

15 April 2026

Gannon Cuneo
ESR
Level 13, 39 Martin Place
Sydney NSW 2000

Dear Gannon,

Social Impact Assessment Addendum for 49–61 Stephen Road, Banksmeadow

1 Introduction

This Social Impact Assessment (SIA) Addendum has been prepared on behalf of ESR Australia (the Applicant) to assess the social impacts associated with amendments to the development proposal at 49–61 Stephen Road, Banksmeadow (the Site), within the Bayside Council Local Government Area.

The original State Significant Development application (SSD-65924461) was lodged with the Department of Planning, Housing and Infrastructure (DPHI) under the Environmental Planning and Assessment Act 1979 (EP&A Act) and the State Environmental Planning Policy (Planning Systems) 2021 (Planning Systems SEPP). The application was publicly exhibited for 28 days between Monday 10 March 2025 and Monday 7 April 2025.

During the public exhibition period, submissions were received from government agencies and community stakeholders. On 8 April 2025, DPHI issued correspondence requesting a response to issues raised in those submissions. In response, the Applicant has amended the design and layout of the proposal to address matters identified during the public exhibition period.

This SIA Addendum has been prepared to assess whether the amended design gives rise to any new or changed social impacts compared to those previously assessed and to confirm the adequacy of existing mitigation measures

1.1 Purpose

The purpose of this SIA Addendum is to:

- Assess the potential social impacts arising from the amended development design, including changes associated with the reduction in building height, gross floor area, number of warehouse tenancies, parking provision and on-site uses, and identify any impacts that differ from those assessed under the previously exhibited scheme.
- Review the social impacts identified in the original SIA (Urbis, 2024), and confirm whether those impacts remain applicable or are altered by the amendments made to the development proposal.

- Assess the potential social impacts associated with the construction and operation of the amended development proposal, including consideration of construction duration and disturbance, operational activity levels, workforce presence and interactions with surrounding land uses.

1.2 Proposed Amendments

The Applicant has amended the development proposal in response to submissions received during the public exhibition and ongoing stakeholder engagement. The amendments seek to reduce the overall scale and intensity of development, with the objective of minimising potential construction and operational impacts on surrounding areas.

The key driver for the amendments is the reduction of building height and built form intensity, achieved through a revised two-storey scheme. This approach reduces the visual scale of the development and lowers the intensity of use once its operational.

The proposed amendments include the following changes to the development, for which consent is sought:

- The number of warehouses has been reduced from 24 tenancies to 10 tenancies.
- The proposed two (2) warehouse forms have been shifted from being located along the northern and southern boundaries of the site to the eastern and western portions of the site with a central hardstand area.
- Offices have been shifted to a dual site layout response, providing offices along the Stephen Road and Coal Pier Road frontages.
- The scheme has been reduced from three storeys to two storeys.
- The proposed building height has been reduced from 31.7m to 21.2m (-10.5m).
- Upper massing removed, resulting in a visibly flatter roofline and reduced skyline presence when viewed from Stephen Road and nearby dwellings.
- Reduction in car parking from 293 spaces to 240 spaces.
- Stephen Road frontage has been reconfigured, with the warehouse form removed from this frontage and replaced by office and amenity buildings.
- Public café along Stephen Road has been deleted from the scheme.
- Office buildings have been split into smaller components rather than a single continuous built form, reducing visual length and perceived scale along Stephen Road.
- Minimum building separation increased to approximately 32 metres from the opposite street edge, with separations of up to 60 metres in parts of the site.
- Façade treatment along Stephen Road has been refined, introducing angled vertical battens to limit direct overlooking into residential properties while maintaining daylight to offices.
- The architectural materials have been revised, incorporating a brick base and horizontal articulation to reference surrounding residential forms and visually ground the buildings.

- The proposal seeks to retain existing mature street trees and boundary planting to reinforce screening and soften views of the development.

1.3 Overview and Comparative Analysis

Table 1 provides a summary of key changes made to the development proposal to allow comparison of the original and amended development design.

Table 1 Comparative Analysis of Original and Amended Developments

Element	Original Development	Amended Development	Change
Site Area	48,186m ²	Unchanged	No change
Land Use Activity	Warehouse and Distribution Centre	Unchanged	No change
Height of Buildings	31.7m 3 level Warehouse	21.2m 2 Level Warehouse	Height reduction: -10.5m Remove 1 Warehouse level
Floor Space Ratio	1.18:1	0.91:1	Reduction of 0.27:1
Gross Floor Area	Total: 57,034m ² Warehouse: 51,195 m ² Office: 4,775 m ²	Total: 45,896m ² Warehouse: 41,702m ² Office: 4,026m ²	Total reduction: 11,138m ² Warehouse: reduction of 9,493m ² Office: reduction of 749m ²
Tenancies	24	10	Reduction: -14
Site Layout		Carparking areas shifted to address the street (central mezzanine parking moved to the Stephen Road frontage). The two separate areas designed to be multi-level	
Landscaping	5,000m ²	5,566m ²	Increase in area: +566m ²
Parking	Total: 293 243 car spaces (ground floor mezzanine) 50 car spaces (ground floor off Coal Pier Road) 20 motorbike spaces.	Total: 240 93 car spaces (Stephen Road frontage) 147 car spaces (Coal Pier Road frontage) 16 motorbike spaces	Total reduction: -53 Motorbike: - 4 spaces

Operating Hours	24 hours, 7 days a week	24 hours, 7 days a week	No change
Estimated Development Cost	\$282,410,000 (Excl. GST)	\$182,810,001 (Excl. GST)	Reduction: -\$99,599,999 (Excl. GST)
Jobs	911 construction jobs 677 operational jobs	578 construction jobs 461 operational jobs	-333 construction jobs -216 operational jobs

1.4 Summary of Social Impact Assessment updates

A summary of the social impacts (outlined in full in Section 3) is provided in Table 2, with a brief explanation of how they have changed and why, and the reviewed mitigated impact rating.

Table 2 Summary of social impacts

Social Impact	Reason for change	Previous (2024 SIA) mitigated impact rating	Reviewed mitigated impact rating
Traffic related impacts on residents during construction and operation	Impact description updated based on changes to the proposed design and Traffic Impact Assessment. Impact rating reassessed using updated SIA Guideline (2025) rating matrix	Low negative during construction (short-term) Medium negative during operation (long-term)	Low negative during construction (short-term) Low negative during operation (long-term)
Potential enhancement to visual character of the streetscape	Impact description and rating updated based on changes to the proposed design in response to community feedback.	Medium positive	High positive
Access for workers to the site during operation	Impact description updated based on changes to the proposed design and Traffic Impact Assessment. Impact rating reassessed using updated SIA Guideline (2025) rating matrix	Low negative	Negligible
Potential impact to Aboriginal heritage and culture	No changes. Reference to 'negligible' removed due to the introduction of a specific definition of this term in the updated SIA Guideline (2025) rating matrix.	Low negative to negligible.	Low negative.

Wellbeing impacts relating to air quality	Impact description updated based on changes to the Air Quality Impact Assessment.	Low negative during construction (short-term) Low negative to negligible during operation (long-term)	Low negative during construction (short-term) Negligible during operation (longer-term)
Wellbeing impacts relating to noise	Impact description updated based on changes to the Noise and Vibration Impact Assessment.	Low negative during construction (short-term) Low negative to negligible during operation (long-term)	Low negative during construction (short-term) Low negative during operation (longer-term)
Perceived health impacts relating to remediation and change in use	Impact description and rating updated based on the Engagement Outcomes Report. Impact rating reassessed using updated SIA Guideline (2025) rating matrix.	Low negative to negligible during construction.	Negligible.
Supporting employee health and wellbeing	Impact description updated based on changes to the proposed design.	Low positive	Low positive
Improved appearance of the site (formerly <i>surroundings impact related to change in visual landscape</i>)	Impact description and rating updated based on changes to the proposed design, Visual Impact Assessment, and Design Report.	Low negative	Low positive
Supporting improved employment opportunities	Impact description and rating updated based on changes to the proposed design and clarification of # current jobs on site. Rating also reassessed using updated SIA Guideline (2025) rating matrix.	Medium positive	High positive
Ability for people to contribute to the	Impact description and rating updated based on	Low positive	Medium positive

decision-making process	changes to the proposed design (including in response to community feedback) and Engagement Outcomes Report.
-------------------------	--

1.5 Overview of submissions

While on exhibition, a total of 10 public submissions and 12 agency submissions were received in relation to the project, including one (1) in support, nine (9) objecting, and 12 providing comments. The submissions are analysed in depth in Section 2 of the EIS.

Submissions relating to social impacts included the following:

Land use compatibility and local character

- Perception that the site is inappropriate for large-scale industrial use due to its proximity to established residential dwellings.
- Perception that the proposal is visually dominant over the surrounding area, which is otherwise characterised by low-density residences. Concerns that the bulk, massing, and scale are inconsistent with the existing suburban residential character of the area.
- Concerns regarding the loss of local amenity and greenery on site.
- Council raised concerns that the proposed landscape buffer and tree plantings are inadequate for suitable screening.

Traffic and parking

- Sentiment that the proposal may increase traffic congestion on already constrained local roads.
- Perception that the existing road infrastructure is inadequate to accommodate heavy vehicles.
- Safety concerns regarding the use of Stephen Road for continuous heavy vehicle movement.
- Concerns about cumulative traffic impacts with other nearby industrial developments.
- Concerns that the proposal provides insufficient parking, potentially leading to overflow parking in residential streets.
- Council raised the need to consider active transport, including a future cycleway along Stephen Road.

Noise impacts

- Concerns regarding construction noise and impacts on surrounding residents.
- Residents raised concerns about ongoing operational noise from trucks, forklifts, alarms, and loading activities, which are proposed 24/7.
- Concerns about continuous noise, particularly in relation to potential impact on families and shift workers.

Air quality impacts

- Concerns regarding emissions from diesel trucks and machinery during operation.
- Concerns regarding dust generation during demolition and construction, including the release of asbestos fibres.
- Concerns regarding subsequent health impacts, particularly for people with asthma or respiratory conditions.

Safety and hazard management

- Safety concerns regarding the unspecified storage of goods, including potential hazardous materials.
- Concerns regarding the presence of asbestos in existing structures and associated risks during construction and demolition.

Other

- Objections to the 24/7 operation of the facility.
- Concerns regarding the proximity of the site to sensitive receivers including families and the local primary school.
- Perceived lack of meaningful engagement with local residents to ensure that community feedback has been adequately considered.

1.6 Legislation, policies, plans and guidelines

This SIA Addendum has been prepared with reference to the following legislation and guidelines:

Legislation

- Commonwealth Environmental Protection and Biodiversity Conservation (EPBC) Act 1999
- Environmental Planning and Assessment Act 1979
- Bayside Local Environmental Plan 2021
- Bayside Development Control Plan 2022

Guidelines

- NSW DPHI Social Impact Assessment Guideline for State Significant Projects (SIA Guideline) (DPHI, 2025)
- NSW DPHI Social Impact Assessment Guideline, Technical Supplement (July 2025)

2 SIA Addendum approach

Since Urbis' preparation of the 2024 SIA, the NSW DPHI released a revised Social Impact Assessment Guideline for State Significant Projects (SIA Guideline) (DPHI, July 2025). Accordingly, all potential social impacts of the proposal have been assessed in accordance with the revised SIA Guideline. The assessment of impacts is undertaken with consideration of the impact categories outlined in the SIA Guideline (2025): Way of life, Community, Accessibility, Culture, Health and wellbeing, Surroundings, Livelihoods, and Decision-making systems.

The methodology for this SIA Addendum comprises the following steps:

- Review of amended technical reports prepared for the proposal, as well as public submissions made on the original proposal during exhibition.
- Assessment of the social impacts associated with the amended development proposal against those outlined in the 2024 SIA report to update, where necessary, social impacts, including social impact descriptions, ratings and/or mitigation or enhancement measures.
- Assessment of the social impact significance ratings against the revised (SIA Guideline, 2025) impact assessment matrix (Table 3), to determine whether the likelihood and magnitude levels of impacts result in a revised social significance rating.

Table 3 Social impact significance matrix (refined, SIA Guideline 2025)

		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	Low	Medium	High	High
D	Unlikely	Negligible	Low	Low	Medium	High
E	Very unlikely	Negligible	Negligible	Low	Medium	Medium

3 Assessment of social impacts

Table 4 summarises the identified social impacts, proposed mitigation and enhancement measures, and significance ratings for the potential social impacts associated with the amended development proposal.

Table 4 Assessment of social impacts relating to SSD-65924461

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
Way of life				
Traffic related impacts on residents during construction and operation	Traffix has provided an amended Transport Impact Assessment (TIA) to assess the implications of the amended development p on the local road network. The amended TIA confirms that the surrounding road network has sufficient capacity to accommodate the development and that on-site parking provision is adequate for the forecast trip generation.	Medium negative during construction (short-term).	A site-specific Green Travel Plan has been developed to assess local public and active transport infrastructure and promote its use for travel to and from the site.	Low negative during construction (short-term).
	During construction, it is anticipated that up to 50 vehicles per day will access the site via Coal Pier Road, comprising approximately 40 heavy vehicles and 10 light vehicles. Construction traffic volumes are expected to be around half of those generated during the operational phase. Construction staff travel is also likely to occur outside peak network periods. As a result, construction traffic impacts on the surrounding road network are expected to be minimal. For the operational phase, traffic generation has been assessed in accordance with the TfNSW Guide to Transport Impact Assessment. The amended design results in a reduction of approximately 315 vehicle trips per day compared to earlier estimates. The net increase above the existing use is limited to an additional 67 vehicle trips in the AM network peak hour and 92 vehicle trips in the PM network peak hour. Overall, a lower level of traffic increase is anticipated compared to the original traffic reporting and scheme. This outcome is consistent with, and does not alter, the	Medium negative during operation (longer-term).	Provide advanced notice of the construction timeline and any corresponding road closures, as well as grievance process details, to all nearby residents, businesses, or other key stakeholders. Ensure the implementation of relevant management plans, including a Traffic Management Plan to manage construction traffic impacts (as relevant).	Low negative during operation (longer-term).

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	impact rating identified in the original Social Impact Assessment. Accordingly, there is no change to the traffic impact rating, which remains within acceptable limits for the local road network.			
Community				
Potential enhancement to visual character of the streetscape	There has been a significant change from the previously proposed SSDA scheme, resulting in an improved built form outcome that improves the building's placement within its surrounding context. An amended Design Report has been prepared by SBA Architects to support the revised proposal and demonstrate its response to the site context, SEARs requirements and the objectives of Better Placed (Government Architect NSW, 2017). The amendment responds directly to agency and community feedback and results in a materially improved built form outcome. The key change from the previously proposed SSDA scheme is a reduction in building height and scale. The multi-level industrial warehouse component has been reduced from three storeys to two storeys, significantly lowering the overall building profile and reducing perceived bulk when viewed from the public domain and adjoining residential areas. The amended design also includes a shift in building massing and site layout, from a north-south warehouse arrangement to an east-west orientation with a centrally located hardstand area. This configuration creates two warehouse buildings behind a continuous Stephen Road frontage, improving site legibility, operational efficiency and visual presentation. Office components have been redistributed to both the Stephen Road and Coal Pier Road frontages to better serve each warehouse tenancy and improve worker	Medium Positive	The Design Report (SBA) includes design mitigation measures to further enhance visual character of the streetscape. This includes: ▪ Setbacks of approximately 32 metres to Stephen Road, increasing to up to 60 metres in some locations, provide a substantial spatial buffer to residential properties. ▪ Vehicle access ramps are located toward the rear of the site along Coal Pier Road to mitigate visual and acoustic impacts. ▪ Landscape setbacks and tree planting along site boundaries soften the built form, provide visual screening and support privacy outcomes. ▪ Office glazing addressing Stephen Road incorporates angled vertical battens to minimise overlooking, and staff outdoor areas have been relocated to ground level to further reduce amenity impacts. The focus on substantial frontage planting, boundary landscaping, and the use of appropriate building materials will help soften the built form, reduce visual contrast, and integrate the development into the surrounding landscape.	High Positive

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	accessibility. These offices are fully integrated within the overall building massing and façade composition, avoiding the appearance of visually dominant or separate commercial elements. The western façade has been designed to respond sensitively to the residential interface, with the office component and screened car parking acting as a buffer between warehouse operations and nearby dwellings. This arrangement separates truck movements from the residential edge and assists in reducing noise, lighting and visual impacts. Façade articulation, material selection and landscaping have been refined in response to feedback from DPHI and Council regarding bulk and scale. The Ground and First Floor utilise darker masonry to anchor the building to the ground plane, while lighter upper-level materials and stepped setbacks reduce perceived scale.			
Accessibility				
Access for workers to the site during operation	The decrease in on-site car parking spaces represents a change from the previously proposed SSDA scheme. Car parking areas have been reconfigured, with central mezzanine parking relocated to minimise congestion at the Stephen Road frontage and consolidated into two multi-level parking areas. Overall, the proposal reduces on-site parking provision from 293 spaces to 240 spaces, but meets Development Control Plan requirements. The reduction in parking provision is proportionate to the decrease in floor space ratio and the corresponding reduction in the total workforce associated with the amended design. The site is located on the eastern side of Stephen Road, approximately 580 metres north of Botany Road and around 3.7 kilometres from Sydney Domestic Airport Railway Station and 3.8 kilometres from Mascot Railway Station. Once operational, the amended proposed	Low negative	Both the previously proposed and amended design provide separate accessways for light vehicles and heavy vehicles/trucks, to prioritise safety and efficiency. A site-specific Green Travel Plan has been developed to assess local public and active transport infrastructure and promote its use for travel to and from the site.	Negligible

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	development is expected to accommodate approximately 460 workers across a 24-hour, seven-day-per-week operation. As a result, employee travel patterns are expected to vary throughout the day and night. The Traffic Impact Assessment (Traffix, 2026) identifies access to several bus routes along Botany Road and Swinbourne Road, providing connections to Mascot, Eastgardens and the Sydney CBD. While weekday services are relatively frequent, public transport availability is more limited during evenings and weekends, which may constrain access for some workers and increase reliance on private vehicles. This concern aligns with feedback from community engagement, which identified limited and unreliable public and active transport options in the Banksmeadow and Botany area.			
Culture				
Potential impact to Aboriginal heritage and culture	An Aboriginal Cultural Heritage Assessment (ACHA) was prepared in support of the original SSDA consent. The proposal will not result in any changes to the outcomes and findings of this assessment.			
	No significant social impacts were identified through technical reports or community engagement as part of this proposal.			
Health and wellbeing				
Wellbeing impacts relating to air quality	Construction Phase The amended design does not materially alter the nature of construction activities; however, the AQIA has been updated to refine the assessment methodology and risk outcomes. Consistent with the previous AQIA, the primary air quality impact during construction remains fugitive dust emissions generated from demolition, earthworks, construction activities and vehicle movements (track-out). These emissions are influenced by site activity, meteorological conditions	Medium negative during construction (short-term). Low negative during operation (longer-term).	The AQIA requires the preparation of a Construction Air Quality Management Plan prior to the commencement of works. To ensure dust emissions are effectively controlled, the Plan should include daily visual inspections of dust levels across the site.	Low negative during construction (short-term). Negligible during operation (longer-term).

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	(particularly wind and low rainfall), and the extent of exposed surfaces. Operational Phase During operation, the primary source of air emissions will be vehicle-related emissions, including exhaust pollutants and particulate matter associated with brake and tyre wear and re-entrained road dust. No significant point sources of emissions (e.g. stacks or on-site fuel combustion plant) are proposed.			
Wellbeing impacts relating to noise	Construction Phase Construction activities have the potential to temporarily disrupt daily life and affect amenity for nearby sensitive receivers, including residential properties. The nature and extent of these impacts are typical of major construction projects and are consistent with those assessed previously within the 2024 SIA. No new or materially different construction-related impacts are anticipated as a result of the amended proposal. Operational Phase During operation, noise generated by vehicle movements, loading and unloading activities, and mechanical plant may affect surrounding residents, including during night-time periods. However, the predicted operational noise levels at nearby receiver locations comply with the applicable noise criteria during all assessment periods. This outcome is consistent with the conclusions of the previous SSDA assessment, and no additional operational noise impacts are expected to arise from the amended scheme.	Medium negative during construction (short-term). Low negative during operation (longer-term).	To minimise construction noise and vibration impacts, a Construction Noise and Vibration Management Plan (CNVMP) will be prepared prior to works commencing, outlining feasible and reasonable mitigation and management measures. Mitigation measures for noise and vibration during operation include optimised site layout and building design, low-noise equipment, ambient-sensing alarms, and the development of an Operational Noise Management Plan (ONMP) to monitor and ensure compliance.	Low negative during construction (short-term). Low negative during operation (longer-term).
Perceived health impacts relating to remediation and change in use	Engagement activities undertaken by Urbis for the amended design included the distribution of a community newsletter to 1,816 neighbouring properties. This letter included an explanation of potential	High negative during construction.	No further mitigations.	Negligible

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	contamination at the site due to previous chemical manufacturing, and outlined the contamination and remediation strategy from the Remediation Action Plan.			
Supporting employee health and wellbeing	The amended scheme will not result in a material change to impacts on employee health and wellbeing. Consistent with the previously proposed SSDA scheme, the proposal comprises multiple warehouse and office spaces (SBA, 2026). Future workers will continue to have access to a range of indoor and outdoor spaces and amenities, as shown in the Architectural and Landscape Plans. Each warehouse unit includes accessible bathroom facilities, with additional bathroom and shared kitchen facilities provided on each level. All office tenancies have access to shared outdoor spaces incorporating amenities and relaxation areas that support employee wellbeing	Low positive	No further mitigations.	Low positive
Surroundings				
Improved appearance of the site	A Visual Impact Assessment (VIA) prepared by Geoscapes has been updated to assess the amended design. The site sits within a mixed industrial and residential context, and the amended proposal is not considered out of character with the existing setting, the future character envisaged under the BLEP 2021, or nearby approved development. In accordance with the VIA methodology, visual effects predicted to be moderate or greater are considered significant, while all other effects are not significant. Where a receptor experiences no change in magnitude, the impact is assessed as having no significance. The previous assessment of the three-storey scheme identified moderate visual impacts at three of the nine assessed viewpoints (Viewpoints 5, 7 and 9), and a high to moderate impact at Viewpoint 6. All remaining viewpoints were assessed as having no significant	Low Positive	Mitigation and enhancement measures relating to this impact are addressed under the community impact category titled 'Potential enhancement to visual character of the streetscape'.	High Positive

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	impact, including minor or negligible effects within the industrial estate. While private views were not formally assessed, the VIA notes that balconies and upper-level windows of nearby two-storey dwellings, as well as upper-level apartments further west, are likely to have views of the proposed development. These views would be within a broader panorama of the surrounding industrial precinct, where visual quality is generally low. Identified moderate and minor impacts are proposed to be mitigated through landscape planting and architectural design measures. Further, the proposal has been designed to create a 'striking architectural form that complements the surrounding industrial precinct' (ESR, Design Report, 2026). The changes to the proposed built form demonstrate a response to the surrounding context and nearby residential uses, with reduced building scale, articulated massing, and selection of building materials selected with the purpose of minimising visual impact and improving streetscape integration.			
Livelihoods				
Supporting improved employment opportunities	The amended scheme, as proposed, results in a reduction in on-site employment opportunities during both the construction and operational phases compared to the original proposed development (333 fewer construction jobs and 216 fewer operational jobs). However, the amended proposed scheme continues to support a substantial increase in jobs compared to what is currently supported on the site. There are currently 88 jobs on the site, while the amended scheme would generate 578 construction and 461 operational jobs. The amended proposed scheme will therefore have a positive impact by	High positive	No additional enhancement measures.	High positive

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
	creating employment opportunities during both construction and operation relevant to the local and wider community. In particular, the provision of lower skilled jobs in warehousing has the potential to provide employment opportunities for young people, low skilled migrant workers, and people without tertiary education qualifications.			
Decision-making systems				
Ability for people to contribute to the decision-making process	Community involvement in the design process are vital for positive social outcomes. Consultation and feedback enable residents to understand proposed changes, share concerns, contribute local knowledge, and help shape outcomes that reflect their needs and values. Preparation of this SIA Addendum did not involve targeted engagement beyond what was conducted for the original SIA (2024). Instead, further engagement undertaken by Urbis, summarised in the Engagement Outcomes report, served as a primary avenue for community and stakeholder input. This additional engagement provided opportunities for local landowners, businesses, residents, and other stakeholders to further participate in engagement. In addition, the Project Team issued a letter on 19 February 2026 to 1,816 neighbours providing an overview of the proposal, details on community consultation and an e-mail address/phone number to provide a response. This letter included an explanation of how community feedback had informed the changes to the design. The letter also responded to community concerns by providing detailed explanation of how risks associated with contamination and noise will be managed.	Medium negative	Maintain communication channels for stakeholders and the local community to be kept informed of project progress and approvals, and a complaints protocol to foster information exchange with interested stakeholders. Continue engagement, local presence, and community consultation during the planning stages. Continue engagement with key stakeholders, including Council, to address any potential concerns about construction or operational impacts.	Medium positive

Key social impact	Social impact description	Unmitigated significance rating	Recommended mitigation/enhancement measures	Mitigated significance rating
Cumulative impacts	There are several state and local projects operating or intended to operate in and around the social locality which may contribute to cumulative impacts to the proposal. Potential cumulative social impacts relevant to the proposal include: ▪ Cumulative social impacts during construction ▪ Cumulative change to local character or sense of place ▪ Cumulative benefit to broader employment/economy			

Overall Residual Impact

The information provided in this SIA Addendum is considered adequate to address the potential social impacts resulting from amended development proposal (SSD-65924461) for a multi-storey warehouse and distribution centre at 49-61 Stephen Road, Banksmeadow.

Where stated, the unchanged impacts remain consistent with the original Social Impact Assessment prepared in December 2024. Despite the content of these impacts remaining the same, some of the significance ratings have been updated in line with the most recent SIA Guideline (2025).

Author Credentials

This Social Impact Assessment Addendum was prepared on 15 April 2026 by Dr Edwina Loxton, Rebekka McWhirter, and Lara Ball.

Dr Edwina Loxton

Qualifications

PhD, The Australian National University (ANU)

Bachelor of Science (Resource and Environmental Management) Honours, ANU

Kind regards,



Dr Edwina Loxton
Associate Director
+61 2 8233 9966
eloxton@urbis.com.au