

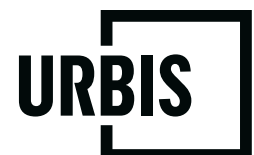


SOCIAL IMPACT ASSESSMENT

61 Milperra Road, Revesby

Bidjigal Country

Prepared for
GATEWAY CAPITAL
16 April 2024



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Project Code	P0046090
Report Number	Final v3

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

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EXECUTIVE SUMMARY

This Social Impact Assessment (SIA) has been prepared by Urbis to accompany a detailed State Significant Development Application (**SSDA**) for a two-storey warehouse and distribution centre development proposal at 61 Milperra Road, Sydney. The site is legally described as Lot 12 in Deposited Plan (DP) 734453.

This report has been prepared to address the Secretary's Environmental Assessment Requirements (**SEARs**) issued for the project (**SSD-63664708**).

REPORT PURPOSE AND SCOPE

A SIA is an independent and objective study which identifies and analyses the potential positive and negative social impacts associated with a proposed development. It involves a detailed study to scope potential positive and negative social impacts, identify appropriate mitigation and enhancement measures and provide recommendations aligned with professional standards and statutory obligations. It is the intention of that the SIA process will inform the proposal, not just reflect and report on impacts.

Social impacts can be understood as the consequences that people (individuals, households, groups, communities, or organisations) experience when a new project brings change. A SIA considers physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2023) states that a SIA should consider the likely changes to the following social elements of value to people: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods and decision-making systems.

METHODOLOGY

The following provides a summary of the stages included in the process to prepare this SIA:

- Stage 1 – Inception and social baseline
- Stage 2 – SIA field study
- Stage 3 – Impact scoping
- Stage 4 – Assessment and reporting.

A detailed methodology, including the individual tasks associated with each stage, is included in Section 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2023).

The potential social impacts of the proposal are assessed by comparing the magnitude of impact (minimal to transformational) against the likelihood of the impact occurring (very unlikely to almost certain). This risk assessment methodology has been applied from the DPHI SIA Guideline: Technical Supplement (2023) and is outlined in Section 6 of this report.

SITE CONTEXT

The proposed site is located at 61 Milperra Road in the northern portion of Revesby – approximately 13km south of Parramatta CBD and 19km south-west of Sydney CBD. Currently, the site is occupied by two detached single-storey warehouse building components used for steel manufacturing purposes. The main warehouse building is surrounded by a ring road catering for large vehicle access and a large hardstand area for the storage of steel materials. An ancillary administration building is located in the south-east corner of the site.

The site is located in a light industrial zone with low-density residential areas across Milperra Road and Mons Street. While being included in a light industrial zone, the site is surrounded by social infrastructure on its north side. The site is located in the Bankstown Airport and Milperra Industrial Area and is strategically closed to two airports: approximately 15km from Sydney Airport and 2.5km to Bankstown Airport.

POTENTIAL POSITIVE AND NEGATIVE SOCIAL IMPACTS

The potential positive and negative social impacts identified are listed below. The full assessment of each impact is provided in Section 6.

SIA category	Low to high positive impacts	Unenhanced	Enhanced
Health and wellbeing	<ul style="list-style-type: none"> Promoting a healthy, inclusive and safe work environment 	Low positive	Medium positive
Way of life	<ul style="list-style-type: none"> Supporting resilience and sustainability 	Medium positive	High positive
Livelihoods	<ul style="list-style-type: none"> Contribution to local employment opportunities 	Medium positive	Medium positive
Medium to high negative impacts		Unmitigated	Mitigated
Way of life	<ul style="list-style-type: none"> Change to visual amenity 	Medium negative	Low negative
Health and wellbeing	<ul style="list-style-type: none"> Noise, vibration and air quality impacts during construction and operation 	High negative (construction) Medium negative (operation)	Medium negative (construction) Low negative (operation)
Accessibility	<ul style="list-style-type: none"> Increase in traffic and reduction of parking spaces on the local road network and surrounding residential areas 	Medium negative	Low negative
Cumulative social impacts			
	<ul style="list-style-type: none"> Potential negative cumulative impacts related to accessibility, surroundings and health and wellbeing. Potential positive cumulative impacts related to livelihoods and way of life. 		

PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT MEASURES

A consolidated list of measures to enhance positive social impacts and mitigate negative social impacts identified throughout this report and summarised in the table above is provided in Section 7 of this report. Additional SIA recommendations to further enhance positive impacts and mitigate negative impacts are also provided in Section 7 of the report.

1. INTRODUCTION

This report has been prepared to accompany an SSDA seeking consent for the construction and operation of a two-storey warehouse and distribution centre development at 61 Milperra Road, Revesby (**SSD-63664708**). Details of the proposed development consent can be found in Section 1.3.

This report has been prepared in response to the requirements contained within the Secretary's Environmental Assessment Requirements (**SEARs**) dated 25 October 2023 and issued for the SSDA (**SSD-63664708**). Specifically, this report has been prepared to respond to the SEARs requirement issued below.

Table 1 SEARs items

Item	Description of requirement
Social Impact	Provide a Social Impact Assessment prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects

Source: SEARs issued for the project, issued 25 October 2023 (DPHI 2023)

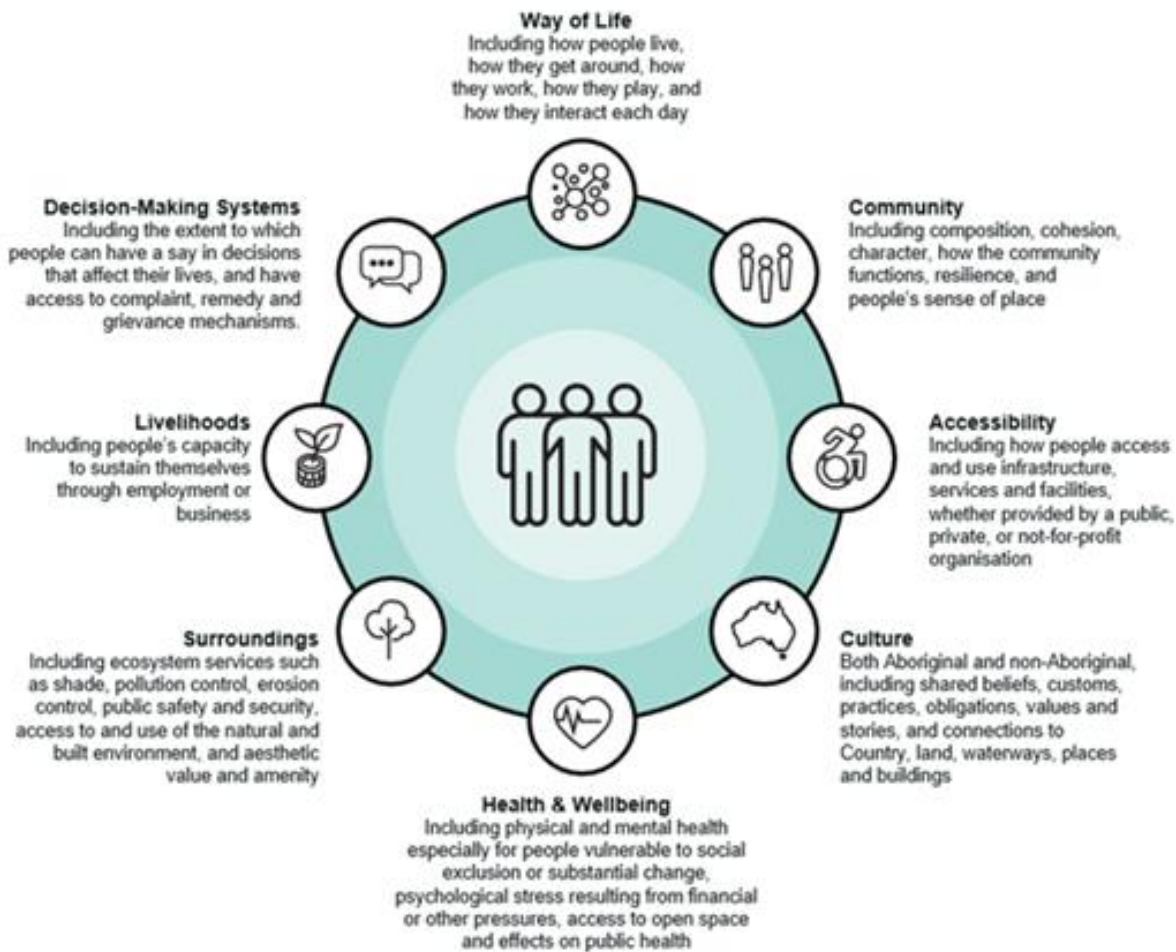
1.1. REPORT PURPOSE AND SCOPE

A SIA is an independent and objective study which identifies and analyses the potential positive and negative social impacts associated with a proposed development. It involves a detailed study to scope potential positive and negative social impacts, identify appropriate mitigation and enhancement measures and provide recommendations aligned with professional standards and statutory obligations. It is the intention of that the SIA process will inform the proposal, not just reflect and report on impacts.

Social impacts can be understood as the consequences that people (individuals, households, groups, communities, or organisations) experience when a new project brings change. A SIA considers physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2023) states that a SIA should consider the likely changes to the following social elements of value to people.

Figure 1 SIA categories



Source: SIA Guideline (DPHI 2023, p. 19)

1.2. SIA GUIDELINES AND REQUIREMENT

This SIA aligns with the best practice methods contained within the Department of Planning, Housing and Infrastructure (DPHI) SIA Guideline (2023). The DPHI SIA Guideline (2023) provides a framework to identify, predict and evaluate likely social impacts and helps to provide greater clarity and certainty for proponents and the community.

This report has been prepared in response to the requirements contained within the Secretary's Environmental Assessment Requirements (**SEARs**) dated 25 October 2023 and issued for the SSDA (**SSD-63664708**).

1.3. PROJECT OVERVIEW

The application seeks consent for the demolition of all existing structures and buildings at 61 Milperra Road, and the development of a two-storey warehouse and distribution centre. Specifically, the detailed SSDA seeks development consent for:

- Demolition of all existing structures and buildings on site.
- Removal of 49 trees on site.

- Site remediation works.
- Bulk earthworks including 'cut and fill' to level the site.
- Design, construction and operation of a two-storey warehouse and distribution centre including:
 - Approximately 44,003m² of total GFA comprising:
 - 38,591m² of warehouse and distribution GFA;
 - 4,944m² GFA of ancillary office space; and
 - 468m² GFA of lobby space.
 - Maximum building height of RL 46 (23.07 height in metres from proposed ground level)
 - Operation 24 hours per day seven days per week.
- Provision of internal vehicle access routes, two-level central breezeway and loading docks.
- New access driveways to Mons Street for truck and car access.
- Provision of 223 car parking spaces and 32 bicycle parking spaces in an at grade car park around the perimeter of the site. Provision of end-of-trip facilities including showers, lockers and change rooms.
- Site landscaping works total approximately 3,957m² (or 7.86% of the site), including a 10m landscape setback to the Milperra Road frontage and a 3m landscape setback to Mons Street, and the following provisions:
 - 3,362sqm or 6.7% deep soil landscaping; and
 - 3,712.6sqm or 7.3% tree canopy coverage.
- Provision and augmentation of infrastructure and services.
- Provision of building/business identification signage.

Figure 2 Proposed site layout (ground floor)



Source: Watson Young

1.4. AUTHORSHIP AND SIA DECLARATION

The authorship SIA Declarations for this report are provided in the following sections.

1.4.1. Authors

This report has been prepared by a suitably qualified and experienced lead author and reviewed and approved by a suitably qualified and experienced co-author, who hold appropriate qualifications and have relevant experience to carry out the SIA for this Project. The following introduces each author:

Les Hems	Review and quality assurance
Position	Director
Qualifications	Master of Business Administration, Bachelor of Arts (Honours) Human Geography, University College of Wales
Affiliations	Member, Australian Evaluation Society Founding Member, Social Impact Measurement Network of Australia
Experience	Experience of reviewing and quality assurance of SIA reports in the context of the NSW SIA Guideline and best practice in social research, evaluation, and social impact measurement.
Sarah Braund	Expert input
Position	Associate Director
Qualifications	Master of Policy Studies, University of New South Wales Bachelor of Landscape Architecture, University of New South Wales
Affiliations	Full Member, Planning Institute of Australia
Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.
Amanda Micallef	Co-author and review
Position	Senior Consultant
Qualifications	Bachelor of Arts (International Development), University of Guelph Master of Development Practice, University of Queensland
Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.
Sarah Nectoux	Co-author
Position	Consultant
Qualifications	Master of Geography, Planning, Environment and Development, University of Franche-Comte (France) Master of Research (Institute for Culture and Society), Western Sydney University
Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.

1.4.2. Declaration

The authors declare that this SIA report:

- Was completed on 16 April 2024.
- Has been prepared in accordance with the EIA process under the EP&A Act
- Has been prepared in alignment with the DPHI's (2023) SIA Guideline
- Contains all reasonably available Project information relevant to the SIA
- As far as Urbis is aware, contains information that is neither false nor misleading.



Sarah Nectoux
 Consultant, Community Planning
 16 April 2024



Les Hems
 Director
 16 April 2024

1.5. SIA GUIDELINE REVIEW QUESTIONS AND RESPONSES

The review questions outlined by the SIA Guideline (2023) are designed to confirm that the requirements of the SIA Guideline have been fulfilled when considering the scale of social impacts associated with the proposed development. Table 2 below outlines these review questions and indicates how they have been addressed in this SIA.

Table 2 SIA Guideline review questions and responses

SIA Review questions	Addressed by report (yes/no), relevant section
Does the lead author meet the qualification and experience requirements?	Yes – Section 1.4
Has the lead author provided a signed declaration?	Yes – Section 1.4
Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes – Section 2
Project’s social locality and social baseline	
Does the SIA report identify and describe all the different social groups that may be affected by the project?	Yes – Section 3, 4
Does the SIA report identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes – Section 3, 4, 5
Does the SIA report identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes – Section 3, 4

SIA Review questions	Addressed by report (yes/no), relevant section
Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of view and likely experiences?	Yes – Section 3
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes – Section 2, 3
Identification and description of social impacts	
Does the SIA report adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA report been detailed?	Yes – Section 3, 4, 5, 6
Does the SIA report apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes – Section 3 (3.4.8), 4, 5, 6
Does the SIA report describe how the preliminary analysis influenced project design and EIS engagement strategy?	Yes – Section 2, 3, 4
Community engagement	
Were the extent and nature of engagement activities appropriate and sufficient or canvass all relevant views, including those of vulnerable or marginalised groups?	Yes – Section 4, 5
How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?	Yes – Section 3, 4, 5, 6
Predicting and analysing social impacts	
Does the SIA report impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes – Section 4, 5, 6
Does the SIA report analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will lose from the project?	Yes – Section 6
Does the SIA report identify its assumptions, and include sensitivity analysis and alternate scenarios? (including 'worst-case' and 'no project' scenarios where relevant?)	Yes – Section 2
Evaluating significance	
Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes – Section 3, 4, 5, 6

SIA Review questions	Addressed by report (yes/no), relevant section
Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes – Section 3 (3.4.8), 4, 5, 6
Responses, monitoring and management	
Does the SIA report propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	Yes – Section 6, 7
Does the SIA report demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes – Section 6, 7
Does the SIA report demonstrated how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes – Section 6, 7

1.6. STRUCTURE OF THIS REPORT

This SIA has seven chapters as summarised below:

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA.
- **Chapter 3** provides a social baseline of the study area including the site’s locality, social and demographic characteristics, and policy context.
- **Chapter 4** provides an overview of the field study undertaken to inform the SIA, including an overview of the key findings.
- **Chapter 5** provides a summary of the community identified values, strengths, and vulnerabilities which emerged through sections 3 and 4.
- **Chapter 6** assesses the positive and negative social impacts of the proposal, including with and without mitigation and enhancement measures.
- **Chapter 7** outlines the mitigation, enhancement, and management measures of the assessed impacts.

2. METHODOLOGY

This section outlines the methodology to prepare this assessment, with reference to the relevant legislative requirements and guidelines. The scope of this SIA has been developed in accordance with the:

- SEARs for the Project
- SIA Guideline (DPHI 2023)
- The social characteristics and community values of the local area and Canterbury – Bankstown LGA.

2.1. DEFINING THE SOCIAL LOCALITY

This SIA addresses the social impacts of the Project to the local area, the region, and to the State. It considers whether the Project causes direct impacts on local communities and services including both positive or negative impacts, as well as whether the Project may cause indirect positive or negative impacts across a broader area, such as increasing the demand for regional community infrastructure and services.

- This SIA, including determination of the social locality, has been prepared in accordance with the SIA Guideline (DPHI 2023). The social locality is described in Section 3.2.

In identifying the social locality, several factors pertaining to the scale and nature of the project, nearby built and/or natural features, relevant social trends in the local area, history and background of the project, and potentially affected communities were considered. Factors considered in defining potentially affected communities include:

- Proximity of properties and communities to the Project and its access routes
- Vulnerabilities that increase risk, and/or magnitude of potential impacts on communities or groups
- The role, culture and identity of communities in the region
- Native title rights and other interests held by Aboriginal and/or Torres Strait Islander groups
- Availability of skilled workforce and experienced personnel, or ability of residents to gain the skills required for the proposed development
- Location of businesses who could supply the Project
- Communities and vulnerable groups potentially affected by other projects within the region
- Likelihood of social impacts and benefits for key stakeholders within the local and regional communities, including:
 - Relevant land council
 - Nearby service providers, including health services, education services, and emergency services
 - Local businesses and industries
 - Current and/or future employees of the operation

2.2. ASSESSMENT METHODOLOGY

The methodology undertaken to prepare this SIA is outlined in Table 3. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2023).

Table 3 Methodology overview

Stage	Activities
Stage 1: Inception and social baseline	<ul style="list-style-type: none">▪ Desktop assessment of site and surrounding land uses.▪ Review of relevant state and local policies and strategies to understand potential social implications.

Stage	Activities
	<ul style="list-style-type: none"> ▪ Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities.
Stage 2: SIA field study	<p>As specified in the DPHI Guideline, SIAs require community and stakeholder engagement to be undertaken to develop an understanding of impacts on communities and people as a result of a project. Community and stakeholder engagement also provides the opportunity for potentially impacted people and groups to provide feedback and input into a project. To achieve this, the following engagement activities were conducted:</p> <ul style="list-style-type: none"> ▪ Engagement with the local community through a door knock, online community survey, and community newsletter distribution. ▪ Consultation with Canterbury-Bankstown City Council. ▪ Analysis of field study data and identification of key themes.
Stage 3: Impact scoping	<ul style="list-style-type: none"> ▪ Review of social baseline and SIA field study outcomes ▪ Review of proposal plans, documentation and relevant technical assessments ▪ Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures. ▪ Identify potential opportunities for additional measures to be incorporated into the proposal.
Stage 4: Assessment and reporting	<ul style="list-style-type: none"> ▪ Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures. ▪ Provision of recommendations to further reduce negative social impacts and enhance positive social impacts. ▪ Preparation of draft and final SIA reports.

2.3. APPROACH TO ASSESSING SOCIAL IMPACTS

The assessment of social impacts can be approached in several ways. The Technical Supplement of DPHI's SIA Guideline highlights a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the magnitude of an impact against the likelihood of the impact occurring.

The DPHI's risk assessment methodology has been applied in this SIA and is outlined in Section 6.

3. SOCIAL BASELINE

This chapter provides a social baseline of the study area including the site's location, defined social locality, policy context, demographic characteristics, and identified vulnerable groups.

3.1. SITE LOCATION

3.1.1. Local context

The proposed site is located at 61 Milperra Road in the northern portion of Revesby – approximately 13km south of Parramatta CBD and 19km south-west of Sydney CBD. Currently, the site is occupied by two detached single-storey warehouse building components used for steel manufacturing purposes. The main warehouse building is surrounded by a ring road catering for large vehicle access and a large hardstand area for the storage of steel materials. An ancillary administration building is located in the south-east corner of the site.

The site is located in a light industrial zone with low-density residential areas across Milperra Road and Mons Street. While being included in a light industrial zone, the site is surrounded by social infrastructure on its north side. These are Bankstown Hospital (1.5km), Bankstown Senior College (1.6km) and Bankstown City Sport Complex (2.2km). Caroline Chisholm Special School (1.6km) and Sir Joseph Banks High School (900m) are also found at close proximity of the site, on its south side, across Canterbury Road. Opposite the site, across Milperra Road on the site's south side, there is an aged care facility (Beechwood Aged Care), a pub (the Crown Hotel Revesby) and a Sikh Temple (Sri Guru Singh Sabha Revesby). However, those facilities to the south side of the site are across two major roads (Milperra Road and Canterbury Road) which limits immediate impact of the site to those places – both during construction and operation. Bankstown Airport is located about 2.5km from the site with the airport runway at only 1.5km.

Public transport is at close proximity to the site with several bus stops located at walking distance. This includes the bus line M90 that connects Liverpool to Burwood Station passing through Greenacre and Strathfield. The Metro Station is located further with Revesby Station at 2.5km from the site, and Panania Station at 4.1km. The site is highly accessible by motor vehicles. The site's main frontage is on Milperra Road (A34) which connects the site to Liverpool and the Inner West. The M5 motorway is located south to the site and connects Berverly Hills to Prestons and is linked to the F5 Freeway, the M5 East and the Westlink M7.

Figure 3 Subject site



Source: Urbis

Figure 4 Site photos



Picture 1 View looking north along Mons St



Picture 2 Internal view along western boundary



Picture 3 View of Milperra Road frontage

Source: Urbis



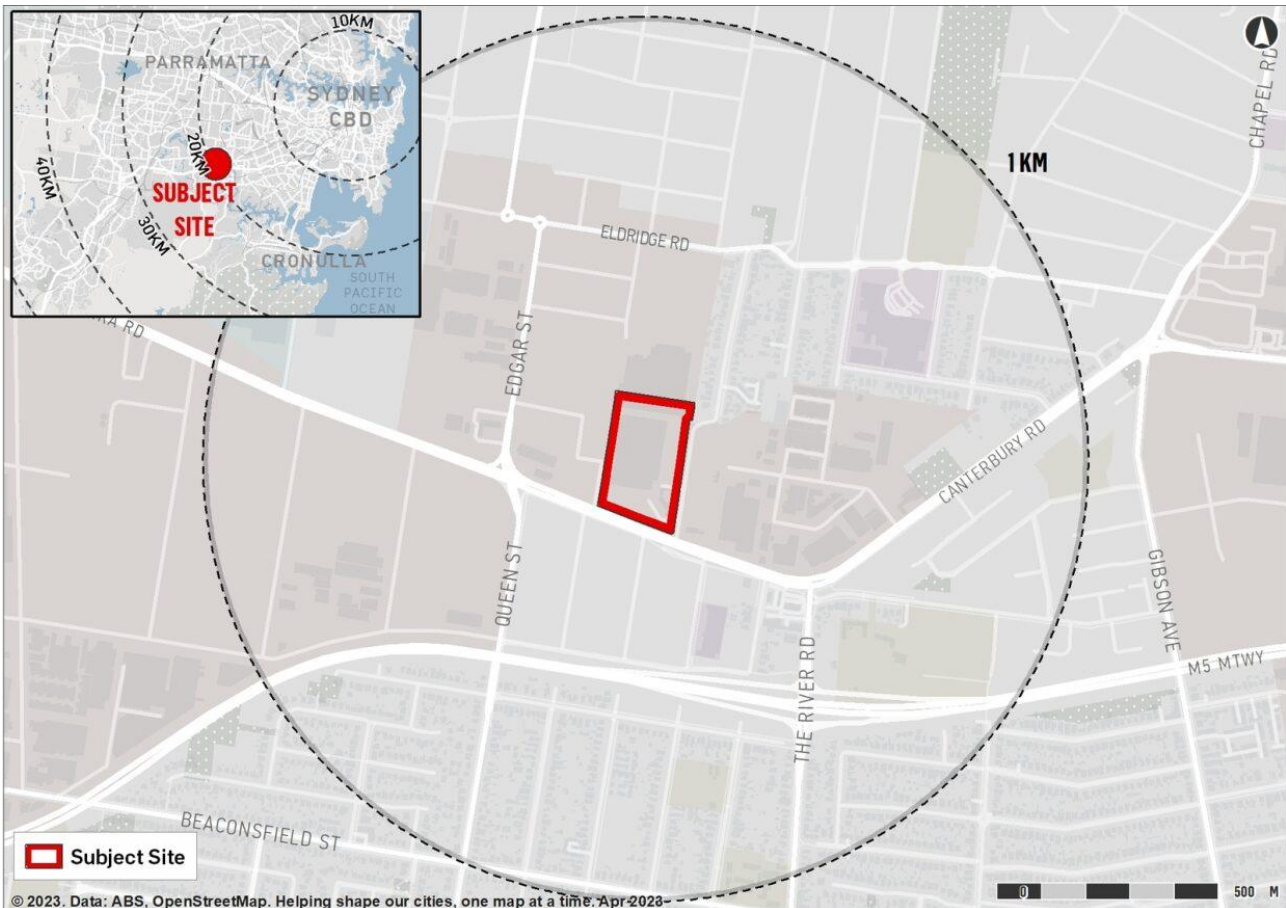
Picture 4 View of existing industrial building

3.1.2. Regional context

The site is located in the northern portion of Revesby approximately 13km south of the Parramatta CBD and 19km south-west of the Sydney CBD. It is located within the Canterbury Bankstown LGA part of the Central River City as defined in A Metropolis of Three Cities strategy.

Specifically, the site is within a light industrial zone in the Bankstown Airport and Milperra Industrial Area. The proposal is strategically closed to two airports: approximately 15km from Sydney Airport and 2.5km to Bankstown airport. In addition, the close proximity to the site from Milperra Road/Canterbury Road and the M5 motorway allows for easy access to Greater Sydney's road network including WestConnex which connects Western Sydney to Sydney CBD (through the City link). WestConnex is also planned to connect Western Sydney to Sydney airport by the completion of the Sydney Gateway project.

Figure 5 Regional context



source: Urbis

3.2. SOCIAL LOCALITY

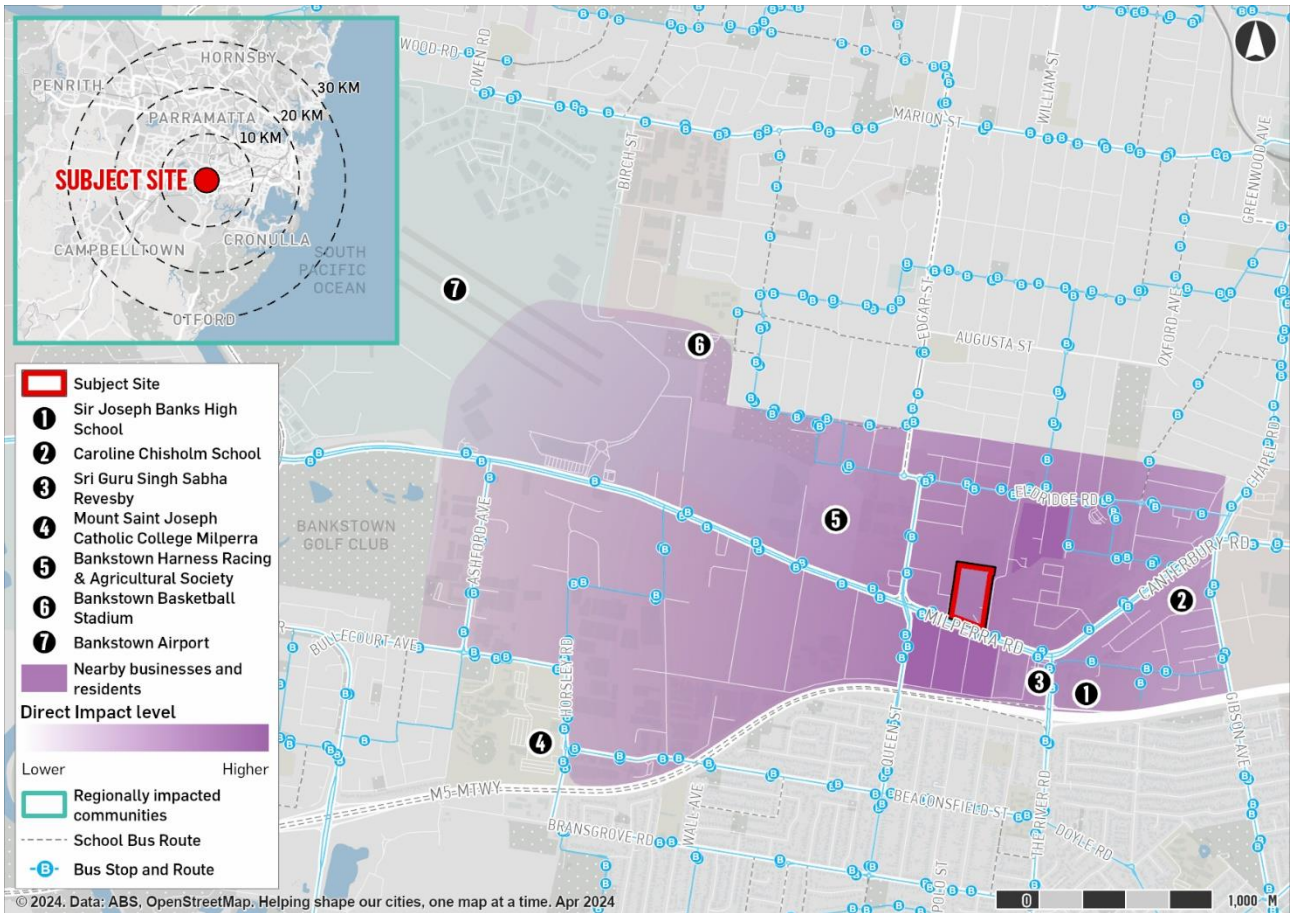
A social locality helps to identify the scale and nature of the proposal's likely social impacts, as well as the likely impacted groups.

This proposal's likely social locality (shown in Figure 6) was determined based on a review of the proposal, surrounding context and consultation outcomes. The social locality considers three key areas and likely impacted groups. These include:

- **Immediate social locality:** This area includes communities that may be directly impacted by the proposal, including nearby residents, businesses and services surrounding the site. These communities may experience localised impacts such as visual, noise, dust and changes to the traffic and pedestrian network.
- **Local social locality:** Some direct impacts may also be experienced across the Bankstown CBD and Bankstown Airport Collaboration Area, which includes the Milperra Industrial Area as a component. This includes impacts related to employment opportunities.

- **Regional social locality:** This area includes communities that may be indirectly or less severely impacted by the proposal. The regional social locality comprises residents, businesses, workers and services that operate across the Canterbury-Bankstown LGA.

Figure 6 Social locality



Source: Urbis, 2024

3.3. POLICY CONTEXT

A review of relevant state and local policies was undertaken to understand the strategic context of the proposed development and any potential impacts (positive and negative). This included:

State

- Greater Sydney Commission, Greater Sydney Region Plan: A Metropolis of Three Cities – Connecting People (2018)
- Greater Sydney Commission, Our Greater Sydney 2056: South District Plan – Connecting Communities (2018)
- Greater Sydney Commission, Collaboration Area: Bankstown CBD and Bankstown Airport Place Strategy (2019)
- NSW Government, NSW Freight and Ports Plan 2018 – 2023 (2018)


Local


- Canterbury-Bankstown Council, Connective City 2036 (2020)
- Canterbury-Bankstown Council, CBCity 2028 (2018)
- Canterbury-Bankstown Council, Employment Lands Strategy (2020)

- Canterbury-Bankstown Council, Economic Development Strategy Plan 2036 (2021)
- Canterbury-Bankstown Council, Clean City Strategic Plan 2022 – 2028 (2023)
- Canterbury-Bankstown Council, Resilient CBCity Strategic Plan (2023)
- Canterbury-Bankstown Council, Clean City Action Plan 2022 – 2025 (2023)
- Canterbury-Bankstown Council, Active Transport Action Plan 2021 – 2031 (2021)
- Canterbury-Bankstown Council, CBCity Cultural Diversity Plan 2024 – 2028 (2023)
- Canterbury-Bankstown Council, Disability Inclusion Action Plan 2022 – 2026 Draft (2022)
- Canterbury-Bankstown Local Environmental Plan 2023 (2023)
- Canterbury-Bankstown Development Control Plan 2023 (2023)
- Canterbury-Bankstown Council, Waste in Public Places Policy (2022)
- Canterbury-Bankstown Council, Environmental Sustainability Policy (2023)

The key social themes from the policy review are summarised in Table 4 below.

Table 4 Key social themes from policy review

Theme	Summary of findings
<p>Retaining industrial lands and becoming a freight and distribution powerhouse</p> 	<p>The NSW Freight and Ports Plan 2018 – 2023 reports a reduction of freight and logistics lands in Greater Sydney due to conversion into mixed-use residential and commercial zones. Consequently, the NSW government identifies the critical need of protecting remaining industrial lands, including in Bankstown and Canterbury.</p> <p>The City of Canterbury Bankstown LGA has a long-standing specialisation in manufacturing due to its central location, accessible industrial areas, proximity to freight networks and skilled labour force (Canterbury Bankstown Local Strategic Planning Statement – LSPS). The Greater Sydney Commission identifies the Bankstown Airport and Milperra Industrial Area (in which the site is included) as a Collaborative Area. Collaborative Area offers a place-based and multi-stakeholder approach in the planning of complex and strategic areas. A key priority in the Collaboration Area: Bankstown CBD and Bankstown Airport Place Strategy is to increase business activity by building on the area’s locational advantages and specialisations: advanced manufacturing, multi-culturalism, global trade and aviation.</p> <p>Accordingly, the Bankstown CBD and Bankstown Airport Place Strategy identifies the area as an industrial precinct, aviation centre, training ground and hub for emergency air services. Similarly, the LSPS identifies the need to retain the LGA’s industrial lands and develop them into an advanced manufacturing industrial technology, freight and logistics hub anchored by Bankstown Airport.</p> <p>The Economic Development Strategy Plan 2026 defines the strategic vision for Milperra. Milperra is to be retained and managed as industrial land and strengthened by continuing to leverage new planning controls to enhance amenity. The precinct aims to support the aviation role of Bankstown Airport as a logistics, advanced manufacturing and industrial precinct. The Canterbury –</p>

Theme	Summary of findings
	<p>Bankstown Employment Lands Strategy targets a place-based approach to enhance industrial business centres with a greater focus on employee amenity.</p> <p>To support this vision, chapter nine of the Canterbury – Bankstown Development Control Plan 2023 set the vision and controls for the industrial lands. The DCP envisions for the future built area to mostly be contemporary light industries, warehouses and urban services within a safe and high-quality environment.</p> <p>Warehousing is identified as a large generator of value in the LSPS. The Canterbury – Bankstown Employment Lands Strategy explains that the value of industrial and urban services land should not be based only on the volume and types of jobs generated but to the operational role and function it plays throughout the city.</p>
<p>Fostering employment inclusivity</p> 	<p>The LSPS identifies an expected increase of 45,000 jobs over the next 20 years in the City of Canterbury Bankstown LGA. As such, the Council wishes to build a strong local economy with a diverse and skilled workforce, integrated within the Greater Sydney economy. The LSPS aspires to deliver local jobs built upon the city's strengths and connectivity. Local advantages and specialisation identified by the Collaboration Area Bankstown CBD and Bankstown Airport Place Strategy are: advanced manufacturing, multi-culturalism, global trade and aviation.</p> <p>The Economic Development Strategy Plan 2026 identifies culturally and linguistically diverse (CALD) communities as an economic strength due to their existing global ties. However, the CBCity Cultural Diversity Plan 2024 – 2028 identifies challenges encountered by CALD communities including lack of role models and mentors, low financial literacy and low level of education. One objective of the Plan is to support CALD people to obtain and maintain meaningful employment.</p> <p>The community engagement conducted for the Disability Inclusion Action Plan identifies need for local businesses to employ people with disability with the support of Council – including through the Zero Barriers program. The Zero Barriers program works with businesses in making changes to become more inclusive and accessible.</p>
<p>Improving Aboriginal and Torres Strait Islander employment</p>	<p>The Innovate Reconciliation Action Plan includes a section on the employment of Aboriginal and Torres Strait Islander people. It focuses on increasing the employment and retention of Aboriginal and Torres Strait Island staff at the Council, but also in the support of community groups and organisations and working with communities to increase their cultural visibility in the city.</p>
<p>Promoting active transport</p>	<p>The Active Transport Action Plan notes that 27% of participants in their community survey would cycle more if there were end of trip facilities at their workplace. Currently, there are four off-road cycling routes in the LGA with the M5 Motorway cycling road being close to the proposed site.</p>

Theme	Summary of findings
	The LSPS is committed to increase the creation of interconnected walking and cycling paths including the development of a Green Web. This Green Web will integrate ecological and green spaces between urban and suburban places.
Supporting a resilient and sustainable city	<p>The City of Canterbury Bankstown has recently experienced extreme weather including heatwaves, flood and storms. Daily pressures experienced by the community such as financial and housing stress, lack of transport options and social isolation make it harder to cope in cases of emergencies.</p> <p>The Resilient CBCity Strategic Plan includes directions to strengthen the resilience of the city including the incorporation of traditional connection to country practices in land management and environmental protection.</p> <p>The Bankstown CBD and Bankstown Airport Place Strategy commits to sustainability. This includes investigating higher Building Sustainability Index (BASIX) and sustainability targets for the development in the Collaboration Area. Accordingly, chapter nine (industrial precincts) of the Canterbury – Bankstown DCP 2023 aims to facilitate ecologically sustainable development.</p> <p>The Council is committed to a clean city including through preventing illegal dumping of construction materials.</p>

3.4. DEMOGRAPHIC PROFILE

A demographic profile identifies the demographic and social characteristics of a proposal’s likely social locality. This is an important tool in understanding how a community currently lives and that community’s potential capacity to adapt to changes arising from a proposal.

A demographic profile has been developed for the immediate community and local area of the proposed site based on demographic data from the Australian Bureau of Statistics (2021) Census of Population and Profile.id. The demographic characteristics of the City of Canterbury-Bankstown LGA and Greater Sydney have been used, where relevant, to provide a comparison.

The table below details the datasets used in analysing the immediate community, local area, regional area and Greater Sydney area.

Study area	Geographic area	ABS data category
Immediate community	<ul style="list-style-type: none"> ▪ 11901135625 ▪ 11901157221 ▪ 11901157211 ▪ 11901136011 ▪ 11901136010 	SA1
Local area	<ul style="list-style-type: none"> ▪ Condell Park ▪ Bankstown - South ▪ Bankstown – North 	SA2
Regional area	<ul style="list-style-type: none"> ▪ Canterbury-Bankstown 	LGA

Study area	Geographic area	ABS data category
Greater Sydney	Greater Sydney	GCCSA

3.4.1. Population and age



In 2021, there were 2,357 residents in the immediate community, representing 4.9% of the residents in the local area. The local area comprises 13% of the residents of the City of Canterbury – Bankstown LGA.

The proportion of the **working-age population (aged 15 to 64) in the immediate community (58.8%) is lower** than in the City of Canterbury – Bankstown LGA (65.4%) and Greater Sydney (66.5%). However, the local area has similar proportion of working-age population (66%) compared to the City of Canterbury – Bankstown LGA (65.4%) and Greater Sydney (66.5%). The proportion of the **young-workforce population (aged 25 to 34) is lower in the immediate community (12.3%)** compared to the City of Canterbury – Bankstown LGA (15%) and Greater Sydney (15.5%). However, the proportion of the young-workforce population is higher in the local area (16.8%) compared to the City of Canterbury – Bankstown LGA (15%) and Greater Sydney (15.5%).

The **median age in the local area** (33 in Bankstown – North SA2 and 34 in both Condell Park SA2 and Bankstown – South SA2) **is lower** compared to the City of Canterbury – Bankstown LGA (36) and Greater Sydney (37). This suggests that the population in the local area is younger than in the City of Canterbury – Bankstown LGA and Greater Sydney.

Between 2024 and 2036, the population of the City of Canterbury – Bankstown LGA is expected to grow from 392,748 to 443,139 representing an increase of 12.8%. The proportion of the working-age population is expected to grow by 11.6% from 251,806 to 281,093. The proportion of the young-workforce population (aged 25 to 34) is also expected to grow by 11.6% from 59,009 to 65,844.

3.4.2. Culture and diversity



The local area (0.4%) and the City of Canterbury – Bankstown LGA (0.8%) have a **lower proportion of Aboriginal and Torres Islander people compared to Greater Sydney (1.7%).**

The immediate community and the City Canterbury-Bankstown LGA have a **higher proportion of people born overseas** (53.2% and 50.8% respectively) compared to Greater Sydney (43.2%). In addition, there is a higher proportion of people who speak a language other than English at home in the local area (78.1%) and in the Canterbury-Bankstown LGA (66.2%) compared to Greater Sydney (42.7%). The three most-spoken languages other than English in the immediate area are: Arabic, Vietnamese and Mandarin.

3.4.3. Education and qualifications

There is a **lower proportion of individuals over 15 years with a high level of educational attainment (Bachelor Degree level and above) in the immediate community (16.3%), local area (22.3%) and the City Canterbury-Bankstown LGA compared to Greater Sydney (33.3%).**



The **top occupations in the local area are: Professionals (6.9%) and Clerical and Administrative Workers (4.7%)**. Labourers, Technicians and Trades Workers and Community and Personal Service Workers both represent 3.7%.

In the local area, 7% of people aged 15 and over have a Certificate Level III qualification and 1.9% have a Certificate Level IV. In comparison, in Greater Sydney, 9.1% of people aged 15 and over have a Certificate Level III and 2.7% a Certificate Level IV.

3.4.4. Workforce and employment



There is a lower proportion of people over 15 years in the labour force in the immediate community (40.7%), local area (45.6%) and the City Canterbury – Bankstown LGA (48.4%) compared to Greater Sydney (60%).

The **level of unemployment is lower** in the immediate community (3.5%) and local area (4.3%) compared to the City of Canterbury – Bankstown LGA (7.2%) and Greater Sydney (5.1%).

The **top three industries of employment in the local area are: Health Care and Social Assistance (4.4%), Retail Trade (3.6%) and Transport, Postal and Warehousing (2.6%)**. In comparison, there are 2.4% of people over 15 years in Greater Sydney employed in Transport, Postal and Warehousing.

3.4.5. Housing and income



The local area and the City Canterbury – Bankstown LGA have lower median personal weekly income (\$566 in Condell Park SA2, \$558 in Bankstown – North SA2 and \$526 in Bankstown – South SA2, and \$625 in Canterbury – Bankstown LGA respectively) compared to Greater Sydney (\$881). The local area and the City Canterbury – Bankstown LGA have lower median family weekly income (\$1,708 in Condell Park SA2, \$1,445 in Bankstown – North and \$1,436 in Bankstown – South SA2, and \$1786) compared to Greater Sydney (\$2,374).

The City of Canterbury – Bankstown LGA has a lower median weekly rent (\$400) compared to Greater Sydney (\$470). Median weekly rent in the local area is \$500 in Condell Park SA2, \$415 Bankstown – South SA2 and \$400 Bankstown – North SA2.

The most popular housing types in the local area are: flat (47.2%), separate house (36.9%) and semi-detached, row or terrace house, townhouse, etc. (14.6%).

Most occupied dwellings in the local area and the City of Canterbury – Bankstown LGA are rented (38.7% and 38.1% respectively) – higher than in Greater Sydney (35.9%). In the local area, there is a **lower proportion of homes owned outright** (20.9%) compared to the City of Canterbury-Bankstown LGA (28.5%) and Greater Sydney (27.8%).

In the City of Canterbury – Bankstown LGA, **25.6% of homeowners have mortgage repayments greater than 30% of household income**. This is higher than in Greater Sydney (19.8%). In the City of Canterbury – Bankstown LGA, **42.8% of renters have rent payments greater than 30% of household income**. This is higher than in Greater Sydney (35.3%).

3.4.6. Health and wellbeing

The local area has a higher proportion of people with a long-term health condition (40%) compared to Greater Sydney (34.6%).



The most prominent types of long-term health conditions in the local area are: Diabetes (5.7%), Asthma (5.3%) and Arthritis (5.3%).

3.4.7. Crime and safety

As part of the demographic profile, data from the NSW Bureau of Crime Statistics and Research was also analysed to understand the crime and safety context around the site. This data is accurate as of 2nd February 2024. Crime data from the BOCSAR indicates that the City of Canterbury-Bankstown LGA has lower rates of crime compared to NSW. Crime rates are per 100,000 population:

These include:

- Assault (non-domestic): 297.6 (compared to 414.1 in NSW)
- Motor vehicle theft: 135.9 (compared to 171 in NSW)
- Steal from motor vehicle: 284.2 (compared to 355.1 in NSW)
- Trespass: 69.6 (compared to 149.7 in NSW)

As such, this crime profile indicates that the City of Canterbury-Bankstown LGA is less susceptible to opportunistic and theft crimes.

3.4.8. Vulnerable groups

There are numerous vulnerable groups within the study area community including socio-economically disadvantaged groups, elderly and persons with a disability (need for assistance). The following sections provide further detail on key vulnerable groups.

3.4.8.1. SEIFA

According to the 2021 SEIFA, there is some variation in terms of socio-economic advantage and disadvantage between communities within the local area and regional area.

- In the immediate community, Condell Park is within the lowest 40% of SA2s in NSW in terms of relative socio-economic advantage and disadvantage. Bankstown is within the lowest 20% of SA2s in NSW. This means that these areas have generally higher incidence of socio-economic disadvantage, including lower level of secure place to live and job security.
- The City of Canterbury-Bankstown LGA is within the top 30% of local government areas in NSW in terms of relative socio-economic advantage and disadvantage. This indicates that the area has a relatively higher number of advantages than many other LGAs in NSW, including higher job security, or secure place to live.

3.4.8.2. Disability

The scale of the immediate community (SA1) does not allow for the access of disability data in ABS. Consequently, the area of analysis for this section comprises the local area comprised of Condell Park SA2, Bankstown – South SA2 and Bankstown – North SA2.

- The local area has a higher proportion of people with a need for assistance due to disability, old age, or long-term age health condition (6.8%) compared to Greater Sydney (5.2%).
- In 2021, there were 3,824 people over 15 years in the local area who provided unpaid assistance to someone with an identified need for assistance representing 7.9% of the total population over 15 years. This is lower than Greater Sydney (10.6%).

3.4.8.3. Homelessness

Data on the estimated levels of homelessness according to the ABS 2021 Estimating Homelessness: Census is only available from ABS statistical area 2 (SA2). Consequently, the local area comprised of Condell Park SA2, Bankstown – South SA2 and Bankstown – North SA2 has been used for this section. Rates are per 10,000 population:

- In 2021, there were no people in the local area living in improvised dwellings, tents, or sleeping out compared to a rate of 1.2 in NSW.
- There were 14 people residing in supported accommodation for the homeless representing a rate of 2.9 per 10,000 population. This lower than in NSW average (rate of 6.2). There were no people temporarily residing in another household compared to a rate of 5.1 in NSW.
- Further, there were 653 people living in crowded dwellings (rate of 135.5 per 10,000 population) compared to a rate of 37.1 in NSW), and 352 people living in 'severely' crowded dwellings (rate of 73 compared to 18.1 in NSW).

4. SIA FIELD STUDY

As specified in the DPHI Guideline, SIAs require community and stakeholder engagement to be undertaken to develop an understanding of impacts on communities and people as a result of a project. Community and stakeholder engagement also provides the opportunity for potentially impacted people and groups to provide feedback and input into a project. To achieve this, a door knock of surrounding residents (conducted by representatives from Urbis) was the primary method and supported by a community survey (administered online) to engage and consult the community and key stakeholders regarding the Project. Consultation was also undertaken with representatives of Canterbury-Bankstown City Council. The methods of engagement and consultation with community and key stakeholders and details of participation are provided in Table 5.

Table 5 Summary of community and stakeholder engagement activities

Method	Administered	Timeframes	Invited	Participated
Near neighbour door-knock	In person	5 February 2023	52 properties along Mons Street and Milperra Road.	26 respondents
Community survey	Online via community newsletter	20 November 2023 to 2 April 2024	Community newsletter was distributed to 484 properties within the marked area in Figure 8.	5 participants
Consultation with Council representatives	Online via videoconference	14 February 2024	Canterbury-Bankstown City Council representatives	Canterbury-Bankstown City Council representatives

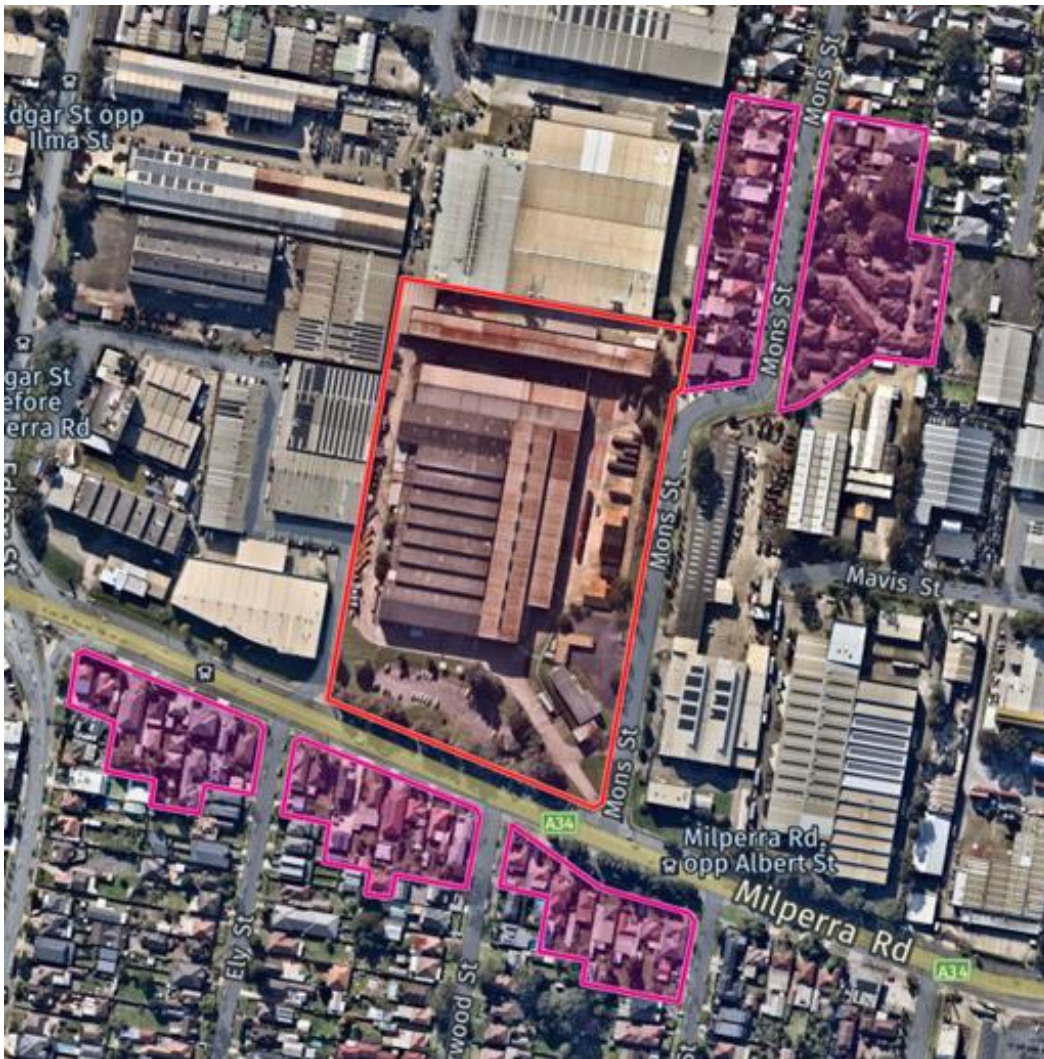
4.1. DOOR-KNOCK SUMMARY OF FINDINGS

A door-knock was conducted to properties close to the site by Urbis' Engagement team on the 5 February 2024 for approximately one hour. The purpose of this door-knock was to inform, consult and answer questions from surrounding landowners and occupiers, including in relation to potential social impacts. Urbis' Social Planning provided instruction and guidance to the Urbis Engagement team to seek feedback specifically about social impacts during the door knock, and to collect contact details if any residents requested a follow-up from the Urbis Social Planning team to discuss identified social impacts.

The door-knock comprised 52 properties in Mons Street and Milperra Road (see Figure 7). Of these properties, Urbis spoke with 26 people. These residents were provided with the community newsletter. For residents who were not home or unavailable to speak to the team, a newsletter along with a 'Sorry We Missed You' card was left under the door or in the letter box.

These residences were identified as critical stakeholders, due to potential direct impacts of the proposal (see Section 3.2 - Social locality). The broader community outside of this area was assessed as experiencing lower potential impacts, and was informed and invited to provide feedback through a community newsletter distribution including online survey.

Figure 7 Door-knock area



Source: Urbis, 2024

Most respondents did not provide any comment about the proposal. However, a few residents provided feedback. Table 6 below contains a summary of the findings.

Table 6 Summary of the feedback from the door-knock

Theme	Summary of feedback received
Air quality and environmental impact	One respondent expressed general support for the proposal, and viewed the proposed warehouse and distribution centre as an improvement from the current site use, stating that they believed it would be 'likely to produce less pollution'.
Neutral opinion	Two respondents were neutral towards the proposal. One respondent described the proposal as a 'no-change scenario'.

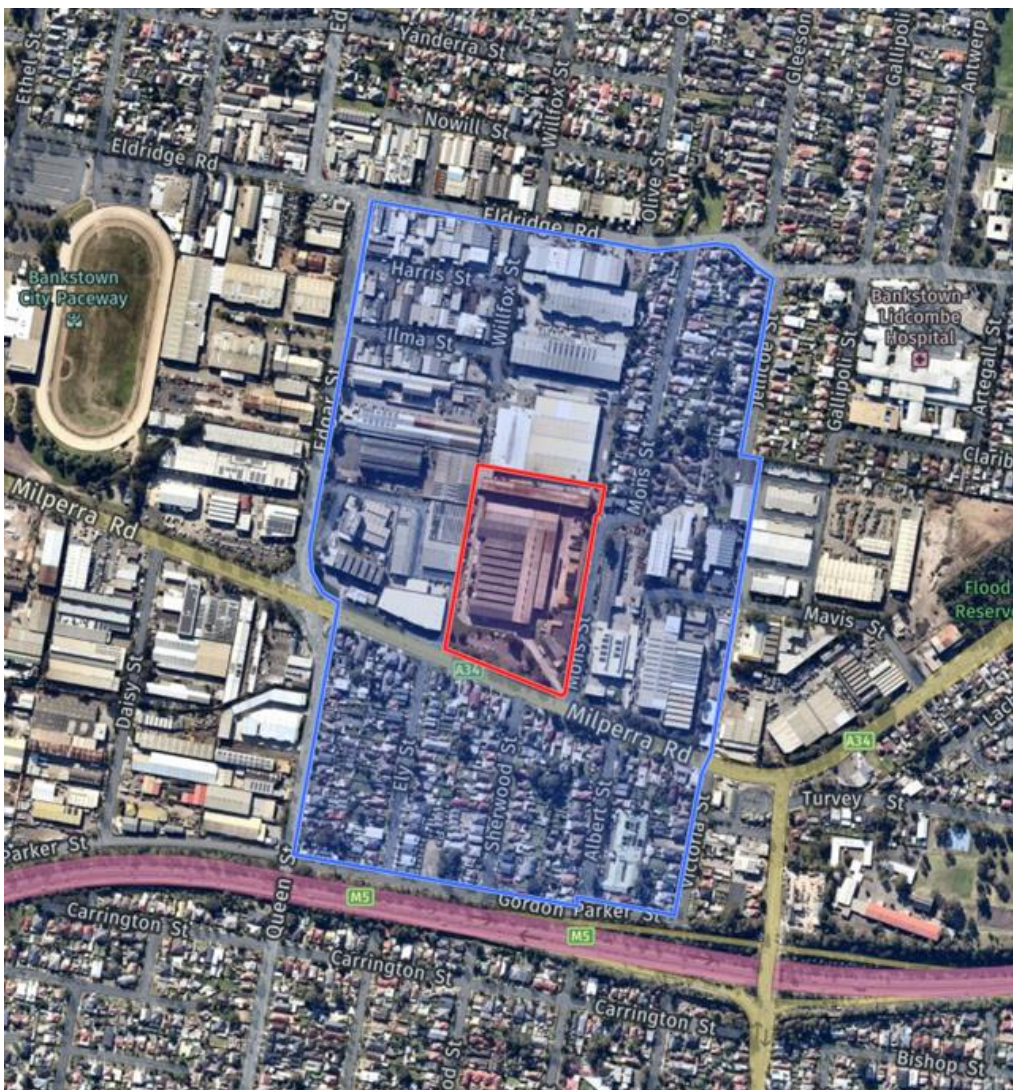
Theme	Summary of feedback received
Health and wellbeing related to hazardous materials	Concern was raised by one respondent related to potential hazardous materials, who inquired whether there might be asbestos in the roof due to the building's age.
Housing and service needs	One respondent questioned the construction of an industrial facility, mentioning that the area is in need of 'more housing' and 'hospital'.

4.2. COMMUNITY SURVEY SUMMARY OF FINDINGS

A community survey was developed to understand the potential social impacts of the proposal, and to identify potential mitigation measures (for negative impacts) and enhancement measures (for positive impacts). The survey was opened between the 20 November 2023 and 2 April 2024.

A quick-response (QR) code for the survey was included in the community newsletter distributed to surrounding residents and businesses. Specifically, the community newsletter was distributed to 484 properties within the marked area (see Figure 8). It was also distributed by email to the Canterbury Bankstown Chamber of Commerce. A copy of the newsletter is included in Appendix A of this report.

Figure 8 Community newsletter distribution area



The community survey was completed by one participant with four people partially completing the survey. Participants were either residents of Revesby or nearby residents living within 500 metres from the site. The table below presents the summary of the feedback received.

Table 7 Summary of the feedback from the community survey

Theme	Summary of feedback received
Accessibility and quiet living	A participant highlighted that they like living in Revesby because of the accessibility to nearby shops and other facilities. The participant also noted that they used to like the quiet environment of the area.
Traffic and parking	A participant mentioned that nearby residential housing will be negatively impacted by the distribution centre operating 24 hours. Traffic and parking are described as already being an issue as the residential areas have been built without sufficient parking. Additionally, traffic is already viewed as being difficult, especially when turning North into Edgar Street or when travelling along Queen Street to Edgar Street, especially in morning and evening peak times. The participant suggested for the whole Milperra Road, Queen Street and Edgar Street intersection to be renovated.

4.3. CONSULTATION WITH CANTERBURY-BANKSTOWN CITY COUNCIL

Urbis' Statutory and Strategic Planning Team, representatives of Gateway Capital and Watson Young undertook an online meeting with representatives from Canterbury-Bankstown City Council's Strategic Assessments team on 14 February 2024 to discuss the proposal, the design scheme, engagement process and feedback received to date. On 1 March 2024, Council's Strategic Assessments Team forwarded Council's consolidated feedback on the proposal.

The following provides a summary of the discussion points that relate to potential social impacts of the proposal:

- Potential noise impacts, in particular related to the proposed ramp location.
- Vehicular access points within the site and traffic management, particularly whether trucks would travel along Mons Street (i.e., turn right to exit the site) and options to move vehicular access further away from Milperra Road.
- Retention of biodiversity, including enhancing tree canopy coverage and prioritising retention and protection of large canopy trees along Milperra Road and existing trees along the eastern property boundary on Mons Street.
- Ensuring alignment with Council's sustainable development objectives, particularly related to energy and water efficiency and the reuse of construction waste materials.
- Community character and visual amenity, including incorporation of built form design that aligns with the current and future character of the area and integrated landscape plan to minimise amenity impacts.
- Council noted that they have no issues in principle with the proposed use/development given industrial zoning, however they want to ensure the design and environmental impact is given proper consideration.

Urbis' Social Planning team contacted representatives of Canterbury-Bankstown City Council on 20 February 2024 to invite relevant Council officers to attend a meeting to discuss the local context, community and potential social impacts to inform the SIA specifically. A response to the invitation was received via email on 21 February 2024 to advise that Council would reach out to their Community Planning and Cultural

Services team to determine the appropriate contact person. Urbis followed-up this request on 27 February 2024 but did not receive a response.

4.4. SUMMARY OF SIA FIELD STUDY FINDINGS

This section outlines the key social impacts identified by participants throughout the SIA field study and previous engagement. All consultation sought to understand how participants viewed their community, and to identify how the Project may impact their community. Participants identified both positive and negative impacts, as well as opportunities to mitigate or enhance these potential impacts, shown in Table 8.

Table 8 Community identified potential positive impacts, negative impacts, and opportunities

Positive impacts	Negative impacts	Opportunities
<ul style="list-style-type: none"> ▪ Improved environmental and health impacts compared to existing factory land use. ▪ A 'no change' sentiment considering the site's current industrial use (neutral impact). 	<ul style="list-style-type: none"> ▪ Potential noise impacts, in particular related to the proposed ramp location. ▪ Vehicular access points within the site and traffic management along Mons Street and Milperra Road. ▪ Parking for surrounding residential areas. ▪ Traffic at the Milperra Road, Queen Street and Edgar Street intersection during morning and evening peak times. ▪ Impacts to biodiversity, in particular tree coverage and retention. ▪ Energy and water use. ▪ Health impacts related to exposure to asbestos during demolition. ▪ Impacts to community character and visual amenity. 	<ul style="list-style-type: none"> ▪ Alignment of the built form to respond to the current and future character of the area. ▪ Leverage the site's size to enhance tree canopy coverage. ▪ Incorporating ecologically sustainable design to enhance energy and water efficiency.

5. SUMMARY OF COMMUNITY VALUES, STRENGTHS AND VULNERABILITIES

The following chapter outlines the values, strengths, and vulnerabilities experienced in the local and regional areas, as identified by Sections 3 and 4.

Table 9 Summary of community values, strengths, and vulnerabilities

Values	Strengths	Vulnerabilities
<ul style="list-style-type: none"> ▪ Biodiversity and ecologically sustainable development. ▪ Quiet environment. ▪ Retaining industrial lands and becoming a freight and distribution powerhouse ▪ Fostering employment inclusivity. ▪ Promoting active transport. 	<ul style="list-style-type: none"> ▪ Long-standing specialisation in manufacturing due to its central location, accessible industrial areas, proximity to freight networks and skilled labour force. ▪ Strategic location to Bankstown CBD and Bankstown Airport. ▪ Multi-culturalism and global ties within the community. ▪ Low levels of unemployment. ▪ Easy access to nearby facilities. ▪ Relatively low levels of crime. 	<ul style="list-style-type: none"> ▪ Low proportion of people with high educational attainment. ▪ Higher proportion of people with a long-term health condition compared to Greater Sydney. ▪ Recent experiences of extreme weather including heatwaves, flood and storms.

6. SOCIAL IMPACT ASSESSMENT

This chapter provides a ranking of the identified social impacts of the Project. It is structured by the social impact categories outlined in the SIA Guideline (DPHI 2023).

Each impact is assessed in accordance with the risk assessment methodology applied in the SIA Guideline Technical Supplement, whereby the significance of potential social impact is assessed by comparing the magnitude of the impact against the likelihood of the impact occurring. This methodology is outlined below.

Table 10 Significance matrix

		Magnitude level				
		1	2	3	4	5
Likelihood level		Minimal	Minor	Moderate	Major	Transformational
A	Almost certain	Low	Medium	High	Very high	Very high
B	Likely	Low	Medium	High	High	Very high
C	Possible	Low	Medium	Medium	High	High
D	Unlikely	Low	Low	Medium	Medium	High
E	Very unlikely	Low	Low	Low	Medium	Medium

Source: DPHI, 2023, SIA Guideline: Technical Supplement, p. 13

Table 11 Likelihood levels

Level	Definition
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

Source: SIA Guideline: Technical Supplement (DPHI 2023, p. 12)

Table 12 Magnitude levels

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.

Magnitude level	Meaning
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.

Source: SIA Guideline: Technical Supplement (DPHI 2023, p. 13)

Table 13 Dimensions of social impact magnitude

Dimension	Explanation
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?
Intensity or scale	What is the likely scale or degree of change? (e.g., mild, moderate, severe)
Sensitivity 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.

Source: SIA Guideline: Technical Supplement (DPHI 2023, p. 12)

Mitigation and enhancement measures

Social impacts are assessed before and after the implementation of mitigation measures (for negative social impacts) and enhancement measures (for positive social impacts). These measures can take different forms and may be incorporated in the design, planning, construction, or operational stage of the proposed development.

6.1. NEUTRAL TO LOW NEGATIVE IMPACTS

This section outlines the social impacts assessed to have a neutral to low unmitigated negative impact. These impacts are not considered to have a significant negative impact on the community and are not included for further assessment. The table below details these impacts.

Table 14 Neutral to low social impacts

Social impact category	Impact assessment summary	Unmitigated	Technical report of reference
Livelihoods	Retaining industrial lands	Neutral	Heritage Impact Statement Milperra Multilevel Design Report
Culture	Potential disturbance to sites of Aboriginal significance	Low negative	Aboriginal Cultural Heritage Assessment

6.2. LOW TO HIGH POSITIVE IMPACTS

This section outlines the social impacts assessed to have a medium to high positive impact. These impacts are summarised below and detailed in the following sections.

Table 15 Medium to high positive social impacts

Social impact category	Impact assessment summary	Unenhanced	Enhanced	Technical report of reference
Health and wellbeing	Promoting a healthy, inclusive and safe work environment	Low positive	Medium positive	Environmentally Sustainable Design Report Transport and Accessibility Impact Assessment
Way of life	Supporting resilience and sustainability	Medium positive	High positive	Environmentally Sustainable Design report Milperra Multilevel Design Report
Livelihoods	Contribution to local employment opportunities	Medium positive	Medium positive	Estimate Development Cost Report

6.2.1. Promoting a healthy, inclusive and safe work environment – Unenhanced

Affected stakeholders: Current and future employees and workers	Duration: Operation
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A healthy, inclusive and safe work environment has direct benefits to employees' physical, mental and social wellbeing. In return, this contributes to creating a more engaged, motivated and efficient workforce (Zhenjing et al., 2022). In addition, making workplaces accessible and inclusive ensures that people of all abilities and backgrounds have equal opportunities to seek and engage in meaningful employment.

The Canterbury–Blacktown DCP 2023 mentions that development in industrial precincts should provide employees and visitors with amenities in a pleasant environment. This includes the mandatory development of an **outdoor employee area** of a minimum area of 25sqm comprising grass, plantings, pavement, shade and seating. These should be located away from sources of intrusive noise (e.g., loading, servicing, heavy machinery). The Milperra Multilevel Design Report, prepared by Watson Young Architects (March 2024) shows that each proposed warehouse office will include an outdoor area for staff which meets the mandatory minimum standards.

In addition, Canterbury–Bankstown Council targets the use of active transportation in the local community through the establishment of an Active Transport Action Plan (see Section 3.3). The Plan notes that 27% people surveyed would cycle more if there were **End-of-Trip facilities** at their workplace. As noted in the Design Report, the proposal will include End-of-Trip facilities and bicycle parking spaces next to all office entries. Additionally, the Transport and Accessibility Impact Assessment prepared by Stantec (2024) considers the site to have good accessibility for cyclists. While there are no dedicated cycling facilities, there is a multitude of local roads that connect to the Salt Pan Creek Bicycle Path. The report assesses that these local roads are an acceptable environment for cycling due to the low volume and low speed shared road environment.

The Traffic and Accessibility Impact Assessment reports that there is a lack of significant levels of **pedestrian demand** around the site. As such, pedestrian paths have not been provided along the verges in the general vicinity of the site. Regarding safety, the Design Report indicates that the proposal provides a safe environment for staff with full separation of cars and truck movements despite the limited access options to the site.

Accessibility and inclusivity are also identified as a priority by the Canterbury–Bankstown Council. However, the Council identifies several challenges encountered by Culturally and Linguistically Diverse (CALD) communities to enter the workforce (see section 3.3). As detailed in Section 3.4, the population of the immediate, local and regional community is highly multicultural, with a higher proportion of people born overseas and who speak a language other than English at home compared to Greater Sydney. Additionally, the Canterbury–Bankstown Disability Inclusion Action Plan identifies the need for local businesses to employ people with disability with the support of Council. This is relevant given the higher proportion of people with a need for assistance due to disability, old age, or long-term age health condition in the local area compared to Greater Sydney. Council's Zero Barriers program works with businesses in making changes to become more inclusive and accessible.

To support accessibility, each office comprises different pedestrian access points with disabled access. In addition, the Design Report shows that six accessible parking bays are provided near the entrance of each building's office area. The Accessibility report prepared by Abe Consulting (March 2024) assesses the accessible carparking to be readily capable of complying. Indeed, it reported that the size location and number of accessible carparking spaces are 'readily capable of complying.' However, the report found several design features not compliant or in need of specification for compliance. These are regarding:

- Door circulation space.
- Accessway at pedestrian entrance and from the accessible carparking spaces.
- Accessible ramp and stairway
- Signage – the report notes the need to obtain a design compliance certificate from the signage designer/contractor to confirm compliance

- Hearing augmentation system
- Tactile indicator
- Glazing on accessway
- Passenger lifts
- Accessible sanitary facilities

More detail about these design features and necessary compliance requirements and recommendations can be found in the Accessibility report.

As such, the unmitigated impact is assessed as a **low positive** impact given its minor magnitude and unlikely likelihood.

6.2.2. Promoting a healthy, inclusive and safe work environment – Enhanced

The proposal currently demonstrates some provisions for a healthy and inclusive work environment. However, several technical reports provide recommendations to further promote a healthy, inclusive and safe working environment, if applied.

The Transport and Accessibility Impact Assessment notes that the proposed development should include a proposal to develop and use a **Green Travel Plan** to promote sustainable transport modes. The establishment of a Green Travel Plan will encourage the use of active and public transportation by employees. The Transport and Accessibility Impact Assessment identifies several specific measures for the site to be included in the Green Travel Plan, including:

- Providing high quality and prominent bicycle parking and change/shower facilities.
- Providing clear pedestrian and cyclist wayfinding.
- Providing shelters along walkways or near bus stops and street lighting.
- Encouraging cultural exchange through the creation of a bike user group (targeting staff living within five km of the site), including events such as annual 'ride to work' day, and the provision of information detailing the opportunities and facilities available to staff which may include maps of available cycling routes to and within the proposed site.
- Providing prioritised carpool parking spaces on site, including consideration for incentives (e.g., prices, location, proximity to services).
- Limiting on-site parking allocation to staff.
- Creating a carpooling club or registry/forum.
- Creating a Travel Access Guide (TAG) following construction to be provided to all staff and publicly available to all visitors. This would include facilities available at the site, detailed on the surrounding public transport services and active transport initiatives. This document should be updated as the surrounding transport environment changes.

In addition, the Accessibility report provides comments and recommendations for the proposal to achieve **accessibility compliance**. The report confirms that by following the adoption of the recommendations and Performance Solutions proposed, the proposal can achieve compliance. Many of these are readily achievable with minor design development and/or specification at the Detailed Design Stage (see the Accessibility report for more details about these recommendations).

Assuming the above mitigation measures are followed, the enhanced impact is assessed as a **medium positive**, given its minor magnitude and likely likelihood.

SIA recommendation/s

- Ensure regular safety training to employees to create a safe work environment culture.
- Consider going beyond accessibility compliance, e.g., by joining the Zero Barriers Program suggested by the Canterbury–Bankstown Council. This Program provides training, support and promote businesses that are committed to eliminate barriers for people with disability.

- Consider developing partnerships with Workforce Australia employment services providers that support CALD individuals, and local TAFE facilities.

6.2.3. Supporting resilience and sustainability – Unenhanced

Affected stakeholders: Local community

Duration: Operation

Infrastructure Australia (2021) highlights the importance of design in promoting more sustainable communities and preparing for climate change. As evidenced in the Policy context (Section 3.3) and the SIA field study (3.3), the local and regional area places significant value on supporting a resilient and sustainable city.

The Environmentally Sustainable Development (ESD) report prepared by Aspire (March 2024) notes that the proposal is on track to achieving sustainable requirements contained within SEARs and Canterbury-Bankstown DCP 2023. These include:

- Addressing general sustainability and disclosing embodied emissions for future benchmarks.
- Demonstrating net zero capacity for the entire development and offsetting any onsite fossil fuels use.
- Achieving a minimum of 5.5 Star National Australian Built Environment Rating System (NABERS) Energy and 3 Star NABERS Water rating within 24 months of operation for office areas only.

The Design Report identifies additional sustainable design within the proposal. This includes:

- Incorporating clear glazing windows to the lower level of the warehouse and roof skylights to the upper level space to the integration of natural light in all warehouses.
- Incorporating high-performance glazing in office facades to provide natural light and mitigate uncomfortable direct sunlight, completed by sun-shading devices integrated into the façade to protect from excessive glare and heat.
- Using solar panels towards sustainable energy consumption.

Sustainable building operation, especially in industrial development, relies on effective water management as this minimises water consumption and prevents pollution to ensure operation that is not detrimental for local communities. The proposal will contribute to reducing water consumption by incorporating several water saving measures into its design:

- Installing fixtures and fittings in line with Canterbury–Bankstown DCP 2023 and Green Star Building requirements – whichever’s Water Efficiency Labelling and Standard (WELS) is the highest.
- Ensuring native plant species are incorporated throughout, where possible.
- Inclusion of rainwater reuse tank positioned between the main buildings to be used for landscape irrigation & WC flushing.
- Re-using water captured from the sprinkler system.
- Achieving 3 Star NABERS Water.
- Creating a site water management plan to be submitted with the development application which includes proposals to reduce mains water supply.
- Including air cooled HVAC systems to reduce water associated with heat rejection.

Urban heat is another important element to consider in new development, especially in industrial areas. Industrial areas can significantly contribute to the urban heat island effect due to the high concentration of buildings and paved surfaces that absorb and retain heat, exacerbating local temperature increases. This impacts the comfort and health of workers and local residents. The Landscape Documentation prepared by Geoscape (March 2024) reports that existing trees have been retained where possible in an effort to mitigate urban heat island effect. Additional trees are proposed in the car parking blister. The Landscape Documentation notes that it will include native planting and indigenous species. Retention and enhancement of tree canopy coverage was a key outcome from consultation with Canterbury-Bankstown City Council (see Section 4.3).

Given the incorporation of design features that go beyond mandatory requirements and contribute to supporting resilience and sustainability through energy and water efficiency and vegetation coverage, the unenhanced impact is assessed as a **medium positive** impact given its moderate magnitude and possible likelihood.

6.2.4. Supporting resilience and sustainability – Enhanced

The ESD report mentions that detailed investigation throughout design development must be carried out to further refine the ESD strategy for the proposal. The report notes that this will enable to provide ‘an example of sustainable design to the Revesby community and beyond.’

If the proposal continues to refine the ESD strategy towards sustainable design, the enhanced impact is likely to shift to a **high positive** impact given its moderate magnitude and likely likelihood.

SIA recommendation/s

- For landscaping, consider incorporating native plants that require minimum irrigation.

6.2.5. Contribution to local employment opportunities – Unenhanced

Affected stakeholders: Construction and operation workers in the local and regional area	Duration: Construction and operation
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The site is located within the Milperra Industrial Area which is part of the Canterbury – Bankstown Employment Lands Strategy. As discussed in Section 3.3, the Strategy aims to guide future growth and support employment in the LGA. This includes retaining and managing the existing industrial lands while responding to market drivers including the shift from industrial storage space to ‘high throughput distribution’ space.

According to the Estimate Development Cost report prepared by Rider Levett Bucknall (April 2024), the proposal is anticipated to provide 477 full-time equivalent (FTE) construction jobs and up to 684 FTE operation jobs. Transport, Postal and Warehousing is the third top industry in the local area in terms of employment – as such, the proposal will deliver jobs that build upon the local workforce specialisation (see Section 3.4).

In consideration to the elements above, the unenhanced impact is assessed as **medium positive** given its minor magnitude and possible likelihood.

6.2.6. Contribution to local employment opportunities – Enhanced

Council identifies the need to facilitate the integration of the whole community in the workforce including CALD communities (noting that 78% of the local area speak a language other than English at home) and people with disabilities. This includes removing physical and societal barriers to access such as accessible design and integration programs and trainings.

The proposal includes accessible pedestrian access points with disabled access to each office, six accessible parking bays and accessible bathrooms. The Accessibility report notes that by adopting the proposed recommendations and performance solutions, the proposal will achieve compliance with accessibility Australian standards (see Section 6.2.2 for more details enabling the physical access to the proposed site to people with disability).

Assuming the above enhancement measures are followed, the enhanced impact is assessed as **medium positive** given a possible likelihood and moderate magnitude. There is the potential to further enhance this impact if the below recommendations are followed.

SIA recommendations

- Investigate opportunities to support training partnerships with local education providers to promote employment, training or learning pathways for potential workers. This should also consider opportunities to support employment for Indigenous people, CALD individuals, and people with disability. These initiatives can be undertaken during the detailed construction and operational phases.

6.3. MEDIUM TO HIGH NEGATIVE IMPACTS

This section outlines the social impacts assessed to have a medium to high negative impact. These impacts are detailed below.

Table 16 Medium to high negative impact

Social impact category	Impact assessment summary	Unmitigated	Mitigated	Technical report of reference
Way of life	Change to visual amenity	Medium negative	Low negative	Milperra Multilevel Design Report Visual Impact Assessment
Health and wellbeing	Noise, vibration and air quality impacts during construction and operation	High negative (during construction) Medium negative (during operation)	Medium negative (during construction) Low negative (during operation)	Air Quality Assessment Noise and Vibration Impact Assessment
Accessibility	Increase in traffic and reduction of parking spaces on the local road network and surrounding residential areas	Medium negative	Low negative	Transport and Accessibility Impact Assessment

6.3.1. Change to visual amenity – Unmitigated

Affected stakeholders: Nearby residences surrounding the proposal site (see Section 3.2)	Duration: Operation
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The visual environment is an important component of people's surroundings. Changes to the visual environment can impact on the amenity within a place and influence a person's sense of place.

As evidenced in Section 4, Council raised community character and visual amenity as a key consideration related to the proposal, including incorporation of built form design that aligns with the current and future character of the area and integrated landscape plan to minimise amenity impacts.

The Visual Impact Assessment (VIA) prepared by Geoscapes (February 2024) assesses that the proposal will cause moderate visual impacts to a low-density residential area at the east of the site within Condell Park, wherein two residences share their boundary with the development site. All other visual impacts are assessed as not significant. Further details are available in the VIA report.

In consideration to the above, the unmitigated impact is assessed as **a medium negative** impact given its minor magnitude and likely likelihood.

6.3.2. Change to visual amenity – Mitigated

In regard to visual impact, the VIA recommends incorporation of large native canopy tree planting along Milperra Road and Mons Street to mitigate and soften the visual impact of the proposal on the residential area at close proximity to the site.

If the above recommendations are implemented, the mitigated impact would be assessed as a **low negative** impact given its minimal magnitude and possible likelihood.

SIA recommendations

- No further recommendations are provided at this time.

6.3.3. Noise, vibration and air quality impacts during construction and operation – Unmitigated

Affected stakeholders: Immediate neighbours and nearby residents (see higher impacted area in immediate social locality in Section 3.2)	Duration: Construction and operation
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Noise, vibration and dust can affect the quality of life for local residents and workers due to potential impacts to health and wellbeing.

The Operational and Construction Noise and Vibration Impact Assessment (NVIA) prepared by Renzo Tonin & Associates (RTA) (2024) found that:

- During construction, surrounding residential and industrial sites are likely to experience noise disturbance above the maximum requirements when construction is conducted close to these sites. Noise disturbance is expected to be the greatest during the demolition and bulk earthworks stages.
- Vibration is likely to impact nearby residents and businesses during construction, especially when using vibratory rolls or excavators with rockhammers.
- Potential operational noise from the proposal may arise from light and heavy vehicle movements, warehouse loading dock activities, internal warehouse activities and associated building services noise emissions. The assessment found potential noise impacts from the reasonable worst case site operations.
- The increase in road traffic in operation and construction is not expected to produce traffic noise level over the NSW Road Noise Policy requirements.

Additionally, the Air Quality Assessment prepared by RWDI Australia (March 2024) reports a medium risk associated with construction and therefore a short-term and temporary dust impacts. The Assessment found that most pollutants concentrations during operation would comply with established norms. As such, the proposal is expected to not exceed the existing elevated background concentrations during operations.

Based on the above:

- During the construction period, the unmitigated impact is assessed as **high negative** given a likely likelihood and moderate magnitude.
- During the operation period, the unmitigated impact is assessed as **medium negative** given a possible likelihood and minor magnitude.

6.3.4. Noise, vibration and air quality impacts during construction and operation – Mitigated

After identification of noise disturbance during operation, iterations have been implemented in the proposed design to include noise barriers and enclosures around key areas of noise generation, updates to the site arrangements and internal vehicle routes, upgrades to building envelope constructions and additional mitigation and management measures (see NVIA report for more details about these measures). The NVIA reports that after implementation of the above measures, the proposal achieves the Noise Policy for Industry

(NPfI) project noise trigger levels and consequently does not contribute to noise disturbance in the local community. The NVIA report provides a number of additional recommendations and measures to manage potential negative impacts related to vibration during construction to be implemented during further design development phase.

The Air Quality Assessment includes a list of construction dust mitigation measures. These include (but are not limited to):

- Developing and implementing a stakeholder communication plan including community engagement before construction commences on site.
- Displaying the contact details of the Responsible Person accountable for air quality and dust issues on the site boundary.
- Recording of all dust and air quality complaints, identifying cause(s), taking appropriate measures to reduce emissions in a timely manner, and recording the measures taken.
- Undertaking daily monitoring of dust on-site and off-site.
- Other measures related to preparing and maintaining the site, construction vehicles and sustainable travel, general construction activities, demolition, construction and haulage work.

During operation, the Air Quality Assessment recommends:

- Limiting unnecessary idling of truck engines on-site.
- Ensuring truck maintenance is up to date.

Assuming the above mitigation measures are followed:

- The mitigated impact during the construction period is assessed as **medium negative** given a possible likelihood and minor magnitude.
- The mitigated impact during the operation period is assessed as **low negative** given an unlikely likelihood and minimal magnitude.

SIA recommendations

- Prepare a detailed Construction Management Plan (CMP), including noise and dust mitigation measures, prior to the issuing of the construction certificate. The CMP should consider amenity impacts associated with construction, such as changes to noise (as well as air quality and the pedestrian environment). It should also identify and assess any cumulative amenity impacts with other nearby developments. Consider developing a construction Community Engagement Strategy as part of the CMP, which includes the implementation of formal complaints mechanisms and procedures during construction to ensure effective and ongoing communication with affected residents.
- Consider establishing and implementing formal complaints mechanisms and procedures to ensure effective and ongoing communication by the operator with affected residents and businesses where required to address any air quality or noise impacts that may arise during operation.

6.3.5. Increase in traffic and reduction of parking spaces on the local road network and surrounding residential areas – Unmitigated

Affected stakeholders: Local community	Duration: Construction and operation
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During SIA engagement, stakeholders raised concerns about potential traffic and access impacts during construction and operation of the proposal. A participant in the community survey raised concerns about an increase of traffic in the local road network due to the proposed site. They mentioned that traffic was already difficult during peak times at the intersection of Milperra Road, Queen Street and Edgar Street, as well when turning North into Edgar Street or along Queen Street to Edgar Street. They also mentioned parking was already limited for surrounding residential areas. Similar feedback was received from the Canterbury–Bankstown Council representatives. They were concerned about traffic management and were interested to understand if trucks would travel along Mons Street. They suggested moving vehicular access further away from Milperra Road.

During construction, the Transport and Accessibility Impact Assessment found that some minor increase in average delay to vehicles at surrounding key intersections can be expected at times (as is typical for construction projects).

There are currently no known construction works proposed in the immediate vicinity of the site. As part of the detailed CTMP, a revised review of the cumulative impact of concurrent construction activities in the local area will need to be completed.

The Transport and Accessibility Impact Assessment found that the provided parking and EOT facilities complies with the requirements of the Canterbury-Bankstown DCP 2023, and that the geometric parking layout (commercial off-street parking) and car park layouts indicates they are generally in accordance with relevant Australian standards.

During operation, the Transport and Accessibility Assessment concludes that the trips generated by the proposed Development are minimal, and no cumulative impacts to the external road network are expected to occur. Furthermore, the marginal increases in traffic generation along with left-in / left-out nature of the Milperra Road / Mons Street Intersection are unlikely to have a significant impact on the safety or operation of this intersection as the existing intersection form has restricted all non-critical movements (right-turns, U-turns, etc.). Therefore, it is a reasonable to conclude that no modelling of the Milperra Road / Mons Street Intersection is considered relevant or warranted as part of this study.

However, it also found that the corner of the Milperra Street / Mons Street intersection does not currently have sufficient corner areas to allow simultaneous movement of heavy vehicles, which is causing trucks trailers to mount the verge when manoeuvring. This is an existing issue as two trucks traveling into and out of Mons Street in opposing directions cannot simultaneously manoeuvre through the intersection.

Based on the above, the unmitigated impact is assessed as **medium negative**, given a possible likelihood and minor magnitude.

6.3.6. Increase in traffic and reduction of parking spaces on the local road network and surrounding residential areas– Mitigated

To address potential traffic impacts during construction and operation, the Transport and Accessibility Assessment proposes several mitigation measures, including (but not limited to):

- The Preliminary Construction Traffic Management Plan is incorporated into Construction Traffic Management Plan.
- During construction, truck movements will be minimised as much as possible during road network peak hours.
- That the corner of the Milperra Street / Mons Street intersection is recommended to be widened to address existing issues as two trucks traveling into and out of Mons Street in opposing directions cannot simultaneously manoeuvre through the intersection.
- Signalisation of the ramps is proposed to be incorporated into the design to minimise the conflicts of the central egress to Mons Street.
- Where further changes to the design layout are recommended, it is recommended that these are incorporated during the next stage of the project as part of its detailed design development.

The Transport and Accessibility Assessment also recommends preparation of a Green Travel Plan to encourage active travel options, use of public transport, and carpooling (see Section 6.2.2 and the Transport and Accessibility Assessment report for further details).

Assuming the above mitigation measures are followed, the mitigated impact is assessed as **low negative** given an unlikely likelihood and minimal magnitude.

SIA Recommendations

- Prepare a detailed Construction Management Plan (CMP), including a CTMP and traffic mitigation measures, prior to the issuing of the construction certificate. It should also identify and assess any cumulative amenity impacts with other nearby developments. Consider developing a construction Community Engagement Strategy as part of the CMP, which includes the implementation of formal complaints mechanisms and procedures during construction to ensure effective and ongoing communication with affected residents and businesses.

- Consider establishing and implementing formal complaints mechanisms and procedures to ensure effective and ongoing communication by the operator with affected residents and businesses where required to address any traffic impacts that may arise during operation.

6.4. CUMULATIVE SOCIAL IMPACTS

Cumulative impacts are the result of incremental, sustained and combined effects of human action and natural variations over time and can be both positive and negative (DPHI 2022, p.4). They can be caused by compounding effects of a single project or multiple projects in an area, and by the accumulation of effects from past, current, and future activities as they arise (ibid, p.4).

There are several state significant and local projects operating or intended to operate in and around the social locality which may contribute to cumulative impacts to the proposal. These are summarised in Table 17 below.

Table 17 Approved and likely future developments

DA Reference	Development Description	Current Status
SSD-45998963	339 Horsley Road Multi Level Warehouse Milperra – Construction and operation of a two level warehouse and distribution centre.	Approved
SSD-51147710	270 Horsley Road Multi Level Warehouse – Construction and operation of a multi-storey warehouse or distribution centre (to be divided into 12 separate units), ancillary office space, on-site car parking, landscaping and consolidation of the two existing lots.	Response to Submissions
SSD-52861709	Gow Street Multi Level Warehouse – Construction and operation of a multi level warehouse and distribution centre.	Response to Submissions
SSD-55266460	45-57 Moxon Road Multi Level Warehouse – Construction and operation of a two-storey warehouse and distribution facility at 45-57 Moxon Road in Punchbowl, comprising two buildings, associated office space and amenities, and supporting infrastructure, services and landscaping.	Under Assessment
DA-723/2021	Demolition of existing structures and construction of 5 new buildings containing 36 warehouse units at 17 Bryant Street, Padstow.	Approved

The site is located within the Milperra Industrial Area and the proposed industrial projects create the possibility for cumulative positive social impacts in relation to employment, especially for vulnerable groups. Given the concurrent and proposed industrial projects nearby the site, there is a possibility for cumulative negative social impacts associated with noise, visual disturbance, and traffic disruption during the construction phase to occur. However, it is difficult to assess these impacts as the timing for construction of the proposed development on the site and the construction of proposed developments on surrounding sites is not known at this stage. The communities that would be most impacted by potential cumulative social impacts associated with construction would be nearby residents and employees within existing businesses immediately surrounding the site, including those along Burley Road and Johnston Crescent.

It is recommended both the construction contractor and the proponent consult with surrounding future developments to understand expected construction timelines and activities. This should then be reflected in the detailed CMP to ensure potential disturbances are minimised.

Other potential cumulative positive and negative impacts during the operation phase associated with other industrial development in the area include:

- Contributions to local employment opportunities, as assessed in Section 6.2.5.
- Supporting resilience and sustainability, as assessed in Section 6.2.3.
- Overall traffic volumes in the area, as assessed in Section 6.3.5
- Change to visual amenity, as discussed in Section 6.3.1.

The mitigation and enhancement measures identified throughout Section 6 of this report should be adopted to ensure the individual negative or positive impacts of the proposed development (and in turn any contribution to potential cumulative social impacts) are minimised or enhanced.

7. MITIGATION, ENHANCEMENT AND MANAGEMENT

This section provides a summary of:

- Identified positive and negative social impacts,
- Corresponding unmitigated and mitigated risk rankings, and
- Proposed mitigation, enhancement and management measures.

To inform the implementation of the proposed mitigation and enhancement strategies, key potential stakeholder and/or partners have been identified. The involvement and participation of these key stakeholders and/or partners in the monitoring and management of social impacts and social benefits will improve the outcomes of the proposed mitigation, enhancement and management strategies.

Not all potential impacts will be the responsibility of the proponent to mitigate, enhance or manage. In some cases, their role may be to cooperate or inform the mitigation or enhancement and provide data and information to future tenants. In other cases, they may have direct responsibility for mitigation, enhancement and management of the identified potential social impacts and the opportunity for partnerships.

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement and management strategies is provided in Table 18.

Table 18 Summary of proposed mitigation, enhancement and management of social impacts

Theme	Matter	Unmitigated / Unenhanced	Mitigated / Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Positive impacts						
Health and wellbeing	Promoting a healthy, inclusive and safe work environment	Low positive	Medium positive	<p>The Transport and Accessibility Impact Assessment recommends preparation of a Green Travel Plan to promote sustainable transport modes and encourage the use of active and public transportation by employees, including:</p> <ul style="list-style-type: none"> Providing high quality and prominent bicycle parking and change/shower facilities. Providing clear pedestrian and cyclist wayfinding. Providing shelters along walkways or near bus stops and street lighting. Encouraging cultural exchange through the creation of a bike user group (targeting staff living within five km of the site), including events such as annual 'ride to work' day, and the provision of information detailing the opportunities and facilities available to staff which may include maps of available cycling routes to and within the proposed site. Providing prioritised carpool parking spaces on site, including consideration for incentives (e.g., prices, location, proximity to services). Limiting on-site parking allocation to staff. Creating a carpooling club or registry/forum. Creating a Travel Access Guide (TAG) following construction to be provided to all staff and publicly available to all visitors. This would include facilities available at the site, detailed on the surrounding public transport services and active transport initiatives. This document should be updated as the surrounding transport environment changes. <p>In addition, the Accessibility report provides comments and recommendations for the proposal to achieve accessibility compliance which are readily achievable with minor design development and/or specification at the Detailed Design Stage.</p> <p>SIA Recommendations:</p> <ul style="list-style-type: none"> Ensure regular safety training to employees to create a safe work environment culture. Consider going beyond accessibility compliance, e.g., by joining the Zero Barriers Program suggested by the Canterbury–Bankstown Council. This Program provides training, support and promote businesses that are committed to eliminate barriers for people with disability. Consider developing partnerships with Workforce Australia employment services providers that support CALD individuals, and local TAFE facilities. 	Gateway Capital	Canterbury-Bankstown City Council Zero Barriers Program Workforce Australia Green Travel Plan consultant
Way of life	Supporting resilience and sustainability	Medium positive	High positive	<p>The ESD report states that detailed investigation throughout design development must be carried out to further refine the ESD strategy for the proposal. The report notes that this will enable to provide 'an example of sustainable design to the Revesby community and beyond.'</p> <p>SIA recommendation/s</p> <ul style="list-style-type: none"> For landscaping, consider incorporating native plants that require minimum irrigation. 	Gateway Capital	Project environmentally sustainable design consultant
Livelihoods	Contribution to local employment opportunities	Medium positive	Medium positive	<p>The proposal includes accessible pedestrian access points with disabled access to each office, six accessible parking bays and accessible bathrooms. The Accessibility report notes that by adopting the proposed recommendations and performance solutions, the proposal will achieve compliance with accessibility Australian standards.</p> <p>SIA recommendations</p> <ul style="list-style-type: none"> Investigate opportunities to support training partnerships with local education providers to promote employment, training or learning pathways for potential workers. This should also consider opportunities to support employment for Indigenous people, CALD individuals, and 	Gateway Capital Construction Lead	Local TAFE providers Local education providers Canterbury-Bankstown City Council Zero Barriers Program Workforce Australia

Theme	Matter	Unmitigated / Unenhanced	Mitigated / Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				people with disability. These initiatives can be undertaken during the detailed construction and operational phases.		
Negative impacts						
Way of life	Change to visual amenity	Medium negative	Low negative	<p>The VIA recommends incorporation of large native canopy tree planting along Milperra Road and Mons Street to mitigate and soften the visual impact of the proposal on the residential area at close proximity to the site.</p> <p>SIA recommendations</p> <ul style="list-style-type: none"> No further recommendations are provided at this time. 	Gateway Capital	Design consultant Landscaping consultant
Health and wellbeing	Noise, vibration and air quality impacts during construction and operation	High negative (construction) Medium negative (operation)	Medium negative (construction) Low negative (operation)	<p>The NVIA notes that iterations have been implemented in the proposed design to include noise barriers and enclosures around key areas of noise generation, updates to the site arrangements and internal vehicle routes, upgrades to building envelope constructions and additional mitigation and management measures. The NVIA report provides a number of additional recommendations and measures to manage potential negative impacts related to vibration during construction to be implemented during further design development phase.</p> <p>The Air Quality Assessment includes a list of construction dust mitigation measures. These include (but are not limited to):</p> <ul style="list-style-type: none"> Developing and implementing a stakeholder communication plan including community engagement before construction commences on site. Displaying the contact details of the Responsible Person accountable for air quality and dust issues on the site boundary. Recording of all dust and air quality complaints, identifying cause(s), taking appropriate measures to reduce emissions in a timely manner, and recording the measures taken. Undertaking daily monitoring of dust on-site and off-site. Other measures related to preparing and maintaining the site, construction vehicles and sustainable travel, general construction activities, demolition, construction and haulage work. <p>During operation, the Air Quality Assessment recommends:</p> <ul style="list-style-type: none"> Limiting unnecessary idling of truck engines on-site. Ensuring truck maintenance is up to date. <p>SIA recommendations</p> <ul style="list-style-type: none"> Prepare a detailed Construction Management Plan (CMP), including noise and dust mitigation measures, prior to the issuing of the construction certificate. The CMP should consider amenity impacts associated with construction, such as changes to noise (as well as air quality and the pedestrian environment). It should also identify and assess any cumulative amenity impacts with other nearby developments. Consider developing a construction Community Engagement Strategy as part of the CMP, which includes the implementation of formal complaints mechanisms and procedures during construction to ensure effective and ongoing communication with affected residents. Consider establishing and implementing formal complaints mechanisms and procedures to ensure effective and ongoing communication by the operator with affected residents and businesses where required to address any air quality or noise impacts that may arise during operation. 	Gateway Capital Construction Lead	Air quality consultant Noise and vibration consultant
Accessibility	Increase in traffic and reduction of parking spaces on the local road	Medium negative	Low negative	To address potential traffic impacts during construction and operation, the Transport and Accessibility Assessment proposes several mitigation measures, including (but not limited to):	Gateway Capital Construction Lead	Transport and Accessibility Consultant

Theme	Matter	Unmitigated / Unenhanced	Mitigated / Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
	network and surrounding residential areas			<ul style="list-style-type: none"> ▪ The Preliminary Construction Traffic Management Plan is incorporated into Construction Traffic Management Plan. ▪ During construction, truck movements will be minimised as much as possible during road network peak hours. ▪ That the corner of the Milperra Street / Mons Street intersection is recommended to be widened to address existing issues as two trucks traveling into and out of Mons Street in opposing directions cannot simultaneously manoeuvre through the intersection. ▪ Signalisation of the ramps is proposed to be incorporated into the design to minimise the conflicts of the central egress to Mons Street. ▪ Where further changes to the design layout are recommended, it is recommended that these are incorporated during the next stage of the project as part of its detailed design development. <p>The Transport and Accessibility Assessment also recommends preparation of a Green Travel Plan to encourage active travel options, use of public transport, and carpooling.</p> <p>SIA Recommendations</p> <ul style="list-style-type: none"> ▪ Prepare a detailed Construction Management Plan (CMP), including a CTMP and traffic mitigation measures, prior to the issuing of the construction certificate. It should also identify and assess any cumulative amenity impacts with other nearby developments. Consider developing a construction Community Engagement Strategy as part of the CMP, which includes the implementation of formal complaints mechanisms and procedures during construction to ensure effective and ongoing communication with affected residents and businesses. ▪ Consider establishing and implementing formal complaints mechanisms and procedures to ensure effective and ongoing communication by the operator with affected residents and businesses where required to address any traffic impacts that may arise during operation. 		

ACRONYMS

Acronym	Term
ABS	Australian Bureau of Statistics
BASIX	Building Sustainability Index
BOCSAR	NSW Bureau of Crime Statistics and Research
CALD	Culturally and Linguistically Diverse
CBD	Central Business District
CMP	Construction Management Plan
DA	Development Application
DCP	Development Control Plan
DP	Deposited Plan
DPHI	NSW Department of Planning, Housing and Infrastructure
ESD	Environmentally Sustainable Development
EIS	Environmental Impact Assessment
EOT	End of Trip
GCCSA	Greater Capital City Statistical Area
LGA	Local Government Area
LSPS	Local Strategic Planning Statement
NABERS	National Australian Built Environment Rating System
NPfi	Noise Policy for Industry
NVIA	Noise and Vibration Impact Assessment
NVMP	Noise Vibration Management Plan
PoM	Plan of Management
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SIA	Social Impact Assessment
SSC	State Suburbs
SSDA	State Significant Development Application
TAG	Travel Access Guide
WELS	Water Efficiency Labelling and Standard

REFERENCES

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

Demographic, crime and health data

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Stantec, April 2024, Transport and Accessibility Impact Assessment.

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Urbis, March 2024, Heritage Impact Statement.

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Zhenjiang, G., Chupradit, S. Ku, K.Y., Nassani, A. A., Haffar, M., 2022, Impact of Employees' Workplace Environment on Employees' Performance: A Multi-Mediation Model.

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Infrastructure Australia, 2021, Sustainability Principles: Infrastructure Australia's approach to sustainability.

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NSW Department of Planning, Housing and Infrastructure, 2022, Cumulative Impact Assessment Guidelines for State Significant Projects.

8. DISCLAIMER

This report is dated 16 April 2024 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Pty Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of Gateway Capital (**Instructing Party**) for the purpose of template (**Purpose**) and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

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

Appendix A SIA consultation materials



GATEWAY CAPITAL – 61 MILPERRA ROAD

DECEMBER 2023



ABOUT THE PROJECT

Gateway Capital Pty Ltd (Gateway Capital) is seeking approval to develop a two-storey warehouse and distribution centre at 61 Milperra Road, Revesby. The proposal includes:

- Demolition of the existing buildings.
- Construction of a 37,655m² Gross Floor Area (GFA) two-storey warehouse.
- Construction of 5,297m² Gross Floor Area (GFA) of associated office space and a 564m² of office lobby space.
- 3500m² of open space.
- 275 car parking spaces (including accessible parking), bicycle storage and staff end of trip facilities.
- Site landscaping, removal of approximately 30 trees (including some native trees) and infrastructure works.

If approved, the warehouse and distribution facility would operate 24/7, subject to demonstrating compliance with the relevant environmental (i.e noise and traffic) criteria.

ABOUT GATEWAY CAPITAL

Gateway Capital is an Australian based investment management business focused on creating core assets in the industrial and logistics sectors through active management and development.

Gateway Capital is committed to investing and operating responsibly to drive and influence the greatest possible positive impact for our people, the planet and the community.

WHY THIS PROPOSAL?



An increase in local jobs:

If approved, the proposal will generate job opportunities within the warehousing and distribution sectors, both during construction and operational.



Goods and services close to communities:

Multi-storey warehouses are an innovative design helping to move goods efficiently. These are becoming more and more prevalent as the need for goods and services close to communities and key transport infrastructure in Sydney grows.



Strategically located:

Gateway Capital's proposed facility is connected to national and international transport networks, including the South Western motorway and Bankstown Airport. This location contributes to the growth and prosperity of Western Sydney and beyond.

CONSIDERING OUR NEIGHBOURS

Gateway Capital is working to understand the potential effects of the construction and operation of the proposed warehouse and to identify ways to mitigate any risks. This includes detailed traffic, noise and visual assessments.

■ ACCESS AND TRAFFIC

Gateway Capital understands that safety and access are very important and will conduct detailed traffic assessments to minimise traffic, and to ensure the safety of employees and residents.

Primary vehicle access to the site will be via the southern end of Mons Street, furthest away from residents. Another two access points are proposed along Mons Street and will be used by light vehicles only. There are already existing vehicle access points utilised by the current tenant close to these locations.

A Traffic Impact Assessment is being prepared by a traffic engineer to ensure that the traffic generated from the proposed development is considered against the surrounding road network.

■ NOISE

Prior to commencing the development application, Gateway Capital commissioned independent acoustic consultants to measure the existing noise surrounding the site. This assessment was used to inform and refine Gateway Capital's plans, with a particular focus on understanding what design considerations would need to be made to mitigate any noise impact to surrounding residents.

Under the Environmental Protection Authority (EPA) guidelines, Gateway Capital will be required to satisfy compliance with the relevant noise criteria in the development application.

■ LIGHT

Gateway Capital is designing the building and internal access roads to minimise the effects of light spill on neighbouring residents. This includes retaining existing trees where possible to act as a natural light barrier.

PLANNING PATHWAY

Gateway Capital is seeking approval to develop a two-storey warehouse and distribution centre from the Department of Planning and Environment (DPE) through the State Significant Development Application (SSDA) process.



MORE INFORMATION

Gateway Capital has commissioned Urbis Engagement to collect your feedback and provide further information about the proposal. You can reach the team on:

✉ engagement@urbis.com.au

☎ 1800 244 863



As part of the SSDA, a Social Impact Assessment (SIA) will also be undertaken by Urbis to understand any potential positive or negative impacts generated by the proposal and to suggest appropriate mitigation measures.

Feedback from the community is critical to understanding these impacts and will be included as part of the SIA.

You can share your feedback and thoughts on the potential social impacts generated by the proposal by completing a short online survey. Simply scan the QR code below.



SCAN THE QR CODE TO PROVIDE YOUR FEEDBACK



This newsletter is available in Arabic and Vietnamese, to receive a copy please contact Urbis Engagement.

هذه النشرة متاحة باللغتين العربية والإنجليزية للحصول على نسخة منها، يرجى الاتصال بشركة Urbis Engagement.

Bản tin này có bản tiếng Ả Rập và tiếng Việt, nếu muốn có bản tiếng Việt, vui lòng liên lạc với Urbis Engagement.