

# **AIBP Storage and Distribution Warehouse**

## **Social Impact Assessment**

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Prepared for HB+B Properties Pty Ltd

June 2025

# AIBP Storage and Distribution Warehouse

## Social Impact Assessment

HB+B Properties Pty Ltd

E241089 RP#1

June 2025

Version	Date	Prepared by	Reviewed by	Comments
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11 June 2025

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# Executive Summary

HB+B Properties Pty Ltd (HBB) (the Proponent) is seeking approval for a Storage and Distribution Warehouse (the proposed development). The project seeks detailed approval for a new Storage and Distribution Warehouse within the Alspec Industrial Business Park (AIBP) at 221-235 Luddenham Road, Orchard Hills (the site). The proposed development will be located at Lot 11 in DP 1293805.

EMM Consulting Pty Limited (EMM) have been engaged by HBB to prepare this Social Impact Assessment (SIA) on behalf of HBB to support assessment of the proposed State Significant Development application (SSD-81434988), in accordance with the methodology outlined in the NSW *SIA Guideline 2023* (DPIE, 2023a).

This report has been prepared to address the Secretary’s Environmental Assessment Requirements (SEARs) issued for the project (SSD-81434988).

An overview of the assessed impacts and benefits is provided in Table ES1.

**Table ES1 Summary of identified social impacts and benefits**

Impact/benefit	Category and stage	Unmitigated significance	Mitigation/enhancement measures	Mitigated significance
Local character change (negative)	<b>Community</b> Construction: Medium Operation: Low	Medium	Demonstrate project alignment with local and regional plans and policies. Deliver continued effective communication to set community expectations for the changing character of the site and surrounds. Promotion of alternate travel options for local workers	Low
Diminished visual amenity for surrounding residents and businesses(negative)	<b>Surroundings</b> Construction: Medium Operation: Medium	Medium	Utilising design principles to soften visual impacts. Implementation of a Construction Management Plan. Continued updates to neighbouring landholders.	Low
Concerns regarding deterioration of amenity due to generation of noise and changes to air quality (negative)	<b>Health and wellbeing</b> Construction: Medium Operation: Low	Medium	Minimise and control noise and air pollution, in alignment with relevant guidelines. Implementation of a Construction Management Plan. Ensure effective reporting mechanisms for the community. Limit on-site heavy vehicle movements before 7 am	Low
Changes to traffic and access (negative)	<b>Accessibility</b> Construction: Low Operation: Low	Low	Implementation of Traffic Management Plans. Signage and notifications for local road users. Alignment of future development of the site with proposed Luddenham Road upgrades. Establish a publicly available complains management process.	Low

Impact/benefit	Category and stage	Unmitigated significance	Mitigation/enhancement measures	Mitigated significance
Economic benefits from employment during Project construction (positive)	<b>Livelihoods</b> Construction: Medium	Medium	Enhance construction employment generation benefits through prioritising hiring local workers.	Medium
Increased economic benefits from employment during Project operation (positive)	<b>Livelihoods</b> Operation: Medium	Medium	Generate local employment opportunities during operations in line with government plans.	Medium
Increased economic benefits during project operation due to additional warehousing capability	<b>Livelihoods</b> Operation: Low	Low	Explore opportunities to partner with local businesses.	Low

# TABLE OF CONTENTS

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<b>Executive Summary</b>	<b>ES.1</b>	
<b>Acronyms</b>	<b>iii</b>	
<b>1 Introduction</b>	<b>1</b>	
1.1 Project description	1	
1.2 Local context	1	
1.3 Purpose of this SIA	6	
1.4 Assessment approach and requirements	6	
1.5 Authorship and SIA declarations	6	
<b>2 Methodology</b>	<b>8</b>	
2.1 Research limitations	10	
<b>3 SIA context</b>	<b>11</b>	
3.1 Social locality	11	
3.2 Development context	13	
3.3 Policy and planning context	14	
3.4 Community profile	17	
3.5 Key social trends	18	
<b>4 Community and stakeholder engagement</b>	<b>25</b>	
4.1 Key stakeholder feedback	26	
4.2 Community feedback	27	
<b>5 Assessment of social impacts</b>	<b>28</b>	
5.1 Summary of identified impacts	28	
5.2 Impact assessment	29	
5.3 Cumulative impacts	36	
<b>6 Summary</b>	<b>38</b>	
<b>References</b>	<b>39</b>	
 <b>Appendices</b>		
Appendix A	Curriculum vitae	A.1
Appendix B	Baseline indicators	B.1

## Tables

Table ES1	Summary of identified social impacts and benefits	1
Table 1.1	Key features of site	2
Table 1.2	SEARs requirements – Social	6
Table 3.1	Locations within the social locality mapped to ABS categories	11
Table 3.2	Policy and planning context	14
Table 3.3	Population projections, 2021 to 2041	19
Table 4.1	Summary of engagement activities - Urbis	25
Table 4.2	Feedback received by Urbis during stakeholder engagement	26
Table 4.3	Feedback received by Urbis during community engagement	27
Table 5.1	Summary of social impacts	29
Table B.1	Population indicators	B.1
Table B.2	Age and socio-cultural indicators	B.1
Table B.3	Health indicators	B.2
Table B.4	Dwelling indicators	B.3
Table B.5	Dwelling indicators	B.3

## Figures

Figure 1.1	Site context	3
Figure 1.2	Local setting	4
Figure 1.3	Site layout	5
Figure 2.1	Social impact significance matrix	10
Figure 3.1	Social locality	12
Figure 3.2	Annual population change, 2014 to 2024	19
Figure 3.3	Population mobility, 2021	20
Figure 3.4	Age cohorts, 2021	20
Figure 3.5	Quarterly unemployment, March 2020-December 2024	22
Figure 3.6	SEIFA decile ranks, 2021	24

# Acronyms

Acronym/abbreviation	Meaning
ABS	Australian Bureau of Statistics
Acoustic Report	Acoustic Report for Development Application
AIBP	Alspeg Industrial Business Park
ASGS	Australian Statistical Geography Standard
CBD	Central Business District
CIS	Community Infrastructure Strategy
CSP	Community Strategic Plan
DPHI	NSW Department of Planning, Housing and Infrastructure
DPIE	Department of Planning and Environment
EIS	Environmental Impact Statement
EMM	EMM Consulting Pty Ltd
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
HBB	HB+B Property Pty Ltd
IAIA	International Association for Impact Assessment
IEO	Index of Education and Occupation
IER	Index of Economic Resources
IRSAD	Index of Relative Socio-Economic Advantage and Disadvantage
IRSD	Index of Relative Socio-Economic Disadvantage
LGA	Local Government Area
LSPS	Local Strategic Planning Statement
NSW	New South Wales
SAL	Suburb and Localities
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SIA	Social Impact Assessment
SIA Guideline 2023	Social Impact Assessment Guideline for State Significant Projects
SIA Technical Supplement 2023	Technical Supplement: Social Impact Assessment Guideline for State significant Projects
the Council	Penrith City Council
the Project	Development of a Storage and Distribution Warehouse
the Site	221-235 Luddenham Road, Orchard Hills, Lot 11 in DP 1293805, at the north-eastern corner of the AIBP

# 1 Introduction

HB+B Property Pty Ltd (HBB) (the Proponent) is seeking approval from the NSW Department of Planning, Housing and Infrastructure (DPHI) for the development at 221-235 Luddenham Road, Orchard Hills (the site), including detailed approval for a Storage and Distribution Warehouse (the Project). The proposed development will be located at Site 1 at the north-eastern corner of the Alspec Industrial Business Park (AIBP).

The proposed development comprises the establishment of a new warehouse with a two-level ancillary office.

The total warehouse area of the proposed development is 43,606 square metres (m<sup>2</sup>), with an additional 1,843 m<sup>2</sup> of office area. Perimeter landscaping and tree planting will have a total area of 10,236 m<sup>2</sup>. The warehouse will be approximately 14.7 metres (m) high, with a high bay warehouse component at the western portion of the building which achieves a maximum height of 39 m. Loading areas will be located at the north and south sides of the warehouse, with hardstand surrounding the perimeter of the warehouse. Hardstand and carpark areas are accessed via four new driveways from the AIBP internal estate road. Onsite vehicular parking will accommodate cars, vans, semi-trailers and B-doubles. It is envisaged that approximately 329 spaces will be provided on site within the proposed hardstand and carparking areas.

The Project site forms part of the broader AIBP estate, which was subject to a Planning Proposal (Department Ref: PP-2022-1052) that has been approved by Penrith City Council. The site is zoned as E4, General Industrial.

## 1.1 Project description

The Project is on the corner of Luddenham Road and Patons Lane in the southern part of the Penrith City Local Government Area (LGA). The Project site is owned and managed by the Proponent in an area identified for its potential for employment and proximity to the Western Sydney Airport.

The objective of the proposed development is to:

- facilitate the delivery of a high-quality storage and distribution warehouse within the AIBP, at a strategically located site
- provide employment generating floor space which responds to the growth of the broader locality
- deliver storage and distribution uses to support Western Sydney.

It is anticipated that the Project will provide employment for local workers during construction and operation.

## 1.2 Local context

The site is located at 221-235 Luddenham Road, Orchard Hills within the Penrith LGA. The site is legally described as Lot 11 in DP 1293805. Figure 1.1 and Figure 1.2 indicate the local setting and site context. Figure 1.3 indicates the proposed site layout.

Table 1.1 summarises the key features of the site.

**Table 1.1**      **Key features of site**

Description	Site details
Land configuration	The site has an area of about 85,563 m <sup>2</sup> with an east-facing frontage to Luddenham Road and north frontage on to Patons Lane. South of the site shares and interface with an adjoining lot within the AIBP, and another neighbouring property. The western boundary is adjacent to the internal estate road.
Land Ownership	The proponent HB+B Property Pty Ltd
Existing development	The site is vacant land, cleared of existing structures in 2023 under a separate Complying Development Application. The site is predominantly grassland with scattered native trees.
Local context	<p>The site is surrounded predominantly by pockets of native vegetation and rural residential and agricultural lands. The Western Motorway (M4), further north, is accessible via Luddenham Road and Mamre Road.</p> <p>Luddenham Road on the eastern boundary divides the site from several properties that back on to south creek.</p> <p>An unnamed tributary of south creek flows north of the site to west along the western border. The western boundary is mapped native vegetation community Cumberland Red Gum Riverflat Forest and C2 – Environmental Conservation land zone.</p> <p>The AIBP has recently been rezoned from RU2 Rural landscape to E4 General Industrial, with land classifications in the surrounding area including C2 Environmental Conservation and RU2 Rural landscape. The nearest residential zones are an area of R2 Low Density Residential within the suburb of St Clair, approximately 1.6 kilometres (km) northeast of the site and an area of C4 Environmental Living within the Twin Creeks residential neighbourhood, approximately 1.0 km south of the site.</p> <p>South of the site are agricultural, community and cultural use areas relating to the Bosna Croatian Club, a plant nursery and Luddenham Oval. Further south is the Northern Gateway Precinct of the Western Sydney Aerotropolis.</p> <p>There is a waste management service to the north-west of the site and the Erskine Park Fire Service and Dogs NSW to the northeast.</p>
Regional context	The site is in Orchard Hills situated in the south of Penrith LGA. The site is approximately 41 km west of the Sydney CBD and 6 km adjacent to the northern boundary of the Western Sydney Aerotropolis. The site falls within the Greater Penrith to Eastern Creek (GPEC) Investigation Area.
Infrastructure	<p>The site is in proximity to the existing road networks and planned infrastructure corridors. Luddenham Road provides direct access to the Western Sydney Aerotropolis and the Airport and Mamre Road, which connects to the M4 north of the site and Elizabeth Drive to the south.</p> <p>Public transport networks are currently limited in the area; however, the Sydney Metro project will introduce a new railway line connecting the Aerotropolis to St Marys station.</p>
Site access	Four vehicle access points to the site are proposed within AIBP internal estate road, with approximately 329 spaces provided within hardstand and carparking spaces. Onsite parking will accommodate cars, vans, semi-trailers and B-doubles.



Source: Geoscapes (Visual Impact Assessment Report - Storage and Distribution Warehouse, 2025a)

**Figure 1.1** Site context



Source: Urbis (2024)

**Figure 1.2** Local setting



### 1.3 Purpose of this SIA

The purpose of this social impact assessment (SIA) is to outline potential social impacts and benefits of the proposed development to inform assessment of the Project. This SIA considers social impacts in terms of the public interest as required under Part 4.15 (e) of the *Environmental Planning and Assessment Act 1979* (EP&A Act), and as identified by the Secretary’s Environmental Assessment Requirements (SEARs) issued for the Project on 4 April 2025, which require “a social impact assessment prepared in accordance with the Department’s Social Impact Assessment Guideline” which is “is targeted and proportionate to the project’s context and likely impacts”.

### 1.4 Assessment approach and requirements

The purpose of this SIA is to identify and assess the social impacts of the Project to support approvals for development of 221-235 Luddenham Road, Orchard Hills. This SIA has been prepared in accordance with the SEARs issued by the DPPI on 4 April 2025. The SEARs stipulate that the environmental impact statement (EIS) for the proposed development include an SIA in accordance with DPE’s *Social Impact Assessment Guideline for State Significant Projects* (SIA Guideline 2023) (DPIE, 2023a). In addition to the SIA Guideline 2023, preparation of the SIA considered:

- the *Technical Supplement: Social Impact Assessment Guideline for State significant Projects* (SIA Technical Supplement 2023) (DPIE, 2023b)
- the *Cumulative Impact Assessment Guidelines for State Significant Projects* (DPIE, 2022a).

**Table 1.2 SEARs requirements – Social**

Item	Description of requirement	Section reference (this report)
<b>20. Social Impact</b>	<ul style="list-style-type: none"><li>• Provide a Social Impact Assessment that:<ul style="list-style-type: none"><li>– is prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects</li><li>• is targeted and proportionate to the project’s context and likely impacts</li></ul></li></ul>	Section 5

### 1.5 Authorship and SIA declarations

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

#### i Authorship

This report has been prepared by a suitably qualified and experienced lead author, Caroline Wilkins and co-authors Breannan Dent and Brooke Theobald, consistent with SIA Guideline 2023 requirements. All contributors hold appropriate qualifications and have the relevant experience to carry out the SIA for this project. The curriculum vitae for each author is provided in Appendix A.

## ii SIA Declarations

The authors declare that this SIA report:

- was completed in May 2025
- has been prepared in accordance with the EIS process under the EP&A Act
- has been prepared in accordance with the SIA Guideline 2023
- contains all reasonably available project information relevant to the SIA
- as far as EMM is aware, contains information that is neither false nor misleading.

Assumptions and limitations of this report are outlined in Section 2.1.

## 2 Methodology

This section presents the methodology which guided completion of the SIA. The methodology was tailored to meet the requirements of the NSW SIA Guideline 2023 (DPIE, 2023a). Completion of the SIA has also been informed by best practice guidance and standards for SIA set out by the International Association for Impact Assessment (IAIA).

Stages in the preparation of the social assessment are as follows:

1. Social baseline study: understanding the existing social environment. This process included:
  - study area definition based on geographic areas likely to be impacted
  - review of relevant background studies and technical reports, along with relevant local and state policy frameworks
  - demographic analysis to define the characteristics of the existing social environment against which potential social impacts may be identified and assessed.
2. Engagement informing the SIA: feedback generated through stakeholder engagement as summarised in chapter 5 of the EIS and in Chapter 4 of this SIA.
  - Findings from other technical disciplines that contributed to the EIS (Urbis 2025) were reviewed and potential social impacts defined. These included the:
    - Traffic Impact Assessment (Arcadis, 2025b)
    - Green Travel Plan (Arcadis, 2025a)
    - Visual Impact Assessment Report (Geoscapes, 2025a)
    - Landscape documentation report (Geoscapes, 2025b)
    - Air Quality Impact Assessment (EMM , 2025)
    - Groundwater Impact Assessment (Eco Logical Australia, 2025)
    - Flood Assessment (Arcadis, 2025c)
    - BMP Compliance Assessment Letter Version 1.0–Proposed AIBP Storage and Distribution Warehouse 1 (Lot 11 in DP1293805)–Alspec Industrial Business Park, 221-235 Luddenham Road, Orchard Hills, NSW (Ecoplanning Pty Ltd, 2025)
    - Acoustics Assessment (EMM 2025)
    - Consideration of cumulative impacts (DPE, 2022a).
  - Social impact identification: an analysis of how the proposed changes may impact on key stakeholders. The method included analysis of the nature of project activities, baseline characteristics of potentially affected communities and feedback generated through engagement. Several complementary approaches were used to triangulate findings and confirm accuracy of the assessment. These approaches included consideration of:
    - available academic and grey literature to review and revise potential impacts

- local plans and policies, to contextualise and understand local priorities and values
- the existing social environment and emerging social trends and patterns
- feedback generated through stakeholder engagement
- findings from the other relevant technical disciplines.

3. Social risk assessment: the systematic assessment of each identified social impact to predict the nature and scale of potential social risk associated with construction and operation of the Project. The risk approach assesses the magnitude and likelihood of potential positive and negative social impacts with and without mitigation. The social risk assessment matrix, including the assessment framework, is provided in the SIA Guideline Technical Supplement (DPIE, 2023b) and presented in Figure 2.1.

Identification and assessment of relevant impacts was undertaken with consideration of the associated impact categories outlined in the SIA Guideline 2023 (DPIE, 2023a) which refers to potential changes to people's:

- **way of life:** how people live, how they get around, how they work, how they play, and how they interact each day
- **community:** its composition, cohesion, character, how it operates and sense of place
- **accessibility:** how infrastructure provided by public, private or not for profit organisations, including services and facilities is accessed and used
- **culture:** shared beliefs, customs, values and stories, and connection to Country, land, places, waterways and buildings, both Aboriginal and non-Aboriginal
- **health and wellbeing:** physical and mental health
- **surroundings:** access to and use of ecosystem, public safety and security, access to and use of natural and built environment, aesthetic value and/or amenity
- **livelihoods:** how people sustain themselves through employment or business, their capacity to do so and whether disadvantage is experienced.

4. Social impact mitigation and management: Identification of measures which may be implemented to avoid or reduce the significance of impacts and enhance Project related benefits.

5. SIA reporting: development of this SIA technical report and internal peer review by EMM's social scientists.

		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: SIA Guideline Technical Supplement, Social impact significance matrix

**Figure 2.1 Social impact significance matrix**

## 2.1 Research limitations

This SIA has been based on the best available information relevant to the Project. The SIA is based on the current project design. It has been noted that while project components are generally fixed, some aspects of the Project (including the siting of project elements within the development footprint and construction methodology) may be subject to minor change during finalisation of the detailed design process. The objective is to ensure that the detailed design can meet construction requirements while continuing to minimise social and environmental impacts and deliver benefits.

Other assumptions and limitations of the research include the following:

- A key source of data describing social conditions is the Australian Bureau of Statistics (ABS) Census of Population and Housing, the latest of which was in 2021 (ABS, 2021a). There may have been changes to social characteristics since this census event.
- Engagement data informing the SIA was received from secondary sources, meaning a precautionary approach has been taken to assessment, as the data may not be representative of the perspectives of all community members.
- Social infrastructure reviewed in the social baseline predominantly considers government-provided facilities or services. In some instances, it is possible that local communities access services through private providers for which data is not available.

### 3 SIA context

This chapter describes the social locality (study area) adopted for this SIA, provides a summary of the development context, key features of the locality, and the policy and planning context.

#### 3.1 Social locality

The social locality (SIA study area) identifies the social and geographical boundaries for the SIA. These geographical areas include stakeholders who could potentially have an interest in, or be directly or indirectly affected by, the Project. These stakeholders include landholders, nearby neighbours, community members, businesses, service providers and indigenous groups. The social locality takes into account:

- the nature and scale of the proposed project, including associated infrastructure
- the scope of potential social impacts throughout the Project lifecycle
- the location and characteristics of potentially affected communities
- land use patterns, infrastructure and urban/rural centres.

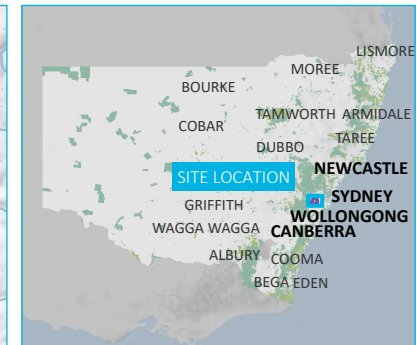
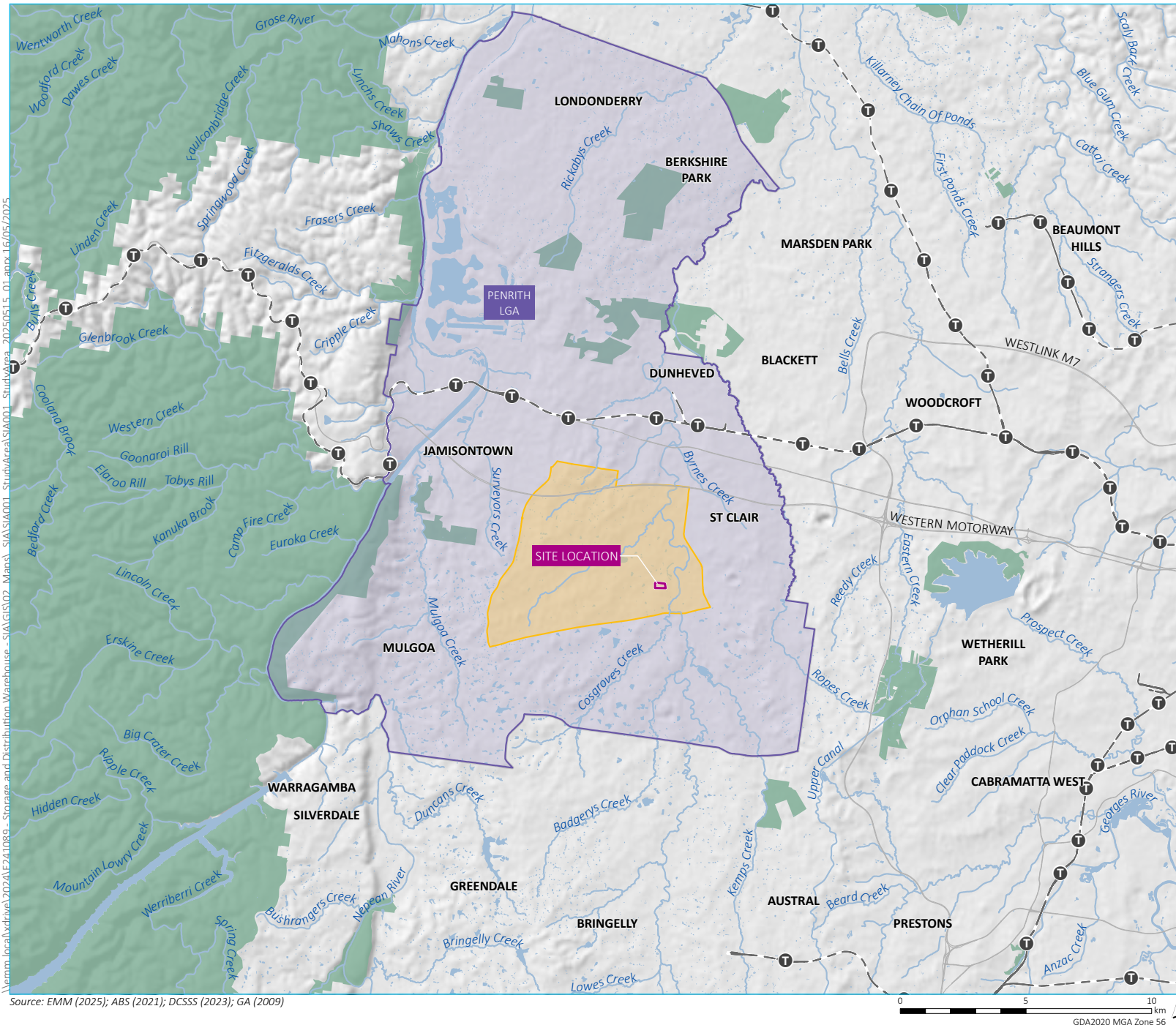
The social baseline characterisation utilises data generated by the ABS at the Suburb and Localities (SAL) and LGA geographical classifications.

The Project considers the local area of Orchard Hills SAL as it is likely to contain stakeholders that would experience direct impacts. The broader regional area includes Penrith LGA which corresponds to the local area.

Each of the locations are mapped to respective ABS statistical geographies as outlined in Table 3.1 and forms the basis for development of the community profile and analysis of key social trends.

**Table 3.1** Locations within the social locality mapped to ABS categories

Social locality	Geographic area	ASGS statistical area code	Description/relevance to Project
Local study area	Orchard Hills SAL	SAL 13106	Includes Alspec Warehouse
Regional study area	Penrith LGA	LGA 16350	Includes Orchard Hills SAL
State/Territory	New South Wales	1	State/Territory



- KEY
- Site boundary
  - Local study area
  - Regional government area
- Existing environment
- Train station
  - Rail line
  - Major road
  - Named watercourse
  - Named waterbody
  - NPWS reserve
  - State forest

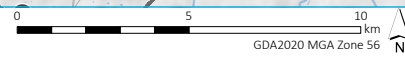
Study area

Alspec Storage and Distribution Warehouse  
 Social Impact Assessment  
 Figure 3.1



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Source: EMM (2025); ABS (2021); DCSSS (2023); GA (2009)



## 3.2 Development context

### 3.2.1 Planning Proposal – Planning Proposal for Alspec Industrial Business Park

HB+B submitted the Luddenham Road Planning Proposal (PP-2022-1052) (the Proposal) to Penrith City Council to amend the Penrith Local Environment Plan 2010 (PLEP 2010). The Proposal seeks to facilitate the development of the AIBP at 221-235 Luddenham Road, Orchard Hills (Penrith City Council, 2022a). The Planning Proposal detailed amendments to support development of the land to enable industrial warehouse development across three stages:

- potential for 32 high-quality warehouse buildings across 32 lots, each accompanied with an ancillary office, associated parking and business identification signage for legibility and easy wayfinding
- landscaped internal estate roads including three roundabouts, four cul-de-sac and entry roads for improved amenity
- electrical easement and an environmental zone and basins.

To allow for the development, the following amendments were sought:

- rezone the site from RU2 Rural Landscape to part E4 General Industrial
- amend the Minimum Lot Size map to reduce the minimum lot size to 1,000 m<sup>2</sup>
- introduce density provisions to ensure a mixture of large and small lots
- introduce a sunset clause which requires commencement of the development within five years of gazettal of the PLEP 2010.

#### i Planning Proposal public submissions

The Planning Proposal, site specific Development Control Plan (DCP) and letter of Offer from HB+B were placed on public exhibition from December 2022 to February 2023.

Key issues raised in submissions included:

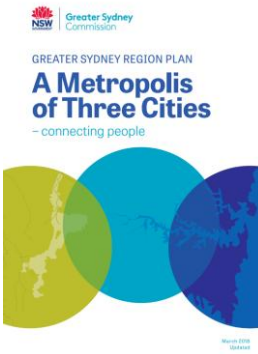
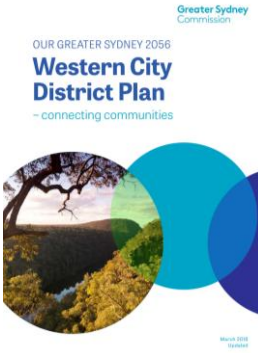
- concerns that the development may inhibit the Luddenham Road upgrades
- concerns that the sunset clause in the proposal might restrict other types of development in the estate
- concerns that the draft DCP may limit development by limiting seeking road access from Luddenham Road
- seeking a reduction in the setback controls
- concerns regarding the cost implications of enforcement of the industrial fencing standard on not-for-profit organisations.

The Planning Proposal was amended to address these concerns, then was subsequently approved, and PLEP 2010 amendments were published on 27 March 2024.

### 3.3 Policy and planning context

This SIA is informed by the policy and planning context. Table 3.2 provides an overview of the social and economic policies and strategies relevant to the Project and describes how the Project may contribute to, or support achievement of community goals, aspirations, or actions.

**Table 3.2 Policy and planning context**

Plan, policy or strategy	Description and alignment with Project
<b>STATE GOVERNMENT</b>	
<p><i>Greater Sydney Regional Plan: Metropolis of Three Cities</i> (Greater Sydney Commission, 2018)</p> 	<p>The Metropolis of Three Cities Plan outlines the vision for three, integrated and connected cities that will rebalance Greater Sydney – placing housing, jobs, infrastructure and services within easier reach of more residents, no matter where they live.</p> <p>The Plan sets targets for new housing, with a range of types, tenures and price points to improve affordability. New jobs will be promoted and the plan values Greater Sydney’s unique landscape, natural resources and green infrastructure.</p> <p>Penrith is part of the Western Parkland City. The plan outlines the development of the Western Parkland City and the need to invest a wide variety of infrastructure and services in particular with the development of the Western Sydney Airport. The key objectives related to Kemps Creek and the proposed development include:</p> <ul style="list-style-type: none"> <li>• Objective 16: Freight and logistics networks is competitive and efficient</li> <li>• Objective 20: Western Sydney Airport and Badgery’s Creek Aerotropolis are economic catalysts for Western Parkland City</li> <li>• Objective 23: Industrial and urban service land is planned, retained and managed.</li> </ul> <p>Supporting the 30-minute city aspiration, the Site forms part of the South West Sydney Growth Corridor, in which the proposed development will support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres.</p>
<p><i>Our Greater Sydney 2056: Western City District Plan</i> (Greater Sydney Commission, 2018)</p> 	<p>The Greater Sydney Commission’s Western City District Plan is a 20-year plan to manage growth in the Blue Mountains, Camden, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly local government areas. The plan highlights the need to maximise and retain freight and logistic opportunities, planning and managing of industrial and urban services land as existing sites face residential rezoning pressures. The Project is in Greater Penrith, on the periphery of the Western Sydney Aerotropolis</p> <p>The site is located north of the Northern Gateway Precinct, in proximity to existing and planned infrastructure corridors. The Western Sydney Airport and Badgery’s Creek Aerotropolis will depend on surrounding cities, including Greater Penrith to support the airport, including through workforce capacity, transport, freight, connectivity and resource provision and distribution.</p> <p>In addition, the plan highlights the unprecedented opportunity for the Western City District to provide a national freight and logistics hub. The following key planning priorities relevant to the site are:</p> <ul style="list-style-type: none"> <li>• W7: Establishing the land use and transport structure to deliver a liveable, productive and sustainable Western Parkland City</li> <li>• W8: Leveraging industry opportunities from the WSEA and Aerotropolis</li> <li>• W9: Growing and strengthening the Metropolitan Cluster</li> <li>• W10: Maximising freight and logistics and planning and managing industrial and urban services land</li> <li>• W11: Growing investment, business opportunities and jobs in strategic centres.</li> </ul>

Plan, policy or strategy	Description and alignment with Project
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*Greater Penrith to Eastern Creek (GPEC) Investigation Area Strategic Framework (DPE, 2023)*



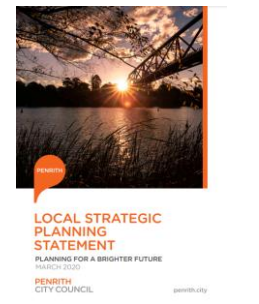
The Project site is located in the Orchard Hills precinct. This precinct is identified as having significant connections to Cumberland Plain Conservation Plan avoided land. The site is outside of the identified priority growth area, but is identified within a potential future employment area under the GPEC structure plan.

- Relevant directions include:
- Direction 1.1: Provide opportunities to connect with, design for and care for Country
  - Direction 2.3: Protect the landscape and create a cooler, greener, low-carbon future
  - Direction 2.4: Growth considers cultural, social and economic needs
  - Direction 2.5: Consider land use compatibility with future major infrastructure (including actions for micro-mobility, transport infrastructure alignment, and road network capacity during flood events)
  - Direction 3.2: Establish or improve connections to jobs
  - Direction 5.1: Provide opportunities to connect and support blue and green networks
  - Direction 6.1: Promote the importance of waterways and prioritise their health
  - Direction 6.2: Help to cool the Western Parkland City.

Critical areas relevant to this project are provision of local access to jobs, integrations with transport infrastructure (Luddenham Road), implementation of greening and cooling initiatives in alignment with local planning controls, as well as connections to local open space and community-building.

**LOCAL GOVERNMENT**

*Local Strategic Planning Statement: Planning for a Brighter Future City (Penrith City Council, 2020)*



The Penrith City Council’s LSPS establishes a 20-year vision for a vibrant place for people, that is well connected, celebrates local diversity enriched with job opportunities and is inclusive for all. This is supported through four key themes of connected, healthy, innovative and balanced. The following identified priorities are considered relevant to the site:

- Planning priority 11: Support the planning of the Western Sydney Aerotropolis
- Planning priority 12: Enhance and grow Penrith’s economic triangle.

The plan identifies prospects for industrial lands and employment growth due to the close proximity of the Western Sydney Airport and identified Western Sydney intermodal terminal within the Mamre Road Precinct under the State Environmental Planning Policy (Western Sydney Employment Area) 2009. New Industrial land area has been identified around the Western Sydney Airport to contribute to the demand in medium and long term.

The council priorities the status of Penrith as strategic commercial centre of South West Sydney, providing job diversity and growth to encourage local workforce skills. The proposed development will contribute to increased job opportunities in construction activities as well as ongoing operation jobs in transport, storage and warehousing related industries for local residents.

*Penrith City Council Community Plan (Penrith City Council, 2017)*



The Penrith City Council Community plan expresses the community’s aspirations and priorities focused on promoting Penrith as a dynamic and inclusive regional city offering local jobs, better transport and access, safe and vibrant centre and neighbourhoods with a healthy environment.

The plan outlines a number of goals and strategies to achieve the community’s vision which was informed by extensive community engagement and consultation process. This plan is guided through 7 key outcomes. The following outcomes are relevant to the Project:

- Outcome 1: We can work close to home
- Outcome 2: We plan for our future growth
- Outcome 3: We can get around our city
- Outcome 4: We have safe, vibrant places.

Direction 1 ‘we can work close to home’ underlines the need for council to support economic growth. The Community Strategic Plan identifies that 56,400 local residents travel to work outside of the local government area. As population growth increases more than the number of jobs available in the region, the provision of more local jobs for local people is a key priority for Council.

Plan, policy or strategy	Description and alignment with Project
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*Community Strategic Plan: Penrith 2036+* (Penrith City Council, 2022)



The *Community Strategic Plan: Penrith 2036+* (CSP 2036) outlines the community’s desired outcomes for the LGA. The vision of the community outlined in CSP 2036 is for a “regional city that is inclusive and prosperous and offers the best in urban living and a sustainable rural environment”.

The plan was informed by research and integration of community engagement through surveys, workshops, listening posts, investigations and analysis. As such, the plan developed 5 key outcomes for the community:

- Outcome 1: We protect and enhance an ecologically sustainable environment. Relevant comments from the community included:
- Outcome 2: We are welcoming, healthy, happy, creative and connected.
- Outcome 3: We plan and shape our growing city. Relevant comments from the community included:
- Outcome 4: We manage and improve our built environment. Relevant comments from the community included:
- Outcome 5: We have open and collaborative leadership. Relevant comments from the community included:

Direction 3.1 ‘grow and support a thriving local economy’ underlines the need for council to ensure the mechanisms for a thriving economy are in place.

The CSP 2036 also identified a current challenge of a liveable city due to the tension between increasing residential and industrial density from rezoning land with the importance of retaining and expanding green, open spaces.

*Penrith Community Strategic Plan 2041+ (Draft)* (Penrith City Council, 2025)

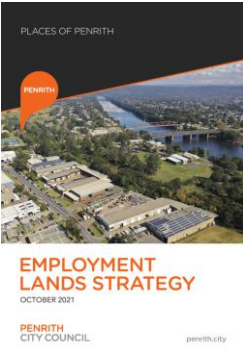


In 2024, Penrith City Council conducted a review of the previous 2036 Community Strategic Plan. The draft *Community Strategic Plan 2041+* (Penrith City Council, 2025) was made available on public exhibition throughout May 2025. The vision for the community outlined in CSP 2041 is to be a “great place to live, a region of opportunity and connection.”

The draft plan outlines five strategic directions based on community feedback. These directions include:

- Nurture our environment
- Support our wellbeing
- Shape our growing City
- Provide for our lifestyle
- Work together.

As the previous 2036+ CSP outlined, Direction 3.1 is focused on growing and supporting the local economy. The draft 2041+ CSP also sets a direction (Direction 3.2) to ‘navigate balanced growth and plan strategically”, recognising the importance of ensuring growth is managed and planned to ensure community satisfaction.

Plan, policy or strategy	Description and alignment with Project
<p><i>Penrith Employment Lands Strategy 2021</i> (Penrith City Council 2021)</p> 	<p>The Employment Lands Strategy (ELS) addresses the community's priorities to grow the local economy, attract investment and ensure greater number and diversity of jobs. Aim of the strategy is to strengthen the economic development and resilience of Penrith as a productive and innovative city and to improve community wellbeing in an environmentally responsible way.</p> <p>The ELS helps 'retain and manage' existing employment lands, and 'plans and manages' new employment lands.</p> <p>The ELS considers employment lands to be lands zoned:</p> <ul style="list-style-type: none"> <li>• Industrial and urban services lands</li> <li>• Commercial centres and business parks</li> <li>• Special purpose zoned land.</li> </ul> <p>Currently there are two main commercial centres, five primary industrial precincts and potential for Orchard Hills to be identified and zoned as additional employment lands.</p> <p>The ELS identifies strategic directions and actions to assist in achieving its aims.</p> <p>The development of the Project aligns with strategic direction by:</p> <ul style="list-style-type: none"> <li>• developing industrial development lands</li> <li>• providing storage and distribution warehouse jobs to support Western Sydney and continue the 30-minute city vision</li> <li>• building on warehousing strengths within the region.</li> </ul> <p>Penrith City is one of Greater Sydney's fastest growing LGAs and has 60% of Greater Sydney's potential new employment lands in the Aerotropolis Precincts. The development of a warehouse aligns with in the newly zoned estate and will provide jobs and resources for the predicted Western Sydney growth centre while also contributing the economic growth of the area.</p>

### 3.4 Community profile

The community profile provides a qualitative description of an area or community, including a discussion of key trends and issues (Vanclay, Esteves, Aucamp, & Franks, 2015). A community profile of the local area and the regional area is provided below.

#### 3.4.1 Local area

The local area is Orchard Hills SAL as this is the host suburb of the proposed Project and encompasses residents nearby the site.

In 2021, the local area had a residential population of 1,798 people, which decreased by 4.2% from 1,877 people in 2016. The local area is characterised by an older population, with a median age of 47 years. A total of 2.9% of residents identify as Aboriginal and/or Torres Strait Islander, which is moderately lower than in NSW (3.4%).

Orchard Hills SAL is bounded by the Northern Road to the west and Mamre Road to the east, which link to major road networks including the Western Motorway (M4) toward Sydney and The Blue Mountains. The main roads through Orchard Hills include Luddenham Road, Homestead Road and Wentworth Road.

Orchard Hills SAL contains the Defence Establishment Orchard Hills which provides storage, maintenance, and disposal of explosive military supplies (Australian Government Defence, n.d.). The Defence Establishment also provides military supplies training to meet service capabilities.

Social infrastructure includes four schools: Orchard Hills Public School, Montgrove College, Penrith Christian School, and Penrith Anglican College. There are also emergency services including Orchard Hills Rural Fire Brigade, Erskine Park Rural Fire Brigade, and Fire and Rescue NSW Emergency Services.

### 3.4.2 Regional area

Penrith LGA is located on the western fringe of the Sydney metropolitan area, about 54 km away from the Sydney city centre. In 2021, Penrith LGA had a population of 217,664 people. It is characterised by a relatively younger population, with a median age of 35 years compared to NSW's 39 years. The Dharug peoples are the Traditional Custodians of the land and waters situated within Penrith LGA. Approximately 5.0% of Penrith's population identify as Aboriginal and/or Torres Strait Islander.

Penrith LGA covers a land area of approximately 407 km<sup>2</sup>, of which around 80.0% is rural and rural-residential (.idcommunity, 2024). Much of the rural area in Penrith is used for agricultural purposes such as dairying, poultry farming, hobby farming, orcharding, market gardening and horse breeding (.idcommunity, 2024). The urban areas in Penrith LGA are mainly residential, with some commercial and industrial areas, including extractive industries and manufacturing (.idcommunity, 2024). The major commercial centre, Penrith City, is a residential area with most of the population living in residential areas in a linear corridor along the Great Western Highway and the Western Railway (.idcommunity, 2024).

The main transport links include the Great Western Highway, The Northern Road, the M4 and the Western railway line.

The key natural features of the region include the Nepean-Hawkesbury River, which includes the Nepean Gorge, as well as the Penrith Lakes in the north and the eastern portion Blue Mountains National Park.

### 3.5 Key social trends

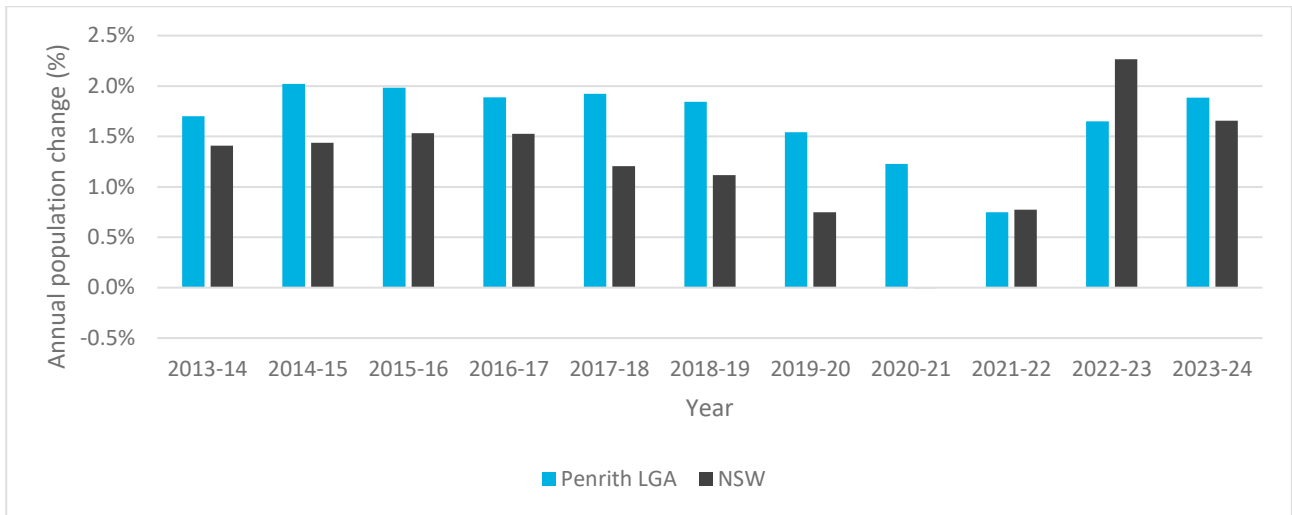
This section provides a summary of the baseline statistics included in Appendix B related to the assessment of social impacts.

#### 3.5.1 Population demographics

Key social trends in the Project's social locality are identified and analysed across the social themes of population, age and socio-cultural characteristics, health, housing, and social infrastructure. Key social trends are discussed for the Orchard Hills SAL and Penrith LGA.

According to the 2021 ABS Census, the population of Orchard Hills SAL was 1,798 people (Table B.1). The regional area experienced the highest population growth by 11.0% between 2016 and 2021.

Figure 3.2 presents the population trends across Penrith LGA and NSW from 2014 to 2024. This shows that over a 10-year period (2014-2024) Penrith LGA saw much greater growth compared to NSW. However, in 2021 to 2023, there was slightly smaller population growth in Penrith LGA compared to NSW, with Penrith experiencing population growth of 1.7% in 2022-23, whilst the NSW population grew by 2.3%. In 2021-22, Penrith experienced its lowest population growth since 2010 of 0.7%, however this was also a trend statewide, with NSW growing by 0.8%. This could be representative of the industrialisation taking place in Penrith LGA, meaning that residential areas are being transformed into industrial centres, shifting the population. However, Penrith City Council's Community Strategic Plan outlines motivators attracting new residents to the Penrith area include a new metro line, an international airport, expanding employment opportunities, the ability to work remotely and lifestyle changes (Penrith City Council, 2022).



Source: Estimated resident population, regional population (ABS, 2024).

**Figure 3.2 Annual population change, 2014 to 2024**

The NSW DPE provides population projections to year 2041 at the LGA level. By 2041, the population of the Penrith LGA is expected to increase by 52,279 people to 271,518 residents, representing a relatively high increase of 23.8% from 2021 to 2041 (DPE, 2024).

Population projections for Penrith LGA and NSW are represented in Table 3.3.

**Table 3.3 Population projections, 2021 to 2041**

Study Area	2021 population	2041 projected population	2021–2041 change	2021–2041 percentage change (%)
Penrith LGA	219,239	271,518	+52,279	23.8%
<b>NSW</b>	<b>8,097,062</b>	<b>10,070,467</b>	<b>+1,973,405</b>	<b>24.4%</b>

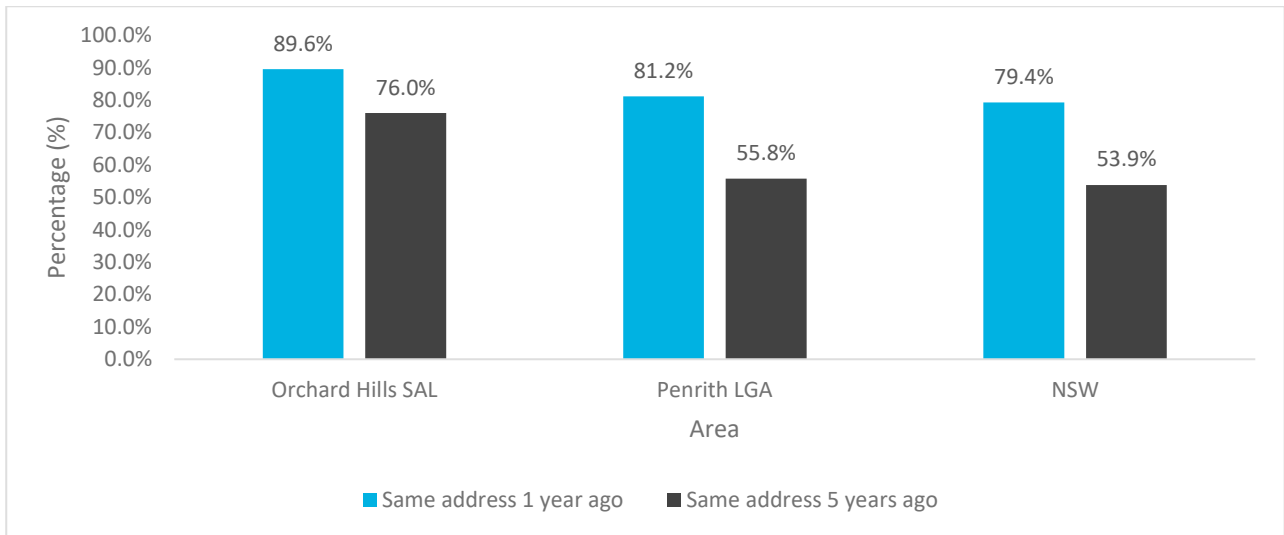
Source: (DPE, 2024)

**i Population mobility**

Population mobility is a measure of migration within a population. An indicator of population mobility is the length of residency at the same address, measured as one year ago and five years ago. A high proportion of population living at the same address five years ago shows relative stability in a community.

Residential mobility is driven by a range of factors including housing and location choice, tenure, labour market related decisions as well as household composition. Renters are three times more likely to move as owners, while a person who is unemployed has a 20% change of moving compared to an employed person (James, Rowley, Davies, Viforj, & Singh, 2021).

Figure 3.3 shows that there are higher proportions of people living at the same address five years ago in Orchard Hills SAL (76.0%) compared to Penrith LGA (55.8%) and NSW (53.9%). This demonstrates higher levels of community stability. Orchard Hills SAL also has the lowest proportion of people living at the same address one year ago out of all the areas examined.



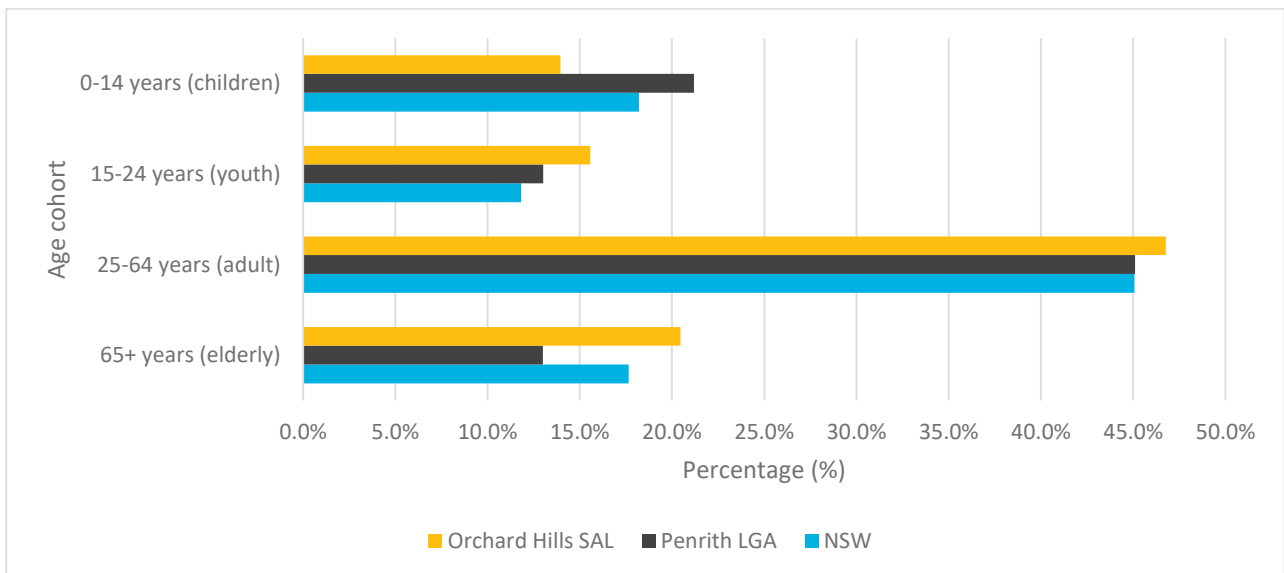
Source: General community profile, ABS 2021.

**Figure 3.3 Population mobility, 2021**

### 3.5.2 Age and socio-cultural trends

Table B.2 shows the age and socio-cultural indicators for the local and regional study areas. It demonstrates that Orchard Hills SAL had the highest median age in 2021 with 47 years. In comparison, Penrith LGA’s median age was 35 years and NSW was 39 years. Orchard Hills SAL median age changed the most significantly between 2016 and 2021 increasing from 43 years to 47 years. This could represent an ageing population.

Overall, the median ages are consistent with the age cohorts of the localities. Figure 3.4 shows that Orchard Hills SAL had a higher proportion of elderly people (people aged 65 years and older) compared with the regional area and NSW.



Source: General community profile, ABS 2021.

**Figure 3.4 Age cohorts, 2021**

Orchard Hills SAL had a smaller proportion of people who identify as Aboriginal and/or Torres Strait Islander compared to Penrith LGA (2.9% and 5.0%, respectively) (Table B.2).

There are higher proportions of people who speak a language other than English at home in the Orchard Hill SAL compared to Penrith LGA (22.7% and 17.6%, respectively). In Orchard Hills SAL, the top three languages spoken at home other than English are Arabic, Indo-Aryan languages, and Italian. Penrith LGA had a slightly different top three languages other than English spoken at home: Indo-Aryan languages, Southeast Asian Austronesian languages, and Arabic. Indo-Aryan languages include Bengali, Gujarati, Hindi, Nepali, Punjabi, Sinhalese, and Urdu, among others. Southeast Asian Austronesian languages include: Bisaya, Cebuano, Ilokano, Indonesian, Malay, Tetum, Tagalog, Acehnese, Bikol, Iban, Ilonggo (Hiligaynon), Javanese, and Pampangan.

### 3.5.3 Community challenges and values

As outlined in Table B.2, Orchard Hills SAL had lower proportions of people who have a need for assistance, households earning less than \$650 and lone person households compared to Penrith LGA. Orchard Hills SAL stood out for having higher volunteering rates (13.5%) compared to Penrith LGA (8.6%). People accessing social housing is non-existent in Orchard Hills SAL, compared with 13.0% for Penrith LGA, indicating a potential vulnerability.

Penrith City Council's CSP outlines the issues and challenges faced by residents of Penrith LGA. It noted the need to meet demands of population growth in terms of services and infrastructure such as housing, transport, schools, healthcare as well as leisure and recreational opportunities. The CSP acknowledged challenges such as:

- affordable and mixed housing
- the balance between green, open spaces and the built environment in meeting population demand
- inter-neighbourhood public transport links.

### 3.5.4 Housing indicators

Table B.4 illustrates that Orchard Hills SAL has a very high proportion of separate houses as the prominent dwelling type in comparison to Penrith LGA (96.8% compared to 78.3%). Orchard Hills also has a higher proportion of dwellings owned outright or with a mortgage than rented. At the 2021 Census, median rent in Orchard Hills SAL was higher than Penrith LGA by \$50 (\$450 compared to \$400). More recent data shows that median rent has raised to \$880 per week in Orchard Hills (2748) in the 12 months to March 2025, representing an overall increase of 6.7% (REA Group Ltd, 2025). In Penrith (2750), median rents increased in the same 12-month period to \$560 per week, with a total growth of 1.8%. Orchard Hills has experienced significantly high increases in rental prices, indicating a highly competitive rental market.

Penrith City Council's CSP identified the need for dwelling growth to match the growth of the population. The increased demand for housing can put pressure on lower income earners, which can be exacerbated by a lack of affordable housing opportunities demonstrated by the non-existent social housing (Penrith City Council, 2022). Furthermore, there is a desire to limit urban areas from encroaching into rural lands and scenic landscapes meaning that residential areas will require a mix of dwelling types and community infrastructure (Penrith City Council, 2022).

Realestate.com (REA Group Ltd, 2025) indicates that in the last five years, median property prices in Orchard Hills have risen from \$1,837,500 between January and December 2019, to \$7,000,000 from March 2024 to February 2025, based on 11 property sales, with a growth in value of 281% since 2019. In the past month, there have been 262 interested buyers and eight properties available, indicating strong demand.

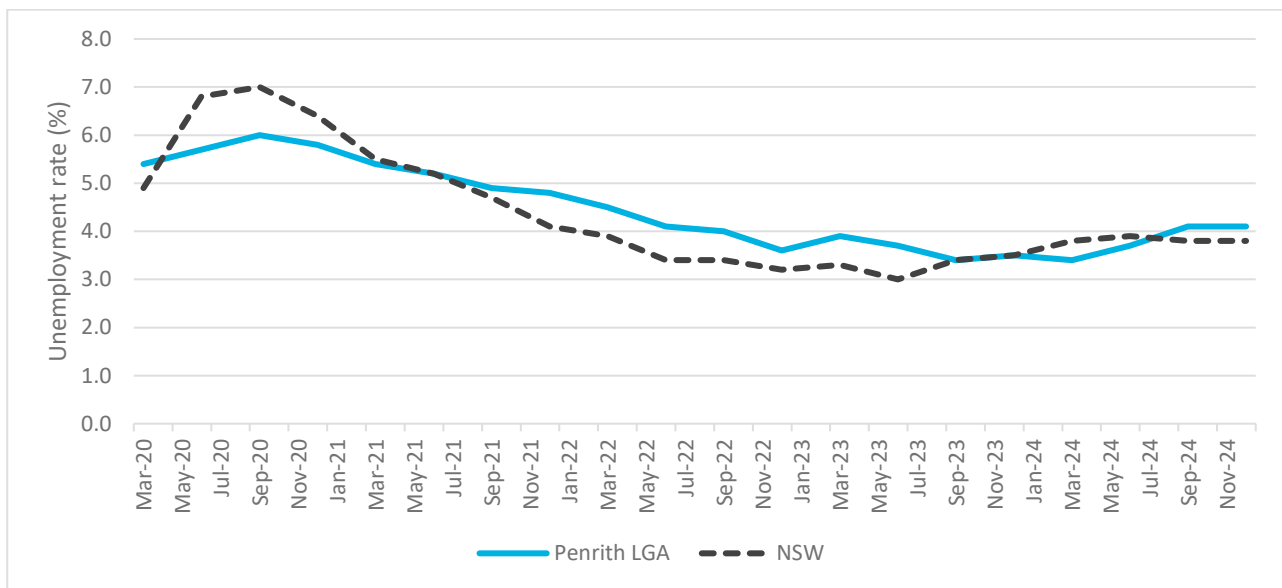
### 3.5.5 Labour force indicators

Table B.5 shows Orchard Hills SAL has a lower labour force participation rate than Penrith LGA (59.3% and 62.4%, respectively). However, Orchard Hills had a lower unemployment rate (3.3%) and youth unemployment rate (8.0%) than Penrith LGA (4.6% and 9.1%, respectively). Since reaching a high of 6.0% in September 2020, unemployment has continued on a downward trend in Penrith LGA, with an unemployment rate of 4.1% in the last quarter of 2024. This demonstrates a potential saturation of the local workforce. However, Penrith City Council’s CSP highlights the community’s desire for diverse and local work opportunities (Penrith City Council, 2022).

The top three industries of employment in Orchard Hills are construction (19.7%), retail trade (9.7%), and education and training (9.1%). For Penrith LGA, the top three industries of employment include health care and social assistance (13.2%), construction (12.0%), and retail trade (10.0%).

The existing workforce profile reflects the semi-rural businesses in operation in the locality as well as the limited provision of social infrastructure, such as educational facilities, in the area. However, the area is also expected to undergo a transition which could change the job opportunities available in the locality.

Western Sydney accounted for around 91% of employment land take-up in 2022 (NSW Government Employment Lands Development Monitor), with the outer west LGAs of Penrith, Liverpool, Blacktown, and Fairfield representing 84% of total industrial take up in Sydney (NSW Government, 2022). Further, currently 38% of total zoned employment land was undeveloped in 2022, with precincts of Mamre Road containing many undeveloped zoned land stock lots with more than 10 hectares (NSW Government, 2022).



Source: ABS Labour Force, Australia (ABS, 2025)

**Figure 3.5** Quarterly unemployment, March 2020-December 2024

### 3.5.6 Local business and industry

The ABS Counts of Australian Businesses register recorded 1,389 registered businesses within Mulgoa - Luddenham - Orchard Hills SA2 (Orchard Hills SA2) area as of June 2023 (ABS, 2023). The Orchard Hills SA2 was used as Orchard Hills and surrounding areas were identified as an urban investigation area within the Western Sydney District Plan (Greater Sydney Commission, 2018, p. 126). This is evident by the growth in businesses in the Orchard Hills SA2 from 1,255 businesses in 2020 to 1,389 businesses in 2023, representing a 10.7% growth.

The most prevalent industry of registered businesses was construction (389 businesses or 28.0% of total businesses). This was followed by rental, hiring and real estate services (188 businesses or 13.5% of total businesses) and transport, postal and warehousing (171 businesses or 12.3%), all of which are relevant to the Project (ABS, 2023).

Around 98.1% of registered businesses within the regional area were considered 'small businesses' with less than 20 employees. Small businesses often face barriers in accessing supply chains for large development projects, such as resource construction projects, due to factors such as contracting requirements and compressed timeframes that limit the opportunity for new entrants in the supply chain (Briggs, et al., 2022).

The development of the Western Sydney Aerotropolis just south of Penrith LGA is expected to transform and reshape the LGA through investment opportunities, new jobs and improving road and transport connectivity. As such, Penrith City Council's LSPS states that the LGA is well positioned to take a large share of jobs presenting opportunities in agribusiness, such as food processing, packaging and refrigeration, as well as manufacturing, freight and logistics (Penrith City Council, 2020).

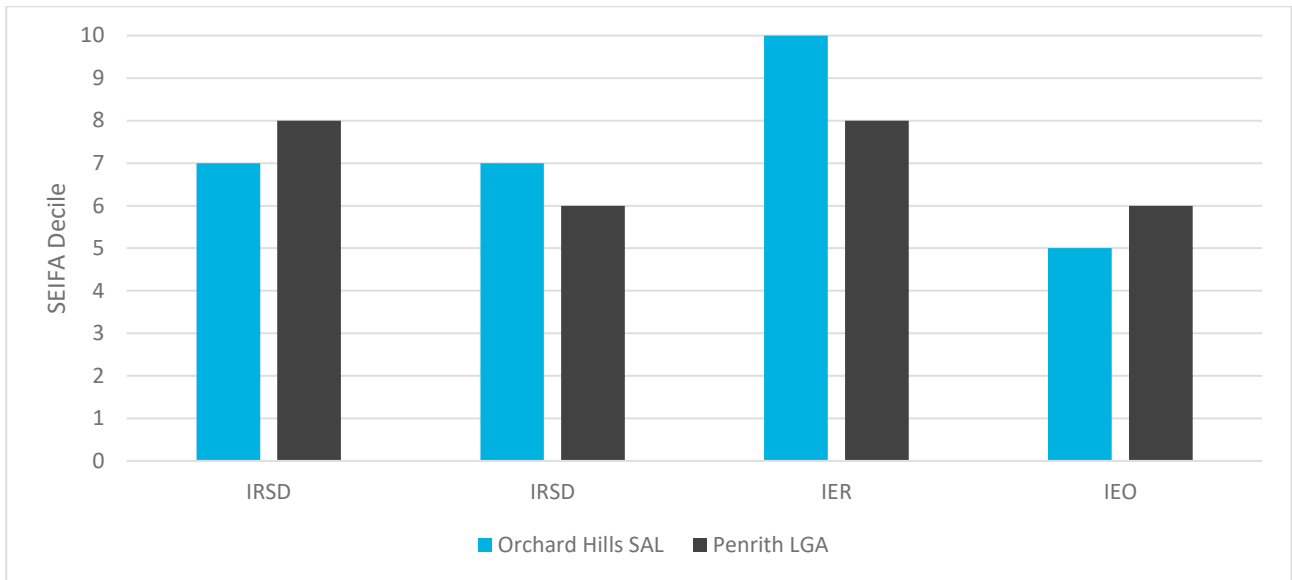
### 3.5.7 Socio-economic indicators

The level of disadvantage or advantage in the population is indicated in the Socio-Economic Indexes for Areas (SEIFA) which focuses on low-income earners, relatively lower education attainment, high unemployment, and dwellings without motor vehicles. SEIFA is a suite of four summary measures that were created from 2021 Census data, including:

- the Index of Relative Socio-Economic Disadvantage (IRSD)
- the Index of Relative Socio-Economic Advantage and Disadvantage (IRSAD)
- the Index of Education and Occupation (IEO)
- the Index of Economic Resources (IER).

Each index is a summary of a different subset of Census variables and focuses on a different aspect of socio-economic advantage and disadvantage. Low rankings are deemed most disadvantaged and high rankings least disadvantaged within a decile ranking system where the lowest 10% of areas within Australia are given a decile number of 1 and the highest 10% of areas are given a decile number of 10.

The local study area (Orchard Hills SAL) shows moderate decile rankings in IRSD (7<sup>th</sup>), IRSAD (6<sup>th</sup>) and IEO (6<sup>th</sup>), and ranked in the 10<sup>th</sup> decile for IER. This indicates a moderate proportion of the population exhibit moderate characteristics associated with both relative socio-economic advantage and disadvantage. The IER indicates the area has greater access to economic resources, such as high incomes. Trends in Orchard Hills are aligned with those in the regional area (Penrith LGA), which also demonstrated moderate characteristics associated with relative socio-economic advantage with in IRSD, and IEO rankings in the 6<sup>th</sup> decile, and the 8<sup>th</sup> decile for IRSD and IER.



Source: ABS (2021)

**Figure 3.6 SEIFA decile ranks, 2021**

### 3.5.8 Community needs

Understanding service availability and level of community satisfaction can assist to identify gaps in service provision, areas of higher demand, and opportunities for community investment. It also provides insight into what the key challenges, values and opportunities are within the community.

The Orchard Hills community has limited access to public transport options compared to the nearby Penrith city centre. Orchard Hills has five bus routes that border the suburb by stopping on the Northern Road or Mamre Road, and one bus route that runs through the suburb (781 - St Marys to Penrith via Glenmore Park). There is currently no train station in Orchard Hills, with the closest one being Kingswood Station, less than 2 km away. However, there is plans for an Orchard Hills train station as part of the Sydney Metro – Western Sydney Airport metro railway line which will be located on Kent Road (Sydney Metro, 2024).

Penrith City Council’s CSP reported the community’s desire for an interconnected public transport network between neighbourhoods (Penrith City Council, 2022). Further needs identified by the community include access to parks and other green spaces as well as pedestrian friendly suburbs with low traffic, street furniture, landscaping, and wide footpaths (Penrith City Council, 2022).

## 4 Community and stakeholder engagement

Community engagement for the Project was principally conducted between the dates of 10 March 2025 and 10 April 2025 and is addressed in chapter 5 of the EIS. The Engagement Outcomes Report (URBIS Ltd., 2025) is summarised below.

Community engagement for the Project focused on the following key stakeholder groups:

- NSW DPPI, engaged as part of the planning and approvals process.
- Penrith City Council (officers).
- Penrith City Council (Mayor and Councillors).
- Melissa McIntosh MP, Member for Lindsay.
- Tanya Davies MP, member for Badgerys Creek.
- relevant state agencies, as required for completion of technical assessments.
- Residents living opposite the site on Luddenham Road, and further south of the site.

Engagement activities separate to those conducted for technical assessments are outlined in Table 4.1.

**Table 4.1 Summary of engagement activities - Urbis**

Engagement activity	Target stakeholder	Reach
Near neighbour doorknock	Near neighbours	Approximately 14 properties along Luddenham Road were doorknocked on 10 April 2025. Urbis spoke with seven residents during the doorknock. Where there was no one available to discuss the proposal, a 'Sorry We Missed You' card was placed in the letterbox of the property, including the engagement contact number and email address.
Community newsletter distribution	Near neighbours	A newsletter for the Project was distributed to residences within the distribution area (shown in Appendix B of the Engagement Outcomes report) on 8 April 2025, who given their proximity to the site, may be impacted by construction and/or operation. The newsletter provided summary information about the Project, the planning pathway and invited the community to provide feedback on the Project. The distribution area for the newsletter was informed by the catchment area for the Noise Impact Assessment report, prepared for the planning proposal for this site.
Management of project enquiry lines	Surrounding community	Urbis has maintained an 1800 number and project email address throughout the consultation period, enabling the surrounding community and key stakeholders to ask questions and provide feedback.

## 4.1 Key stakeholder feedback

Feedback received by key stakeholders fell predominantly under the following themes:

- Storage of dangerous goods.
- Sewer and water management.
- Parking.
- Growth of the AIBP.

Feedback received under these themes is summarised in Table 4.2, including additional feedback from relevant agencies.

**Table 4.2 Feedback received by Urbis during stakeholder engagement**

Stakeholder	Theme	Feedback
<b>Government authorities</b>		
NSW DPHI Planning and Assessment team	Storage of dangerous goods	DPHI advised that under the Australian Standards, there is a potential requirement for any alcohol that is greater than 24% to be classified as a Class 3 dangerous good. This would determine whether an Environmental Protection License needs to be sought from the NSW Environment Protection Authority (EPA), and a review of Fire & Rescue guidelines be undertaken.
	Parking	DPHI queried the need for 329 parking spaces for a warehouse and distribution facility
Penrith City Council Strategic Planning team Statutory Planning team	Sewer and water management	Penrith City Council noted a number of queries around sewer and water management, including: <ul style="list-style-type: none"> <li>• Council requested that the SSDA address how the site and broader business park will be serviced, as the site is currently unsewered.</li> <li>• Council also requested that the SSDA also address the loss of recycled water and preservation of irrigation areas.</li> <li>• Council noted the presence of a flood basin behind the site and enquired about whether there is a requirement for access from the site to this to ensure maintenance of the basin.</li> </ul>
	Parking	Council noted the large size of the proposed car parking area and requested plans including a scale and further detail for its engineers to assess.
<b>Relevant agencies</b>		
Transport for NSW / Sydney Metro	Access	Meetings have been ongoing over the past twelve months (May 2024 to May 2025) to provide information on the proposed upgrade to Patons Lane and Luddenham Road, as well as updates on the trip generation rates for the wider AIBP.  Sydney Metro expressed concerns that access to their construction site and stabling facility will be maintained during the construction and operation of Patons Lane and the signalised intersection at Patons Lane.

## 4.2 Community feedback

Feedback received by the community fell predominantly under the following themes:

- Land zoning.
- Changing local character.
- Consultation and engagement.
- Traffic impacts and changing road conditions.

Feedback received under these themes is summarised in Table 4.3.

**Table 4.3 Feedback received by Urbis during community engagement**

Stakeholder	Theme	Feedback
<b>Near neighbours</b>		
Near neighbours of the site on Luddenham Road	Land zoning / property values	One resident expressed their objections to the proposal due to the perception that the land should be zoned for housing due to its proximity to the future Orchard Hills Metro station. The resident also raised concerns about the impact of industrial zoning on the value of their land. Statements include: <ul style="list-style-type: none"> <li>• <i>“Why is this beautiful land not being gazetted for housing?”</i></li> <li>• <i>“Our main worry is they’re going to make this side of the road industrial.”</i></li> </ul>
	Changing local character	Residents raised concerns that the Project may negatively impact the quiet, rural character and feel of the area. Concerns were primarily centred around increased traffic along Luddenham Road. <ul style="list-style-type: none"> <li>• <i>“It’s very wrong – [the site] used to be a horse stud and the area hasn’t changed”</i></li> </ul>
	Consultation and engagement	A few residents expressed frustration related to the extent community feedback will be considered in determining the project. <ul style="list-style-type: none"> <li>• <i>“It’s going to happen, isn’t it?”</i></li> <li>• <i>“Who will listen to us?”</i></li> </ul>
	Traffic impacts and changing road conditions	Community members identified potential impacts on local traffic conditions as a key concern. This included concern about a potential change in conditions affecting road safety, especially for children living along Luddenham Road, and concern about whether Luddenham Road will cope with additional truck movements. <ul style="list-style-type: none"> <li>• <i>“We have trucks constantly on a two-lane road. We get banked up all the way to here from Mamre Road.”</i></li> <li>• <i>“The children will not be happy about all of the noise from trucks.”</i></li> </ul>

## 5 Assessment of social impacts

### 5.1 Summary of identified impacts

#### 5.1.1 Benefits

The Project will deliver various positive impacts for the local community by increasing resource storage and distribution and developing warehouse infrastructure in proximity to Penrith and St Marys in accordance with regional planning priorities. The development of a storage and distribution facility would generate employment and economic benefits for the community. The Project will increase warehousing capabilities in the region, which will support the economic growth and development.

#### 5.1.2 Impacts

A key consideration of the applicable plans and strategies raised by local government stakeholders was to ensure that natural amenity is maintained with minimal impact on the environment, water flows and wildlife, while values-aligned development are supported. This concern relates to the construction period as well as operation. Without mitigation and management, amenity impacts could affect neighbourhood identity as well as the health and wellbeing of nearby residents due to changes to the surrounding landscape and environment. The Project is expected to be able to manage these impacts within the parameters set by local controls, and ongoing opportunities for the community to engage with the Project.

It is unlikely the project will have health and wellbeing impacts on the community as a result of noise and air quality impacts. However, application of precautionary measures, such as a complaints management process to mitigate the perceived risk of these occurrences will assist in addressing community concerns.

Social impacts are also associated with traffic changes during the construction and operational phases of the project, with respect to how traffic could affect accessibility for and safety of residents in the local area. The Traffic Impact Assessment (Arcadis, 2025b) identified that the traffic demand associated with the potential development is expected to be accommodated safely.

The adoption of existing and recommended measures to avoid, reduce, or mitigate the potential negative social impacts as outlined in Section 5.2 is anticipated to reduce the identified social risks and manage the identified potential negative social impacts from the Project.

## 5.2 Impact assessment

**Table 5.1 Summary of social impacts**

Impact category	Impact assessment	Significance (unmitigated/unenhanced)	Mitigation/enhancement measures	Significance (mitigated/enhanced)
<b>CONSTRUCTION AND OPERATION</b>				
<b>Local character change (negative)</b>				
The local character of the surrounding area is affected by rezoning and development associated with transition of the area under regional precinct plans				
Community	<p>Redevelopment in the regional area is likely to result in significant changes to the character of the current community, and population decline may occur where new land uses conflict with rural-residential uses. As outlined in Table B.1 in Appendix B, the local area experienced population decline in the 5 years to 2021. The proposed development will contribute to further decline by realising the planned redevelopment of the site for industrial purposes. This will likely affect the community's sense of connection to place.</p> <p>The residential population of surrounding rural areas and suburbs is affected by transition of the regional area brought about under Aerotropolis and Western Sydney Employment Area. This includes rezoning of rural residential land to the south of the site as 'Enterprise' and 'Mixed use' zones. The expansion of surrounding suburbs, such as Glenmore Park and the northern portion of Orchard Hills, will also contribute significantly to the changing nature of the surrounding area. Community members have expressed concerns surrounding impending changes to the local area, indicating <i>"Our main worry is they're going to make this side of the road industrial"</i>.</p> <p>Regional land use changes have already increased the intensity of traffic on Luddenham Road. Local residents have indicated that the Project may impact the rural character of the area, due to increased traffic along Luddenham Road. It is likely that any visible project traffic during construction and operation of the Project will be perceived as a further indicator of the changing local character. As outlined in the TIA, high traffic volumes will be mitigated by promoting alternate travel options such as public transport.</p> <p>One community member expressed frustration around changes to the local character, stating "It's very wrong – [the site] used to be a horse stud and the area hasn't changed". The introduction of industrial development on what was previously rural residential land through the Luddenham Road Planning Proposal and this Project is expected to further increase the community's sense of changing local character. A nearby resident raised related concerns around effects of industrial zoning on the value of their land. As discussed in Section 3.5.4, the Orchard Hills area has shown strong positive growth in property values and demand over the past five years, despite the changing character of the surrounding area, likely because of publication of plans and policies changing the permissible land uses.</p> <p>Loss of vegetation on the site is addressed in the Landscape Documentation Report (Geoscapes, 2025b), which outlined plans for planting of approximately 230 trees to restore biodiversity values. Indigenous and native plants species will be selected to establish visual and ecological connections to adjacent developments and</p>	Medium	<ul style="list-style-type: none"> <li>• Demonstrate project alignment with local and regional plans and policies.</li> <li>• Deliver continued effective communication to set community expectations for the changing character of the site and surrounds.</li> <li>• Promotion of alternate travel options for local workers</li> </ul>	Low

Impact category	Impact assessment	Significance (unmitigated/ unenanced)	Mitigation/enhancement measures	Significance (mitigated/ enhanced)
	<p>streetscapes. Further, vegetation will be planted in consideration of local and regional plans, including the green infrastructure policies and the PLEP.</p> <p>The community and the Greater Penrith to Eastern Creek (GPEC) Investigation Area Strategic Framework (DPE, 2023) raise considerations for the community’s sense of connection to place. Existing sites connecting the community to the local area include the Bosna Croatian Club, Luddenham Oval, and a plant nursery. The project is not expected to negatively affect operation of these facilities, or their connection to local green spaces and other essential infrastructure or networks.</p> <p>The stresses associated with changing landscape and community characteristics are mitigated by the long-term application of regional plans and policies which support these changes, providing residents with oversight of plans for their locality. Overall, it is anticipated that the impacts on surrounding operations or uses would be limited given the location of the proposed development within the investigation area, under the approved E4, General Industrial zone, and proximal to the WSEA and Aerotropolis.</p>			

Impact category	Impact assessment	Significance (unmitigated/unenhanced)	Mitigation/enhancement measures	Significance (mitigated/enhanced)
<b>Diminished visual amenity for surrounding residents and businesses (negative)</b>				
Amenity and impacts on surrounding development				
Surroundings	<p>The proposed development is likely to have some visual amenity impacts on existing and future residential, community and Outer Sydney Orbital development surrounding the site.</p> <p>Outcome 4 of the Penrith CSP is to 'Manage and improve the built environment', throughout engagement for the CSP the community expressed that "Beautiful and safe spaces make people proud of where they live" (Penrith City Council, 2022, p. 24) Scenic and landscape values in the region are identified in the PLEP (Penrith City Council, 2010), and by other relevant strategies outlined in this report.</p> <p>Views will be affected during both the construction and operational phases of the development, which will realise the transition of the Alspeg Industrial area in Penrith LGA from rural to industrial.</p> <p>The Visual Impact Assessment Report (Geoscapes, 2025a) found that several nearby residences would be moderately impacted by the Project, as visibility of the high-bay may disrupt existing views which are currently absent of large-scale development. Two locations on Luddenham Road are expected to experience moderate visual impacts, both viewpoints (VP1 and VP4) are representative of residential receivers. Additionally, two receivers are expected to experience moderate/minor visual impacts. Of these, one receptor was selected to represent motorist travelling on the future North South Rail Link (VP6), whilst the second (VP7) was selected to represent motorists travelling in a northerly direction along Luddenham Road, as well as a residential property approximately 400 m away. As VP6 will be subject to people travelling at a high speed, views of the Project will be experienced for a short period of time. Some residential receptors were not captured in the VIA due to access constraints, however residents living in these dwellings may experience moderate impacts. Proposed plantings will soften ground-level visual impacts; however, the visibility of the high-bay means some receivers may experience visual impacts despite mitigation efforts.</p> <p>Additional measures were outlined in the Landscape Documentation (Geoscapes, 2025b), such as planting of local plant communities along site boundaries. This will integrate the development into the existing environment and create visual appeal.</p> <p>In summary, visual quality of the landscape is of high importance to Penrith residents, and the Project, while it will have visual impact, is proposed to be in keeping with local planning controls addressing this consideration.</p>	Medium	<ul style="list-style-type: none"> <li>Utilising design principles to soften visual impacts, including provision of visual screening and landscaped setbacks from Luddenham Road and Patons Lane, in alignment with local planning controls.</li> <li>Continued updates to neighbouring landholders.</li> <li>Implementation of a Construction Management Plan.</li> </ul>	Low

Impact category	Impact assessment	Significance (unmitigated/unenhanced)	Mitigation/enhancement measures	Significance (mitigated/enhanced)
<b>Concerns regarding deterioration of amenity due to generation of noise and changes to air quality (negative)</b>				
Temporary environmental impacts due to construction of the Project				
Health and wellbeing	<p>The construction phase of the development has the potential to generate temporary environmental impacts which may impact the health and wellbeing of the local community, including noise and air quality.</p> <p>The Noise and Vibration Impact Assessment (NVIA) (EMM, 2025) identifies that construction noise levels will not exceed highly noise affected. However, during operation, an exceedance of intrusive noise levels is predicted at a residential receiver on Luddenham Road during the morning shoulder period. The exceedance is assessed as negligible, as it is unlikely to be discernible by the average listener, particularly due to existing traffic noise. This can be mitigated by limiting on-site heavy vehicle movement in the morning shoulder (5:00 am to 7:00 am).</p> <p>The Air Quality Impact Assessment (AQIA) (EMM , 2025) identifies that dust and air pollutant emissions generated during the construction phase were determined to be low and can be managed through ‘good practice’ construction dust mitigation measures. Potential emissions from operation of the Project would likely occur due to dust from vehicles and fuel combustion emissions from vehicle exhaust, however these emission sources are expected to be minor.</p> <p>While the project is expected to have minimal effect on local landholders, the community may continue to identify concerns as the project progresses.</p>	Medium	<ul style="list-style-type: none"> <li>• Implementation of a Construction Management Plan.</li> <li>• Minimise and control noise, and air pollution by applying reduction methods in alignment with relevant guidelines</li> <li>• Establish a publicly available complaints management process including site signage and a feedback mechanism to support strong community relations</li> <li>• Limit on-site heavy vehicle movements before 7 am</li> </ul>	Low

Impact category	Impact assessment	Significance (unmitigated/unenhanced)	Mitigation/enhancement measures	Significance (mitigated/enhanced)
<b>Changes to traffic and access (negative)</b>				
Concern that increased traffic movements may affect accessibility and safety along Luddenham Road and Patons Lane				
Access	<p>Community members expressed concern related to increased traffic and changing road conditions, particularly increased noise for children living nearby. Concerns were also raised in relation to the possibility for increased traffic to generate noise and worsen existing congestion. One nearby resident provided insight into existing traffic conditions, stating <i>“We have trucks constantly on a two-lane road. We get banked up all the way to here from Mamre Road”</i>.</p> <p>The Traffic Impact Assessment (TIA) (Arcadis, 2025b) identified access to the site will be provided via a site access road within the AIBP development with access to the broader road network via Patons Lane or Luddenham Road. Current plans indicate four access points along the eastern side of the warehouse boundary, with light vehicles and heavy vehicle access to be separate. There will be two light vehicle access points, one located roughly at the centre of the eastern boundary and the other further towards the south. The truck entry access to the hardstand is provided on the southern boundary of the site.</p> <p>The TIA affirms that traffic demand associated with Project construction and operation is expected to be accommodated safely. The TIA also identifies that the project is unlikely to have an effect on potential future Luddenham Road upgrades, which was raised by Transport for NSW as a concern. Instead, these upgrades will provide opportunities for enhanced connectivity and use of public transport and cycling networks for site access. During operation, it is estimated that the Project will generate 191 vehicle movements during the AM peak, and 177 movements during the PM peak. These movements are not expected to negatively impact the surrounding road network users. The assessment of construction traffic was completed as a cumulative assessment considering the broader AIBP construction program, as well as consideration of nearby projects. Cumulative traffic volumes are expected to reach a daily peak of 380 light vehicles and 250 heavy vehicles. Cumulative traffic impacts are further considered in Section 5.3.1 of this SIA.</p> <p>Penrith City Council stakeholders and transport policies raise further considerations around local access and evacuation during flood events, as well as access to a nearby flood basin near the site for maintenance. The Groundwater Impact Assessment (Eco Logical Australia, 2025) and Flood Assessment (Arcadis, 2025c) concluded that the proposed development, with implementation of flood and groundwater management control measures, is not expected to have significant adverse impacts that would affect local amenity or reduce public safety or capacity for worker evacuation during flood events. Design solutions such as integrated stormwater management and ground level design have been implemented to ensure minimal risk of flooding. Further, established access regimes will be upheld to ensure maintenance of the nearby flood basin.</p>	Low	<ul style="list-style-type: none"> <li>• Signage and notifications for local road users regarding potential traffic congestion.</li> <li>• Alignment of future development of the site with proposed Luddenham Road upgrades.</li> <li>• Preparation of a Construction Traffic Management Plan to address traffic management requirements, including site signage and establishment of temporary parking zones.</li> <li>• Establish a publicly available complaints management process including site signage and a feedback mechanism to support strong community relations.</li> </ul>	Low

Impact category	Impact assessment	Significance (unmitigated/unenhanced)	Mitigation/enhancement measures	Significance (mitigated/enhanced)
<b>Economic benefits from employment during Project construction (positive)</b>				
The Project will provide employment opportunities during construction which will support availability of employment opportunities in the local community.				
Livelihoods	<p>The Project will generate employment opportunities for residents of the Penrith LGA and broader Western Sydney, providing jobs closer to where people live. This is aligned with the objectives of the Future Transport Strategy (TfNSW, 2023), the Region Plan and the Strategic Framework.</p> <p>Many residents of Penrith travel more than 30 minutes to access employment. The GPEC Investigation Area Strategic Framework identifies the direction for the region to “Establish or improve connections to jobs” (Direction 3.2). The Future Region Plan also includes the objective to ‘Enhance 30-minute metropolitan cities. Combined with Luddenham Road upgrades and proposed public transport infrastructure, the project will assist in the realisation of both.</p> <p>The economic analysis conducted by Urbis for the Planning Proposal to Rezone 21-227 &amp; 289-317 Luddenham Road (Urbis, 2020), predicts the rezoned area will generate up to 3,730 direct jobs. This will enable residents living within future land release areas more job opportunities within 30 minutes of their place of residence.</p> <p>The Project will provide construction jobs and indirect, associated employment. Local businesses, workers and jobseekers are likely to benefit from increased employment and contracts afforded by the construction phase of the project.</p> <p>A strong and continuous employment base also has the indirect effect of facilitating growth and regularity within the construction industry.</p>	Medium	<ul style="list-style-type: none"> <li>The proposed development should enhance construction employment opportunities through prioritising hiring local workers and businesses.</li> </ul>	Medium

Impact category	Impact assessment	Significance (unmitigated/unenhanced)	Mitigation/enhancement measures	Significance (mitigated/enhanced)
<b>Increased economic benefits from employment during Project operation (positive)</b>				
The Project will require operational staff which would provide opportunities for long-term employment in the local community.				
Livelihoods	<p>The scoping report (Urbis, 2025) outlines the Projects alignment with exiting government plans and strategic objectives for the local and regional area. The proposed development will support Government objectives to deliver higher order employment opportunities across Western Sydney, specifically within the GPEC Investigation Area, and close to the WSEA and Western Sydney Aerotropolis.</p> <p>The operation of the Project will provide approximately 159 ongoing jobs once operational increasing the number of available local for nearby and regional residents. This will support the NSW Governments vision for a 30-minute city, creating more jobs within a 30-minute radius of planned public transport networks (TfNSW, 2023).</p> <p>Further, Outcome 1 in the Penrith City Council Community Plan identifies working close to home as a key priority among community members (Penrith City Council, 2017). This sentiment was echoed by community members in the 2036+ Community Strategic Plan in the quote “Jobs to support this growing community, so we don’t build a community of just commuters that leave every day for work and come back at night.” (Penrith City Council, 2022).</p> <p>The operation of the Project will deliver modern work facilities in the Penrith LGA. This will improve distances to work and provide income for new workers, improving livelihoods.</p>	Medium	<ul style="list-style-type: none"> <li>The proposed development should generate local employment opportunities during operations in line with government plans.</li> </ul>	Medium
<b>Increased economic benefits during project operation due to increased warehousing capability (positive)</b>				
The Project will support the realisation of local and regional planning priorities in relation to warehousing potential, enhancing economic capability of the region.				
Livelihoods	<p>Project operation would mean additional warehousing space of approximately 42,023 m<sup>2</sup> delivered on strategically zoned land. In 2024, the AIBP achieved rezoning approval from rural to enterprise land, with the intent of industrial uses. The AIBP will support local and regional planning priorities through delivery of innovative warehousing, office and distribution facilities. The Project will support the Greater Sydney Regional Plan as outlined in section 3.3 (Greater Sydney Commission, 2018).</p> <p>The Project will also support planning priorities of the Penrith City Council. The Council’s Local Strategic Planning Statement (Penrith City Council, 2020) outlines economic priorities as supporting the Western Sydney Aerotropolis (priority 11) and ‘Enhance and grow Penrith’s economic triangle’ (priority 12). Further, the Employment Lands Strategy (Penrith City Council, 2021) identified industrial and urban services land and land to be zoned. The Project will support the ELS through developing industrial development lands.</p> <p>Together, the Projects contribution to these plans will benefit the overall Greater Sydney region by providing greater warehousing capacity, contributing to improved economic capability of the region. Additionally, access to locally stored and distributed goods will reduce wait times and increase the availability of goods to be sold and distributed throughout the region.</p>	Low	<ul style="list-style-type: none"> <li>Explore opportunities to partner with local businesses.</li> </ul>	Low

## 5.3 Cumulative impacts

This section examines the potential for the Project to contribute to cumulative impacts and/or benefits in the local and regional areas. Cumulative impacts occur when multiple projects are delivered in a similar timeframe and will be located in a similar geography to other projects, intensifying their combined effects on communities and environments. Due to the position of the AIBP in the Outer Sydney Orbital and the Western Sydney Aerotropolis Precinct, the community may experience cumulative impacts associated with the Project nearby developments.

### 5.3.1 Cumulative traffic impacts

The Project site is bordered by Luddenham Road and Patons Lane, with both roads to be used for site access during construction and operations. The Traffic Impact Assessment (Arcadis, 2025b) considers planned infrastructure near the Project site, these include:

- the Sydney Metro – Western Sydney Airport
- the M12 Motorway project
- the Mamre Road upgrade
- the Elizabeth Drive upgrade
- the proposed Western Sydney Freight Line
- the potential Luddenham Road upgrade.

The Sydney Metro – Western Sydney Airport’s stabling and maintenance facility shares an access road (Patons Lane) with the Project. Construction of the facility is currently underway, with operation expected in 2027. It is likely that these projects will have an overlapping construction period, however the TIA found that vehicles accessing the stabling and maintenance facility are not anticipated to disrupt the AIBP’s construction vehicles.

Patons Lane access will be prioritised for the Sydney Metro project, with notice to be provided to AIBP of scheduled deliveries to ensure access to Patons Lane is maintained and potential conflicts are managed (Arcadis, 2025b, p. 18)

As part of broader infrastructure planning assessments for the region, the Development Application for potential upgrades to Paton’s Lane and Luddenham Road is expected to soon be lodged with Penrith City Council, with upgrades proposed to include an additional lane in each direction along the length of Luddenham Road between Mamre Road and Elizabeth Drive, with future provision for additional lanes (Arcadis, 2025b, p. 11). During Project engagement, Sydney Metro expressed concerns regarding access to their construction site and stabling facility during the construction and operation of Patons Lane and the signalised intersection at Patons Lane. Feedback from Sydney Metro will be considered in the final design of the road upgrades.

Major projects, such as the M12 Motorway upgrade and the Western Sydney Airport are unlikely to disrupt traffic near the project site as these projects will not access Patons Lane or Luddenham Road.

Nearby residents of Luddenham Road may experience cumulative impacts as a result of overlapping construction periods, especially in regard to construction phases of the broader AIBP which was expected to commence in late 2024. The Storage and Distribution Warehouse is expected to begin construction in early 2026, with concurrent AIBP construction works forecast to occur between 2025-2027.

Measures such as signage and notification, traffic controls, and escort vehicles for Over Size Over Mass (OSOM) vehicles for the Sydney Metro project will maintain accessibility and ensure safety for local road users. Further, the project will uphold accessibility and safety through the development of a Construction Traffic Management Plan.

## 6 Summary

Drawing on primary and secondary research, this SIA has sought to identify social impacts and benefits associated with the construction and operation of the Project. Social impacts and benefits of the Project accrue particularly in the local study area. The SIA was completed in compliance with applicable legislation and guidelines, including the NSW SIA Guideline (DPIE, 2023a).

When applying the assessment criteria to the Project, a range of positive and negative impacts were identified. These impacts mainly pertain to changes to local character, health and wellbeing, and the potential for changes to road safety, traffic congestion and access. However, if the recommended measures to avoid, reduce, or mitigate the potential negative social impacts are considered and adopted, the likelihood of any negative social outcomes from the Project will be reduced, with the identified potential impacts anticipated to be adequately mitigated and managed.

The key benefits of the Project included employment generation during both the construction and operation of the Project, as well as social benefits during operation including regional economic benefits associated with increased storage and distribution capability for the region.

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# Appendix A

Curriculum vitae

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# Breannan Dent

Senior Social Planner  
EMM Consulting Pty Limited

## Professional Overview

Breannan is a Senior Social Planner with 8 years' experience in urban planning and community engagement.

With a track record of robust research and a comprehensive understanding of planning policy, Breannan can distil complex information into simple and approachable documents and conversations.

Breannan has managed and delivered planning proposals, new local planning controls and community engagement strategies.

Breannan taps into existing expertise and opportunities by fostering collaborative relationships through genuine interest and integrity.

Breannan's outstanding customer focus, intrapersonal skills, problem solving skills and work ethic have allowed her to support her colleagues in delivering future-focused projects with excellent design, sustainability and resilience outcomes for the community.

## Qualifications and licences

Masters of Urban Management and Planning, University of Western Sydney, 2014

Bachelor of Social Science, University of Western Sydney, 2013

Major in Urban Geography, University of Western Sydney, 2013

Sub-Major in Peace and Development Studies, University of Western Sydney, 2013

## Specialisation

**Social Impact Assessment**

**Community and Stakeholder Engagement**

**Statutory Planning**

## Representative experience

### Senior Social Planner EMM Consulting

- Olive Downs Coking Coal Project lead author of desktop review to identify social opportunities of a Development Application for workforce accommodation, including assessment of circular economy, sustainability, amenity, economic and mental health and wellbeing benefits for workers and the community, and inclusion of best-practice design and amenity outcomes.
- Birriwa Solar EIS SIA Addendum Report, Accommodation and Employment Strategy and Modification lead author responsible for assessment of proposed workforce accommodation and project employment planning, including community and worker needs, access constraints and opportunities for co-benefit. Also responsible for further addressing alterations to the approved project through a proposed modification.
- Hillview Energy Hub (Solar, BESS and Wind EIS SIAs) Lead author of scoping and social impact assessment reports, inclusive of working alongside external consultant and client teams to deliver engagement across three EIS projects with an extended delivery schedule packaged as the Hillview Energy Hub, within the changing cumulative context presented by the New England Renewable Energy Zone.
- Lake Lyell Social Scoping Report and EIS Social Impact Assessment lead author. Tasks included planning and scheduling, collaborating with client to deliver combined social and engagement deliverables, guiding preparation of the social baseline, stakeholder engagement, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting. Actions also included an options analysis comparing potential benefits and drawbacks of workforce accommodation sites.
- Greater Parramatta and Olympic Peninsula SIA Scoping Report and Social Impact Assessment project manager and lead author responsible for delivery of effective and collaborative engagement in a metropolitan context. Scope includes addressing complex impacts and benefits across an extended project area, with pipelines crossing industrial and residential communities and the Parramatta River.
- Cowal Gold Operations EIS SIA author. Tasks included collaborating with the project team to deliver enhanced and cohesive social benefits aligned with broader project objectives, data analysis, impact identification and risk assessment, and development of social impact mitigation framework and reporting.
- Collaborator on Hunter Valley Operations Coal Mining Continuation Project EIS Social Impact Assessment, preparing analysis around economic benefits and climate change and community cohesion impacts.
- Wallacia Quarry Expansion Project lead author of social scoping assessment, identified key perceived and actual social risks associated with views and vistas of the escarpment, water quality of local swimming holes, proximity of residences to the project site and road safety for traffic movements.
- New Dungowan Dam EIS Social Impact Assessment, SIA project lead for finalisation and delivery of the New Dungowan Dam EIS, including preparation of the social impact assessment. Tasks included planning and scheduling, guiding preparation of the social baseline, stakeholder engagement, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting.
- Sutton Forest Quarry EIS combined Social Impact Assessment and Response to Submissions report lead author. Prepared a response to submissions in a context of high community sensitivity to the Project, with tasks including data analysis, impact identification and risk assessment, and development of social impact mitigation framework and reporting.
- Collaborator on Oven Mountain Pumped Hydro Energy Storage Project EIS Social Impact Assessment, analysing around water, recreation, infrastructure and livability impacts.
- Lead author of scaled SIA assessments in western Sydney for government and industry clients including Parramatta City Council, and various social impact assessments for industrial warehouse and distribution projects in Penrith.



## Caroline Wilkins

Associate Social Scientist  
EMM Consulting Pty Limited

### Professional Overview

Caroline is an Associate Social Scientist and Team Leader of the Social Assessment and Performance team at EMM. Caroline has over 20 years' experience designing, planning, implementing and evaluating major social programs in challenging operating contexts. She brings extensive knowledge and demonstrated application of social science methodologies and development strategies. Her skill set includes social impact assessment, social research, human rights assessments, community and stakeholder engagement, monitoring and evaluation, risk management, strategic planning, project management and reporting. Caroline provides practical insightful advice to clients to development and implementation of social risk mitigation and management.

Caroline has worked in a range of social settings, having led projects in Australia and internationally. Caroline is a critical thinker with highly developed problem-solving skills.

### Qualifications and licences

Master of Social Science (International Development), RMIT University  
Bachelor of Arts/Bachelor of Commerce, Deakin University  
Member, Australian Evaluation Society  
Member, International Association of Impact Assessment (IAIA)  
Associate Member, Australasian Institute of Mining and Metallurgy (AusIMM)

### Specialisation

Social Impact Assessment  
Delivery of social performance advice  
Community and Stakeholder Engagement  
Monitoring and evaluation

### Representative experience

#### Energy

- **Pioneer-Burdekin Pumped Hydro Energy Storage (PHES) project, 2024, Queensland Hydro, QLD** Pioneer-Burdekin PHES was a proposed 5,000 MW, 120-GW hour long duration PHES project situated in the Pioneer Valley, 70km west of Mackay. Provided technical support for preparation of Scoping Report and Social Assessment and Management Plan (SAMP) for Exploratory Works. Tasks included review of project documentation, define project assumptions, social and health impact assessment (SHIA) study area definition, preparation of stakeholder and community profiles, and preliminary identification of social and health impacts in line with the Queensland Social Impact Assessment (SIA) Guideline (2018). The SAMP
- **Social impact evaluation (SIE), social impact assessment (SIA) and social impact management plan (SIMP), Pilbara Decarbonisation Program, Fortescue Metals Group (FMG), WA**, FMG is undertaking an industry leading program to decarbonise its iron ore mining operation in the Pilbara region, Western Australia. The USD\$6 billion program includes various projects such as wind, solar, battery, transmission lines, port upgrades, green fleet (including rail and sea) and road systems. The SIE focused on identifying social value at global, national, regional and local scale. The SIA provided an assessment of social impacts and benefits for individual projects, and the program as a whole.
- **Oven Mountain Pumped Hydro Energy Storage Project (OMPS), OMPS Pty Ltd, 2022-2025**. Lead author of the Social Impact Assessment (SIA). The project involves the construction of a major new pumped hydro energy storage project situated 60 km south-east of Armidale, NSW. The project was declared Critical State Significant Infrastructure (CSSI) and will produce 900MW of firm energy storage. Responsibilities included planning and scheduling, scoping, preparation of the social baseline, extensive community consultation and stakeholder engagement including 80 in-depth interviews and two community surveys, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting. An Amendment Report was also included in scope to capture changes to the design.
- **Deeargee Solar and Battery Project, ACEN Australia, NSW, 2024-current** Lead author of the Social Impact Assessment (SIA). The project involves the construction of a major new solar and battery storage project situated approximately 5 km south-east of Uralla, NSW. The project will produce 320MW of energy and two hours of firm storage.
- **Koorakee Energy Hub, Social Scoping Report, Squadron Energy, NSW, 2023-2024** SIA Lead for the scoping report. The project involved construction of 167 wind turbine generators (1 GW), 2.2 million solar panels (1 GW), battery storage with a capacity of 1 GW and ancillary infrastructure situated 10 km from Euston, NSW. Scoping involved planning, identification of social locality, preparation of social baseline, engagement with key stakeholders, early identification of potential social impacts and preparation of a Social Impact Scoping Report and scoping worksheet.
- **Balala Wind Farm Scoping Report, EDF Renewables, Uralla, NSW, 2025**. The project involves construction of 50 wind turbine generators and ancillary infrastructure near Uralla, NSW. Technical inputs included identification of social locality, preparation of social baseline, early identification of potential social impacts and preparation of a social scoping chapter and scoping worksheet.
- **Boorolong Wind Farm Social Scoping Report, Squadron Energy, NSW, 2022-current**. The project involved construction of 70 wind turbine generators and ancillary infrastructure near Armidale, NSW. Technical inputs included identification of social locality, preparation of social baseline, early identification of potential social impacts and preparation of a social scoping chapter and scoping worksheet.

- **Yambla Range Wind Farm, Social Scoping, Tetris Energy, NSW, 2024-current** SIA Lead for the Social Scoping phase. The project involves construction of 28 wind turbine generators and ancillary infrastructure 30 km north of Albury, NSW. Scoping involved planning, identification of social locality, preparation of social baseline, early identification of potential social impacts and preparation of a SIA Impact Scoping Report and scoping worksheet.
- **Muswellbrook Pumped Hydro Energy Storage Project, AGL/Idemitsu, 2023-current** Lead author of the Social Impact Assessment (SIA). The project involves the construction of a new pumped hydro energy storage project situated approximately 5 km north-east of Muswellbrook, NSW. Responsibilities include planning and scheduling, preparation of the social baseline, stakeholder engagement including in-depth interviews, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting.
- **Muswellbrook Solar Farm, ESCO Pacific, NSW 2022-2023** Lead author of the Social Impact Assessment. The project involves construction of a solar farm on the now closed Muswellbrook coal mine in Muswellbrook, NSW. Tasks included planning and scheduling, scoping, preparation of the social baseline, SIA stakeholder engagement, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting.
- **Wellington Battery Energy Storage System (BESS), Social Impact Assessment (AMPYR Australia) 2022**
- **Wimmera minerals sands mine SIA, Iluka Resources, VIC, 2022-current** SIA Lead and project manager. Caroline is leading all phases of the Social Impact Assessment for the proposed new critical minerals mine near Horsham, Victoria. Responsibilities include client liaison, planning and scheduling, preparation of the social baseline, extensive stakeholder engagement, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting.
- **Ok Tedi Mining Limited, Social Closure Transition Framework and Strategy, Australia, 2023.** Co-author and project manager. Caroline worked closely with the OTML Social Sustainability team to develop a social closure framework and strategy to support mine closure planning. Responsibilities included reviewing existing business frameworks, preparing a literature review, review of key documentation and conducting in-depth interviews with key stakeholders including various OTML teams, local suppliers and Papua New Guinea government officials. Components include future of the mine-owned town (Tabubil), public assets and services transition plan, OTML employees and contractors transition, role of the Ok Tedi Development Foundation (OTDF), post closure environmental sustainability, community investments and trust funds, and infrastructure development/(Tax Credit Scheme (TCS).
- **Sustainability Report, Ok Tedi Mining Limited,** technical assistance for Annual Sustainability Report 2021, 2022

#### Infrastructure

#### Mining and metals

- **Julia Creek/Richmond Critical Minerals Zone (CMZ) Social Baseline Study, Department of Resources, QLD 2024-2025** Prepared a social baseline study and cumulative assessment framework to identify potential impacts on and benefits for communities during the development of critical minerals projects in the CMZ. Conducted extensive engagement with 30+ stakeholders including Councils, proponents, local businesses, community groups and service providers in Mount Isa, Cloncurry, Julia Creek, Richmond and Hughenden.
- **Human rights risk assessment, Townsville Energy Chemicals Hub (TECH) Project, QLD 2023.** The project involves the design, construction and operation of a sustainable, high-purity battery materials refinery in Townsville, Queensland. Cost of construction is estimated at \$2.1 billion. The assessment focused on supply chains, risk factors such as supplier profile, high risk geographies, product complexity and high-risk procurement categories. Recommendations were made to establish policy, systems and processes to assess, monitor and report on human rights issues and risks and establishment of a human rights (supplier) due diligence process.
- **Integra Underground Mine Closure SIA, Glencore, Singleton, NSW, 2022-23.** Lead author and project manager. Caroline led all phases of the Social Impact Assessment for the coal mine closure including client liaison, planning and scheduling, preparation of the social baseline, gathering of primary data through the survey of mine employees and supplier businesses, stakeholder engagement and field study, data analysis, impact identification and risk assessment, development of social impact mitigation framework and reporting.
- **Line 965 Armidale – Lower Creek, NSW, 2023-current** Lead author for social scoping chapter and Social Impact Assessment report. The project involves upgrading Transmission Line 965 to enable energy produced by the Oven Mountain Pumped Hydro Energy Storage Project to be transferred to the national electricity grid.
- **Dungowan Dam EIS and pipeline REF, Water Infrastructure NSW, 2022** SIA technical input for the Social Impact Assessment. The project was declared Critical State Significant Infrastructure (CSSI) and included a larger new dam downstream of the existing Dungowan Dam and a replacement pipeline. The SIA included identification of potential social impacts, and mitigation approaches to inform forward project planning and construction.



# Brooke Theobald

Graduate Social Scientist  
EMM Consulting Pty Limited

## Professional Overview

Brooke is a recent graduate, with a Bachelor in Social Science from Macquarie University. She has extensive experience in qualitative and quantitative research methods and Brooke's education has allowed her to form a deep understanding of a range of disciplines, such as research, politics, and human geography. With experience in creating concise reports, Brooke is committed to producing high quality outputs through her work.

## Qualifications and Licences

Bachelor of Social Science (minor in Politics), Macquarie University  
2023

## Representative experience

- Muswellbrook Pumped Hydro Energy Storage Project, updated social baseline study, community engagement and social impact assessment, AGL Energy and Idemitsu, 2024-2025
- Don Moore Community Hub, collaborator on Social Impact Statement, Parramatta City Council, 2024-2025
- Lake Lyell Pumped Hydro Energy Storage Project, social baseline study, community engagement, and social impact assessment, EnergyAustralia, 2024
- Woodlawn Advanced Energy Recovery Centre, social baseline study, impact assessment for SIA amendment report, Veolia Environmental Services, 2024
- Hunter Transmission Project, social baseline study, EnergyCo, 2024
- Bondo Wind Farm Environmental Impact Statement, social impact assessment scoping report inputs, Neoen, 2024
- Decarbonisation Program, inputs into social impact assessment and management plan, Fortescue Metals Group Ltd, 2024
- Hillview Wind Farm Scoping Report, social impact assessment inputs, ACE Power Developments Pty Ltd, 2024
- Hillview Solar Farm Scoping Report, social impact assessment inputs, ACE Power Developments Pty Ltd, 2024
- Pioneer-Burdekin Pumped Hydro Energy Storage Project, inputs into social assessment management plan, Queensland Hydro Limited, 2024

## Professional Social Research Project

Student Placement with Outdoors NSW & ACT

- Evaluation of the Australian Adventure and Activity Standards and associated Good Practice Guides
- Responsible for conducting a mixed methods survey, and analysis of the data. Survey was sent to outdoor industry providers.
- Data was used to address gaps in compliance with the guides
- Data contributed to multiple outputs, such as a presentation to stakeholders and a research report
- These outputs detailed which areas of the guides have the highest to lowest levels of compliance, identified

contributing factors and made recommendations to the industry

- Recommendations focused on possible resource development to assist outdoor activity providers

## Casual Tutor: Leaps & Bounds tutoring.

- Face to face lessons across multiple subjects.
  - K-6 Mathematics
  - K-12 English
  - Barton spelling and reading program
- Assisted in developing learning plans for students
  - This was achieved through testing student abilities, communicating with parents, and presenting recommendations to the manager
- Working with colleagues to ensure students were progressing

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# Appendix B

Baseline indicators

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## B.1 Population indicators

**Table B.1** Population indicators

	Data source	Orchard Hills SAL	Penrith LGA	NSW
Population (#)	2021, ABS	1,798	217,664	8,072,163
	2016, ABS	1,877	196,066	7,480,228
Population change over 5 years to 2021 (%)	2016 and 2021, ABS	-4.2%	11.0%	7.9%
Population mobility (same address 1 year ago)	2021, ABS	89.6%	81.2%	79.4%
Population mobility (different address 1 year ago)	2021, ABS	7.8%	12.7%	14.8%
NSW	2021, ABS	83.6%	75.0%	65.3%
<i>Overseas</i>	2021, ABS	7.9%	3.2%	4.9%
Population mobility (same address 5 year ago)	2016, ABS	76.0%	55.8%	53.9%
Population mobility (different address 5 year ago)	2016, ABS	20.5%	37.6%	39.9%
NSW	2016, ABS	85.4%	73.3%	60.0%
<i>Overseas</i>	2016, ABS	5.3%	6.7%	14.6%

## B.2 Age and socio-cultural indicators

**Table B.2** Age and socio-cultural indicators

	Data source	Orchard Hills SAL	Penrith LGA	NSW
Aboriginal and/or Torres Strait Islander (#)	2021, ABS	52	10,925	278,043
Aboriginal and/or Torres Strait Islander (%)	2021, ABS	2.9%	5.0%	3.4%
Males (%)	2021, ABS	53.1%	49.4%	49.4%
Females (%)	2021, ABS	47.1%	50.6%	50.6%
Median age (#)	2021, ABS	47	35	39
	2016, ABS	43	34	38
Aged 14 years or younger (children) (%)	2021, ABS	14.0%	21.2%	18.2%
Aged 15 to 24 years (youth) (%)	2021, ABS	15.6%	13.0%	11.8%
Aged 25 to 64 years (adults) (%)	2021, ABS	46.8%	45.1%	45.1%
Aged 65 years or older (elderly) (%)	2021, ABS	20.5%	13.0%	17.6%
Number of families (#)	2021, ABS	517	57,893	2,135,964
Has a need for assistance (%)	2021, ABS	6.1%	5.5%	5.8%
Engaged in voluntary work (%)	2021, ABS	13.5%	8.6%	13.0%

	Data source	Orchard Hills SAL	Penrith LGA	NSW
Median weekly household income (\$)	2021, ABS	2,279	1,903	1,829
Completed Year 12 or equivalent (%)	2021, ABS	47.3%	53.9%	63.3%
Households earning less than \$650 per week (%)	2021, ABS	10.0%	12.7%	15.3%
Lone person households (%)	2021, ABS	14.0%	21.8%	25.0%
Speaks a language other than English at home (%)	2021, ABS	22.7%	17.6%	22.4%
Top three languages spoken at home other than English	2021, ABS	1. Arabic (23.1%) 2. Indo-Aryan languages: (13%) 3. Italian (13.0%)	1. Indo-Aryan languages: (26.3%) 2. Southeast Asian Austronesian languages (10.2%) 3. Arabic (9.8%)	1. Chinese languages (19.5%) 2. Indo-Aryan languages (17.6%) 3. Arabic (11%)

### B.3 Health indicators

**Table B.3 Health indicators**

	Data source	Orchard Hills SAL	Penrith LGA	NSW
Has a long-term health condition (%)	2021, ABS	26.9%	27.7%	27.0%
Top three long-term health conditions	2021, ABS	1. Arthritis (9.8%) 2. Diabetes (excluding gestational diabetes) (5.9%) 3. Mental health condition (including depression or anxiety) (5.2%)	1. Asthma (9.0%) 2. Mental health condition (including depression or anxiety) (8.9%) 3. Arthritis (7.9%)	1. Arthritis (8.4%) 2. Mental health condition (including depression or anxiety) (8.0%) 3. Asthma (7.8%)

## B.4 Housing indicators

**Table B.4 Dwelling indicators**

	Data source	Orchard Hills SAL	Penrith LGA	NSW
Number of private dwellings (#)	2021, ABS	591	77,368	3,199,988
Unoccupied dwellings (%)	2021, ABS	5.2%	5.1%	9.4%
Separate house (%)	2021, ABS	96.8%	78.3%	65.6%
Semi-detached, row or terrace house, townhouse etc. (%)	2021, ABS	77.2%	60.9%	58.0%
Flat or apartment (%)	2021, ABS	14.0%	33.4%	32.6%
Owned outright or with a mortgage (%)	2021, ABS	450	400	420
Rented (%)	2021, ABS	0.0%	13.0%	12.8%
Median rent (\$)	2021, ABS	591	77,368	3,199,988
Social housing (%)	2021, ABS	5.2%	5.1%	9.4%

## B.5 Labour force indicators

**Table B.5 Dwelling indicators**

	Data source	Orchard Hills SAL	Penrith LGA	NSW
Participates in labour force (#)	2021, ABS	918	106,975	3,8740,12
Labour force participation rate (%)	2021, ABS	59.3%	62.4%	58.7%
Unemployed persons (#)	2021, ABS	30	4,881	189,852
Unemployment rate (%)	2021, ABS	3.3%	4.6%	4.9%
Youth unemployment rate (%)	2021, ABS	8.0%	9.1%	9.8%
Top industries of employment	2021, ABS	<ol style="list-style-type: none"> <li>1. Construction (19.7%)</li> <li>2. Retail trade (9.7%)</li> <li>3. Education and training (9.1%)</li> </ol>	<ol style="list-style-type: none"> <li>1. Health care and social assistance (13.2%)</li> <li>2. Construction (12.0%)</li> <li>3. Retail trade (10.0%)</li> </ol>	<ol style="list-style-type: none"> <li>1. Health care and social assistance (14.4%)</li> <li>2. Retail trade (9.0%)</li> <li>3. Professional, scientific and technical services (8.9%)</li> </ol>

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# E241089\_Storage and Distribution Warehouse SIA\_v4

Final Audit Report

2025-06-12

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