ARUP

State Significant Development

43-61 Turner Road Data Centre

Social Impact Assessment

Reference: Appendix T

Final | 6 November 2024

Job number **294755-00**

Arup Australia Pty Ltd | ABN 76 625 912 665

Arup Australia Pty Ltd
Level 5
151 Clarence Street
Sydney
NSW, 2000
Australia
arup.com

Glossary and Abbreviations

Abbreviations	Definition
24/7	Open / operational for 24 hours, seven days a week
ABS	Australian Bureau of Statistics
ACHAR	Aboriginal Cultural Heritage Assessment Report
AHIMS	Aboriginal Heritage Information Management System
CEMP	Construction Environment Management Plan
CP	Communication Plan
CPTED	Crime Prevention Through Environmental Design
EIS	Environmental Impact Statement
ESD	Ecologically Sustainable Design
EV	Electric Vehicle
DCP	Development Control Plan
DPHI	Department of Planning, Housing and Infrastructure
DPIE	(former) NSW Department of Planning, Industry and Environment
IRSAD	Index of Relative Socio-Economic Advantage and Disadvantage
ISL	Immediate social locality
kL	Kilo litres
kV	Kilovolt
LV	Low voltage
mAHD	Metres above the Australian Height Datum
MW	Megawatt
NO_2	Nitrogen dioxide
Proposal (the)	This project
Q1	First quarter of the year (January – March)
Q2	Second quarter of the year (April – June)
SA1	Statistical Area Level 1
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SEPP	State Environmental Planning Policy
SIA	Social Impact Assessment
SIA Guideline	NSW Social Impact Assessment Guidelines (DPHI, 2023)
SSL	Secondary social locality
VRLA	Valve Regulated Lead Acid
WPC SEPP	State Environmental Planning Policy (Precincts – Western Parkland City) 2021

Executive summary

Arup were engaged by the Proponent to prepare a Social Impact Assessment (SIA) in relation to the construction and operation of a data centre (the Proposal) located at 43-61 Turner Road, Gregory Hills, NSW.

The purpose of this SIA is to identify the potential social impacts (both positive and negative) associated with the Proposal. Recommendations to help avoid and/or minimise the potential negative impacts as well as maximise the potential positive impacts are also identified within this report.

The Assessment has been undertaken with reference to the following documents and consistent with the social impact significance matrix below:

- The Secretary's Environmental Assessment Requirements (SEARs) issued for this Proposal.
- The Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline for State Significant Projects and Technical Supplement, February 2023 ('the SIA Guideline').

Social impact significance matrix

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

Source: NSW DPHI, 2023 Technical Supplement - Social Impact Assessment Guideline for State Significant Projects

Impact assessment findings

Based on the assessment, the key social impacts of the Proposal are:

- Potential negative social impacts:
  - Impacts to way of life and the temporary reduction in amenity for residents and workers during construction due to increased noise levels and reduced air quality.
  - Impacts to visual amenity once operational for receivers located at higher elevations, particularly from the Healy Reserve as the Proposal would be visible above the tree line towards the view of the Blue Mountains.
  - Temporary increase in traffic volumes during construction which may impact access to surrounding areas, however this is expected to be within the existing capacity of the surrounding road network.
  - The Proposal would place a high demand on electrical, water, sewer and telecommunication services once operational which could reduce access to these services for the surrounding community. However, the Proposal design has included back-up measures and systems to help reduce this demand.
  - The Proposal presents potential impacts to human health and wellbeing if the presence of contaminated material onsite is not managed appropriately during construction, or the use of hazardous goods and materials is not managed appropriately during both construction and operation. The Proposal would also operate 24/7 which may create a real and/or perceived safety risk for night shift staff.
- Potential positive social impacts:
  - Data centres are critical pieces of infrastructure that would support the economic development within the social locality and rest of Greater Sydney into the emerging digital economy.

- The Proposal would generate 100 jobs during construction and 50 jobs once operational. The social locality and the rest of Greater Sydney can likely support the need for construction-based jobs and would offer employment opportunities for members of the local community. Once operational, the Proposal would offer diverse employment opportunities for residents in the social locality, consistent with the NSW Government's strategic direction for jobs growth in Western Sydney.
- The Proposal may have flow-on economic benefits to the local community within the social locality during construction and operation through the need to access materials, equipment and related services, including food, beverage and recreation services.

Recommendations

The following management measures are recommended to address potential negative social impacts as well as help enhance potential positive impacts:

- Preparation of a Communication Plan as part of the Construction Environment Management Plan (CEMP) to provide timely and accurate information to the community during construction.
- Investigate opportunities to incorporate Crime Prevention Through Environmental Design (CPTED) principles into the design of the Proposal to improve overall security of the precinct as well as operational safety procedures for staff working at night.
- Preparation of an emergency and disaster response plan that considers community health and impacts relating to environmental risks associated with the Site.
- Continue to consult and collaborate with local Aboriginal stakeholders on opportunities to incorporate elements of Country into the design.
- Apply vegetation screening to the Site consistent with the Landscape Plan to help reduce impacts to visual amenity, utilising native plantings similar to those in the surrounding area.
- Preparation of a social procurement policy to outline targets and processes for jobs, materials and services to be serviced by the local community where possible in the first instance along with training opportunities associated with the new job types and skills the Proposal would bring once operational.

Contents

Tables

Figures

1. Introduction

This section outlines the Proposal and purpose of this report.

1.1 Overview

Arup were engaged by the Proponent to prepare a Social Impact Assessment (SIA) in relation to the construction and operation of a data centre (the Proposal) located at 43-61 Turner Road, Gregory Hills, NSW.

This assessment has been undertaken with reference to the following documents:

- The Secretary's Environmental Assessment Requirements (SEARs) issued for this Proposal.
- The Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline for State Significant Projects and Technical Supplement, February 2023 ('the SIA Guideline').

The purpose of this SIA is to identify the potential social impacts (both positive and negative) associated with the Proposal. Recommendations to help avoid and/or minimise the potential negative impacts as well as maximise the potential positive impacts are also identified within this report.

1.2 The proposal

The Proposal involves the construction of a data centre comprising of data halls, mechanical and electrical equipment rooms, offices, substation, security gatehouse, other ancillary support spaces, and external/rooftop, mechanical and electrical equipment.

Historically, the Site has been used for rural residential development. Based on historic mapping the Site has been progressively developed since the 1940s. However, the Site is currently unoccupied following its acquisition by the applicant in 2023. Currently, the Site is vacant, with farm dams and a former residential building remaining present within the extent of the Site. The area surrounding the Site is predominantly commercial/industrial land. Immediately to the east is comprised of a riparian corridor, and farther east comprises of vacant land and residential properties. The Site is zoned IN1 General Industrial under State Environmental Planning Policy (Precincts – Western Parkland City) 2021 (WPC SEPP).

The Site generally slopes downward from the northwest corner to the southeast corner. Ground elevations vary with the Site at its highest in the northwest corner at about 104 metres Australian Height Datum (mAHD). The Site is at its lowest in the southwest corner at about 91 mAHD.

A summary of the proposal's key features includes:

- Construction of a two storey data centre comprising:
  - 12 data halls including fitout of IT Racks and equipment, associated cabling and supporting services
  - 27 backup generators
  - With an IT capacity of about 53 megawatts (MW).
- Construction of a guard house
- Infrastructure comprising civil, stormwater and drainage works and utilities servicing and connections.
- Diesel storage capacity of about 650 kilo litres (kL)
- High voltage substation incorporating 132/22 kilovolt (kV) transformers and associated switching and control buildings.
- 68 standard car parking spaces (of which five would have EV charging), 2 car parking spaces compliant with the Disability Discrimination Act 1992, 10 shared bicycle parking spaces.

- Hours of operation being on a 24 hours per day, 7 days per week basis.

A separate development application will be lodged with Camden Council for the Site preparation and early works including construction of a new eastern access road, turning head at White Cliffs Avenue and connection of Central Hills Drive through the northwestern portion of the Site (refer to Figure 1-2).

It is expected to take approximately 18 months to build the data centre with construction of the building commencing in Q1 2026 and be completed in Q2 2027 (subject to planning approval and weather conditions). It would take an additional twelve months post-construction to fully fit out the data centre. The Proposal is expected to be fully operational in Q2 2028.

Figure 1-1: Proposal location

Source: Arup, 2024

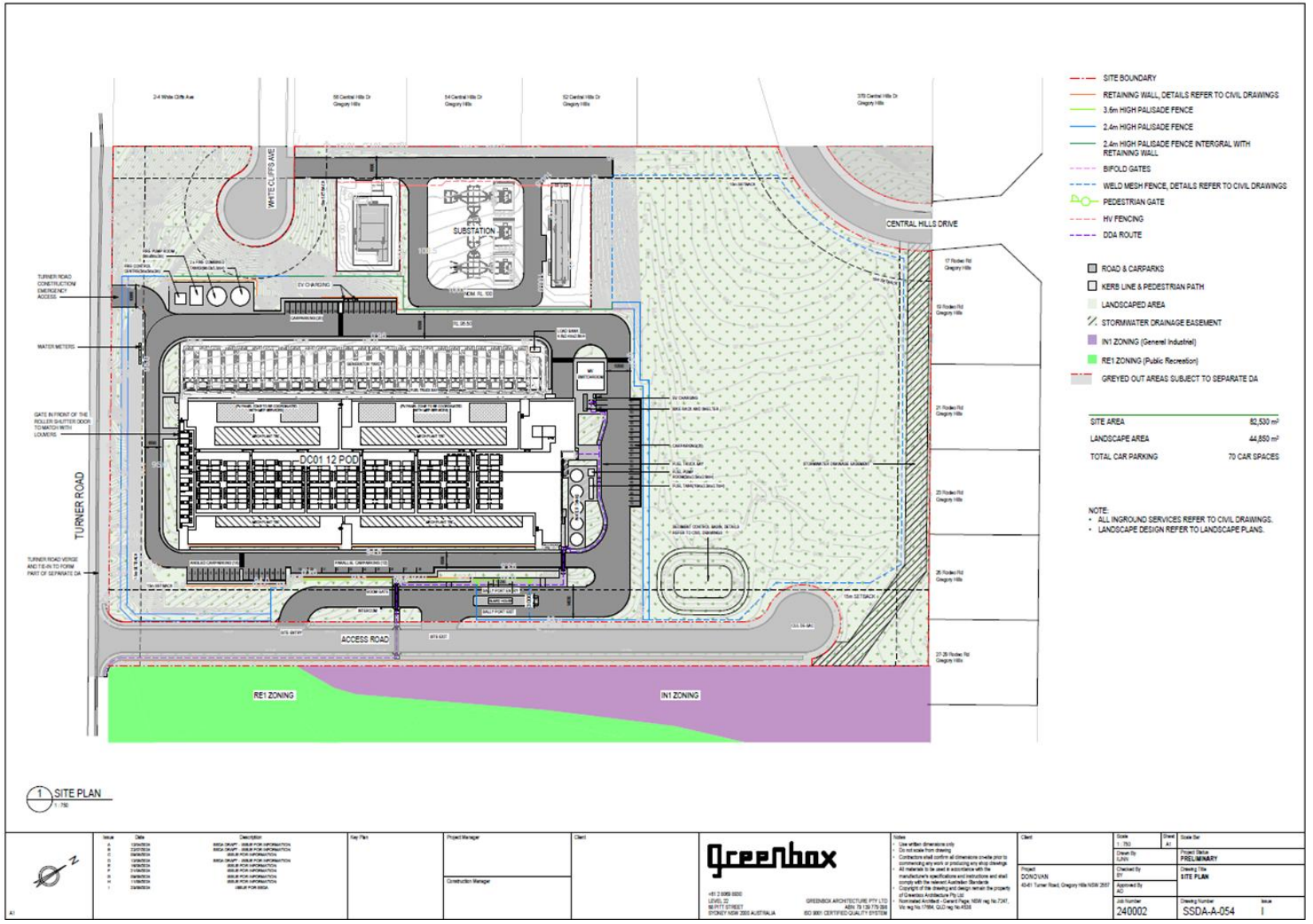

Figure 1-2: Proposal Site layout

Source: Greenbox, 2024

1.3 Report structure

Consistent with the principles set out in the SIA Guideline, this report details:

- Proposal overview
- Methodology used to apply the social impact assessment framework
- Summary of strategic policy context
- Social baseline conditions
- Assessment of the potential social impacts of the Proposal, including cumulative impacts
- Social impact mitigation and enhancement options to respond to any identified significant social impacts
- Assessment of the potential residual social impacts of the Proposal after the application of mitigation measures.

1.4 Author declaration

The SIA Guideline requires authors to be suitably qualified persons who hold appropriate qualifications and have relevant experience in social science or related areas. The authors' qualifications, experience and demonstrated understanding of social impacts are shown in Table 1-1 below.

Table 1-1: Author declaration

Primary Author	Reviewer
Grace Lambeth (Member of the Planning Institute of Australia) Bachelor of Planning (Honours)	**Caroline Squires (Member of the Planning Institute of Australia)** Master of Urban & Regional Planning (Honours) Bachelor of Arts (Geography)

Date completed: 6 November 2024

I confirm that the SIA contains all relevant information, I understand my legal and ethical obligations, and that none of the information in the SIA is false or misleading.

Signed: 

Date: 6 November 2024

2. Methodology

This section outlines the methodology used to prepare this SIA.

2.1 Secretary's Environmental Assessment Requirements

This assessment has been prepared in response to requirements of the Secretary's Environmental Assessment Requirements (SEARs) for the Proposal issued 1 March 2024 (Table 2-1).

Table 2-1: SEARs requirements for social impact assessment

SEARs relevant to this technical report
21. Social Impact Social Impact Assessment prepared in accordance with the *Social Impact Assessment Guidelines for State Significant Projects.*

2.2 SIA approach

Consistent with the SIA Guideline, SIA involves research, analysis and assessment. Following is a summary of key stages undertaken in the preparation of this SIA.

2.2.1 Social locality

For the purposes of a SIA, the social locality is selected factoring in both local social and economic impacts and those likely to occur on a broader scale. The study area for this SIA is made up of two geographies shown in Table 2-2 and Figure 2-1.

Table 2-2: Social locality

Study area	Geography (ABS)	Description	Relevance to the Proposal
Immediate Social Locality (ISL)	SA1 areas which best represent the immediate impact area[1]	The local community and businesses within the immediate area of the Proposal, including all residential properties within 400m of the Site.	Local social impacts include matters that might directly affect the local community during construction and operation. Short-term potential impacts such as noise, air quality, traffic, and health and wellbeing risks associated with contamination and use of dangerous good from construction or operation are generally localised. Impacts to Aboriginal cultural heritage values, visual amenity, and utility services demand may have longer term impacts within the vicinity of the Proposal.
Secondary Social Locality (SSL)	Suburbs which best represent the wider potential impact area[2]	The community and businesses within the broader area of the proposed intersection improvements.	Broader considerations for social impacts include matters such as the local employment catchment and flow-on economic benefits which are considered to be the secondary social locality.

[1] The ISL is made up of the following SA1 areas (ABS, 2021): 12301169804, 12701172705, 12701172723

[2] The SSL is made up of the following suburbs (ABS, 2021): Catherine Field, Currans Hill, Gledswood Hills, Gregory Hills, Harrington Park, Mount Annan, Narellan, Narellan Vale, Oran Park, Smeaton Grange.

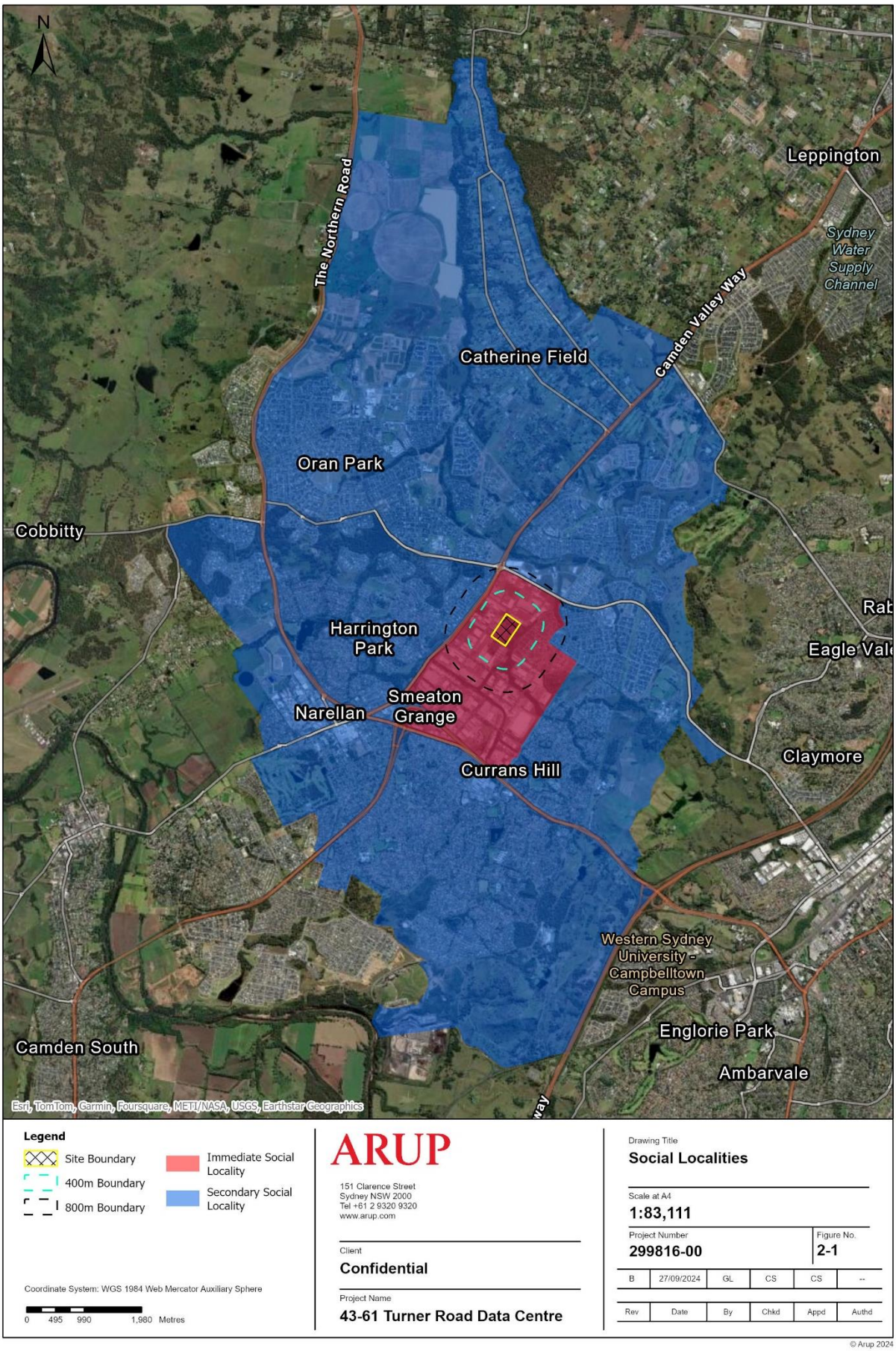

Figure 2-1: Social localities

Source: Arup 2024

2.2.2 Consultation

Community and stakeholder consultation activities informed this assessment, as shown in Table 2-3.

Table 2-3: Summary of consultation activities

Engagement activity	Description and purpose	Relevant stakeholder groups
Stakeholder letter, meetings, phone calls and emails	To introduce the Proposal and understand reactions including any issues or concerns stakeholders have, potential support for the Proposal and seek early feedback from key stakeholders most affected by the Proposal. To government agencies requesting input prior to lodgement of the Environmental Impact Statement (EIS), following receipt of Secretary's environmental assessment requirements (SEARS). Letters were sent via email on 11 March 2024. First Nations consultation has been undertaken as part of the Aboriginal Cultural Heritage Assessment Report (ACHAR) for the Proposal.	Government agencies Registered Aboriginal Parties (RAPs)
Project email address	To receive stakeholder enquiries and manage RSVPs to the online information session. Advertised through the letters and surveys.	Gregory Hills / Smeaton Grange businesses and residents
Letter distribution	To neighbouring businesses and residences them fill in the project survey and to an online information session. Letters were distributed 22 March 2024.	Neighbouring businesses and residents in Gregory Hills and Smeaton Grange
Online surveys	Two surveys were distributed - One for businesses and one for residents to inform the social impact assessment report. The surveys were open for a period of 2.5 weeks from 22 March until 7 April 2024 inclusive.	Neighbouring businesses and residents in Gregory Hills and Smeaton Grange
Online information session	To introduce the Proposal and understand reactions including any issues or concerns they have, potential support for the Proposal and seek early feedback from key stakeholders most affected by the Proposal. The session was scheduled online via MS Teams for Thursday 4 April 2024, 5-6pm.	Neighbouring businesses and residents in Gregory Hills and Smeaton Grange

Source: Engagement Outcomes Report (Arup, October 2024)

2.2.3 Information sources and linkages to other technical reports

Relevant plans, strategies and policies were reviewed to understand the potential implications of the Proposal (refer Section 3).

The key information sources used to inform the baseline assessment in Section 4 included:

- Australian Bureau of Statistics (ABS) census data (2021)
- NSW Department of Planning Housing and Infrastructure (DPHI) Population Projections (2023)

The assessment has also considered the findings of the following technical assessments prepared for the EIS:

- Appendix D: Engagement Report (Arup, Draft for adequacy, 11/10/2024)
- Appendix G: Visual Impact Assessment (Geoscapes, Rev B, 20/09/2024)
- Appendix H: Traffic and Transport Assessment Report (Arup, Final, 27/09/2024)
- Appendix J: Ecologically Sustainable Development (ESD) Report (Arup, Draft, 19/09/2024)
- Appendix L: Air Quality Technical Report (Arup, Rev B, 18/09/2024)
- Appendix M: Noise and Vibration Assessment Report (Arup, Rev 4, 18/09/2024)
- Appendix N2: Detailed Site Investigation (Arcadis, Rev A, 13/03/2024)

- Appendix N3: Groundwater Assessment (Arcadis, Rev A, 3/09/2024)
- Appendix O: Surface Water Management and Flood Impact Assessment (Arup, Rev 1, 24/09/2024)
- Appendix Q: Bushfire Report (Bushfire Consulting Services, Rev 2, 14/03/2024)
- Appendix S: Aboriginal Cultural Heritage Assessment Report (ACHAR) (Artefact, Rev 5, 31/10/2024)
- Appendix U: Infrastructure and Services Report (Arup, Rev 1, 16/09/2024).

2.2.4 Assessment of social impacts

Consistent with the NSW SIA Guidelines (2023), the following categories of impact form the basis of this assessment (refer Section 5):

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

Social impacts on each of the domains identified above can have varying and multiple distinct characteristics.

In line with the DPHI SIA Guidelines (2023), the identified potential social impacts have been evaluated using the following criteria:

- **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 Proposal phases) or permanent?
- **Severity or scale** | What is the likely scale or degree of change? (e.g., mild, moderate, severe)?
- **Intensity or importance** | How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change?
- **Level of concern/interest** | How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Each impact considers both the likelihood of the impact occurring (Table 2-4) and the magnitude of impact should the impact occur (Table 2-5) to give an overall impact rating (Table 2-6). The assessment also sets out recommended mitigation and/or enhancement measures for the identified impacts.

Table 2-4: Defining likelihood levels of social impacts

Likelihood level	Meaning
Almost certain	Definite or almost expected (for example, has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or remote probability

Source: NSW DPHI, 2023 Technical Supplement - Social Impact Assessment Guideline for State Significant Projects

Table 2-5: Defining magnitude levels for social impacts

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

Source: NSW DPHI, 2023 Technical Supplement - Social Impact Assessment Guideline for State Significant Projects

Table 2-6: Social impact significance matrix

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

Source: NSW DPHI, 2023 Technical Supplement - Social Impact Assessment Guideline for State Significant Projects

2.2.5 Management measures

Management measures are designed to reduce negative impacts and enhance positive impacts. Management measures can take different forms and may be incorporated in the planning, construction, or operational stage of the Proposal. Impacts which were determined as moderate or higher are considered significant and were therefore assessed with any planned mitigation measures to determine the residual impact level. Recommended management measures specific to the Proposal are shown in Section 7.

3. Policy and planning context

This section identifies the key social drivers for this Site, based on a review of relevant regulation, legislation and policy. This review will also guide the management of social impact by identifying alignment with other policy processes and has informed the identification and rating of relevant social impacts.

3.1 Strategic themes and drivers

The following plans, strategies and policies established by the federal, state and local governments outline the strategic aims and aspirations for the Site in its context:

- Reforms to Meet Australia's Future Infrastructure Needs (Infrastructure Australia, 2021)
- NSW 2040 Economic Blueprint (NSW Treasury, 2019)
- Net Zero Stage 1: 2020-2030 (NSW DPIE, 2020)
- Greater Sydney Region Plan (Greater Sydney Commission, 2018)
- Western Sydney District Plan (Greater Sydney Commission, 2018)
- Camden Regional Economic Development Strategy (Camden Council, 2022)
- Camden Sustainability Strategy 2020-24 (Camden Council, 2020)
- Camden Strategic Planning Statement (Camden Council, 2020)
- Camden Centres and Employment Land Use Strategy (Camden Council, 2022).

Table 3-1 provides a summary of the key strategic themes identified from the policy review of the above documents. The full policy review is provided in Appendix A.

Table 3-1: Summary of key strategic themes

Theme	Summary
Investment in infrastructure and economic growth	Investment in infrastructure to support a well-connected and efficient city along with the economy is noted as a key priority of the Western City District Plan and Greater Sydney Regional Plan. Digital infrastructure is as a key component to supporting this both in terms of supporting both a digital economy and digital connectivity. The Proposal would provide critical infrastructure to support this.
Transition towards a more digital economy	The NSW Government's Economic Blueprint and the Australian Government's Reforms to Meet Australia's Future Infrastructure Needs 2021 identifies a transition towards a more digital economy in NSW. This Proposal would contribute to this transition and help address the identified gap in infrastructure to support this industry development in NSW.
Jobs and skills for the city	The overarching vision for the Greater Sydney Region Plan 2018, is for a metropolis where all residents live within 30min of their jobs, education and health facilities, services and great places. The Proposal would support additional jobs through construction and operation consistent with this objective.
Sustainability and resilience	The NSW Government has a target of net zero emissions by 2030. Improved energy efficiency is noted as a key component to reaching that goal. Local Camden strategic policy also calls for improved resilience to climate change and embedding sustainability principles into urban planning. The Proposal design incorporates several Ecologically Sustainable Design (ESD) solutions to help address the high demand placed on services such as energy and water. The Proposal would also be a critical piece of infrastructure that therefore needs to be resilient to future conditions.

4. Social baseline

This section provides an overview of the Site and the existing social context surrounding the Site. It analyses the existing social characteristics of the community within the identified social localities to better understand the potential sensitivities and characteristics of the community that may be impacted by the Proposal.

4.1 Local context

4.1.1 The Site and surrounds

Land use surrounding the Site is commercial and industrial in nature as the Site is located within the Turner Road Industrial Precinct and adjacent to the Smeaton Grange Industrial Precinct. There are also some residential properties located within 200m to the southeast within the Gregory Hills suburb. Nearby recreation areas to the Site include the riparian corridor associated with a tributary of Kenny Creek (located around 55m southeast of the Site) and Healy Reserve located around 400m southwest of the Site). Healy Reserve is a recreational area servicing the Gregory Hills suburb.

The Site is currently zoned IN1 – General Industrial and is immediately adjacent to land zoned E3 – Productivity Support to the southwest, RE1 – Public Recreation to the southeast, and B5 – Business Development to the northwest. Within 200m of the Site, to the southeast, is also an area zoned R1 – General Residential. The Public Recreation area to the southeast is the tributary of Kenny Creek and the surrounding riparian vegetation.

The Site generally slopes downward from the northwest corner to the southeast corner. Ground elevations vary with the Site at its highest in the northwest corner at about 104 metres Australian Height Datum (mAHD). The Site is at its lowest in the southwest corner at about 91 mAHD. It contains areas of bushfire prone land - Vegetation Category 3 and Vegetation Buffer. The riparian corridor to the east of the Site is Vegetation Category 3 bushfire prone land.

4.1.2 Community values and aspirations

No feedback was received from the community in response to the consultation activities specific to the Proposal (Engagement Outcomes Report, October 2024)[3]. A review of the Connecting Camden Community Strategic Plan 2036 (Camden Council, 2022) was therefore relied on to understand the values and aspirations of the local community. Key values summarised in the 2036 Strategic Plan are:

- *Quality natural and urban environments that are cared for and maintained*
- *Accessible and well-maintained facilities and services that everyone can access*
- *Well-designed buildings and infrastructure that respond and adapt to a changing climate, so that everyone has comfortable and safe places to live and work.*

Other values and aspirations raised by the community during engagement for the Strategic Plan were:

- Camden is a great place to raise a family and grow old
- The rural setting and character is a highly valued asset
- Traffic congestion and public transport needs to be addressed
- Planning and timing of infrastructure delivery needs to align with growth
- Increased urban heat resulting from growth and development is a concern held by the community.

[3] While consultation aims to both provide the community the opportunity to meaningfully inform this assessment, as well as increase the rigour of the SIA through direct insights from affected communities. Engagement and public participation, it is just one component of a SIA.

It is noted that consultation activities carried out for recent State Significant Development project applications in Smeaton Grange have also had limited engagement by the local community with concerns focused specifically on the development type and use. The lack of community response in relation to the Proposal may therefore indicate that the local community are not concerned or interested in the Proposal.

The consultation carried out with representatives of the local Aboriginal community as part of the ACHAR included feedback on the proposed assessment methodology and identified findings.

4.1.3 Access and connectivity

Turner Road and Anderson Road are the key connecting east-west routes for the local community. Camden Valley Way, Dunn Road and Central Hills Drive are the key north-south connections to the Site. This includes Vehicular access for residents in the ISL to access the Turner Road and Smeaton Grange Industrial Precincts, community facilities, sporting clubs, and recreational areas.

The area surrounding the Site has limited active travel options for residents, workers and visitors. There is a limited network of footpaths for pedestrians and a lack of cycling infrastructure. Access to public transport is via two bus stops located along Rodeo Road (around 200m northwest of the Site). The closest bus stop within a 10-minute walk is on Dunn Road.

4.1.4 Cultural heritage values

As noted in the ACHAR, no Aboriginal sites or objects are present or likely to be present on the Proposal Site. While there was a previous Aboriginal Heritage Information Management System (AHIMS) site located in the eastern portion of the Proposal Site boundary, this was previously collected and moved from its original location. Subsequent studies have not identified any other artefacts within the extent of this AHIMS site and it is considered unlikely for any to remain in this area. In addition, while the landscape and environment of NSW as a whole is significant to Aboriginal people, no specific Aboriginal heritage values were identified during the consultation process with RAPs for the site itself.

There are no non-Aboriginal heritage items located on or immediately adjacent to the Site, however there are some items located within 2km. These mostly comprise of local listed buildings such as cottages, school buildings and a church.

4.1.5 Social infrastructure

There is limited social infrastructure within an 800m radius of the Site (Figure 4-1). Key items within this radius include:

- A number of sporting clubs. The closest is located around 100m northwest of the Site, while the remainder are concentrated along 450m south of the Site.
- A playground located 600m east of the Site.
- A number of food and drink Sites located northwest of the Site (the closest of which is around 530m from the Site).
- Four areas of open space (the closest of which is around 420m west of the Site).

Figure 4-1: Existing social infrastructure

Source: Arup, 2024

4.2 Community profile

An analysis has been undertaken on the socio-economic trends occurring within the Immediate and Secondary Social Localities using 2021 ABS census data. The analysis has also been benchmarked against the rest of Greater Sydney which has identified the following key attributes and trends (refer Appendix B for further detail):

- **A rapidly growing population** | The population within Camden where the ISL is located, is a significant growth area of Sydney and is expected to experience substantial population growth by 2041 (over 83% growth between 2021 and 2041).
- **Dominance of family households** | Both the ISL and SSL have a high proportion of people aged 25-34 years old and children aged 0-9 years old. There is a corresponding lower rate of lone person households or group households within the ISL and SSL compared to Greater Sydney.
- **Dominance of detached dwellings** | The majority of dwellings within the ISL and SSL are separate houses (98% and 94% respectively). This is much higher compared to the rest of Greater Sydney at 54% indicating a lower level of housing density and diversity.
- **Employment and economy** | Professionals are the most common occupation within the ISL and SSL. Labourers are the least common occupation within the ISL and SSL. The most dominant industries of employment of residents within the ISL are Health Care and Social Assistance and Retail Trade (13.9% of the workforce for both). A comparatively high proportion of people are employed in the construction industry within the ISL and SSL who could benefit from the construction phase of the Proposal. The ISL and SSL also have a high number of Machinery Operators and Drivers and Labourers compared to Greater Sydney. A low proportion of people are employed in Information, Media and Telecommunications or Professional, Scientific and Technical Services industries jobs required to accommodate operation-based employment for the Proposal.
- **Relatively high levels of social advantage** | The Site is generally located within an area that is noted to have relatively high socio-economic advantage according to the Socio-Economic Indexes for Areas (SEIFA).

4.3 Impacted communities

Based on the local context and community profile, the following individuals and communities are likely to be impacted by the Proposal:

- Gregory Hills residents
- Commercial and industrial tenants immediately surrounding the Site within the Smeaton Grange and Turner Road Industrial Precincts
- Future workers onsite
- Local Aboriginal community
- Users of the nearby recreation areas (i.e. the adjacent riparian area) and Healy Reserve in Gregory Hills
- Visitors to the area and customers of the nearby commercial and industrial businesses
- The wider LGA residents.

5. Assessment of potential impacts

This section identifies the potential social impacts of the Proposal (both positive and negative).

5.1 Impact assessment factors and responses

This SIA has been prepared in accordance with the SIA Guideline and considers the findings from related impact assessments prepared for the EIS.

The assessment considers the potential impacts on the community and social baseline if the Proposal occurs, based on the existing characteristics of the social localities outlined in Section 4.

The following sections outline the potential impacts that could arise from the Proposal during both construction and operation. This includes consideration of both positive and negative impacts.

5.2 Assessment of social impacts

The table below provides a standard assessment for those identified social impacts for which a medium-high level of significance was identified during scoping, or further validated during baseline research.

Table 5-1: Social impact assessment

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
Way of life – Changes in amenity	**Construction** Construction activities, including the noise from construction vehicles travelling along Turner Road, are expected to exceed noise management levels for nearby residents, businesses (both commercial and industrial), and recreation areas (i.e. the adjacent riparian area) (Appendix M of the EIS: Noise and Vibration Assessment Report). This would temporarily impact amenity levels which may change the way people live, work and play in order to avoid these negative impacts such as staying indoors more than they ordinarily would. Construction activities are also expected to generate dust impacts to nearby residents and businesses close to the Site boundary (Appendix L of the EIS: Air Quality Technical Report.). However, given the temporary nature of the works that would generate dust, the impact on amenity is expected to be low and manageable following the implementation of mitigation measures described in this report.	Likely	Minor	Medium	Negative
	Operation Once operational, noise and vibration levels would be below the recommended levels for an industrial area (Appendix M of the EIS: Noise and Vibration Assessment Report). Under the worst case scenario where all generators are running at the same time, there would be an exceedance of NO_2 for nearby residents and businesses (Appendix L of the EIS: Air Quality Technical Report). However, the likelihood of this occurring is expected to be extremely rare (less than 0.02% of the year) and would be temporary in nature. Routine operation and maintenance of the Proposal would not exceed pollutant concentrations recommendation criteria. Potential impacts to amenity from air quality impacts during operation are therefore expected to be low.	Unlikely	Minimal	Low	Negative
Community – Visual	**Construction** Construction activities may lead to impacts on visual amenity for surrounding residents, and visitors to recreational areas due to the presence of construction equipment, materials and stockpile sites for	Possible	Minor	Medium	Negative

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
amenity and sense of place	example. These impacts may be tied to a person's sense of place but would be temporary and the sensitivity of the viewpoints towards the Site are typically considered to be low (Appendix G of the EIS: Visual Impact Assessment).				
	Operation The Proposal is expected to have a minor impact on the closest residential receivers given the lower elevation and screening from existing vegetation for these properties (Appendix G of the EIS: Visual Impact Assessment). It is also expected to reflect the surrounding industrial nature of the Site for these receivers. However, the Proposal is also expected to have a moderate visual impact on receivers located at higher elevations with a view of the Turner Road and Smeaton Grange Industrial Precincts, particularly views from the Healy Reserve which has existing views towards the Blue Mountains. From this position, the top of the Proposal would be visible above the tree line and recognised as a new industrial element within the view which may impact people's sense of place given that the Site has historically been used for rural residential development. However, the Proposal would not prevent views towards the Blue Mountains and is therefore only expected to have a moderate visual impact and after 15 years with the maturity of significant landscaping around the Proposal, this impact is expected to be reduced.	Likely	Moderate	High	Negative
Accessibility - Transport	**Construction** It is understood that during construction, the Proposal would temporarily increase traffic volumes and reduce the level of service currently experienced at key intersections providing access to the Site (Appendix H of the EIS: Traffic and Transport Assessment Report). This increase may disrupt the way people live, work and interact by altering how they get to and access their home, place of work and or surrounding recreational and community spaces. During construction, there would be a maximum of 155 construction vehicle movements per day (both light and heavy vehicles) accessing the Site with up to 34 vehicles accessing the Site during the AM and PM peak periods (Appendix H of the EIS: Traffic and Transport Assessment Report). However, surrounding major intersections at Turner Road, Anderson Road, Dunn Road, Central Hills Drive, Sir Warwick Fairfax Drive, Camden Valley Way, and the new Eastern Access Road are still expected to operate within current capacity. Parking for construction staff will be limited to the Site	Likely	Minor	Medium	Negative

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
	and impacts on current available street carparking around the Site for residents, workers and visitors is not anticipated.				
	Operation Impact to physical access to the Site and surrounding land uses during operation is expected to be minimal. It is understood that: • Traffic volumes to and from the Site during peak periods are expected to be around a maximum of 70 vehicles per day with up to 42 vehicle movements expected during the AM and PM peak periods. The surrounding key intersections are still expected to operate within current capacity. • Access to the Site will be provided via the proposed New Eastern Access Road which would intersect with Turner Road at the Site boundary. Pedestrians and cyclists would also access the Site from the New Eastern Access Road. The entry gate will also have double security checks for deliveries which would prolong the time required for heavy vehicles to enter the Site. A queue length of around 28 metres (around a five minute wait time) is expected for entry to the Site which can be accommodated with the 60m access road proposed for the Site. This is therefore unlikely to impact the wider transport network. • Access to the Site would be provided 24/7 to allow continual use and operation of the facility. Due to the industrial nature of the surrounding land uses, amenity impacts are expected to be minimal for the surrounding community. • Maps and timetables of public transport links along with end of trip facilities would be provided to staff once operational to help encourage their use. These maps would only be available within the building and not made publicly available however, in order to protect staff and security.	Unlikely	Minimal	Low	Negative
Accessibility – Utilities	**Construction** There are no publicly owned utilities services located within the Site (Appendix U of the EIS: Infrastructure and Services Report). The existing privately owned services on the Site also service previously demolished and redundant residential dwellings. The surrounding public services are contained within the road corridors which are in areas that would not be directly impacted by construction activities. During later construction stages when the Site is connected to utility services, there is the potential for disruption to these utilities for surrounding residents and businesses.	Unlikely	Minor	Low	Negative

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
	However, these can be managed through standard management measures and is therefore unlikely. It is therefore considered unlikely that the Proposal would disrupt utilities services for surrounding businesses and residents within the ISL.				
	Operation It is understood that the Proposal would place a high demand on electrical, water, sewer and telecommunication services once operational, which may reduce access for communities in the social localities (Appendix U of the EIS: Infrastructure and Services Report). These increased demands, if not managed appropriately could cause disruption to the ability to access necessary utility services. A separate 132kV/22kV switching station has been proposed to provide power supply to the data centre. Back-up electrical supply would also be provided in the form of 27 low voltage LV generators to manage the power needs. Cooling equipment, harvested rainwater tanks, and connection to the water mains supplies are also proposed to help meet the demand placed on water as described in Appendix U: Infrastructure and Services Report. There would also be four points of entry for telecommunication supplies to help ensure that if one fails, the other points of entry can support ongoing operations until the issue is fixed. Once the Proposal is operational, it is expected to require the use of 53 megawatts of energy consumption. However, as stated in Appendix J: Ecological Sustainable Development (ESD) Report, the Proponent has committed to 100% of this electricity being provided by renewable sources by 2025 which aligns with NSW Government's net zero emission targets to reduce energy consumption consistent with the objectives of the Greater Sydney Regional Plan (refer Section 3). While this may not contribute to the energy resilience of the wider network, it would limit the potential negative impact the Proposal would otherwise place on the local community's energy resilience, thus mitigating impacts to cost of living for relatively disadvantaged local community members	Possible	Moderate	Medium	Negative
Accessibility - Access and use of infrastructure	**Construction** Not applicable.	N/A	N/A	N/A	N/A
	Operation Data centres are considered to be a critical piece of infrastructure that supports the way of life and many job types in the current landscape of Greater Sydney. This Proposal would help support the	Likely	Moderate	High	Positive

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
	strategic vision for the local area as noted in Section 3 such as improved resilience and the move towards a more digital economy in NSW. This would also help support the local economy through the provision of this key piece of infrastructure in the Western Parkland City (refer Section 3). The location of a data centre in the area would provide data storage services that can support the businesses and communities in the wider region through improved reliability of access to digital technology given the growing demand for data storage and internet usage across the region.				
Culture – Cultural heritage values	**Construction** As noted in Appendix S of the EIS: Aboriginal Cultural Heritage Assessment Report (ACHAR), no Aboriginal objects or Sites that could potentially be harmed during construction were identified within the Site. Furthermore, while the landscape and environment of NSW as a whole is significant to Aboriginal people, no specific Aboriginal heritage values were identified during the consultation process with RAPs for the site itself. It is therefore unlikely that the Proposal would impact Aboriginal cultural heritage values. In addition, given the distance of non-Aboriginal heritage items from the Site, impact to heritage values held by the local community is not expected as a result of construction of the Proposal.	Unlikely	Minor	Low	Neutral
	Operation Given the distance of non-Aboriginal heritage items from the Site and lack of Aboriginal objects, Sites or areas of cultural significance, impact to heritage values held by the local community is not expected once the Proposal is operational.	Unlikely	Minor	Low	Neutral
Health, wellbeing and safety	**Construction** Indirect impacts, such as on health and mental wellbeing, may also be experienced as a result of reduced amenity (e.g. sleep disturbance, respiration issues, stress, etc.) however, this is considered unlikely if managed appropriately. There may be a potential bushfire risk hazard for the Site given its location within Bushfire Prone Land however the Proposal satisfies the aims and objectives of Planning for Bush Fire Protection	Possible	Moderate	Medium	Negative

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
	(2019), subject to the implementation of its identified recommendations which reduces this risk (Appendix Q of the EIS: Bushfire Report). Construction work may also disturb contaminated material onsite which could spread to the surrounding ecological environment or be encountered by construction staff, visitors or nearby residents if not managed appropriately. As noted in Appendix N2 of the EIS: Detailed Site Investigation, asbestos was identified in samples taken from the Site near one of the dams and would require remediation works which would be undertaken as part of the early works activities which form part of a separate Development Application. This may present a human health risk to construction staff if not managed appropriately during the early works stage. Contamination of groundwater from heavy metals was also identified, however, the Site was considered suitable for the proposed development and is unlikely to present a risk to human health (Appendix N3 of the EIS: Groundwater Assessment). This issue would also be addressed during the early works activities. Several dangerous goods and hazardous materials such as diesel, petrol, lubricants, and paints may be used and stored onsite during construction which could pose a risk to construction staff, visitors, and nearby residents/workers if not managed appropriately and could potentially contaminate ground and water conditions. While the Site is not subject to mainstream flooding, it is subject to a limited extent of overland flow flooding (Appendix O of the EIS: Surface Water Management and Flood Impact Assessment). Construction activities have the potential to alter these overland flows which could lead to some safety risks to construction staff if flows are directed into open excavation areas and not managed appropriately.				
	Operation Once operational, the Proposal would require the following hazardous goods/materials to be stored onsite: Lithium-ion batteries, diesel, Valve Regulated Lead Acid (VRLA) batteries, and a pre-action sprinkler system containing nitrogen gas. These materials present a hazard such as fire and explosion risk if not manage appropriately. The Proposal would also operate 24/7 once operational which may pose a security risk to staff working the night shift. However the Site would be located behind security fencing, only allowing	Possible	Moderate	Medium	Negative

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
	approved personnel and vehicles access to the Site as well as security lighting to help prevent crime and promote staff safety. While there would be an increase in provisional flood hazard for the Site once operational as stated in Appendix O: Surface Water Management and Flood Impact Assessment, this would not exceed the category considered safe for people and would also not result in any unacceptable increase in flood hazards for people downstream.				
Livelihood – Improved local employment and flow-on economic benefits	**Construction** The Proposal is expected to generate 100 jobs during construction. The Proposal would support additional jobs through construction and operation consistent with this objective. Noting the relatively high proportion of people employed in construction in the ISL and SSL, these jobs could potentially be serviced by the local community where possible, aligned with the availability of the local labour force (refer Section 4.2) and consistent with the strategic objectives the Greater Sydney Region Plan 2018. Construction of the Proposal would therefore provide these residents with temporary employment opportunities and contribute to their livelihoods. The Proposal is unlikely to put strain on the existing local workforce availability given the high number of people employed within the Construction and Manufacturing industries in the ISL and SSL compared to the rest of Greater Sydney. The ISL and SSL also have a high number of Machinery Operators and Drivers and Labourers compared to Greater Sydney. The Proposal may also have flow-on economic benefits for the local community during construction through the need to access materials, equipment and related services. Construction staff may also provide economic benefits to surrounding businesses through the purchase of food, beverage and recreation services.	Likely	Minor	Moderate	Positive

Category	Impact	Impact rating (with standard mitigation techniques)			
		Likelihood	Magnitude	Social Significance Rating	Experience
	Operation The Proposal is expected to generate around 50 jobs during operation. These would be skilled technical service jobs and would offer diverse employment opportunities for residents with the ISL and SSL, consistent with the strategic objectives of the Greater Sydney Region Plan 2018. The types of operational jobs required for this Proposal may therefore not be able to be fully serviced from the surrounding resident labour force. As noted in Section 4.2, there is a lower proportion of residents within the ISL and SSL that are employed in the Information Media and Telecommunications industry compared to the rest of Greater Sydney. This Proposal may therefore attract people within this industry to move to this location once it is operational, supporting access to a diversity of jobs in the social localities. There are also wider indirect supply chain impacts associated with this Proposal and in combination with other data centre projects in Western Sydney, including the development of supporting industries and manufacturing to accommodate ongoing needs.	Likely	Minor	Moderate	Positive
Decision making systems	**Construction** Ongoing consultation through the construction phase would be maintained by the relevant contractor as part of the Construction Environment Management Plan (CEMP). This consultation would also include specific notification processes for potential impacts (e.g. noise generating activities) as well as a complains handling process.	Almost certain	Minimal	Low	Positive
	Operation The community has the opportunity to review and provide feedback on the Proposal as part of the EIS process, allowing them the opportunity to provide input to the Proposal for consideration as part of the refined design, as well as make long-term decisions around the proposed future use of the Site.	Almost certain	Minimal	Low	Positive

6. Cumulative Impacts

The following cumulative impacts have been identified based on a review of surrounding projects and development patterns, both existing and planned.

6.1 Construction

Construction activities planned and underway for nearby planned projects include:

- A mixed use development for light industry, self-storage, child care centre, food and drink and carparking
- A new warehouse building and a new control room and electrical substation for an existing data centre
- A subdivision
- A new recycling facility.

These developments may have a cumulative impact to amenity for local residents (e.g. reduced air quality and visual amenity, traffic impacts, increased noise and vibration levels), resulting in a compounding effect on the way people live and interact with each other as well as how surrounding businesses operate by encouraging more people across a larger area to stay indoors for longer and reduce the potential customer base.

Construction activities may also increase traffic volumes for the surrounding area, however as discussed in Appendix H of the EIS: Traffic and Transport Assessment Report, the key access intersections to the Site are expected to still operate within capacity alongside nearby identified projects.

Depending on the timing of construction activities for other projects, there may be an increased demand placed on construction staff, materials and equipment within the local community. However, given the proximity to the Sydney CBD and wider Greater Sydney region, it is expected that these could still be filled.

6.2 Operation

Once operational, the Proposal is unlikely to have any cumulative impacts with other proposed projects. As discussed in Section 5.2, amenity-based impacts are expected to reduce once operational and be within identified criteria limits. There may still be an increase in traffic volumes for the local community for this Proposal as well as other nearby identified projects, however as discussed in Appendix H: Traffic and Transport Assessment Report, the key access intersections to the Site are still expected to operate within capacity alongside these additional projects.

Wider benefits associated with this project are likely to be amplified by the combination of this project with other data centre projects in Western Sydney. This is related to a wider strategic ambition to increase the digital economy in Western Sydney, with associated benefits to community resilience and access to diverse employment.

7. Social Impact Enhancement, Mitigation and Residual Impacts

This section identifies the recommended mitigation measures to avoid and/or reduce potential negative social impacts and enhance potential positive impacts. It also identifies the potential residual social impacts following the application of these mitigation measures.

7.1 SIA recommendations

Overall, this Proposal represents a social benefit. This benefit centres on its lasting impact in providing data storage for the growing digital economy in NSW. The majority of potential negative impacts identified in the assessment are temporary, which must be mitigated or avoided to the full extent possible. It is recommended that the mitigation measures identified in the EIS for the following assessments are implemented to minimise impacts to the community (e.g. amenity, access, health and wellbeing, and surroundings):

- Appendix E of the EIS: Landscape Plan
- Appendix G of the EIS: Visual Impact Assessment
- Appendix H of the EIS: Traffic and Transport Assessment Report
- Appendix J of the EIS: Ecologically Sustainable Development (ESD) Report
- Appendix L of the EIS: Air Quality Technical Report
- Appendix M of the EIS: Noise and Vibration Assessment Report
- Appendix N2 of the EIS: Detailed Site Investigation
- Appendix N3 of the EIS: Groundwater Assessment
- Appendix O of the EIS: Surface Water Management and Flood Impact Assessment
- Appendix Q of the EIS: Bushfire Report
- Appendix S of the EIS: Aboriginal Cultural Heritage Assessment Report (ACHAR)
- Appendix U of the EIS: Infrastructure and Services Report.

Table 7-1 shows the recommended mitigation measures to avoid and/or minimise the potential social impacts identified in Section 5 and 6.

Table 7-1: Environmental management measures for social impacts

ID	Impacts	Mitigation	Responsibility	Timing
SIA1	Impact to amenity, access and human health and wellbeing	It is recommended that a Communication Plan (CP) be prepared and implemented as part of the Construction Environment Management Plan (CEMP) to provide timely and accurate information to the community during construction. The CP would need to include (as a minimum): • Mechanisms to provide details and timing of proposed activities to affected residents, including changed traffic and access conditions • Contact name and number for complaints • Details of public consultation.	Proponent / Contractor	Detailed design / Pre-construction
SIA2	Impact to health, wellbeing and safety	It is recommended that opportunities to incorporate Crime Prevention Through Environmental Design (CPTED) principles into the design of the Proposal are investigated to improve overall security of the precinct. This should include safety and security measures for staff working at night and on weekends are put in place to protect operation workers given the nature of the Proposal as a 24/7 facility. In addition, the preparation of an emergency and disaster response plan that considers community health and impacts relating to environmental risks associated with the Site will help to mitigate detrimental impacts during disaster events (e.g. bushfire).	Proponent	Detailed design / operation
SIA3	Impact to cultural heritage	It is recommended that consultation and collaboration is carried out with the local Aboriginal stakeholders to incorporate elements of Country into the design (e.g. use of native planting and language names) to help improve sense of place and connection to Country for local Aboriginal peoples.	Proponent	Detailed design
SIA4	Impact to visual amenity	It is recommended that vegetation screening of the Site is planted consistent with the Landscape Plan to help reduce impacts to visual amenity. This landscaping should also utilise native plantings similar to those in the surrounding area.	Proponent	Construction / Operation
SIA5	Impact to local employment and flow-on economic benefits	It is recommended that a social procurement policy is prepared for this Proposal to outline targets and processes for jobs, materials and services to be serviced by the local community (i.e. the ISL and SSL) where possible in the first instance. This would help to boost the local economy and drive economic development of Western Sydney. This plan should also identify training opportunities for new jobs and associated new skills as well as Indigenous engagement part of the procurement process for job opportunities.	Proponent	Construction / Operation

7.2 Summary of residual impacts

This section provides a summary of the construction and operational risks pre-mitigation and any residual impacts remaining after the implementation of the measures described in Section 7.1. Pre-mitigation and residual impacts are summarised in Table 7-2.

Table 7-2: Summary of pre-mitigation and residual impacts

Potential pre-mitigation adverse impact / pre-enhancement positive impact	Relevant management measures	Potential residual impact after implementation of management measures	Comment on how any residual impacts would be managed
Construction			
Potential impact to way of life due to increased traffic levels during construction.	SIA1 Measures outlined in: • Appendix H of the EIS: Traffic and Transport Assessment Report.	Minimised impact to way of life.	To be managed through consultation throughout construction period. Unexpected traffic impacts to be identified regularly as raised by community or through other monitoring channels.
Potential impact to amenity for nearby residents and workers due to reduced air quality, visual amenity changes and increased noise and vibration levels.	SIA1 and SIA2 Measures outlined in: • Appendix L of the EIS: Air Quality Technical Report • Appendix M of the EIS: Noise and Vibration Assessment Report • Appendix G of the EIS: Visual Impact Assessment.	Reduced impact to amenity.	It is recommended that a complaints management system is implemented to monitor any potential impacts to amenity. Additional mitigations to occur in response to any unexpected or higher-significance impacts as they are identified during construction.
Potential impact to human health and wellbeing from the presence of hazards.	SIA1	Reduced impact to health and wellbeing	To be managed in accordance with the CEMP.
Positive impacts to the economy with the generation of 100 construction jobs.	SIA5	Potential increase in positive impacts to the economy with the generation of 100 construction jobs serviced by the local community with provisions for training opportunities and procurement of Indigenous staff and services.	N/A
Operation			
Potential increase in energy consumption requirements for the area which do not	Measures outlined in:	Reduction in energy requirements for the Proposal.	To be managed in accordance with the Operation

Potential pre-mitigation adverse impact / pre-enhancement positive impact	Relevant management measures	Potential residual impact after implementation of management measures	Comment on how any residual impacts would be managed
align with community sustainability values.	• Appendix J of the EIS: ESD Report • Appendix T of the EIS: Infrastructure and Services Report.		Environmental Management Plan (OEMP).
Potential impact to human health due to storage of hazardous materials onsite (lithium-ion batteries, diesel, and VRLA batteries).	SIA2 Measures outlined in: • Section 6.11 of the EIS: Hazard and risk.	Reduced risk to human health caused by storage of hazardous materials onsite.	To be managed in accordance with the OEMP.
Potential positive impacts for wider precinct due to increased security provisions required for the Site. Potential increase in activation of the Site due to increase in the number of workers and operation of the Site 24/7.	SIA2	Potential increase in positive impacts for wider precinct due to increased security provisions required for the Site. Potential improved safety for immediate area as well as a minor risk to worker safety due to the operation of the Site 24/7.	Standard human resources strategies including regular surveys to ensure that worker safety is maximised.
Potential impact to cultural values due to the Site being restricted.	SIA3	Potential reduction in impact to Aboriginal cultural heritage values and connection to the Site.	To be managed in accordance with the OEMP.
Potential impact to visual amenity due to the height and scale of the facility.	SIA4	Reduced impact to visual amenity by screening of the facility once vegetation has matured and connection with the surrounding context of the area.	To be managed in accordance with the Landscape Plan.
Positive impacts associated with the provision of 50 full-time jobs in the technical services sector helping to diversity the available employment opportunities.	SIA5	Potential increase in positive impacts to the economy by providing diverse employment opportunities with up to 50 full-time jobs which are serviced by the local community in the first instance and provide training opportunities and procurement of Indigenous staff and services.	N/A
Potential positive impacts to broader economy provided by data storage services and improving the wider digital network opportunities and resilience.	N/A – associated with the purpose of the Proposal	Potential positive impacts to broader economy provided by data storage services and improving the wider digital network opportunities and resilience.	N/A

8. Conclusion

This SIA has been prepared to assess the potential social impacts that may occur as a result of the Proposal. The assessment has been carried out in line with the DPHI SIA Guidelines (DPHI, 2023).

An assessment of the Proposal's potential social impact on the ISL and SSL has been undertaken with consideration to the social baseline. Each category of impact outlined in the SIA Guideline was assessed and assigned an overall social significance rating. Based on the assessment, the key social impacts of the Proposal are:

- Potential negative social impacts:
  - Impacts to way of life and the temporary reduction in amenity for residents and workers during construction due to increased noise levels and reduced air quality.
  - Impacts to visual amenity once operational for receivers located at higher elevations, particularly from the Healy Reserve as the Proposal would be visible above the tree line towards the view of the Blue Mountains.
  - Temporary increase in traffic volumes during construction which may impact access to surrounding areas, however this is expected to be within the existing capacity of the surrounding road network.
  - The Proposal would place a high demand on electrical, water, sewer and telecommunication services once operational which could reduce access to these services for the surrounding community. However, the Proposal design has included back-up measures and systems to help reduce this demand.
  - The Proposal presents potential impacts to human health and wellbeing if the presence of contaminated material onsite is not managed appropriately during construction, or the use of hazardous goods and materials is not managed appropriately during both construction and operation. The Proposal would also operate 24/7 which may create a real and/or perceived safety risk for night shift staff.
- Potential positive social impacts:
  - Data centres are critical pieces of infrastructure that would support the economic development of the ISL, SSL and rest of Greater Sydney into the emerging digital economy.
  - The Proposal would generate 100 jobs during construction and 50 jobs once operational. The existing ISL, SSL and rest of Greater Sydney can likely support the need for construction-based jobs and would offer employment opportunities for members of the local community. Once operational, the Proposal would offer diverse employment opportunities for residents in the ISL and SSL, consistent with the NSW Government's strategic direction for jobs growth in Western Sydney.
  - The Proposal may have flow-on economic benefits to the local community within the ISL and SSL during construction and operation through the need to access materials, equipment and related services, including food, beverage and recreation services.

8.1 Management measures

The following management measures are recommended to address potential negative social impacts as well as help enhance potential positive impacts:

- Preparation of a Communication Plan as part of the CEMP to provide timely and accurate information to the community during construction.
- Investigate opportunities to incorporate CPTED principles into the design of the Proposal to improve overall security of the precinct as well as operational safety procedures for staff working at night.
- Preparation of an emergency and disaster response plan that considers community health and impacts relating to environmental risks associated with the Site.

- Continue to consult and collaborate with local Aboriginal stakeholders on opportunities to incorporate elements of Country into the design.
- Apply vegetation screening to the Site consistent with the Landscape Plan to help reduce impacts to visual amenity, utilising native plantings similar to those in the surrounding area.
- Preparation of a social procurement policy to outline targets and processes for jobs, materials and services to be serviced by the local community where possible in the first instance along with training opportunities associated with the new job types and skills the Proposal would bring once operational.

9. References

Australian Bureau of Statistics (ABS), 2021. *2021 Census data*.

Australian Government: Infrastructure Australia, 2021. *Reforms to Meet Australia's Future Infrastructure Needs*, https://www.infrastructureaustralia.gov.au/sites/default/files/2021-09/Exec%20Summary%20%28standalone%29.pdf

Camden Council, 2020. *Camden Strategic Planning Statement*. https://shared-drupal-s3fs.s3-ap-southeast-2.amazonaws.com/master-test/fapub_pdf/Local+Strategic+Planning+Statements/LSPS+2020/15278+Camden+Council+LSPS+Update+v05FA+$28MedRes$29_S-1161.pdf

Camden Council, 2020. *Camden Sustainability Strategy 2020-24*. https://www.camden.nsw.gov.au/assets/Uploads/15397-Camden-Council-Sustainability-Strategy-v07FA-Web-Compressed.pdf

Camden Council, 2022. *Camden Regional Economic Development Strategy*. https://www.camden.nsw.gov.au/assets/Uploads/Camden-Economic-Development-Strategy-2022-2026-low-res3.pdf

Camden Council, 2022. *Camden Centres and Employment Land Use Strategy*. https://www.camden.nsw.gov.au/assets/Uploads/CELS-Endorsed-Final.PDF

Camden Council, 2022. Connecting Camden: Community Strategic Plan 2036. https://www.camden.nsw.gov.au/assets/Uploads/Community-Strategic-Plan-Document.PDF

Department of Planning and Environment (DPHI), 2022. *Population Projections*. https://www.planning.nsw.gov.au/research-and-demography/population-projections/explore-the-data

DPHI, 2023. *Social Impact Assessment Guideline*. https://www.planningportal.nsw.gov.au/sites/default/files/documents/2023/GD1944%20SIA%20Guideline_NEW%20VI_14_02_23.pdf Department of Planning, Industry and Environment, 2020. Net Zero Stage 1: 2020-2030. https://www.energy.nsw.gov.au/sites/default/files/2022-08/net-zero-plan-2020-2030-200057.pdf

Destination NSW, (n.d.). *Camden*. https://www.sydney.com/destinations/sydney/sydney-west/camden

Destination NSW, 2023. *Sydney Visitor Profile*. https://www.destinationnsw.com.au/wp-content/uploads/2023/08/travel-to-sydney-ye-mar-2023.pdf

Greater Sydney Commission, 2018. *Greater Sydney Region Plan*. https://greatercities.au/strategic-planning/region-plans/metropolis-three-cities

Greater Sydney Commission, 2018. *Western Sydney District Plan*. https://greatercities.au/strategic-planning/city-plans/western

NSW Treasury, 2019. *NSW 2040 Economic Blueprint*. https://www.treasury.nsw.gov.au/sites/default/files/2019-11/0909-02_EconomicBlueprint_Web.pdf

Appendix A – Policy context

The table below provides a summary of these plans, strategies and policies and how they relate to the Proposal.

Table A-1: Policy and strategy review

Australian Government, Reforms to Meet Australia's Future Infrastructure Need 2021 Australian Infrastructure Plan (2021)	
Document purpose	This plan sets out a practical and actionable roadmap for infrastructure reform in Australia. This is to support a stronger Australia and to recover from the COVID-19 pandemic. It outlines the vision for 2036 and identifies the key areas where reform needs to take place.
Vision/document priorities	The vision outlined in this plan is for Australia "to have infrastructure that improves the sustainability of the country's economic, social, environmental and governance settings, builds quality of life for all Australians, and is resilient to shocks and emerging stresses" (page 9). The key focus areas for reform noted in this plan include: • Place-based outcomes for communities | unlocking the potential of every location • Sustainability and resilience | balancing infrastructure outcomes in an uncertain future • Industry productivity and innovation | facilitating a step change in productivity • Transport | delivering an integrated network • Energy | enabling an affordable transition to a net zero future • Water | prioritising safety and security • Telecommunications and digital | ensuring equity in an era of accelerating digitalisation • Social infrastructure | supporting economic prosperity and quality of life • Waste | accelerating Australia's transition to a circular economy.
Relevance to Proposal	The Proposal may generate positive social benefits by providing the necessary digital infrastructure for the area to support both residents and businesses. This may have indirect social benefits.
NSW 2040 Economic Blueprint (NSW Treasury, 2019)	
Document purpose	This document sets out the economic direction for NSW to 2040. It includes recommendations about where focus should be placed to address changing conditions and ensure economic success for the state.
Vision/document priorities	This document notes that NSW currently has more than 8 million people with $93 billion worth of infrastructure projects in the pipeline. It is Australia's only global city, has the lowest unemployment rate of any state, and key sectors of employment include financial services, tourism, education, technology and advanced manufacturing. One of the five global megatrends that will shape the state as noted in this document is digital technology (including new tools like artificial intelligence) which will keep changing the lives of the community and the way in which people work. It notes that NSW is well placed to benefit from this change given its predominantly service-based economy and highly-educated workforce. Stakeholder feedback on the document indicated that some of the state's regions are poorly served by digital telecommunications infrastructure. There is also low digital and cyber capability in the state which increases the risk of cybercrime. The aspirations for 2040 identified in the document include: • High standard of living for a population that is health, well-education and skilled for high-income jobs of the future • Diversified economy in favour of fast-growing industries and services

	• The five major urban centres should be vibrant and well-connected • The regions should be productive and growing • Innovative businesses and industries of the future • The environment and biodiversity should be preserved for future generations • Government should encourage innovation.
Relevance to Proposal	Some key actions relevant to this Proposal include: • Develop a digital emerging technology industry strategy with a focus on artificial intelligence, blockchain and quantum computing • Make better use of data and digital technology in delivering government services, especially health services. The Proposal would help to support the transition towards a more digital economy in NSW and provide the necessary digital infrastructure to encourage economic growth in the area. This helps to address the identified gap in infrastructure noted in the document and would support future industry development and expansion into this space for the region.
Net Zero Stage 1: 2020-2030 (NSW DPIE, 2020)	
Document purpose	This plan sets out how the NSW will achieve net zero emissions by 2050 through creating new jobs, cutting household costs and attracting investment.
Vision/document priorities	This document notes that in 2016, the State Government released its Climate Change Policy Framework which objectives to achieve net zero emissions by 2050. This includes funding for energy savings, grant programs for emerging, on-demand electricity generation projects and energy efficient equipment. The key priorities identified within this document include: • Drive update of proven emissions reduction technologies • Empower consumers and businesses to make sustainable choices • Invest in the next wave of emissions reduction innovation • Ensure the NSW Government leads by example.
Relevance to Proposal	This Proposal would include energy-efficient equipment to help address energy needs along with other sustainability initiatives. This would have associated social benefits, including for households currently experiencing cost of living stress.
Greater Sydney Region Plan (Greater Sydney Commission, 2018)	
Document purpose	This plan sets out the strategic direction for the Greater Sydney region over the next 20 years to manage growth and change in the context of social, economic, and environmental matters. It informs the district and local plans as well as infrastructure agencies to be able to plan and deliver for expected growth. This Proposal is located within the Western City District.
Vision/document priorities	The overarching vision for this plan is for a metropolis where all residents live within 30min of their jobs, education and health facilities, services and great places. This is expected to extend to six cities with an upcoming update to the plan. The overarching directions noted in this plan that are relevant to the Proposal include: • A city supported by infrastructure • A well-connected city • Jobs and skills for the city • An efficient city.
Relevance to Proposal	Some of the key objectives noted in this plan that are relevant to the Proposal include: • Investment in digital technology to provide international gateways for business interactions. • Promote digital technology to improve the provision of services

	• Being connected (physically, socially, economically, culturally and digitally) is central to building healthy, resilient and diverse communities • The application of innovative thinking and digital technologies to urban challenges to foster smart cities. The document also notes the Jobs for NSW Fund which includes start-ups and digital innovation as a key target area for future jobs. This highlights a focus on digital industries for the area moving forward which may alter the economic makeup of the region. The Proposal would help to support these strategic directions and objectives by providing necessary infrastructure to support digital services (both for economic and social reasons).
Western City District Plan (Greater Sydney Commission, 2018)	
Document purpose	This document sets out the planning priorities and actions for the Western City District as identified in the Greater Sydney Region Plan (Greater Sydney Commission, 2018). It sets out a 20-year plan to draw on the strengths of the new Western Sydney Airport and Badgerys Creek Aerotropolis, and the first stage of a North South Rail Link.
Vision/document priorities	This plan includes the same ten directions for a metropolis of three cities as those detailed in the Greater Sydney Region Plan. This includes the following relevant directions to the Proposal: • A city supported by infrastructure • A well-connected city • Jobs and skills for the city • An efficient city. Digital connectivity is noted as an emerging factor in supporting broad and diverse communities of interests that can cross traditional spatial boundaries. The digital economy is also changing the way people live and how goods are moved around Greater Sydney.
Relevance to Proposal	The Proposal would help to provide improved digital connectivity for the region which would help to improve connectivity in a virtual sense, as well as create and support jobs for the local and surrounding community.
Camden Economic Development Strategy 2022-2025 (Camden Council, 2022)	
Document purpose	This plan outlines the council's priorities for stimulating economic growth and vitality. It provides the framework to delivering key directions of the Camden Community Strategic Plan and the priorities of the Camden Local Strategic Planning Statement.
Vision/document priorities	The overarching vision noted in this plan is "to leverage Camden's local strengths and emerging regional advantages to promote attractive and liveable places, stimulate economic and employment growth, and foster a vibrant, diversified and technologically advanced economy." The key strategic directions noted to support this vision include: • Facilitate business and industry growth • Strengthen education, training and career pathways • Attract investment to the region • Support the development of vibrant places.
Relevance to Proposal	The Proposal would assist in Camden's vision for a more technologically advanced economy by providing the necessary infrastructure to support digital economies. This may also help to facilitate growth for local businesses and attract investment into the region, supporting livelihoods and access to jobs for locals.
Camden Sustainability Strategy 2020-24 (Camden Council, 2020)	
Document purpose	This is a four-year strategy that brings together actions the Council will implement to work towards a sustainable Camden. This is a whole-of-Council approach and is closely linked to the Camden Community Strategic Plan and the Camden Local Strategic Planning Statement.

Vision/document priorities	The five key themes noted within this strategy are: • Building sustainable community by increasing awareness, knowledge and capacity in the community • Creating sustainable urban environments by embedding sustainability principles into urban planning • Improving resilience to climate change • Protecting the natural environment through improved biodiversity management and health of waterways • Leading by example.
Relevance to Proposal	The Proposal will include ecologically sustainable development (ESD) principles to help improve the sustainability outcomes of the building. This would include measures to reduce water and energy use as well as actions to encourage active and public transport use through the development of a Green Travel Plan which would help to improve the health and wellbeing of staff and the surrounding local community.
Camden Local Strategic Planning Statement (Camden Council, 2020)	
Document purpose	This planning statement sets out a 20-year planning vision, emphasising land use, transport and sustainability objectives. It identifies: • The characteristics that shape the local identify • What shared values should be enhanced and maintained • Direct how future growth and change should be managed • Implement the Western City District Plan where relevant.
Vision/document priorities	The following key themes were noted during community consultation for this planning statement: • Infrastructure and collaboration | planning and delivery of transport infrastructure to meet growth • Liveability | fresh local food production and access to the natural environment and open space are a high priority for the community along with community spirit and being engaged in decision-making processes. The relationship between local jobs and transport was also highlighted as a major barrier to connectivity between housing, jobs and services • Productivity | there is perceived opportunities in the community to grow and diversify the health and education industries. Tourism was also a key potential growth area noted by the community • Sustainability | rural landscapes were considered to be some of the most valuable in the LGA and are tied to the local identity. The Nepean River was also considered a key natural landmark that should be protected and promoted. Pedestrian access to the environment and open space was also considered to be a priority for the local community.
Relevance to Proposal	The Proposal would help to provide access to the relevant infrastructure needed to support future growth of the community and its economy. This infrastructure to support a digital economy may also help to support the growth of health and education industries noted within the plan by providing the infrastructure needed to encourage digital and technological advancement in this space. Understanding community values on rural landscapes, the importance of certain industries, and the importance of maintaining access to open space, will be pivotal in the scoping process for this Social Impact Assessment.
Camden Centres and Employment Land Strategy (Camden Council, 2022)	
Document purpose	This strategy sets out a vision to 2040 for Camden's retail centres and industrial and urban services lands to offer a range of local job opportunities and access to amenities for residents.
Vision/document priorities	The key strategic directions noted within this strategy include:

	• Direction 1 | a network of successful, integrated and attractive retail centres • Direction 2 | a network of productive industrial and urban services land • Direction 3 | agribusiness, tourism and health care services that support the local economy • Direction 4 | capitalising on existing and future infrastructure. This strategy notes that the majority of industrial jobs within Camden are located in Smeaton Grange which accounts for 75% of employment floor space within the LGA. Protection of this area for employment purposes is therefore a key principle identified within this strategy as it is considered to be the most desirable industrial precinct in Camden. It is also noted in this strategy that increased building heights at Smeaton Grange could accommodate projected industrial floor space demand by 2036. The key strengths noted for Smeaton Grange include: • Highly accessible, particularly for freight and logistics activities • Range of typologies • Modern buildings and significant scale • Natural barriers. The key challenges for Smeaton Grange include: • Lack of stock resulting in capital value and rent escalation • Rising congestion on the surrounding network • Poor walkability and limited amenity for workers.
Relevance to Proposal	The Proposal is located adjacent to the Smeaton Grange industrial precinct which is a key industrial precinct within Camden. This document highlights the planned future direction for the Smeaton Grange precinct and the key strengths and challenges identified within it which may contribute to the way in which social-based impacts to the local community are experienced. A Green Travel Plan is also noted as a management measure for this Proposal which may help to improve walkability to the Site, addressing one of the key challenges for Smeaton Grange noted within the strategy.

Appendix B – Local social profile

Population

The total population within the ISL is around 1,407 people (as at 2021) as shown in Table B-1. Around 3.1% of the population within the ISL also identify as Aboriginal and/or Torres Strait Islander, which is very similar to the SSL at 3.3%. This is higher than the Greater Sydney average of people that identify as Aboriginal and/or Torres Strait Islander (1.7% of the population).

Table B-1: Total population

	ISL	SSL	Greater Sydney
Total population	1,407 people (50.0% male and 50.7% female)	67,294 people (49.4% male and 50.6% female)	5,231,147 people (49.4% male and 50.6% female)
Aboriginal and/or Torres Strait Islander peoples	3.1% of the population identify as Aboriginal and/or Torres Strait Islander	3.3% of the population identify as Aboriginal and/or Torres Strait Islander	1.7% of the population identify as Aboriginal and/or Torres Strait Islander

Source: ABS 2021 Census data

Age distribution

The ISL and SSL both have a high proportion of people aged 25-34 years old. There is also a large proportion of children aged 0-9 years old in the ISL and SSL which aligns with the trend across the rest of Greater Sydney (as shown in Figure B-1). This is reflective of the high proportion of family type households within the ISL and SSL as discussed in the *Dwellings and households* section. These families may require social facilities such as schools and childcare services nearby and may be more vulnerable to potential impacts. Employment opportunities for this young population over the next 10 or so years as they enter the workforce would also need to be considered.

Around 68.0% of the population within the ISL is of working age (between 15 and 64 years old), which is slightly higher than the SSL (66.3% of the population). The Greater Sydney region has a similar proportion of people of working age compared to the SSL (66.4%).

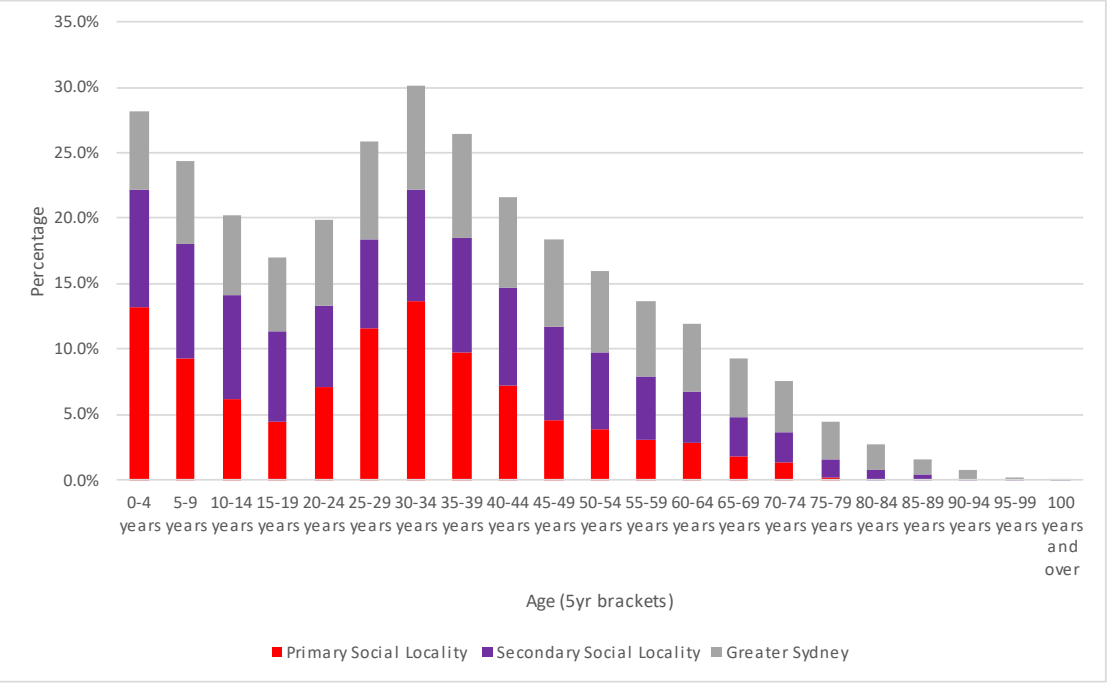

Figure B-1: Age profile

Source: ABS 2021 Census data

Population forecast

The DPHI provide population forecasts within NSW to 2041. However, these forecasts do not provide granularity at the SA1 or suburb levels. As such, the forecasts for the entire LGA of Camden which this Proposal is located within have been reviewed in place of the ISL and SSL.

The Camden LGA is expected to grow substantially by 2041 (by over 83%) as shown in Table B-2. This is much higher than the projected growth within Greater Sydney at 22%.

Table B-2: Population forecast

Social locality	2021	2026	2031	2036	2041	Change % between 2021 and 2041
Camden LGA	107,908	123,841	144,882	167,922	197,735	+83.2%
Greater Sydney	5,004,708	5,169,245	5,489,148	5,814,649	6,142,275	+22.7%

Source: DPHI Population Projections, 2022

This highlights the fact that Camden is within a key growth area that will need to plan for this expected growth carefully in order to retain key community values, reduce impact to the local community and support sustainable and equitable growth and opportunities for residents.

Cultural diversity

There is a relatively high proportion of the population within the ISL that speak a language other than English at home (around 36.7%). This is much higher than the SSL where around 24.2% of the population speak a language other than English at home. However, it is similar to the rest of Greater Sydney at 39.4% of the population.

Table B-3 below identifies the top five languages other than English which are spoken at home across the different social localities.

Table B-3: Top five languages other than English spoken at home

ISL	SSL	Greater Sydney
Indo-Aryan (9.8%)	Indo-Aryan (6.1%)	Chinese (8.5%)
Middle Eastern Semitic Languages (5.4%)	Middle Eastern Semitic Languages (3.5%)	Indo-Aryan (6.4%)
Pacific Austronesian Languages (5.1%)	Iberian Romance (2.0%)	Middle Eastern Semitic Languages (5.3%)
Chinese (3.5%)	South Slavic (1.8%)	Mon-Khmer (2.5%)
Iberian Romance (2.4%)	Chinese (1.5%)	Southeast Asian Austronesian Languages (2.3%)

Source: ABS 2021 Census data

This highlights that the local community is quite culturally diverse. There may also be language barriers within the local community that could impact the way in which they engage with the Proposed development.

Dwellings and households

The majority of dwellings located within the ISL and SSL are separate houses (97.8% and 94.0% respectively). This is a much higher rate than the rest of Greater Sydney at 53.5%, indicating a lower level of density in the social locality. There are very few semi-detached dwellings or flats/apartments within the ISL and SSL.

This focus on separate houses is reflective of the predominantly family type household composition within the ISL and SSL. There are much more family type households within the ISL and SSL compared to the rest of Greater Sydney. In addition, there is a much lower rate of lone person households or group households

within the ISL and SSL compared to Greater Sydney as shown in Table B-5. This is reflective of the age distribution within the local community with a high number of children reflecting the reflecting the much higher proportion of family-based households within the ISL and SSL.

Table B-4: Dwelling structure

Dwelling structure	ISL	SSL	Greater Sydney
Separate house	97.8%	94.0%	53.5%
Semi-detached	2.2%	5.4%	12.8%
Flat/Apartment	0.0%	0.6%	33.2%
Other	0.0%	0.0%	0.5%

Source: ABS 2021 Census data

Table B-5: Household composition

Household type	ISL	SSL	Greater Sydney
Family	83.2%	84.4%	69.4%
Lone person	10.7%	11.6%	22.2%
Group	2.5%	1.5%	4.0%
Other	3.6%	2.5%	4.3%

Source: ABS 2021 Census data

Household weekly income

The ISL and SSL have a higher level of household weekly income compared to Greater Sydney with less people earning no income or less than $650 a week compared to Greater Sydney. The SSL also has a higher proportion of households that earn more than $3,000 a week compared to Greater Sydney.

Table B-6: Household weekly income

Median household weekly income	ISL	SSL	Greater Sydney
Less than $650	1.2%	5.7%	11.9%
More than $3,000	28.9%	35.6%	32.0%
Nil / Negative income	1.2%	1.4%	2.2%

Source: ABS 2021 Census data

Housing tenure and cost

The ISL has a much lower rate of dwellings that are owned outright compared to the SSL and Greater Sydney (6.9%, 17.6%, and 28.1% respectively) (see Table B-7). However, the ISL and SSL have a higher rate of dwellings that are owned with a mortgage compared to Greater Sydney. The ISL also has a much higher proportion of rented households (41.0%) compared to the SSL and Greater Sydney (25.8% and 36.5% respectively).

Table B-7: Housing by tenure type

Tenure	ISL	SSL	Greater Sydney
Owned outright	6.9%	17.6%	28.1%
Owned with a mortgage	52.1%	55.7%	33.5%
Rented	41.0%	25.8%	36.5%
Other	0.0%	0.9%	1.9%

Source: ABS 2021 Census data

The ISL has a higher proportion of households paying more than 30% of their household income for monthly mortgage repayments compared to the SSL (25.1% and 18.5% respectively) (see Table B-8). This proportion

is also much higher than that seen in the rest of Greater Sydney at 19.8%. The ISL also has a higher proportion of people that pay more than 30% of their household income for rental payments compared to the SSL, and a lower proportion that pay less than 30% of their income as shown in Table B-9. This indicates a higher cost of housing within the ISL, and/or lower levels of disposal income for local community households. This may lead to lower levels of financial security for households and a greater demand for affordable options on housing, goods and services.

Table B-8: Household income spent on mortgage monthly repayments

Cost of mortgage repayments	ISL	SSL	Greater Sydney
Less than (or equal to) 30% of household income	63.9%	72.0%	69.8%
Greater than 30% of household income	25.1%	18.5%	19.8%
Unable to determine	11.0%	9.4%	10.4%

Source: ABS 2021 Census data

Table B-9: Household income spent on rent

Cost of renting	ISL	SSL	Greater Sydney
Less than (or equal to) 30% of household income	62.9%	60.2%	57.0%
Greater than 30% of household income	30.6%	31.8%	35.3%
Unable to determine	6.5%	8.1%	7.7%

Source: ABS 2021 Census data

Employment and labour force

The ISL and SSL have a slightly higher proportion of the population that work full time compared to Greater Sydney as shown in Table B-10. The ISL also has a similar proportion of people that work part time compared to the SSL and Greater Sydney.

The most common occupation within the ISL and SSL by a fairly substantial margin is Professionals (see Table B-11). This is reflective of the Greater Sydney region which also has Professionals as the most common occupation by a large margin. Conversely, Labourers is the least common occupation within the ISL and SSL.

The most common industries within the ISL are Health Care and Social Assistance and the Retail Trade industries (13.9% of the workforce for both). This is in line with the rest of the SSL and Greater Sydney which has around 13.4% and 14.1% of the workforce respectively employed within this industry.

There is a relatively high proportion of people employed within the construction industry for the ISL and SSL which may benefit from the construction phase of the Proposal. However, there is also a low proportion of people employed within the Information, Media and Telecommunications or Professional, Scientific and Technical Services industries which may be required to accommodate operation-based jobs for the Proposal.

Table B-10: Employment status

Employment status	ISL	SSL	Greater Sydney
Worked full-time	62.5%	56.7%	55.5%
Worked part-time	22.7%	27.3%	27.7%
Away from work	11.9%	12.3%	11.7%
Unemployed	2.9%	3.7%	5.1%

Source: ABS 2021 Census data

Table B-11: Occupation

Occupation	ISL	SSL	Greater Sydney
Managers	11.4%	14.0%	15.5%
Professionals	21.2%	19.8%	29.9%
Technicians and Trades Workers	14.3%	14.4%	10.7%
Community and Personal Service Workers	9.0%	10.7%	9.4%
Clerical and Administrative Workers	15.1%	15.8%	14.0%
Sales Workers	8.7%	9.2%	7.9%
Machinery Operators and Drivers	12.0%	8.4%	5.7%
Labourers	8.3%	7.6%	6.9%

Source: ABS 2021 Census data

Table B-12: Industry of employment (to ANZIC level 1)

Industry of employment	ISL	SSL	Greater Sydney
Agriculture, Forestry and Fishing	0.0%	0.5%	0.5%
Mining	0.0%	0.3%	0.2%
Manufacturing	5.7%	7.6%	5.7%
Electricity, Gas, Water and Waste Services	0.8%	1.1%	0.9%
Construction	13.0%	13.1%	8.6%
Wholesale Trade	2.4%	3.6%	3.4%
Retail Trade	13.9%	10.7%	9.3%
Accommodation and Food Services	3.7%	5.3%	5.8%
Transport, Postal and Warehousing	11.2%	7.4%	5.3%
Information Media and Telecommunications	1.4%	1.1%	2.5%
Financial and Insurance Services	4.9%	4.2%	7.3%
Rental, Hiring and Real Estate Services	0.6%	1.7%	2.0%
Professional, Scientific and Technical Services	5.5%	5.4%	11.5%
Administrative and Support Services	2.6%	2.8%	3.4%
Public Administration and Safety	7.3%	6.9%	5.7%
Education and Training	8.9%	9.9%	8.9%

Industry of employment	ISL	SSL	Greater Sydney
Health Care and Social Assistance	13.9%	13.4%	14.1%
Arts and Recreation Services	1.4%	1.1%	1.6%
Other Services	2.9%	4.0%	3.4%

Source: ABS 2021 Census data

Education attainment

The most common level of tertiary education attainment within the ISL and SSL is a Certificate Level (either I, II, III, or IV). This is much higher than the rate experienced within the rest of Greater Sydney. However, Greater Sydney has a much higher rate of people with a Bachelors Degree compared to the ISL and SSL.

Table B-13: Highest level of education attained

Education level	ISL	SSL	Greater Sydney
Postgraduate Degree Level	6.1%	5.6%	10.6%
Graduate Diploma and Graduate Certificate Level	2.1%	1.8%	2.4%
Bachelor Degree Level	17.7%	15.8%	24.7%
Advanced Diploma and Diploma Level	13.7%	11.9%	10.9%
Certificate Level (I, II, III, IV)	19.8%	22.3%	13.5%
Secondary Education – Year 10 and above	35.8%	35.7%	30.8%
Secondary Education – Year 9 and below	4.8%	7.0%	7.1%

Source: ABS 2021 Census data

SEIFA

Socio-Economic Indexes for Areas (SEIFA) measures the relative social and economic wellbeing of a region. SEIFA is based on the Index of Relative Socio-economic Advantage and Disadvantage (IRSAD). The indicators of disadvantage include unemployment, low incomes or education levels, single parent families, low skilled occupations and poor English proficiency. The indicators of advantage include professional occupations, high income, higher education levels, high rent and large dwellings.

The score is based on five quintiles. The lower quintile bands equal a higher level of disadvantage, and a lack of advantage. The higher quintile bands equal a higher level of advantage.

The Site is located within an area that is noted to have relatively high socio-economic advantage as shown in Figure B-2 and Figure B-3. However, the SEIFA mapping has identified that areas to the south of the Site have much lower levels of advantage.

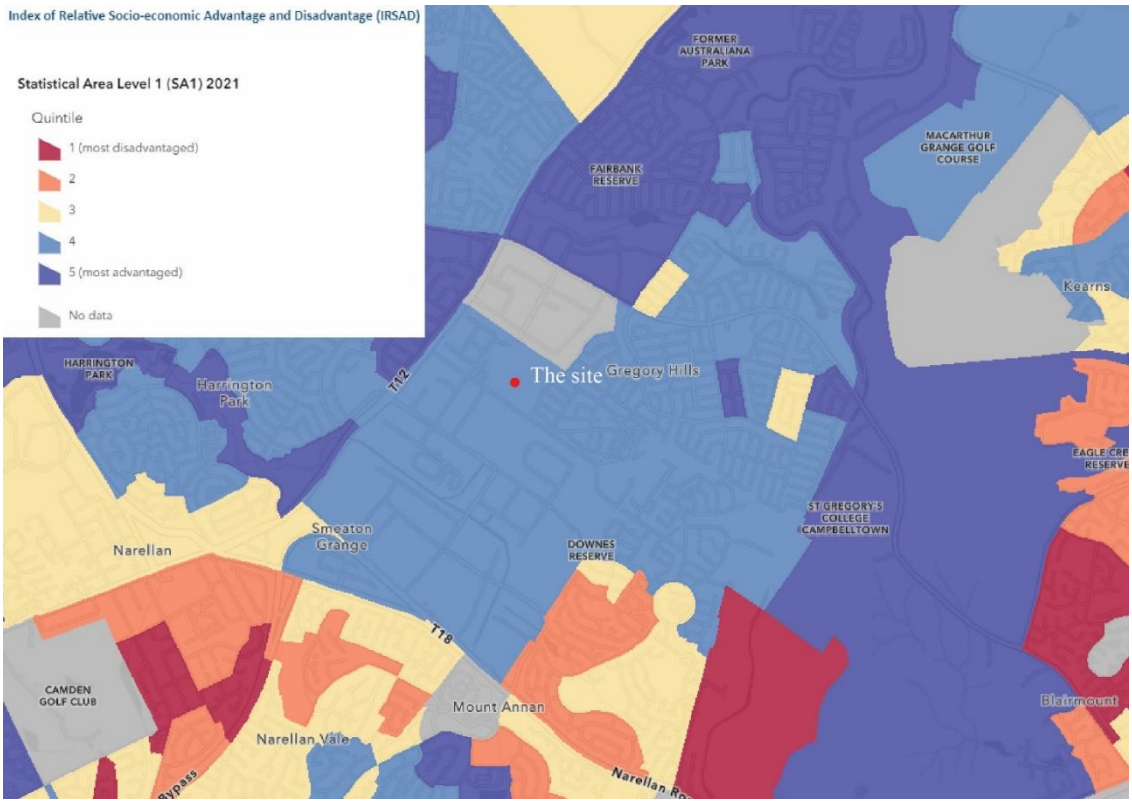

Figure B-2: SEIFA (IRSAD) score at SA1 level

Source: ABS 2021 Census data

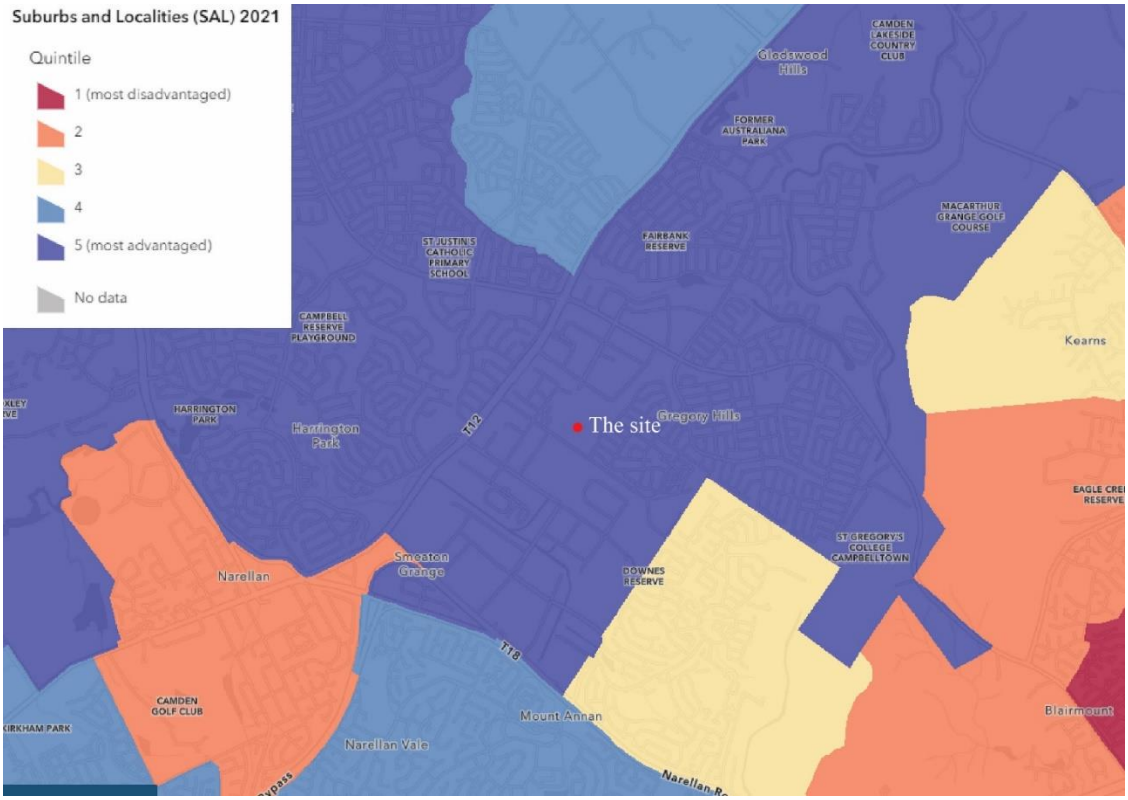

Figure B-3: SEIFA (IRSAD) score at suburb level

Source: ABS 2021 Census data

Appendix C – Community engagement methodology

The table below summarises the community and stakeholder engagement methodology used to inform this SIA.

Table C-1: Stakeholder engagement to inform SIA - activities

Level of participation	Engagement technique	Purpose in SIA	Key stakeholders	Completion
Sharing information	• Impromptu discussion and informal conversations • Public meetings to include SIA information • Contact points and fact sheets	• Identifying affected and interested people, groups, organisations and communities • Helping people to understand the Proposal and the social impact assessment • Addressing questions, concerns and complaints • Demonstrating early engagement	• Existing and in-migrating residents and businesses, particularly those close to the Proposal location and in nearby localities, or any other potential users of the Proposal	• Project email address • Letter distribution to both residents and businesses • Online information session. The SIA consultant has worked with the project team to refine the expression of Proposal information so that it is written in plain, easily understood English and clearly communicates the community's ability to have a say on the Proposal.
Consulting to collect information and insights	• Surveys and interviews • Online feedback forms • Face to face meetings and telephone/video calls	• Identifying and predicting social impacts • Collecting data, evidence and insights • Demonstrating early engagement • Confirming data, assumptions and findings • Involving marginalised groups	• Existing and in-migrating residents and businesses, particularly those close to the Proposal location and in nearby localities, or any other potential users of the Proposal	Online surveys for both residents and businesses. The SIA consultant has worked with the project team to develop an SIA-specific survey to provide meaningful information to inform this assessment. Residents and businesses within 200m of the Site were directly approached to provide their feedback and attend an online information session.
Collaborating in decision-making	• Stakeholder workshops • Interviews with key stakeholders	• Encouraging co-design, or collaboration in Proposal design • Identifying and predicting social impacts • Collaborating during monitoring, mitigation and management measures and actions • Involving marginalised groups	• Elected representatives and other community leaders • Aboriginal people and groups, especially those with a cultural connection to the Proposal location	Targeted stakeholder meetings with government agencies and First Nations People and Traditional Owners.