and to the site.

Current environment

The site currently consists of the heritage listed fPPb, an eight story building, and several ground floor buildings associated with Henry Deane Plaza.

As described in the Visual Impact Assessment report prepared by Urbis, most of the buildings surrounding the site are characterised by low-height, large floor plate heritage buildings dating to the early 20th Century.

Directly to the east and south-east of the site is a contemporary commercial building of a similar height to the Adina Hotel. Further to the south are two heritage items: the Christ Church St Laurence Church Group and the former Lottery Office building. The latter is an eight storey building of Federation era.

To the north of the site is Rawson Place, which is predominately characterised by low-height buildings. To the north-west of the site on George Street are the former Station Street House, an eight storey building characterised by Federation Romanesque architecture, and the Former Daking House, a ten storey building of Commercial palazzo architectural style now occupied by the Sydney Youth Hostel.

Impact of the proposal

As stated in Section 1, the site is located within the Western Gateway Sub-precinct in the Central Precinct. The Central Precinct Draft Strategic Vision is to establish a visual marker for the precinct through the creation of city scale buildings that positively contribute to Sydney's skyline, character and public identity.

The proposal will introduce significant additional height to the site and surrounding context, with a 45 storey tower above and adjacent to the existing fPPb building.

Consultation with the community and local businesses raised some potential concerns about the view lines and massing of the building and the Central precinct more broadly.

A Visual Impact Assessment (VIA), prepared by Urbis, assessed the visual impacts of the proposal including its compatibility with urban and heritage features, the overall visual impact and cumulative visual impacts. The VIA found that the proposed development will introduce a novel tower form into the visual context. While the area is currently occupied by lower built forms, the proposal will be consistent and compatible with the desired future character of the Western Gateway sub-precinct.

As further described in the VIA, initially in all distant and medium views the proposed development appears as a tall narrow tower form in the context of existing high and medium height buildings. In close views the proposed development is visible as a contemporary form that has been designed to deliberately juxtapose with and visually stand apart from the predominately heritage character of the immediate context. The VIA finds that the compatibility of the proposal with other urban features will increase with time, with future construction of surrounding adjacent tower forms in the Western Gateway precincts.

Overall, the VIA found that the level of visual impact of the proposed development is acceptable. In terms of cumulative impact, the VIA found that the proposed and combined towers will form an extension of the existing Sydney CBD and will not significantly alter the visual composition of the view.

Management measures		SIA recommendations
<ul style="list-style-type: none"> ▪ Undertaking an extensive design excellence competition process to achieve the most informed and sensitive building design which responds to the character of the area. ▪ Design of the tower in two 'pill shaped' formations to visually anchor the southern tower to the ground, while creating a legible separation to the fPPb to the south and float the north-west tower above the fPPb. ▪ Façade materials to be a contemporary masonry interpretation in terracotta to draw upon the heritage qualities of the fPPb. ▪ Inclusion of clear bright glazing to break up the built form and to create a visually appealing arrival space from Lee Street. ▪ In accordance with the Western Gateway Design Guide, the proposal will preserve key views to the Central Railway Station Clock tower and enable future views from the east-west over station pedestrian connections to the tower of the Marcus Clarke Building. 		<ul style="list-style-type: none"> ▪ None.
Residual impact (considering management measures)		
Likelihood: Likely	Magnitude: Minor	Resultant impact: Medium to low
<p>The proposal will contribute to a visual change in character to the Central Precinct in accordance with the vision for this area to create city scale buildings that positively contribute to Sydney's skyline, character and public identity.</p> <p>Based on the findings in the VIA, visual impacts are acceptable on surrounding areas. However initially, the visual change is likely to have a medium to low negative impact on the local community. Over time, as taller buildings are constructed, the visual impact is likely to reduce and the project will have a neutral impact on the community as it adapts to the new visual amenity and context of the Central Precinct.</p>		

7.5. INCREASED EMPLOYMENT OPPORTUNITIES

Description of impact
Increase in the number and diversity of employment opportunities provided on the site
Current environment
<p>As noted previously, the site is located within the Western Gateway sub-precinct of the Sydney Innovation and Technology Precinct. This area is planned to become Sydney's preeminent technology hub, with the Sydney Innovation and Technology Precinct Panel Report describing a vision for the area as 'a place where world-class universities, ambitious startups, high-tech giants and the community collaborate to solve problems, socialise and spark ideas that change our world' (2018: 9). The report also recommends targeting the creation of 25,000 innovation jobs and 50,000sqm of subsidised net lettable rental area for startups and early stage companies, as well as growing incubator and maker-spaces.</p> <p>The site currently contains the former Adina Hotel, as well as 22 specialty food and beverage, convenience retail and commercial services tenancies.</p> <p>The Adina Hotel contained 98 hotel rooms and ceased operations in April 2022. The Cost Benefit Analysis prepared by Urbis indicated the operation of the hotel created 49 direct jobs.</p> <p>There is no information currently available about number of jobs supported within the other tenancies located on the site, particularly as several of the tenancies are now vacant. As an estimate, if each tenancy supported an average of two jobs, there would be an additional 44 jobs supported within the site.</p> <p>It therefore appears likely the site currently has capacity to support a total of fewer than 200 direct jobs, and probably closer to 100. These jobs would be primarily in the accommodation and food services and retail trade industries.</p>
Impact of the proposal
<p>Generation of employment</p> <p>The proposal includes the creation of:</p> <ul style="list-style-type: none"> 29,253 sqm of commercial space, supporting four levels of co-working space and 22 levels of permanent office space 9,429 sqm of hotel space, supporting a 210 room hotel 4,520 sqm of retail space, supporting 10 retail tenancies in the lower levels of the fPPb. <p>The Cost Benefit Analysis forecasts these spaces will create a total of 3,324 direct ongoing jobs on site, a significant contribution to the 25,000 jobs target set in the Panel Report.</p> <p>These jobs are expected to primarily be in the innovation and technology sectors, as well as in the accommodation, food and beverage and retail sectors. This is a far wider range of industries than those currently enabled in the tenancies available on the site, and aligns with the vision for the precinct set out in the Panel Report.</p> <p>The Cost Benefit Analysis also forecast the project will create 211 direct construction jobs per year during the peak construction period, as well as 293 indirect jobs during construction and 1,903 indirect jobs during operation.</p> <p>Demolition of existing tenancies</p> <p>As discussed previously, the fPPb will be retained and repurposed for the café/restaurant and co-working space. The proposal also includes a new 210 room hotel, which will create more employment opportunities than the 98 room hotel which previously operated from the fPPb.</p> <p>The 22 existing food and beverage, convenience retail and commercial services tenancies will be demolished to enable construction of the project. This will result in the displacement of the businesses</p>

operating from these tenancies and the associated jobs during construction. It is highly likely that at least some of these businesses will not return to the site following completion of construction.

Inclusion of co-working spaces

Consultation with a representative from the City of Sydney's social planning team identified potential for an oversupply of coworking space within the LGA.

There are a number of co-working spaces currently located in the suburbs surrounding the site. The spaces which are closest to the site are:

- The Quantum Terminal in the Grand Concourse in Central Station
- U+ Work Collective at 882 George Street, Sydney
- Aeona at 1-9 Buckingham Street, Surry Hills.

These spaces provide a range of services including short and long term use of individual desks, leasing of small plate office spaces, and meeting room hire. There is no data currently available on the demand for these spaces and whether there is an over or under supply of co-working space in the area.

The four levels of co-working space included in the proposals will be high quality spaces. The spaces will be located within the restored heritage interior of the fPPb and include facilities such as training and meeting rooms, quiet rooms and informal meeting spaces. They will operate within a precinct offering a wide range of ancillary services, including a hotel, conference space, wellness centre and food and beverage offerings.

The provision of substantial co-working space aligns with the direction in the Panel Report. While there is already a range of co-working space provided in the area, the reenvisioning of Central Precinct as Sydney's prime location for innovation and technology sectors will likely generate significant additional demand for flexible working space. It would be beneficial to understand more about the intended operation of the co-working space, including the business types it will target and whether it will operate at market or subsidised rental.

Management measures	SIA recommendations
<ul style="list-style-type: none"> ▪ Inclusion of a wide range of employment generating uses. 	<ul style="list-style-type: none"> ▪ Provide existing businesses located on the site the longest possible notification period for the termination of their leases, to enable them to identify alternate premises or business arrangements. ▪ Provide additional information about the operation of the co-working spaces, particularly the business types it will target and whether it will operate at market or subsidised rental. ▪ As recommended in 7.1, consider how Aboriginal businesses may be engaged through the project such as during construction and operation of the various retail spaces.

Residual impact (considering management measures)

Likelihood: Likely	Magnitude: Major	Resultant impact: High
---------------------------	-------------------------	-------------------------------

The project is likely to result in a substantial increase in the number and diversity of employment opportunities provided on the site, creating a high positive impact on jobs seekers in relevant industries. In alignment with the NSW Government's vision for Technology Central, the majority of these jobs will be in the higher paying technology and innovation sectors. The jobs will be located in a highly accessible

location and will be well supported by a wide range of ancillary services. A number of recommendations are provided to further enhance the positive impact of this jobs creation.

7.6. INCREASED ACCESS TO FACILITIES AND SERVICES

Description of impact

Increased access to new retail, food and beverage services, including a supermarket, and health and wellbeing services including a gym, pool and spa

Current environment

As stated in Section 4, Council's Community Strategic Plan recognises all residents, workers and visitors to the city should be well served by high quality facilities and services. This includes social infrastructure, (such as open space) essential retail (such as supermarkets and food and beverage outlets) and other services (including childcare, medical services, and gyms).

The site is located close to two key parks: Belmore Park and Prince Alfred Park. Henry Deane Plaza also provides a small area of open space.

Henry Deane Plaza currently does not provide a supermarket. There is some general retail, including a hairdresser, and takeaway food and beverage retail. The closest supermarkets to the site are the Woolworths Metro at Central Park and Woolworths Metro at Surry Hills.

As identified in Section 5.1, Haymarket – The Rocks is a densely populated area which is expected to experience strong population growth over the next twenty years. An increasing population will place pressure on existing facilities and services.

Impact of the proposal

The proposal is expected to introduce a new worker population of 3,324 people. Workers will be located in a highly connected area within walking distance of a range of existing facilities, services and public transport connections. In addition to the worker population, the site will also continue to serve a visitor population at the hotel, as well as regular and irregular commuters to Central Station.

The proposal will provide a range of facilities. At ground and lower ground levels the proposal will provide a supermarket, retail and food and beverage premises, which will be publicly accessible. This will help serve the day to day needs of the incoming worker and visitor population, as well as the local resident population, and reduce the potential strain on existing services.

Improvements will be made to Henry Deane Plaza to provide a new publicly accessible gathering space. This will provide a place for the community to sit and gather informally, as well as provide a formal event space. Bicycle parking will be available within the public domain to encourage ease of access and use of this space.

At Levels 20 and 21 of the building, health and wellbeing services will be provided for hotel guests and incoming workers, as well as the broader local resident population via a paid membership. This will include access to a gym, lap pool and spa.

Management measures	SIA recommendations
<ul style="list-style-type: none"> Provision of a new and improved publicly accessible plaza for informal gathering, seating and events. Location of the retail uses at ground level, adjacent the public plaza, to enhance visibility and public use. Provision of a new supermarket at the lower ground floor with direct access from the Lee 	<ul style="list-style-type: none"> None

<p>Street tunnel to provide ease of access for users of the site and commuters.</p> <ul style="list-style-type: none"> Availability of new health and wellbeing spaces that are not exclusively for hotel or incoming worker usage, but available for residents to access. 		
Residual impact (considering management measures)		
Likelihood: Likely	Magnitude: Moderate	Resultant impact: High
<p>The proposal is likely to have a high positive impact on the availability of services and facilities, including retail, food and beverage, a supermarket, gym and pool, for incoming workers, visitors and the broader community.</p>		

7.7. DISRUPTION FROM CUMULATIVE CONSTRUCTION

Description of impact
Noise, dust experienced and other emissions from cumulative construction works
Current environment
<p>Being part of Sydney's busiest railway station, the site is currently used by a wide variety of people, including local residents, commuters, visitors and workers. In addition to being located within the station precinct, the site also acts as a primary route for people existing Central Station to the west, either via the Lee Street Tunnel or Henry Deane Plaza.</p> <p>A number of large scale construction projects are either underway or proposed in the area surrounding the site:</p> <ul style="list-style-type: none"> Atlassian Central, located immediately northwest of the site. Construction of this project has commenced and is expected to continue until 2026-27. Central Place, located immediately south-east of the site. A Preliminary Construction Management Plan submitted with the development application for the project indicated that construction is expected to continue until 2028. Central Station upgrade, located to the east of the site. An ongoing series of works have been occurring at Central Station, including the upgrading of the Northern Concourse, construction of the new Sydney Metro platforms, creation of Central Walk and construction of a new entrance on Chalmers Street. The works are expected to be completed in 2024.
Impact of the proposal
<p>The project is expected to require 50 months (just over four years) to be constructed. It is therefore likely to create additional disruption and potential noise, dust and other impacts in an area already experiencing considerable construction. Construction will require the temporary closure of the Devonshire Street and Lee Street Tunnels, which has potential to disorientate people leaving Central Station.</p> <p>A Preliminary Construction Management Plan (CMP) for the project has been prepared by TOGA. The Preliminary CMP is high level, with matters such as construction hours and mitigation measures to be provided in a subsequent, more detailed plan.</p> <p>The Preliminary CMP indicates that a range of detailed plans will be prepared the prior to the onsite commencement of main works. These include:</p> <ul style="list-style-type: none"> Construction Management Plan

- Noise and Vibration Management Plan
- Construction Traffic and Pedestrian Management Plan
- Community Consultation Plan
- Stakeholder Management Plan
- Health, Safety and Environmental Management Plan.

At present, the Preliminary CMP does not include details on the proposed interface with other construction works and the avoidance or mitigation on cumulative construction impacts.

Management measures	SIA recommendations
<ul style="list-style-type: none"> ▪ Inclusion of proposed pedestrian access diversion arrangements for pedestrian access via the Devonshire and Lee Street Tunnels in the Preliminary CMP. ▪ 	<ul style="list-style-type: none"> ▪ Work with the managers of surrounding developments to manage and mitigate potential cumulative construction impacts. ▪ Incorporate frequent and wide ranging communications in Community Consultation and Stakeholder Management Plans, including with commuters, visitors and existing businesses on the site.

Residual impact (considering management measures)

Likelihood: Likely

Magnitude: Minor

Resultant impact: Medium

With any large construction project, there are likely to be temporary negative impacts on people who use the site and surrounding area. These impacts are often increased when there are multiple construction projects occurring concurrently.

While a Preliminary CMP has been prepared for this proposal, it is difficult to fully assess cumulative construction projects until the full CMP and associated plans have been prepared.

Assuming a comprehensive CMP is prepared, and is supported by the associated plans indicated in the Preliminary CMP, it is likely that construction will create a medium negative impact on Haymarket residents, local businesses and visitors to Central Station and its surrounds. This impact will be temporary and is largely unavoidable, given the scale and location of the project.

8. CONCLUSION

This SIA has been undertaken to assess the potential social impacts arising from the development of TOGA Central located at 2 & 8A Lee Street, Haymarket.

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

- **Enhanced engagement with Aboriginal culture and heritage**

Enhanced engagement with Aboriginal culture and heritage through the alignment of the proposal's design with Connecting with Country engagement is likely to have a positive impact on the local Aboriginal and non-Aboriginal communities of Haymarket and the Sydney CBD. Implementation of additional project specific principles recommended by the Connecting with Country framework will further enhance engagement with Aboriginal culture and heritage.

- **Temporary housing support for vulnerable people**

Providing temporary housing for vulnerable people at risk of homelessness and recent refugee arrivals to Australia is likely to have a short-term very high positive impact on people at risk of homelessness and recently arrived refugees.

- **Improved activation and amenity of public space**

Based on the public realm design and landscape plans for the site, the improved activation and amenity of public space is likely to have a high positive impact on Haymarket residents, the Sydney CBD community, incoming workers and visitors to Central Station.

- **Change in visual character**

The proposal will contribute to a visual change in character to the Central Precinct in accordance with the vision for this area to create city scale buildings that positively contribute to Sydney's skyline, character and public identity. Based on the findings in the VIA, visual impacts are acceptable on surrounding areas. However initially, the visual change is likely to have a medium to low negative impact on the local community. Over time, as taller buildings are constructed, the visual impact is likely to reduce and the project will have a neutral impact on the community as it adapts to the new visual amenity and context of the Central Precinct.

- **Increased employment opportunities**

The project is likely to result in a substantial increase in the number and diversity of employment opportunities provided on the site, creating a high positive impact on jobs seekers in relevant industries. In alignment with the NSW Government's vision for Technology Central, the majority of these jobs will be in the higher paying technology and innovation sectors. The jobs will be located in a highly accessible location and will be well supported by a wide range of ancillary services. A number of recommendations are provided to further enhance the positive impact of this job creation.

- **Increased access to facilities and services**

The proposal is likely to have a high positive impact on the availability of services and facilities, including retail, food and beverage, a supermarket, gym and pool, for incoming workers, visitors and the broader community.

- **Disruption from cumulative construction**

Assuming a comprehensive CMP is prepared, and is supported by the associated plans indicated in the Preliminary CMP, it is likely that construction will create a medium negative impact on Haymarket residents, local businesses and visitors to Central Station and its surrounds. This impact will be temporary and is largely unavoidable, given the scale and location of the project.

Recommendations

The following recommendations are provided to further enhance and/or manage the potential impacts from the proposal:

- Implementation of the project specific and design specific principles made in the Connecting with Country framework. Of relevance from a SIA perspective is the team's commitment to:
 - Build relationships with Aboriginal peoples and consider how to create spaces and places for multiple stories, voices and histories.
 - Consider how any project based and future developments and/or activities could extend their benefit sharing with the community
 - Ongoing engagement as early as possible with community members and relevant stakeholders
 - Consider how Aboriginal businesses may be engaged through the project such as during construction and operation of the various retail spaces
 - Create spaces for cultural practice to occur and meeting places that are inclusive and celebratory.
- Include mitigation measures in the Construction Management Plan (CMP) that directly deal with impacts on Central Project tenants during their stay. This includes impacts such as noise and dust, which may be experienced while other parts of the proposal are constructed.
- Continue to liaise with TfNSW, Atlassian and Dexu to ensure the public domain areas are well connected and seamless in their design with implementation of good wayfinding.
- Implement recommendations made in the CPTED report prepared by Urbis to further enhance the use and activation of public space.
- Provide existing businesses located on the site the longest possible notification period for the termination of their leases, to enable them to identify alternate premises or business arrangements.
- Provide additional information about the operation of the co-working spaces, particularly the business types it will target and whether it will operate at market or subsidised rental.
- Work with the managers of surrounding developments to manage and mitigate potential cumulative construction impacts.
- Incorporate frequent and wide ranging communications in Community Consultation and Stakeholder Management Plans, including with commuters, visitors and existing businesses on the site.

Overall impact assessment

Based on this assessment and with the adoption of the recommendations listed above, the proposal is likely to have a high positive social impact on a wide range of individuals and groups.

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, 2021, Greater Sydney, Sydney LGA (SA3) and Frenchs Forest (SA2) data.

Australian Bureau of Statistics, Census of Population and Housing: Estimating homelessness, 2016, Sydney Inner City.

Bureau of Crime Statistics and Research, Haymarket, Sydney LGA and NSW hotspot maps and crime rates

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

Policy documents

Greater Sydney Commission, 2018, Eastern City District Plan.

Transport for NSW, 2018, Future Transport Strategy 2056.

City of Sydney, 2018, Community Strategic Plan 2017 – 2021.

City of Sydney, 2020, Homelessness Action Plan.

City of Sydney, 2020, Local Strategic Planning Statement 2020 – 2036.

City of Sydney, 2019, Social Sustainability Policy and Action Plan 2018 – 2028.

City of Sydney, 2015, Visitor Accommodation Action Plan.

City of Sydney, 2021, Environmental Strategy 2021 – 2025.

NSW Department of Planning, Industry and Environment, 2021, Social Impact Assessment Guideline: State Significant Projects.

NSW Government, 2018, Sydney Innovation and Technology Precinct: Panel Report.

Transport for New South Wales, 2019, Central Precinct: Draft Strategic Vision.

Technical studies

Acoustic Assessment, 2022, Renzo Tonin & Associates.

Architectural drawings, 2022, Bates Smart.

CPTED Assessment, 2022, Urbis.

Connecting with Country Framework, 2022, Cox Inall Ridgeway.

Cost Benefit Analysis, 2022, Urbis.

Engagement Outcomes Report, 2022, WSP.

Heritage Impact Statement, 2022, Urbis.

Landscape plans, 2022, Arcadia.

Preliminary Construction Management Plan, 2022, TOGA.

Preliminary Public Art Plan, 2022, Tilt Industrial Design.

Urban Design Report, 2022, Bates Smart.

Visual Impact Assessment, 2022, Urbis.

Western Gateway Development Block C – Indigenous Engagement Summary Report, 2022, Cox Inall Ridgeway.

DISCLAIMER

This report is dated 1 August 2022 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Pty Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of TOGA (**Instructing Party**) for the purpose of SIA (**Purpose**) and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

In preparing this report, Urbis was required to make judgements which may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.

All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and on the basis of information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and budgets set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

In preparing this report, Urbis may rely on or refer to documents in a language other than English, which Urbis may arrange to be translated. Urbis is not responsible for the accuracy or completeness of such translations and disclaims any liability for any statement or opinion made in this report being inaccurate or incomplete arising from such translations.

Whilst Urbis has made all reasonable inquiries it believes necessary in preparing this report, it is not responsible for determining the completeness or accuracy of information provided to it. Urbis (including its officers and personnel) is not liable for any errors or omissions, including in information provided by the Instructing Party or another person or upon which Urbis relies, provided that such errors or omissions are not made by Urbis recklessly or in bad faith.

This report has been prepared with due care and diligence by Urbis and the statements and opinions given by Urbis in this report are given in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

