SOCIAL IMPACT ASSESSMENT

Badgerys Creek Industry Park
85 Martin Road, Badgerys Creek

Darug Country

Prepared for
ESR DEVELOPMENTS (AUSTRALIA) PTY LTD
8 APRIL 2025

URBIS

URBIS STAFF RESPONSIBLE FOR THIS REPORT WERE:

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Project Code	P0047280
Report Number	Final

Urbis acknowledges the important contribution that Aboriginal and Torres Strait Islander people make in creating a strong and vibrant Australian society.

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

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CONTENTS

FIGURES

PICTURES

TABLES

EXECUTIVE SUMMARY

Urbis Ltd (Urbis) was engaged by ESR Developments (Australia) Pty Ltd (ESR) (the applicant) to prepare a Social Impact Assessment (SIA) for 85 Martin Road, Badgerys Creek, at Lot 30-35 in Deposited Plan 3050 (the Site).

The SIA is to inform a State Significant Development Application (SSDA) for a staged development in the Badgerys Creek Precinct of the Western Sydney Aerotropolis (Aerotropolis) on the site to provide a warehouse and distribution estate, referred to as 'Badgerys Creek Industry Park' (the proposal), comprising of four (4) warehouses, supported by ancillary offices, communal areas and associated landscaping.

REPORT PURPOSE AND SCOPE

An SIA is an independent and objective study that identifies and analyses a proposed development's potential positive and negative social impacts. It involves a detailed scoping of potential positive and negative social impacts; identification of appropriate mitigation and enhancement measures, and developing recommendations aligned with professional standards and statutory obligations. It is the intention that the SIA process will inform the proposal, not just reflect and report on impacts.

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

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

METHODOLOGY

A SIA social baseline, field study, impact scoping and assessment was undertaken to complete this report. A detailed methodology is included in Chapter 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2023).

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

EXISTING ENVIRONMENT

The site is located within the Badgerys Creek Precinct, one of the five initial precincts to be redeveloped under the Western Sydney Aerotropolis. The existing rural-residential, agricultural and light manufacturing uses within this area will be redeveloped into higher-intensity employment uses, including enterprise and light industry and business and enterprise.

The social locality comprises the 'immediate social locality' and the 'surrounding social locality' Austral - Greendale (SA2). This includes current and future residents, workers, and businesses around the site and the broader Badgerys Creek Precinct. During construction, these communities may face localised impacts like noise, dust, traffic, and pedestrian network changes. Additionally, residents may experience social impacts due to changes in the local character during the operational phase.

POTENTIAL POSITIVE AND NEGATIVE SOCIAL IMPACTS

A summary of the potential positive and negative social impacts identified are provided in the table below, presented by impact significance. The full assessment is provided in Chapter 6.

Impact category	Impact description	Mitigated assessment	Recommendations provided
Way of life	Impacts on amenity and way of life	**Low negative** for the immediate social locality during construction.	Yes. Refer to Section 6.2.
Community	Alignment to regional strategic growth and rezoning strategy	**Very high positive** for the immediate and surrounding social locality during operation.	Yes. Refer to Section 6.3.
Accessibility	Accessibility impacts (traffic and road quality)	**High negative** for the immediate social locality during construction. **High positive** for the immediate and surrounding locality during operation.	Yes. Refer to Section 6.4.
Culture	Potential impact on Aboriginal culture and heritage	**Low negative** for local Aboriginal community members during construction and operation.	Yes. Refer to Section 6.5
Health and wellbeing	Noise impacts relating to noise	**Low negative** for sensitive receivers in the immediate and surrounding social locality during construction and operation.	Yes. Refer to Section 6.6.
	Air quality impacts	**Low negative** for immediate and surrounding social locality during construction. **Neutral** for the immediate and surrounding social locality during operation.	
	Urban heat island effect	**Low negative** for the immediate and surrounding social locality during operation.	
Surroundings	Impact on immediate surroundings during operation	**Low negative** for immediate and surrounding social locality during construction and operation.	Yes. Refer to Section 6.7
Livelihoods	Increased employment opportunities	**High positive** for the immediate and surrounding social locality during construction and operation.	Yes. Refer to Section 6.8
Decision-making systems	Increased opportunities to provide feedback	**High positive** for the immediate social locality during construction and operation.	Yes. Refer to Section 6.9.
Cumulative social impacts	A discussion on cumulative social impacts is outlined in Section 6.10, including: 1. Cumulative social impacts during construction 2. Timely provision of infrastructure within the Aerotropolis		Yes. Refer to Section 6.10.

Impact category	Impact description	Mitigated assessment	Recommendations provided
	3. Change of character and sense of place 4. Urban heat island effect impacts		

PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT MEASURES

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

1. INTRODUCTION

Urbis Ltd (Urbis) was engaged by ESR Developments Australia Pty Ltd (ESR) (the applicant) to prepare a Social Impact Assessment (SIA) for Badgerys Creek Industry Park at 85 Martin Road, Badgerys Creek (the site), situated within the Western Sydney Aerotropolis. The SIA is to inform a state significant development application (SSDA) (SSD-74191717) on the site for the construction of 90,895m^2 of employment Gross Lettable Area (GLA) across four (4) warehouse and distribution buildings and supporting ancillary office (the proposal).

The proposal provides critical employment floorspace to generate economic activity to support the growth of the Aerotropolis. It encompasses demolition, site preparation, and infrastructure construction, including an internal private road and temporary stormwater basins.

The proposal is supported by landscaping in the form of perimeter planting surrounding the estate, vegetated communal areas and streetscape planting. The proposal involves the staged delivery of the estate across two stages to enable the provision of temporary stormwater basins before the delivery of ultimate stormwater infrastructure by Sydney Water. The staged delivery of the estate comprises three (3) warehouses in Stage 1 and one (1) warehouse in Stage 2.

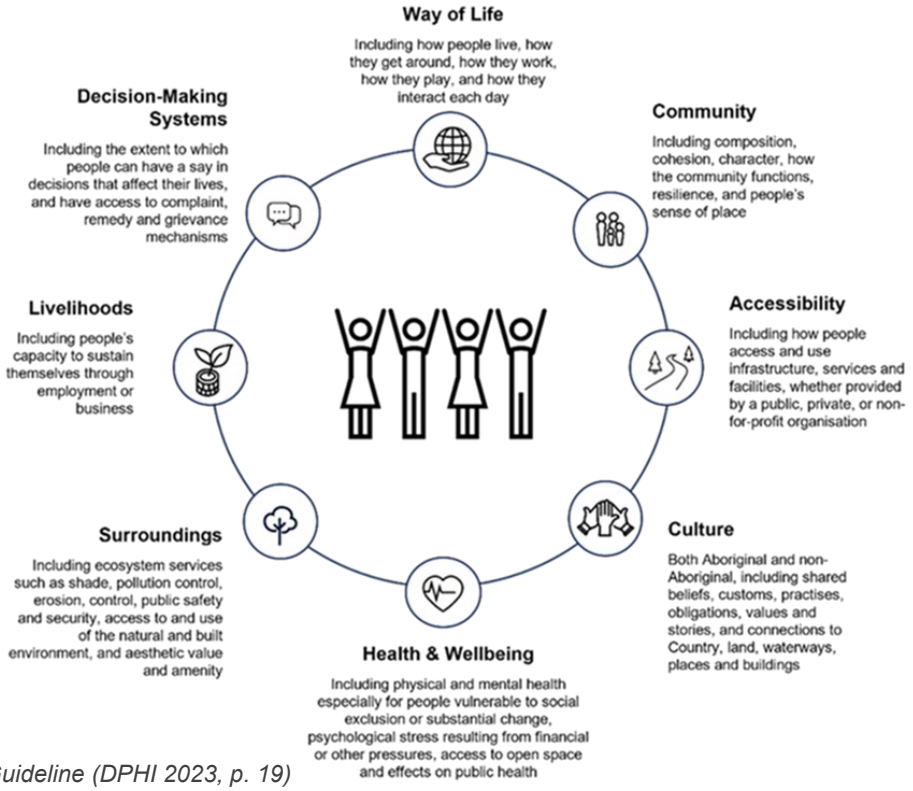
1.1. REPORT PURPOSE AND SCOPE

An SIA is an independent and objective study that identifies and analyses a proposed development's potential positive and negative social impacts. It involves a detailed scoping of potential positive and negative social impacts; identification of appropriate mitigation and enhancement measures and development of recommendations aligned with professional standards and statutory obligations. It is the intention that the SIA process will inform the proposal, not just reflect and report on impacts.

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

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

Figure 1 SIA categories



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

1.2. SIA GUIDELINES AND REQUIREMENT

This SIA aligns with the best practice methods contained within the DPHI's SIA Guideline (2023). The DPHI SIA Guideline (2023) provides a framework to identify, predict and evaluate likely social impacts and helps to provide greater clarity and certainty for proponents and the community. This SIA also considers the guidance in Liverpool City Council Social Impact Assessment Policy and Guidelines (March 2023).

This SIA has been prepared to satisfy the Secretary's Environmental Assessment Requirements (SEARs) for the proposal issued on 27 August 2024. The individual SEARs item relevant to this SIA is outlined in Table 1 below.

Table 1 SEARs item

SEARs requirement	Relevant section of report
Social – including a social impact assessment in accordance with the Department's Social Impact Assessment Guideline.	This report (Chapters 6 and 7)

Source: SEARs issued for the proposal, issued 27 August 2024 (DPHI 2024)

1.3. PROPOSAL OVERVIEW

The proposal will deliver a warehouse and distribution centre comprising of four (4) warehouses, supported by ancillary offices, communal areas and associated landscaping. The project is situated within the Badgerys Creek Precinct of the Western Sydney Aerotropolis and is consistent with the Western Sydney Aerotropolis Precinct Plan.

The proposal seeks detailed staged approval consent for the following development works, broken down into the following components:

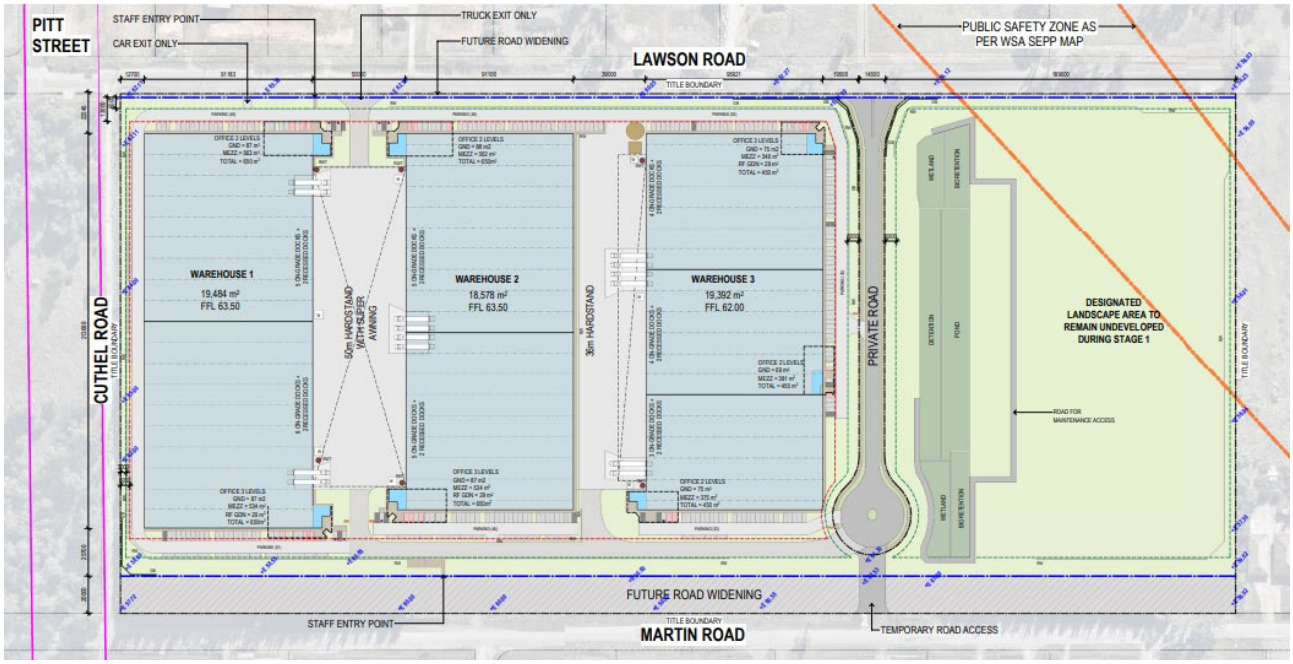
- Site preparation works including demolition of existing structures and clearing of vegetation.
- Staged construction and operation of four (4) warehouse and distribution buildings comprising a total of 90,895m^2 of warehouse and ancillary office GLA, broken down as follows:
  - Warehouse 1 has a total GLA of 20,784m^2
    - Warehouse: 19,484sqm
    - Office: 1,300sqm
  - Warehouse 2 has a total GLA of 878 m^2
    - Warehouse: 18,578sqm
    - Office: 1,300sqm
  - Warehouse 3 has a total GLA of 20,742sqm
    - Warehouse: 19,392sqm
    - Office: 1,350sqm
  - Warehouse 4 has a total GLA of 29,491sqm
    - Warehouse: 27,871sqm
    - Office: 1,620sqm
- Maximum building height of 13.7m.
- Construction of a 14.5m internal road and cul-de-sac to provide internal access from Lawson Road.
- On-site parking will be provided for 294 cars in Stage 1, and a total of 428 cars for Stage 2.
- Provision of landscaping comprising of perimeter planting, vegetated communal areas and tree planting.

- Estate signage across the four warehouses.
- Temporary stormwater infrastructure comprising of on-lot OSD basins and wetlands as part of the interim stormwater solution.
- A staging and sequencing plan across two stages, including:
  - Stage 1 comprises the development of three warehouses and the private road. It proposes a designated landscape area to remain undeveloped.
  - Stage 2 comprises the development of one warehouse building within the designated landscape area.
    - Stage 1 comprises the development of three warehouse and the private road. Including a designated landscape area to remain undeveloped.
    - Stage 2 comprises the development of one warehouse building within the designated landscape area.

Figure 2 Aerial map of site location

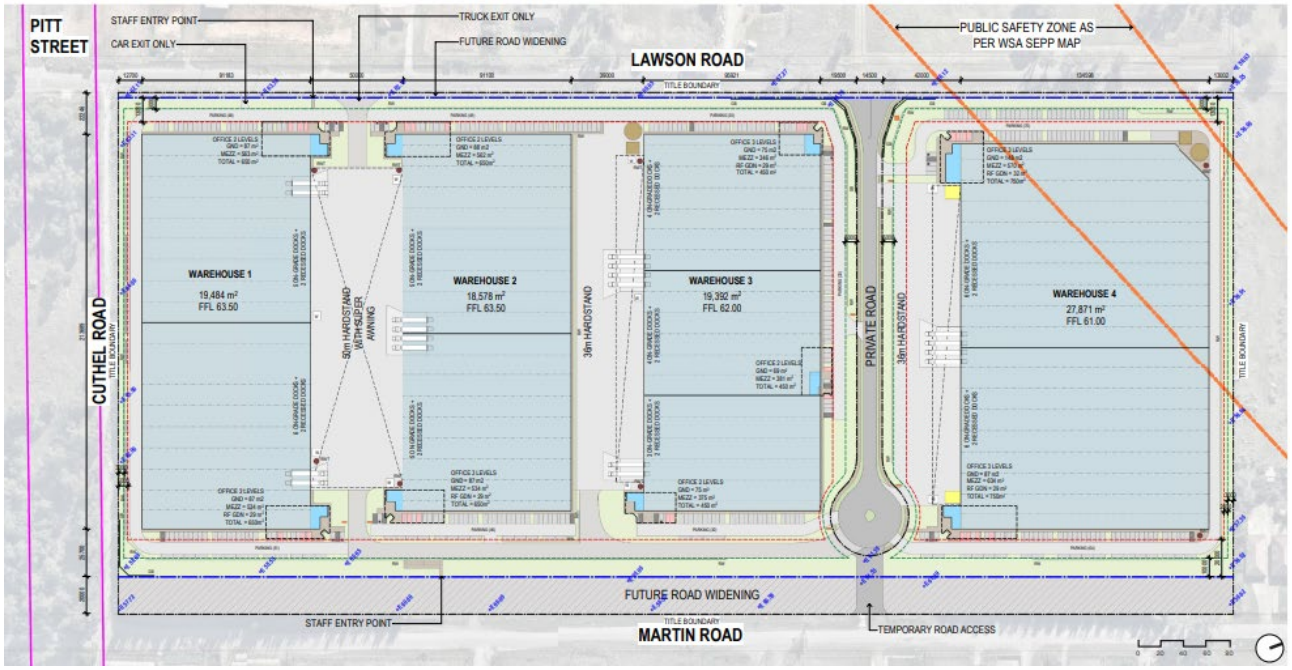
Source: Urbis, 2024

Figure 3 Site Layout Plan – Stage 1 (Interim)



Source: SBA Architects

Figure 4 Site Layout Plan – Stage 2 (Ultimate)



Source: SBA Architects

Figure 5 Artist's impression of the proposal

Source: ESA, 2024

1.4. AUTHORSHIP AND SIA DECLARATION

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

1.4.1. Authors

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

Revise table based on team members who worked on the report and their role on the proposal.

Allison Heller	**Review and quality assurance**
Position	Director
Qualifications	Bachelor of Town Planning, University of NSW
	Post Grad Diploma History of Architecture & Art, University of London
Affiliations	Member of Planning Institute of Australia
	Member of Property Council of Australia – Social Sustainability Roundtable
Experience	Allison has deep expertise in the field of impact assessment. She has delivered social impact assessments, health and health equity impact for a range of state significant projects and precincts for government and private sector clients.
Liliana Pena	**Review and quality assurance**
Position	Associate Director
Qualifications	Master of Urban Planning, National University of Colombia
	Bachelor of Social Work, National University of Colombia

Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.

Alison Ora	**Lead-author**
Position	Senior Consultant
Qualifications	Bachelor of Arts (Psychology), Western Sydney University, IAP2 Certified.
Affiliations	Full Member, Social Impact
Experience	Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.

Louise Popowitz	**Report author**
Position	Consultant
Qualifications	Master of Urban Planning and Environment, RMIT
	Bachelor of Science (Natural Resources – Nature Management), University of Copenhagen
Affiliations	Full Member, Planning Institute of Australia
Experience	Experience in writing SIA reports for educational, industrial and greenfield projects in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.

1.4.2. Declaration

The authors declare that this SIA report:

- Was completed on 8 April 2025
- Has been prepared in accordance with the EIA process under the EP&A Act
- Has been prepared in alignment with the DPHI's (2023) SIA Guideline
- Contains all reasonably available Proposal information relevant to the SIA
- As far as Urbis is aware, contains information that is neither false nor misleading.

Liliana Pena
Associate Director
8 April 2025

Allison Heller
Director
8 April 2025

1.5. SIA GUIDELINES REVIEW QUESTIONS AND RESPONSES

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

Table 2 Guideline review questions and responses

SIA Review questions	Addressed by report (yes/no), relevant section
Does the lead author meet the qualification and experience requirements?	Yes – Section 1.4.1
Has the lead author provided a signed declaration?	Yes – Section 1.4.2
Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes
Project's social locality and social baseline	
Does the SIA report identify and describe all the different social groups that may be affected by the project?	Yes – Chapter 3
Does the SIA report identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes – Chapter 3
Does the SIA report identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes – Chapter 3
Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of view and likely experiences?	Yes – Chapter 3
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes – Chapter 2
Identification and description of social impacts	
Does the SIA report adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA report been detailed?	Yes – Chapter 6
Does the SIA report apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes – Chapter 6
Does the SIA report describe how the preliminary analysis influenced project design and EIS engagement strategy?	Yes – Chapter 3 and 4
Community engagement	
Were the extent and nature of engagement activities appropriate and sufficient or canvass all relevant views, including those of vulnerable of marginalised groups?	Yes – Chapter 4

SIA Review questions	Addressed by report (yes/no), relevant section
How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?	Yes – Chapter 4
Predicting and analysing social impacts	
Does the SIA report impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes – Chapter 6
Does the SIA report analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will lose from the project?	Yes – Chapter 6
Does the SIA report identify its assumptions, and include sensitivity analysis and alternate scenarios? (including 'worst-case' and 'no project' scenarios where relevant?	Yes. The methodology section of the report sets out the key assumptions underpinning the assessment (refer to Chapter 2). This includes the assumption that information provided through other technical reports (e.g., traffic and noise) are accurate. The SIA considers alternative site scenarios from the perspective of the 'worst case' scenario (i.e., no technical mitigations), in alignment with the EIS. We note that consideration of alternative site options (e.g., no development, different types of development) have been considered separately as part of the business case process, which has informed the EIS, and upon which the SIA has drawn. It is the role of the SIA, however, to assess the chosen development scenario at hand – no other alternative scenarios

SIA Review questions	Addressed by report (yes/no), relevant section
	considered at the business case stage. Therefore, our sensitivity analysis and assessment of 'worst case' scenarios relate to a 'no mitigations' scenario for the chosen development option. This evidence is clearly assessed as part of the SIA tables at Chapter 6.
Evaluating significance	
Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes – Chapter 6
Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes – Chapter 6
Responses, monitoring and management	
Does the SIA report propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	Yes – Chapter 7
Does the SIA report demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes – Chapter 7
Does the SIA report demonstrated how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes – Chapter 7

1.6. STRUCTURE OF THIS REPORT

This SIA has seven chapters as summarised below:

Chapter 1 (this chapter) introduces the proposal, purpose and scope of this report.

Chapter 2 outlines the legislative requirements and methodology applied to complete this SIA.

Chapter 3 provides a social baseline of the study area including the site's context, social and demographic characteristics, and policy context.

Chapter 4 provides an overview of the field study undertaken to inform the SIA, including an overview of the key findings.

Chapter 5 identifies and provides details on the proposal's social locality.

Chapter 6 assesses the positive and negative social impacts of the proposal, including with and without mitigation and enhancement measures.

Chapter 7 outlines the mitigation, enhancement, and management measures of the assessed impacts.

2. METHODOLOGY

The methodology undertaken to prepare this SIA is outlined in Chapter 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2023) and Liverpool City Council Social Impact Assessment Policy and Guidelines (2023).

Table 3 Methodology overview

Stage	Activities
Social baseline	▪ Site visit of surrounding land uses and site ▪ Review of relevant state and local policies and strategies to understand potential social implications ▪ Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities ▪ Identification of likely impacted groups and communities ▪ Early identification of potential social impacts (positive and negative) based on research tasks undertaken
SIA field study	▪ Engagement with the local community through an online SIA survey and consultation with Liverpool City Council representative via email interview ▪ Analysis of field study data and identification of key themes
Impact scoping	▪ Review of social baseline and SIA field study outcomes ▪ Review of proposal plans, proposal documentation and relevant technical assessments ▪ Identification of the proposal's social locality and likely impacted groups ▪ Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures ▪ Identification of potential opportunities for additional measures to be incorporated into the proposal
Assessment and reporting	▪ Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures ▪ Provision of recommendations to further reduce negative social impacts and enhance positive social impacts ▪ Preparation of draft and final SIA reports

Approach to assessing social impacts

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

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

Assumptions

This report is dated 8 April 2025 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date.

In preparing this report, Urbis was required to make judgements which may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.

All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and on the basis of information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and forecasts set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

Information provided through other technical reports that have informed the identification and assessment of impacts is assumed to be accurate.

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

3. SOCIAL BASELINE

This chapter provides a social baseline of the site and surrounding area. This includes a review of the site location, policy context and demographic profile. The findings from the social baseline have been used to inform the approach to consultation, scoping of initial impacts and the formation of the site's social locality (as described in Chapter 6).

3.1. SITE LOCATION

3.1.1. Local context

The subject site, located at 85 Martin Road, Badgerys Creek, is legally described as Lot 30 - 35 in DP 3050 and is situated within the Liverpool Local Government Area (LGA). The site comprises approximately 17 hectares and was historically used for agricultural purposes, formally operating as a bamboo plantation.

The site is located within the Western Sydney Aerotropolis Growth Area and is adjacent to significant infrastructure projects, including the Western Sydney International (WSI) Airport. The surrounding area is characterised by predominantly rural-residential and agricultural land uses, with ongoing transition toward industrial and employment-generating activities consistent with the strategic vision for the Aerotropolis.

The surrounding locality is described in Table 4 below.

Table 4 Site and Locality Description

Characteristic	Description
Key Site Features	
Country	The Site is located on Dharug Country
Site Name	ESR Badgerys Creek Industry Park
Address	85 Martin Road, Badgerys Creek
Legal Description (Title Particulars)	Lot 30-35 in DP 3050
Zoning	The site is zoned Enterprise (ENT), under the WPC SEPP. Warehouse or distribution centres are permitted with consent in the ENT Zone.
Number of existing lots	The site comprises Six (6) lots.
Existing Use / Structures	The site formerly operated as a bamboo plantation. The site contains several farm dams located centrally on the western boundary of the site.
Site Area	169,968m2 (17ha)
Site Frontage	The site directly fronts Martin Road (primary frontage), Lawson Road, and Cuthel Road, all of which are classified as local roads.
Vehicular/Site Access	The site is accessible from Martin Road to the east and Lawson Road to the west. Martin Road will form part of the future Eastern Ring Road, as identified under the Aerotropolis Precinct Plan, a State arterial road connecting Elizabeth Drive to The Northern Road. To the south is Cuthel Road, a currently disused rural road which connects Martin Road to Lawson Road.
Adjacent land uses North	M12 Motorway and Sydney Metro Western Sydney Airport (SMWSA) alignment (under construction) to the north and east with predominantly rural uses beyond
Adjacent land uses East	To the east of the site are the existing rural residential landholdings on Kemps Creek and Rossmore.

Characteristic	Description
Adjacent land uses South	To the immediate south of the site are existing rural and agricultural landholdings which are undergoing gradual transition to Enterprise land uses along Martin Road. Further to the south is the Bradfield City Centre.
Adjacent land uses West	To the west of the site is the Badgerys Creek corridor and the Western Sydney International Airport (under construction).
Surrounding Locality	
Public Transport	Currently, public transport options at the Site are limited to a single bus service that operates between Badgerys Creek and Liverpool. This service runs several times throughout the day, typically on an hourly basis. The closest bus stop to the Site is situated on Elizabeth Drive, about 1km North of the site. This limited public transport availability underscores the need for thoughtful planning to enhance connectivity and accessibility as part of the development process.
Major Roads	The site's primary access is Lawson Road with a temporary access to Martin Road to be used until the upgrade of the Eastern Ring Road. The current rural road network can accommodate short-term growth in industrial and employment activities. However, as the entire area develops, infrastructure will need to be upgraded. Aligning with the broader Aerotropolis planning framework, upgrades to Elizabeth Drive, Eastern Ring Road (Martin Road) and Lawson Road are planned to increase transport accessibility throughout the Aerotropolis. Enhanced public transport provisions to align with the strategic objectives of the Aerotropolis. The Sydney Metro – Western Sydney Airport Line is also planned for delivery in late 2026 which will further contribute to enhancing the transport to the proposal site.
Open Space	There is a park in Kemps Creek which is south east of the site.
Social Infrastructure (Schools/Hospitals etc.)	There is a public school located in Kemps Creek, which is east of the site.

The site context is shown in Figure 6 below while photos of the site are provided in Figure 7.

3.1.1.1. Site visit

Urbis undertook a site visit on 14 November 2024 to better understand the site context, nearby land-uses, and overall site in relation to the Aerotropolis Precinct. The Martin Road/Elizabeth drive intersection is currently under construction to provide a signalised intersection. The site visit confirmed that the Badgerys Creek Precinct is undergoing significant changes, with some properties on the market and several construction works in proximity to the site. Refer to Table 13 in Chapter 6 for overview on works underway within the Precinct.

Figure 6 Site context map

Source: Urbis, 2024

Photos of the site are provided in Figure 7 below.

Figure 7 Site photos

Picture 1 Site entry on Martin Rd – south facing view

Picture 2 North-facing view and site boundary on Cuthel Rd/Martin Rd intersection

Picture 3 Decommissioned agricultural sheds on site and west facing view

Picture 4 North-facing view on Martin Rd

Picture 5 West-facing view at Cuthel Rd

Picture 6 Sout-facing view from Lawson Rd

Source: Urbis

3.1.2. Regional context

Land use and strategic context

The subject site is strategically positioned within the Western Sydney Aerotropolis Precinct and is anticipated to play a critical role in supporting employment-generating uses. The area is transitioning away from traditional agricultural activities in alignment with the Western Sydney Aerotropolis Precinct Plan, which prioritises advanced manufacturing, logistics, and other industrial uses.

Western Sydney Aerotropolis context

The site is located within the Western Sydney Aerotropolis (the Aerotropolis), a significant regional development area encompassing 11,200 hectares. The Aerotropolis is guided by a strategic planning framework that divides the area into ten precincts, five of which are the focus of initial precinct planning, while the remaining precincts are yet to be investigated.

The Aerotropolis is envisioned as a critical component of the Western Parkland City, serving as a hub for innovation, employment, and sustainable development. The indicative timeframe for the development of the initial precincts is approximately 20 years, while no specific timeline has been announced for the remaining precincts.

Aerotropolis precinct overview

The Aerotropolis precincts, as outlined in the Western Sydney Aerotropolis Plan, are summarised in Table 5 and Figure 8.

Table 5 Summary of Western Sydney Aerotropolis precincts

Initial Precincts	Remaining Precincts
Aerotropolis Core	Dwyer Road
Agribusiness	Kemps Creek
Badgerys Creek	North Luddenham
Northern Gateway	Rossmore
Wianamatta-South Creek	**Development timing:** Not announced
Mamre Road*	
Development timing: Likely completion within 20 years	

Source: Western Sydney Aerotropolis Plan (Western Sydney Planning Partnership 2020, p. 6).

(*Note: The Mamre Road Precinct has already been rezoned under the WSEA SEPP and is excluded from precinct planning.)

Badgerys Creek Precinct

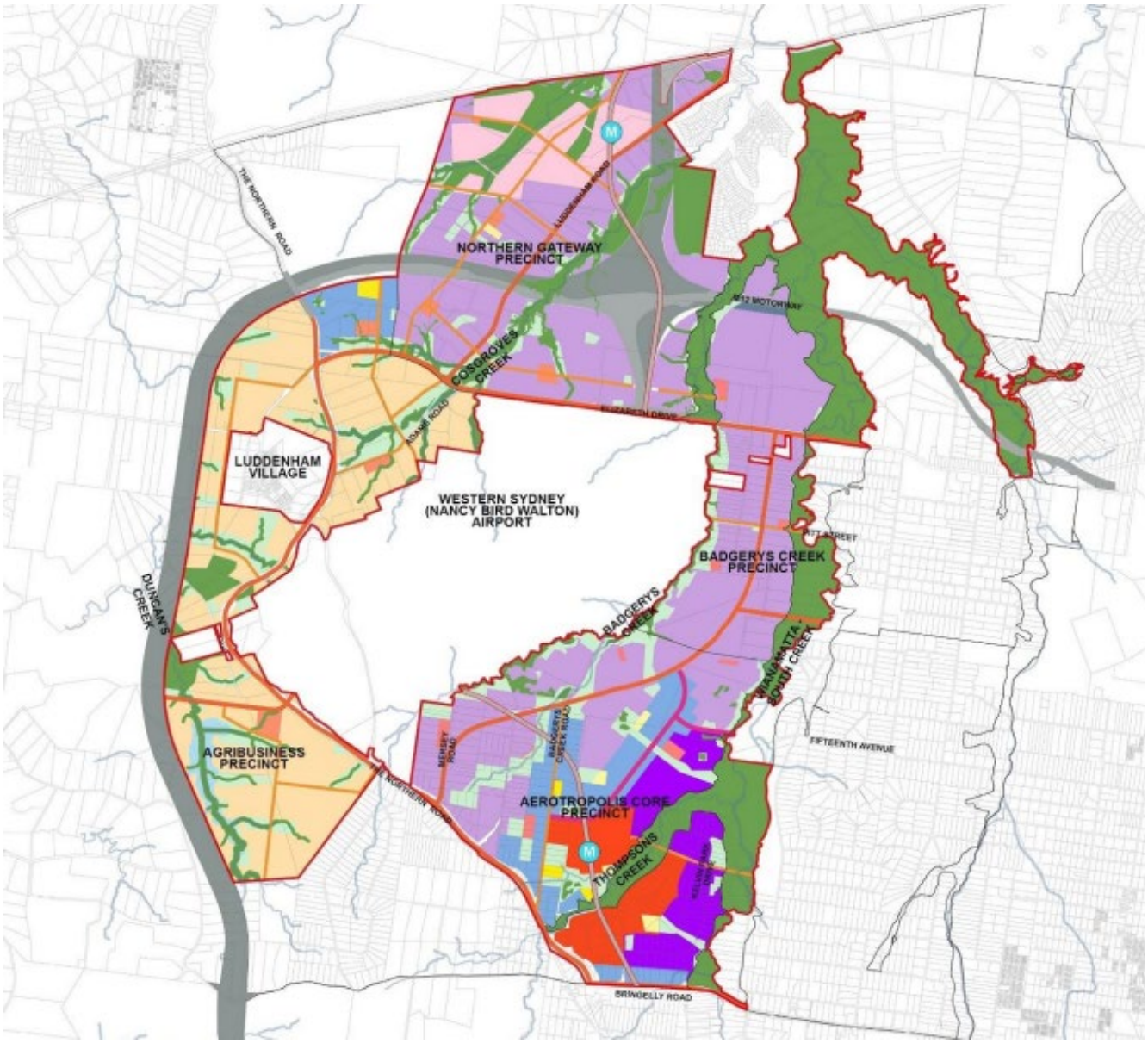
The subject site is located within the Badgerys Creek Precinct, one of the five initial precincts under the Aerotropolis Precinct Plan. This precinct is earmarked for a transformation from its current low-density, rural-residential character to a higher-order employment-focused hub accommodating technology, advanced manufacturing, and industrial activities.

The Badgerys Creek Precinct is expected to generate between 9,000 and 11,000 jobs, capitalising on its proximity to the WSI Airport and supporting the growth objectives of the Aerotropolis. The precinct will also be connected to the east across Wianamatta-South Creek, linking it to adjacent precincts, such as Rossmore.

The site's strategic position near the Kemps Creek Precinct, a future precinct yet to be rezoned, further enhances its regional significance. Wianamatta-South Creek serves as a buffer between the Badgerys Creek

and Kemps Creek precincts, with Kemps Creek anticipated to include ‘enterprise’ zoning and areas near Elizabeth Drive designated for ‘environment and recreation’ uses.

Figure 8 Aerotropolis precinct masterplan



Source: Western Sydney Aerotropolis Precinct Plan (DPHI 2023)

3.1.3. Site location implications for the SIA

The site is located within the suburb of Badgerys Creek and the Badgerys Creek Precinct, one of the initial precincts to be redeveloped. Aligned with the vision in the Western Sydney Aerotropolis Precinct Plan (the Precinct Plan), the existing rural-residential, agricultural and light manufacturing uses within this area will be redeveloped into higher-intensity employment uses, including enterprise and light industry and business and enterprise.

Examples of the redevelopment in the area and change in land use are shown in the below development applications, which have recently been approved within proximity of the site:

- 230 Martin Road: SSD-10866203
- 25 Martin Road: DA-266/2015

- 55 Martin Road: DA-263/2018
- 80 Martin Road, Badgerys Creek (DA331/2022), this application was rejected but has been included as a conservative assessment to account for any future resubmission.
- Elizabeth Enterprise Estate Stage 1 (SSD-19618251)

Refer to Table 13 for a detailed list of concurrent development projects in the social locality.

Due to the changing land use, residents within the Badgerys Creek Precinct are in the process of selling their properties and relocating, as observed during the site visit. Refer to Chapter 6 for the assessment of anticipated impacts.

The site is located close to rural-residential, agricultural, and light manufacturing land uses in the suburb of Kemps Creek, located within the Kemps Creek Precinct of the Aerotropolis. As the Kemps Creek Precinct is one of the remaining precincts and has yet to set a timeframe for redevelopment, residents are likely to remain in this area. They may experience social impacts associated with the redevelopment of the site. This may include noise and air quality impacts and traffic impacts during construction and operation. These impacts have been assessed in Chapter 6 as a part of this assessment.

3.2. POLICY DRIVERS

A review of state and local policies was undertaken to assess the strategic context of proposal and its potential impacts, both positive and negative. The reviewed documents include:

State

- Western City District Plan (2018)
- Western Sydney Aerotropolis Plan (2020)[1]
- Western Sydney Aerotropolis Precinct Plan (2022)
- Western Sydney Aerotropolis Social Infrastructure Strategy (2022)
- Western Sydney Aerotropolis Urban Design Report (2021)
- Western Sydney Aerotropolis Aboriginal Engagement Report (2020)

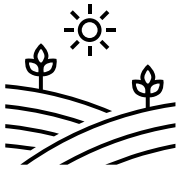
Local

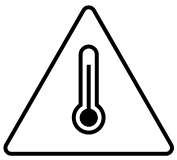
- Connected Liverpool 2040: Local Strategic Planning Statement (2020)
- Liverpool Community Strategic Plan 2022-2032 (2022)
- Liverpool Centres and Corridors Strategy (2020)
- Liverpool Economic Development Strategy (2022)
- Liverpool Crime Prevention Plan (2019)
- Liverpool City Council Disability Inclusion Action Plan 2024-2028 (2024)
- Liverpool Social Justice Policy (2018)
- Liverpool Recreation, Open Space and Sports Strategy (2018)

The key social themes from the policy review are summarised in Table 5 below.

[1] Superseded, however has maps indicating the potential land zoning of Kemps Creek.

Table 6 Key social themes from policy review

Theme	Summary of findings
Providing complementary land uses around the Western Sydney Airport 	▪ Leveraging industry opportunities from the Western Sydney International (WSI) Airport and Badgerys Creek Aerotropolis is a planning priority within the Western City District Plan (the District Plan) (DPHI 2018). ▪ The Western Sydney Aerotropolis Precinct Plan (the Precinct Plan) (DPHI 2023) estimates that the Badgerys Creek Precinct could accommodate 9,000 to 11,000 jobs, leveraging the positive economic impact of the adjacent WSI Airport. ▪ The Precinct Plan notes that the Aerotropolis Core will provide higher order employment-focused technology, advances manufacturing and industry uses. ▪ The Precinct adjoins the WSI Airport with access to Elizabeth Drive and the M12 Motorway. New developments will be designed to benefit from major infrastructure nearby, and to appropriately integrate with existing resource recovery industries and new circular economy hubs. ▪ Affected by aircraft noise, this Precinct is not suitable for noise sensitive land uses such as residential development. It will provide land for a range of employment-generating uses that will benefit from proximity to the WSI Airport.
Importance of open space and social infrastructure planning 	▪ The Western Sydney Aerotropolis Social Infrastructure Needs Assessment (the WSA Social Infrastructure Assessment) (GHD 2022) recognises the critical role of social infrastructure and open space in creating new communities within the Aerotropolis that people will live, work and visit. ▪ The WSA Social Infrastructure Assessment provides 12 principles to guide social infrastructure planning, design and operation. Some of these principles are that social infrastructure should be affordable and accessible, equitably distributed, centrally and co-located, multipurpose and adaptable, and integrated as a network of services. ▪ Aligning open space with waterways to create blue-green infrastructure is a priority across the Western Sydney Aerotropolis, as noted in the Western Sydney Aerotropolis Open Space Needs Study (DPHI 2021). This will be delivered by extending and strengthening the existing blue-green corridor by linking the north-south creek systems with the east-west green connections between precincts. ▪ The WSA Social Infrastructure Assessment indicates that open space should be accessible to centres, residents, workers and visitors by ensuring the distribution and quantum of open space provides equitable access for people living or working in employment and residential areas.
Recognising and celebrating Aboriginal culture 	▪ The WSA Social Infrastructure Needs Assessment recognises opportunities for social infrastructure and open spaces to reflect and reinforce local culture, strengthening the sense of community and connecting with Country. ▪ The Assessment also identifies Indigenous-specific infrastructure to be provided within the Aerotropolis. This includes a cultural centre, yarning circles, an employment/training/ education hub, and an agribusiness innovation hub with dedicated spaces for Aboriginal traditional practices.
Minimising the urban heat island effect	▪ The District Plan aims to mitigate the urban heat island effect by extending tree canopy and retaining water in the landscape. ▪ South Creek is identified as a defining spatial element in the District Plan. Retaining more water in the landscape is recognised as a method to mitigate the urban heat island effect and manage stormwater flows.

Theme	Summary of findings
	▪ Creating continuous corridors of public open space and expanding the urban tree canopy is a planning priority within the District Plan, intending to deliver green grid connections across Parkland City and mitigate urban heat for future and existing residents and workers.

3.3. DEMOGRAPHIC PROFILE

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

A demographic profile has been developed for the combined area Austral – Greendale (SA2 127011505) (referred to throughout this Chapter as the 'Study Area'). This area captures residents living within the suburb of Badgerys Creek (where the site is located) and those living in the larger vicinity of the site. Where relevant, the demographic characteristics of Liverpool LGA and Greater Sydney have been used to provide a comparison.

The community profile uses demographic data from the Australian Bureau of Statistics (ABS) Census of Population of Housing (2021), Forecast.id (May 2024), ABS NSW Bureau of Crime Statistics and Research (BOCSAR) (accessed for this SIA on 15 October 2024), ABS SEIFA Index (2021) and ABS Estimating Homelessness Census (2021).

Population and age

In 2021, 12,533 people resided in the Study Area, representing 5.4% of the residents in Liverpool LGA.

Population projections from Forecast id identify that the Western Area (including the Aerotropolis area within the Liverpool LGA) is expected to grow from 7,061 people in 2024 to 30,097 by 2046. This represents a significant population growth (326.22%) over the next 22 years, which reflects the scale and intensity of development planned for the Aerotropolis.

The average household size of the Study Area and Liverpool LGA is the same, with 3.2 people per household. By 2046 the projected forecast household size within the Western Area is 3.24 people per household.

The Study Area has a median age of 34, similar to that of Liverpool LGA (34) and slightly lower than Greater Sydney (37). The dominant age group is parents and homebuilders aged 30 to 39 (17.0%). Forecast id identify that between 2021 and 2031 the Western Area will have a 47.3% increase in population under working age and a 23.5% increase in population of working age. The dominant age group being 35-39.

Culture and diversity

Approximately 1.8% of the population of the Study Area identify as Aboriginal and/or Torres Strait Islander, compared to 1.6% in Liverpool LGA and 1.7% in Greater Sydney.

Almost half of the Study Area and Liverpool LGA residents (42.4% and 49%, respectively) were born overseas. The top three countries of birth in the Study Area are Iraq (3.7%), Italy (3.5%) and Lebanon (2.4%).

The Study Area has a lower proportion of households where a non-English language is used (56.9%) compared to Liverpool LGA (63.5%) and a higher proportion than Greater Sydney (42.0%).

Of these, the top languages used at home in the Study Area include Arabic (9.0%), Italian (4.4%), Assyrian Neo-Aramaic (2.9%), Nepali (2.7%) and Cantonese (2.3%).

Education and qualifications

Of the working-age population in the Study Area, 7.8% hold an Advanced Diploma or Diploma-level qualification, and 18.8% hold a bachelor's degr or higher. 18.8% of residents are currently attending a tertiary education institution. This is slightly lower than that of Liverpool LGA with 9.5%, 20.1% and 21.4% respectively.

The top industries of employment in the Study Area are Construction (13.4%%), Health Care and Social Assistance (11.8%) and Transport, Postal and Warehousing (8.06%). Agriculture, Forestry and Fishing accounted for 5.08% of the employment industries.

Workforce and employment

The top industries of employment were Hospitals (except Psychiatric Hospitals) (4.4%), Supermarkets and Grocery Stores (3.1%), Aged Care Residential Services and Other Social Assistance Services (2.3%) and Primary Education (2.2%).

The Unemployment rate, at 6.6%, was similar to that of Liverpool LGA but higher than Greater Sydney (5.1%).

Due to people being unable to work, working from home, or avoiding public transport as a result of the Covid-19 pandemic, 2021 Census data regarding motor vehicles and public transport from that year do not accurately reflect current transport use in 2024. Data from the 2016 and 2021 Censuses has been compared here to more accurately reflect transport uses in the study area.

In the 2016 Census 5.3% of the study area reported traveling to work by public transport, compared to Liverpool LGA (13.9) and Greater Sydney (22.8%), with 64.6% travelling by car. People travelling to work by car (64.6%) was slightly lower than Liverpool LGA (74.4%), but higher than Greater Sydney (59.8%).

This was significantly lower in 2021, with 43.1% travelling to work by car and 2.9% by public transport.

Income, housing and homelessness

The median household weekly income in the Study Area ($2,047) is higher than Liverpool LGA ($1,819) but lower than Greater Sydney ($2,077).

The majority of homes in the Study Area are standalone dwellings (92.6%), compared to Liverpool LGA (73.1%) and Greater Sydney (55.8%).

23% of residents within the Study Area owned their private dwelling outright, 38.7% owned it with a mortgage, and 35.2% rented it.

The study area has a higher median weekly rent ($500) than Liverpool LGA ($400) and a higher median monthly mortgage repayment of $2,500 than Liverpool LGA ($2,200) and Greater Sydney ($2,427).

27.1% of Study Area residents have mortgage repayments greater than 30% of household income, and 42.1% have rent payments greater than 30% of household income.

40.4% of residents have lived in the Study Area for at least five years, a lower proportion than in Greater Sydney (56.7%).

Data on the estimated levels of homelessness has been analysed according to the ABS 2021 Estimating Homelessness Census. This data is only available at the regional level and has been gathered as a combined data set for Liverpool LGA. Rates are per 10,000 population:

- People living in improvised dwellings, tents, or sleeping out: 7 (0.29 per 10,000)
- People in supported accommodation for people experiencing homelessness: 205 (8.78 per 10,000)
- People staying temporarily with other households: 74 (3.17 per 10,000)
- People living in boarding houses: 44 (1.88 per 10,000)
- People in other temporary lodgings: 65 (2.78 per 10,000)
- People living in 'severely' crowded dwellings: 632 (27.07 per 10,000)
- People living in other crowded dwellings: 1512 (64.76 per 10,000)
- People in other improvised dwellings: 7 (0.30 per 10,000).

Advantage and disadvantage

The four SEIFA indices comprise the Index of Relative Socio-Economic Disadvantage (IRSD), which focuses on socio-economic disadvantage; the Index of Relative Advantage and Disadvantage (IRSAD), which focuses on both socio-economic advantage and disadvantage; the Index of Education and Occupation (IEO), which focuses on relative education and occupation advantage and disadvantage; the Index of Economic Resources (IER) which focuses on economic advantage and disadvantage by summarising variables related to income and housing.

According to the 2021 SEIFA, the Study Area ranked in the lower-middle 45% of NSW suburbs in the relative socio-economic advantage and disadvantage index.

Liverpool LGA ranked in the 64th percentile of the ABS 2021 Index of Relative Socio-Economic Advantage and Disadvantage, placing it within the top 36% of NSW in terms of relative socio-economic advantage and disadvantage.

The Study Area ranked in the top 30% of NSW suburbs in the Index of Economic Resources (IER), while Liverpool LGA ranked in the top 40% of NSW LGAs in the Index of Economic Resources.

The Study Area ranked in the lower-middle 46% of NSW suburbs in the Index of Education and Occupation (IEO). In contrast, Liverpool LGA ranked in the 67th percentile of NSW LGAs.

Health, wellbeing and disability

The Study Area has a lower proportion of persons living with one or more health conditions (33.1%) than Liverpool LGA (34.1%) and Greater Sydney (34.9%).

The three most common health conditions in the Study Area are arthritis (6.1%), asthma (5.4%) and diabetes (excluding gestational diabetes) (4.7%).

10.3% of residents aged 15 and over in the Study Area provided unpaid assistance to a person with a disability, health condition or due to old age, compared to 10.9% of Liverpool LGA and 5.2% of Greater Sydney.

Crime and safety

As part of the demographic profile, data from the NSW Bureau of Crime Statistics and Research (BOCSAR) was also analysed to understand the crime and safety context around the site. Crime data for Badgerys Creek suburb has been applied where available and data for Liverpool LGA and NSW has also been applied to help assess risk compared to LGA and state-wide averages. This data was accessed on 15 October 2024.

The most recent crime data (June 2022 to June 2024) indicates Badgerys Creek's small population and largely undeveloped landscape make the crime rates per 100,000 people too low to identify clear crime rates or two-year trends. At the time of writing (October 2024), hotspot crime data was not available on the BOCSAR website.

However, as the site is developed, Badgerys Creek could become susceptible to similar crimes that are being experienced in the Liverpool LGA. 'Motor vehicle theft' and 'steal from motor vehicle' were the only relevant offences that were higher in Liverpool LGA compared to NSW in the years between June 2022 and June 2024.

Two-year crime trends from June 2022 to June 2024 indicate that the relevant offence of 'motor vehicle theft' (16.5% per year) has increased in the Liverpool LGA. This type of crime and those who are likely to be impacted by it should be considered as part of the design and operation of the proposal.

Badgerys Creek's low rates of crime can be attributed to the area's current rural agricultural land uses and small population. However, this is expected to change as the land use transitions to accommodate light industrial and business enterprise land uses that will support a new worker population. As the proposal is within Liverpool LGA, there is potential for the proposal to be susceptible to the types of crimes being experienced in the local area.

Established industrial areas and large open spaces with low pedestrian activity generally have increased crime incidents due to the lack of passive surveillance provided by pedestrian activity and a greater diversity of land uses. As the proposal will develop a new industrial area that will operate 24/7, a key consideration will be designing, managing, and maintaining safe access to, from, through and around the site by minimising potential levels of actual and perceived crime levels. To maintain adequate passive surveillance across the site, future development should consider the design of facades, ground floor uses, car parking areas and the main pedestrian and vehicular entrances to the site and how they interact with the public domain.

4. SIA FIELD STUDY

This chapter provides an overview of the community and stakeholder consultation undertaken as part of this SIA. Consultation is critical to understanding what is important to people and how they feel they may be impacted by the proposal.

In some cases, what people may expect to feel may not be what eventuates as part of the proposal. The consultation summary below does not distinguish between this and summarises the consultation as it was heard to provide an accurate sentiment of people's thoughts, feelings and feedback. The assessment of social impacts (Chapter 6) considers the outcomes from consultation against the details of the proposal and other technical report findings.

Approach and summary of SIA field study and engagement activities

Urbis' Social Planning and Urbis' Engagement team developed and undertook an integrated stakeholder engagement program to inform the proposal design and this SIA. These activities are detailed in full within the Community and Stakeholder Outcomes Report (Urbis, 2024).

The methods of engagement and consultation with community and key stakeholders are described below. Additional communication and engagement activities were also undertaken by representatives from the Urbis Engagement team and are detailed in full in the Community and Stakeholder Outcomes Report.

A copy of relevant engagement material is provided in Appendix A.

Method	Administered	Timeframes	Invited	Participated
SIA field study activities				
Interview with Liverpool City Council	Online via email feedback to discussion guide questions	Initial consultation invitation was sent on 20 November 2024. Council feedback was received on 6 December 2024	Liverpool Council Executive Planner, Liverpool Council Coordinator Community Planning	Liverpool Council Executive Planner
Community SIA survey	Online, distributed via QR code on the community newsletter	SIA community survey was available from 18 October 2024 to 10 November 2024	Surrounding community within 1 kilometre of the site	The SIA survey received zero (0) responses.
Engagement activities				
Community Consultative Committee session	Online via videoconference	5 November 2024	Western Sydney Aerotropolis Community Consultative Committee (CCC)	34 stakeholders received an invitation to this meeting (see Consultation outcomes report)

Method	Administered	Timeframes	Invited	Participated
Community newsletter distribution	Letterbox drop and e-newsletter email	18 October 2024	Project newsletter was distributed to the surrounding community within 1km of the site and key stakeholders	N/A

4.1. IN-DEPTH INTERVIEW SUMMARY OF FINDINGS

Liverpool City Council engagement summary of findings

Urbis initiated consultation with Liverpool City Council on 20 November 2024 to seek feedback on the proposal, given its location within an innovative and rapidly evolving precinct. Council's insights were sought on the potential impacts—positive, negative, perceived, and cumulative—associated with both the construction and long-term operation of the project. Specific attention was requested to understand the cumulative impacts arising from the anticipated increase in developments within the area.

On 6 December 2024, Liverpool City Council's Executive Planner provided written feedback regarding strategic considerations for the Social Impact Assessment (SIA). Council feedback highlighted the forecasted significant population growth in the Western Area (326.22% between 2024–2046), requiring a comprehensive understanding of the evolving demographic patterns, challenges, and opportunities.

Key considerations raised by Council included:

- The lack of current public transport access to the site and the importance of planning for future road and transport connectivity in line with the Precinct Plan.
- The transition from a low-density rural setting to an industrial precinct was identified as a significant change with potential impacts on the local community, including noise, traffic, and worker safety.

To address these issues, Council recommended incorporating mitigation strategies such as landscaping, lighting, and Crime Prevention Through Environmental Design (CPTED) principles. Additionally, a social infrastructure needs assessment was advised and estimate of the number of future workers and visitors, to identify required facilities and services, with the aim of clarifying whether these would be provided onsite or as part of a broader precinct plan.

ESR has also engaged with Liverpool City Council to discuss access arrangements, stormwater management, and proposed road upgrades. Council emphasised the need to ensure appropriate pedestrian, road, and public transport connectivity through and around the site, in alignment with the broader vision for the precinct.

Community Consultative Committee session

On 5 November 2024, the Western Sydney Aerotropolis Community Consultative Committee (CCC) was consulted regarding the proposal and given the opportunity to provide feedback. The Urbis' Engagement team presented information on the proposal and foster an opportunity for the CCC members to share questions and concerns on the proposal.

The proposal includes the construction of a 14.5m internal road and cul-de-sac to provide internal access from Lawson Road. During consultation, a community representative expressed concern that Lawson Road is not suitable for trucks. They urged ESR to collaborate with Transport for NSW and Liverpool City Council to expedite the road widening to accommodate truck movements associated with the proposal.

4.2. COMMUNITY ENGAGEMENT SUMMARY OF FINDINGS

Community SIA survey

On 18 October 2024, a community newsletter was distributed, providing an 1800 number and an email address for enquiries as well as a QR code and link to an online SIA community survey which was open for

three (3) weeks. This was an opportunity for potential stakeholders to provide feedback and comments related to the proposal.

The SIA community survey was available from 18 October 2024 to 10 November 2024 for community stakeholders to provide feedback on the proposal, anticipated impacts and opportunities to mitigate negative and enhance positive impacts.

No enquiries have been received from surrounding landowners, businesses, or stakeholders through the provided contact channels. The SIA survey received zero (0) responses.

4.3. KEY IMPLICATIONS OF SIA FIELD STUDY FINDINGS

This section outlines the key social impacts identified by participants throughout the SIA field study and/or engagement activities. All consultation sought to gather feedback form community stakeholders on the proposal. Participants identified both positive and negative impacts, as well as opportunities to mitigate or enhance these potential impacts, shown in Table 7.

Table 7 Community identified potential positive impacts, negative impacts, and opportunities

Positive impacts	Negative impacts	Opportunities
Liverpool City Council responded positively about the completion of the CPTED for this proposal.	During consultation with CCC concerns were raised that Lawson Rd may not be suitable for trucks.	There is an opportunity for the proposal and ESR to work with Transport for NSW and Liverpool City Council to facilitate resurfacing the existing road corridor if required to accommodate truck movements associated with the proposal. Liverpool City Council identified an opportunity for the project to consider open space and versatile amenity contribution to the broader aerotropolis open space plan.

5. SOCIAL LOCALITY

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

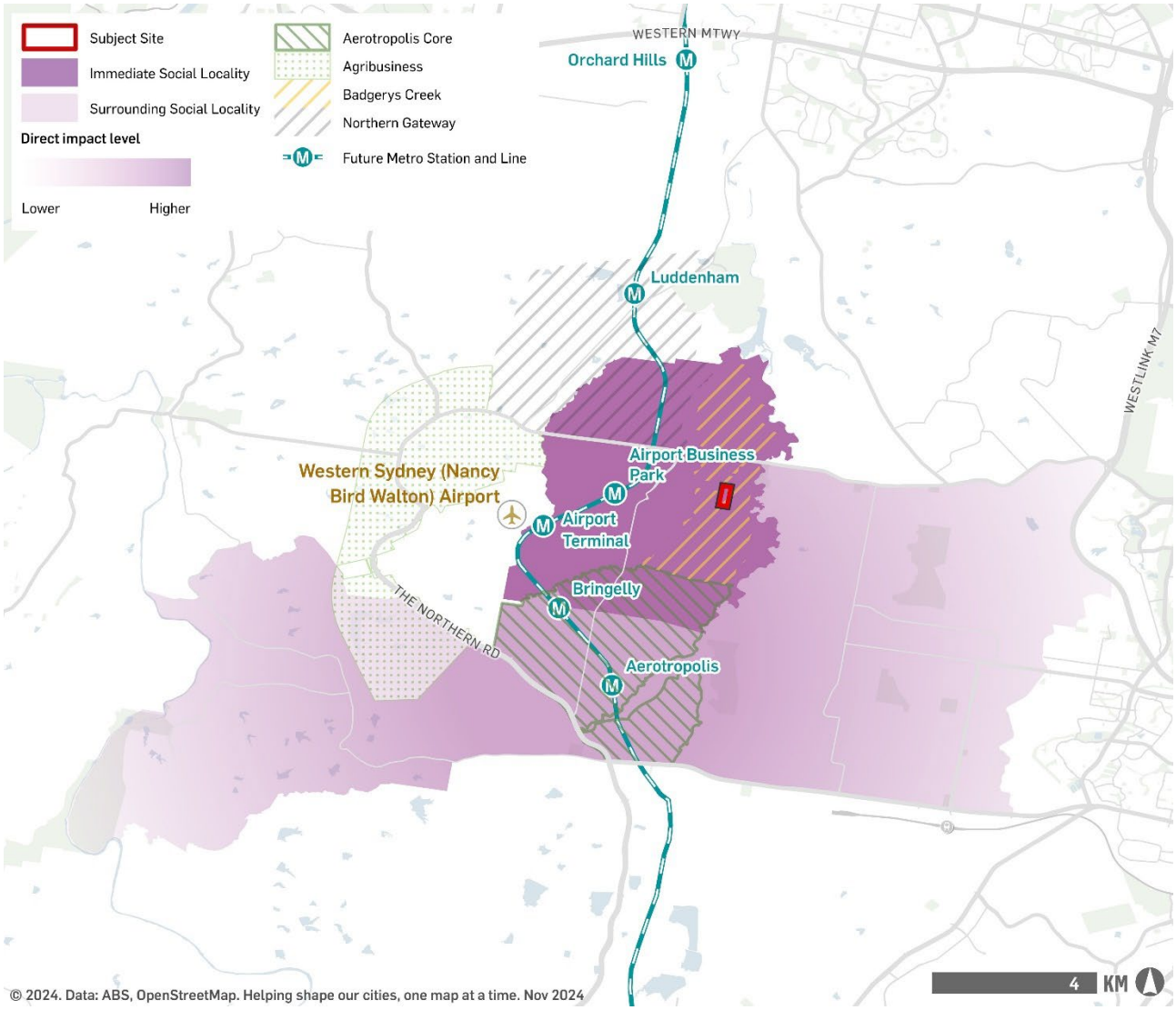
This proposal's likely social locality (shown in Figure 9) was determined based on a review of the proposal, surrounding context and consultation outcomes. The social locality considers two key areas and likely impacted groups. These include:

- **Immediate social locality:** This area includes existing residents, workers, and local rural businesses within and surrounding the site. The directly impacted area also includes future workers, visitors and businesses within and surrounding the site once the site and broader Badgerys Creek Precinct are developed. These communities may experience localised impacts during construction, such as noise, dust, traffic, and pedestrian network changes. Badgerys Creek precinct residents may also experience social impacts due to changes to the area's local character during the operational phase.
- **Surrounding social locality:** This area encompasses residents living within the suburb of Badgerys Creek, where the site is located, and those in the broader surrounding vicinity, including current and future users of Lawson Road and Martin Road. This larger area comprises Austral – Greendale (SA2) 127011505, as outlined in the demographic profile in Section 3.3.

These social and geographic designations form the basis for the Social Impact Assessment set out in the following chapter and depicted in Figure 9 below.

- **Broader strategic considerations:** This site, situated within the broader Western Sydney Aerotropolis framework, offers a strategic opportunity to deliver employment-focused development that integrates seamlessly with major infrastructure projects and supports the vision for the Western Parkland City. The site's proximity to the WSI Airport and proposed blue-green infrastructure corridors further bolsters its suitability for development aligned with the broader regional growth vision. Surrounding land uses will continue transitioning toward higher-value employment and industrial activities, aligning with the Western Sydney District Plan and the Liverpool Local Strategic Planning Statement (Connected Liverpool 2040).

Figure 9 Social Locality



Source: Urbis, 2024

6. SOCIAL IMPACT ASSESSMENT

This chapter provides a ranking of the identified social impacts of the proposal. It is structured by the social impact categories outlined in the SIA Guideline (DPHI 2023) and describe in Table 8.

6.1. ASSESSMENT APPROACH

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

This methodology and associated assessment parameters are outlined below.

Table 8 Impact category definitions

Impact Category	Definition
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 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, 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, and changes to public health overall
Surroundings	Including ecosystem services such as shade, pollution control, and 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, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits
Decision-making systems	Particularly whether people experience procedural fairness, can make informed decisions, can meaningfully influence decisions, and can access complaint, remedy and grievance mechanisms.

Source: DPHI, 2023, Social Impact Assessment Guideline (2020, p19)

Table 9 Significance matrix

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

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

Table 10 Likelihood levels

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

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

Table 11 Magnitude levels

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

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

Table 12 Dimensions of social impact magnitude

Dimension	Explanation
Extent	Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional, future generations).
Duration	When is the social impact expected to occur? Will it be time-limited (e.g., over particular project phases) or permanent?
Intensity or scale	What is the likely scale or degree of change? (e.g., mild, moderate, severe)
Sensitivity or importance	How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
Level of concern / interest	How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

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

Mitigation and enhancement measures

Social impacts are assessed before and after the implementation of mitigation measures (for negative social impacts) and enhancement measures (for positive social impacts). These measures can take different forms and may be incorporated in the design, planning, construction, or operational stage of the proposal. Mitigation measures, enhancement measures, and SIA recommendations are summarised in Chapter 7.

SIA recommendations

SIA recommendations are proposed throughout the impact assessment to further enhance positive social impacts and mitigate negative social impacts. These measures have not been included in the assessment of mitigated or enhanced impacts but have been recommended as additional measures for consideration by the proponent to enhance the social outcomes of the proposal.

Mitigation and enhancement measures which are committed to and have informed the assessment of mitigated and enhanced social impacts are detailed in the 'mitigated' and 'enhanced' sections of each social impact throughout this section and summarised in Chapter 7. SIA recommendations are identified separately from the mitigated and enhanced assessment for each impact and are summarised in the following section.

The following sections provide an assessment of social impacts across all defined categories.

6.2. WAY OF LIFE

This section provides a detailed assessment, unmitigated and mitigated and unenhanced and enhanced, of the matters that significantly impact the way of life as a consequence of the proposal.

6.2.1. Impacts on amenity and way of life

Impacted Groups: Immediate social locality	**Duration:** Construction and operation
Unmitigated/ Unenhanced assessment: Low Negative	

The proposal proposes four warehouses built over two stages to support the strategic development of the Light Industrial Precinct, as intended under Chapter 4 of the State Environmental Planning Policy (Precincts – Western Parkland City) 2021.

The site is located close to rural residential, agricultural, and light manufacturing land uses in the suburb of Kemps Creek, located within the Kemps Creek Precinct of the Aerotropolis. As the Kemps Creek Precinct is one of the remaining precincts and has yet to set a timeframe for redevelopment, residents are likely to remain in this area. They may experience amenity impacts associated with the redevelopment of the site. This may include noise, air quality, and traffic impacts during construction and operation (refer to Section 6.6).

The Western Area (including the Aerotropolis area within the Liverpool LGA) is expected to experience significant population growth (326.22%) over the next 22 years, which reflects the scale and intensity of development planned for the Aerotropolis (refer to Section 6.10 for cumulative impacts).

Given the rate of development planned for the Badgerys Creek Precinct and surrounding Aerotropolis precincts, changes in way of life for current area residents are expected. The site is strategically located within the Western Sydney Aerotropolis Precinct. Thanks to its strategic integration with significant infrastructure and proximity to WSI Airport, the site is transitioning from traditional agriculture to focus on advanced manufacturing, logistics, and industrial uses, which aligns with the precinct plan.

The strategic decision to rezone and develop the surrounding area from rural agricultural land to industrial and commercial uses will significantly transform the community's character and the way people interact with the area. As outlined in Sections 6.3, 6.4.1, 6.6.1 and 6.10.3 of this report, while this shift is expected to create a hub of economic activity that attracts businesses and workers, transitioning to primarily industrial uses will change the community's way of life and semi-rural character.

During the construction and operational phases, the proposal is expected to cause some changes to local amenity and to the way people move around due to increased traffic (refer to Section 6.4). The site is accessible from Martin Road to the east and Lawson Road to the west. Martin Road will form part of the future Eastern Ring Road, as identified under the Aerotropolis Precinct Plan. Traffic increases would be associated with construction activities, the workforce entering and leaving the site, and increased truck movements along Lawson Road and the local road network.

During consultation, a community member expressed concern that Lawson Road is unsuitable for trucks (see Section 4.2). Similarly, the Council raised matters regarding the suitability of this road to support operational traffic.

While local communities are already aware of the inevitable cumulative impacts of the Aerotropolis and its associated developments, the ongoing and planned changes will change how current residents live, get around, and interact daily and how local businesses operate. The transition from a low-density rural neighbourhood to an industrial and commercial setting is driving significant changes in land use, shifting the area from predominantly large rural-residential landholdings to a more urbanised environment featuring industrial parks and warehouses.

With other planned developments in the region, the semi-rural character of study area will likely continue changing. When added to ongoing growth, the proposal would increase the potential change in the demographic structure of local communities, including changes in the expected profile of future residents and workers, as economic growth and employment opportunities would continue attracting people to the area.

A relatively quiet lifestyle typically characterises semi-rural and large lot suburban areas with lower population density. The current semi-rural nature of the area will give way to increased activity levels, including higher traffic, noise, and overall industrial activity. These changes may impact existing residents

and mixed-use developments, necessitating careful management to balance the adverse effects with improved access to amenities and job opportunities for both residents and the broader region.

The site is located within a precinct already experiencing transformation, which will impact its appearance and land usage. Consequently, the proposal would likely add cumulative, and amenity impacts through increased noise and traffic. Furthermore, as the community and Council have shared concerns over the suitability of local roads, which could affect how the community moves around, this impact has been rated **low negative** due to the possible likelihood and minimal magnitude.

Beyond the construction period, it is noted that the proposal would likely provide benefits in terms of increased employment opportunities for existing and incoming precinct residents. This matter is assessed in Section 6.8.

Mitigated/ Enhanced assessment: Low negative

The Transport Assessment (TA) and Framework Sustainable Travel Plan (FSTP) propose a series of mitigation methods to ensure residents are unaffected by the impacts on amenity due to increased traffic while construction activities occur. Specifically, as the impact on local road infrastructure was a primary concern for surrounding residents, the mitigation methods to ensure road networks are unaffected to an extent.

The TA includes a preliminary Construction Traffic Management Plan (CTMP), further enhancing mitigations and reducing the impact. The Noise Impact Assessment (NIA) provides mitigation measures to mitigate impacts associated with increased noise. Refer to Section 6.6.1.

It is noted that there will be moderate positive impacts to way of life in the locality once the proposal is operational, mainly associated with increased employment opportunities.

With consideration of ongoing development in the area, the impact of the local road network, amenity impacts in the form of noise and increased traffic, the community perception of the existing road network, and the implementation of mitigation measures as recommended by relevant technical assessments this mitigated impact remains **low negative**, due to the possible likelihood and minimal magnitude.

SIA recommendation/s

- Ensure stakeholder consultation procedures are implemented to inform community members about anticipated impacts.
- Undertake consultation with surrounding future developments to understand expected construction timelines, road disruptions, and activities to minimise cumulative impacts.
- Ensure clear communication with residents and businesses during construction to ensure they are fully informed and have access to information as required, including ways to contact construction management if issues arise.
- Consider establishing an information hotline to ensure residents and businesses surrounding the site can access grievance mechanisms and relevant information throughout the construction phase.
- Continue engagement with Transport for NSW and the Council to discuss local network arrangements during construction.

Through these measures, the proposal can contribute to a smoother transition for the local community, ensuring the development delivers inclusive and sustainable outcomes that align with the strategic vision for Western Sydney.

6.3. COMMUNITY

6.3.1. Alignment to regional strategic growth and rezoning strategy

Impacted Groups: Immediate social locality Surrounding communities Future residential and worker population	**Duration:** Operation
Unmitigated/ Unenhanced assessment: Very high positive	

The proposal aligns with key strategic priorities outlined in the Western City District Plan (DPHI 2018) and the Western Sydney Aerotropolis Precinct Plan (DPHI 2023), supporting the broader objectives of the Western Sydney Aerotropolis. This includes leveraging industry opportunities from the Western Sydney International Airport (WSI) and the Badgerys Creek Aerotropolis, a central focus of regional planning.

Strategically located near WSI Airport, with direct access to Elizabeth Drive and the M12 Motorway, the proposal benefits from proximity to major infrastructure. It is designed to integrate with existing resource recovery industries and planned circular economy hubs, fostering a sustainable and innovative economic environment. As the area is affected by aircraft noise, this proposal appropriately avoids noise-sensitive uses, such as residential projects, while prioritising employment-focused land uses.

The proposal aligns with principles from the Western Sydney Aerotropolis Social Infrastructure Needs Assessment (GHD 2022), highlighting the importance of providing open space through the associated landscaping to support future workers in the Badgerys Creek Precinct.

Considering the strategic alignment, location, and integration with significant infrastructure upgrades that will support this proposal, the overall impact of the proposal is assessed as **very high positive**, reflecting an almost certain likelihood and major magnitude of impact.

Mitigated/ Enhanced assessment: Very high positive

The rezoning facilitates a significant transformation of the area, shifting from predominantly rural-residential landholdings to an urbanised environment characterised by industrial parks and warehouses, consistent with the proposal's objectives. While these changes align with the broader strategic goals for Western Sydney, they may temporarily disrupt the existing community during construction and the broader development phase.

This proposal supports the economic and social priorities of the Aerotropolis by addressing existing gaps in local employment and amenities. Many current residents commute outside the area for work and leisure (refer to Section 3.3 Demographic Profile). The proposal will reduce this reliance, offering local employment opportunities and improved access to transport and infrastructure. It also contributes to the broader goal of creating a sustainable and thriving community aligned with the Western Sydney Aerotropolis Social Infrastructure Needs Assessment.

By leveraging its location's economic and strategic advantages, this proposal complements the vision for the Aerotropolis as a dynamic hub for advanced industries.

If the proposal develops further local employment, including training opportunities, for the local community, this enhanced impact would be assessed as **very high positive**, given its almost certain likelihood and transformational magnitude, due to the significant economic and access benefits.

SIA recommendation/s

- To keep communities informed, develop and implement a community engagement strategy targeting the immediate social locality, highlighting the immediate impact and broader strategic development alignment and planning goals.
- Seek opportunities to continue engagement with the Council and provide information on design updates, construction milestones, local employment and training opportunities to ensure the proposal's positive impacts are understood.

6.4. ACCESSIBILITY

This section provides a detailed assessment, unmitigated and mitigated and unenhanced and enhanced, of the matters that significantly impact the accessibility as a consequence of the proposal.

6.4.1. Accessibility impacts (traffic and road quality)

Impacted Groups: Immediate and surrounding social locality Incoming workforce	**Duration:** Construction and operation
Unmitigated/ Unenhanced assessment: Construction impact: High negative Operation impact: Low negative	

The existing conditions of Martin Road and Lawson Road comprise sealed rural roads with no kerb or gutter. The site is accessible from Martin Road to the east and Lawson Road to the west. Martin Road will form part of the future Eastern Ring Road, as identified under the Aerotropolis Precinct Plan.

As confirmed during the site visit (Chapter 3), the Martin Road/Elizabeth Drive intersection is undergoing construction activities to provide an upgraded intersection. The intersection upgrade will ensure traffic can get in and out of Martin Road.

Given the rate of development planned for the Badgerys Creek Precinct and surrounding Aerotropolis precincts, a significant increase in traffic demand from the construction works and planned future residents (from planned nearby residential precincts such as the Aerotropolis Core Precinct), visitors and workers are expected.

This population growth demands appropriate transport infrastructure and connections to enable easy access to homes, workplaces and other places of interest. Therefore, the proposal must accommodate the transport needs of the site's expected incoming workforce and truck movements without creating significant delays or undue stress on the existing and planned road network and associated users.

The SIA field study (Chapter 4) identifies concerns raised during the consultation with the Badgerys Creek Community Consultative Committee regarding the current suitability of Lawson Road for trucks.

The Transport Assessment (TA) and Framework Sustainable Travel Plan (FSTP) (Ason Group, 2024) prepared for the proposal indicated that the access strategy for the site has been designed and planned to ensure safe and efficient vehicle movements, accommodating current and future road network configurations. Studies undertaken as part of the TA found that Martin Road, due to its low traffic volumes, is suitably placed as an interim access road until the road network upgrades that form part of the Aerotropolis Precinct Plan are completed.

The demographic profile of the social locality indicates that 64.6% of residents in the Austral-Greendale area commute to and from work via vehicle, with only 5.3% commuting via public transport. This is further supported by the Roads and Maritime Services (RMS) Guide to Traffic Generating Developments Update (as referenced by the FSTP), which indicates that the principal modes of travel used by staff at industrial sites such as Erskine Park and Eastern Creek warehouses is travel via private vehicles (90% of workers and 8% as passengers). Refer to Section 3.3.

Whilst public transport and active travel access to and from the site is currently limited, the site is in proximity to the future Airport Business Park Metro Station, within the WSI Airport, due to open in 2026. Furthermore, Transport for NSW is planning new bus services to integrate with the existing network to connect local communities to the and Bradfield City Centre before the airport's opening. It is also worth noting that as part of the Aerotropolis planning, the Australian and NSW Governments are committed to delivering the North South Rail Link. This route will become a crucial transport corridor, connecting the WSI Airport and the Aerotropolis to the broader Sydney rail network.

These services will link key activity centres such as Liverpool, Penrith, and Campbelltown to the airport and Bradfield City, providing access to employment opportunities across the precinct.

The broader Aerotropolis planning framework envisions substantial long-term upgrades to active transport infrastructure, including:

- Elizabeth Drive: a shared path for pedestrians and cyclists
- Eastern Ring Road (currently Martin Road): Principal regional cycle paths.
- Lawson Road: Cycling paths to link to the Aerotropolis' wider active transport network.
- Enhanced pedestrian connectivity: Precinct-wide enhancements to pedestrian links to support increased walkability and better integration with future active transport networks.

For mode share targets, the FTSP references the Western Sydney Aerotropolis Transport Planning and Modelling Stage 2 Report (AECOM, October 2020) for the Western Sydney Planning Partnership. The report indicates a mode share target for public & active transport of 20% and by car of 80% by 2056 for the Badgerys Creek Precinct.

There is anticipated to be a slower change in travel behaviour in the proposal's early stages. At the same time, the public road and active transport networks are still being implemented. Whilst the proposal will require residential road use for construction vehicles, the rezoning and strategic planning for the immediate and surrounding social localities suggest that there will be some impact on any residents and businesses in surrounding properties. During the construction phase, the proposal is expected to cause increased traffic movements in the immediate and surrounding social locality. Due to the number of development construction and road works within the precinct, existing local businesses and residents are likely to experience a traffic disruption; however, in time, the land uses will shift away from residential use, and strategic transport upgrades will support operational traffic.

As such, this impact is rated as **high negative** during construction due to the likely likelihood and moderate magnitude and **low negative** during operation due to the possible likelihood and minimal magnitude.

Mitigated/ Enhanced assessment:

Construction impact: High negative
Operation impact: High positive

The Preliminary Construction Traffic Management Plan (CTMP) (Ason, 2024) addresses the key mitigation measures that should be implemented during construction to offset impacts. The mitigations provided include:

- Traffic control would be required to manage and regulate construction vehicle traffic movements to and from the Site during construction.
- All vehicles transporting loose materials will have the load covered and/or secured to prevent any items from depositing onto the roadway during travel to and from the Site.
- All vehicles are to enter and depart the Site in a forward direction, with reverse movements to occur only within the Site boundary.
- All contractor parking is to be contained wholly within the site.

The FSTP has been prepared to address the Aerotropolis Development Control Plan (DCP) requirements by detailing the overarching guidelines for a future Sustainable/Green Travel Plan for the site. The FSTP notes that given the industrial nature of the proposal and current trends showing that most residents in the area commute by car, changing travel behaviour will be more challenging compared to commercial development in a well-connected area. Therefore, the FSTP focuses on reducing single-vehicle occupancy by encouraging more sustainable travel methods.

Each site tenant will be responsible for preparing a Sustainable Travel Plan (STP), which should be reviewed or monitored every 1-2 years.

Key recommendations include distributing welcome packs with travel information, appointing a Travel Plan Coordinator to oversee STP implementation and liaise with stakeholders, and establishing Travel Information Points. Additional measures involve flexible working hours, remote work options, public transport subsidies, sheltered bus stops, shuttle services, car-sharing programs, and creating a Bicycle User Group (BUG). End-of-trip facilities are also proposed to support active transport.

Considering the proposed mitigation measures, the site's location and anticipated integration with public road and active transport infrastructure, the operational impact of the proposal is assessed as **high positive**, reflecting a likely likelihood and major magnitude of impact.

SIA recommendation/s

- Provide advanced notice of construction timeline and road closures with near residents and businesses.
- Ensure a final Construction Management Plan is prepared during the construction certificate stage to offset traffic implications created through the construction phase and mitigate impacts on local communities.

6.5. CULTURE

This section provides a detailed assessment, unmitigated and mitigated and unenhanced and enhanced, of the matters that significantly impact the culture due to the proposal.

6.5.1. Potential impact on Aboriginal culture and heritage

Affected stakeholders: Local Aboriginal community members, stakeholders, future workers, and visitors on the site.	**Duration:** Construction and operation
Unmitigated/ Unenhanced assessment: Low negative	

The Darug and Tharawal Aboriginal people are recognised as the Traditional Owners and inhabitants of the land within the Liverpool LGA. As outlined in the policy review (see Chapter 3), strategic planning documents for the Aerotropolis highlight the need to protect areas of Aboriginal cultural significance and strengthen connections to place in future development sites.

The Aboriginal Cultural Heritage Assessment Report (ACHAR) (Biosis, 2024) prepared for the proposal required consultation with Aboriginal people and organisations relevant to the study area. The ACHAR found that the entire study area is assessed as having low archaeological potential; therefore, no further archaeological work is required.

A Connecting with Country report has been prepared by Yerrabingin (2024) to integrate further and honour Aboriginal heritage and culture in the proposal's design. The report identifies elements of the proposal that have been developed to enhance these aspects, presenting them around five themes:

- Health Country: reintroducing locally native ecology on-site, regenerating watercourses through Water Sensitive Urban Design (WSUD), and installing solar panels to supplement energy use.
- Health Community: including design motifs of Country within the site, an invitation to appreciate Country for Aboriginal Community with, for instance, spaces for storytelling, developed in collaboration with Darug artists, and promoting employment opportunities for identified staff.
- Protecting Aboriginal Cultural Heritage: This includes engagement with the First Nations community and permission to conduct cultural practices on site, such as weaving.
- Cultural Competency: Encourage ongoing cultural awareness training to staff to develop skills and competency in delivering Country-centred material and implementing signage on site to acknowledge Country.
- Better Places: including planning and design outcomes is informed by the community supporting living cultural practices and is connected with Country.

The Yerrabingin report has been instrumental in ensuring that the proposal's design aligns with and respects the Aboriginal Community's connection to the land. The Urban Design report (Urbis, 2024) highlights that the east-west view corridor between Badgerys and Wianamatta-South creeks has been incorporated into the plan following Yerrabingin's recommendation to strengthen Connection to Country.

The ACHAR includes considerations and procedures for unexpected findings and recommends developing and implementing Connecting with Country planning and design measures. By implementing these

measures, the unmitigated impact is assessed as **low negative** given its very unlikely likelihood and minor magnitude.

Mitigated/ Enhanced assessment: Low negative

The ACHAR provides the following recommendations to mitigate any potential impact:

- All site workers and contractors should undertake heritage induction to prevent unintentional harm to Aboriginal sites in the study area and its surroundings.
- Continued consultation with the registered Aboriginal stakeholders. Consultation must be undertaken every six months (minimum) to remain current.
- Should any unexpected Aboriginal objects be encountered during works associated with this proposal, works must cease in the vicinity, and the find should not be moved until assessed by a qualified archaeologist.
- Should unanticipated relics be discovered during the project, work in the vicinity must cease, and an archaeologist must be contacted to make a preliminary assessment of the find.
- If any suspected human remains are discovered during any activity works, all activity in the vicinity must cease immediately. The remains must be left in place and protected from harm or damage, and the Coroner's Office and the NSW Police must be notified immediately.

By implementing these recommendations and considering the stakeholder consultation undertaken to date in the process thus far, the mitigated impact would remain a **low negative** impact.

SIA recommendation/s

- Implement the recommendations and mitigation measures outlined in the ACHAR to address any cultural heritage issues identified, which may impact Aboriginal community members.

6.6. HEALTH AND WELLBEING

This section provides a detailed assessment, unmitigated and mitigated and unenhanced and enhanced, of the matters that significantly impact the health and wellbeing as a consequence of the proposal.

6.6.1. Impacts relating to noise

Affected stakeholders: Sensitive receivers in the Immediate Social Locality and Surrounding Social Locality	**Duration:** Construction and operation
Unmitigated/ Unenhanced assessment: Medium negative	

The construction and operation of the proposal will alter the existing noise environment both on-site and in the surrounding area. Noise can affect individuals' and groups' ability to perform activities such as sleeping or tasks that require high concentration levels, including studying and working.

The Noise Impact Assessment (NIA) conducted by SLR in 2024 identifies several sensitive receivers near the proposed site. These receivers, located within the boundaries of Badgerys Creek and Kemps Creek, are primarily residential. The NIA outlines the following impacts during both operation and construction:

The NIA identifies the noise-generating activities resulting from the construction of the proposal. The assessment indicates that mitigation methods will need to be implemented based on the scale of construction noise to reduce impacts on nearby residents.

The noise-generating activities during construction are outlined in the noise assessment and are as follows:

- Site establishment
- Site clearing
- Demolition

- Bulk earthworks
- Warehouse construction and pavement

The NIA concludes that construction noise impacts would only be expected to occur when noisy work is being completed close to the site boundaries relative to each receiver. When work is in central areas of the site or when less noise-intensive equipment is being used, the noise levels are expected to decrease. The report further specifies that primary potential vibration sources would likely occur during earthworks and demolition.

During the operational phase, the primary sources of noise would include:

- On-site light, medium and heavy vehicle movements
- Loading dock activities in hardstands
- Mechanical plant
- Off-site vehicle movements.

The NIA assesses the proposal includes various lots with ancillary offices, a private estate road, heavy and light vehicle access, hardstands, and car parking. Vehicles will enter from Lawson Road, with heavy vehicles using hardstand loading areas and light vehicles parking near each warehouse for staff use. Internal noise will generally be minimal, stemming from typical logistical, distribution, warehousing, and office activities.

The worst-case noise impacts are expected only when noisy work occurs near site boundaries. Noise levels should decrease when work is centralised or when less noisy equipment is used. Stage 2 operational noise has also been assessed. Conclusively the report states that due to future rezoning of current residential land and sensitive receivers, and with the operation of the Badgerys Creek enterprise, the Stage 2 operational noise impact will be further reduced and/ or buffered.

Additional to operational noise, the noise impact of the Western Sydney International Airport (WSI) will impact the proposal site during both construction and operation. The NIA assesses that the construction noise impact created by the proposal, will be mitigated by the more significant noise impact caused by aviation at WSI.

With consideration to the staged construction of the proposal and precinct, and further the assessment of the NIA, the unmitigated impact is assessed as **medium negative**, given a possible likelihood and minor magnitude.

Mitigated/ Enhanced assessment: Low negative

The NIA outlines the following mitigation measures to ensure noise and vibration is countered through the proposal:

The NIA concludes that the impacts during construction of the project are predicted to be typical of major construction works near to sensitive receivers. No works outside of standard construction hours are currently proposed. The use of standard mitigation measures to minimise the impacts is considered sufficient to control most of the impacts.

Due to the operational activities occurring on site, the NIA outlines the mitigation measures to be implemented to reduce the impact:

- Use of quieter mobile plant and equipment options, such as electric forklifts instead of gas forklifts.
- Reduce potential for annoying noise emissions during the night-time from forklifts and trucks.
- Use of appropriate warehouse materials to minimise noise break-out from internal activities would be selected during detailed design.
- Use of roller doors to minimise internal noise breakout.
- Use of construction of noise barriers along boundary fence locations or other strategic locations
- Noise monitoring

The NIA highlights that zoning, future area uses, and increasing noise from nearby developments like Western Sydney International Airport and the M12 Motorway should be considered when assessing the

feasibility and reasonableness of mitigation measures for temporary impacts. While the above mitigation measures are proposed, it is also recognised that further detailed assessments of road noise may be required. The mitigated impact is therefore assessed as **low negative**, given a possible likelihood and minimal magnitude.

SIA recommendation/s

- Implement the recommendations and mitigation measures outlined in the NVIA to address any health and wellbeing impacts identified, including developing a Construction Noise and Vibration Management Plan (CNVMP) at CC stage.

6.6.2. Air quality impacts

Affected stakeholders: Immediate and surrounding social locality	**Duration:** Construction and operation
Unmitigated/ Unenhanced assessment: Construction: Medium negative Operation: Neutral	

The construction and operation of urban developments can generate emissions which can impact on air quality. If not managed appropriately, this can have flow-on human health impacts, particularly for people with lung and respiratory conditions such as asthma.

The demographic profile (see Section 3.3) reveals that on third of residents in the Study Area (33%) have one or more health conditions, which is similar to the Liverpool LGA and Greater Sydney. Asthma one of the three most common health conditions, suggesting these residents may be susceptible to air quality impacts.

The Air Quality Impact Assessment (AQIA) (SLR Consulting, 2024) identifies the closest receivers as being the existing residential properties within 50m of the site, and commercial properties 50m-100m of the site on Martin and Lawson Roads. It was noted that during the site visit (see Section 3.1) some of the neighbouring residential properties may not currently be habited and/ or will be redeveloped as enterprise land uses when the site is redeveloped as they are currently on the market for sale.

The AQIA identifies the main sources of air emissions during construction as fugitive dust emissions from grading, loading and unloading of materials, wheel-generated dust combustion emissions from construction equipment and trucks travelling on unpaved surfaces, and wind erosion of exposed surfaces.

Without mitigation measures, the AQIA indicates there is a ‘medium’ risk of adverse dust soiling (the accumulation of dust and other materials on surfaces) and a ‘low’ risk of human health impacts during the earthworks, construction, and track out phases occurring at the off-site sensitive receiver locations. The AQIA assesses the impact during the demolition phase to be negligible.

Based on the findings of the AQIA the unmitigated health and wellbeing impact associated with changes in air quality during construction is assessed as **medium negative**, given the likely likelihood and minor magnitude.

The AQIA identifies the main sources of air emissions during operation to be from fuel combustion and particular matter products associated with trucks and other vehicles entering and leaving or idling at the site during loading/unloading operations. Emissions from fuel combustion in road vehicles include carbon monoxide, oxides of nitrogen, particulate matter, sulphur dioxide and volatile organic compounds.

Further, the AQIA assesses the predicted incremental increases in the abovementioned pollutants from vehicles travelling to and from the site on the closest residential receivers along Lawson Road. The AQIA assesses these increases to be ‘insignificant’ and that the cumulative increase in concentrations complies with the relevant air quality criteria. The AQIA notes the impact is considered ‘negligible’ and that impacts further from the site would be less than those assessed for the nearest receivers.

Based on the findings of the AQIA, the unmitigated health and wellbeing impact associated with changes in air quality during operation is assessed as **neutral**.

Mitigated/ Enhanced assessment:
Construction: Low negative
Operation: Neutral

The AQIA outlines standard mitigation measures that are 'highly recommended' or 'desirable' to manage impacts arising from the earthworks, construction and track out phases. These range from communication with neighbours to vehicle/ machinery and site operations.

The AQIA acknowledges that not all mitigation measures would be practical or relevant to the proposal, and a detailed review of the recommendations should be performed. The AQIA notes that the most appropriate measures should be adopted as part of the Construction Air Quality Management Plan, which will be prepared before the facility construction certificate.

The AQIA also notes that visual inspections of dust levels be performed daily during construction to ensure compliance is maintained. Any non-compliance or issues should be reported to the site manager, and detailed actions should be identified to mitigate any unanticipated impacts.

With the mitigation measures implemented, the AQIA assess the dust soiling and human health impacts as 'negligible'.

Based on the findings of the AQIA, the mitigated health and wellbeing impact associated with changes in air quality during construction is assessed as **low negative**, given the unlikely likelihood and minimal magnitude.

Given the 'negligible' air quality impacts during operation, the AQIA does not propose mitigation measures. The mitigated assessment, therefore, remains neutral.

While the warehouse tenant and specific machinery are not known at this stage, this SIA recommends undertaking an additional operational air quality assessment before applying for an occupation certificate, should a future tenant or required machinery result in impacts on air quality.

SIA recommendation/s

- Implement the recommendations and mitigation measures outlined in the AQIA to address any identified human health and wellbeing impacts.

6.6.3. Urban heat island effect

Affected stakeholders: Immediate and surrounding social locality	**Duration:** Operation
Unmitigated/ Unenhanced assessment: Medium negative	

An urban heat island occurs when natural land cover is replaced with dense concentrations of urban structures and hard pavement, such as roads, car parks and buildings. These structures absorb and re-radiate solar radiation into the environment, creating high localised temperatures. An urban heat island effect can have flow-on health and wellbeing impacts for people, such as dehydration, fatigue and heat stress.

The Western City District Plan (DPHI, 2018) emphasises the importance of considering the impact of extreme heat on communities and infrastructure networks, noting that more highly developed parts of the Western City District have been exposed to extreme heat due to urban heat islands.

The proposal will replace existing grassland with large concrete surfaces, including roads, car parking areas, handstand areas, and structures with large building footprints. These structures are expected to increase the urban heat on the site, which may negatively impact future workers' health and wellbeing. The proposal is also likely to contribute to a cumulative urban heat increase across the Aerotropolis Core Precinct and the Aerotropolis due to the significant urban development planned for this region.

Based on the scale of development planned and the existing urban risk factors present across Western Sydney and without considering mitigation measures, the unmitigated impact is assessed as **medium negative**, given the likely likelihood and minor magnitude.

Mitigated/ Enhanced assessment: Low negative

As mentioned in Section 1.3, the proposal will be constructed across two stages, with Warehouses 1,2 and 3 developed in Stage 1 and Warehouse 4 in Stage 2. Temporary stormwater infrastructure and landscaped areas will be provided during Stage 1 on the site of Warehouse 4. Warehouse 4 will be developed in Stage 2 once delivery timing for Sydney Water's regional stormwater infrastructure is known. The Landscape Plans (Scape Design, 2024) indicate this area will include basin plantings, native grasses and turf areas. These inclusions will temporarily help reduce urban heat island effects at the site.

The Landscape Plans identify measures to mitigate the effects of urban heat by incorporating water-sensitive urban design (WSUD) measures, including sunken planting islands that capture water runoff from areas with permeable paving. The proposal includes light-coloured building façade finishes to reduce sunlight absorption and adverse health and wellbeing impacts caused by heat emission, particularly for nearby neighbours, workers and pedestrian traffic. The proposal includes shading over outdoor workers' break-out areas to provide shelter from direct sunlight.

The landscape plans also include a range of tree plantings throughout the site, with large and medium species and dense canopy and spread. Key planting locations include along the site boundary, within the outdoor worker break-out spaces and car park, and along Martin Road. The proposed trees include eucalyptus tree canopy coverage across the site, which is expected to be 10.76% and 10.88% in the car park.

These mitigation measures will help to provide shade and reduce urban heat impacts and are aligned with the urban heat objectives in the Western City District Plan (2018) and the Western Sydney Aerotropolis Precinct Plan (2022), which recognises the importance of providing blue-green infrastructure and high tree canopy coverage to provide cooler environments.

Considering the WSUD and tree planting inclusions in the Landscape Plans, the mitigated impact is assessed as **low negative**, given the possible likelihood and minimal magnitude.

SIA recommendation/s

- Implement the recommendations and mitigation measures outlined in the Landscape Plans to address any identified effects of urban heat.
- Seek opportunities to inform community stakeholders about mitigations in place to reduce potential concerns or perceptions about the urban heat island effect.

6.7. SURROUNDINGS

Social impacts on surroundings include 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.

6.7.1 Impact on immediate surroundings

Affected stakeholders: Immediate and surrounding social locality	**Duration:** Construction and Operation
Unmitigated/ Unenhanced assessment: Operation: Medium negative	

Present-day land use includes pastoral and agricultural farmlands with large rural properties scattered around the social locality; the area is currently absent of large-scale development. Direct impacts on surroundings during construction can arise from visible construction activities, plant and equipment, and vegetation removal within the project footprint. Any impacts would, however, be limited to the site and its surroundings. Landscape and visual amenity impacts are expected throughout the social locality and are assessed in Sections 6.6.3 and 6.2.1.

The proposal will likely impact its immediate surroundings during operation, including increased noise and vibration, amenity and connectivity and traffic changes.

The transformation of the natural and built environment can influence how people use and access these spaces. Change from open space to light industrial use reduces the availability of the natural environment which can reduce aesthetic value and availability of amenities for the community. This change can also affect ecosystem services to the community reducing shades, increasing urban heat and bringing higher pollution levels (refer to Section 6.6).

Public safety and security are also key considerations for the surroundings. Introducing new industrial activities can increase traffic, noise, and potential hazards, affecting the community's sense of safety and security (refer to Section 6.5.1).

Given that the proposal is part of a rezoning of the area to primarily light industrial uses, the impacts on the surroundings are likely to intersect with those of similar developments around the site. Consequently, these impacts are addressed in the cumulative impact section of this report (refer to Section 6.10). This approach ensures that the broader implications of the proposal for the surrounding area are thoroughly considered and managed.

With the strategic drivers and local implications considered, this impact is rated **medium negative**, due to the likely likelihood and minor magnitude.

Mitigated/ Enhanced assessment: Low negative

As discussed through the relevant impacts associated with construction (Section 6.5 and 6.60), a range of recommended mitigation measures have been recommended to reduce the impact to the surroundings during the construction and operational periods.

The Urban Design Report (ESR, 2024) outlines the design excellence components that will be integrated to the proposal site to ensure the surroundings are not extensively impacted. The built form includes the following considerations:

- The proposal respects the Aboriginal Community's connection to the land by establishing an east-west view corridor between Badgerys and Wianamatta-South creeks. This approach supports this cultural link and creates a genuine sense of place, considering the site's size, location, and proximity to sensitive areas.
- The place analysis guides the design, focusing on medium-sized industrial buildings and hardstands-oriented east-west. This layout improves visual openness, reduces the buildings' perceived bulk, and allows for detailed architectural design on the shorter edges facing ERR and Lawson Rd, avoiding long, monolithic facades.
- Pedestrian access is ensured by balancing entry points from ERR and Lawson Rd with necessary on-site security through strategically placed gates. These gates and fences are visually permeable and integrated with high-quality landscaping. Additionally, a proposed on-site road provides a major pedestrian link between ERR and Lawson Road, aiding workers who use public transport.
- The landscape design supports the area's blue-green grid by incorporating landscaping within all setback zones and on-site deep soil zones. This approach aims for ecological sustainability while meeting industrial development's commercial and functional needs.
- The Crime Prevention Through Environmental Design (CPTED) report (Urbis (2024) assesses the built form of the proposal against the four CPTED principles, which analyse design elements to elevate the aesthetic appeal and reduce vandalism.

With mitigation measures in place to manage impacts on the surroundings, the mitigated impact during operation is assessed as **low negative,** given the possible likelihood and minimal magnitude.

SIA recommendation/s

Implement the following recommendations and mitigation measures outlined in the CPTED:

- Ensure marked pedestrian crossings at key points across the access road, and carparks are communicated to key stakeholders to ensure the safety of pedestrians transiting through the site.

- Ensure the detailed Architectural Plans consider additional articulation or design treatments on the exterior of the warehouse buildings, notably lower to ground level. This will enhance community ownership over the site, deterring graffiti with elements that cannot be easily vandalised.
- Develop a Plan of Management (PoM) with key stakeholders' input, outlining hours of operation and security procedures.
- Prepare a Lighting Strategy to ensure all street frontages, site and building entrances, site accessways (particularly pedestrian access routes), warehouse internal areas, stairwells, elevators, and indoor and outdoor communal areas are well-lit and comply with Australian Standards.

6.8. LIVELIHOODS

This section provides a detailed assessment, unmitigated and mitigated and unenhanced and enhanced, of the matters that significantly impact the livelihoods as a consequence of the proposal.

6.8.1. Increased employment opportunities

Affected stakeholders: Immediate and surrounding social locality	**Duration:** Construction and operation
Unmitigated/ Unenhanced assessment: Medium positive	

The Western Sydney Aerotropolis Precinct Plan forecasts that the Aerotropolis Core Precinct could accommodate approximately 50,000 to 60,000 jobs once developed and that the land use focus for the Precinct is on employment and economic development.

As detailed in the policy context (refer to Section 3.2), leveraging industry opportunities from the WSI Airport and Badgerys Creek Aerotropolis is a planning priority within the Western City District Plan (DPHI 2018). The proposal aligns with the strategic vision for the Aerotropolis Core, including harnessing the new WSI Airport's strategic location and developing higher-order employment-focused technology, advanced manufacturing, and industry uses.

The site comprises a former bamboo plantation which has not been used for many years.

The Estimated Development Cost (EDC) report (MBM, 2024) indicates the proposal will support 583 construction and 290 operational jobs. These operational jobs will be in the manufacturing and warehousing industries and are aligned with the land uses proposed for the site under the Precinct Plan.

The proposal's construction and operational workforce catchment will likely be workers within Liverpool LGA, surrounding LGAs (particularly Penrith) and Western Sydney more broadly. The operation and construction jobs generated by the proposal align with the existing skills and capabilities of residents in these communities, with ABS 2021 Census data indicating a higher proportion of people in blue-collar occupations (such as labourers, machinery operators, drivers and technicians and trade workers) in these areas compared to Greater Sydney.

The Transport Assessment by Ason (December 2024) outlines the planned road and transport routes that link directly with the proposal site. Aligning with the broader Aerotropolis planning framework, upgrades to Elizabeth Drive, Eastern Ring Road (Martin Road) and Lawson Road are planned to increase transport accessibility throughout the Aerotropolis. The Sydney Metro – Western Sydney Airport Line is also planned for delivery in late 2026 which will further contribute to enhancing the transport to the proposal site.

The proposal will therefore provide benefits to future workers and visitors in the area, by increasing local employment opportunities within proximity to transport infrastructure and access to local amenities. The strategic plan will have an extended benefit to surrounding communities, leading to improvements in local infrastructure, public transport, and community services.

The architectural plans (SBA, November 2024) support improved access to amenity for workers as a part of this proposal, by incorporating worker-centric amenities including ground-floor and mezzanine lunchrooms with access to outdoor seating and rooftop gardens to maximise visual outlook and green space access during break-times, promoting social interaction, access to natural sunlight and activation of street fronts. The landscape design provides human scale interaction opportunities through green corridors across the site.

The Landscape Plans (Scape Design, November 2024) responds to the precincts rural and cultural origins, with key vantage points and built form orientation to enhance views east-west across the site as well as integrate water sensitive urban design through permeable paving and raingardens as part of the landscaping, providing creek-to-creek connection through the precinct

The operation and construction employment opportunities generated by the proposal are aligned with the skillsets of the likely workforce catchment. The unmitigated impact is therefore assessed as **medium positive**, given the likely likelihood and minor magnitude.

Mitigated/ Enhanced assessment: High positive

The site is strategically aligned to growth objectives with potential to enhance local employment and commercial activity and attract new workforce to the existing economy. The further provision of future transport planning enhancing accessibility aligns with broader precinct plan which would contribute to the employment targets for the Aerotropolis Core Precinct.

The construction of warehouse buildings with ancillary offices directly supports the Liverpool LSPS's objective of fostering economic growth and creating local employment opportunities, contributing to a more robust and diversified local economy.

The proposal would deliver employment-generating land uses and attracting industries to the Aerotropolis and the Western Parkland City. It would deliver employment opportunities for the existing and emerging residential communities within the Aerotropolis and support the growth of the WSI Airport.

The site's strategic location adjacent to the WSI Airport and emerging residential communities in the Western Parkland City offers jobs closer to home, realising the '30 Minute City' concept outlined in the Greater Sydney Region Plan.

These benefits are also expected to improve as the area develops and evolves in line with the strategic direction and ongoing development linked to the WSI Airport. Overall, the development is poised to contribute positively to the area's economic vitality. As such, the enhanced rating is **high positive**, with an almost certain likelihood and moderate magnitude.

SIA recommendation/s

The proposal would deliver 873 jobs, which are direct employment opportunities for the local and regional community. To further enhance these befits, this SIA recommends:

- Consider designing and implementing local employment and workforce development strategies.
- Consider social procurement opportunities targeted to local and underrepresented groups, where feasible.
- Consider further engagement with the Council and key stakeholders to seek partnering opportunities with local colleges and TAFE NSW to provide students with work experience and career development opportunities.
- Undertake consultation with key business groups (e.g. Business Western Sydney) during future planning stages to identify collaboration opportunities.
- Consider seeking opportunities to encourage employment opportunities for identified staff, supporting First Nations businesses.

6.9. DECISION-MAKING SYSTEMS

This section provides a detailed assessment, unmitigated and mitigated and unenhanced and enhanced, of the matters that significantly impact the decision-making systems as a consequence of the proposal.

6.9.1. Increased opportunities to provide feedback

Affected stakeholders: Immediate social locality	**Duration:** Pre-Construction
Unmitigated/ Unenhanced assessment: High positive	

The ability to contribute feedback in the decision-making process is a key social impact consideration. Specifically, the ability to contribute or influence the decision-making process is a fundamental aspect of the social impact the proposal could generate. Important decisions around the built environment can have adverse effects to how people interact and live within communities.

Badgerys Creek, historically known as a rural residential area, is undergoing increased urbanisation as part of the Aerotropolis rezoning to light industrial. This transformation represents a significant shift in the community's character and identity. Therefore, the perception of influence among community members, residents, and workers is critical to this proposal. It is essential that they feel their voices are heard and their concerns are addressed in the planning and implementation processes.

As part of the Environmental Impact Statement (EIS), broader community consultation and engagement were undertaken with key stakeholders. On 18 October 2024, a community newsletter was distributed by the Urbis Engagement team, which included an 1800 number and an email address for enquiries. This initiative aimed to provide transparent communication channels and encourage community participation. However, to date, no community enquiries have been received from surrounding landowners, businesses, and stakeholders through the enquiry email address or the 1800 number.

Urbis also consulted with the Aerotropolis Community Consultative Committee (CCC) in November 2024. The Aerotropolis CCC was established in mid-2022 following a recommendation in the Commissioner's report. This forum meets monthly and provides an opportunity for smaller landowners and residents to advise all levels of government on the project's impacts and how governments can support and collaborate with the community during the planning and development of the Aerotropolis. During the consultation, a community representative raised concern that Lawson Road is unsuitable for trucks. They recommended that ESR work with Transport for NSW and Liverpool City Council to accelerate the delivery of road widening to support truck movements associated with the proposal.

Further, the SIA process included engagement opportunities with community stakeholders (refer to Chapter 4). The aim was to provide community members with a forum to share their opinions and voice concerns regarding the proposal, ultimately contributing to the decision-making process. As further described in Chapter 4, the community did not provide feedback to the online survey. Refer to Appendix A for SIA Consultation Materials.

Although no responses were received from the community during the SIA process, the opportunity was presented to the community. Furthermore, the broader strategic planning process has provided significant opportunity for the community to provide input and feedback. As such, this overall unmitigated impact is assessed as **high positive**, given the likely likelihood and the moderate magnitude.

Mitigated/ Enhanced assessment: High positive

As demonstrated in Chapter 4, stakeholder engagement has occurred alongside the development of the EIS and SIA. The consultation methods have provided a variety of platforms to voice concerns or opinions from community members regarding this proposal, which ultimately contributes to informing the decision-making process.

The Community and Stakeholder Engagement Outcomes Report (Urbis, 2024) demonstrates the extensive community stakeholder consultation undertaken for the proposal. Community members have been provided with various feedback options and advised on how to share their feedback on the proposal.

The community must be kept effectively informed about changes to the proposal. This will reduce potential feelings of uncertainty and lack of control over the changes happening in their area. During all phases of the proposal, the community should be informed about the changes happening in their environment and how they could impact them. Further, a complaint line with a dedicated contact in communication channels should be included so the community can give feedback during the process. This will ensure that their concerns are heard and addressed on time.

The impact of decision-making systems associated with the development of Aerotropolis has also been considered in the cumulative social impact section (see Cumulative impacts below).

The mitigated impact remains a **high positive**, with a likely likelihood and a moderate magnitude.

- While no further feedback has been received at the time of writing, it is recommended that the CCC and other relevant community representative bodies attached to this precinct be updated on key project information and timing as the construction of the proposal progresses on the site.
- Provide grievance mechanisms and ensure that complaints are addressed promptly.
- Continue engagement and local presence and consultation in the community during planning stages to increase perception of influence.
- Continue engagement with key stakeholders, including Council and Transport for NSW, to address stakeholder concerns around the proposal's influence on the local road network.

6.10. CUMULATIVE IMPACTS

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

There are several state significant and local projects operating or intended to operate in and around the social locality which may contribute to cumulative impacts to the proposal. These are summarised in Table 13 below.

Table 13 Concurrent development projects

DA Reference	Development Description	Current Status
SSD Applications		
DHL Logistics Facility, Badgerys Creek (North) SSD-38201739	Construction of two single-storey warehouse buildings, landscaping works, associated vehicle crossings and drainage connection to the road drainage system, signage and wayfinding.	Re-application for SEARs and Environmental Impact Statement being prepared
Burrah Park 1953-2109 Elizabeth Drive SSD-70316465	Concept proposal for an industrial warehouse and logistics estate with a Stage 1 development, including bulk earthworks, road access and internal road construction, civil infrastructure and utilities, and construction and operation of 3 warehouses.	On Exhibition
Building 2 Advanced Manufacturing Research Facility 215 Badgerys Creek Road, Bradfield (SSD-58591961)	Construction, fit out and use of AMRF. The AMRF will provide services, specialist equipment, and workspaces for small to medium enterprises, start-ups, and large multinational companies.	Assessment
Altis Warehousing Estate, 2289-2309, 2311 Elizabeth Drive, Luddenham (SSD-48438209)	Construction and operation of a warehouse and distribution estate.	Assessment

DA Reference	Development Description	Current Status
Elizabeth Enterprise Precinct - Stage 1 1669-1723 Elizabeth Drive, Badgerys Creek (SSD-19618251)	Concept Masterplan and Stage1 Development for general industry and warehouse distribution centres	Prepare Environmental Impact Statement
475 Badgerys Creek Road, Bradfield (WSA_MP01)	Ingham Property Group are preparing a masterplan for this 182-hectare site. A master plan request was lodged in March 2022. The site will predominately comprise 'enterprise and light industry' users. 'Business and enterprise' and a 'local/neighbourhood centre' are also envisaged.	TAP Process
First Building Bradfield City Centre (SSD-25452459)	Construction and operation of an advanced manufacturing research facility, including workspaces, manufacturing hall, exhibition spaces, landscaping, parking and ancillary works.	Approved on the 9 September 2022. Construction has commenced on the First Building in the Bradfield City Centre. Scheduled for completion in 2024
230 Martin Road Industrial Development (SSD-65529236)	Construction and operation of two large format warehouses	Prepare Environmental Impact Statement
Elizabeth Drive Upgrades	The upgraded road will provide two lanes in each direction and a median island, landscaping and paths. The proposed upgrades relate to 11.4km of road.	Consultation on the Review of Environmental Factors closed on 31st October 2023
Boral's Badgerys Creek Industrial Area 235 Martin Road, Badgerys Creek (SSD-60644466)	Concept and Stage 1 application for Boral's Badgerys Creek Industrial Area comprised of Stage 1 - concrete batching plant and research & development lab Stage 2 - resource management facility for the processing of construction & demolition waste.	Prepare Environmental Impact Statement
Mixed-Use Hotel and Commercial Development 1990 Elizabeth Drive, Badgerys Creek (SSD-53643233)	A concept masterplan to support tourist and visitor accommodation development and commercial premises.	Prepare Environmental Impact Statement
50 Martin Road, Badgerys Creek (DA-723/2022)	Demolition of existing buildings, remediation of the site, construction of gravel hardstand areas, temporary office, temporary use as depot.	Deemed refusal - 27/02/2023 Under Appeal

DA Reference	Development Description	Current Status
Western Sydney Airport Business Park The Northern Road, Luddenham (SSD-64409468)	Construction and operation of the Western Sydney Airport Business Park comprising earthworks, retaining walls, estate-wide infrastructure, nine buildings for agribusiness use development, landscaping and riparian corridor works.	Prepare Environmental Impact Statement
40 The Retreat Bringelly (SSD-65729209)	Construction and operation of mixed-use residential development within the Western Sydney Aerotropolis.	Response to Submissions
Luddenham Resource Recovery Facility 275 Adams Road, Luddenham (SSD-10446)	Construction of a Resource Recovery Facility accepting up to 600,000 tonnes per annum of construction and demolition and commercial and industrial waste.	Assessment – more information required.
Central Park, Bradfield City Centre (SSD-65490715)	Construction of the Bradfield City Centre Central Park, including associated structures and landscaping works.	Response to Submissions
WSI Airport (2014-7391)	Staged proposal comprising the construction and operation of a new international airport.	Under construction, proposed to be operational by December 2026.
M12 Motorway (SSI-9364)	A new dual-carriageway motorway to connect the M7 Motorway with the Western Sydney Airport and The Northern Road. The motorway will be initially two lanes in each direction, with capacity for an additional future lane.	Approved 23 April 2021. Construction commenced in mid-2022 and is to be completed in late 2025.
Western Sydney Freight Line	Proposed dedicated freight rail line connection between Western Parkland City and Port Botany. The new freight rail line will free up the Main West Rail Line to allow more passenger services over time.	Stage 1 Corridor – connecting from OSO to Horsley Park and M7 is now protected and acquiring properties.
Sydney Metro – Western Sydney Airport (SSI-10051)	A new metro line will be introduced to service and the Western Sydney Aerotropolis, and it will be interchanging with the T1 Western Line at St Marys.	Approved 23 July 2021. Construction is to commence in December 2022 and to be completed in late 2026 to coincide with the WSA

Source: Major Projects (DPHI 2024)

6.10.1. Cumulative social impacts during construction

Given the site's location within the Aerotropolis, a hub of numerous other projects in the planning and design phase, there is potential for cumulative social impacts. While cumulative social impacts may occur during construction, including impacts to people's surroundings, health and well-being, and accessibility due to increased noise, air quality, and changed traffic conditions, it is difficult to accurately ascertain the impact

significance and extent as the timing for construction of development on the site and surrounding sites is unknown.

Residents east of the Badgerys Creek and Kemps Creek sites would be the communities most impacted by the cumulative social impacts associated with the proposal's construction.

It is recommended that a Construction Management Plan (CMP) and a Traffic Management Plan (TMP) be developed before issuing each DA's construction certificate. These documents should include an assessment of the likely construction-related impacts (e.g. noise, air quality, traffic) and cumulative impacts with surrounding developments within the Badgerys Creek Precinct and other master planned sites within the Aerotropolis.

It is recommended to undertake consultation with surrounding future developments to understand expected construction timelines and activities to minimise cumulative impacts.

6.10.2. Timely provision of infrastructure within the Aerotropolis

The existing conditions of Martin Road and Lawson Road comprise sealed rural roads with no kerb or gutter. The site is accessible from Martin Road to the east and Lawson Road to the west. Martin Road will form part of the future Eastern Ring Road, as identified under the Aerotropolis Precinct Plan.

The SIA field study (Section 4.2) identifies concerns raised during the consultation with the Badgerys Creek Community Consultative Committee regarding the current suitability of Lawson Road for trucks.

As the Aerotropolis develops, the timely delivery of infrastructure will be required to support the needs of future residents, workers and visitors. This includes transport infrastructure (e.g. public transport and roads), public domain infrastructure (e.g. footpaths and open space), social and health infrastructure (e.g. community facilities, community health centres) and utility infrastructure (e.g. stormwater and electricity infrastructure). This infrastructure is proposed to be delivered through various mechanisms, including NSW Government and Australian Government funding programs (such as the Western Sydney Infrastructure Plan, which focuses on road infrastructure) and by the private sector through special infrastructure contributions, local infrastructure contributions and work-in-kind (WIK) agreements.

ESR is recommended to work with Transport for NSW and Liverpool City Council to assess required improvements to the local road network, e.g. resurfacing the existing road corridor to accommodate truck movements associated with the proposal.

6.10.3. Change of character and sense of place

The site forms part of the Western Sydney Aerotropolis, with the site and suburb having been rezoned to light industrial. Therefore, the suburb is undergoing significant changes in visual and physical land use from primarily large rural-residential landholdings, used predominately for agricultural and light manufacturing purposes, to increasingly urbanised with industry parks and warehouses.

Planning and development of the Aerotropolis has caused concern for some smaller landholders and residents within and surrounding the Aerotropolis. Uncertainty and lack of clarity on key decision-making processes (such as proposed land use zoning and rezoning boundaries) and insufficient information on timing and pathways for the remaining precincts can impact people's way of life and decision-making systems.

To help address these concerns, the NSW Government appointed a Community Commissioner for the Aerotropolis in May 2021. The Commissioner's role was to assess the issues and concerns of landowners impacted by the government's plans by undertaking interviews with landowners and to make recommendations to the NSW Government. These findings and recommendations, documented in the Independent Community Commissioner's Report (2021), were considered by the NSW Government and helped inform the final Aerotropolis planning package released in March 2022.

An Aerotropolis Community Consultative Committee (CCC) was established in mid-2022 following a recommendation in the Commissioner's report. This forum meets monthly and provides an opportunity for smaller landowners and residents to advise all levels of government on the proposal's impacts and how governments can support and collaborate with the community during the planning and development of the Aerotropolis.

The CCC was consulted about the proposal in November 2024 (see Chapter 4). While the only concern raised was concerning the suitability of Lawson Road for truck movements, it is recommended that the CCC be updated on key project information and timing as the proposal progresses on the site.

6.10.4. Urban heat island impacts

The proposal and other planned developments within the Aerotropolis would contribute to a cumulative increase in urban heat across Western Sydney. This can impact people's health and wellbeing, particularly vulnerable groups such as older people and people with pre-existing medical conditions.

As discussed under Health and Wellbeing Impacts, Section 6.5.3, the proposal has incorporated a range of mitigation measures on-site that aim to reduce this impact.

7. MITIGATION, ENHANCEMENT AND MANAGEMENT

This section provides a summary of:

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

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

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

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement and management strategies are provided in Table 13.

7.1. SUMMARY OF PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT OF SOCIAL IMPACTS

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement, and management strategies is provided in Table 14 below.

Table 14 Summary of proposed mitigation, enhancement and management of social impacts

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Way of life	Impacts on amenity and way of life	Low Negative	Low Negative	The Transport Assessment (TA) and Framework Sustainable Travel Plan (FSTP) propose a series of mitigation methods to ensure residents are unaffected by the impacts on amenity due to increased traffic while construction activities occur. Specifically, as the impact on local road infrastructure was a primary concern for surrounding residents, the mitigation methods to ensure road networks are unaffected to an extent. The TA includes a preliminary Construction Traffic Management Plan (CTMP), further enhancing mitigations and reducing the impact. The Noise Impact Assessment (NIA) provides mitigation measures to mitigate impacts associated with increased noise. Refer to Section 6.6.1.	ESR	Transport Consultant
Community	Alignment to regional strategic growth and rezoning strategy	Very High Positive	Very High Positive	The rezoning facilitates a significant transformation of the area, shifting from predominantly rural-residential landholdings to an urbanised environment characterised by industrial parks and warehouses, consistent with the proposal's objectives. While these changes align with the broader strategic goals for Western Sydney, they may temporarily disrupt the	NSW Government	ESR

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				existing community during construction and the broader development phase. This proposal supports the economic and social priorities of the Aerotropolis by addressing existing gaps in local employment and amenities. Many current residents commute outside the area for work and leisure (refer to Section 3.3 Demographic Profile). The proposal will reduce this reliance, offering local employment opportunities and improved access to transport and infrastructure. It also contributes to the broader goal of creating a sustainable and thriving community in line with the Western Sydney Aerotropolis Social Infrastructure Needs Assessment.		
Accessibility	Accessibility Impacts (traffic and Road Quality)	High Negative (construction) Low Negative (operation)	Construction impact: High negative Operation impact: High positive	The Preliminary Construction Traffic Management Plan (CTMP) (Ason, 2024) addresses the key mitigation measures that should be implemented during construction to offset impacts. The FSTP has been prepared to address the Aerotropolis Development Control Plan (DCP) requirements by detailing the overarching guidelines for a future Sustainable/Green Travel Plan for the site. The FSTP notes that given the industrial nature of the proposal and current trends showing that most residents in the area commute by car, changing travel behaviour will be more challenging compared to commercial development in a well-connected area. Therefore, the FSTP focuses on reducing single-	ESR Traffic Consultant	

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				vehicle occupancy by encouraging more sustainable travel methods. Each site tenant will be responsible for preparing a Sustainable Travel Plan (STP), which should be reviewed or monitored every 1-2 years. Key recommendations include distributing welcome packs with travel information, appointing a Travel Plan Coordinator to oversee STP implementation and liaise with stakeholders, and establishing Travel Information Points. Additional measures involve flexible working hours, remote work options, public transport subsidies, sheltered bus stops, shuttle services, car-sharing programs, and creating a Bicycle User Group (BUG). End-of-trip facilities are also proposed to support active transport.		
Culture	Potential impact on Aboriginal culture and heritage	Low Negative	Low Negative	The ACHAR provides the following recommendations to mitigate any potential impact: • All site workers and contractors should undertake heritage induction to prevent unintentional harm to Aboriginal sites in the study area and its surroundings. • Continued consultation with the registered Aboriginal stakeholders. Consultation must be undertaken every six months (minimum) to remain current.	ESR	Heritage Consultant

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				• Should any unexpected Aboriginal objects be encountered during works associated with this proposal, works must cease in the vicinity, and the find should not be moved until assessed by a qualified archaeologist. • Should unanticipated relics be discovered during the project, work in the vicinity must cease, and an archaeologist must be contacted to make a preliminary assessment of the find. • If any suspected human remains are discovered during any activity works, all activity in the vicinity must cease immediately. The remains must be left in place and protected from harm or damage, and the Coroner's Office and the NSW Police must be notified immediately.		
Health and wellbeing	Impacts relating to noise	Medium Negative	Low Negative	The NIA concludes that the impacts during construction of the project are predicted to be typical of major construction works near to sensitive receivers. Works outside of standard construction hours are not being proposed. The use of standard mitigation measures to minimise the impacts is considered sufficient to control most of the noise impacts arising during construction. During the operational phase to the operational activities occurring on site, the NIA outlines the	ESR Construction Consultant	Traffic Consultant

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				mitigation measures to be implemented to reduce the impact: • Use of quieter mobile plant and equipment options, such as electric forklifts instead of gas forklifts. • Reduce potential for annoying noise emissions during the night-time from forklifts and trucks. • Use of appropriate warehouse materials to minimise noise break-out from internal activities would be selected during detailed design. • Use of roller doors to minimise internal noise breakout. • Use of construction of noise barriers along boundary fence locations or other strategic locations. • Noise monitoring		
	Air quality impacts	Construction: Medium negative Operation: Neutral	Construction: Low negative Operation: Neutral	The AQIA outlines standard mitigation measures that are 'highly recommended' or 'desirable' to manage impacts arising from the earthworks, construction and track out phases. These range from communication with neighbours to vehicle/ machinery and site operations. The AQIA acknowledges that not all mitigation measures would be practical or relevant to the proposal, and a detailed review of the	ESR Air Quality Consultant	Construction Consultant

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				recommendations should be performed. The AQIA notes that the most appropriate measures should be adopted as part of the Construction Air Quality Management Plan, which will be prepared before the facility construction certificate. The AQIA also notes that visual inspections of dust levels be performed daily during construction to ensure compliance is maintained. Any non-compliance or issues should be reported to the site manager, and detailed actions should be identified to mitigate any unanticipated impacts.		
	Urban Heat Island Effect	Medium Negative	Low Negative	The Landscape Plans identify measures to mitigate the effects of urban heat by incorporating water-sensitive urban design (WSUD) measures, including sunken planting islands that capture water runoff from areas with permeable paving. The landscape plans also include a range of tree plantings throughout the site, with large and medium species and dense canopy and spread. Key planting locations include along the site boundary, within the outdoor worker break-out spaces and car park, and along Martin Road. The proposed trees include eucalyptus tree canopy coverage across the site, which is expected to be 10.76% and 10.88% in the car park.	ESR Landscape Consultant	

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Surroundings	Impact to immediate surroundings during operation	Medium negative	Low negative	The Urban Design Report outlines the design excellence components that will be integrated to the proposal site to ensure the surrounds are not extensively impacted. The built form includes the following considerations: • The proposal respects the Aboriginal Community's connection to the land by establishing an east-west view corridor between Badgerys and Wianamatta-South creeks. This approach supports this cultural link and creates a genuine sense of place, considering the site's size, location, and proximity to sensitive areas. • The place analysis guides the design, focusing on medium-sized industrial buildings and hardstands-oriented east-west. This layout improves visual openness, reduces the buildings' perceived bulk, and allows for detailed architectural design on the shorter edges facing ERR and Lawson Rd, avoiding long, monolithic facades. • Pedestrian access is ensured by balancing entry points from ERR and Lawson Rd with necessary on-site security through strategically placed gates. These gates and fences are visually permeable and integrated with high-quality landscaping. Additionally, a proposed on-site road provides a major pedestrian link between	ESR	Heritage Consultant CPTED Consultant

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				ERR and Lawson Rd, aiding workers who use public transport. • The landscape design supports the area's blue-green grid by incorporating landscaping within all setback zones and on-site deep soil zones. This approach aims for ecological sustainability while meeting the commercial and functional needs of industrial developments • The CPTED report assesses the built form of the proposal against the four CPTED principles which analysis of design elements to elevate the aesthetic appeal and reduce vandalism.		
Livelihoods	Increased construction and operational employment opportunities	Medium positive	High positive	The site is strategically aligned to growth objectives with potential to enhance local employment and commercial activity and attract new workforce to the existing economy. The further provision of future transport planning enhancing accessibility aligns with broader precinct plan which would contribute to the employment targets for the Aerotropolis Core Precinct. The construction of warehouse buildings with ancillary offices directly supports the Liverpool LSPS's objective of fostering economic growth and creating local employment opportunities, contributing to a more robust and diversified local economy.	ESR	

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				The proposal would deliver employment-generating land uses and attracting industries to the Aerotropolis and the Western Parkland City. It would deliver employment opportunities for the existing and emerging residential communities within the Aerotropolis and support the growth of the WSI Airport. The site's strategic location adjacent to the WSI Airport and emerging residential communities in the Western Parkland City offers jobs closer to home, realising the '30 Minute City' concept outlined in the Greater Sydney Region Plan.		
Decision-making systems	Increased opportunities to provide feedback	High positive	High Positive	The Community and Stakeholder Engagement Outcomes Report demonstrates the extensive community stakeholder consultation undertaken for the proposal. Community members have been provided with various feedback options and advised on how to share their feedback on the proposal. The community must be kept effectively informed about changes to the proposal. This will reduce potential feelings of uncertainty and lack of control over the changes happening in their area. During all phases of the proposal, the community should be informed about the changes happening in their environment and how they could impact them. Further, a complaint line with a dedicated contact in communication channels should be included so the	ESR	

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				community can give feedback during the process. This will ensure that their concerns are heard and addressed on time.		
Cumulative impacts	It is recommended that a Construction Management Plan (CMP) and a Traffic Management Plan (TMP) be developed before issuing each DA's construction certificate. These documents should include an assessment of the likely construction-related impacts (e.g. noise, air quality, traffic) and cumulative impacts with surrounding developments within the Badgerys Creek Precinct and other master planned sites within the Aerotropolis. ESR is recommended to work with Transport for NSW and Liverpool City Council to assess required improvements to the local road network, e.g. resurfacing the existing road corridor to accommodate truck movements associated with the proposal. The CCC was consulted about the proposal in November 2024 (see Chapter 4). While the only concern raised was concerning the suitability of Lawson Road for truck movements, it is recommended that the CCC be updated on key project information and timing as the proposal progresses on the site					Construction Consultant Transport NSW Liverpool City Council

7.2. FURTHER SIA RECOMMENDATIONS

The following provides a summary of the recommendations are proposed to further enhance positive impacts and mitigate negative impacts as previously identified in Chapter 6. These measures have not been included in the assessment of mitigated or enhanced impacts but have been identified as additional measures for consideration by the proponent to enhance the social outcomes of the proposal. Mitigation and enhancement measures which are committed to and have informed the assessment of mitigated and enhanced social impacts are summarised in Section 7.1 above.

Communication

- Ensure stakeholder consultation procedures are implemented to inform community members about anticipated impacts.
- Undertake consultation with surrounding future developments to understand expected construction timelines, road disruptions, and activities to minimise cumulative impacts.
- Ensure clear communication with residents and businesses during construction to ensure they are fully informed and have access to information as required, including ways to contact construction management if issues arise.
- Consider establishing an information hotline to ensure residents and businesses surrounding the site can access grievance mechanisms and relevant information throughout the construction phase.
- As shared by Council, further assessment of required workforce facilities and services, clarifying whether these would be provided onsite or as part of a broader precinct plan would be recommended.
- Continue engagement with Transport for NSW and the Council to discuss local network arrangements during construction
- To keep communities informed, develop and implement a community engagement strategy targeting the immediate social locality, highlighting immediate impact and broader strategic development alignment and planning goals,
- Seek opportunities to continue engagement with the Council and provide information on design updates, construction milestones, local employment and training opportunities to ensure the proposal's positive impacts are understood.
- While no further feedback has been received at the time of writing, it is recommended that the CCC and other relevant community representative bodies attached to this precinct be updated on key project information and timing as the construction of the proposal progresses on the site.
- Provide grievance mechanisms and ensure that complaints are addressed promptly.
- Continue engagement and local presence and consultation in the community during planning stages to increase perception of influence.
- Continue engagement with key stakeholders, including Council and Transport for NSW, to address stakeholder concerns around the proposal's influence on the local road network

Design

- Ensure marked pedestrian crossings at key points across the access road and carparks are communicated to key stakeholders to ensure the safety of pedestrians transiting through the site.
- Ensure the detailed Architectural Plans consider additional articulation or design treatments on the exterior of the warehouse buildings particularly lower to ground level. This will enhance community ownership over the site, while deterring graffiti by having elements that cannot be easily vandalised.
- Develop a Plan of Management (PoM) with key stakeholders' input, outlining hours of operation and security procedures.
- Prepare a Lighting Strategy to ensure all street frontages, site and building entrances, site accessways (particularly pedestrian access routes), warehouse internal areas, stairwells, elevators, and indoor and outdoor communal areas are well-lit and comply with Australian Standards

Construction management

- Provide advanced notice of construction timeline and road closures to nearby neighbours, including residents and businesses operating nearby, so they can make appropriate arrangements during disruptive periods.
- Ensure a final Construction Management Plan is prepared during the construction certificate stage to identify mitigations to address traffic impacts. Implement traffic management as required to minimise disruptions to nearby businesses and residents.
- Continue engagement with Transport for NSW and the Council to discuss local network arrangements during construction.
- Continue to engage with Transport for NSW regarding the proposed transport network within the site to determine an agreed approach.
- Implement the recommendations and mitigation measures outlined in the NVIA, including the development of a Construction Noise and Vibration Management Plan (CNVMP) at CC stage.

Operation management

The proposal would deliver 873 jobs, which are direct employment opportunities for the local and regional community. To further enhance these befits, this SIA recommends:

- Consider designing and implementing local employment and workforce development strategies.
- Consider social procurement opportunities targeted to local and underrepresented groups, where feasible.
- Consider further engagement with the Council and key stakeholders to seek partnering opportunities with local colleges and TAFEs to provide students with part-time work and career development opportunities.
- Undertake consultation with key business groups (e.g. Business Western Sydney) during future planning stages to identify collaboration opportunities.
- Consider seeking opportunities to encourage employment opportunities for identified staff, supporting First Nations businesses.

8. ACRONYMS

Acronym	Term
ABS	Australian Bureau of Statistics
ACHAR	Aboriginal Cultural Heritage Assessment Report
ANEC	Australian Noise Exposure Concept
ANEF	Australian Noise Exposure Forecast
ANR	Aircraft Noise Reduction
AQIA	Air Quality Impact Assessment
BOCSAR	NSW Bureau of Crime Statistics and Research
CCC	The Aerotropolis Community Consultative Committee
CMP	Construction Management Plan
CNVMP	Construction Noise and Vibration Management Plan
CSP	Community Strategic Plan
CTMP	Construction Traffic Management Plan
DA	Development Application
DCP	Development Control Plan
DPHI	NSW Department of Planning, Housing and Infrastructure
EDC	Estimated Development Cost
EIS	Environmental Impact Assessment
ESR	ESR Developments (Australia) Pty Ltd
FSTP	Framework Sustainable Travel Plan
GCCSA	Greater Capital City Statistical Area
GLA	Gross Lettable Area
HANML	Highly Affected Noise Management Levels
LALC	Local Aboriginal Land Council
LGA	Local Government Area
LSPS	Local Strategic Planning Statement

Acronym	Term
NCA	Noise Catchment Area
NIA	Noise Impact Assessment
RAP	Registered Aboriginal Parties
RMS	Road and Maritime Services
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SEPP	State Environmental Planning Policy
SIA	Social Impact Assessment
SAL	Suburbs and Localities
SSDA	State Significant Development Application
STP	Sustainable Travel Plan
TA	Transport Assessment
TMP	Traffic Management Plan
WIK	Work-in-kind (agreements)
WSUD	Water Sensitive Urban Design
WSI	

9. REFERENCES

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

Demographic, crime and health data

Australian Bureau of Statistics, Census of Population and Housing, 2021, Greater Sydney, Liverpool LGA (SA3), Austral - Greendale SA2 data.

Australian Curriculum, Assessment and Reporting Authority, 2021, School enrolment data.

NSW Bureau of Crime Statistics and Research, Badgerys Creek, Liverpool LGA and NSW hotspot maps and crime rates.

NSW Department of Planning, Housing and Infrastructure, 2022, NSW population projections.

Policy documents

AECOM, 2020, Western Sydney Aerotropolis Transport Planning and Modelling Stage 2 Report

GHD, 2021, Western Sydney Aerotropolis Social Infrastructure Strategy, Report 1: Social Infrastructure Audit.

GHD, 2022, Western Sydney Aerotropolis Social Infrastructure Strategy, Report 2: Social Infrastructure Needs Assessment.

Greater Sydney Commission, 2018, Western City District Plan.

Liverpool City Council, 2017, Disability Inclusion Action Plan.

Liverpool City Council, 2018, Liverpool Social Justice Policy.

Liverpool City Council, 2018, Open Space and Sports Strategy.

Liverpool City Council, 2018, Recreation, Open Space and Sports Strategy.

Liverpool City Council, 2019, Crime Prevention Plan.

Liverpool City Council, 2020, Centres and Corridors Strategy.

Liverpool City Council, 2020, Connected Liverpool 2040: Local Strategic Planning Statement.

Liverpool City Council, 2022, Community Strategic Plan 2022-2032.

Liverpool City Council, 2022, Economic Development Strategy.

Liverpool City Council, 2023, Social Impact Assessment Policy and Guidelines.

NSW Department of Planning, Housing and Infrastructure, 2021a, Western Sydney Aerotropolis Open Space Needs Study.

NSW Department of Planning, Housing and Infrastructure, 2021b, Western Sydney Aerotropolis Development Control Plan.

NSW Department of Planning, Housing and Infrastructure, 2021, Social Impact Assessment Guideline for State Significant Projects.

NSW Department of Planning, Housing and Infrastructure, 2020, Western Sydney Aerotropolis Plan.

NSW Department of Planning, Housing and Infrastructure, 2022a, Western Sydney Aerotropolis Development Control Plan Phase 2.

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

NSW Department of Planning, Housing and Infrastructure, 2023, Social Impact Assessment Guideline.

NSW Department of Planning, Housing and Infrastructure, 2023, Western Sydney Aerotropolis Precinct Plan.

Technical studies prepared for this proposal

ArborScan, October 2024, Arboricultural Impact Assessment

Ason Group, December 2024, Framework Sustainable Travel Plan

Ason Group, December 2024, Preliminary Construction Traffic Management Plan

Ason Group, December 2024, Traffic Assessment

Biosis, November 2024, Aboriginal Cultural Heritage Assessment

BMG, September 2024, BCA Assessment Report

E-Lab Consulting, November 2024, Sustainability Report

E-Lab Consulting, November 2024, Net Zero Statement

MBM, July 2024, Quantity Surveyor Statement

SLR, November 2024, Air Quality Impact Assessment

SLR, November 2024, Noise Impact Assessment

SLR, November 2024, Waste Management Plan

SBA, November 2024, Architectural Plans

Scape Design, November 2024, Landscape Plans

Yerrabingin, November 2024, Connecting with Country

Urbis, November 2024, Urban Design Report

Urbis, December 2024, Community and Stakeholder Outcomes Report

Other

NSW Department of Planning, Housing and Infrastructure, 2023, Social Impact Assessment Guideline and Technical Supplement.

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

10. DISCLAIMER

This report is dated 8 April 2025 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Ltd **(Urbis)** opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of ESR Australia & New Zealand **(Instructing Party)** for the purpose of template **(Purpose)** and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

In preparing this report, Urbis was required to make judgements which may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.

All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and on the basis of information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and budgets set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

In preparing this report, Urbis may rely on or refer to documents in a language other than English, which Urbis may arrange to be translated. Urbis is not responsible for the accuracy or completeness of such translations and disclaims any liability for any statement or opinion made in this report being inaccurate or incomplete arising from such translations.

Whilst Urbis has made all reasonable inquiries it believes necessary in preparing this report, it is not responsible for determining the completeness or accuracy of information provided to it. Urbis (including its officers and personnel) is not liable for any errors or omissions, including in information provided by the Instructing Party or another person or upon which Urbis relies, provided that such errors or omissions are not made by Urbis recklessly or in bad faith.

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

APPENDIX A SIA CONSULTATION MATERIALS

SIA SURVEY

Social Impact Survey - Badgerys Creek Industry Park, 85 Martin Road

ESR Developments Australia Pty Ltd (ESR) is seeking approval from the NSW Department of Planning, Housing and Infrastructure (DPHI) via the State Significant Development Application (SSDA) process to deliver the Badgerys Creek Industry Park at 85 Martin Road, Badgerys Creek.

ESR is currently preparing an Environmental Impact Statement, a document summarising the assessments being carried out to support the SSDA. These studies, including a Social Impact Assessment (SIA), aim to identify and assess any potential impacts from the construction and operation of the proposal.

As part of this next step, ESR is seeking your feedback. This survey has been developed to inform the SIA for the SSDA. Following stakeholder consultation, the SSDA will be submitted to the DPHI for assessment.

Urbis, a specialist consultancy firm with extensive experience conducting Social Impact Assessments, is leading the SIA and this survey. Their expertise ensures that the assessment and survey are conducted with the highest standards of objectivity and independence.

About the proposal

The proposed Badgerys Creek Industry Park is within the Western Sydney Aerotropolis Precinct. It delivers on the Precinct's vision, leveraging its strategic location to provide employment opportunities that fuel innovation and progress. The scheme is designed in accordance with the Western Sydney Aerotropolis Precinct Plan.

Over the next 22 years, more than 85,000 people are set to call the Aerotropolis home. The proposed Industry Park will provide greater employment opportunities close to where people live, supporting the NSW Government’s commitment to realising a 30-minute city.

The site is located on Martin Road, which connects to Elizabeth Drive. Both Elizabeth Drive and the M12 Motorway have been earmarked for future upgrades to accommodate the planned growth associated with the new.

The SSDA seeks approval to construct and operate four warehouse buildings with ancillary offices to be delivered across two stages:

Stage 1 includes site preparation work across the site and the construction and fit-out of three warehouses comprising warehouse space, office space, and on-site car parking, to be completed over an 18-month period.

Stage 2 includes the construction and fit-out of a fourth warehouse, comprising warehouse space, office space, and on-site car parking, to be completed over a nine-month period.

What is a Social Impact Assessment?

A SIA is an objective and independent study that seeks to identify and assess a proposed development's potential positive and negative social impacts. Social impacts can be understood as the consequences people (individuals, households, groups, communities and organisations) experience when a new development brings change.

A SIA considers social impacts on people’s way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems. DPHI’s SIA Guideline (2023) guides the SIA process.

The SIA will be available for public viewing during the SSDA exhibition period, during which time public submissions will be accepted via the NSW Major Projects website: https://www.planningportal.nsw.gov.au/major-projects.

About this survey

This survey aims to gather insights from surrounding residents, businesses, workers and other key stakeholders about how this proposal may impact them positively and negatively. Your responses will help us identify enhancement measures (for positive impacts) and mitigation measures (for negative impacts) that could be implemented during the proposed development's design, construction and operation. We want you to be fully informed about the potential impacts and how your feedback can shape the project.

The survey should take approximately 5 minutes, and we want to assure you that all responses will be kept anonymous. This survey will be open until 5pm on 10 November 2024. Thank you in advance for your contribution.

Please get in touch with the Urbis Engagement Team on 1800 244 863 or engagement@urbis.com.au if you have any questions or want to speak with us directly about the SIA.

Q1. Have you heard about the proposal before this survey?

- • Yes
- • No

Please select the category that best describes your perspective when answering the survey. If you would like to answer from more than one perspective, please complete the survey. Then, you are welcome to retake it, choosing another category.

- A local resident
- A local business owner
- Representing a local community organisation
- Representing a council or a public service organisation
- Other (please specify)

Q2. What do you most value about your local community, environment and way of life?

(Multiple Row Answer text)

Q3. How do you think the proposal will impact these high-value aspects of the local community, environment and way of life?

(Multiple Row Answer text)

Q4. In what way do you anticipate the proposed development will mainly impact the community?

- Positively
- Negatively
- Both positively and negatively
- Neither positively nor negatively
- Not sure

Q5. Please describe any positive impacts you anticipate will be generated by the development:

(Multiple Row Answer text)

Q6. In what ways could these positive impacts be enhanced?

(Multiple Row Answer text)

Q7. Please describe any negative impacts you anticipate will be generated by the development:

(Multiple Row Answer text)

Q8. In what ways could these negative impacts be reduced?

(Multiple Row Answer text)

Q9. Are there any specific groups or community members that will be particularly impacted (positively or negatively) by the development?

(Multiple Row Answer text)

Q10. Would you like to be contacted by the Urbis team to further discuss the proposal and potential social impacts?

- Yes
- No

Q11. Please include your preferred contact details:

(Multiple Row Answer text)

LIVERPOOL COUNCIL DISCUSSION GUIDE

INTRODUCTION

Urbis is an independent organisation specialising in place-based research, strategy and assessments. We have been engaged by the developers of both projects to prepare a Social Impact Assessment (SIA) to accompany a State Significant Development Application (SSDA).
As part of this process, Urbis are undertaking interviews with key stakeholders to inform our understanding of the local context, potential social impacts (negative and positive), and any mitigation or management measures.
The discussion will feed into Urbis' assessment of social impacts assessment. We typically identify the organisations represented by key stakeholders in our reporting but does not identify individual interviewees. Answers to the questions will be reported by key themes. Please let us know if you would prefer not to have your organisation named in our report.
The interview will be approximately 30-45 minutes in duration, undertaken online via Microsoft Teams by two Urbis representatives. The following interview questions provide a starting point for the discussion. We will share concept plans for the proposal with you during the interview.
Thank you in advance for your time and for sharing your knowledge and insight.

DISCUSSION QUESTIONS

Social and strategic site context
As part of the SIA, we have examined ABS 2021 Census data to understand the key demographic characteristics of the current Liverpool LGA population.

1. Are there any observations or insights you can share on the key characteristics, needs and aspirations of the local community?
2. How do you predict this community may change in the future?
3. Are there any vulnerable people or groups that you think may be impacted by the proposal site?
4. From Council's perspective, how does the proposed industry park development align with the strategic vision for:
    - Liverpool LGA?
    - The Aerotropolis?
5. Are there any issues with local services and/or infrastructure that should be considered as part of the assessment *(e.g. access to transport and road networks, difficulty accessing services)*?

Potential social impacts
Note: Potential social impacts could include both positive and/or negative impacts to adjacent residents, Kemps Creek and Rossmore communities, or broader Greater Sydney community, short- or long-term impacts, impacts during construction and/or impacts during the operation of the estate.
Also consider all aspects of the proposed development including: traffic, car parking areas, proposed open spaces and roads.

6. Do you anticipate there will be any positive impacts generated by the proposed development?

7. Positive impacts may be in relation to:

- *How you live, work, play and interact with others*
- *How your community looks and functions*
- *How you access services and facilities*
- *How you express your beliefs and customs (including First Nations Connection to Country)*
- *Your health and wellbeing (physical and mental)*
- *Your access and use of the natural and built environment*
- *Your work*
- *Your ability to have a say in decisions that affect your life*

8. How could these positive impacts be further enhanced?

9. Do you anticipate there will be any negative impacts generated by the proposed industrial park development?

See prompts for 'Potential positive social impacts'

10. How could these negative impacts be mitigated or reduced?

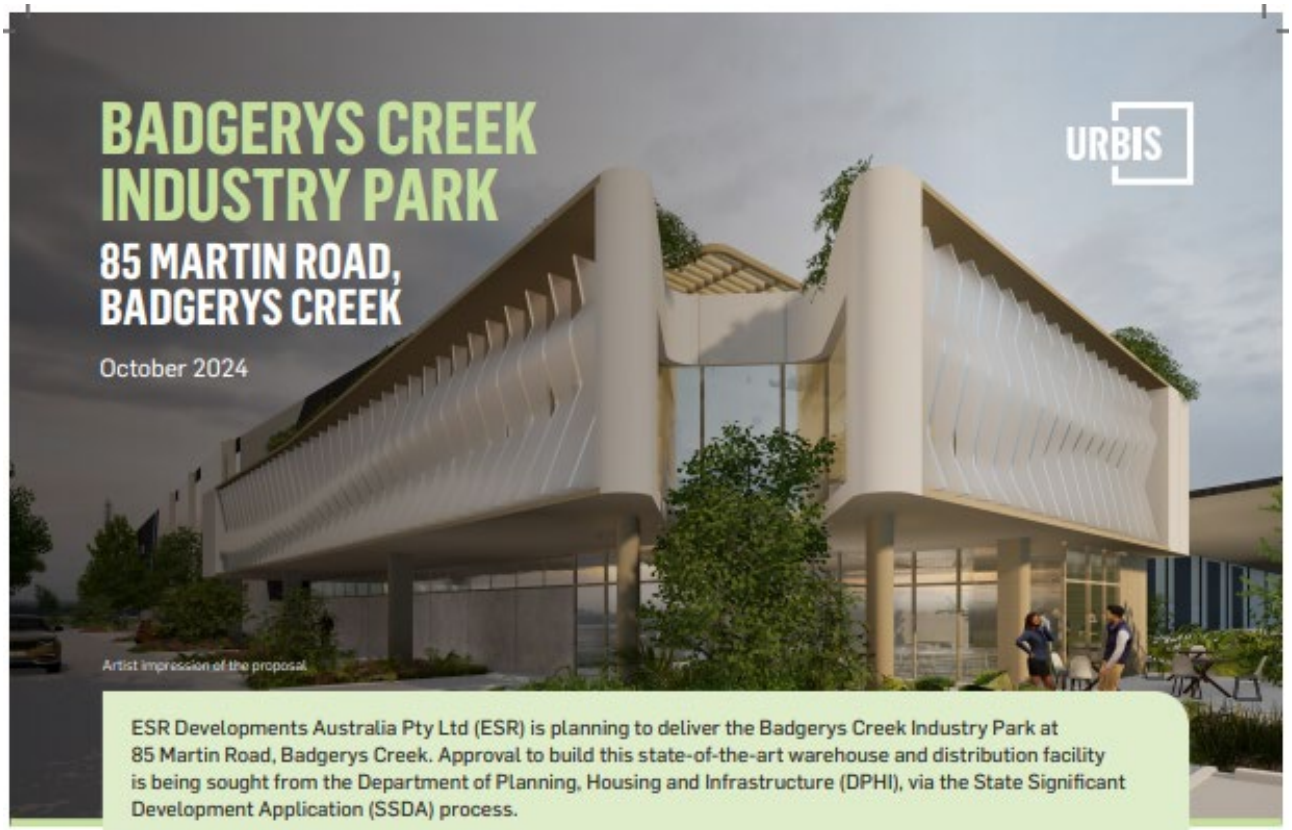
11. Do you anticipate there to be any additional cumulative impacts (positive/negative) from the nearby Aerotropolis and/or any nearby projects?

Other

12. Do you have any other comments on the proposal or feedback to inform the SIA?

Thank you for your time and insight.

COMMUNITY NEWSLETTER



ESR Developments Australia Pty Ltd (ESR) is planning to deliver the Badgerys Creek Industry Park at 85 Martin Road, Badgerys Creek. Approval to build this state-of-the-art warehouse and distribution facility is being sought from the Department of Planning, Housing and Infrastructure (DPHI), via the State Significant Development Application (SSDA) process.

This newsletter provides information on the proposal, and details how you can reach the project team to ask questions and provide feedback.

ABOUT THE PROJECT

The proposed Badgerys Creek Industry Park is within the Badgerys Creek Precinct of the Western Sydney Aerotropolis. The Badgerys Creek Industry Park delivers on the vision of the Badgerys Creek Precinct, leveraging its strategic location to provide employment opportunities that fuel innovation and progress.

The SSDA seeks approval for the construction and operation of four warehouse buildings, with ancillary offices, to be delivered across two stages.

STAGE 1 INCLUDES

Site preparation work across the site, which will include:

> Construction of temporary stormwater basins

> Construction of a 24-metre-wide internal access road and local cul-de-sac to provide internal access

> Landscaping and estate signage

Construction and fit out of warehouses 1, 2 and 3, comprising:

Warehouse 1
19,484 square metres of warehouse space, 1,300 square metres of office space, and 100 car spaces.

Warehouse 2
18,575 square metres of warehouse space, 1,300 square metres of office space, and 96 car spaces.

Warehouse 3
17,365 square metres of warehouse space, 1,350 square metres of office space, and 96 car spaces.

STAGE 2 INCLUDES

Following Sydney Water's delivery of essential stormwater infrastructure, ESR will deliver stage 2 of the Badgerys Creek Industry Park, which includes:

Construction and fit out of Warehouse 4: 27,871 square metres of warehouse space,1,500 square metres of office space, and 132 car spaces.

Over the next 22 years, more than 85,000 people set to call the Aerotropolis home. The proposed Industry Park will provide greater employment opportunities close to where people live, supporting the NSW Government's commitment to realising a 30-minute city.

The Badgerys Creek Industry Park will contribute to the development of a thriving community by providing more local employment opportunities.

ASSESSING AND MANAGING IMPACTS

ESR is currently preparing an Environmental Impact Statement (EIS), which is a document that summarises the assessments being carried out to support the SSDA. These studies aim to identify and assess any potential impacts from the construction and operation of the warehouse and distribution facility, and suggest measures to mitigate impacts and maximise benefits.

TRAFFIC AND ACCESS

The site is located on Martin Road, which provides connection to Elizabeth Drive.

Both Elizabeth Drive and the M12 Motorway have been earmarked for future upgrades to accommodate planned growth associated with the new Western Sydney International Airport.

Assessments within the EIS will consider all potential impacts on the local road network during both construction and operation and propose measures to manage them. This includes assessing the potential traffic impacts on local roads such as Martin Road and Lawson Road.

ESR is in ongoing discussions with Transport for NSW to help inform these assessments, and coordinate the delivery of essential infrastructure to service the evolving community of Badgerys Creek.

CONSTRUCTION

Construction of the Badgerys Creek Industry Park will be delivered in two stages:

- Stage 1 works: 18-month period

- Stage 2 works: 9 months

During construction, care will be taken to restrict and minimise all potential impacts, and best practice measures will be implemented. These could include noise barriers, dust screening and landscaping.

ESR is committed to keeping the community informed throughout each stage of planning and construction.

CONTACT US

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

1800 244 863

engagement@urbis.com.au

THE PLANNING PATHWAY AND NEXT STEPS

We are here: ESR is are currently preparing an Environmental Impact Statement (EIS), which is a document that summarises the assessments being carried out to support the SSDA. These studies aim to identify and assess any potential impacts from the construction and operation of the warehouse and distribution facility, and suggest measures to mitigate impacts and maximise benefits. ESR is seeking your feedback on the proposal as part of this next step.

We will collate the feedback from the community and stakeholders into a Consultation Outcomes Report, which will form part of the EIS.

Late 2024: The formal SSDA documentation will be submitted to DPHI in late 2024. After the SSDA is lodged, DPHI will notify the local community via a process called 'public exhibition'. The community will be formally invited to provide feedback to DPHI as part of the exhibition.

ESR is expecting a determination within six to nine months of lodging the SSDA. After the SSDA is lodged, DPHI will notify the local community through a 'public exhibition' process. During the public exhibition period, the community will be formally invited to provide feedback to DPHI.

ESR expects a determination within six to nine months of lodging the SSDA.

SOCIAL IMPACT ASSESSMENT SURVEY

Urbis are preparing a Social Impact Assessment (SIA) to best understand how the development might impact the community. You are invited to inform the SIA by completing a survey that will assist our team to better understand the needs of the local area, identify potential positive or negative social impacts of the proposal, and get suggestions on how these can be managed. Your feedback could help us maximize the positive outcomes of this development.

We encourage you to take a few minutes to share your thoughts and complete the survey. Please note that the survey will be open until 10 November.

You can provide your feedback by filling out a short online survey. Scan the QR code with your phone or access the survey via
https://urbis.questionpro.com.au/t/ARokgZRzR2

ABOUT ESR

This proposal is being developed by ESR. ESR Group is Asia-Pacific's leading New Economy real asset manager and one of the largest listed real estate investment managers globally.

From capital raising to green initiatives and sustainable operations, we have been recognised for our industry-leading efforts and for setting benchmarks in logistics facilities and related fund management across Australia and beyond.

URBIS