

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 economic trends is involved. At the current time, the research and analysis of economic data – such as forecasts of economic activity, population, 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.

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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).

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Executive Summary

Ethos Urban has been engaged by Gazcorp to prepare a Social Impact Assessment in relation to a State Significant Development Application (SSDA) for a warehouse and distribution centre at the Gazcorp Industrial Estate, located at 813-913 Wallgrove Road, Horsley Park.

The assessment has been undertaken in accordance with the Secretary's Environmental Assessment requirements dated 11 February 2022, and the Social Impact Assessment Guideline (NSW DPE 2021).

The following key policy drivers have been identified for the development:

- The supply of industrial and urban services land is in high demand and is necessary to support Greater Sydney's long term freight, logistics, and other industrial needs.
- The site forms part of the Western Sydney Employment Area (WSEA), which is expected to supply businesses in region with necessary land for industry and employment, in close proximity to major road infrastructure.
- The proposed development supports state and local priorities for increased job employment opportunities closer to where people live.

The proposed development will result in positive social and economic benefits for the local and broader community, by creation of additional employment opportunities along with growth in private business investment to create a sustainable funding base and employment precinct for the Western Sydney Employment Area in perpetuity.

Importantly, the proposed development will deliver a warehouse and distribution centre within an industrial estate that will accommodate and encourage the growth of higher order jobs and attract high value tenants and business to Western Sydney. Specifically, **the proposed development will support up to 160 jobs in the construction phase and 240 operational jobs**. The project will stimulate local investment and contribute significant economic output and value add to the economy each year.

The development will impact upon the way of life, community, and culture for nearby workers and residents both in positive and negative ways. All of these social impacts are inevitable given the strategic direction to introduce industrial development in the area.

During the construction and operation of the development there is some potential for adverse social impacts due to potential noise, traffic, acoustic and air quality impacts. However, these can be managed in accordance with the relevant legislation and regulations, and as per advice in the Transport Assessment (Ason Group, 2021), Air Quality Assessment (SLR, 2022), and Noise Impact Assessment (Acoustic Logic, 2021).

Overall, the proposal is consistent with aims and objectives of the broader WSEA, facilitating the development of a new industrial precinct, and creation of employment generating land uses. The proposed development would result in a net benefit to the local and regional community, creating a major employment precinct that will support growth and development in Western Sydney well into the future.

1.0 Introduction

1.1 Background

Ethos Urban have been engaged by Gazcorp to undertake a Social Impact Assessment in relation to the development of the site at 813-913 Wallgrove Road, Horsley Park into an industrial warehouse, along with associated office floorspace, vehicle loading and parking areas.

As the proposal is for the purposes of development for warehouse or distribution centres and has a capital investment value (CIV) in excess of \$30 million, it is State significant development (SSD) by virtue of Clause 12 of Schedule 1 of State Environmental Planning Policy (State and Regional Development) 2011.

This report outlines factors underpinning the proposed scheme from a social perspective and considers likely impacts and benefits (tangible and intangible). The assessment is intended to satisfy the Secretary's Environmental Assessment Requirements issued for the development, in the context of a holistic appraisal of the social and economic value of the scheme.

1.2 Secretary's Environmental Assessment Requirements

The Department of Planning, Industry and Environment has issued Secretary's Environmental Assessment Requirements (SEARs) to the applicant for the preparation of an Environmental Impact Statement for the proposed development.

This report has been prepared having regard to the SEARs as follows:

Table 1 SEARs requirements

SEARs	Where addressed in this report
20. Social Impact <ul style="list-style-type: none"> Provide a Social Impact Assessment prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects. 	Chapter 8.0

2.0 Purpose, objectives, and scope of this assessment

The purpose of this Social Impact Assessment (SIA) is to assess the impacts of the development, both positive and negative, for all stages of the project lifecycle for the community and stakeholders.

2.1 Social Impact Assessment framework and methodology

Social Impact Assessment (SIA) involves the analysis of social changes and impacts on communities that are likely to occur as a result of a particular development, planning scheme, or government policy decision. The purpose of Social Impact Assessment is to assess the impacts of the development, both positive and negative, for all stages of the project lifecycle for key stakeholders and the broader affected community.

Social Impact Assessment

The assessment of social impacts in this report has been based on *Social Impact Assessment Guideline for State Significant Projects* (SIA Guideline) released by the NSW Department of Planning, Industry and Environment in July 2021. The SIA Guideline is considered by NSW Government to represent best practice in social impact assessment processes and provides a consistent framework and approach to the assessment of social impacts associated with all state-significant projects and developments in NSW.

As outlined in the SIA Guideline, social impacts vary in their nature and can be positive or negative, tangible or intangible, physically observable, or psychological (fears and aspirations). Social impacts can be quantifiable, partly quantifiable, or qualitative. They can also be experienced or perceived differently by different people and groups within a community, or over time.

The assessment involves a number of steps, including a baseline analysis of the existing socio-economic environment of a defined study area or areas; identifying list of stakeholders and considering their views; scoping of relevant issues; identification and assessment of potential impacts against the specified suite of factors set out in the SIA Guideline; determination of the significance of the impacts, and identification of measures to manage or mitigate the project's potential negative impacts and enhance potential benefits.

This methodology employed in preparing this SIA is designed to ensure that the social environment of communities potentially impacted by a project is properly accounted for and recorded, and anticipated impacts are adequately considered and assessed.

Social factors for assessment

The SIA Guideline classifies social impacts in the following way, which forms the core basis of this assessment:

- **Way of life:** *how people live, get around, work, play and interact with one another each day*
- **Community:** *its composition, cohesion, character, how it functions, resilience, and people's sense of place*
- **Accessibility:** *how people access and use infrastructure, services and facilities (private, public, or not-for-profit)*
- **Culture:** *both Aboriginal and non-Aboriginal - people's shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings*
- **Health and wellbeing:** *people's physical, mental, social and spiritual wellbeing – especially for people vulnerable to social exclusion or substantial change, psychological stress (from financial or other pressures), access to open space and effects on public health*
- **Surroundings:** *access to and use of natural and built environment, including ecosystem services (shade, pollution control, erosion control), public safety and security, as well as aesthetic value and amenity*
- **Livelihoods:** *including people's capacity to sustain themselves through employment or business*
- **Decision-making systems:** *the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.*

Each of these factors are assessed based both on the tangible observable impacts, as well as considering fears and aspirations of communities impacted.

2.1.1 Social Impact Assessment methodology

Stages in the preparation of this Social Impact Assessment, as per the NSW DPE SIA Guideline, are as follows:

- Baseline analysis of the existing socio-economic environment, involving:
 - Study area definition, including key geographic areas likely to be impacted (see **Chapter 6.0** of this report)
 - Demographic analysis, including socio-economic characteristics of current communities and population forecast (see **Chapter 6.0**)
 - Review of relevant background information, along with relevant local and state policy frameworks (see **Chapter 6.0**)
- Stakeholder and community engagement: Findings of stakeholder and community engagement undertaken by the proponent have been reviewed to identify community and stakeholder aspirations and values (see **Chapter 7.0**). Community engagement projects undertaken regarding the Western City District Plan have also been reviewed, to understand the broader social context.
- Identification and evaluation of impacts as per the SIA Guideline parameters. This phase draws on the outcomes of the scoping stage. The social impact assessment ultimately appraises the significance of each identified (positive or negative) impact based on its duration, extent and sensitivity of impact “receivers.” This results in a social risk rating for impacts, as per the social impact significance matrix shown in **Chapter 8.0**.
- Identification of mitigation strategies to manage impacts and enhance benefits of the development **Chapter 8.0**.

2.2 Information sources and assumptions

Following are the key information sources used to prepare this SEIA:

- *Greater Sydney Regional Plan – Metropolis of Three Cities (Greater Sydney Commission 2018)*
- *Greener Places (NSW Government Architect 2020)*
- *State Environmental Planning Policy (Western Sydney Employment Area) (Department of Planning, Industry and Environment 2009)*
- *Western Sydney Aerotropolis Plan (DPE 2020)*
- *Western City District Plan (Greater Sydney Commission 2018)*
- *Fairfield City Local Strategic Planning Statement (Fairfield City Council, 2020)*

Assumptions applied to complete this SIA include:

- The key findings of the background studies and technical reports are accurate.
- Socio-economic data for each study area accurately reflects the community demographic profile.
- Outcomes of the community consultation and engagement undertaken to date accurately reflect community views.
- All potential social impacts to the local community and special interest groups that can reasonable be identified have been included in this report.

A note on COVID-19: COVID-19 is an unprecedented global health crisis and economic event that is rapidly evolving. At the current time, the research and analysis of economic and population data – such as forecasts of population or 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, travel and border restrictions impacting on migration numbers, and the anticipated return to growth in economic or population indicators.

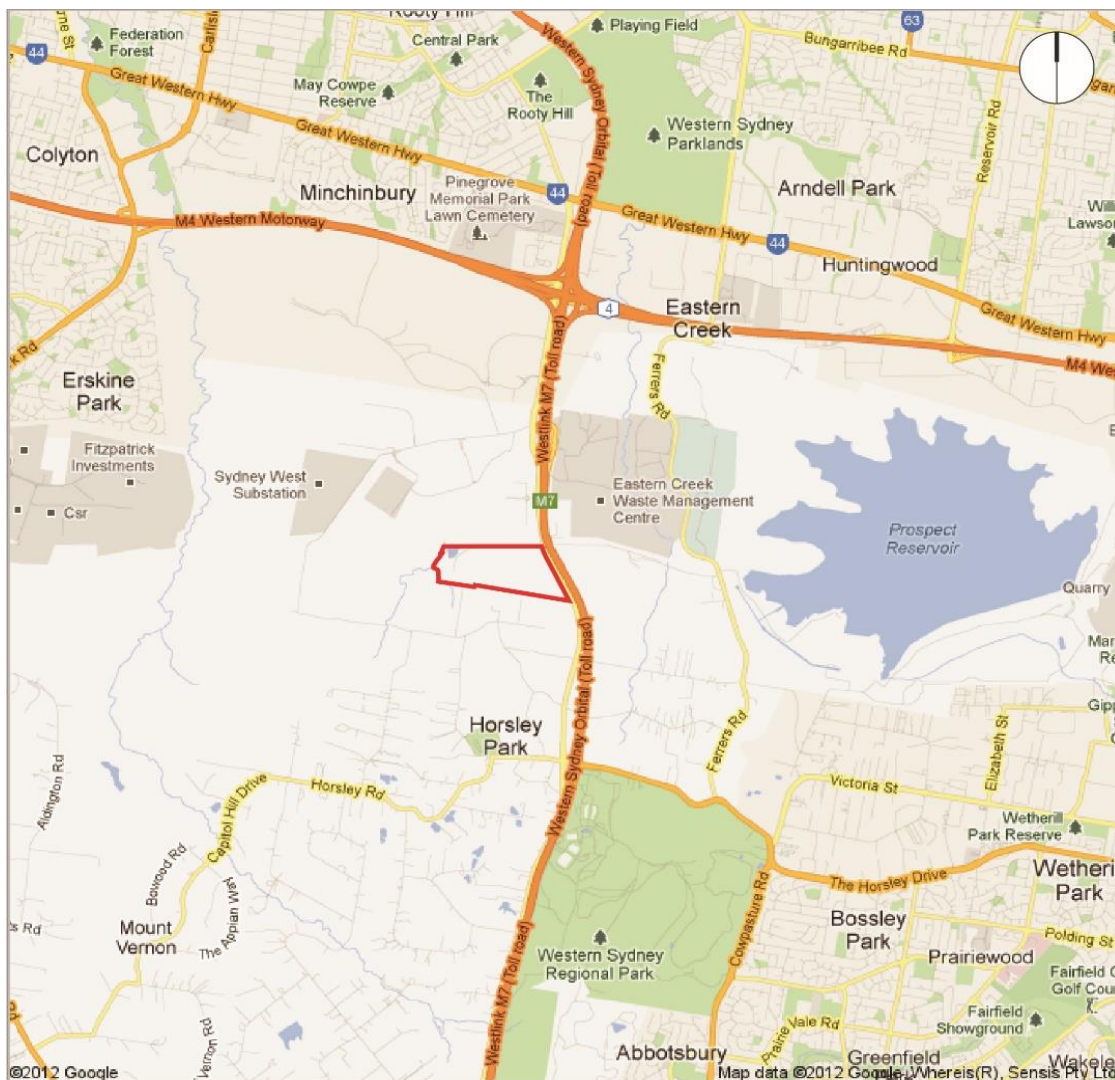
3.0 Site context and description

3.1 Site context

The site of the proposed DHL warehouse and distribution centre is within the approved Gazcorp industrial Estate. The Gazcorp Industrial Estate site is located 813-913 Wallgrove Road, Horsley Park within the Fairfield Local Government Area. It is approximately 33km west of the Sydney Central Business District (CBD) and 11km to the northwest of Fairfield City Centre. The location and regional context of the Gazcorp Industrial Estate are shown in **Figure 1**.

The Gazcorp Industrial Estate is within the Western Sydney Employment Area (WSEA) established under *State Environmental Planning Policy (Western Sydney Employment Area) 2009* (WSEA SEPP). It is in close proximity to the M4 Motorway and its intersection with the Westlink M7 Motorway, providing excellent access to both the state and regional road network, as well as to surrounding employment and industrial lands.

The nearest suburban residential area to the Site is Bossley Park and surrounding suburbs which are located approximately 5.5km to the south east, and Minchinbury approximately 4.5km to the north-west.



The Site

Figure 1 Location plan

Source: Google Maps, Ethos Urban

3.2 Site description

The Gazcorp Industrial Estate is approximately 52.2 hectares (ha) in size and rectangular in shape, with a 680m frontage to Wallgrove Road on the east border which offers both on and off ramps from the Westlink M7 Motorway approximately 1km to the north, and the M4 Motorway approximately 2.5km to the north.

The future Southern Link Road is located on the northern border of the Gazcorp Industrial Estate, which will ultimately connect Wallgrove Road to Mamre Road in the west. As part of the Development Consent for SSD 5248 Gazcorp is required to construct a new signalised intersection that will facilitate the future Southern Link Road connection to Wallgrove Road, and will be used in the interim period as the access to the Gazcorp Industrial Estate. If the Southern Link Road is constructed in the future, then access to the estate will via an intersection connecting the internal estate road to the Southern Link Road.

A Water NSW water supply pipeline lies on the northern border of the estate, immediately to the north of the corridor for the future Southern Link Road. It is along this northern boundary between the estate and the Water NSW water supply pipeline that it is proposed to construct the future Southern Link Road.

Reedy Creek riparian corridor forms the western border of the estate and to the south of the estate are fragmented rural-residential lots, associated with the Metropolitan Rural Area. Along the southern boundary of the estate is a high voltage Transgrid transmission line. Transgrid has recently expanded the existing easement in this location to accommodate future network enhancements.


The Gazcorp Industrial Estate is also positioned near a number of significant industrial areas including Eastern Creek and Minchinbury to the north, Erskine Park to the west, and Wetherill Park to the east. An aerial photo of the site is shown at **Figure 2**.

The undeveloped Site is currently accessible by a road off Wallgrove Road. The Site is characterised by undulating topography including one large hill situated within the middle of the Site, which slopes down towards the Wallgrove Road frontage to the east (see **Figure 3**) and towards Reedy Creek and Austral Bricks Quarry to the west (see **Figure 4**). Reedy Creek flows from south to north along the western boundary of the Site. Fragmented bushland exists along the western boundary and contributes to a riparian corridor that follows Reedy Creek (see **Figure 5**).

Site is currently not serviced however under SSDA 5248, utilities, services and infrastructure will be provided. The Site is largely cleared of its natural vegetation and is currently used as a grazing pasture for cattle and horses. The only significant structures on the Site are a large metal shed and a large stock holding yard.

The proposed DHL warehouse site is located in the north-western part of the approved Gazcorp Industrial Estate. The warehouse proposed by DHL requires a development site of approximately 56,700 m², located in the north-western part of the Gazcorp Industrial Estate. It comprises Lots 11 and 12 and part of Lot 13 as shown in **Figure 6** (the DHL site area is shown in red overlying the layout for the Gazcorp Industrial Estate as approved under Modification 1).



 The Site
Figure 2 Aerial site photo

Source: NearMap



Figure 3 View from crest of hill looking southeast. Transmission lines shown to the right

Source: Ethos Urban



Figure 4 Northwest view from crest of small hill. Small dam at the left, electricity
Source: Ethos Urban



Figure 5 West view. Typical ground level and cover throughout the Site

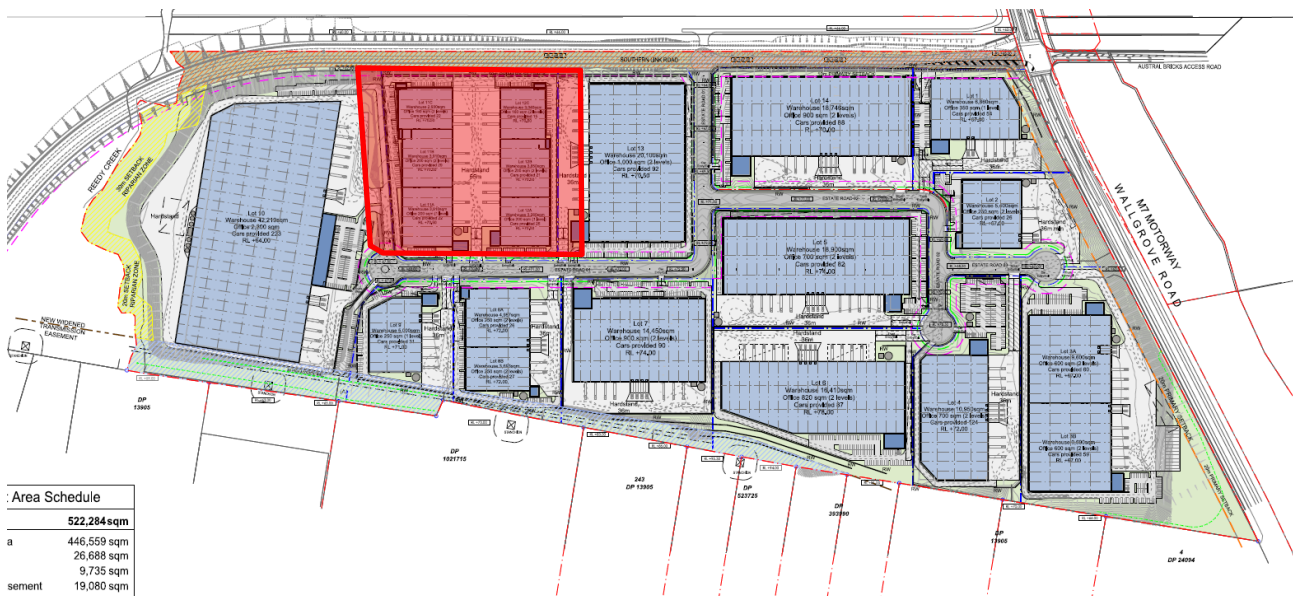


Figure 6 Site Location Map - Gazcopr Industrial Estate (as modified by Modification No.1)

Source: Gazcorp

3.3 Site access

Existing access to the Site is via Wallgrove Road to the east which intersects with Old Wallgrove Road to the north and provides access to the M7 Motorway. The M7 Motorway provides a key western link between the M2 (in the north) and the M5 (in the south). The M7 Motorway has four traffic lanes with a divided carriageway and major interchanges at the M4 Motorway. Access to the motorway is available at Old Wallgrove Road (to the north of the site) and at The Horsley Drive (to the south).

The future Southern Link Road is located on the northern border of the Gazcopr Industrial Estate, which will ultimately provide an east-west arterial link from Wallgrove Road to Mamre Road. As part of the Development Consent for SSD 5248 Gazcorp is required to construct a new signalised intersection that will facilitate the future Southern Link Road connection to Wallgrove Road and will be used in the interim period as the access to the Gazcopr Industrial Estate.

Access to the site will be by way of the new signalised intersection on Wallgrove Road, via the new driveway and then along the internal estate roads through the Gazcopr Industrial Estate, which is all to be constructed as part of Stage 1 of SSD 5248. If the Southern Link Road is constructed in the future, then access to the estate (and the site) will be via an intersection connecting the internal estate road to the Southern Link Road. The internal estate road is located along the southern boundary of the site.

The site will not take access directly from the Southern Link Road, which will in the future form the northern boundary of the site. A Voluntary Planning Agreement has been entered into by Gazcorp with the Minister for Planning, which makes provision for regional transport infrastructure and services by way of the construction of the Wallgrove Road intersection works

3.4 Surrounding development

North of the site

The north of the site is bordered by a SCA pipeline. Land adjacent to this (between the pipeline and the Site) is proposed to be used to construct the new RMS Southern Link Road that will service the WSEA. Further north are a series of industrial and warehouse uses included within land known as the 'Oakdale Precinct / M7 Hub'. This area comprises a number of large industrial buildings and warehouses ranging in height from one to three storeys. Businesses operating out of these buildings include Coca Cola Amatil, Toll Express and Coles Myer Distribution.

Industrial and warehouse uses continue to be located further to the north and stretch up along the M7 Motorway up to the residential suburb of Minchinbury which lies to the north of the M4 Motorway.

East of the site

To the immediate east of the Site is Wallgrove Road, and the M7 Motorway. On the opposite side of the M7 is the PGH brickworks facility owned by CSR Limited, while further east is the Prospect Reservoir and the Western Sydney Parklands, and further to industrial uses within Wetherill Park.

South of the site

Bordering the Site to the south is a Transgrid Transmission Line, which is included within an easement that runs for most of the length of the site's southern boundary.

Immediately adjacent to this (south of the easement) are a number of rural residential lots that are largely cleared and contain a mix of sheds and residential dwellings. It is noted that only a small number of lots share a common boundary with the Site.

Land uses to the south include a mix of intensive small-scale rural activities, such as wood-chipping (for landscape supplies), market gardens, and a piggery as well as dwellings

West of the site

Bordering the Site to the west is the Reedy Creek riparian corridor and a select few rural residential lots and other large lots presently used as a quarry. Much of the land to the west is included as part of the area known as the "Oakdale Precinct", which is presently managed by Goodman. This land is intended to be redeveloped in the future for employment purposes as part of the WSEA.

4.0 Proposed development

4.1 Description of the proposed development

This application seeks approval for the development of the site to permit the temporary storage and distribution of packages and an associated office premise on the Gazcorp Industrial Estate. Additionally, the application seeks approval for the concurrent modification of the concept approval of the Gazcorp Industrial Estate (GIE) relating to the relates to SSD 5248 Concept approval and detailed Stage 1.

This development of the site will comprise of the following:

- Construction of an industrial warehouse and distribution centre with approximately 29,710 m² of industrial warehouse floorspace.
- Construction of ancillary offices with approximately 1,415 m² of floor space split over two levels, plus two smaller dock office spaces around the warehouse comprising approximately 575 m² in total.
- Construction of an internal access ring road, with access to loading docks on the eastern and western sides of the warehouse.
- Construction of a light vehicle car parking area for 196 cars with separate access to the estate road



Figure 7 Indicative perspective – office view

Source: Watson Young

Description of modification

The warehouse proposed by DHL requires a development site of approximately 56,700 m², located in the north-western part of the Gazcorp Industrial Estate. It comprises Lots 11 and 12 and part of Lot 13 as shown in Figure 2 above (overlying for the layout of the estate approved under Modification 1).

In order to ensure consistency with the Concept approval, and therefore to facilitate the DHL warehouse and distribution centre, a modification of the Concept approval for the Gazcorp Industrial Estate is required. SSD 5248 Modification 2 will seek to revise the lot boundaries of Lots 11, 12 and 13 to create the required 52,700 m² lot for the DHL facility.

The new lot will be Lot 11. A residual lot, Lot 13, will be created by this boundary adjustment, with an area of approximately 22,000 m². The boundary adjustment required to facilitate the creation of the DHL lot will not affect the location or arrangement of the estate road or any other lots within the estate. The revised Masterplan for the

industrial estate is attached, and an extract is provided in Figure 4 below illustrating the extent of the proposed amendments.

5.0 Strategic policy context

The following section identifies the key social and economic drivers for this site, based on a review of the key state and local policies and strategies relevant to the proposed development.

Key policy drivers

- Increased supply of industrial and urban services land is required to support Greater Sydney's long term freight, logistics and industrial needs.
- The proposed development would contribute towards delivering on the vision for the Western Sydney Employment Area.
- The proposed development supports state and local government priorities for increased job employment opportunities closer to where people live, contributing to the delivery of a "30-minute city".
- The Western Sydney Airport and the Western Sydney Aerotropolis will require industrial lands to support both airport and employment activities that serve the needs of Western Sydney.
- It is a state priority to retain and enhance natural environments in order to mitigate the effects of climate change.

5.1 Key policy themes and directions

The following section identifies the key social and economic drivers for this site, based on a review of the key state and local policies and strategies. A summary of the key themes of this review is provided in

Table 2 over page. The following documents have been reviewed:

- *Greater Sydney Regional Plan – Metropolis of Three Cities (Greater Sydney Commission 2018)*
- *Greener Places (NSW Government Architect 2020)*
- *State Environmental Planning Policy (Western Sydney Employment Area) (Department of Planning, Industry and Environment 2009)*
- *Western Sydney Aerotropolis Plan (DPE 2020)*
- *Western City District Plan (Greater Sydney Commission 2018)*
- *Fairfield City Local Strategic Planning Statement (Fairfield City Council, 2020)*

Table 2 Key policy themes and implications

Policy theme	Key implications for impact assessment	Source
Increase supply of industrial land in Western Sydney	<ul style="list-style-type: none"> It is a state and local priority for the increase provision of industrial, freight and logistic opportunities, as existing sites face residential rezoning pressures. There is growing demand for industrial and warehousing space in the Western Parkland City, specifically with the development of the Western Sydney Airport and Badgerys Creek Airport. There is also growing demand for industrial service land supply in the Penrith LGA due to its close proximity to Sydney Airport and Badgerys Creek Aerotropolis. The NSW Department of Industry is leading the development of a world class aerospace and defence industry precinct adjacent to the Western Sydney airport. It will cluster defence and industry facilities with advanced technology hubs. 	<ul style="list-style-type: none"> Western City District Plan (GSC 2018) Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018) State Environmental Planning Policy (Western Sydney Employment Area) 2009 Fairfield City Local Strategic Planning Statement (Fairfield City Council, 2020)
Proximity to the Western Sydney Airport and Badgerys Creek Aerotropolis driving demand for freight and logistics	<ul style="list-style-type: none"> There is an unprecedented opportunity for the Western City District to provide a national freight and logistics hub, as Western Sydney Airport and Badgerys Creek Aerotropolis will transform the Western Parkland City into a thriving, productive and sustainable area, with the Western Sydney Airport as the economic catalyst. This will drive increased population growth and emerging economic opportunities. Western Sydney Airport and Badgerys Creek Aerotropolis will depend on the Fairfield LGA to support airport and employment activities and service the need of the Western Parkland City. Strategic plans have identified over 6,000 hectares for industrial activity which is proposed to support the Western Sydney Airport. The proposed development's proximity to the Western Sydney Airport and Badgerys Creek Aerotropolis will catalyse increased job opportunities in infrastructure, advanced manufacturing, freight and logistics over the long term. 	<ul style="list-style-type: none"> Western City District Plan (GSC 2018) Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018)
Increase local jobs and employment opportunities to achieve the “30-minute city”	<ul style="list-style-type: none"> Fairfield LGA's population is forecast to increase from 210,612 in 2018 to 245,145 by 2036. It is a local priority to align infrastructure provision with population growth, and to ensure the availability of local employment opportunities. It is a state and local priority to provide job diversity and growth to encourage local workforce skills. The proposed development will contribute to increased job opportunities in construction activities as well as ongoing operation jobs in transport, storage and warehousing related industries for local residents. It is an objective of the Western Sydney Aerotropolis Plan to create high-value jobs growth and enhance existing employment, underlining the need for employment spaces and economic development in the Aerotropolis. Supporting the Greater Sydney Commission's “30-minute city” aspiration, the site forms part of the South West Sydney Growth Corridor, in which the proposed development will support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres. 	<ul style="list-style-type: none"> Western Sydney Aerotropolis Plan (DPE 2020) Fairfield City Local Strategic Planning Statement (Fairfield City Council, 2020)
Contribute to Sydney's ‘Green Grid’.	<ul style="list-style-type: none"> It is a vision of the Greener Places framework to “create a network of attractive, new, and upgraded environments, routes, and spaces” which “improve the quality of our urban and rural environments as well as help adapt and mitigate the effects of climate change”. It is a principle of the NSW Government to retain and enhance natural features to be retained and enhanced within the Western Sydney Aerotropolis. 	<ul style="list-style-type: none"> Greener Places, NSW Government Architect (2020) Western Sydney Aerotropolis Plan (DPE 2020)

6.0 Local social and economic context

6.1 Study area definition

As the site is currently vacant on IN1 General Industrial zoned land, there is no residential or worker population currently present. As such, a summary of the projected worker population has been provided based on figures established by DPE. Taking into account the nature of the proposed development, it is likely that the project will provide employment opportunities for both residents in neighbouring areas, but also more broadly in the surrounding region.

For the purposes of this analysis, the Primary Study Area (PSA) has been defined as the Gazcorp Industrial Estate. The PSA forms part of the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis, with the area identified to accommodate significant industrial facilities in the future, as informed by the WSEA SEPP. It is well positioned between the established industrial areas at Eastern Creek and Erskine Park to the north, and the future Western Sydney International Airport to the south-west.

The Secondary Study Area (SSA) is defined as the Western City District, due to the proposed development has the potential to affect the broader region with increased capacity of postal services. Key characteristics of the Western District has been sourced from the Greater Sydney Commission (GSC).

6.1.1 Employment projections for PSA

Given the site's location within a pre-approved industrial estate, the following job projections have been established by DPE in relation to the Concept Proposal and Stage 1 DA for the estate:

*"Development within the Concept Proposal area is expected to generate up to **1,900 construction jobs and 1,500 operational jobs**. It is anticipated the Stage 1 development would **generate 520 of the Concept Proposal construction jobs and 360 of the Concept Proposal operational jobs**"¹.*

6.1.2 Key characteristics of SSA

The following characteristics are relevant to the SSA:

- The population of the Western City District is projected **to increase by 464,450 between 2016 and 2036**, representing 27% of total growth in Greater Sydney.
- **The population appears to be ageing**, with a 206% increase projected for the 85+ cohort between 2016 and 2036.
- The Western District **accommodated for 370,200 jobs in 2016**, accounting for 15% of total jobs in Greater Sydney.
- The **population serving industries accounted for 35% of jobs in 2016**, followed by industrial (25%), and knowledge-intensive (23%).
- **71% of the population used a car for their journey to work in 2016**, followed by 12% using train services.

¹ [Microsoft Word - 19-08-29 - SSD 5248 Assessment Report V6.DOCX \(nsw.gov.au\)](#)

7.0 Community and stakeholder perspectives

7.1 Engagement informing the Concept Proposal and Stage 1 DA for the Gazcorp Industrial Estate

In preparation of the SEARs, DPE undertook consultation activities with relevant public authorities and local residents regarding the development of the Gazcorp Industrial Estate.

Key issues raised within public submissions included noise (particularly at night and early morning), inadequacy of the proposed landscape buffer, exacerbation of existing local traffic, light pollution, reduction of amenity for nearby properties, exacerbation of existing flood risks, air quality, and impacts to biodiversity².

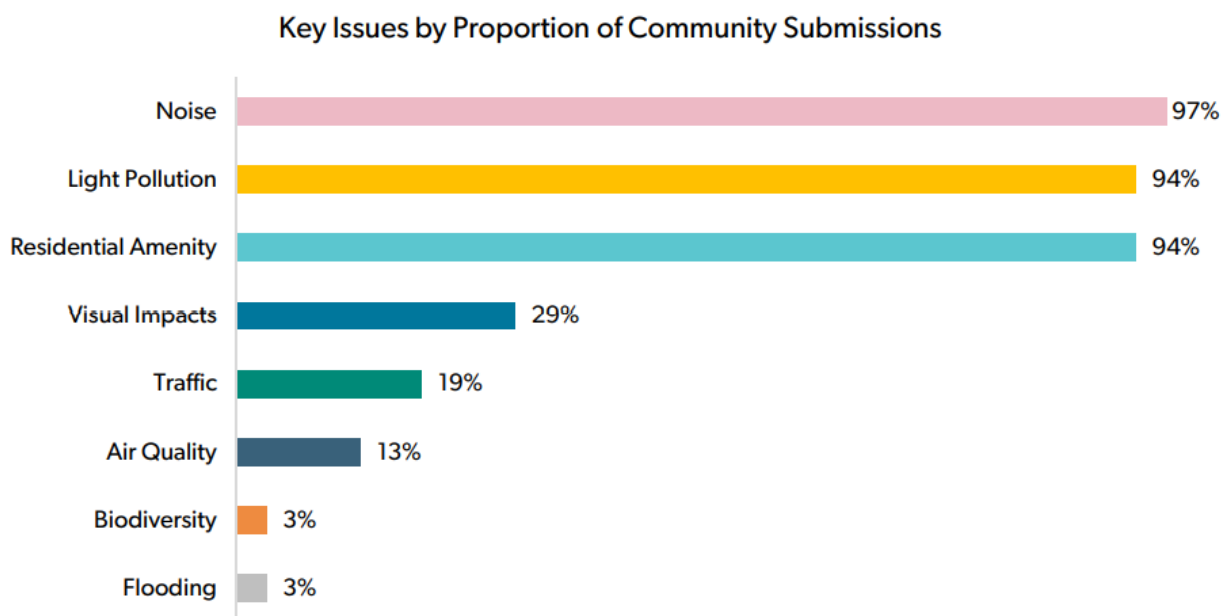


Figure 8 Key issues raised through public submission

Source: DPE

7.2 Western City District Plan (2018)

This document outlines the future vision and growth objectives for the district, taking into account its' proximity to vast industrial and urban services lands, and the Western Sydney Airport-Badgerys Creek Aerotropolis. In preparation of the Western District Plan, the GSC engaged with communities, businesses, local councils, and other state agencies in order to determine regional-specific priorities and actions.

The following priorities relevant to the proposed development include:

- Planning Priority W7 – Establishing the land use and transport structure to deliver a liveable, productive and sustainable Western Parkland City,
- Planning Priority W8 – Leveraging industry opportunities from the Western Sydney Airport and Badgerys Creek Aerotropolis,
- Planning Priority W9 – Growing and strengthening the metropolitan cluster,
- Planning Priority W10 – Maximising freight and logistics opportunities and planning and managing industrial and urban services land,
- Planning Priority W11 – Growing investment, business opportunities and jobs in strategic centres.

² Microsoft Word - 19-08-29 - SSD 5248 Assessment Report V6.DOCX (nsw.gov.au)

The following actions relevant to the proposed development include:

- Action 28. Manage the interfaces of industrial areas, trade gateways and intermodal facilities,
- Action 51. Retain and manage industrial and urban service land, in line with the principles for managing industrial and urban services land, in the identified local government areas by safeguarding all industrial zoned land from conversion to residential development, including conversion to mixed-use zones. In updating local environmental plans, councils are to conduct a strategic review of industrial land,
- Action 54. Consider office development in industrial zones where it does not compromise industrial or urban services activities,
- Action 55. Facilitate the contemporary adaptation of industrial and warehouse buildings through increased floor to ceiling heights.

8.0 Social Impact Assessment

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

8.1 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 the site to be developed within the estate is more than 400m from the closest residential property.

The construction and operation of the precinct would also contribute to increased traffic and associated impacts in the local area, however proposed interim and internal roads and a proposed reserve for the Southern Link Road extension would support accommodating future needs of the Precinct.

The site hence presents a significant opportunity to deliver new employment opportunities including for nearby residents, while minimising amenity impacts to surrounding residents.

- 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.

It is noted that the various construction projects in the area are required to realise the NSW Government strategic policy directions for the WSEA.

- As the proposed development will be constructed within a pre-approved Industrial Estate on IN1 General Industrial zoned land, it is highly consistent with local character and is unlikely to pose any major negative impacts.

8.2 Assessment framework and scope

This SIA has been prepared based on the *Social Impact Assessment Guideline for State Significant Projects* (NSW DPE 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.

8.3 Key affected communities

This assessment covers both the Study Area, which is expected to experience social impacts associated with the temporary construction activities and the future operational impacts, as well as the broader area of social influence as defined in **Chapter 6.0** 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 Wallgrove Road
- Broader local community
- Temporary construction workers in the area.

8.4 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 DPE 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	<ul style="list-style-type: none"> • Noticeable deterioration/ improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	<ul style="list-style-type: none"> • Mild deterioration/ improvement, • for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	<ul style="list-style-type: none"> • 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 DPE, 2021, *Technical Supplement - Social Impact Assessment Guideline for State Significant Projects*.

Impact assessment and responses by social factor:

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 broader Gazcorp Industrial Estate.
- Amenity impacts associated with the construction of the proposed building, with a height of up to 15 metres and awning-covered loading docks located on the eastern and western side of the building. This has the potential to affect views and sightlines in a negative manner.
- Potential traffic generation amenity impacts will arise during construction of the development. This would primarily affect the workers employed within the broader Gazcorp Industrial Estate, and users of Wallgrove Road.
- 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 require 160 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. This is however required in order to achieve the NSW Government strategic objectives for the WSEA.
- It is noted that the proposed development would be constructed within a pre-approved Industrial Estate on IN1 General Industrial zoned land. As such, the development would be highly consistent with existing local character.

During operation:

- Views would also be affected during operational phases of the development, as the proposed building would have height of up to 15 metres, with awning-covered loading docks located on the eastern and western side of the building.
- 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 240 FTE jobs once operational and requires vehicle access to support its operations). This would primarily affect workers employed within the broader Gazcorp Industrial Estate and users of Wallgrove Road.

Potential impacts	
Responses/ mitigation measures	
<ul style="list-style-type: none"> • Amenity impacts – such as traffic, noise, air quality, visual amenity – will be managed in accordance with relevant legislation, the Transport Assessment (Ason Group, 2021), Air Quality Assessment (SLR, 2022), and Noise Impact Assessment (Acoustic Logic, 2021). • 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	<p>Amenity impacts are generally associated with the physical construction of the site and can be appropriately mitigated through environmental management plans. Amenity impacts during 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.</p> <p>Social impact ratings associated with the change to amenity and surroundings is considered Medium with following overall ratings:</p> <ul style="list-style-type: none"> • 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 broader Gazcorp Industrial Precinct, and potentially users of Wallgrove Road.
Severity/ sensitivity	Low due to zoning of the site and distance from residential properties (400m+).
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.

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, by impacts such as noise, air quality and similar disturbances.
- 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. It is noted that the various construction projects in the area are required to realise the NSW Government strategic policy directions for the WSEA.
- It is noted that the proposed development would be constructed within a pre-approved Industrial Estate on IN1 General Industrial zoned land. As such, the development is unlikely to impact on the health and wellbeing of residents.

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 Gazcorp Industrial Estate.

Responses/ mitigation measures

- Implementation 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: <ul style="list-style-type: none"> • 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	Low due to zoning of the site and distance from residential properties (400m+).
Extent	Impacts are likely to be experienced predominantly by workers employed within the broader Gazcorp Industrial Precinct, and potentially users of Wallgrove Road.
Potential to mitigate/ enhance	High potential to mitigate impacts and enhance benefits through implementation of Construction Management Plans and Operational Management Plans.

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 require 160 FTE direct jobs.
- Cumulative impacts to community composition associated with other construction activities within the surrounding area. It is noted that the various construction projects in the area are required to realise the NSW Government strategic policy directions for the WSEA.
- It is noted that the proposed development would be constructed within a pre-approved Industrial Estate on IN1 General Industrial zoned land. As such, the development is highly consistent with local character.

During operation:

- Impacts to community composition associated with the increased presence of workers on the site. The proposed development will support approximately 240 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, aligned with broader changes to the WSEA and Western Sydney region, as it evolves and transitions into the future. For example, this may lead to potential changes to community connection to and sense of place for past and present residents, workers, and visitors to the area. However, it is noted that this transformation is aligned with NSW Governments strategic policy directions for 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	<p>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:</p> <ul style="list-style-type: none"> • Construction: High (Likely Moderate) • Operation: Very High (Almost Certain Transformational), noting cumulative impacts <p>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.</p>
Duration	Changes to the local community would be permanent.
Severity/ sensitivity	Low due to zoning of the site and distance from residential properties (400m+).
Extent	Gazcorp Industrial Estate and the broader WSEA
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.

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 and distribution centre on previously vacant land. This may negatively impact on communities living within the broader WSEA which have connection to the existing site.
- It is noted that the proposed development would be constructed within a pre-approved Industrial Estate on IN1 General Industrial zoned land. As such, the development is highly consistent with local character.

During operation:

- Overall, there would be a cumulative impact on the sense of place people have in relation to the broader WSEA. 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. However, it is noted that this transformation is aligned with NSW Governments strategic policy directions for the area.

Responses / mitigation measures

- The changes proposed through this development are consistent with the broader strategic directions of the area to generate significant new employment opportunities and to provide land which can be used by industries to support the Western Sydney Airport.
- 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. The Aboriginal Cultural Heritage Management Plan prepared for the broader estate did not identify any areas containing Aboriginal heritage items. Further, no European heritage items are present on the site or in close proximity.
- 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: <ul style="list-style-type: none"> • 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	The Gazcorp Industrial Estate and the broader WSEA.
Potential to mitigate/ enhance	Low - ongoing communication with existing residents and the community to minimise disturbance during the transition period.

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 require 160 FTE direct jobs. Although temporary, project-based work is typical for the sector.
- 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 and users of Wallgrove Road.
- Cumulative impacts to accessibility associated with other construction activities within the surrounding area. It is noted that the various construction projects in the area are required to realise the NSW Government strategic policy directions for the WSEA.

During operation:

- Impacts to accessibility associated with the delivery of additional employment floorspace within the WSEA. The proposed development will support approximately 240 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, the Transport Assessment (Ason Group, 2021), Air Quality Assessment (SLR, 2022), and Noise Impact Assessment (Acoustic Logic, 2021).
- 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, Aerotropolis, TfNSW, DPE etc 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: <ul style="list-style-type: none"> • 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	Low due to zoning of the site and distance from residential zoned areas.
Extent	Gazcorp Industrial Estate, users of the local road network and the WSEA.
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.

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

Potential impacts

During construction

- 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 broader Gazcorp Industrial Estate, and users of Wallgrove Road.
- 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 local workers and users of Wallgrove Road.
- Cumulative impacts to accessibility associated with other construction activities within the surrounding area. It is noted that the various construction projects in the area are required to realise the NSW Government strategic policy directions for the WSEA.

During operation:

- Long term improvements to way of life for residents of the Fairfield LGA associated with realising the NSW Government’s vision for the WSEA by 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.
- Potential disruption to way of life for residents of the broader WSEA due to an increased number of workers and traffic volumes in the area. This may lead to increased travel times, inconvenience, and frustration.

Responses / mitigation measures

- Way of life impacts – such as traffic, noise, air quality – will be managed in accordance with relevant legislation, the Transport Assessment (Ason Group, 2021), Air Quality Assessment (SLR, 2022), and Noise Impact Assessment (Acoustic Logic, 2021).
- To ensure that 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	<p>Social impact ratings associated with changes to way of life is considered Low to Medium with following overall ratings:</p> <ul style="list-style-type: none"> • Construction: Low (Unlikely Minor) - Negative • Operation: High (Likely Moderate) – Changes could be perceived either as Negative or Positive, depending on the receiver <p>The proposed development will have positive benefits in respect to way of life, associated with the delivery of new employment opportunities in the Fairfield LGA</p>
Duration	<p>Most potential negative impacts will occur during the construction phase. Most potential positive social benefits will occur during the operational phase.</p>
Severity/ sensitivity	<p>Low due to zoning of the site and distance from residential zoned areas.</p>

Potential impacts	
Extent	Construction phase impacts would extend to the Gazcorp Industrial Estate and Wallgrove Road; operational benefits would extend to Fairfield LGA, WSEA, and Western Sydney Region.
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.

Livelihoods – people’s capacity to sustain themselves

Potential impacts

During construction:

- Construction of the proposed development is likely to generate local employment opportunities, assisting in the realisation of the NSW Government’s vision for the WSEA, improving accessibility of employment opportunities close to housing and daily living needs. The development will support a total of 160 jobs 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.

During operation:

- Operation of the proposed development is likely to generate local employment opportunities, assisting in the realisation of the NSW Government’s vision for the WSEA, improving accessibility of employment opportunities close to housing and daily living needs. The development will support approximately 240 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 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: <ul style="list-style-type: none"> • Construction: Medium (Likely Minor) - Positive • Operation: High (Likely Moderate) - Positive
Duration	Construction impacts are short term, operational impacts are long term.
Severity/ sensitivity	Low due to zoning of the site and distance from residential zoned areas
Extent	Both construction and operational phase are likely to draw workers from Fairfield 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.

8.5 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.

9.0 Concluding comments

The proposed development will result in significant positive social and economic benefits for the local and broader community, by creation of additional employment opportunities along with growth in private business investment. This will create a sustainable funding base and employment precinct for the Western Sydney Employment Area in perpetuity.

The Social Impact Assessment in this report has identified following key considerations and opportunities related to this site:

- The proposed development will offer over 56,700m² of modern warehousing floorspace, including associated office space, and vehicle loading and parking areas, that will support the ongoing growth and Government objectives for the WSEA as a key employment region.
- The proposed development is well-located within the WSEA and will be well serviced by future major roads and supporting transport infrastructure and is suitably distanced from nearby residential areas with appropriate buffers. It presents a significant opportunity to deliver new employment opportunities including for nearby residents, while minimising amenity impacts to surroundings.
- The development of an industrial warehouse and distribution centre in this part of Sydney will contribute to the ongoing investment and securing of high value tenants and business in Western Sydney, whilst contributing towards creating a critical mass of modern contemporary facilities in an integrated industrial precinct. The project will support a range of economic benefits, including creating up to 160 FTE during the construction phase of the development, and a further 240 FTE ongoing jobs once the development is complete and fully occupied. These benefits can be further enhanced by applying local and social procurement practices during construction and operational phases of the development.
- The development will impact upon the way of life, community and culture 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 negative impacts.
- During the construction and operation of the development there is some potential for adverse social impacts due to potential noise, acoustic and air quality impacts. However, these impacts are proposed to be managed in accordance with the relevant legislation and regulations, and as per advice in the Transport Assessment (Ason Group, 2021), Air Quality Assessment (SLR, 2022), and Noise Impact Assessment (Acoustic Logic, 2021). The construction and operation of the precinct would also contribute to increased traffic and associated impacts in the local area but proposed interim and internal roads and a proposed reserve for the Southern Link Road extension would support accommodating future needs of the Precinct.
- Overall, the proposal is consistent with aims and objectives of the WSEA, facilitating the development of a new industrial precinct, and creation of employment generating land uses. The proposed development would result in a net benefit to the local and regional community, creating a major employment precinct that will support growth and development in Western Sydney well into the future.

The site hence presents a significant opportunity to deliver new employment opportunities including for nearby residents, while minimising amenity and other social impacts to surrounding community.