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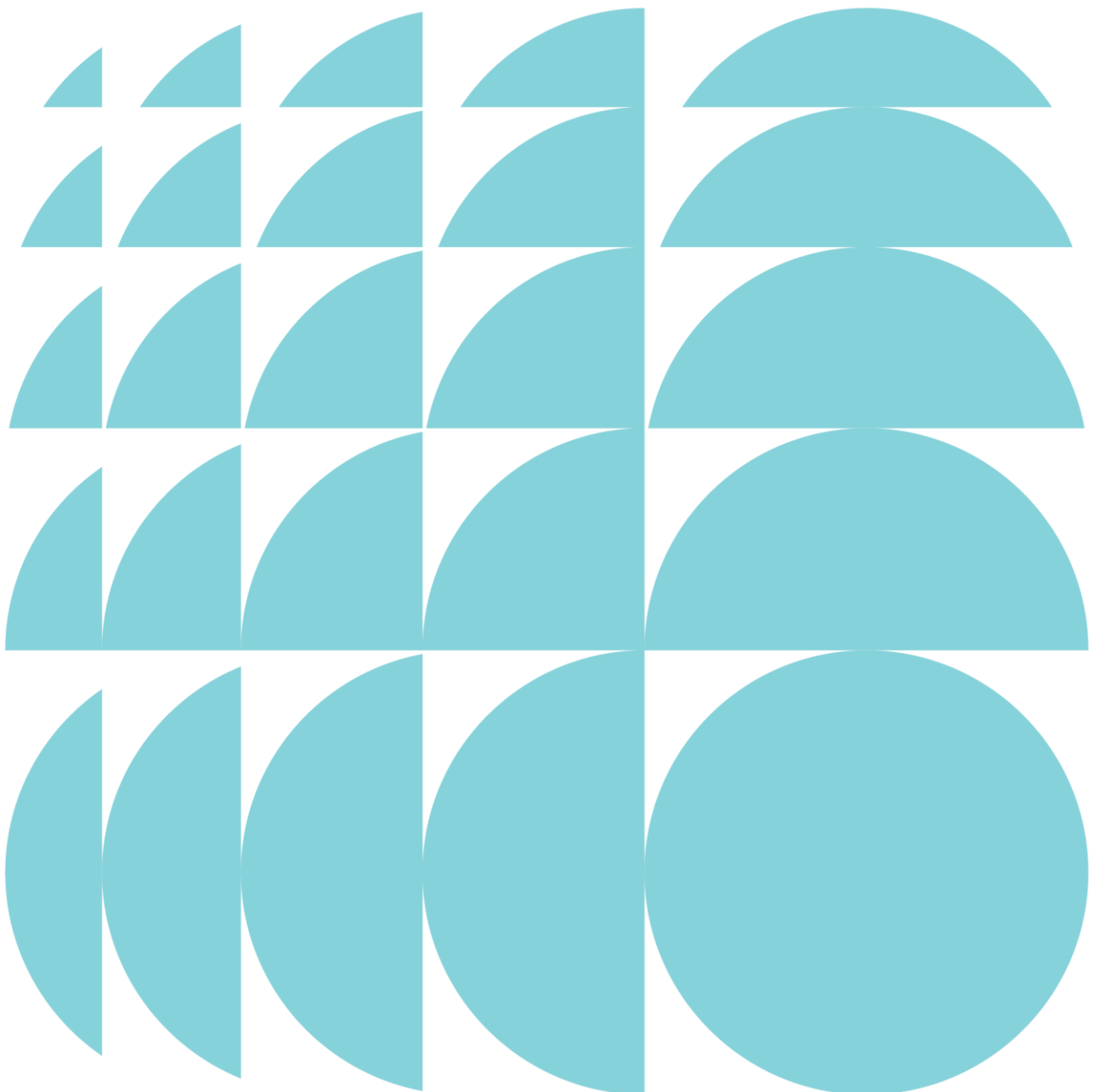
Social and Economic Impact Assessment

5 Skyline Crescent, Horningsea Park
Bringelly Road Business Hub, Lot 1

Submitted to the NSW Department of Planning,
Industry and Environment

For ESR Developments (Australia) Pty Ltd

22 April 2022 | 2210849



Ethos Urban acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and culture.

We acknowledge the Gadigal people, of the Eora Nation, the Traditional Custodians of the land where this document was prepared, and all peoples and nations from lands affected.

We pay our respects to their Elders past, present and emerging.

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The Social Impact Assessment (SIA) component of this report contains all relevant information, has been prepared as per legal and ethical obligations, and is not false or misleading (under the assumption that the key findings of the background studies and technical reports are accurate).

The lead authors meet the qualifications and experience criteria outlined in the SIA Guideline (NSW DPIE 2021) – i.e. have qualifications in relevant social science disciplines and/ or proven experience over multiple years and competence in social science research methods and SIA practices:

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1.0 Introduction

1.1 Purpose and scope of this report

This Social and Economic Impact Assessment statement has been prepared by Ethos Urban to support a State-Significant Development Application (SSDA) for the development of an industrial warehouse facility located at 5, Skyline Crescent, Horningsea, within the Bringelly Road Business Hub. It has been prepared to support the SSDA application.

This assessment has been prepared in accordance with the Secretary's Environmental Assessment Requirements (SEARS) –issued on the 4th of March 2022– requiring an assessment of the social impacts in accordance with the *Social Impact Assessment Guidelines for State Significant Projects*. The SEARS also require that an estimate of *retained and new jobs that would be created during the construction and operational phases of the development* be provided for the project.

The assessment has involved the following stages of work:

- Review of the location and proposed development
- Analysis of applicable state and local government policies and strategies, to confirm social and economic drivers and goals for the site;
- Analysis of the social and economic context for the development, including:
 - Demographic analysis of the local resident and worker population, including forecast growth and change, and changing employment profile of the LGA;
 - Identification of relevant social issues and trends relevant to the site and proposed development, and
 - Assessment of the suitability of the development within its geographic and development context.
- Social and Economic Impact Assessment: assessment of social and economic impacts on the community arising from the construction and operation of the proposed warehouse, having regard to SEARs specifications.
- Development of recommended mitigation measures in response to potential negative impacts.
- Development of recommended enhancement measures to optimise social and economic outcomes and realise benefits.

1.2 Outline of the proposed development

The SSDA seeks approval for the construction of a new warehouse and distribution facility and associated landscaping at Lot 1 of the Bringelly Road Business Hub. It includes the detailed development and construction of warehouse facility of 5,470m² in Gross Floor Area (GFA) comprising the following:

- 4,470m² of warehousing GFA;
- 1,000m² of supporting office GFA;
- 41 car parking spaces;
- 5 truck parking bays; and
- An outdoor staff amenities area.

1.3 Background and strategic objectives

The strategic need for the proposal has previously been established by the original Concept Plan application (2016) which informed the development of the whole Business Hub. It is noted that a number of studies were prepared to inform the original concept plan, including a net community benefit and sequential test (MacroPlan Dimasi) as well as the Retail Demand and Economic Impact Assessment (HillPDA).

Consistent with the original approval, this development will provide additional employment opportunities for local and regional communities as well as contributing to the growth of private business investment, and helping to create a sustainable funding base for the Western Sydney Parklands region in perpetuity.

The strategic objectives of the development remain unchanged and in the public interest, as per the original Concept Plan approval. These include:

- Utilising low value land to contribute to the long-term sustainable future of the Western Sydney Parklands;
- Generating a reliable source of income for the delivery of Western Sydney Parklands Trust projects;
- Providing for the conservation and rehabilitation of significant landscape elements, including remnant vegetation and threatened species, and
- Generating employment opportunities for Western Sydney.

This application will facilitate the continued delivery of the Bringelly Road Business Hub as envisioned by the modified Concept Plan approval.

1.4 COVID-19 Disclaimer

COVID-19 is an unprecedented global health crisis and economic event that is rapidly evolving. In these circumstances the short-term economic environment is extremely uncertain, especially where the forecasting of social and economic trends is involved. At the current time, the research and analysis of economic data – such as forecasts of economic activity, population and employment growth, and so on – reflects a return to “business as usual” scenario, while also noting the potential impacts that may be associated with the COVID-19 virus and the anticipated return to growth in economic indicators. Where required, we will be clear where a specific consideration of the implications of COVID-19 is being provided outside a business as usual scenario.

2.0 Site location and context

2.1 Site and geographic context

The development site is located within the Bringelly Road Business Hub, situated at the south-eastern edge of Western Sydney Parklands (see **Figure 1**), located within the suburb of Horningsea Park and within the Liverpool Local Government Area (LGA). The site is approximately 35km west of the Sydney CBD and approximately 2km east of the designated Leppington Major Centre. The Bringelly Road Business Hub is bordered by Stuart Road to the north and west, Cowpasture Road to the east and Bringelly Road to the south. Skyline Crescent, which follows the former alignment of Bringelly Road, intersects the site and provides access to the individual allotments.

The site is located in close proximity to the M5 and M7 Motorways, which provide excellent access to the state and regional road network, as well as surrounding key employment and industrial lands. The South West Rail Link is also located to the south of the site, with the site also located approximately halfway between Edmondson Park and Leppington Stations.

Figure 1 Bringelly Precinct within the context of the Western Sydney Parklands



Source: WSPT Plan of Management 2030

This application relates to Lot 1 of the approved Bringelly Road Business Hub. Lot 1 is located at the south-west corner of the Bringelly Road Business Hub, and has an area of 12,892m² (see **Figure 2**). The site is generally cleared of vegetation and is mostly redeveloped. There are already a number of established businesses within the Bringelly Road Business Hub including Bunnings, DHL and other major warehousing and storage services surrounding the site.

The site is owned by the Western Sydney Parkland Trust (the Trust), and ESR has entered into a development management agreement with the Trust to develop the land.

Figure 2 Site Aerial



Source: Nearmap & Ethos Urban

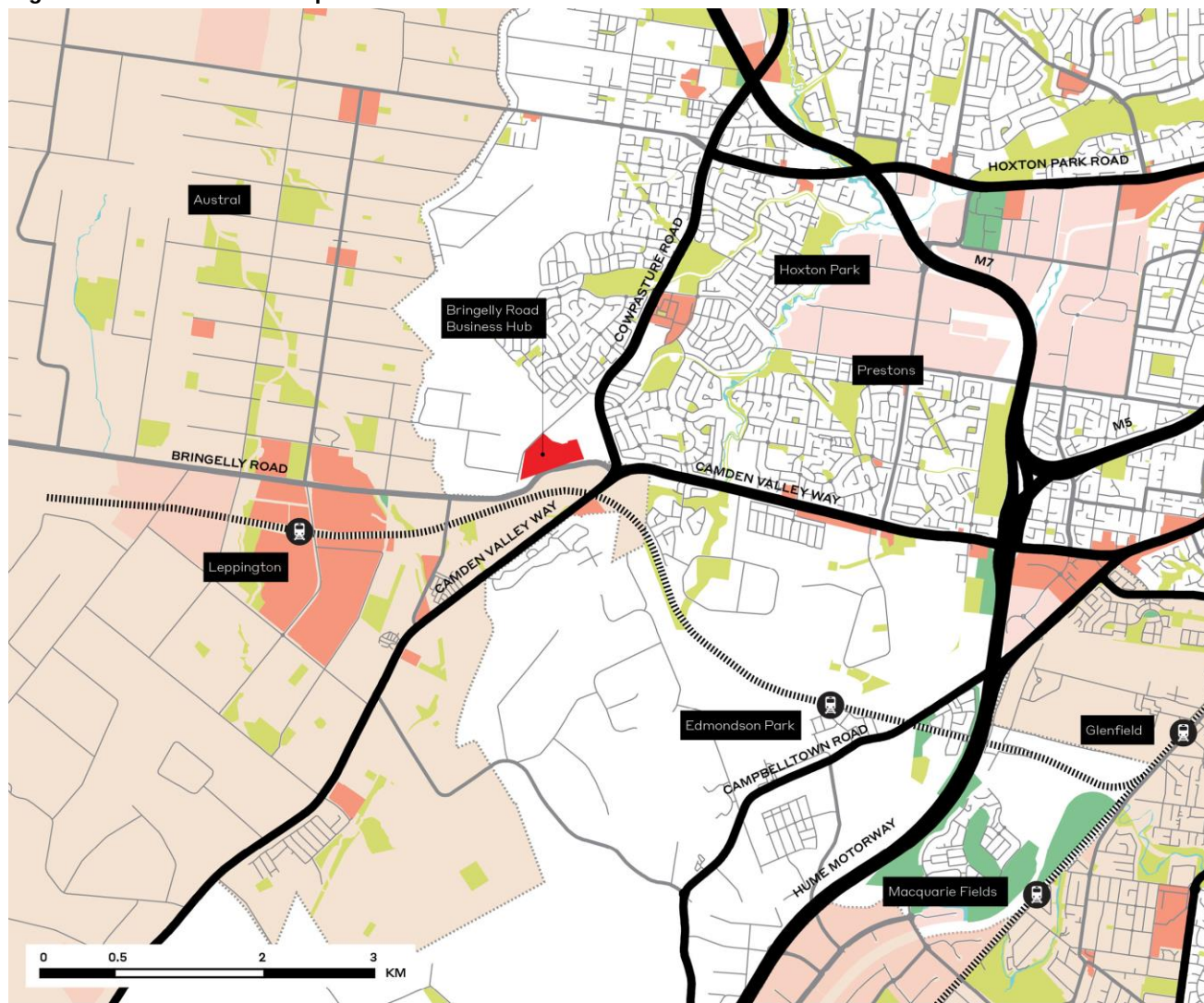
2.2 Key Features of Site and Surrounds

The uses surrounding the Bringelly Road Business Hub include:

- Parklands are immediately north of site, while low density residential dwellings in West Hoxton lie further north beyond Stuart Road.
- Low density residential dwellings in Horningsea Park are located to the east beyond Cowpasture Road.
- Rural residential lands are provided to the west and south.

A map demonstrating the surrounding context is provided at **Figure 3**.

Figure 3 Site Context Map



LEGEND

- Subject Site
- Road Network
- ⋮ ⋮ Train Line/Station
- Public Open Space
- Private Open Space
- Local and Neighbourhood Centres/
Business Zones
- Employment Land Precincts
- Priority Growth Areas

NOT TO SCALE

Source: Ethos Urban

2.3 Policy context for the development

The following table highlights the key policy drivers for the site and proposed development, as expressed in applicable state and local government documents. The following documents have been reviewed:

- Greater Sydney Region Plan: A Metropolis of Three Cities (Greater Sydney Commission, 2018),
- Western City District Plan (Greater Sydney Commission, 2018),
- Western Sydney Parklands Plan of Management 2030 Supplement (Western Sydney Parklands Trust 2018),
- Connected Liverpool 2040: Local Strategic Planning Statement (Liverpool Council 2020),
- Our Home Liverpool 2027 Community Strategic Plan (Liverpool Council 2017),
- Draft Liverpool Industrial and Employment lands Strategy (Liverpool City Council 2020).

Table 1 State and local policy drivers

Policy theme	Key implications for impact assessment	Policy document
Industrial and urban services land management	• The Greater Sydney Commission's Western City District Plan is a 20-year plan to manage growth in the Blue Mountains, Camden, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly local government areas. • The plan highlights the need to maximise and retain freight and logistic opportunities, planning and managing of industrial and urban services land as existing sites face residential rezoning pressures. • The Western Sydney Airport and Badgerys Creek Aerotropolis will depend on the Liverpool LGA to support airport and employment activities and service the need of the Western Parkland City. • Bringelly Road is identified to serve as one of the major gateways to the Western Sydney airport and will be expected to accommodate the development of a prominent town centre in the future. In addition, the plan highlights the unprecedented opportunity for the Western City District to provide a national freight and logistics hub. • The following key planning priorities relevant to the site are: – W8: Leveraging industry opportunities from the WSA and Aerotropolis – W9: Growing and strengthening the Metropolitan Cluster – W10: Maximising freight and logistics and planning and managing industrial and urban services land – W11: Growing investment, business opportunities and jobs in strategic centres	• Western Parklands City District Plan (GSC 2018)
Strategic investment in Western Sydney Airport and access to industrial and urban services land	• The Metropolis of Three Cities Plan outlines the vision for three, integrated and connected cities that will rebalance Greater Sydney – placing housing, jobs, infrastructure and services within easier reach of more residents, no matter where they live. • The Plan sets targets for new housing, with a range of types, tenures and price points to improve affordability. New jobs will be promoted and the plan values Greater Sydney's unique landscape, natural resources and green infrastructure. • Leppington is part of the Western Parkland City. The plan outlines the development of the Western Parkland City and the need to invest a wide variety of infrastructure and services in particular with the development of the Western Sydney Airport. The key objectives related to Bringelly and the new warehouse development include: – Objective 16: Freight and logistics networks is competitive and efficient – Objective 20: Western Sydney Airport and Badgerys Creek Aerotropolis are economic catalysts for Western Parkland City – Objective 23: Industrial and urban service land is planned, retained and managed • Supporting the 30-minute city aspiration, the site forms part of the South West Sydney Growth Corridor, in which the proposed development will	• Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018)

Policy theme	Key implications for impact assessment	Policy document
	support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres.	
Employment generation	- The Liverpool City Council's LSPS establishes a 20-year vision for a vibrant place for people, that is well connected, celebrates local diversity enriched with job opportunities and is inclusive for all. This is supported through four key themes of connectivity, liveability, productivity and sustainability. - The following identified priorities are considered relevant to the site: - Planning priority 12: Industrial and employment lands meet Liverpool's future needs - Planning priority 13: A viable 24-hour Western Sydney International Airport growing to reach its potential. - The plan identifies prospects for industrial and employment projects due to the close proximity to transport links and large projects of the Western Sydney Airport and Moorebank Intermodal terminal. New Industrial land area has been identified around the Western Sydney Airport to contribute to the demand in medium and long term. - The LSPS outlines that 70% of employed persons in Liverpool work outside of the LGA, and a key priority is to provide local jobs for local people. - Liverpool City Council has a jobs target of up to 2,500 new jobs each year until 2029. - It is noted that the proposed development will support this goal by accommodating 46 FTE (direct and indirect) jobs in construction activities and 78 FTE jobs on an ongoing basis once the development is complete and fully occupied, in transport, storage and warehousing related industries for local residents. (This will be explored in coming sections of the report)	Connected Liverpool 2040: Local Strategic Planning Statement (Liverpool Council 2020)
Industrial development growth and employment lands	- This draft strategy identifies the basis for the strategic planning of industrial and employment lands for Liverpool up to 2036. The strategy outlines the need to support the growing need and demand for industrial land in the future. - The following actions are related to the proposed warehouse: - Action 4: Facilitate industrial development to support the operation of the Western Sydney International Airport and Western Sydney Aerotropolis - Action 5: Increase industrial development density, efficient and colocation.	Draft Liverpool Industrial and Employment lands Strategy (Liverpool City Council 2020)
Strategic economic growth and investment	- The Liverpool Community Strategic Plan expresses the community's aspirations and priorities focused on promoting Liverpool as a place rich in nature and opportunity for the community to share and grow over the next 10 years. - The Plan outlines a number of goals and strategies to achieve the community's vision which was informed by extensive community engagement and consultation process. This Plan is guided through four key directions: - Creating connection – Social - Strengthening and protecting our environment – Environment - Generating opportunity – Economic - Leading through collaboration – Civic leadership - Council priorities highlight the status of Liverpool as a strategic commercial centre of South West Sydney, attracting a range of industrial activity. Direction 3, 'generating opportunity', underlines the need for council to support economic growth, including employment and investment options.	Our Home Liverpool 2027 Community Strategic Plan (Liverpool Council 2017)
Sustainability of the Western Sydney Parklands	- The Western Sydney Parklands Plan of Management sets the vision for Western Sydney to be a place for people of all backgrounds, to meet, celebrate, learn, play and appreciate the environment. - The Plan identifies Bringelly Road (precinct 16), which forms the southern boundary of the Parklands, as a gateway site suitable for large format retail, bulky good premises, warehouse storage and distribution premises. This is given its exposure to the regional road network, limited ecological impacts	Western Sydney Parklands Plan of Management 2030 Supplement (Western Sydney Parklands Trust 2018)

Policy theme	Key implications for impact assessment	Policy document
	and proximity to the Austral and Leppington North Precincts of the South West Growth Centre.	

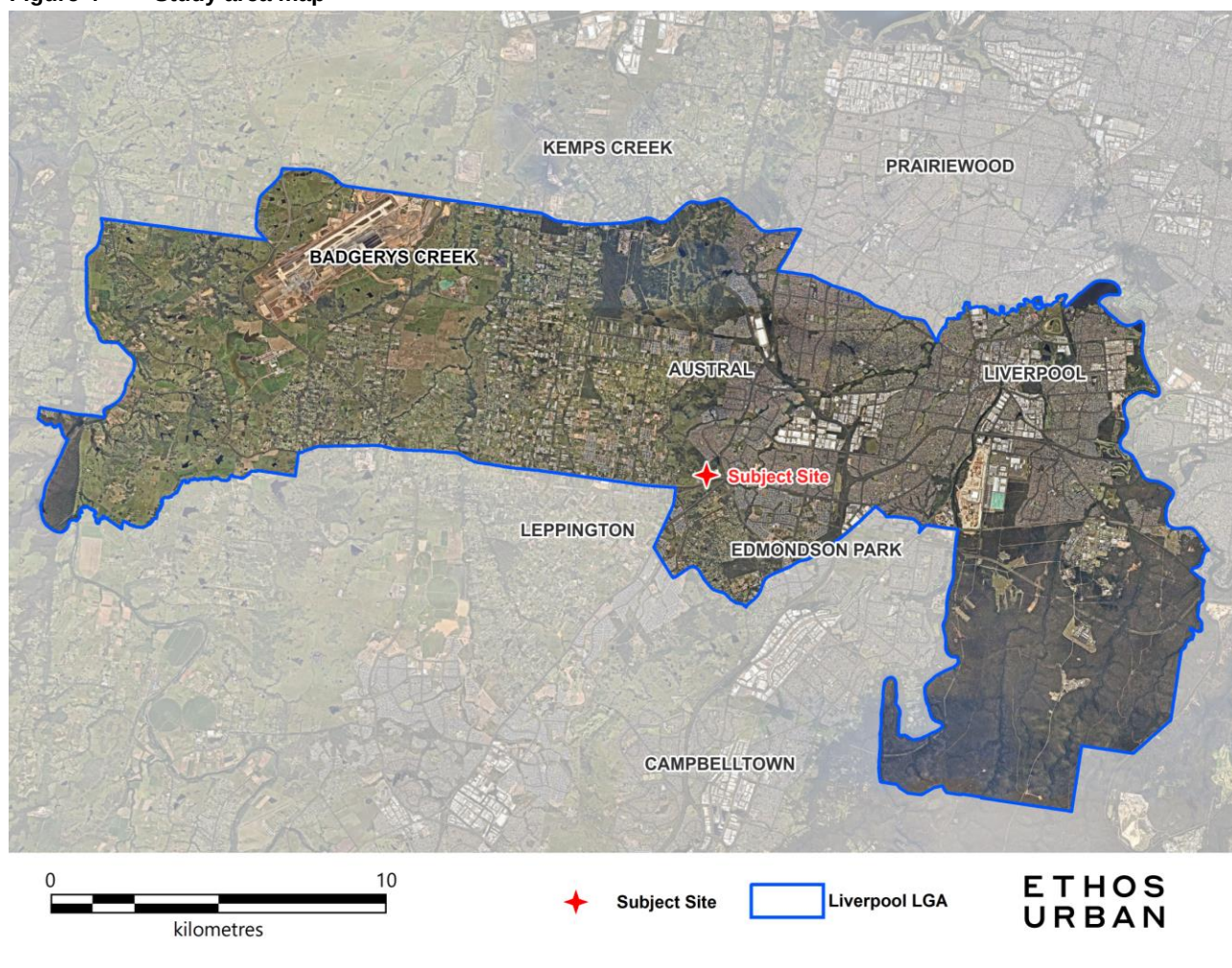
3.0 Local social and economic context

3.1 Study area definition

For the purposes of this assessment, a study area has been defined to assess the local social and economic context within which the site will operate. In this assessment, the Liverpool LGA has been determined to be an appropriate study area for the purposes of this analysis (See **Figure 4** below).

For much of the analysis undertaken, the relevant characteristics of the study area are compared to the broader Greater Sydney region. This is considered appropriate given the nature of the proposed development as a warehouse within a significant industrial precinct, which may also serve a regional catchment.

Figure 4 Study area map



Source: Mapinfo, Ethos Urban

3.2 Study Area characteristics

Liverpool LGA is currently emerging as a major business and commercial activity region, largely due to its accessibility, land availability and proximity to Western Sydney International Airport and the planned Aerotropolis. At

present, the LGA is well supported by access to major arterial roads and has a strong provision of industrial and commercial facilities with easy access to strategic locations.

The LGA is therefore becoming an increasingly attractive area for commercial and industrial enterprises to locate, and as such it is expected that businesses and employment growth within the LGA will increase significantly over the long term. This is particularly true due to the investment associated with the Aerotropolis, situated west of the site, which is planned to serve as a key, knowledge intensive employment hub in Western Sydney.

The LGA also comprises several existing activity centres that serve local and broader retail functions, and offer a range of employment opportunities for local residents.

3.3 Social and economic context

A summary of the local resident and worker population provided within the study area (Liverpool LGA) is now presented.

3.3.1 Resident Profile

A detailed assessment of the key community characteristics for the study area (Liverpool LGA) is provided in **Appendix A** and is based on results from the 2016 ABS Census of Population and Housing, along with additional available information for the resident population. The following key demographic characteristics of the Liverpool LGA have been benchmarked against Greater Sydney and are identified below.

- **Population:** In 2020, Liverpool LGA had an Estimated Resident Population (ERP) of 231,296, which is forecast to increase substantially to 363,460 by 2036. This represents an average annual growth rate of 2.9% compared to Greater Sydney of around 1.4% over the same period.
- **Age profile:** In 2016, residents aged 35-49 years represented the largest age cohort in the LGA, accounting for 21.3% of the total resident population. The LGA also has a large proportion of children aged 5-17 years at 19.4%. This data suggests that there is a strong presence of families with young children.
- **Household income:** LGA residents earn median annual household incomes of \$80,850, -12.3% lower than the Greater Sydney median of \$92,200.
- **Household composition:** Family households are the prominent household type in the study area (accounting for 82.6% of households), higher than the Greater Sydney benchmark of 73.7%. Of the family households within the study area, 48.9% are families with children. Lone person households account for 15.7% of all household types in the study area respectively, which is lower than the Greater Sydney average for lone person households (21.7%).
- **Dwelling types:** The study area has a higher share of separate houses (at 75.9% of all dwellings) compared to Greater Sydney (57.2%). The large share of separate dwellings reflects the context of the study area as a suburban fringe market. However, it can be expected that the proportion of flats, units and apartments will increase over the medium-long term, as population growth drives the need for higher density living, particularly around major activity centres close to transport.

Worker Profile

A review of local workers has been derived taking into account NSW Transport Travel Zone (TZ) boundaries that best align with the Liverpool LGA. Results from employment projections sourced from Transport for NSW have been considered. Key trends of local workers within Liverpool LGA include:

- **Employment:** In 2021, there were an estimated 90,580 workers in Liverpool LGA. This level of employment is projected to increase substantially in the future, with projections for the LGA estimating 156,620 workers by 2036. This reflects an additional +66,040 jobs over the projected period.
- **Primary sector employment:** A small proportion of primary sector jobs are provided in the LGA accounting for just 1.1% of all jobs
- **Secondary sector employment:** Account for 20.6% of total jobs, representing a substantial source of employment in the LGA.

- **Tertiary sector employment:** Account for the vast majority of jobs in 2021, at 74.8% of all employment. Within this category, employment is predominately related to consumer service which accounts for 60.0% of total employment in the LGA. This includes strong representation in industries such as health care and social assistance (18.1%), retail trade (11.6%) and education and training (10.0%)

Employment forecasts from Transport for NSW are shown in **Table 2** and demonstrate strong employment growth projected for the LGA, with +66,040 workers estimated to be provided between 2021 and 2036. A large share of this growth is projected to be concentrated within tertiary sector activities.

Consumer services jobs are forecast to increase by +37,590 workers between 2021 and 2036, accounting for 56.9% of total jobs growth. This includes significant jobs growth in industries including health care and social assistance (+10,090) retail trade (+6,680), education and training (+5,570) and public administration and safety (+5,100).

Secondary sector activities and producer services will also support a substantial amount of jobs growth, with +13,780 jobs projected in secondary sector activities, and +11,850 in producer services. Industries of most significance in these sectors include:

- Manufacturing, which is forecast to increase by +8,010 workers, accounting for 12.1% of total employment growth.
- Construction, with +5,770 jobs forecast, representing 8.7% of total employment growth
- Transport, postal and warehousing, forecast to increase by +5,070 jobs, equating to 7.7% of total employment growth in the LGA.

Employment generated by the proposed development will support jobs within major growing industries such as transport, postal and warehousing, and manufacturing, once fully developed and operational.

Furthermore, the proposed development would also generate local construction jobs during its development phase and support other service sector jobs locally and regionally. These will be explored in more detail in **Chapter 5**.

Table 2 Liverpool LGA Employment Forecasts (2021-2036)

Category	2021		2036		Total Change 2021-2036 No.
	No.	% Share	No.	% Share	
<u>Primary Sector</u>					
Agriculture, Forestry & Fishing	930	1.0%	1,700	1.1%	+770
Mining	50	0.1%	100	0.1%	+50
<i>Sub-Total Primary Sector</i>	<i>980</i>	<i>1.1%</i>	<i>1,800</i>	<i>1.1%</i>	<i>+820</i>
<u>Secondary Sector</u>					
Manufacturing	9,640	10.6%	17,650	11.3%	+8,010
Construction	9,040	10.0%	14,810	9.5%	+5,770
<i>Sub-Total Secondary Sector</i>	<i>18,680</i>	<i>20.6%</i>	<i>32,460</i>	<i>20.7%</i>	<i>+13,780</i>
<u>Tertiary Services Sector</u>					
<u>Producer Services</u>					
Electricity, Gas, Water & Waste Services	760	0.8%	1,380	0.9%	+620
Transport, Postal & Warehousing	6,100	6.7%	11,170	7.1%	+5,070
Information Media & Telecommunications	500	0.6%	1,180	0.8%	+680
Financial and Insurance Services	1,070	1.2%	2,510	1.6%	+1,440
Rental, Hiring & Real Estate Services	1,220	1.3%	2,140	1.4%	+920
Wholesale Trade	3,760	4.2%	6,880	4.4%	+3,120
<i>Sub-Total</i>	<i>13,410</i>	<i>14.8%</i>	<i>25,260</i>	<i>16.1%</i>	<i>+11,850</i>
<u>Consumer Services</u>					
Retail Trade	10,470	11.6%	17,150	11.0%	+6,680
Accommodation & Food Services	4,580	5.1%	7,500	4.8%	+2,920
Arts & Recreation Services	820	0.9%	1,340	0.9%	+520
Administrative & Support Services	2,950	3.3%	5,190	3.3%	+2,240
Professional, Scientific & Technical Services	3,310	3.7%	7,780	5.0%	+4,470
Public Administration & Safety	6,730	7.4%	11,830	7.6%	+5,100
Education & Training	9,070	10.0%	14,640	9.3%	+5,570
Health Care and Social Assistance	16,430	18.1%	26,520	16.9%	+10,090
<i>Sub-Total</i>	<i>54,360</i>	<i>60.0%</i>	<i>91,950</i>	<i>58.7%</i>	<i>+37,590</i>
<u>Sub-Total Tertiary Sector</u>	<u>67,770</u>	<u>74.8%</u>	<u>117,210</u>	<u>74.8%</u>	<u>+49,440</u>
Other services	3,150	3.5%	5,150	3.3%	+2,000
<u>Total</u>	<u>90,580</u>	<u>100.0%</u>	<u>156,620</u>	<u>100.0%</u>	<u>+66,040</u>

Source: Transport for NSW, Ethos Urban

3.4 Local social issues and trends

Community views

Community and stakeholder engagement was undertaken to inform the original Concept Plan approval in 2015.

Submissions informing the Bringelly Road Business Hub Concept Plan raised issues from agencies and local councils, specifically in relation to transport and access, the impact of the proposal on the riparian corridor, the biodiversity offset strategy and species impact assessment, Aboriginal Heritage Impact and flood risk management.

It is noted that Liverpool City Council indicated the design of future buildings may raise security and safety concerns that would require management and mitigation at the DA stage for future uses on the site.

These issues are addressed through the Environmental Impact Statement for the development application.

No concerns were raised from any members of the public in relation to the Concept Plan approval.

4.0 Social Impact Assessment

This SIA has been prepared based on the *Social Impact Assessment Guideline for State Significant Projects* (NSW DPIE 2021) to address the SEARs.

4.1 Key findings and recommendations

Key social impacts and benefits associated with the site:

- Overall, it is considered that significant positive benefit is likely to result from the development, specifically in relation to the provision of additional employment opportunities for the local and regional community. These benefits can be enhanced by applying local and social procurement practices during construction and operational phases of the development.
- During the construction and operation of the development there is some potential for adverse social impacts on surroundings, way of life, and health and wellbeing of local workers and residents due to the noise, acoustic and air quality impacts, or increased traffic in the area. It is noted that there are residential properties located less than 500m to the west and northwest.

The construction and operation of the precinct would also contribute to increased traffic and associated impacts in the local area.

- The development will alter the appearance of the site, due to its current state as a vacant lot. This will likely impact views for surrounding residents and workers to some extent, which may result in decreased enjoyment of surroundings and/or changes to sense of place.
- The development will contribute to cumulative construction and operational impacts associated with the development of other industrial precincts in the area. There is a high likelihood of other construction and industrial activities taking place in the surrounding area, further exacerbating any negative impacts.

4.2 Assessment framework and scope

This SIA has been prepared based on the *Social Impact Assessment Guideline for State Significant Projects* (NSW DPIE 2021) to address the SEARs.

This assessment considers the potential impact on the community and social environment should the social impacts envisaged occur, compared to the baseline scenario of the existing use of the site and social context.

The purpose of this social impact analysis is to:

- Identify, analyse and assess any likely social impacts, whether positive or negative, that people may experience at any stage of the project lifecycle, as a result of the project
- Investigate whether any group in the community may disproportionately benefit or experience negative impacts and proposes commensurate responses consistent with socially equitable outcomes
- Develop social impact mitigation and enhancement options for any identified significant social impacts.

Ultimately, there can be two main types of social impacts that may arise as a result of the proposed development. First, direct impacts can be caused by the project which may cause changes to the existing community, as measured using social indicators, such as population, health and employment. Secondly, indirect impacts that are generally less tangible and more commonly related to matters such as community values, identity and sense of place. Both physically observable as well as psychological impacts need to be considered.

4.3 Key affected communities

This assessment covers both the immediate area, which is expected to experience social impacts associated with the temporary construction activities and the future operational impacts, as well as the broader study area as defined in **Chapter 3.0** and further areas that may experience the resulting benefits from the operational phase of the project.

Based on the social baseline analysis undertaken, the key communities to experience social impacts and/or benefits of the project can be grouped as follows:

- Local residents
- Local workers
- Neighbouring businesses
- Users of Skyline Crescent
- Broader local community
- Temporary construction workers in the area.

4.4 Impact assessment factors and responses

The following section sets out the assessment of social impacts arising from the proposed development and recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts, across the suite of factors set out in the NSW DPIE SIA Guideline. The assessment has been based on the information available to date, and is primarily a desktop study, informed by a review and analysis of publicly available documents relevant to the project.

Evaluation principles

This study identifies the following key social factors relevant to the assessment of social impacts of the project:

- Way of life
- Health and wellbeing
- Accessibility
- Community
- Culture
- Surroundings
- Livelihoods.

Decision-making systems have not been considered in detail in this report, given the nature of the project as a warehouse development within an industrial estate specifically designated for such uses.

The evaluation of these factors includes an assessment of the degree of significance of the social impact, including the envisaged magnitude (duration, extent, severity, sensitivity), likelihood, and potential to mitigate/enhance and likelihood of each identified impact. The social impact significance matrix provided within the SIA Guidelines Technical Supplement (see **Table 5**) has been adapted for the purposes of undertaking this social and impact assessment.

Each impact has been assessed and assigned an overall risk that considers both the likelihood of the impact occurring and the consequences should the impact occur. The assessment also sets out recommended mitigation, management and monitoring measures for each identified matter.

Magnitude of impact generally considers the following dimensions:

- Extent – Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g. near neighbours, local, regional, future generations).
- Duration – When is the social impact expected to occur? Will it be time-limited (e.g. over particular project phases) or permanent?
- Severity or scale – What is the likely scale or degree of change? (e.g. mild, moderate, severe)
- Intensity or importance – How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the

matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.

- Level of concern/interest – How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Table 3 Defining magnitude levels for social impacts

Magnitude level	Meaning
Transformational	• Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; • permanent displacement or addition of at least 20% of a community.
Major	• Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	• Noticeable deterioration/ improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	• Mild deterioration/ improvement, • for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	• Little noticeable change experienced by people in the locality.

Table 4 Defining likelihood levels of social impacts

Likelihood level	Meaning
Almost certain	Definite or almost definitely expected (e.g. has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or remote probability

Table 5 Social impact significance matrix

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

Source: NSW DPIE, 2021, Technical Supplement - Social Impact Assessment Guideline for State Significant Projects.

4.5 Impact assessment and responses by social factor

4.5.1 Surroundings - access to and use of built and natural environment, public safety, amenity

Potential impacts

During construction:

- The proposed development may have some amenity impacts on surrounding development, related to noise, dust and vibration generated by construction activities. These will mainly affect workers employed within the locality and local area visitors.
- Amenity impacts associated with the construction of the proposed building on a previously vacant site, with a height of up to 13.7m. This has the potential to affect views and sightlines in a negative manner, and consequently, enjoyment of surroundings.
- Potential traffic generation amenity impacts will arise during construction of the development. This would primarily affect the workers employed within the locality, and users of Skyline Crescent.
- Potential impacts on perceptions of safety in the area associated with increased number of construction workers in the area who could be perceived as 'strangers' in the area. It is estimated that the construction of the proposed development will generate 18 FTE direct jobs.
- Construction of the proposed development may result in cumulative impacts related to vibration, dust, and noise, noting the construction of various other projects in proximity to the site.

During operation:

- Views would also be affected during operational phases of the development, as the proposed building would have height of up to 13.7m.
- Potential traffic generation amenity impacts will arise during operational phases of the development given the increased intensity of use of the site (the proposed development will support approximately 78 FTE jobs once operational and requires vehicle access to support its operations). This would primarily affect workers employed within the locality, local area visitors, and users of Skyline Crescent.
- Loss of existing natural landscapes associated with delivery of the development may have an adverse impact on enjoyment of surroundings and visual amenity.

Responses/ mitigation measures

- Amenity impacts – such as traffic, noise, air quality, visual amenity – will be managed in accordance with relevant legislation, and technical reports. The Traffic and Parking Impact Assessment (Transport and Traffic Planning Associates, 2022) has indicated that there will be no adverse traffic implications on the surrounding road network during construction or operation, and that planning provision of parking will be adequate to support the development.
- Visual impacts – in terms of views of surrounding properties – will be mitigated as far as practicable through design guidance and other visual impact mitigation measures to ensure that the design of the new industrial buildings is of high quality and that appropriate landscaping is introduced on the site to soften the visual impact of the development.
- Landscaping and revegetation around the perimeter of the site will help to mitigate visual amenity impacts of the planned industrial development and will contribute to amenity for workers in the locality more broadly.
- Cumulative impacts will be managed through adaptive monitoring and management over time through the imposition of conditions of consent by the relevant consent authorities. These are likely to require the implementation of environmental management plans and compliance with the relevant environmental regulations. Collaboration with local Council and adjacent businesses may allow for the coordination of works in order to minimise cumulative impacts.

Summary

Overall Social Impact Significance Rating	Amenity impacts are generally associated with the physical construction of the site and can be appropriately mitigated through environmental management plans. Amenity impacts during
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Potential impacts	
	operation in terms of the proposed buildings are considered low due to distance from residential areas and vegetation and planting shielding the site development from adjacent roads and surrounding development. Some noise and traffic impacts may occur, however these would be expected in the context of transformation of the area into an industrial precinct. Social impact ratings associated with the change to amenity and surroundings is considered Medium with following overall ratings: • Construction: Medium (Possible Minor) - Negative • Operation: Medium (Possible Minor) - Negative
Duration	Construction impacts are temporary. Potential for ongoing impacts with the operation of the development.
Extent	Impacts are likely to be experienced predominantly by workers employed within the locality, local area visitors, and potentially users of Skyline Crescent.
Severity/ sensitivity	Residential properties are located less than 400 metres to the west and northwest.
Potential to mitigate/ enhance	High potential to mitigate negative social impacts through Construction Management Plans, Operational Management Plans and the design and landscaping of the development.

4.5.2 Health and wellbeing – physical, mental, social and spiritual

Potential impacts

During construction:

- The construction phase of the development has the potential to generate temporary environmental impacts which have the potential impacts on the health and wellbeing of the local workers and visitors to the area, by impacts such as noise, air quality and similar disturbances.
- The Noise Impact Assessment (SLR, 2022) indicates that construction noise levels are predicted to exceed the management levels at the nearest sensitive receivers, however, only when noisy work is being completed close to the site boundary. These impacts will be temporary.
- Construction of the proposed development may result in cumulative health impacts related to vibration, dust, and noise, noting the construction of other projects in proximity to the site.

During operation:

- Potential negative impacts on health and wellbeing associated with increased capacity and activation of the site. Increased levels of traffic, industrial activity and subsequent pollution may result in poor health and wellbeing, particularly for those employed within the locality, and local area visitors.

Responses/ mitigation measures

- Implementation of an environmental management plan during construction and operation to avoid or minimise impacts such as noise, air quality and water quality impacts. These impacts will also be managed in accordance with relevant legislation and regulations, ensuring impacts on local communities are acceptably managed.
- To contribute positively towards health and wellbeing, each building within the industrial precinct could consider including indoor and outdoor casual seating and passive recreation areas for staff to utilise during breaks, including with appropriate shading and planting, and with views towards the nature conservation area.
- Ensure that any current or future proposed uses on the site consider the health and wellbeing of local workers. Collaborate with the Council, adjacent businesses, to coordinate works to minimise impacts.
- It will be important to establish effective communication channels for local community to find out information about the development and raise any issues or concerns, to mitigate mental health impacts which can arise through uncertainty and the effects of significant changes to a person's local environment.

Summary

Overall Social Impact Significance Rating	Social impact ratings associated with the change to health and wellbeing of local community is considered Low with following overall ratings: • Construction: Low (Possible Minimal) - Negative • Operation: Low (Possible Minimal) - Negative
Duration	Construction impacts are temporary, however, care should be given to ensure that construction impacts do not deteriorate the health and wellbeing of those in the immediate vicinity of the site.
Severity/ sensitivity	Residential properties are located less than 400 metres to the west and northwest.
Extent	Impacts are likely to be experienced predominantly by workers employed within the locality, local area visitors, and potentially users of Skyline Crescent.
Potential to mitigate/ enhance	High potential to mitigate impacts and enhance benefits through implementation of Construction Management Plans and Operational Management Plans.

4.5.3 Community, including its composition, cohesion, character

Potential impacts

During construction:

- Impacts to community composition associated with an increased presence of construction workers in the area. It is estimated that the construction of the proposed development will generate an estimated 18 FTE direct construction jobs at the site. The proposed development will support approximately 78 FTE jobs once operational.
- Some community concerns may arise in relation to the significant change in character of the area from rural and residential to industrial. For example, this may lead to potential changes to community connection to and sense of place for past and present workers and visitors to the area.

Responses/ mitigation measures

- To ensure that that some of the economic benefit of the development also benefits and strengthens the local community, efforts could be made to try and procure local employees for both the construction and operational phases of the development. Procuring local employees may support community acceptance of the development and broader transformation of the area. Further social procurement principles could be considered to amplify social impact (e.g., include and employ trainees, vulnerable backgrounds, underrepresented groups)
- It is not possible to entirely mitigate impacts to community character and also achieve the broader strategic objective of delivering an employment precinct. Timely, effective, and respectful communications with local residents will help manage the personal impacts of change experienced by those living within this rapidly transforming precinct and region. Ensure that community and all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should be provided.

Summary

Overall Social Impact Significance Rating	Social impact ratings associated with the change to the size and composition of the local community is considered High to Very High with following overall ratings: • Construction: High (Likely Moderate) • Operation: Very High (Almost Certain Transformational), noting cumulative impacts While the change would be High to Very High (and would be perceived either negative or positive depending on particular receiver), the change would involve a significant social benefit in the contribution to significant employment opportunities within the local community, if the change is well mitigated and communicated.
Duration	Changes to the local community would be permanent.
Severity/ sensitivity	Residential properties are located less than 400 metres to the west and northwest.
Extent	Horningsea Park suburb, Liverpool LGA.
Potential to mitigate/ enhance	Potential to mitigate impacts by implementing a strategy to source local goods and employment, and ensuring effective communications channels are available to residents to voice concerns, and information on the progress of the development is shared.

4.5.4 Culture – shared beliefs, customs, values and stories, and connections to land, places, buildings

Potential impacts

During construction:

- Impacts to connection to land and/or place associated with the construction of a warehouse on previously vacant land. Construction activities would obstruct access and views of the existing site, which may have adverse impacts on community members who hold a connection to the place.

During operation:

- Overall, there would be a cumulative impact on the sense of place people have in relation to the broader region. The effects will be felt through the loss of visual connection with the rural setting and the day to day interaction with the area's current natural environment.

Responses / mitigation measures

- Meaningful and iterative consultation with Aboriginal communities and stakeholders in relation to the site will be necessary to mitigate negative impacts to cultural sites present on and/or surrounding the site.
- It is not possible to entirely mitigate impacts to community connection to place and also achieve the broader strategic objective of delivering an employment precinct. However, the impact can be minimised by developing a strong communication program for the project, providing updates, and reducing any potential uncertainty as to the timing and impact on the local community.
- If impacts associated with transition are well mitigated, the development for employment uses will ensure positive social outcomes for the community.

Summary

Overall Social Impact Significance Rating	Social impact ratings associated with the change to the local culture is considered High with following overall ratings: - Construction: Medium (Possible Moderate) – Negative - Operation: High (Likely Moderate) – Negative, noting cumulative impacts
Duration	Permanent impact.
Severity/ sensitivity	Low due to zoning of the site and distance from residential zoned areas. Aboriginal and non-Aboriginal heritage potential on this site is considered nil-low.
Extent	Horningsea Park suburb.
Potential to mitigate/ enhance	Low - ongoing communication with existing residents and the community to minimise disturbance during the transition period.

4.5.5 Access to and use of infrastructure, services and facilities

Potential impacts

During construction:

- Increased accessibility to construction jobs within the area associated with the construction of the proposed development. It is estimated that the construction of the proposed development will generate 18 FTE direct jobs. Although temporary, project-based work is typical for the sector.

Potential impacts

- Potential negative impacts associated with construction of the proposed development, associated with increased traffic volumes, establishment of hoardings, dust, noise, and vibration. This may disrupt regular access to the site and surrounds for local workers, local area visitors, and users of Skyline Crescent.
- The Traffic and Parking Impact Assessment (Transport and Traffic Planning Associates, 2022) has indicated that there will be no adverse traffic implications on the surrounding road network during construction or operation, and that planning provision of parking will be adequate to support the development.
- Cumulative impacts to accessibility associated with other construction activities within the surrounding area.

During operation:

- Impacts to accessibility associated with the delivery of additional employment floorspace within the LGA. The proposed development will support approximately 78 FTE jobs once operational. This will contribute to regional objectives for employment opportunities within 30 minutes of people's homes – the '30-minute city'.
- Being an industrial development, the development is unlikely to generate any significant demand for new social infrastructure or services, however there may be increased demand for daily needs (e.g. supermarket, cafe, petrol station, etc) or other amenities in the area that would be likely to be utilised by the local workforce during, before and after working hours.

Responses / mitigation measures

- Accessibility impacts – such as traffic, noise, air quality – will be managed in accordance with relevant legislation, and technical reports.
- In order to account for some demand for social infrastructure generated by the local workforce, the buildings within the site could consider including passive open spaces for staff to utilise during breaks, including with appropriate shading and planting.
- Construction of new roads and implementation of a construction traffic management plan.
- Collaborate with the Council to ensure sufficient infrastructure provision within the broader precinct, to meet the demand based on the broader job targets for the area.

Summary

Overall Social Impact Significance Rating	Social impact ratings associated with changes related to access and use of infrastructure is considered Medium with following overall ratings: • Construction: Medium (Possible Moderate) - Negative • Operation: Medium (Possible Moderate)
Duration	Increased traffic and potential need for access to daily needs in the local area are long term.
Severity/ sensitivity	Residential properties are located less than 400 metres to the west and northwest.
Extent	Local workers, visitors, users of Skyline Crescent, Horningsea Park suburb and Liverpool LGA residents.
Potential to mitigate/ enhance	Construction impacts can be managed through construction traffic management plan. Operational impacts can be mitigated by collaborating with relevant stakeholders to ensure sufficient infrastructure provision within the broader precinct.

4.5.6 Way of life – how people live, get around, work, play and interact with one another each day

Potential impacts

During construction

Potential impacts

- Potential disruption to way of life and daily routines for local workers associated with increased traffic and truck movements both during construction and operation of the site, that can lead to extended travel times and inconvenience. This would primarily affect the workers employed within the locality, local area visitors, and users of Skyline Crescent.
- Potential negative impacts associated with construction of the proposed development, associated with increased traffic volumes, establishment of hoardings, dust, noise, and vibration. This may disrupt regular daily routines for workers employed within the locality, local area visitors, and users of Skyline Crescent.
- The Noise Impact Assessment (SLR, 2022) indicates that construction noise levels are predicted to exceed the management levels at the nearest sensitive receivers, however, only when noisy work is being completed close to the site boundary. These impacts will be temporary.
- The Traffic and Parking Impact Assessment (Transport and Traffic Planning Associates, 2022) has indicated that there will be no adverse traffic implications on the surrounding road network during construction or operation, and that planning provision of parking will be adequate to support the development.
- Cumulative impacts to accessibility associated with other construction activities within the surrounding area.

During operation:

- Potential increased traffic movements associated with operation of the site. The proposed development will support approximately 78 FTE jobs once operational and requires vehicle access to support its operations. This would primarily affect workers employed within the locality, local area visitors, and users of Skyline Crescent.
- Long term improvements to way of life for residents of the Liverpool LGA associated with improving accessibility of employment opportunities close to housing and daily living needs. This is in line with the Greater Sydney Commission's vision for a "30-minute city" where employment and other daily living needs are located close to people's homes and can consequently reduce travel times for workers and increase the amount of time available to spend with friends and family.

Responses / mitigation measures

- Way of life impacts – such as traffic, noise, air quality – will be managed in accordance with relevant legislation, and technical reports.
- To ensure that some of the economic benefit of the development also benefits the local community, efforts could be made to procure local employees for both the construction and operational phases of the development.
- It will be important to establish effective communication channels for local residents to find out information about the development and raise any issues or concerns, to mitigate mental health impacts which can arise through uncertainty and the effects of significant changes to a person's local environment.
- Collaboration with local Council, stakeholders and adjacent businesses may allow for the coordination of works in order to minimise cumulative impacts.

Summary

Overall Social Impact Significance Rating	Social impact ratings associated with changes to way of life is considered Low to Medium with following overall ratings: • Construction: Low (Unlikely Minor) - Negative • Operation: High (Likely Moderate) – Changes could be perceived either as Negative or Positive, depending on the receiver The proposed development will have positive benefits in respect to way of life, associated with the delivery of new employment opportunities in the Liverpool LGA
Duration	Most potential negative impacts will occur during the construction phase. Most potential positive social benefits will occur during the operational phase.
Severity/ sensitivity	Residential properties are located less than 400 metres to the west and northwest.

Potential impacts	
Extent	Local workers, visitors, users of Skyline Crescent, Horningsea Park suburb and Liverpool LGA residents.
Potential to mitigate/enhance	High – construction impacts can be managed through environmental management plan and construction traffic management plan. Operational benefits can be enhanced by implementing a strategy to source local goods and employment, and ensuring effective communications channels are available to residents to voice concerns, and information on the progress of the development is shared.

4.5.7 Livelihoods – people's capacity to sustain themselves

Potential impacts	
<u>During construction:</u>	
- Construction of the proposed development is likely to generate local and regional employment opportunities, improving accessibility of employment opportunities close to housing and daily living needs. The development will support a total of 46 FTE jobs (direct and indirect) during construction. - The increased number of workers in the precinct will likely result in increased patronage for local businesses, such as cafes and supermarkets, within the broader area.	
<u>During operation:</u>	
- Operation of the proposed development is likely to generate local employment opportunities, improving accessibility of employment opportunities close to housing and daily living needs. The development will support approximately 78 FTE jobs during the ongoing operation of the development at full occupancy. - The increased number of workers in the precinct will likely result in increased patronage for local businesses, such as cafes and supermarkets, within the broader area.	
Hence, the new employment opportunities and investment within the local economy will have positive social benefits for both the local community and businesses as a result of new local employment opportunities and workers within the area utilising the services of local businesses.	

Responses / mitigation measures	
- To ensure that some of the economic benefit of the development also benefits the local community, efforts could be made to procure local employees for both the construction and operational phases of the development. - Further social procurement principles could be considered to amplify positive social impact, for example, the inclusion and employment of trainees, people from vulnerable backgrounds and/or underrepresented groups.	

Summary	
Overall Social Impact Significance Rating	The proposed development will have Medium to High positive benefits in respect to livelihoods, associated with the delivery of new employment opportunities in the Precinct: - Construction: Medium (Likely Minor) - Positive - Operation: High (Likely Moderate) - Positive
Duration	Construction impacts are short term, operational impacts are long term.
Severity/ sensitivity	Residential properties are located less than 400 metres to the west and northwest.
Extent	Both construction and operational phase are likely to draw workers from Liverpool LGA and beyond
Potential to mitigate/enhance	High – benefits to the local community are likely if local and social procurement and staffing principles are applied.

4.6 Monitoring and measurement framework

To monitor and measure the ongoing impact of the proposed development on relevant stakeholders and the surrounding community, the following framework is recommended:

During construction

- Development and implementation of a Construction Management Plan that includes a complaint handling procedure for identifying and responding to community issues related to construction impacts.
- Ongoing consultation with relevant stakeholders, including local residents and workers neighbouring areas to identify impacts promptly.

During operation

- Continued consultation with relevant stakeholders, including future tenants of the site.

Development and implementation of an operational plan of management that mandates data collection (e.g. complaints register) to enable ongoing monitoring of the performance of the development over time.

5.0 Economic Impact Assessment

5.1 Introduction

An assessment of the economic impacts and benefits associated with the construction and operational phases of the Lot 1, Bringelly Road Business Hub development is discussed in this section.

The section also provides concise comments on potential mechanisms to mitigate (where possible) the identified negative impacts and enhance the economic outcomes and value of the scheme.

5.2 Impact assessment matters

In order to address the market potential and economic impacts, this economic assessment considers:

- Demand for the redevelopment taking into account the following:
 - Site suitability
 - Demand for more sophisticated industrial facilities
 - Jobs and growth targets across Liverpool LGA
- Local and regional economic impacts and benefits likely to result from the proposed development including:
 - Operational impacts
 - Employment generation – during construction and operation
 - Economic output – increased Value-Added output
 - Other economic benefits from the proposed development
- Potential mechanisms to mitigate any identified negative impacts

Economic Impact Assessment – Key Findings

Overall, the project will deliver significant local and regional economic benefits including:

- Capital investment of over \$10 million (including around \$9 million in direct construction costs), supporting ongoing investment and development activity in this key region in Western Sydney, and specifically within Bringelly Road Business Hub.
- Supporting local and regional employment opportunities, including the provision of:
 - Up to 46 FTE construction workers (direct and indirect) during the construction phase of the development
 - Up to 78 ongoing FTE workers (direct) once the development is complete and fully occupied. This includes delivering on the demand for more skilled workers by supporting up to 62 office-based workers in ancillary office space.
- These workers will contribute \$7.9 million in Value Added annually to the local and regional economy.
- Support existing and future demand for additional industrial floorspace in this part of Sydney by providing and efficient and modern industrial facility.
- Enhance the provision of facilities and business at Bringelly Road Business Hub, supporting the long term objectives of this precinct as a key business and employment hub in this part of Sydney.
- There are no significant or detrimental economic impacts likely to result from the proposed development. Instead, the proposed project is likely to result in significant positive economic benefits including supporting a provision of key employment opportunities at this site and benefitting from its location close to major arterial roads and activity centres, and population growth occurring in the area.

Demand for the development

Continued growth in population and employment within the study area (Liverpool LGA) and more broadly within Greater Sydney will drive strong market demand for a range of facilities, including industrial uses.

The south west corridor of Sydney is increasingly viewed as a key industrial market in Greater Sydney, benefitting from access to land, proximity to major transport infrastructure – allowing for storage and distribution across Sydney and interstate, and close proximity to a growing residential market – servicing customers but also providing employment opportunities in the immediate area.

Ongoing and future development and infrastructure projects including Western Sydney international Airport and Aerotropolis, Moorebank Intermodal Terminal and the future M9 and M12 motorways will further support growth and investment in this part of Sydney, including in the industrial sector.

Suitability of the site from an economic perspective

The location of the site at the Bringelly Road Business Hub is well suited to industrial and warehousing related usages proposed as part of this development.

Importantly for the site, it is located along Bringelly Road; a major arterial road that has been earmarked for significant upgrade. Bringelly Road connects the site to important precincts and activity centres including the Liverpool CBD and the future Western Sydney Airport and Aerotropolis, which in part, has prompted the need for significant upgrades to transport infrastructure.

The high profile and easily accessible nature of the Bringelly Road site, combined with existing and approved industrial facilities within the Bringelly Road Business Hub, suggests that the site forms an excellent location for industrial uses such as that currently proposed.

Growing demand for sophisticated industrial facilities

The industrial sector has become increasingly sophisticated with more specialised facilities and increase in demand supported by population growth as well as infrastructure investment and technology advancement. This shift has generated an increased demand for larger, modern industrial assets, with Western Sydney a popular location due to land availability, residential growth and access to transport and efficient distribution networks.

Overall land availability for industrial development remains competitive across Sydney. In 2021, over 260 hectares of industrial land take up was recorded in Western Sydney, an increase of 86% since 2020 (*Colliers 2022*). Across Sydney, industrial vacancy rates are very low, estimated at 0.4% in 2021 (*CBRE 2021*). This includes a 0.1% vacancy rate in the Outer southwest market which captures the subject site (*based on the CBRE market definition, 2021*). This low vacancy and strong take up highlights the ongoing demand for industrial space, even in light of the COVID-19 pandemic.

The proposed development at Lot 1 of the Bringelly Road Business Hub will support the existing and future demand for additional industrial floorspace in this part of Sydney and will provide for an efficient, and modern industrial facility.

As the industrial sector has evolved, the sector has transitioned away from more traditional primary production and manufacturing activities towards specialised, knowledge intensive industries and uses. In particular, the emergence and ongoing development in technology and automation, infrastructure investment and supply-chain logistics operations have prompted a shift to a more specialised “white-collar” workforce in the sector.

Delivering on government jobs growth targets

These highly skilled workers are increasingly required to oversee and manage modern machinery and equipment, with these workers supported by a larger proportion of sales and administration staff. This transition has implications for the types of buildings and uses required in the sector, with a need for more specialised warehouses but also increased provision of traditional commercial office space and amenities to accommodate the increasing white collar workforce.

The jobs targets outlined within the Liverpool LSPS supports the need for modern warehouse facilities in the region, given the focus on delivering more knowledge intensive jobs in the LGA.

Liverpool City Council has a jobs target of up to 2,500 new jobs each year until 2029. The proposed development will support this goal by accommodating 46 jobs in construction activities and 78 jobs on an ongoing basis once the development is complete and fully occupied, in transport, storage and warehousing- related industries.

5.3 Economic impacts and benefits

5.3.1 Operational impacts in relation to industrial sector and local community

At 5,470m² the proposed development would account for a small addition to the surrounding industrial market, and would be consistent with existing facilities at Bringelly Road Business Hub. Importantly, the development is well suited to support growth in this part of Sydney.

To support tenant requirements, new and/or redeveloped industrial facilities are becoming increasingly efficient, with stricter environmental controls and standards, together with technological advancements in building materials and operations. This is leading to industrial uses and facilities that are better designed, quieter, cleaner and have a reduced impact on the surrounding area.

Given the site is located within a non-residential area, with adjoining industrial and non-residential uses, any impact from a modern warehouse facility as proposed is likely to be minimal.

5.3.2 Employment generation

Construction employment

Direct employment in the *construction industry* is expressed as full time equivalent (FTE) job years. A 'job year' is a full-time job for one year.

Indirect, or flow on, employment will also be supported in other industries, for example, suppliers of materials and financial and legal services. Employment estimates in the wider economy are derived from ABS national accounts input-output analysis, specifically, employment multipliers.

Direct employment in the construction industry depends on the nature of the building and in particular the capital intensity of the project. It is estimated 1.96 FTE direct construction industry job years per \$1 million of expenditure (or 1.0 FTE job year per \$510,000) will be generated by the construction activity, based on research and the type of work expected to be undertaken in the construction phase of the site.

In addition, these direct construction industry jobs lead to demand for employment in supplier industries in the wider economy. The ABS construction multiplier is 2.6 - that is, for every single FTE job in the construction industry a further 1.6 FTE jobs are supported elsewhere in the economy.

While the total project cost will exceed \$10 million, direct construction costs for the base build (excluding fees, preliminaries, and margins) for the proposed development are in the order of \$9 million. **This would support 18 jobs in the construction industry and a further 28 jobs in related (supplier) industries over the development period.** In total, the construction phase of the development will support an estimated 46 workers.

Local businesses, workers and jobseekers are likely to benefit from increased employment and contracts afforded by the construction phase of the project.

Table 6 Direct and indirect jobs during construction

Metric	Value
Direct Jobs	
Direct construction cost estimate	\$9 million
Estimated direct jobs	18 FTE Jobs
Indirect Jobs	
Indirect jobs per construction job	Approximately 1.6
Estimated indirect jobs	28 FTE Jobs
Total FTE Construction Jobs	46 FTE Jobs

Source: ABS 2015; Ethos Urban

Ongoing employment

The activities and employment supported by the project will generate significant regional economic output. Based on the job densities for employment lands outlined by the Greater Sydney Commissions Employment Lands Analysis, employment lands within the Western City records an employment ratio of one worker for every 280m². The proposed warehouse facility is planned to accommodate some 4,470m² of industrial floorspace, and therefore would generate 16 FTE jobs on an ongoing basis once the development is complete and fully occupied (taking into account the typical employment ratio for the Western City).

The proposed facility is also planned to incorporate 1,000m² of ancillary office floorspace. For the purposes of this analysis, a workspace ratio for this office space has been adopted from the City of Sydney Floor Space and Employment Survey 2017, which indicates an average provision of one worker for every 16.2m² across office uses. Accordingly, the proposed development has capacity to accommodate up to a further 62 jobs associated with the office component of the development.

Taking the above into account, the overall development is, therefore, estimated to support some 78 FTE jobs on an ongoing basis once the development is complete and fully occupied.

Jobs accommodated by the development will support the strategic jobs targets of Liverpool Council and provide employment opportunities for local residents and workers. Importantly, the proposed development will support jobs in growing industries of employment, particularly in warehousing, logistics and supporting activities.

5.3.3 Economic output

Ongoing jobs supported by the proposed development will generate additional economic output, including significant contributions from industry sectors including Transport, Postal and Warehousing services. Gross value added by industry is an indicator of business productivity, it shows the net economic uplift by excluding the value of production inputs. Gross value added is estimated at around **\$7.9 million** per annum (2021 dollars) at full occupancy of the development.

These economic output benefits can be further enhanced by applying local and social procurement practices during construction and the operational phases of the development.

Table 7 Estimated economic output at full occupancy (2021 dollars)

Activity	Transport, Postal and Warehousing
<i>Economy.id category</i>	<i>Transport, postal and warehousing</i>
Employment (jobs)	78
Value added per job	\$107,781
Value added total	\$7,908,000

Source: Economy Id, Ethos Urban

The above analysis has been sourced from economy.id (based on modelling by the National Institute of Economic and Industry Research) for the Liverpool LGA which has been adopted as a proxy for Liverpool LGA, with 'best fit' industry sectors applied to likely economic activities at the new development. The results of the analysis assume no substitution effects from outside the regional economy, rather, the activities undertaken at the new asset represent increased net demand associated with population, labour force, and industry growth.

6.0 Conclusion

The proposed development will result in significant positive social and economic benefits for the local and broader community, creating additional employment opportunities along with stimulating growth in private business investment.

The Social and Economic Impact Assessments outlined in this report have identified the following key considerations and opportunities related to this site:

- Greater Sydney is experiencing strong demand for industrial facilities, including more modern industrial assets within the Western region. Continued population growth within Western Sydney (including Liverpool LGA) will drive demand for a range of facilities, including industrial spaces.
- The extent of demand for industrial uses is shown in the latest vacancy data for Greater Sydney, which is experiencing record low vacancy rates of just 0.4%, and as low as 0.1% in the outer southwest market. This trend highlights strong demand for industrial facilities, particularly within the Western region.
- The proposed development of Lot 1 is aligned to the broader concept plan for the Bringelly Road Business Hub, in establishing an industrial and employment services precinct in south west Sydney. The proposed development will deliver 5,470m² of modern industrial floorspace, including ancillary office space as well as car parking. This development is consistent with existing facilities within Bringelly Road Business Hub, and will continue to bring investment and support the ongoing growth of this precinct.
- The project will support ongoing investment in infrastructure and industrial services in Western Sydney. Development at Lot 1 will support a range of economic benefits, including creating up to 46 FTE jobs (direct and indirect) during construction, and a further 78 FTE direct ongoing jobs once the project is complete and fully operational. These ongoing jobs will contribute \$7.9 million in Value Added annually to the local and regional economy. These benefits can be further enhanced by applying local and social procurement practices during construction and the operational phases of the development.
- The proposed development will result in significant positive social and economic benefits for the local and broader community, noting additional local employment opportunities will be created, along with growth in private business investment. This aligns with local and state policy directions for a '30-minute' city in which people can access employment and other infrastructure types within 30 minutes of their homes.
- The development will impact upon the way of life and surroundings for nearby residents and workers, both in positive and negative ways. However, all of these social impacts aligned with the strategic direction to introduce industrial development in the area. Meaningful and respectful consultation with local communities and stakeholders will be necessary to mitigate any potential negative impacts.
- During the construction and operation of the development there is the potential for adverse social impacts due to the noise, acoustic and air quality impacts. However, these are proposed to be managed in accordance with the relevant regulations and the Construction Management Plan, and as such these impacts can be mitigated.

Overall, the site represents a logical location to deliver a new modern industrial warehouse facility, that is consistent with the aims and strategic objectives of Liverpool LGA and broader state government policies, and is in line with the broader development of Bringelly Road Business Hub as a key employment and business precinct. The proposed development will result in a net benefit to the local and regional community, creating new employment and business opportunities that will support the growth and development of Western Sydney, and the Parkland City District.

Importantly, the development of the proposed facility at the site will not generate any significant social or economic impacts that would be detrimental to nearby residents and workers.

Appendix A. Community Profile

Category	Liverpool LGA	Greater Sydney
<u>Income</u>		
Median household income (annual)	\$80,850	\$92,200
Variation from Greater Sydney median	-12.3%	na
% of Households earning \$2,500pw or more	25.2%	31.8%
<u>Age Structure</u>		
0 years	1.5%	1.2%
1-2 years	3.1%	2.6%
3-4 years	3.1%	2.6%
5-6 years	3.1%	2.6%
7-11 years	7.5%	6.2%
12-17 years	8.8%	6.9%
18-24 years	10.0%	9.6%
25-34 years	14.6%	16.2%
35-49 years	21.3%	21.3%
50-59 years	12.2%	12.3%
60-69 years	8.1%	9.4%
70-84 years	5.7%	7.1%
85 years and over	1.1%	1.9%
Median Age (years)	33.0	36.4
<u>Country of Birth</u>		
Australia	55.9%	61.9%
Aboriginal and Torres Strait Islanders	1.5%	1.4%
Other Major English Speaking Countries	3.7%	7.6%
Other Overseas Born	40.4%	30.5%
% speak English only at home	44.3%	62.5%
<u>Household Composition</u>		
Couple family with no children	17.5%	23.8%
Couple family with children	48.9%	37.5%
Couple family - Total	66.4%	61.3%
One parent family	14.8%	11.1%
Other families	1.4%	1.3%
Family Households - Total	82.6%	73.7%
Lone person household	15.7%	21.7%
Group Household	1.8%	4.6%
<u>Dwelling Structure (Occupied Private Dwellings)</u>		
Separate house	75.9%	57.2%
Semi-detached, row or terrace house, townhouse etc.	10.5%	14.0%
Flat, unit or apartment	13.3%	28.2%
Other dwelling	0.2%	0.5%
Occupancy rate	95.2%	92.3%
Average household size	3.3	2.8
<u>Tenure Type (Occupied Private Dwellings)</u>		
Owned outright	24.9%	30.0%
Owned with a mortgage	41.3%	34.2%
Rented	33.1%	35.1%
Other tenure type	0.8%	0.7%
<u>Attending Education (% of those attending)</u>		
Pre-school	6.4%	6.9%
Infants/Primary Total	35.6%	32.2%
Secondary Total	29.5%	25.0%
Technical or Further Educational Institution	7.6%	7.6%
University or other Tertiary Institution	17.4%	24.2%
Other type of educational institution	3.5%	4.0%
% of total population attending education	26.5%	25.2%
<u>Highest Level of Education Completed (% of population aged 15 years and over)</u>		
Year 12 or equivalent	59.5%	67.5%
Year 9-11 or equivalent	30.5%	26.7%
Year 8 or below	7.0%	4.4%
Did not go to school	3.0%	1.5%

Source: ABS Census of Population and Housing 2016