

Social Impact Assessment

78 Lockwood Road, Erskine Park

URBIS STAFF RESPONSIBLE FOR THIS REPORT WERE:

Director	Allison Heller
Associate Director	Liliana Peña
Senior Consultant	James M. Carey
Consultant	Sarah Nectoux, Louise Popowitz
Assistant Planner	Sophie Perrott
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The river is the symbol of the Dreaming and the journey of life. The circles and lines represent people meeting and connections across time and space. When we are working

Acknowledgement of Country

Urbis acknowledges the Traditional Custodians of the lands we operate on.

We recognise that First Nations sovereignty was never ceded and respect First Nations peoples continuing connection to these lands, waterways and ecosystems for over 60,000 years.

We pay our respects to First Nations Elders, past and present.

Title: Sacred River
Dreaming
Artist Hayley Pigram

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Contents

Executive Summary	5
Report purpose and scope	5
Methodology	5
Existing environment	6
Potential positive and negative social impacts	6
Proposed mitigation, enhancement and management measures	7
1. Introduction	9
1.1. Report purpose and scope	9
1.2. SIA guidelines and requirements	10
1.3. Proposal overview	10
1.4. Data centres overview	12
1.5. Authorship and SIA declaration	13
1.6. SIA guidelines review questions and responses	15
1.7. Structure of this report	17
2. Methodology	19
2.1. Approach to assessing social impacts	19
2.2. Assumptions	20
3. Social baseline	22
3.1. Site location	22
3.2. Policy context	26
3.3. Demographic profile	29
4. SIA Field Study	33
4.1. Approach and summary of SIA field study and engagement activities	33
4.2. SIA interviews summary of findings	34
4.3. Community survey	36
4.4. Targeted stakeholder engagement feedback	36
4.5. Penrith Valley Chamber of Commerce interview	36
4.6. Briefing session with Federal Member for McMahon	36

4.7. Key implications of SIA field study findings	37
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5. Social Locality	39
6. Social Impact Assessment	42
6.1. Assessment Approach	42
6.2. Assessment of impacts across social categories	45
7. Mitigation, enhancement and management	67
7.1. Summary of proposed mitigation, enhancement and management of social impacts	68
7.2. Further SIA recommendations	74
Acronyms	76
References	78
Disclaimer	81

Figures

Figure 1 SIA categories	9
Figure 2 Aerial photograph of the Site	11
Figure 3 Proposed Site Plan	11
Figure 4 Landscape Masterplan.....	12
Figure 5 Site context map.....	23
Figure 6 Site photos.....	24
Figure 7 Social locality	40

Pictures

Picture 1 The Site, looking south-east across Lenore Drive	24
Picture 2 The Site, looking south-west across Lenore Drive	24
Picture 3 The Site, looking north-east from Lockwood Road	24
Picture 4 Site to the left, looking east along Lockwood Road	24
Picture 5 Looking east along Lockwood Rd towards the Site (far left).....	24
Picture 6 The Site, looking east across Lenore Drive towards the environmental corridor.....	24

Tables

Table 1 SEARs item.....	10
Table 2 Guideline review questions and responses.....	15
<i>Table 3 Methodology overview</i>	<i>19</i>
Table 4 Key social themes from policy review.....	27
Table 5 Methods of engagement and consultation.....	33
Table 6 Community identified potential positive impacts, negative impacts, and opportunities.....	37
<i>Table 7 Social impact category definitions</i>	<i>42</i>
<i>Table 8 Significance matrix.....</i>	<i>43</i>
<i>Table 9 Likelihood levels</i>	<i>43</i>
<i>Table 10 Magnitude levels.....</i>	<i>43</i>

<i>Table 11 Dimensions of social impact magnitude.....</i>	<i>44</i>
--	-----------

<i>Table 12 Concurrent development projects.....</i>	<i>61</i>
--	-----------

<i>Table 13 Summary of proposed mitigation, enhancement and management strategies of social impacts.....</i>	<i>68</i>
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Executive Summary

Urbis have prepared this Social Impact Assessment (SIA) on behalf of STACK Infrastructure (the proponent) to accompany a State Significant Development Application (SSDA) for the construction and operation of a data centre at 78 Lockwood Road, Erskine Park (the Site).

Specifically, the SSDA seeks consent for the following:

- Site preparation and bulk earthworks.
- Temporary construction access off Lenore Drive.
- Construction of a three-storey data centre development comprising two buildings, with a maximum height of 26.5 metres and a combined total gross floor area (GFA) of approximately 55,651m² including technical data halls, office and administrative areas, and ancillary circulation space.
- At-grade car park undercroft (34 parking spaces) within the building footprint and additional onsite parking (44 parking spaces) comprising 78 parking spaces.
- Separate generator gantry accommodating 170 backup generators, integrated within the Site to provide a reliable emergency power supply.
- Landscaping and associated public domain works.
- Extension and augmentation of physical infrastructure and utilities as required, including a new on-Site substation located at the northern end of the lot and integrated water storage tanks incorporated within the building footprints.

The Site is zoned IN1 General Industrial and is located within the Penrith City Council Local Government Area (LGA). Data centres are permitted within the IN1 zone with development consent.

The Site is located within Erskine Business Park. Lenore Drive borders it to the north and Ropes Creek, zoned C2 Environmental Corridor, to the east. To the south, the Site is adjacent to Lockwood Drive and a warehouse currently under construction. To the west, there is a recently constructed distribution centre.

Report purpose and scope

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

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

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (July 2025) states that an SIA should consider the likely changes to the following social elements of value to people: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods and decision-making systems.

Methodology

An SIA social baseline, field study, impact scoping and assessment were undertaken to complete this report. A detailed methodology is included in Chapter 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2025).

The potential social impacts of the Proposal are assessed by comparing the magnitude of impact (minimal to transformational) against the likelihood of the impact occurring (very unlikely to almost certain). This risk assessment methodology has been applied from the DPHI SIA Guideline: Technical Supplement (2025) and is outlined in Chapter 6 of this report.

Existing environment

The Site is located within Erskine Business Park (the business park), an industrial precinct along Lenore Drive and Erskine Park Road in the suburb of Erskine Park. The business park and general precinct are currently undergoing redevelopment and expansion, especially to the east along the southern side of Lenore Drive, where the Site is located. North of the business park, separated by an east-west running green open space corridor, lies the low-density residential area of Erskine Park.

The social locality comprises the 'immediate social locality' of Erskine Park and the 'surrounding social locality' of the Penrith Local Government Area (LGA). The social locality encompasses current residents, workers, social infrastructure, and businesses around the Site and the broader business park. During construction and operation, these communities can experience potential localised impacts, such as changes to employment, noise, traffic, and changes to the pedestrian network.

Potential positive and negative social impacts

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

Impact category	Impact description	Unmitigated assessment	Mitigated assessment	Recommendations provided
Way of life	Strengthening of Erskine Business Park's digital economy profile	High positive	High positive	No
Community	Potential risks to stored data	Low negative	Low negative	Yes. Refer to section 6.2.2.1
Community	Contribution to community skills and employment	Medium positive	Medium positive	Yes. Refer to section 6.2.2.2
Accessibility	Impacts to transport access to and around the Site	Construction: Low negative Operation: Negligible	Construction: Low negative Operation: Low positive	Yes. Refer to section 6.2.3.1
Culture	Potential disruptions to Aboriginal culture and heritage	Low negative	Low negative	Yes. Refer to section 6.2.4.1
Health and wellbeing	Noise and vibration impact during	Construction: High negative Operation: Low negative	Construction: Medium negative	Yes. Refer to section 6.2.5.1

	construction and operation		Operation: Negligible	
Health and wellbeing	Air quality impacts during construction and operation	Construction: Low negative Operation: Low negative	Construction: Negligible Operation: Negligible	Yes. Refer to section 6.2.5.2
Health and wellbeing	Creation of a healthy workplace	Medium positive	High positive	Yes. Refer to section 6.2.5.3
Surroundings	Perceived impact on the services infrastructure and utilities	Low negative	Low negative	No
Livelihoods	Direct employment opportunities generated by the Proposal	Construction: Medium positive Operation: Low positive	Construction: Medium positive Operation: Medium positive	Yes. Refer to section 6.2.6.1
Decision-making systems	Ability for people to contribute to the decision-making process	High positive	High positive	Additional SIA recommendations. Refer to 6.2.8.1
Cumulative social impacts	A discussion on cumulative social impacts is outlined in section 6.3. This includes the following cumulative social impacts: - Cumulative amenity and traffic impacts during construction - Cumulative contribution to the digital economy - Negative contribution to the urban heat island effect			Yes. Refer to section 6.3

Proposed mitigation, enhancement and management measures

A consolidated list of measures to enhance positive social impacts and mitigate negative social impacts identified throughout this SIA report and summarised in the table above is provided in Chapter 7. Additional SIA recommendations to further enhance positive impacts and mitigate negative impacts are also provided in Table 13 in Section 7.1 of the report.

1

Introduction

1. Introduction

STACK Infrastructure (the proponent) engaged Urbis Ltd (Urbis) to prepare a Social Impact Assessment (SIA) in support of a State Significant Development Application (SSDA) for the construction and operation of a data centre at 78 Lockwood Road, Erskine Park (the Site). The application seeks to deliver a new data centre within Erskine Business Park (the business park).

1.1. Report purpose and scope

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

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

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2025) states that an SIA should consider the likely changes to the following social elements of value to people.

Figure 1 SIA categories



Figure 1 Social elements of value to people

Source: SIA Guidelines (DPHI 2025, p. 5)

1.2. SIA guidelines and requirements

This SIA aligns with the best practice methods contained within the DPHI's SIA Guideline (2025). The DPHI SIA Guideline (2025) provides a framework to identify, predict and evaluate likely social impacts and helps to provide greater clarity and certainty for proponents and the community.

This SIA also considers the guidance contained in Penrith Development Control Plan 2014 (DCP) Appendix F4 Technical Information, 2.1 Social Principles.

This SIA has been prepared to satisfy the Secretary's Environmental Assessment Requirements (SEARs) for SSD-82211208, issued on 11 April 2025. The individual SEARs item relevant to this SIA is outlined in Table 1 below.

Table 1 SEARs item

ITEM	DESCRIPTION OF REQUIREMENT	SECTION REFERENCE (THIS REPORT)
21	Social Impact Provide a Social Impact Assessment that: ▪ is prepared in accordance with the Social Impact Assessment NSW Department of Planning, Housing and Infrastructure Guidelines for State Significant Projects. ▪ is targeted and proportionate to the project's context and likely impacts.	This report

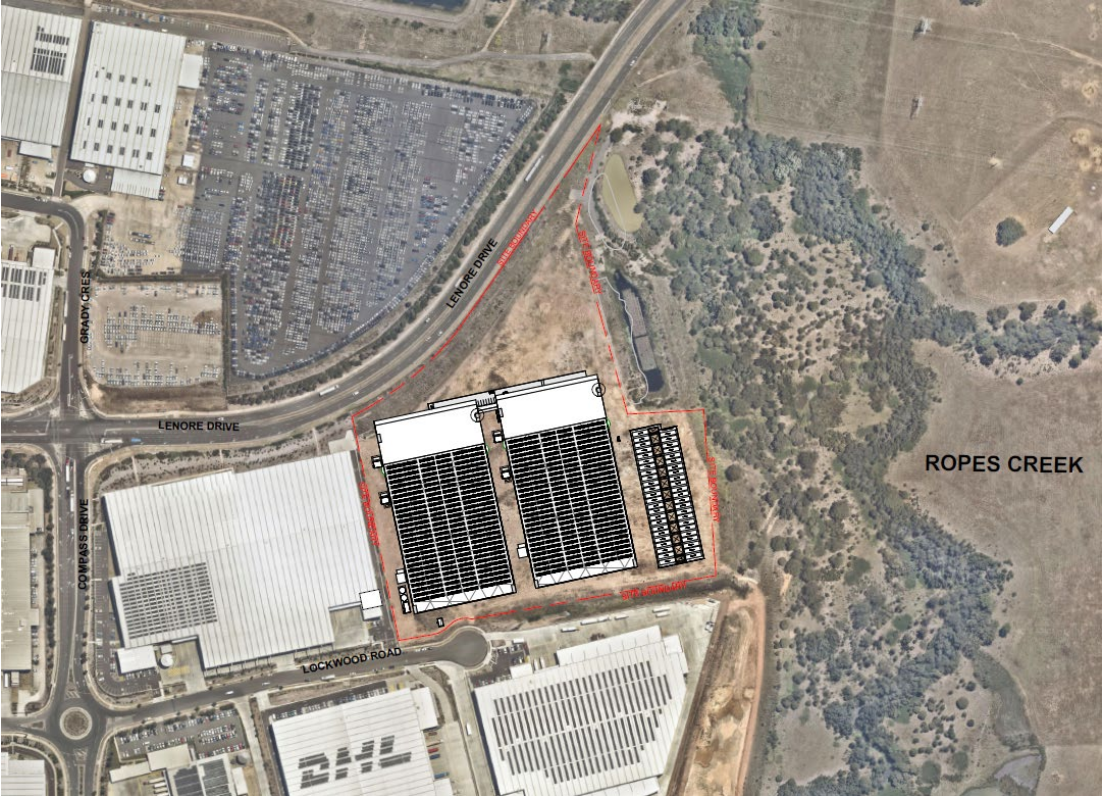
Source: SEARs issued for the Proposal, issued 11 April 2025 (DPHI 2025)

1.3. Proposal overview

The Proposal comprises the construction of a data centre development and includes the following key components:

- Site preparation and bulk earthworks.
- Temporary construction access from Lenore Drive.
- Construction of a three-storey data centre comprising two buildings, with a maximum height of 26.5 metres and a total gross floor area (GFA) of approximately 55,651m², including technical data halls, office and administrative areas, and ancillary circulation space.
- At-grade under-croft car parking (34 spaces) within the building footprint, plus an additional 44 on-site spaces, providing a total of 78 parking spaces.
- Separate generator gantry accommodating 188 backup generators.
- Landscaping and associated public domain works.
- Extension and augmentation of physical infrastructure and utilities as required, including an on-site substation and water storage tanks integrated within the building footprints.
- Off-site works comprising the delivery of two 330kV transmission lines from the TransGrid Sydney West Substation site to the subject site, utilising existing road reserve along Lenore Drive.

Figure 2 Aerial photograph of the Site



Source: Genton, 2026

Figure 3 Proposed Site Plan



Source: Genton, 2026

Figure 4 Landscape Masterplan



Source: Habit8, 2026

1.4. Data centres overview

Data centres, such as is being proposed by the applicant, are considered critical infrastructure that house the computer systems and equipment needed to store, process, and distribute large amounts of data. They are crucial for the smooth operation of many of the services we use every day, such as online communication, banking, healthcare, and government services. A data centre is designed to keep data safe, accessible, and well-managed. These facilities are designed to be highly reliable, often featuring backup power supplies, advanced cooling systems, and robust security measures to ensure uninterrupted operation.

Understanding the social impacts of data centres can be challenging, as they tend to operate like other forms of critical infrastructure, such as roads or bridges. While their benefits may not be immediately visible, data centres are crucial for enabling digital services that support the way of life of communities. Their strategic value lies in allowing community connectivity, enhancing business productivity, driving innovation, and providing access to essential services, including health and government functions.

Recent studies evidence that placing data centres closer to cities can make critical services more resilient and reduce the time it takes for data to travel between users and the data centre. For services that require real-time data processing, such as financial transactions, telemedicine, and autonomous driving, lower latency means faster and more responsive performance. As noted in this Social Impact Assessment, the proposed data centre at 78 Lockwood Road, Erskine Park is well located to ensure the security and reliability of many services both local to the Site, and regionally. This is because urban areas provide the necessary infrastructure for data centres to function effectively, as these typically have reliable power supplies and advanced telecommunications networks, including high-capacity fibre optic cables that can handle large

amounts of data traffic. This ensures that data centres can meet the increasing demand for digital services.

Furthermore, as is the case with the Site proposed, centralising data centres near each other reduces data transfer times, making operations more efficient and cost-effective. The proximity to other data centres allows for enhanced collaboration and resource sharing, which can lead to improved operational efficiencies. This clustering effect can also attract additional technology companies to the area, fostering a vibrant tech ecosystem. Additionally, being close to other data centres can provide redundancy and backup options, enhancing the overall reliability and resilience of the services provided. This strategic location ensures that the proposed data centre can leverage existing infrastructure and expertise, further solidifying its role as a critical component of the region's digital landscape. Data centres can also encourage technology companies to collaborate and innovate, attracting skilled workers to the area and thereby boosting local economies by creating jobs in various fields, such as IT, engineering, and facility management.

In emergencies, local data centres can be vital for maintaining essential services, such as emergency response systems and healthcare networks. By storing and processing data locally, the risk of disruptions caused by distant power outages or natural disasters is reduced.

Within urban areas, industrial precincts are often ideal locations for data centres, as they are designed to handle high energy demands and have robust infrastructure and security. Consideration should, however, be given to the impact of localised risks and cyberattacks, which can have widespread economic and social consequences. Consequently, physical security is critical for data centres, as unauthorised access and trespassing can result in tampering with hardware, data theft, or acts of vandalism, which could stop operation.

1.5. Authorship and SIA declaration

The authorship of the SIA Declarations for this report is provided in the following Chapters.

1.5.1. Authors

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

Liliana Peña	Quality assurance
Position	Associate Director
Qualifications	Master of Urban Planning, National University of Colombia Bachelor of Social Work, National University of Colombia
Experience	Liliana is a social impact assessment and management specialist with experience in local and large-scale infrastructure projects in the built environment, industrial, and employment sectors. She has delivered social impact assessments for various state-significant projects following authority standards and best practice guidelines, including the NSW SIA Guideline (DPHI 2025).
James M. Carey	Co-author and review
Position	Senior Consultant
Qualifications	Master of Philosophy (Politics and International Studies), Magdalene College, The University of Cambridge Master of International Relations, The University of Melbourne Bachelor of Arts (Hons.), Monash University

Experience James has experience writing social value and impact reports for international contexts and best practice social research, and evaluation. He has conducted impact assessments for state-significant projects following authority standards and best practice guidelines, including the NSW SIA Guideline (DPHI 2025).

Sarah Nectoux Report Co-author

Position Consultant

Qualifications Master of Geography, Planning, Environment and Development, University of Franche-Comte (France)
Master of Research (Institute for Culture and Society), Western Sydney University

Experience Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.

Louise Popowitz Report Co-author

Position Consultant

Qualifications Master of Urban Planning and Environment, RMIT
Bachelor of Science (Natural Resources – Nature Management), University of Copenhagen

Affiliations Full Member, Planning Institute of Australia

Experience Experience in writing SIA reports for build-to-rent residential, educational, data centres and industrial warehouses in the context of the SIA Guideline (DPHI 2025) and best practice social research and impact assessment.

Sophie Perrott Report Co-author

Position Assistant Planner

Qualifications Bachelor of City Planning (Honours) (current), University of New South Wales

Experience Experience in writing SIA reports for industrial and employment projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.

1.5.2. Declaration

The authors declare that this SIA report:

- Was completed on 18 March 2026
- Has been prepared following the EIA process under the EP&A Act
- Has been prepared in alignment with the DPHI's (2025) SIA Guideline
- Contains all reasonably available Proposal information relevant to the SIA
- As far as Urbis is aware, it contains information that is neither false nor misleading.



James M. Carey
Senior Consultant – Lead author
1 September 2025



Liliana Peña
Associate Director – SIA Quality Assurance
18 March 2026

1.6. SIA guidelines review questions and responses

The review questions outlined by the SIA Guideline (2025) are designed to confirm that the requirements of the SIA Guideline have been fulfilled when considering the scale of social impacts associated with the proposed development. Table 2 below outlines these review questions and indicates how they have been addressed in this SIA.

Table 2 Guideline review questions and responses

QUESTION	SIA REVIEW QUESTIONS	ADDRESSED BY REPORT (YES/NO), RELEVANT SECTION
1	Does the lead author meet the qualification and experience requirements?	Yes – section 1
2	Has the lead author provided a signed declaration?	Yes – section 1
3	Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes
Project's social locality and social baseline		
4	Does the SIA define and justify the social locality based on the spatial extent of expected impacts?	Yes – Chapters 3 and 5
5	Does the SIA identify and describe the social context/locality including different social groups likely to be affected by the project?	Yes – Chapters 3, 4 and 5
6	Does the SIA identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes – Chapters 3, 4, 5 and 6
7	Does the SIA identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes – Chapter 3
8	Does the social baseline study present data relevant to the social impacts, supported by relevant literature and a diversity of relevant views and likely experiences?	Yes – Chapter 2
9	Does the social baseline study demonstrate applied social-science research methods and explain any significant methodological or data limitations?	Yes – Chapter 2
Identification and description of social impacts		
10	Does the SIA adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA been detailed?	Yes – Chapter 2 SIA report not undertaken for scoping

11	Does the SIA apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes – Chapter 6
12	Does the SIA describe how the preliminary social impact analysis has influenced project design?	Yes – Chapters 6 and 7 for recommendations on project design
Community Engagement		
13	Were the extent and nature of engagement activities appropriate and sufficient to canvass views of those most affected, including those of vulnerable or marginalised groups?	Yes – Chapter 4
14	Have the views, concerns and insights of affected and interested people influenced both the project design and the impact assessment, management and monitoring?	Yes – Chapter 3-7
Predicting and analysing social impacts		
15	Does the SIA impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes – Chapter 6
16	Does the SIA analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will likely experience greater costs because of the project?	Yes – Chapter 6
17	Does the SIA identify its assumptions, and include sensitivity analysis and alternative scenarios? (including 'worst-case' and 'no project' scenarios where relevant)	The methodology Chapter of the report sets out the key assumptions underpinning the assessment (refer to Chapter 2). This includes the assumption that information provided through other technical reports (e.g., traffic and noise) is accurate. The SIA considers alternative Site scenarios from the perspective of the 'worst case' scenario (i.e., no technical mitigations), in alignment with the EIS. We note that consideration of alternative Site options (e.g., no development, different types of development) has been considered separately as part of the business case process, which has informed the EIS, and upon which the SIA has drawn. It is the role of the SIA, however, to assess the chosen development scenario at hand and not alternative scenarios considered at the business case stage. Therefore, our sensitivity analysis and assessment of 'worst case' scenarios relate to a 'no mitigations' scenario for the chosen development option. This evidence is assessed as part of the SIA tables in Chapter 6.
Evaluation significance		
18	Do the evaluations of significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes – Chapter 6

General

19	Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes – Chapter 7
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Responses, monitoring and management

20	Does the SIA report propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	Yes – Chapter 7
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21	Does the SIA report demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes – Chapter 7
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22	Does the SIA demonstrate how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes – Chapter 7
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1.7. Structure of this report

This SIA has seven chapters as summarised below:

- **Chapter 1** (this chapter) introduces the Proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA.
- **Chapter 3** provides a social baseline of the study area, including the Site's context, social and demographic characteristics, and policy context.
- **Chapter 4** provides an overview of the field study undertaken to inform the SIA, including an overview of the key findings.
- **Chapter 5** identifies and provides details on the Proposal's social locality.
- **Chapter 6** assesses the positive and negative social impacts of the Proposal, including with and without mitigation and enhancement measures.
- **Chapter 7** outlines the mitigation, enhancement, and management measures of the assessed impacts.

2

Methodology

2. Methodology

This methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2025) and in Penrith Development Control Plan 2014 Appendix F4 Technical Information, 2.1 Social Principles.

Table 3 Methodology overview

STAGE	ACTIVITIES
Social baseline	▪ Site visit of surrounding land uses and Site, conducted on Friday 2nd May 2025. ▪ Review of relevant state and local policies and strategies to understand potential social implications. ▪ Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities. ▪ Identification of likely impacted groups and communities. ▪ Early identification of potential social impacts (positive and negative) based on research tasks undertaken.
SIA field study	▪ Engagement with a representative from Penrith City Council via an online videoconference, conducted on Thursday, 31st July 2025. ▪ Engagement with the local community through an online community survey. ▪ Engagement with Penrith Chamber of Commerce via an online videoconference ▪ Analysis of field study data and identification of key themes.
Impact scoping	▪ Review of social baseline and SIA field study outcomes. ▪ Review of Proposal plans, Proposal documentation and relevant technical assessments. ▪ Identification of the Proposal's social locality and likely impacted groups. ▪ Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures. ▪ Identification of potential opportunities for additional measures to be incorporated into the Proposal.
Assessment and reporting	▪ Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures. ▪ Provision of recommendations to further reduce negative social impacts and enhance positive social impacts. ▪ Preparation of draft and final SIA reports.

2.1. Approach to assessing social impacts

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

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

2.2. Assumptions

- This report is dated 18 March 2026 and incorporates information and events up to that date only, and excludes any information arising, or event occurring, after that date.
- In preparing this report, Urbis was required to make judgments which may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.
- All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and based on information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and forecasts set out in this report will depend, among other things, on the actions of others over which Urbis has no control.
- Information provided through other technical reports that have informed the identification and assessment of impacts is assumed to be accurate.
- This report has been prepared with due care and diligence by Urbis, and the statements and opinions given by Urbis in this report are provided in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

3

Social Baseline

3. Social baseline

This chapter provides a social baseline of the Site and the surrounding area. This includes a review of the Site location, policy context, and demographic profile. The findings from the social baseline have been used to inform the approach to consultation, scoping of initial impacts and the formation of the Site's social locality (as described in Chapter 5).

3.1. Site location

3.1.1. Local context

The Site is located at 78 Lockwood Road, within Erskine Business Park, in the Penrith Local Government Area (LGA). Erskine Business Park is situated in the broader Erskine Park suburb (as defined under ABS 2021 boundaries). The Site is currently vacant and cleared of vegetation. To the north, it is bordered by Lenore Drive. Ropes Creek, zoned as a C2 Environmental Corridor, lies to the east, while a large logistics distribution centre operated by Ceva Logistics is situated to the west. During the Site visit, it was noted that the lots facing the Site on Lockwood Road were under development, and the end of Lockwood Road is closed to vehicle access due to construction works (refer to section 3.1.2). Vehicle and pedestrian access were not permitted at the time of the Site visit, so the specifics of the construction works were not immediately attainable.

Erskine Business Park primarily comprises light industrial developments, with major tenants including DHL, Woolworths, FedEx, and Amazon. There are three existing data centres within the business park: Digital Realty Data Centre, Digital Realty Data Centre SYD10, and Digital Realty Data Centre SYD11 (Figure 7). The concentration of data centres contributes to an ecosystem of connectivity and redundancy, which can enhance the availability and reliability of data services. This clustering may promote overall network resilience. Additionally, the proximity of multiple data centres can address the needs of major tenants and surrounding industries by offering robust and scalable data solutions. This strategic positioning has the potential to optimise operational efficiencies and could encourage further investment and development in the region, possibly reinforcing its role as a hub for industrial and technological growth.

The Site has two vehicle access points: one from the eastern end of Lenore Drive and a driveway accessible via Lockwood Road. Lenore Drive is a key arterial road that connects the Eastern Creek Business Park, east of the Site, to Erskine Park Road at the western edge of Erskine Business Park.

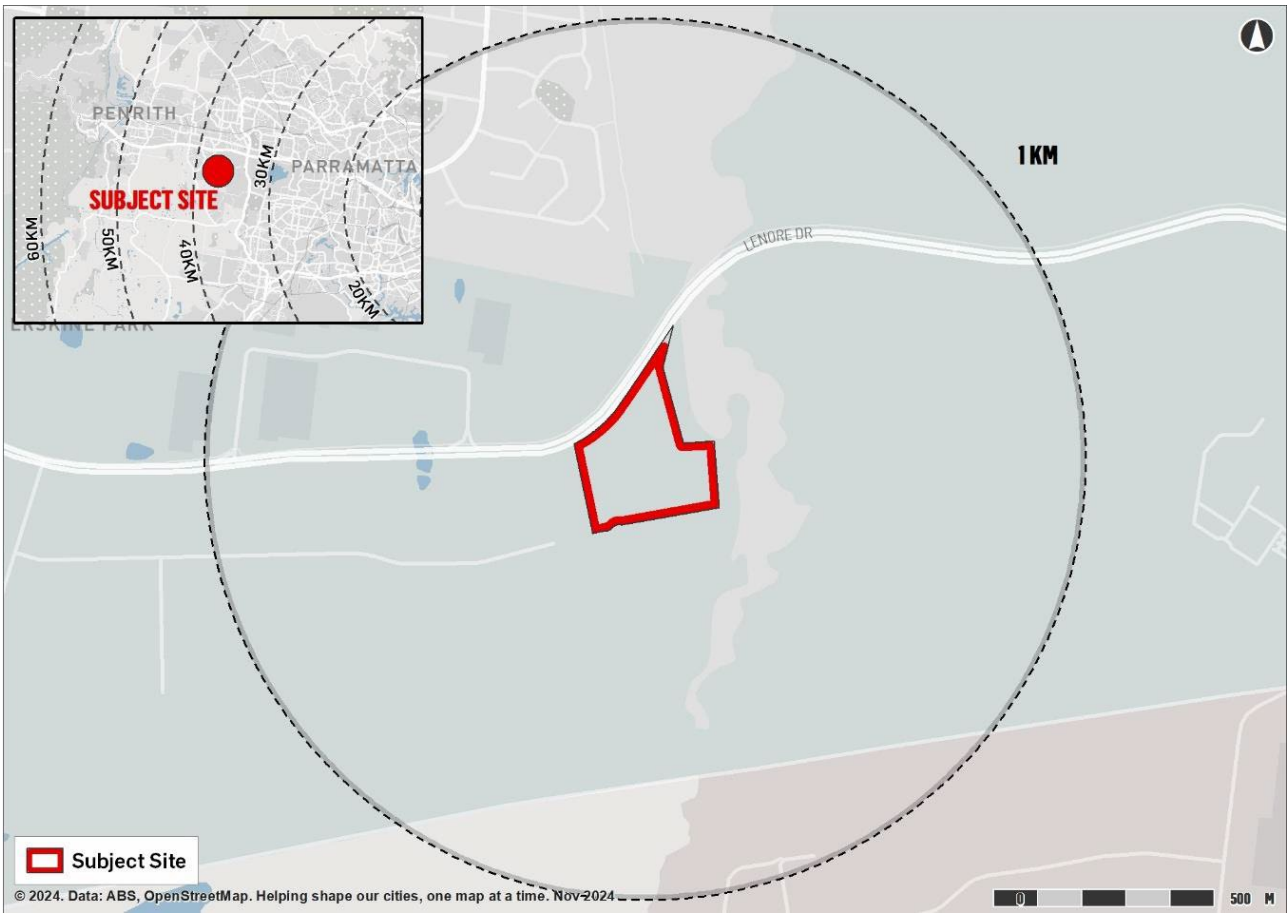
There is a lack of active transport infrastructure near the Site; however, there are several bus stops located near the Site, mainly along Lenore Drive. These stops provide connections to major centres such as Liverpool, Penrith, and the suburb of Erskine Park. Worker amenities within the business park are limited, with only one café on Lenore Drive.

There are some community services near the business park, including Emmaus Retirement Village, Trinity Catholic Primary School, and Mamre Anglican School, all located between Mamre Road and Emporium Avenue. In the residential area of Erskine Park, there are additional services such as Erskine Park High School, James Erskine Public School, and two early learning centres. This area also includes a family clinic and a private GP practice.

While the business park lacks public green spaces, the residential areas near the Site feature green spaces such as Peppertree Reserve and Sports Complex and Phoenix Reserve. However, due to their distance from the business park, these open spaces are unlikely to be frequently used by the business park's worker community.

The Site context is shown in Figure 5 below.

Figure 5 Site context map



Source: Urbis, 2024

Figure 6 Site photos



Picture 1 The Site, looking south-east across Lenore Drive



Picture 2 The Site, looking south-west across Lenore Drive



Picture 3 The Site, looking north-east from Lockwood Road



Picture 4 Site to the left, looking east along Lockwood Road



Picture 5 Looking east along Lockwood Rd towards the Site (far left)



Picture 6 The Site, looking east across Lenore Drive towards the environmental corridor

3.1.2. Site visit

The Urbis Social Planning Team undertook a Site visit on Tuesday, 2 May 2025, to better understand the Site context, nearby land uses, and the context of the Erskine Business Park. The Site visit confirmed that the business park is undergoing extensive changes, with several new developments in proximity to the Site as well as other sites currently under construction.

Key observations from the visit are as follows:

- Lots across from the Site are currently under construction. Consequently, the end of Lockwood Road facing the Site is currently closed to vehicles besides construction vehicles. This section of the road was busy with construction vehicles and worker vehicles parked on the street.
- The business park is experiencing ongoing transformation, with new light industry developments and several construction projects underway near the Site.
- The Site visit confirmed that Lenore Drive is heavily trafficked, resulting in a noisy environment.
- New developments within the business park are well-maintained. This is contrasted to vacant sites, which appear neglected and seem prone to litter accumulation.
- There is a notable scarcity of public amenities for workers in the area, including parking, green spaces, and cafés/restaurants.

3.1.3. Regional context

The Site is strategically located within the Penrith LGA, 40 kilometres west of the Sydney CBD, 20 kilometres west of the Parramatta CBD, and 10 kilometres northeast of the future Western Sydney International Airport and Aerotropolis.

The business park is surrounded by several light industrial precincts, including Eastern Creek, Huntingwood, Horsley Park, and Kemps Creek. These precincts play an essential role in supporting the NSW and Australian economies by providing critical infrastructure, facilitating logistics and distribution, and fostering industrial growth. Few data centres currently exist in the surrounding industrial precincts, but these areas are considered ideal for such developments due to their robust infrastructure, large plots of land, and proximity to power and cooling resources.

The region includes significant health, education, and workforce hubs that rely heavily on data centres. These include Westmead Hospital, Parramatta CBD, Liverpool CBD, the Liverpool Health and Academic Precinct, and the future Aerotropolis area, which is set to become a hub for innovation and advanced industries.

The Site's location within the Penrith LGA and its proximity to various economic and industrial precincts position it as a potential candidate for a data centre. The surrounding infrastructure includes reliable power and cooling resources, large land areas, and good connectivity. There is also a presence of health, education, and workforce hubs that utilise data centres for their operations, indicating a demand for enhanced data infrastructure in the region. The development of the future Western Sydney International Airport and Aerotropolis may further influence the need for advanced data centres to support these initiatives.

3.2. Policy context

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

Federal

- Australian Government, Australian Digital Economy Strategy 2030 (2021)
- Australian Government, Net Zero in Government Operations Strategy (2023)

State

- Department of Planning, Housing and Infrastructure (DPHI), Future Transport Strategy 2056 (2022)
- Greater Sydney Commission, Greater Sydney Region Plan – A Metropolis of Three Cities (GSRP) (2018)
- Greater Sydney Commission, Western City District Plan (WCDP) (2018)
- Infrastructure NSW, Staying Ahead: Infrastructure Strategy 2022–2042 (2022)
- NSW Government, 2040 Economic Blueprint (2019)
- NSW Government, Building Business Back Better Explanation of Intended Effect (BBB) (2021)
- NSW Government, Smart Western City Program (2021)
- NSW Government, Social Impact Assessment Guideline for State Significant Projects (2021)
- NSW Government, State Environmental Planning Policy (Precincts—Western Parkland City) 2021
- NSW Government, State Environmental Planning Policy (SEPP) (Western Sydney Employment Area) (2021)
- NSW Government, Staying Ahead: State Infrastructure Strategy (SIS) 2022–2042 (2022)
- Transport for NSW, Future Transport Strategy 2056 (2022)

Local

- Penrith City Council, Community Strategic Plan – Penrith 2041+ (CSP) (2025)
- Penrith City Council, Community Safety Plan 2023–2027 (2023)
- Penrith City Council, Economic Development Strategy 2023–2031 (2023)
- Penrith City Council, Employment Lands Strategy (2021)
- Penrith City Council, Local Strategic Planning Statement (LSPS) (2020)
- Penrith City Council, Cooling the City Strategy (2015)

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

Table 4 Key social themes from policy review

THEME	SUMMARY OF FINDINGS
Growing demand for data centres 	The State Infrastructure Strategy (SIS) and the Australian Digital Economy Strategy 2030 aspire for NSW to become a leader in digital technology. The SIS characterises data as a critical asset and demonstrates that building the foundations of Greater Sydney's future economy requires high-speed, reliable digital connectivity. However, the report identifies inconsistent access, affordability, quality and reliability of access and connectivity across NSW. The NABERS Data Centre minimum standards, published in the Australian Government's Net Zero in Government Operations Strategy note the requirements for Australian Government operations for data centres, and are worth noting here given the growing demand. According to DPHI's Building Business Back Better (BBB), data centres are vital infrastructure for NSW. They facilitate the operations of many businesses and government agencies by managing large volumes of electronic data. The BBB points highlight that the demand for data centres is rising due to digital trends and technological advancements such as the network of interconnected smart devices, 5G, and cloud computing. The COVID-19 pandemic has also increased the need for data centres, as remote working has intensified the requirement for data storage and processing capabilities. The Council's previous Digital Economy Strategy influenced the new Economic Development Strategy, which aims to support government and business-led programs that drive the digital transformation and digital sector of the local economy.
Building the foundations of Greater Sydney's future economy 	The SIS and the Australian Digital Economy Strategy 2030 demonstrate the NSW Government's aspirations to create stronger infrastructure foundations for Greater Sydney. The SIS characterises data as a critical asset. The SIS indicates that building the foundations of Greater Sydney's future economy requires high-speed, reliable digital connectivity. However, the report identifies inconsistent access, affordability, quality and reliability of access and connectivity across NSW. The GSRP and the NSW Economic Blueprint 2040 recognise digital technologies as a significant economic driver supporting economic and social growth, particularly in government services, health care and education. As discussed in the GSRP, advanced manufacturing is expanding in Australia, characterised by significant investment in innovation, research, development and technology use. The strategy identifies Western Parkland City as a manufacturing leader in NSW. The GSRP identifies the need to adapt to new technologies such as artificial intelligence, quantum computing, big data, robotics, autonomous vehicles, 3D printing, and nanotechnology. The Smart Western City Program outlines that digital infrastructure, including data centres (section 1.4), is crucial for adopting technologies that benefit the community. These benefits include reducing travel times, resource use, and emissions, improving health, and enhancing community engagement. The WCDP highlights the crucial role of industrial land in building the local economies and attracting a variety of businesses to the region. Recognising its economic and employment significance, the Plan mandates that all existing industrial land be preserved and managed for future needs.

THEME

SUMMARY OF FINDINGS

Increasing local employment opportunities



Council's Employment Lands Strategy prioritises the growth of the local economy. It applies strategies to attract investment to the LGA, ensuring a greater number and diversity of jobs and businesses can be located closer to Penrith's growing population.

Council's CSP highlights that residents of the Penrith LGA desire more local employment opportunities. At present, the LGA has 105,000 resident workers but only 84,000 local jobs. This is primarily due to a shortage of suitable local jobs and limited public transport connectivity within the area.

Increasing the availability and diversity of jobs within the LGA is, therefore, a key priority for the Council. The CSP recognise this will give the community more employment choices and opportunities. To support economic diversification and the Council's aim to create up to 23,000 new jobs and 20,000 total businesses by 2031, the Council's Economic Development Strategy identifies a need to attract new businesses within the digital sector to increase the availability of technology-based jobs.

The SEPP Western Parkland City (2021) fosters regional growth by offering planning pathways for light industrial infrastructure and high technology facilities, thereby supporting the creation of local employment opportunities.

Creating a cool and comfortable environment



Council's Cooling the City Strategy highlights that the Penrith LGA is particularly vulnerable to urban heat due to its topography and increasing urban development. Urban heat is a significant concern for the LGA, affecting the health of residents and workers by contributing to issues like dehydration, heat stress, and heat stroke.

Research for the Strategy indicates that car parks and industrial zones are typically the hottest areas within the LGA. To address this, the Strategy recommends several cooling measures, particularly targeting car parks and footpaths. These measures include using reflective and light pavement materials and increasing the number of trees on Site. Implementing these strategies is expected to create a cooler urban environment across the LGA.

Promoting health, safety and security



There is a strategic focus on ensuring cybersecurity, with the Australian Digital Economy Strategy outlining that businesses and people will only embrace digital opportunities to the maximum extent if they are confident in the technology they use.

The SIS highlights that future cybersecurity threats are likely to become more automated, intelligent, disruptive, and destructive. The SIS, along with the Australian Digital Economy Strategy 2030, GSRP, and the Smart Western City Program, emphasises the need to build stronger cyber resilience. The Australian Digital Economy Strategy 2030 asserts that businesses and individuals will fully embrace digital opportunities only if they have confidence in the technology they use.

The Penrith Employment Lands Strategy (2021) notes that Penrith's oldest industrial precincts, including Erskine Business Park, lack the amenities needed to meet contemporary standards for safe and healthy workplaces. It emphasises that enhancing amenities in these employment areas could make them more attractive to workers. One of the key strategic directions of the Strategy is to support the health and well-being of workers.

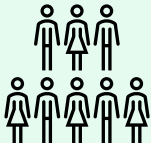
3.3. Demographic profile

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

A demographic profile has been developed for Erskine Park SALs (suburbs and localities) ('local area') based on demographic data from the Australian Bureau of Statistics (2021) Census of Population and Housing and DPHI (2022) and Profile.ID (2025). The demographic characteristics of Penrith Local Government Area (LGA) ('regional area') have been used, where relevant, to provide a comparison.

The tables below detail the datasets used in analysing the local and regional areas:

Population, age and diversity

	In 2021, Erskine Park had 6,486 residents, accounting for 3.0% of the regional area's population.
	Erskine Park had a higher proportion of working-age population (aged 15 to 64 years) (70.6%) compared to Penrith LGA (65.7%) and Greater Sydney (66.5%).
	Erskine Park had a lower proportion of Aboriginal and/or Torres Strait Islander (3.0%) compared to Penrith LGA (5.0%). These rates, however, were significantly higher than those in Greater Sydney (1.7%).
	According to Transport for New South Wales Travel Zone population projection data (TZP24), Erskine Park's population is projected to grow from 6,540 in 2025 to 6,707 in 2041. Across the Penrith LGA, the population is projected to increase from 225,404 in 2025 to 266,241 in 2041 (a total growth rate of 18.12%).
	In 2021, there was a similar proportion of people born overseas in Erskine Park (29.3%) and Penrith LGA (28.7%). This was lower than the Greater Sydney average (43.2%). The main languages spoken at home in Erskine Park, other than English, were Arabic (3.9%), Tagalog (2.3%), and Hindi (1.2%). This was similar to languages other than English spoken in the Penrith LGA: Arabic (1.8%), Punjabi (1.4%), and Tagalog (1.2%).

Qualifications, workforce and employment

	People aged 15 years and over in Erskine Park tend to have a lower qualification level (bachelor's degree level and above) (15.9%) compared to Penrith LGA (17.3%) and Greater Sydney (33.3%). Erskine Park and Penrith LGA have a higher proportion of people 15 years and over with a Certificate level IV (3.8% and 4.3% respectively) compared to Greater Sydney (2.7%).
	In Erskine Park, 67.6% of the people aged 15 years and over are in the labour force. This is significantly higher than in Penrith LGA (62.4%) and Greater Sydney (60.0%).
	Unemployment level in Erskine Park is lower (4.4%) compared to Penrith LGA (4.6%) and Greater Sydney (5.1%).
	The main occupations in Erskine Park are clerical and administrative workers (18.5%), technicians and trades workers (14.9%) and professionals (14.8%). This is similar to Penrith

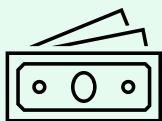
LGA, with professionals (17.0%), clerical and administrative workers (16.3%), and technicians and trades workers (13.95%) being the most common occupations.

In 2021, the primary industries of employment in Erskine Park were hospitals (except psychiatric hospitals) (4.1%), supermarkets and grocery stores (3.6%), and road freight transport (3.5%). In Penrith, these were hospitals (except psychiatric hospitals) (4.2%), supermarkets and grocery stores (3.4%) and other social assistance services (2.8%). Although not among the three most popular industries of employment, construction accounts for 6.5% of all residents in Erskine Park.

Transport for New South Wales Travel Zone Projections 2024 (TZP24) displays projected employed persons by place of work in travel zones. The Site is in the Erskine Park travel zone, which predicts an increase from 9,686 employed persons in 2025 to 14,060 employed persons in 2041 (2.36% average annual growth rate and a total growth rate of 45.16%).

Note: These projections are based on information available in early 2024. Due to the rapid development in Western Sydney, new development projects may not be reflected in the predictions, despite the data including known land-use developments and current strategic plans.

Income, advantage, and disadvantage



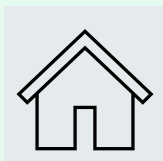
The median personal weekly income in Erskine Park was \$906, which was higher than the overall Penrith LGA (\$866) and Greater Sydney (\$881). The median family income in Erskine Park was slightly higher (\$2,397) than in Penrith LGA (\$2,188) and Greater Sydney (\$2,374).

The Socio-Economic Indexes for Areas (SEIFA) index is derived from data collected by the Australian Bureau of Statistics, which includes factors such as income, education, employment, and housing.

Erskine Park's SEIFA index of relative socio-economic advantage and disadvantage was in decile 6. This placed the community in the middle range compared to other areas in New South Wales. It indicates a balanced socio-economic landscape, where some residents enjoyed more advantages while others faced challenges.

The SEIFA index of economic resources for Erskine Park was in decile 8, reflecting a higher level of economic resources compared to many other areas in NSW. This indicates that the community generally had strong access to financial resources, employment opportunities, and economic stability. The data used to determine this index includes household income and housing ownership.

Transport



Due to the COVID-19 pandemic, the 2021 Census data regarding motor vehicles and public transport do not accurately reflect current transport use as of 2025. Data from the 2016 and 2021 Censuses have therefore been compared to more accurately reflect transport use in the study area.

In 2016, residents in Erskine Park mainly travelled to work using a car either as a driver or a passenger (81.5%). This was higher than Penrith LGA (75.1%) and Greater Sydney (59.8%).

	In Erskine Park, 8.6% of residents travelled to work by public transport, which was lower than Penrith LGA (11.4%) and Greater Sydney (22.8%).
	In 2021, more than half of the residents used their car to travel to work, either as a driver or passenger (54.3%). This was higher than Penrith LGA (52.4%) and Greater Sydney (37.8%). A small proportion of people used public transport to travel to work (1.9%), which was lower than in the Penrith LGA (3.1%) and Greater Sydney (5.6%).
	In 2021, 25.8% of residents in Erskine Park reported working from home, which was lower than in the Penrith LGA (26.3%) and Greater Sydney (38.9%).

Health, wellbeing and disability

	A higher proportion of people in Erskine Park (19.2%) and Penrith LGA (19%) have at least one long-term health condition, compared to Greater Sydney (16.7%).
	The most common types of long-term health conditions in Erskine Park are asthma (8.1%), arthritis (7.7%) and mental health conditions (including depression or anxiety) (5.8%). This is similar to Penrith LGA: asthma (9%), mental health conditions (including depression or anxiety) (8.9%) and arthritis (7.9%).
	Erskine Park has a lower proportion of people in need of assistance for core activities due to disability, old age, or long-term health condition (4.4%) compared to Penrith LGA (5.5%) and Greater Sydney (5.2%).
	There is a relatively consistent proportion of people who provided unpaid assistance to a person with a disability, health condition or due to old age in the local area (10.7%) and Penrith LGA (11%) compared to Greater Sydney (10.6%).

Crime and safety

	Crime data (April 2024 to March 2025) from the NSW Bureau of Crime Statistics and Research (BOCSAR) indicates that Erskine Park (suburbs) has generally lower rates of crime (per 100,000 population) compared to the NSW average. This includes crimes and offences related to non-domestic assault, break and enter non-dwelling, motor vehicle theft, steal from motor vehicle, malicious damage to property and trespassing.
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4

SIA Field Study

4. SIA Field Study

This Chapter provides an overview of the community and stakeholder consultation undertaken as part of this SIA. Consultation is crucial for understanding what is essential to people and how they perceive they may be affected by the Proposal.

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

4.1. Approach and summary of SIA field study and engagement activities

Urbis' Social Planning and Urbis' Engagement team developed and undertook an integrated SIA field study and engagement program to accompany the Proposal. The field study was informed by the outcomes of the social baseline (see Chapter 3) to identify the potentially impacted community and appropriate engagement methods. Activities were focused on individuals and groups within the immediate social locality (see Chapter 3), as well as key stakeholders.

The methods of engagement and consultation with the community and key stakeholders are provided in Table 5. Representatives from the Urbis engagement team also undertook additional communication and engagement activities, which are detailed in full in the Engagement Outcomes report.

A copy of relevant engagement materials is provided in Appendix A, B and C.

Table 5 Methods of engagement and consultation

METHOD	ADMINISTERED	TIMEFRAMES	INVITED	PARTICIPATED
SIA Field study activities				
In-depth interview with Penrith City Council	Online via videoconference	31 July 2025	Representatives from Penrith City Council's Social Planning team	One representative from the Social Planning team
Community survey	Online, distributed via Community Newsletter	Between 5 June 2025 and 26 June 2025	Neighbouring commercial and residential properties	0 responses received
Engagement activities				
Community Newsletter distribution	Distributed via letterbox drop	5 June 2025	Neighbouring commercial and residential properties	432 properties

METHOD	ADMINISTERED	TIMEFRAMES	INVITED	PARTICIPATED
Briefing invitation	Online via email	Invitation distributed on 6 June 2025 with a briefing on 1 August 2025	Councillors of Penrith City Council, the State Member for Badgerys Creek and the Federal Member for McMahon	The Hon Chris Bowen MP, Federal Member for McMahon
Briefing invitation	Online via email	Distributed 13 June 2025	Adjacent landowners and stakeholders: Fitzpatrick Investments, Penrith Valley Chamber of Commerce and Luddenham Progress Association	Representatives from Fitzpatrick Investments and Penrith Valley Chamber of Commerce
Online briefing	Online to adjacent landowners	1 July 2025	Fitzpatrick Investments	Representatives from Fitzpatrick Investments
Online briefing	Online via videoconference	18 July 2025	Penrith Valley Chamber of Commerce	Representatives from Penrith Valley Chamber of Commerce

4.2. SIA interviews summary of findings

Penrith City Council

An online meeting was held with Penrith City Council's (Council) representative on 31 July 2025. Key feedback from Council's representatives relevant to the assessment of social impacts (positive and negative) is summarised below:

Penrith LGA Community Overview

- Growth and Development
 - Council's representative noted that Penrith is experiencing significant growth due to its unique location near the Aerotropolis. This growth is evident in the increasing density and housing numbers, particularly in Penrith and St Mary's, though not as much in Erskine Park.
 - The state government is supporting the development of greenfield areas within the LGA, and Council strategies are focused on increasing local employment opportunities.
- Demographics and Housing

- Council's representative noted that 5% of the community identifies as First Nations people, which is up from 3.5% in 2016. The LGA's demographic shift adds pressure on housing affordability and stress.
- Council has extensive data on vulnerable populations but faces challenges in forecasting the growth or decline of First Nations people.
- Infrastructure and Community Planning
 - Council's representative highlighted the pressure on existing infrastructure, including roads like Mamre Road, which require upgrading to accommodate the growth of the area.
 - Council is preparing for higher density living and is strongly advocating that developers focus on community creation, regardless of the Proposal being for a single residential flat building or large-scale estate development.
 - Despite these changes, high levels of family presence and diversity are expected to remain consistent in the future.
 - Affordability is a concern, and Council is exploring ways to prevent lower socio-economic households from being pushed out of the LGA.
 - The urban heat island effect is increasing, causing discomfort during summer, and the area is prone to natural disasters such as significant flooding and bushfires.

Potential Positive/Negative Social Impacts of the Proposal

- Employment
 - Council's representative noted that the proposed data centre is expected to create approximately 1,100 jobs during construction, which is a significant positive impact in their opinion.
 - However, also noted that with approximately 200 jobs created for the operational phase, the Proposal will offer limited long-term local employment opportunities.
- Construction Impacts
 - Council's representative emphasised the potential noise and traffic impacts during construction, particularly impacts upon Mamre Road and the broader road network surrounding the airport.
- Operational impacts
 - Visual impacts such as light spill, massing, signage, and outlook towards residential areas are concerns that need to be addressed.
 - It is crucial to ensure that infrastructure requirements are contained within the Business Park to avoid affecting utility services supply for residents, e.g., power supply during summer when air conditioning demand is high.
 - Council's representative noted that the overall positive impact is more significant on a broader scale rather than locally.
- Communication
 - Council's representative stressed the importance of effective communication with surrounding land users and the community about the Proposal and its potential construction and operation impacts.

Other Significant Projects

- Major Developments
 - Council's representative noted several significant projects underway or planned in the area, including:

- The Airport, which will be a major driver of growth and development.
- Mamre Road upgrades, which are necessary to support the increasing traffic.
- St Mary's masterplan, which is a priority for the Council but has not yet started.
- A data centre approved in Kemps Creek in 2023, which will contribute to the region's technological infrastructure.

4.3. Community survey

A community survey was developed to understand the potential social impacts of the Proposal and potential mitigations and enhancement measures from the community stakeholders' perspective. The SIA survey was promoted through the community newsletter distributed on 5 June 2025.

Web metrics indicate that 29 people saw the survey, but no responses were received.

4.4. Targeted stakeholder engagement feedback

Consultation with adjacent landowners and the Penrith Valley Chamber of Commerce were held on 1 July 2025 and 18 July 2025 respectively. Whilst the reception of the Proposal was overall positive, especially regarding job creation, local procurement, and potential partnerships with local education and other local partnerships, the Chamber of Commerce raised concerns regarding the sustainability of the Proposal and its potential environmental impacts.

4.5. Penrith Valley Chamber of Commerce interview

Following the conclusion of the briefing undertaken by the Urbis team, Penrith Valley Chamber of Commerce representatives were invited to participate in an SIA-specific interview. In this interview, the representatives would have been invited to respond to the questions posed in Appendix D of this document.

Urbis contacted the representatives of the Penrith Valley Chamber of Commerce to either set a new time for the interview or to allow them to respond in writing to the questions posed on both the 23rd and 29th July 2025. No response was received at the time of writing.

4.6. Briefing session with Federal Member for McMahon

On 1 August 2025, Urbis Engagement hosted an in-person stakeholder briefing with The Hon Chris Bowen MP, Federal Member for McMahon and Federal Minister for Climate Change and Energy of Australia. The Minister spoke to both local and federal points of interest in the project. The briefing consisted of a 20-minute presentation from the project team, during which the Minister addressed questions throughout.

4.7. Key implications of SIA field study findings

This section outlines the key social impacts identified by participants throughout the SIA field study and engagement activities. All consultation activities were aimed at understanding participants' perceptions of their community and assessing the potential impact of the Proposal on it. Participants identified both positive and negative impacts, as well as opportunities to mitigate or enhance these potential impacts, shown in Table 6.

Table 6 Community identified potential positive impacts, negative impacts, and opportunities

POSITIVE IMPACTS	NEGATIVE IMPACTS	OPPORTUNITIES
- Local employment opportunities during construction - Local employment opportunities during the operation of the data centre	- Potential impact to servicing infrastructure and utilities for surrounding land users - Visual impacts such as light spill, massing, signage, and outlook towards residential areas - Potential noise and traffic impacts to nearby residents - Potential to contribute to increased urban heat	- Provide community education and communication about data centres' science and operation - Coordination with surrounding land users and the community during the construction - Considering how localised impacts can be mitigated and managed - Potential partnerships with local education, training and procurement services. - Potential to alleviate local and regional digital infrastructure pressures

5

Social Locality

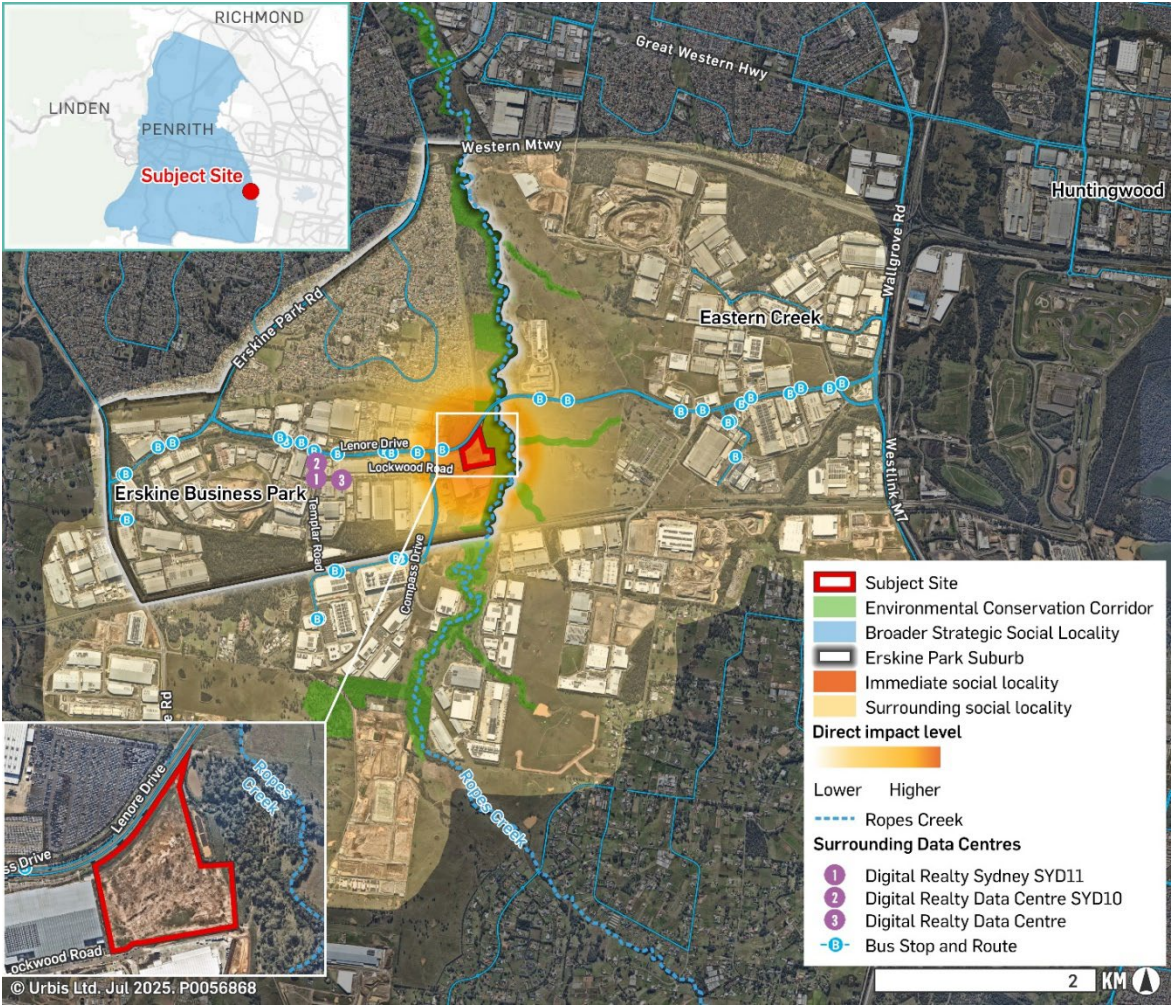
5. Social Locality

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

This Proposal's likely social locality (shown in Figure 7) was determined based on a review of the Proposal, the surrounding context and consultation outcomes. The social locality considers two key areas and likely impacted groups, as well as a broader strategic social locality, as follows:

- **Immediate social locality:** This area includes communities that may be directly impacted by the Proposal, including existing workers and local businesses within and surrounding the Site. This comprises the tenants, workers and visitors near the Site (400 metres), and some of the residents north of the business park included within this radius. These communities may experience localised impacts during construction, such as noise, dust, traffic, and changes to the surrounding road network. An Environmental Conservation Corridor is part of the Site's immediate social locality. The corridor holds social values for the area, such as contributing to health and wellbeing through the provision of a healthy workplace or perceived impact on servicing infrastructure and utilities.
- **Surrounding social locality:** This area includes communities that are located further from the Site and may be indirectly or less severely impacted by the Proposal. This comprises impacts related to employment, traffic, or visual aspects. The surrounding social locality comprises the broader Erskine Business Park, including three data centres (all operated by Digital Realty) and a low-density residential area, as well as the adjacent light industrial precinct at Eastern Creek. The surrounding social community includes residents, businesses, workers and services that operate across this area, as well as the transportation and infrastructure network that supports those communities.
- **Broader strategic social locality:** The Broader strategic social locality of Penrith LGA will potentially experience impacts related to the Proposal in line with its strategic vision. This area is likely to experience increased employment and services, as well as improved digital connectivity and reduced latency, supporting digital infrastructure.

Figure 7 Social locality



Source: Urbis, 2025

6

Social Impact Assessment

6. Social Impact Assessment

This chapter presents a ranking of the identified social impacts associated with the Proposal. It is structured by the social impact categories outlined in the SIA Guideline (DPHI 2025), as shown in Table 7 below.

6.1. Assessment Approach

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

This methodology and associated assessment parameters are outlined in the tables below.

Table 7 Social impact category definitions

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

Source: SIA Guideline (DPHI 2025, p.13)

Table 8 Significance matrix

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

Source: DPHI, 2025, SIA Guideline: Technical Supplement, p. 17

Table 9 Likelihood levels

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

Source: SIA Guideline: Technical Supplement (DPHI 2025, p. 16)

Table 10 Magnitude levels

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

Source: SIA Guideline: Technical Supplement (DPHI 2025, p. 17)

Table 11 Dimensions of social impact magnitude

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

Source: SIA Guideline: Technical Supplement (DPHI 2025, p. 16)

Mitigation and enhancement measures

Social impacts are assessed before and after the implementation of mitigation measures (for negative social impacts) and enhancement measures (for positive social impacts). These measures can take various forms and may be incorporated into the design, planning, construction, or operational stages of the proposed development. Mitigation measures, enhancement measures, and SIA recommendations are summarised in the section 7.1.

SIA recommendations

SIA recommendations are proposed throughout the impact assessment to enhance positive social impacts further and mitigate negative social impacts. These measures have not been included in the assessment of mitigated or enhanced impacts but have been recommended as additional measures for consideration by the proponent to enhance the social outcomes of the Proposal. Mitigation and enhancement measures, which are committed to and have informed the assessment of mitigated and enhanced social impacts, are detailed in the 'mitigated' and 'enhanced' sections of each social impact throughout this Chapter and summarised in the section 7.1. SIA recommendations are identified separately from the mitigated and enhanced assessment for each impact and are summarised in the section 7.2.

6.2. Assessment of impacts across social categories

This section provides an assessment of the key impacts of the projects, as per the categories set out in the SIA Guideline.

6.2.1. Way of life

Guideline definition: *Way of life, including how people live, how they get around, how they work, how they play, and how they interact each day.*

6.2.1.1. Strengthening the community's digital economy profile

Affected stakeholders	Duration of impact
Immediate and surrounding social locality	Operation
Assessment – without mitigation: High positive	
As discussed above in Section 1.4 Data Centres Overview, data centres are critical infrastructure, essential in supporting a community's livelihoods and sustaining economic development. Research shows that hyperscale cloud technology – empowered by data centres – is key for Australian businesses, delivering approximately \$6.3 billion in benefits per annum (Mandala, 2023). Other research demonstrates that data centres contribute to both direct and indirect economic benefits that flow through the broader economy. This has had a studied positive impact on economies (Grant Thornton Ireland, 2018). Indeed, JLL published research earlier this year that noted data centre capacity, even growing at 15%, will be unable to meet growing demand (2025). The Policy Context section (section 3.2) highlights that State strategies recognise the crucial role of data centres in supporting businesses and government agencies in NSW. These strategies address challenges such as inconsistent access, affordability, quality, and reliability of connectivity within the state. The Greater Sydney Region Plan (GSRP) and the NSW Economic Blueprint 2040 emphasise the importance of digital technologies in driving economic and social growth, particularly in government services, healthcare, and education. Local strategies also support digital transformation to enhance Penrith's economy. The Proposal is well-located to support businesses, organisations and individuals in the regional social locality. It is anticipated that the Proposal will contribute to the delivery of the greater economic vision for the Western Parkland City, which may also benefit the broader Greater Sydney and NSW community, with a flow-on effect on the local community. Data centres offer secure, reliable and efficient data storage and processing capabilities that can play a key role in attracting investment. Geographical distances contribute significantly to the network latency (i.e., the amount of time it takes data to arrive at its destination). It is thus beneficial for data centres to be close to their users to reduce the risks of connection issues or data latency. Given the strategic position of the Proposal (refer to section 3.1) data storage in this precinct is critical to develop the local, surrounding and regional economy and the local community's livelihoods. During consultation (refer to Section 4.1), Council representatives highlighted their expectation that the Proposal would create approximately 1,100 jobs during construction and approximately 200 jobs during the operational phase, which was perceived as a positive impact. As the Proposal represents a component of the cumulative benefit of economic development in the region, the impact is assessed as having a likely likelihood and moderate magnitude, resulting in a high positive significance rating.	
Assessment – with mitigation/ enhancement: High positive	
No further enhancement is proposed, and the impact remains high positive .	

SIA recommendations – additional social mitigations

Given the evidence to suggest that the need for data centres will be required to support population centres in Australia, it can be inferred that there will be a significant skills and experience gap to operate and maintain a growing number of data centres. Given JLL's assessment that global data centre capacity will grow 15% per year to 2027 (2025), and this will not keep pace with growing demand, the Proposal could consider industry and educational partnerships. Collaboration with these stakeholders could help ensure the local community and wider social locality is well-placed to be future-proofed for emerging professions. As an example, TAFE NSW teaches an 'Introduction to Data Centres' course, showing there is an appetite for skills designed to manage data centres. Thus, being able to engage in partnerships across industry stakeholders would be key to ensuring the skilled and/or specialised workforce is developed in the near future.

6.2.2. Community

Guideline definition: *Community, including composition, cohesion, character, how the community functions, resilience, and people's sense of place.*

6.2.2.1. Potential risks to stored data

Affected stakeholders	Duration of impact
Immediate, surrounding and broader social locality, including residents, businesses and future tenants of the Site	Operation
Assessment – without mitigation: Low negative	
Data centres often host sensitive data used daily by the local community, governments, services and businesses to operate, manage tasks, and access information. Physical or digital disruption to this data due to malicious physical breach or cyberattacks can have social impacts on tenants and end-users, risking disturbing community function. Safety and security (including cyber security and resilience) are outlined as key in State and local strategies (Chapter 3). These stress the increasing sophistication of cybersecurity threats and the critical need for stronger cyber resilience. Specifically, the media outlet Security Brief (2024) highlights that attacks on data centres are increasing in frequency and sophistication, with data increasingly referred to as the 'currency of the digital world.' As outlined in the Demographic Profile, the suburb of Erskine Park has a low level of crime and offence, which means that it provides a generally secure environment for establishing a data centre (section 3.3.). While data centres are increasingly targeted due to their sensitive nature, mitigation measures associated with design, management and cybersecurity safeguards reduce this risk. The Proposal includes high-level security designs and amenities to prevent trespassing and vandalism that could disrupt operations on-site. These measures include: • Site access through secure entry checkpoint with 24/7 staffed security and automated gate systems • A security vehicle trap • A screening area adjacent to the lobby on the upper ground level of the buildings • Fencing • Large glazing along Lenore Drive frontage, which will promote natural surveillance • Extensive mechanical surveillance coverage (CCTV) with real-time monitoring • Security patrols • Alarm systems	

As indicated in the Environmental Impact Statement (EIS) prepared by Urbis (2025), all vehicles will enter through this security screening before proceeding to the Site. Further, all visitors, contractors, and deliveries will need to conform to identification verification, sign-in procedures, and, where applicable, be escorted while on Site.

These features will help prevent unauthorised physical access to the Site, ensuring continuous operation and minimising community disruption. These measures are part of a concept plan and will be further refined in the following stages of development.

The proponent is committed to several cybersecurity measures to prevent potential cyberattacks through a multi-layered cybersecurity framework. These measures include:

- AI-driven defences which aim to detect and respond to threats in real-time using artificial intelligence. AI can analyse vast amounts of data quickly, identifying patterns and anomalies that may indicate a cyberattack.
- Proactive monitoring to continuously observe the network and systems for signs of suspicious activity. Proactive monitoring helps identify potential threats before they can cause harm, allowing for immediate action to mitigate risks.
- Continuous training through simulations and exercises that simulate cyberattack scenarios to prepare staff for real-world threats. These exercises help employees understand how to respond to different types of cyber incidents, improving their skills and readiness. IT training programs focus on technical staff, while OT (Operational Technology) training is for those managing physical systems and infrastructure.
- Running simulations, including cross-functional training that involves multiple teams working together to respond to a simulated cyberattack. Cross-functional training ensures that all parts of the organisation can coordinate effectively during a cyber incident, enhancing overall resilience. It helps identify gaps in communication and procedures for a more robust defence strategy.

While assessing the technical safety of data storage and operation is beyond the scope of an SIA, the elements provided above highlight the proponent's efforts in securing access and preventing breaches.

Given the very unlikely likelihood of a serious security threat and the moderate magnitude of the effect of any such threat, the unmitigated impact is assessed as **a low negative**.

Assessment – with mitigation/ enhancement: Low negative

No further enhancement is proposed, and the impact remains **low negative**.

SIA recommendations – additional social mitigations

- Consider developing and implementing a contact mechanism for community members to share feedback or raise questions about the proposed development.

6.2.2.2. Contribution to community skills and employment

Affected stakeholders	Duration of impact
Immediate, surrounding and broader social locality, particularly local communities, existing and future workers	Operation
Assessment – without mitigation: Medium positive	
The proposed development forms part of Erskine Business Park, which is predominantly used currently for light industry. In line with the Council's strategy to increase employment opportunities and provide contemporary work environments, the Business Park is experiencing substantial transformation with several light industry construction projects identified as underway near the Site (section 3.1.2). This Proposal is expected to contribute to the activation, and skills and employment generation in the community, in line with the broader change and growth envisioned by	

Penrith City Council and the wider Western Sydney area. This may contribute to an influx of new and local employment types by broadening the types of businesses that could utilise the business park.

As discussed in the Demographic Profile (section 3.3) Penrith LGA's population is expected to increase to 40,837 by 2041. This represents significant population growth (18.12%) over the next 16 years. This proposed growth will not only significantly increase the population of the local and surrounding areas, but it will also change the community composition. Given the anticipated demographic trends associated with this future community, including a greater proportion of working-aged people or younger families. Noted in consultation with Council (section 4.1) was an increase in housing density, in which it is anticipated there will be a move towards a higher working-age population.

The Proposal is strategically aligned with growth objectives, offering potential to enhance local skills and employment and commercial activity by activating the technological advancement of the local area, allowing for a more skilled and diverse workforce to engage in the community. The Proposal will integrate the existing vacant and cleared Site into the adjoining business park, supporting the Western City District Plan and Council strategies' objectives of fostering economic growth and creating local employment opportunities, contributing to a more robust and diversified local economy.

The Proposal is expected to generate approximately 1,100 jobs during construction and 200 jobs during operation, many of whom may also relocate their families into future local residential communities. Given the Proposal's alignment with surrounding land uses and its support of local strategies by enhancing the business park with modern worker facilities and contributing to Erskine Park's technological development, the unenhanced impact is assessed as having a likely likelihood and a minor magnitude. It is estimated to have a **medium positive** impact on contribution to community skills and employment.

Assessment – with mitigation/ enhancement: High positive

The Proposal's provision of job opportunities close to residents of the Western Parkland City is a key step towards a more connected and sustainable community. By placing employment hubs nearby, workers will enjoy shorter commutes, potentially assisting in enhancing their quality of life by allowing more time for family and local activities. Positive Traffic Engineering's Green Travel Plan (GTP) (2025) aims to support this initiative by promoting public and active transport modes. Integrating job opportunities with green travel options endorses the vision of a connected city. This approach fosters a sustainable and resilient urban community where people can live and work close to home.

One enhancement proposed to develop further the Proposal's alignment for Erskine Business Park with regional strategic growth is to adopt local training plans, providing local opportunities and encouraging local engagement. Given the emerging need for data centres for sustainable development in communities across Western Sydney, this Proposal would be well-placed to provide training for a local and increasing population for the construction and operation of data centres into the future. If the Proposal develops further local employment, including planned training opportunities for the local community, and the GTP is implemented, the significance of this identified impact would be assessed as having a 'likely' likelihood of developing the local community's technological development and having a 'moderate' impact. This would have a **high positive** impact on developing Erskine Park's technological capabilities.

SIA recommendations – additional social mitigations

- Seek opportunities to continue engagement with the Council and provide information on design updates, construction milestones, local employment, and training opportunities to ensure the Proposal's positive impacts are understood.
- Consider options to develop an employment strategy which prioritises local employment. Refer to section 6.2.7.1 for additional mitigation measures.

6.2.3. Accessibility

Guideline definition: *Accessibility, including how people access and use infrastructure, services and facilities, whether provided by a public, private, or not-for-profit organisation*

6.2.3.1. Impacts to transport access to and around the Site

Affected stakeholders	Duration of impact
Immediate and surrounding social locality, including future workers associated with the Proposal's construction and operation, surrounding residents, workers and visitors	Construction and operation
Assessment – without mitigation: Construction: Low negative Operation: Low negative	
New developments have the potential to disrupt convenient and safe access to transport infrastructure during construction and operation. In Erskine Park, most residents rely on cars for commuting, indicating a high dependency on road infrastructure. However, no community concerns related to transport network disruption were reported during the SIA field study (Chapter 4). Council representatives outlined potential traffic impacts during construction, especially around Mamre Road. The social baseline (Chapter 3) identified a lack of active transportation options close to the Site. However, there are bus stops located on Lenore Drive, providing access to and from surrounding areas. The Preliminary Construction Traffic Management Plan (PCTMP) prepared by Positive Traffic (2025) notes that the Site is situated in a 'peninsula of industrial sites' with 'little to no through traffic.' Impacts during construction Construction is expected to happen Monday to Friday, 7 am to 6 pm and Saturdays, 8 am to 1 pm, aligning with EPA standard construction hours. No work will occur on Sundays and public holidays. The construction will happen in two main stages corresponding to the staged construction of Buildings SYD-01A and SYD-01B. Construction is expected to commence mid-2026 and extend through to early 2029. The different stage will enable Building SYD-1A to be operational while undergoing the construction of the second building. The construction stage will accommodate 1,100 direct full-time equivalent (FTE) workers. However, it is expected that typical daily levels will range between 50 and 185 workers, with peak periods accommodating up to 600 workers. The PCTMP (2025) estimates that the low number of operational staff onsite during peak times (37 persons) during Stage 2 is expected to have an 'immaterial impact' on the second stage of construction. The Environmental Impact Assessment prepared by Urbis (2025) outlines that construction vehicles will access the Site primarily via Lockwood Road, with supplementary temporary access from Lenore Drive during early construction works. The PCTMP (2025) also notes that parking for construction workers will be provided onsite during all construction stages, which will avoid disruption to the surrounding road network. Considering the Site's proximity to the arterial road network, the provision for onsite parking during each stage of construction, and the Site's location within a business park, the Proposal's impact during construction is assessed as having a possible likelihood and minimal magnitude and, thus, is assessed as having a low negative impact. Impacts during operation As outlined in the EIS, the proposed data centre will operate 24 hours a day, seven days a week. During standard business hours, approximately 43 staff are expected to be onsite, along with an additional three to five visitors each	

weekday. Outside of business hours, 15 workers are anticipated to be onsite. Maintenance activities, occurring twice a year, will potentially bring an additional 30 staff onsite per day.

The Transport Impact Assessment (TIA) prepared by Positive Traffic (2025) estimates that the current traffic conditions at intersections close to the Site are 'satisfactory,' with spare capacity during morning and afternoon peak times. The TIA found that the number of workers onsite during operation will have a low impact on traffic and parking generation. Specifically, the report estimates that potential net peak hour traffic generation will be 'very low' and will not cause issues at nearby intersections in the future.

The TIA also estimates that the total provision of 78 parking spaces, including two accessible spaces and three motorcycle spaces, will adequately accommodate the potential peak staff vehicle demand of 32 vehicles, allowing for sufficient visitor parking based on expected daily demands.

Considering the above elements, the impact during operation is assessed as having an unlikely likelihood to cause transport access issues to the Site, and as having a minimal magnitude of impact, thus being assessed as having a **Negligible** rating.

Assessment – with mitigation/ enhancement:

Construction: Low negative

Operation: Low positive

Construction

The PCTMP highlights several measures to mitigate impacts on traffic and parking during construction. These include:

- Construction vehicles' access to the Site will be provided via roads specifically designed to accommodate large vehicle movements, utilising the arterial and sub-arterial road network and limiting the use of local roads
- All loading and unloading during construction will happen within the Site, with no activities on the public realm
- All materials will similarly be stocked onsite with no storage on roads or in work zones with Council approval
- Traffic controllers will be, when necessary, in place during truck movements to ensure pedestrian safety and minimise local traffic disruption.
- The Site manager will be required to coordinate the construction so that no two deliveries occur at the same time, unless they can both be accommodated onsite or within the potential works zones.

Further mitigation measures related to vehicle access, site fencing, and other construction-related measures are proposed in the TIA. Additionally, the PCTMP notes that the construction workers' parking arrangement will need to be refined at each stage of the construction.

Considering the assessment of construction impact on traffic and parking with mitigations, and assuming that detailed mitigations will be developed in the next stage of development, the mitigated impact remains **low negative**, given its unlikely likelihood and minor magnitude.

Operation

The TIA estimates that the frequent bus services close to the Site provide opportunities to encourage the use of alternative modes of transport for operational workers. The report suggests that the main bus corridor along Lenore Drive will be attractive to staff onsite, supported by the Green Travel Plan (2025).

The Preliminary Green Travel Plan (2025) includes several measures to promote alternative transportation during operation:

- Provide updated transport access guides to inform staff about travel choices.

- Offer bicycle parking (already provided in the proposed Architectural Plans) and assess the need for expansion as bicycle use increases among staff.
- Include two end-of-trip showers and 30 bicycle parking spaces (already provided in the proposed Architectural Plans).
- Facilitate the implementation of emerging transport technologies, such as e-bikes and electric vehicle charging points, during the Site design and construction phase.
- Monitor the plan's progress through annual staff travel surveys, with a diagnostic process if survey responses are poor.
- Ensure proper communication of the plan by making it available on the Site's intranet once finalised.

If the additional measures proposed in the Green Travel Plan to encourage public and active transport use by future workers and visitors are fully integrated into future operation, the enhanced impact is assessed as **low positive**, given the possible likelihood and minor magnitude.

SIA recommendations – additional social mitigations

- Ensure that a final Construction Traffic Management Plan is prepared during the construction certificate stage to address traffic implications during the construction phase and mitigate impacts on local communities and existing business park users.
- Sustain communication with Council and Transport for NSW to ensure the integration of the Site with existing and planned transport networks.

6.2.4. Culture

Guideline definition: *Culture, both Aboriginal and non-Aboriginal, including shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings*

6.2.4.1. Potential disruptions to Aboriginal culture and heritage

Affected stakeholders	Duration of impact
Aboriginal and/or Torres Strait Islander community	Construction and Operation
Assessment – without mitigation: Low negative	
All developments should consider impacts on Aboriginal culture and heritage, including impacts to Aboriginal objects, landscape, practices or the spiritual connection that Aboriginal people have with Country. The Site is situated on the traditional lands of the Dharug and Gandangara people. The Social baseline (Chapter 3) identified that a higher proportion of residents within Erskine Park and Penrith LGA identify as Aboriginal and/or Torres Strait Islander (3.0% and 5.0% respectively) compared to Greater Sydney (1.7%) (section 3.3). A potential disturbance of Sites of Aboriginal significance, caused by the proposed project during construction, has the potential to impact the local Aboriginal and /or Torres Strait Islander communities and their connection to the area. The Aboriginal Cultural Heritage Assessment Report (ACHAR), conducted by Urbis (2025), notes that a portion of the Site is within 200m of Ropes Creek. This landscape has features indicative of past Aboriginal land use. The ACHAR assessed that the Aboriginal objects found onsite during previous testing were of low archaeological significance, within a local context only. Additionally, subsequent land clearing has since been conducted across the Site. Due to a high level of disturbance, the ACHAR concluded the Site is of 'nil-low' archaeological significance. The ACHAR recommends an 'Unexpected Finds' procedure for human remains and any Aboriginal archaeological deposits and/or objects during the development. Recognising the low, but not nil, potential for disruption to sites of Aboriginal	

significance, assuming mitigation measures proposed in the ACHAR are implemented, this impact is assessed as **low negative**, given the very unlikely likelihood and moderate magnitude.

Assessment – with mitigation/ enhancement: Low negative

New data centre developments offer opportunities to acknowledge and reflect Aboriginal culture and heritage positively. This can be reflected through design and landscaping elements, fostering awareness and education about local Aboriginal culture.

The Architectural Design Report by Genton (2025) and the Landscape Design Report by Habit8 (2025) highlight that the Proposal is located away from the historical waterway of Ropes Creek and its surrounding bushland, thereby preserving these areas. The landscape strategies also incorporate native flora from these waterways, extending these species into the Site. This connection to the local flora is essential and demonstrates a willingness in the development application to seek to align with the local Aboriginal community.

However, the proposed design does not incorporate specific ‘Connecting with Country’ elements. Considering the percentage of people in the LGA who identify as Aboriginal and/or Torres Strait Islander, the historical disruption of heritage on Site as determined in the ACHAR, and the lack of specific Connecting with Country elements in the design, the impact rating remains assessed as **low negative** due to its very unlikely likelihood and moderate magnitude.

SIA recommendations – additional social mitigations

- Explore opportunities for the Proposal to support Aboriginal and Torres Strait Islander participation during operational phases. For example, explore targeted employment and training opportunities (see also recommendations in section 6.2.7.1).
- Where appropriate, foster ongoing engagement with specialist Aboriginal consultants, local artists, and the First Nations Working Group to promote Connecting with Country principles.

6.2.5. Health and wellbeing

Guideline definition: *Health and wellbeing, including physical and mental health, especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, access to open space and effects on public health*

6.2.5.1. Noise and vibration impact during construction and operation

Affected stakeholders	Duration of impact
Immediate and surrounding social locality, including residents, current and future workers and businesses	Construction and operation
Assessment – without mitigation: Construction: High negative Operation: Low negative	
Noise and vibration during construction and operational activities can impact the health and wellbeing of nearby residents and users including workers, as well as businesses, services, and other amenities. It can affect physical health, mental wellbeing, and overall quality of life by increasing stress, causing work and sleep disturbances, and heightening anxiety levels.	

No community concerns over construction and operational activities and their impact on health and wellbeing were raised during the SIA field study. However, council representatives highlighted the potential for noise impacts during construction.

The Noise and Vibration Impact Assessment (NVIA) prepared by Acoustic Logic (2025) identified several surrounding lots that could be potentially sensitive to noise and vibration. These include industrial tenants in the business park, residential lots located to the north of the business park, and an additional residential house along Burley Road in Horsley Park.

Construction

Construction activities are expected to occur between Monday and Friday, 7 am to 6 pm, and Saturday, 8 am to 1 pm. Noise and vibration during construction are anticipated to arise from various activities, including excavation and Site preparation, piling, civil works, and building construction.

The NVIA assessed the impact based on 600 light vehicle movements per day and 35 heavy vehicle movements per day. The report notes that it represents a small volume of traffic with no noticeable change in current traffic noise levels.

The NVIA notes that a precise assessment of noise is not possible due to the large number of unknown elements at this stage of construction. However, using a worst-case scenario, the NVIA identified several lots surrounding the Site, including residential and industrial, where noise and vibration levels are expected to exceed recommended risk criteria during different construction activities.

Given that a precise assessment in the NVIA is not currently possible due to the unknown factors, this Social Impact Assessment must consider the worst-case scenario, with a caveat that, as the development is refined, further NVIA assessment may change this assessment. Regardless, assuming the worst-case scenario for construction, the unmitigated noise impact is assessed as **high negative** due to the likelihood of disruption and its moderate magnitude.

Operation

The proposed data centre will operate 24 hours a day, seven days a week.

The NVIA assessed operational noise from both mechanical plant operations and traffic generation during operation. The report assumes that morning and afternoon peak hours will generate an additional 33 light vehicle movements per hour, noting that internal areas within the business park are limited to a maximum speed of 10 km/h. It is expected that both mechanical plant operations and traffic generation will comply with the NSW EPA 'Noise Policy for Industry (NPfI) 2017' and the NSW EPA 'Road Noise Policy 2011.' As a result, the Proposal is unlikely to produce traffic or operational noise that could negatively affect the community's health and wellbeing.

This impact during operation is assessed as **low negative**, given its unlikely likelihood and minor magnitude.

Assessment – with mitigation/ enhancement:

Construction: Medium negative

Operation: Negligible

Construction

The NVIA notes that precise assessment of vibration is not possible at this stage due to a lack of detailed information. It recommends verifying Site vibration levels from machinery and processes onsite in the following stages, as soil conditions may differ from the assumed sources.

Further, the NVIA found that several residential and industrial lots will be impacted by noise and vibration disturbances, which can potentially affect the health and wellbeing of residents and workers. The report suggests considering the following when detailing mitigation measures in the next stage to address noise impacts on these lots:

- Levels of impact, including noise levels and the number of people affected
- Benefits of noise mitigation and the number of people protected
- Cost-effectiveness of mitigation
- Community views

The contractor will be responsible for minimising noise impacts through detailed mitigation measures. According to the NVIA, effective mitigation strategies are likely to include:

- Selection of the quietest available plant and activities
- Investigation of additional barriers to screen affected communities if there are residual exceedances
- Investigation of time restrictions and notification of affected communities when works are likely to cause significant disturbance

The NVIA notes that a project-specific management plan will need to be developed to regulate Site activities and minimise noise and vibration levels. Noise and vibration control measures should be further detailed as construction activities approach, with ongoing investigation of noise and vibration impacts during construction. Several suggestions are included within the NVIA, such as selecting alternative appliances or processes, using acoustic barriers, installing silencing devices, and implementing relevant Site practices.

With consideration of the above, the mitigated noise impact is assessed as **medium negative**, given the possible likelihood and moderate magnitude.

Operation

While the operation of the proposed data centre is unlikely to produce noise disturbance, the NVIA includes recommended acoustic treatments for the following stages of the development to mitigate potential noise disturbances during operation further.

With consideration of the findings of the NVIA, the mitigated impact during operation is assessed as **negligible**, given the very unlikely likelihood and minor magnitude.

SIA recommendations – additional social mitigations

- Consider developing and implementing communication and engagement strategy for the construction period as part of the future CNVMP to ensure effective and ongoing communication with the surrounding community, provide an opportunity for the community to express queries and concerns (including about noise impacts), and enable the proponent to address any issues.
- Develop an operational Plan of Management (PoM) that outlines an approach to monitoring and managing amenity impacts. This should include a site-specific Air Quality Management Plan (AQMP) that includes mitigation measures related to air quality impacts as well as channels and mechanism for queries and concerns.

6.2.5.2. Potential Air quality impacts during construction and operation

Affected stakeholders	Duration of impact
Immediate and surrounding social locality, including residents, current and future workers and businesses	Construction and operation
Assessment – without mitigation: Construction: Low negative Operation: Low negative	

Operation and construction of light industrial development can impact air quality, which in turn can affect the health and wellbeing of the local community. Vulnerable populations, such as people with asthma, can be susceptible to this impact. The social baseline (chapter 3) outlined that asthma was one of the most common long-term health conditions found in Erskine Park in 2021. This indicates that the area may be particularly susceptible to air quality impacts.

Construction

The Air Quality Impact Assessment (AQIA) prepared by Northstar (2025) assessed that health impacts are expected to be low risk during construction activities, including earthworks, construction, trackout, and construction-traffic activities.

With consideration of the findings of the AQIA, the unmitigated air quality impact is assessed as **low negative** during construction, given the unlikely likelihood and minor magnitude.

Operation

The AQIA report used two modelling scenarios for its assessment:

- A worst-case scenario where all 170 generators are in operation to provide back-up power generation
- A realistic operational scenario where maintenance testing is undertaken of individual generators

The report estimates that there is a low risk of negatively impacting air quality during the worst-case scenario. The realistic scenario has been found not to have an adverse effect on air quality.

The unmitigated risk during operation is assessed as **low negative** given the unlikely likelihood and minor magnitude.

Assessment – with mitigation/ enhancement:

Construction: Negligible

Operation: Negligible

Construction

The AQIA outlines that potential human health risks linked to air quality concerns during construction are manageable through the implementation of mitigation measures. The report outlines several recommended measures and notes that after implementation of these measures, the impact would be 'negligible.' A list of these measures can be found in Appendix B of the AQIA report prepared by Northstar (2025).

As such, the mitigated impact during construction is assessed as **negligible** given the very unlikely likelihood and minor magnitude.

Operation

While the AQIA found low to negligible impacts on air quality during operation, it does, however, provide impact mitigation measures to prevent any risks. The AQIA suggests implementing regular maintenance and operation of the emergency generator to be limited to the minimum practicable extent, as well as providing design safeguards and operational limits. More details can be found in the report.

The mitigated impact during operation is assessed as **negligible** given its unlikely likelihood and minimal magnitude.

SIA recommendations – additional social mitigations

- Consider developing and implementing a communication and engagement strategy for the construction period as part of the future Construction Environmental Management Plan (CEMP) to ensure effective and ongoing communication with the surrounding community
- Provide channels for community to raise queries share feedback on the proposed development.
- Develop an operational Plan of Management (PoM) that outlines an approach to monitoring and managing amenity impacts.

6.2.5.3. Creation of healthy workplace

Affected stakeholders	Duration of impact
Immediate social locality, including future workers associated with the Proposal's operation	Operation
Assessment – without mitigation: Medium positive	
Delivering a healthy workplace has direct positive impacts on the physical, mental and social wellbeing of workers. Healthy workplaces include a welcoming, safe and comfortable environment (i.e., through provision of adequate aesthetics, natural light, ventilation and amenities) in addition to development and implementation of Workplace Health and Safety (WHS) and wellbeing policies, procedures and initiatives. Healthy workplaces can also encourage social connection and support employees to make healthier choices such as exercising and prioritising active transport. As explained by the Australian authority for work health and safety and workers' compensation (Comcare), supporting employee wellbeing and safety contributes to creating a more engaged, motivated and efficient workforce. Furthermore, the external design, including visual amenity achieved through architecture and landscape design, also can positively impact the wellbeing of workers on surrounding sites. While the Architectural Plans by Genton (2025) are comprehensive but do not include designated break-out spaces for workers. These spaces are important for fostering social interaction, relaxation, and well-being. They enhance workplace culture, encourage collaboration, and improve productivity. Including break-out areas would benefit the social dynamics and morale of the workforce. The Architectural Plans include two lunchrooms on the upper ground floors of the data centre buildings, along with bicycle storage and end-of-trip (EOT) facilities. However, it is noted that the plans do not yet specify whether these lunchrooms feature communal kitchen facilities, direct access to natural sunlight, or a connection to an external shaded break-out space. These elements are important for supporting opportunities for employees to meet and socialise. It is understood these elements are not yet included because of the early stage of design. Despite the provision of bicycle storage and EOT facilities, there is a shortfall of worker amenities within the business park, as identified by Council's Employment Lands Strategy (section 3.2) and confirmed during the site visit (section 3.1.2). Consequently, it is likely that future workers will need to drive to access nearby local services. The Proposal includes some worker amenities that will positively impact workers. However, as the Site is some distance from surrounding services and amenities that require motorised transport to access, the unenhanced impact is assessed as medium positive, given the possible likelihood and moderate magnitude.	
Assessment – with mitigation/ enhancement: High positive	
This SIA must assess the plans at their current state. To enhance the current design plans, this SIA recommends that, as design details are added, that designated break-out spaces are included, communal kitchen facilities are included in all lunchrooms, and an external shaded break-out space be designed to facilitate worker health and wellbeing. These enhancement measures would allow for workers to spend more of their breaks located in healthy environments with access to fresh air. If these measures were implemented, the enhanced impact would be assessed as having a likely likelihood and moderate magnitude of increasing worker wellbeing and would therefore be a high positive.	
SIA recommendations – additional social mitigations	
- Collaborate with the project's architect and landscape architect during the detailed design phase to ensure all proposed worker amenities are well-embellished, accessible for people with disabilities and contribute to a positive workplace environment. - Explore opportunities to partner with the proposed data centre operator to assess the suitability of health and wellbeing initiatives for the workforce	

6.2.6. Surroundings

Guideline definition: *Surroundings, including ecosystem services such as shade, pollution control, and erosion control, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity.*

6.2.6.1. Perceived impact to servicing infrastructure and utilities

Affected stakeholders	Duration of impact
Immediate and surrounding social locality, including local residents, workers and businesses	Operation
Assessment – without mitigation: Low negative	
While critical to supporting and sustaining economic development for communities, data centres require electrical energy and water to operate. Council feedback captured in section 4.2 highlights the need to address the potential impact on servicing infrastructure in the local area, in particular during the summer and winter months, when household energy consumption is at its highest. As noted in the Environmental Impact Assessment (EIS) prepared by Urbis (2025), the Site is located within an established industrial precinct in Erskine Park, serviced by a comprehensive network of public utilities. Sydney Water's potable water and sewer mains are available in Lockwood Road, with capacity confirmed to meet the proposed demand. Electrical supply is available from the TransGrid high-voltage transmission network in Lenore Drive, with a new onsite substation proposed to service the development. Multiple telecommunications carriers operate in the locality, enabling provision of dual diverse fibre connections. The EIS acknowledges the significant electrical demand that will require the installation of a new onsite Ausgrid substation and internal distribution network, along with backup diesel generators to maintain operational continuity during outages. The Proposal will also require potable water for cooling systems, fire suppression, and staff amenities. Accordingly, the following measures have been proposed to manage infrastructure-related impacts: • Service coordination with utility providers (Ausgrid, Sydney Water, telecommunications carriers) to confirm connection capacity, finalise designs, and coordinate works to minimise service disruptions. • Improving energy and water efficiency through the incorporation of high-efficiency cooling plants, water-saving fixtures, and renewable energy generation to reduce ongoing demand on public utilities. The EIS notes that the above measures will ensure that the proposed development can be serviced without adverse impacts on existing infrastructure capacity or the surrounding environment. Several mitigation measures that address energy efficiency and sustainable design initiatives to minimise greenhouse gas emissions and reduce resource consumption are noted in the Ecologically Sustainable Development (ESD) Report prepared by LCI Consultants (2025). As this report considers the full lifecycle impacts of the development, it includes: • Energy and greenhouse gas emissions: minimising energy consumption and greenhouse gas emissions, the project will use high-performance building materials, efficient cooling systems, implement LED lighting with occupancy sensors and dimming controls to minimise energy use, and address emissions through comprehensive energy management and renewable electricity procurement. • Water efficiency: maximising water use efficiency and optimising water-sensitive urban design through innovative cooling technologies, water-efficient fixtures, and drought-tolerant landscaping. Comprehensive water consumption monitoring will further ensure optimal water use.	

- **Materials and waste:** a construction and demolition waste management plan will be prepared, along with the use of low-carbon building materials with recycled content. The project will also focus on using low-maintenance materials to extend the service life of materials.
- **Urban heat:** design measures that incorporate high reflectivity finishes and extensive landscaping. The project will ensure significant separation from sensitive receivers to minimise localised temperature increases.

These initiatives will be refined and monitored throughout the project lifecycle, ensuring a sustainable, high-performance data centre aligned with government sustainability goals.

In consideration of both the proposed nature of the Site and the proposed measures to manage infrastructure capacity, servicing and utilities, the unmitigated impact is assessed as a **low negative** impact, given its unlikely likelihood and minor magnitude on local utilities and services.

Assessment – with mitigation/ enhancement: Low negative

No further enhancement is proposed, and the impact remains **low negative**.

SIA recommendations – additional social mitigations

No further recommendation is proposed at this time.

6.2.7. Livelihoods

Guideline definition: Livelihoods, including people's capacity to sustain themselves through employment or business, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits.

6.2.7.1. Direct employment opportunities generated by the Proposal

Affected stakeholders	Duration of impact
Surrounding social locality, broader social locality and beyond, including future workers associated with the Proposal's construction and operation	Construction and Operation
Assessment – without mitigation: Construction: Medium positive Operation: Low positive	
Local and state policies (section 3.2) emphasise the importance of local job creation across the region. Employment predictions for Erskine Park (section 3.3) indicate growth from 9,686 employed persons in 2025 to 14,060 employed persons in 2041. The Proposed Site is located within Erskine Park, which is situated in the Western Parkland City – a key area for employment in Greater Sydney. The Site comprises vacant and cleared land. Therefore, Site development presents an opportunity to provide employment opportunities on the Site through the construction and operation phases. As outlined in the Demographic profile (section 3.3), the primary industries of employment for residents of Erskine Park are hospitals, supermarket and grocery stores, and road freight transport. These industries are both supported by a data centre, which may become critical to data storage for enabling functions for each of those employment types. However, new employment opportunities provided by the Proposal during its construction and operation phases highlight that this Proposal may develop new employment opportunities. Notably, 6.5% of Erskine Park residents work in construction, indicating that construction jobs are relevant and valuable to the local workforce.	

Construction

The construction phase is estimated to be 27 months and is expected to generate approximately 1,100 direct FTE workers.

The Proposal will require various construction roles, including surveyors, electricians, plumbers, carpenters, bricklayers, roofers, riggers, concreters, engineers, architects, supervisors, plasterers, pipefitters, and metalworkers. These roles will demand a range of qualifications, from trade certificates to degrees in construction, civil engineering, or related fields. As discussed in section 3.3 Erskine Park and Penrith LGA have a higher proportion of residents with lower qualifications compared to the Greater Sydney average. However, both areas have a higher proportion of people aged 15 and over with a Certificate IV qualification.

Considering the creation of these employment opportunities, the impact is assessed as medium positive, given the likelihood and minor magnitude of the potential employment opportunities they provide to the local community.

Operation

For its operational phase, the Proposal will provide a facility operating 24 hours, 7 days/week. The EIS report estimates the Proposal will generate approximately 200 FTE opportunities, providing a range of employment opportunities including roles in facility management, security, IT services, engineering, administration and maintenance. However, from these 200 generating employments, it is estimated that 43 staff will be on Site during business hours, with staffing to be reduced to around 15 personnel out of business hours. The remainder will include teams based off-site.

These opportunities can attract and retain skilled workers within the community who previously had to commute out of the area. However, there is a risk of a mismatch between the skills required for specific roles and the skills currently available within the local workforce, which could limit the immediate benefits for community members.

Considering the Proposal will likely increase local employment opportunities, the unenhanced impact is assessed as low positive, with a possible likelihood and minor magnitude.

Assessment – with mitigation/ enhancement:

Construction: Medium positive

Operation: Medium positive

To foster local employment during the operation phase of the data centre, we propose the implementation of a comprehensive local employment program. This initiative would prioritise hiring from the surrounding community, offering training and upskilling opportunities tailored to the specific needs of the data centre. By partnering with local educational institutions and vocational training centres, the program would ensure a steady pipeline of qualified candidates. Additionally, the data centre could offer internships and apprenticeships to local students, providing hands-on experience and fostering long-term career growth within the community. This approach not only supports local employment but also strengthens community ties and contributes to regional economic development. The enhanced impact during operation when including such a program would be assessed as **medium positive**, as such a measure would have a possible likelihood and moderate magnitude of positively impacting local ongoing employment opportunities.

SIA recommendations – additional social mitigations

- Consider and factor in company employment and procurement policies or targets during the tender process for the construction works and selection of the future operator (e.g. concerning local businesses or workforce, diversity and inclusion, Aboriginal economic participation, opportunities for vulnerable groups).
- Consider engaging with local high schools/ TAFE institutions to create opportunities for STEM students to tour the Site and engage in educational projects that contribute to local learning and work readiness.

6.2.8. Decision-making systems

Guideline definition: *Decision-making systems, including the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.*

6.2.8.1. Ability for people to contribute to the decision-making process

Affected stakeholders	Duration of impact
Surrounding and broader social locality, including residents and stakeholders in the business park	Construction and Operation
Assessment – without mitigation: High positive	
The ability to contribute to and influence decision-making processes in a community's development is a fundamental aspect of the social impact a Proposal may have. Important decisions regarding the natural and built environments can have a positive or negative impact on how people interact with their communities and the Proposal. The proponent has provided several opportunities for community and stakeholder feedback throughout the planning process, including through newsletters, briefings, and SIA surveys, as outlined in detail in the SIA Field Study Outcomes (Chapter 4) and in the Engagement Report by Urbis (2025). In addition to these opportunities, it is worth noting that during the community and stakeholder consultation period for STACK's Proposal for 78 Lockwood Road, there was increased media attention regarding data centres specifically focused on sustainability. Media interest was sparked by documents being released under the Freedom of Information Act 1982 (FOI Act), revealing water company Greater Western Water is reviewing 19 applications from data centres for water usage, with the requests totalling 19,714 megalitres (ML) of drinking water each year. ABC News reported on this on 15 July 2025, found here. ABC Radio National's Breakfast program also ran a segment on 'Can Australia's data centres keep pace with AI?', 16 July 2025. The radio feature focused on rising demand in the market for data centres, data storage and capabilities driven by both businesses and consumers. "The media coverage has increased awareness, concern and focus on the development of data centres with key stakeholders and the community." (Engagement Report, Urbis, 2025). Despite providing several feedback channels and the evident increase in media attention regarding the Proposal, minimal feedback was received throughout the SIA Field Study, including zero respondents to the SIA survey. The lack of community response may be attributed to several reasons, including consultation fatigue, the community's lack of concern about the Proposal, or the community's perception that there are no pressing matters to raise at this stage. Recognising that the proponent has provided a range of communication channels for the community to provide feedback, and the increased media attention, the lack of engagement suggests a possible low level of concern over the Proposal. Thus, the ability for people to contribute to the decision-making process related to the Proposal are thus assessed as being a likely likelihood and of having a moderate impact and assessed as a high positive.	
Assessment – with mitigation/ enhancement: High positive	
- The Engagement Report, prepared by Urbis (2025), notes that the Proponent will continue to keep stakeholders and the community informed of the Proposal planning and approval process through the exhibition and determination phases by: - Continuing to engage with the community about the Proposal, its potential impacts, and the approval process. - Enabling the community to seek clarification about the Proposal through two-way communication channels.	

- These mitigations are designed to ensure that the community remains actively involved and informed throughout the development process. By maintaining open lines of communication and providing regular updates, the Proponent aims to foster a sense of inclusion and transparency.

SIA recommendations – additional social mitigations

- Continue engagement, local presence, and consultation in the community during the planning stages to increase the perception of influence.
- Provide grievance mechanisms and promptly address complaints to increase the perception of proactive stakeholder issues management.

6.3. Cumulative impacts

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

There are several state-significant and local projects operating or intended to operate in and around the social locality that may contribute to cumulative impacts to the Proposal. These are summarised in Chapter 7 below.

Table 12 Concurrent development projects

SSDA REFERENCE	DEVELOPMENT DESCRIPTION	CURRENT STATUS
Past projects		
MP06_0254 Interlink Industrial Facility – Kimberley Clark Mamre Road, Erskine Park	No publicly available information is available regarding this development.	Approved by the Minister for Planning on 1 January 2007 (Part 3A approval).
MP08_0109 Woolworths Erskine Park Data Centre – Woolworths Erskine Park Distribution Centre Lot 8, John Morphett Place, Erskine Park	Construction and operation of a data centre at Erskine Park, including 3 data storage halls with uninterrupted power supply and detached chiller, back-up power, storage facilities, general office and amenities.	Approved by the Minister for Planning on 15 December 2008 (Part 3A approval).
MP08_0016 Erskine Park Warehouse Facility 119–145 Lenore Lane, Erskine Park	Construction and operation of printing, warehouse and distribution facilities across two buildings.	Approved by the Minister for Planning on 12 October 2010 (Part 3A approval). This approval was subject to 5 Modifications, generally related to design changes and removal of conditions. The most recent

SSDA REFERENCE	DEVELOPMENT DESCRIPTION	CURRENT STATUS
		modification was approved on 10 November 2016.
SSD-6026 Murray Goulburn Milk Processing Facility 111-113 Quarry Road, Erskine Park	Dangerous goods warehouse and distribution development within Building B1 of the Westpark Industrial Estate.	Approved by the Minister for Planning and Infrastructure on 21 May 2012. This approval was subject to 2 Modifications. Modification 1 related to changes to approved construction hours and was approved on 18 March 2013. Modification 2, to delete height and floor area conditions, was approved with conditions by the Department of Planning and Infrastructure on 23 January 2015.
SSD-6030 Erskine Park Food Processing Facility Lot 2304 DP 1172543, Templar Road, Erskine Park	Construction and operation of a meat processing, packaging and distribution centre, an administration office, car parking and internal vehicle circulation areas. The facility would process up to 2 million kilograms per week of product.	Approved by the Minister for Planning and Infrastructure on 3 December 2013.
SSD-7348 Oakdale West Estate 2 Aldington Road, Kemps Creek	Concept Proposal for 22 warehouse buildings, offices and associated infrastructure and a Stage 1 development application for bulk earthworks across the Site, construction and operation of the first three warehouse buildings and construction of the Western North-South Link Road.	Approved by the Minister for Planning and Public Spaces on 13 September 2019. This approval has been subject to 12 Modifications, the final of which was approved on 6 April 2023.
SSD-45510464 54-70 Templar Road, Erskine Park	Construction and operation of a metal coating line with a processing capacity of 240 kilo tonnes per annum (ktpa) of zinc-aluminium coated steel, processing plant/equipment, ancillary infrastructure, car parking and temporary facilities.	Approved by the Minister for Planning and Public Spaces on 15 September 2023. Modification 1, to install a liquid nitrogen ASSIST system to supply the development for metal coating process and remove the dependency on liquid nitrogen freight, was approved by DPPI under delegation on 4 December 2024.

SSDA REFERENCE	DEVELOPMENT DESCRIPTION	CURRENT STATUS
Current / Future Projects		
SSD-7075 Erskine Park Waste Facility 50 Quarry Road, Erskine Park	Development of the Erskine Park Waste and Resource Management Facility, including: A concept plan for a Waste and Resource Management Facility with a maximum processing capacity of 300,000 tpa. All waste received at the WRMF shall enter the Waste Transfer Station (Stage 1), up to 150,000 tpa of this waste may be recycled at the Resource Recovery Facility (Stage 2) Construction and operation of the Stage 1 Waste Transfer Station with a maximum processing capacity of 300,000 tpa.	Approved by the Planning Assessment Commission as Delegate of the Minister for Planning on 5 October 2016. This approval was subject to 5 Modifications, including changes to parking and access, changes to Site levels, design matters, changes to operational conditions, and changes to construction hours and staging. Modification 6, for temporary waste storage arrangements during construction activities, is currently being prepared.
SSD-4953 WestPark Industrial Estate – Chemical Storage and Distribution Facility 23-107 Erskine Park Road, Erskine Park	Penrith City Council granted local DA consent for staged development of the WestPark Industrial Estate in July 2008 (DA 08/0345). Modification 1, which was declared an SSDA due to the proposed use of the development for the purpose of dangerous goods storage, was granted consent by the Department of Planning & Infrastructure in March 2013. Modification 2, to amend the approved classes and quantities of hazardous goods to be stored in the existing development, is currently at the RtS stage.	
MP06_0253 Interlink Industrial Facility – Woolworths 54-70 Templar Road, Erskine Park	Establishment of a warehouse and distribution complex and associated infrastructure.	Approved by the Minister for Planning on 1 March 2007 (Part 3A approval). This approval is subject to one approved Modification (design changes), approved 22 January 2008. A second modification, to amend the approved dangerous goods capacity of the existing warehouse to accommodate the construction of an aerosol store, is currently under assessment.

Source: Major Projects (DPHI 2025)

Amenity and traffic impacts during construction

Considering the ongoing and approved SSDAs and local DAs within Erskine Business Park, there is a possibility for cumulative impacts during the construction of the Proposal. These impacts may include increased noise and air quality issues, traffic disruptions, and changes to transport routes within the public

domain. The AQIA notes that there is a potential for cumulative impacts on air quality due to the Proposal's proximity to additional data centres. The AQIA outlines that consideration should be given to assessing these cumulative impacts. The groups and individuals most likely to be affected by these cumulative social impacts would generally be those in the immediate and surrounding areas.

To minimise potential cumulative impacts during construction, it is recommended that:

The construction contractor and the proponent engage with surrounding landowners involved in concurrent developments to understand their construction timelines and activities. This collaboration should aim to identify measures to reduce conflicts and cumulative impacts, and these strategies should be incorporated into the future Construction Environmental Management Plan. (AQIA, Northstar, 2025)

Contribution to the digital economy

The Proposal, with other local data centre developments, has the potential to deliver indirect benefits to businesses, workers and residents within the social locality and across Greater Sydney, by supporting digital connectivity and the digital economy.

As discussed in Chapter 3, the State Infrastructure Strategy (SIS) and the Australian Digital Economy Strategy 2030 aim to position NSW as a frontrunner in digital technology. Both the Greater Sydney Region Plan (GSRP) and the NSW Economic Blueprint 2040 acknowledge the pivotal role of digital technologies in driving economic and social growth, particularly in sectors such as government services, healthcare, and education. The SIS notes the necessity of establishing robust digital connectivity as the foundation for Greater Sydney's future economy. However, the report identifies challenges in terms of inconsistent access and affordability, as well as the quality and reliability of connectivity.

As outlined in the Policy Context (Chapter 3), the Smart Western City Program highlights that digital infrastructure is essential for adopting technologies that reduce travel times, resource use and emissions, improve health, and better engage communities. Other State and local strategies describe digital infrastructure as vital infrastructure for NSW, with data identified as a critical asset.

Data centres are, therefore, vital. They contain hardware that enables cloud computing services, web hosting and data storage that businesses, governments, organisations, and individuals rely on for their operations. They are essential for various sectors including education, health, agriculture, defence, entertainment and business. Data centres facilitate innovation and economic development by supporting the storage, processing, and analysis of extensive datasets, enabling organisations to improve practices and make informed decisions (Faist 2023, Mandala 2023). Data centres also support more flexible living and access to services, including remote work, e-learning and telemedicine.

Advanced data centres offer secure, reliable, and efficient data storage and processing capabilities, and can play a key role in attracting investment. Geographical distances contribute significantly to network latency (the amount of time it takes data to arrive at its destination), meaning it is beneficial for data centres to be close to their users to reduce the risk of connection issues and to improve the speed and responsiveness of online services, particularly for applications requiring real-time interactions.

The Proposal is strategically situated within the Erskine Business Park and is close to other industrial precincts, such as Kemps Creek. It is also adjacent to Aerotropolis, a budding innovation precinct with a focus on technology, science, creative industries, and defence, all of which rely on services provided by data centres.

The Proposal has the potential to make a significant contribution to digital connectivity and the digital economy across Greater Sydney.

Urban heat island effect

Urban Heat Island (UHI) effect refers to an increase in local temperatures in urban areas caused by heat-absorbing materials, dense infrastructure and a lack of vegetation. Data centres, due to their size, extensive hardscape and energy use, can potentially exacerbate the UHI effect.

Penrith City Council's 'Cooling the City Strategy' suggests developments use reflective and light pavement materials, as well as increasing tree numbers to create a cooler urban environment.

The Site has been cleared of vegetation. The Proposal will replace the existing setting with a large building footprint and paved car parking areas. These structures are expected to increase urban heat onsite, which may negatively impact the health and wellbeing of future onsite workers, as well as those of surrounding workers and visitors. The Landscape Design Report by Habit8 (2025) identified measures to mitigate UHI effects. It includes incorporating water-sensitive urban design measures including bio-swales and detention basins.

The Proposal also contains extensive tree plantings across the Site, which will assist in providing shade and reducing urban heat impacts. Further, the Proposal comprises light-coloured building façade materials, which will reduce sunlight absorption. In conclusion, while the proposed development at the Site has the potential to exacerbate the Urban Heat Island effect due to its large building footprint and extensive paved areas, the mitigation measures outlined in the Landscape Design Report by Habit8 (2025) offer a promising approach to mitigate these impacts.

7

Mitigation, enhancement and management

7. Mitigation, enhancement and management

This chapter provides a summary of:

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

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

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

7.1. Summary of proposed mitigation, enhancement and management of social impacts

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

Table 13 Summary of proposed mitigation, enhancement and management strategies of social impacts

THEME	MATTER	UNMITIGATED /UNENHANCED	MITIGATED /ENHANCED	PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT	RESPONSIBILITY	POTENTIAL PARTNERS
Way of life	Strengthening community's economy profile	High positive	High positive	Collaboration with key industry and educational stakeholders to develop partnerships for skill development and future employment.	Proponent	Penrith council
Community	Potential risks to stored data	Low negative	Low negative	- Develop and implement a contact mechanism for community members to contact when seeking information regarding the development. - Consider increase in communications to develop community awareness about the Proposal and raise awareness of positive impacts.	Proponent	Engagement Consultant Penrith Council
	Contribution to community skills and employment	Medium positive	Medium positive	Developing and implementing a community engagement strategy targeting the immediate social locality, highlighting the immediate impact and benefits associated with the Proposal.	Proponent Penrith Council	Other local Councils

THEME	MATTER	UNMITIGATED /UNENHANCED	MITIGATED /ENHANCED	PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT	RESPONSIBILITY	POTENTIAL PARTNERS
				- Consider seeking opportunities to continue engagement with the Council and provide information on design updates, construction milestones, local employment, and training opportunities to ensure the Proposal's positive impacts are understood. - Develop an employment strategy which prioritises local employment. Refer to section 6.2.7.1.		
Accessibility	Impacts to transport access to and around the Site	Construction: Low negative Operation: Negligible	Construction: Low negative Operation: Low positive	- The PCTMP highlights several measures to mitigate impacts on traffic and parking during construction. - The TIA estimates that the frequent bus services close to the Site provide opportunities to encourage the use of alternative modes of transport for operational workers. The report suggests that the main bus corridor along Lenore Drive will be attractive to staff onsite, supported by the Green Travel Plan (2025). - The Preliminary Green Travel Plan (2025) includes several measures to promote alternative transportation during operation	Proponent Construction contractor	Traffic Engineer
Culture	Potential disruptions to Aboriginal culture and heritage	Low negative	Low negative	The Architectural Design Report by Genton (2025) and the Landscape Design Report by Habit8 (2025) highlight that the Proposal is located away from the historical waterway of Ropes Creek and its surrounding bushland, thereby preserving these areas. The landscape strategies also incorporate native	Proponent	Landscape Architect Connecting with Country consultant

THEME	MATTER	UNMITIGATED /UNENHANCED	MITIGATED /ENHANCED	PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT	RESPONSIBILITY	POTENTIAL PARTNERS
				flora from these waterways, extending these species into the Site. This connection to the local flora is important and demonstrates a willingness in the development application to seek to align with local Aboriginal community.		and Aboriginal stakeholders
Health and wellbeing	Noise and vibration impact during construction and operation	Construction: High negative Operation: Low negative	Construction: Medium negative Operation: Negligible	▪ The NVIA report suggests considering the following when detailing mitigation measures in the next stage to address noise impacts on these lots ○ Levels of impact, including noise levels and the number of people affected ○ Benefits of noise mitigation and the number of people protected ○ Cost-effectiveness of mitigation ○ Community views ▪ The NVIA notes that a project-specific management plan will need to be developed to regulate Site activities and minimise noise and vibration levels. Noise and vibration control measures should be further detailed as construction activities approach, with ongoing investigation of noise and vibration impacts during construction. ▪ While the operation of the proposed data centre is unlikely to produce noise disturbance, the NVIA includes recommended acoustic treatments for the next stages of the	Proponent Construction contractor Data centre operator	Noise impact consultant

THEME	MATTER	UNMITIGATED /UNENHANCED	MITIGATED /ENHANCED	PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT	RESPONSIBILITY	POTENTIAL PARTNERS
				development to further mitigate potential noise disturbances during operation.		
	Air quality impacts during construction and operation	Construction: Low negative Operation: Low negative	Construction: Negligible Operation: Negligible	- The AQIA outlines that potential human health risks linked to air quality concerns during construction are manageable through the implementation of mitigation measures. - The AQIA found low to negligible impacts on air quality during operation. It does provide impact mitigation measures to prevent any risks. It includes implementing regular maintenance, operation of the emergency generator to be limited to the minimum practicable extent, as well as providing design safeguards and operational limits.	Proponent Construction contractor Data centre operator	Air quality consultant
	Creation of healthy workplace	Medium positive	High positive	Enhancements including designated break-out spaces, communal kitchen facilities in all lunchrooms, and an external shaded break-out space be designed to facilitate worker health and wellbeing.	Proponent Data centre operator	Architect Landscape Architect
Surroundings	Perceived impact to servicing infrastructure and utilities	Low negative	Low negative	No mitigations/enhancements suggested at this time.	Proponent Data centre operator	Architect
Livelihood	Direct employment opportunities	Construction: Medium positive	Construction: Medium positive	Implementation of a local employment program	Proponent	

THEME	MATTER	UNMITIGATED /UNENHANCED	MITIGATED /ENHANCED	PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT	RESPONSIBILITY	POTENTIAL PARTNERS
	generated by the Proposal	Operation: Low positive	Operation: Medium positive		Construction contractor Data centre operator	
Decision making systems	Ability for people to contribute to the decision- making process	High positive	High positive	- Continue engagement, local presence, and consultation in the community during the planning stages to increase the perception of influence. - Provide grievance mechanisms and promptly address complaints, including engaging a community liaison officer during construction. - The Engagement Report, prepared by Urbis (2025), notes that the Proponent will continue to keep stakeholders and the community informed of the Proposal planning and approval process through the exhibition and determination phases by: - Continuing to engage with the community about the Proposal, its potential impacts, and the approval process. - Enabling the community to seek clarification about the Proposal through two-way communication channels.	Proponent Construction contractor Data centre operator	Engagement Consultant
Cumulative impacts	Amenity and traffic impacts	Engage surrounding landowners involved in concurrent developments to understand their construction timelines and activities. This collaboration should aim to identify measures to reduce conflicts and cumulative impacts, and these strategies should be incorporated into the future Construction Environmental Management Plan.				Proponent Data Centre operator

THEME	MATTER	UNMITIGATED /UNENHANCED	MITIGATED /ENHANCED	PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT	RESPONSIBILITY	POTENTIAL PARTNERS
	during construction					
	Contribution to the digital economy	The presence of advanced data centres that offer secure, reliable, and efficient data storage and processing capabilities can play a key role in attracting investment. Geographical distances contribute significantly to network latency (i.e., the amount of time it takes data to arrive at its destination). It can be beneficial for data centres to be close to their users, to reduce the risk of connection issues and to improve the speed and responsiveness of online services, particularly for applications requiring real-time interactions.				Proponent Data centre operator
	Urban heat island effect	Penrith's 'Cooling the City Strategy' suggest for developments to use reflective and light pavement materials, as well as increasing tree numbers to create a cooler urban environment. The Landscape Design Report by Habit8 (2025) identified measures to mitigate UHI effects. It includes incorporating water-sensitive urban design measures, including bio-swales and detention basins. The Proposal also includes extensive tree plantings across the Site which will assist in providing shade and reduce urban heat impacts. Further, the Proposal comprises light-coloured building façade materials which will reduce sunlight absorption. Thus, the Proposal has taken steps to mitigate the impact on contribution to the urban heat island effect.				Proponent Data centre operator Penrith council

7.2. Further SIA recommendations

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

Communication

- To keep communities informed, develop and implement a contact mechanism for community members to contact when seeking information regarding the development.
- Seek opportunities to continue engagement with the Council and provide information on design updates, construction milestones, local employment, and training opportunities to ensure the Proposal's positive impacts are understood.
- Consider development of an employment strategy that prioritises local employment. Refer to section 6.2.7.1 for further discussion.
- Sustain communication with Council and Transport for NSW to ensure the integration of the Site with existing and planned transport networks.
- The Engagement Report, prepared by Urbis (2025), notes the Proponent will continue to keep stakeholders, and the community informed of the Proposal planning and approval process through the exhibition and determination phases by:
 - Continuing to engage with the community about the Proposal, its potential impacts, and the approval process.
 - Enabling the community to seek clarification about the Proposal through two-way communication channels.
- Continue engagement, local presence, and consultation in the community during the planning stages to increase the perception of influence.
- Consider engaging with local high schools/ TAFE institutions to create opportunities for STEM students to tour the Site and engage in educational projects which contribute to local learning and work readiness.
- Provide grievance mechanisms and promptly address complaints, including designating a community liaison officer during construction, who would manage the implemented contact mechanism.
- Develop and implement a communication and engagement strategy for the construction period as part of the future Construction Environmental Management Plan (CEMP) to ensure effective and ongoing communication with the surrounding community, provide an opportunity for the community to express queries and concerns.
- Ensure the development and implementation of a communication and engagement strategy for the construction period as part of the future CNVMP to ensure effective and ongoing communication with the surrounding community, provide an opportunity for the community to express queries and concerns (including in relation to noise impacts), and enable the proponent to address any issues.
- Where appropriate, foster ongoing engagement with specialist Aboriginal consultants, local artists, and the First Nations Working Group to promote Connecting with Country principles.

Design

- Collaborate with the project's architect and landscape architect during the detailed design phase to ensure all proposed worker amenities are well-embellished, accessible for people with disabilities and contribute to a positive workplace environment.
- Explore the feasibility of health and wellbeing initiatives for workers, potentially in partnership with the future operator and other stakeholders.

Construction management

- Ensure that a final Construction Traffic Management Plan is prepared during the construction certificate stage to address traffic implications during the construction phase and mitigate impacts on local communities and existing business park users.
- Develop an operational Plan of Management (PoM) that outlines an approach to monitoring and managing amenity impacts. This should include a site-specific Air Quality Management Plan (AQMP) that includes mitigation measures related to air quality impacts as well as channels and mechanism for queries and concerns.
- Consider and factor in company employment and procurement policies or targets during the tender process for the construction works and selection of the future operator (e.g. in relation to local businesses or workforce, diversity and inclusion, Aboriginal economic participation, opportunities for vulnerable groups).

Operation management

- Ensure ongoing management of the proposed native vegetation on the Site.
- Explore opportunities for the Proposal to support Aboriginal and Torres Strait Islander participation during operational phases.

Acronyms

ACRONYMS	TERM
ABS	Australian Bureau of Statistics
ACHAR	Aboriginal Cultural Heritage Assessment Report
AI	Artificial Intelligence
AQIA	Air Quality Impact Assessment
AQMP	Air Quality Management Plan
ASSIST	Automated System for Safe and Secure Information Storage and Transfer
BOCSAR	NSW Bureau of Crime Statistics and Research
CC	Construction Certificate
CCTV	Closed-Circuit Television
CEMP	Construction Environmental Management Plan
CMP	Construction Management Plan
CNVMP	Construction Noise and Vibration Management Plan
CPTED	Crime Prevention Through Environmental Design
CSP	Community Strategic Plan
CTPMP	Construction Traffic and Pedestrian Management Plan
DCP	Development Control Plan
DPHI	NSW Department of Planning, Housing and Infrastructure
EIA	Environmental Impact Assessment
EP&A Act	Environmental Planning and Assessment Act
EOT	End-of-trip facilities
ESD	Ecologically Sustainable Development
FTE	Full-Time Equivalent
GFA	Gross Floor Area
GP	General Practitioner
GSRP	Greater Sydney Regional Plan
GTP	Green Travel Plan
IT	Information Technology
LGA	Local Government Area

MP	Member of Parliament
NPfI	Noise Policy for Industry
NSW	Noise South Wales
NVIA	Noise and Vibration Impact Assessment
PCTMP	Preliminary Construction Traffic Management Plan
PoM	Plan of Management
Proposal	78 Lockwood Rd, Erskine Park
RAP	Registered Aboriginal Parties
RtS	Response to Submissions
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SEPP	State Environmental Planning Policy
SIA	Social Impact Assessment
SIS	State Infrastructure Strategy
SAL	Suburbs and Localities
SSDA	State Significant Development Application
STEM	Science, Technology, Engineering, and Mathematics
TAFE	Technical and Further Education
TIA	Transport Impact Assessment
TZP24	Travel Zone Population Projection Data
UHI	Urban Heat Island
WCDP	Western City District Plan
WHS	Workplace Health and Safety

References

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

Demographic, crime and health data

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Profile id. Erskine Park community profile

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- NSW Government, 2021, Social Impact Assessment Guideline for State Significant Projects
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- Genton, 2025, Architectural Plans
- LCI Consultants, 2025, Ecologically Sustainable Development Report

- Urbis, Engagement Outcomes Report (2025)
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- Positive Traffic, Green Travel Plan (2025)
- Habit8, Landscape Design Report (2025)
- Acoustic Logic, Noise and Vibration Impact Assessment (2025)
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Disclaimer

This report is dated 18 March 2026 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of STACK Infrastructure (**Instructing Party**) for the purpose of SIA (**Purpose**) and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

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

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

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

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

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

Appendix A Community Survey

Part One: About the Surrounding Area

1. Which of the following best describes you? *Please select all that apply*

1. Resident of Erskine Park
2. Resident of another nearby suburb
3. Existing user of the Site
4. Worker or business owner in another neighbouring or nearby property
5. Regular visitor to the area
6. Other. Please specify:

2. Are there any specific groups or members of the community that will be particularly impacted (positively or negatively) by the development? If so, how will they mainly be impacted?

3. What are the most significant challenges for the area?

Part Two: Potential Social Impacts

Social impacts could include perceived or actual positive or negative impacts on nearby residents, businesses, workforce, and other stakeholders, including short—or long-term impacts, impacts during construction, and/or impacts during the proposed development's operational phase. Positive or negative impacts may concern: How you live, work, play and interact with others How your community looks and functions How you access services and facilities How you express your beliefs and customs (including First Nations Connection to Country) Your health and wellbeing (physical and mental) Your access, use and impact on the natural and built environment Your work or your capacity to sustain yourself through employment or business Your ability to have a say in decisions that affect your life

1. In what ways do you anticipate the proposed development would impact the community?

1. Positively
2. Negatively
3. Both positively and negatively
4. Neither positively nor negatively
5. Unsure

2. Are there any specific groups or members of the community that will be particularly impacted (positively or negatively) by the development? If so, how will they mainly be impacted?

3. Please describe the most significant positive impacts that you think will be created by this proposal.

4. How could these positive impacts be further enhanced?

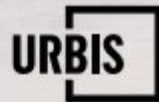
5. Please describe the most significant negative impacts that you think will be created by this proposal.

6. How could these negative impacts be avoided or reduced?

7. Do you have any additional comments about the proposal that you would like to share?

Appendix B Community Newsletter

This image illustrates the size and scale of the proposal as seen from Lenore Drive. Detailed design images will be developed through the planning and consultation process and submitted to the Department of Planning, Housing and Infrastructure.



NEW DATA CENTRE PROPOSAL: 78 LOCKWOOD ROAD, ERSKINE PARK

STACK Infrastructure is proposing a new data centre in Erskine Park.

This newsletter provides the community with an overview of the proposed data centre and the next steps in the planning process, including how you can provide feedback and find out more information.

WHAT IS BEING PROPOSED?

STACK Infrastructure is proposing to construct and operate a new data centre at 78 Lockwood Road, Erskine Park.

The proposal includes:

- Site preparation and bulk earthworks.
- Construction, fit-out and operation of a three-storey data centre building. The building will comprise:
 - 55 parking spaces
 - 2 levels of technical data halls
 - office and amenities
 - Generators for backup power
- Provision of required utilities, including:
 - Diesel storage tanks
 - Water storage tanks
 - Substation on site
- Landscaping and public domain works.

Vehicle access to the site will be via Lockwood Road, and 55 on-site car parking spaces have been included in the proposal.

If approved, the site would operate 24/7. The proposal would also create up to 1100 new full-time jobs during construction, and up to 150 new ongoing jobs once the site is operational.

WHAT IS A DATA CENTRE?

Data centres are buildings that securely store data, information, networks and critical digital applications.

As information increasingly transitions to be stored 'in the cloud', there is a growing need for more local data storage.

Local data storage means data can be accessed faster and is safer.

Delivering the data centre at Erskine Park means:



Building foundational digital infrastructure that strengthens local ecosystems and accelerates job creation in technology.



Improved broadband infrastructure enabling seamless access to digital services for communities across the region.



Robust, multi-layered security ensuring data integrity and operational continuity across every deployment.

ABOUT STACK INFRASTRUCTURE

STACK is a proven, trusted partner for the world's most innovative companies, designing, developing, and operating sustainable global digital infrastructure. Backed by an unmatched record of reliable delivery and development expertise, STACK brings speed, scale, certainty, and responsibility to the demands of a rapidly evolving digital infrastructure landscape.



MANAGING POTENTIAL IMPACTS

STACK Infrastructure is committed to responsibly managing the environmental and community considerations associated with the construction and operation of the proposed data centre.

An Environmental Impact Statement (EIS) is being developed to assess key factors such as, potential traffic, noise, dust, overshadowing, and visual aesthetics, and to recommend targeted mitigation strategies.

Should the project move forward, an Operational Management Plan will be implemented to ensure ongoing site operations are conducted with diligence – minimising impacts on surrounding communities and upholding STACK's standards of operational excellence.

NEXT STEPS

STACK Infrastructure is seeking approval for a data centre at 78 Lockwood Road, Erskine Park from the NSW Department of Planning, Housing and Infrastructure (DPHI) through the State Significant Development Application (SSDA) process.

WE ARE HERE

JUNE 2025

As STACK Infrastructure prepares an EIS, they are seeking community feedback on the project proposal. The feedback received from community and stakeholders will be collated into an Engagement Outcomes Report which will form part of the EIS.

JULY 2025

The formal SSDA documentation will be submitted to DPHI.

LATE 2025

After the SSDA is lodged with DPHI, stakeholders and the community will have an opportunity to provide formal feedback on the proposal through a process called 'public exhibition', which will run for 28 days. DPHI will notify the community when the proposal is on public exhibition, and how the community can provide feedback. A determination is expected within 6 to 9 months.

FIND OUT MORE AND PROVIDE YOUR FEEDBACK

STACK Infrastructure has commissioned Urbis Engagement to collect your feedback, answer community enquiries and provide further information about the data centre proposal.

To make enquiries or provide feedback, contact the team via:

☎ 1800 244 883

✉ engagement@urbis.com.au

All feedback will be considered as the design of the proposal is finalised.

SOCIAL IMPACT ASSESMENT SURVEY

Urbis are preparing a Social Impact Assessment (SIA) to best understand how the proposed development might impact the community.

You are invited to inform the SIA by completing a survey. The survey will assist our team to better understand the needs of the local area, identify the proposed development's potential positive or negative social impacts, and get suggestions on how these impacts can be managed.



The survey will be open until: 26 June 2025

Scan the QR code with your phone or access the survey here:

<https://urbis.questionpro.com.au/78Lockwood>

Appendix C Council Discussion Guide

Discussion Guide – Penrith Council

Proposed Data Centre At 78 Lockwood Rd, Erskine Business Park

Introduction

STACK Infrastructure Australia Top Pty Ltd has engaged Urbis to undertake a Social Impact Assessment (SIA) to inform a State Significant Development Application (SSDA) for a proposed data centre at 78 Lockwood Road, located within Erskine Business Park in Penrith Local Government Area.

Social Impact Assessment

An SIA is an objective, independent study undertaken to identify and analyse a proposed development's potential positive and negative social impacts. The SIA is being developed in accordance with the Department of Planning, Housing and Infrastructure's Social Impact Assessment Guidelines and best practices to ensure the assessment accurately reflects stakeholder views.

Social impacts could include both perceived and actual impacts on nearby businesses, the workforce, residents, and other stakeholders, encompassing both short-term and long-term impacts during the construction and operation of a proposed development.

The SIA process is guided by DPHI's Social Impact Assessment Guideline (2023). The SIA will be available for public viewing during the SSDA exhibition period, during which it will be open to receive public submissions via the NSW Major Projects website:

<https://www.planningportal.nsw.gov.au/major-projects>

About The Interview

As part of the SIA assessment process, we are interested in speaking with stakeholders to gain insights and perspectives on the local context and business community, potential social impacts (both positive and negative), and measures to enhance positive impacts and mitigate negative impacts.

Our discussion with key stakeholders will inform Urbis' assessment of social impacts and ensure the SIA accurately reflects stakeholders' views on the proposed development.

We thank you in advance for your time and for sharing your knowledge and insights.

Please note the following:

- The interview will be approximately 45 minutes in length and will be undertaken by videoconference by two Urbis representatives.
- The interview will take a semi-structured approach. We welcome the opportunity to gather your feedback about the proposed development and have provided some guiding questions on page 3 as a starting point.
- Any information provided will not be attributed to individuals in the SIA report. However, we would like to reference any comments as 'Consultation with Penrith Council representatives'.

An SSDA is being prepared to support a data centre located at 78 Lockwood Street (the Site), Erskine Business Park, Penrith. The Site area is 7.7ha and is bounded to the north by Lenore Drive and to the east by a zoned E2 Environmental Conservation corridor that follows Ropes Creek. It relies upon access from a cul-de-sac at the eastern end of Lockwood Road at the Site's southern boundary. An aerial photograph is provided below.

The proposed development involves constructing a data centre with the following key components:

- Site preparation and bulk earthworks.
- Construction, fit-out and operation of a three-storey data centre building. The building will comprise:
 - a. A building height of a maximum of 26.5 metres.
 - b. Offices, administrative areas and ancillary circulation space.
 - c. Data halls across two levels.
 - d. Around 170 backup power generators.
- A grade car park undercroft (34 parking spaces) within the building footprint and overflow parking (44 parking spaces) comprising a total of 78 parking spaces.
- Landscaping and associated public domain works.
- Extension and augmentation of physical infrastructure and utilities, including a new onsite substation towards the north of the lot and a water storage tank towards the eastern boundary.
- Vehicle access to the Site will be via Lenore Drive



Interview Questions

Social And Site Context

Appendix A What are the key characteristics, needs and aspirations of the Penrith LGA's community when it comes to business development and data centres?

Appendix B In what ways does the Proposal align with the Council's strategic vision for the LGA, e.g. economic development/innovation strategies?

Appendix C Are there any vulnerable people or groups that the proposed data centre may impact?

Appendix D What would be the Proposal's potential contribution or changes to existing conditions in the Western Sydney Employment Area?

Potential Social Impacts

1. What benefits do you anticipate the data centre will bring to the business park and the surrounding community?
2. How could these positive impacts be further enhanced?
3. Do you expect negative impacts to be associated with the Proposal? If so, what are they?
4. How could these be mitigated?
5. Are you aware of other significant development projects near the Site?

Other

Do you have any other comments on the Proposal or feedback to inform the SIA assessment?

If you have any enquiries or want to provide further information after the interview, contact the team via email: engagement@urbis.com.au or by phone: 1800 244 863.

Appendix D Penrith Valley Chamber of Commerce Discussion Guide

Discussion Guide – Penrith Valley Chamber of Commerce

Proposed Data Centre At 78 Lockwood Rd, Erskine Business Park

Introduction

STACK Infrastructure Australia Top Pty Ltd has engaged Urbis to undertake a Social Impact Assessment (SIA) to inform a State Significant Development Application (SSDA) for a proposed data centre at 78 Lockwood Road, located within Erskine Business Park in Penrith Local Government Area.

Social Impact Assessment

An SIA is an objective, independent study undertaken to identify and analyse a proposed development's potential positive and negative social impacts. The SIA is being developed in accordance with the Department of Planning, Housing and Infrastructure's Social Impact Assessment Guidelines and best practices to ensure the assessment accurately reflects stakeholder views.

Social impacts could include both perceived and actual impacts on nearby businesses, the workforce, residents, and other stakeholders, encompassing both short-term and long-term impacts during the construction and operation of a proposed development.

The SIA process is guided by DPHI's Social Impact Assessment Guideline (2023). The SIA will be available for public viewing during the SSDA exhibition period, during which it will be open to receive public submissions via the NSW Major Projects website:

<https://www.planningportal.nsw.gov.au/major-projects>

About The Interview

As part of the SIA assessment process, we are interested in speaking with stakeholders to gain insights and perspectives on the local context and business community, potential social impacts (both positive and negative), and measures to enhance positive impacts and mitigate negative impacts.

Our discussion with key stakeholders will inform Urbis' assessment of social impacts and ensure the SIA accurately reflects stakeholders' views on the proposed development.

We thank you in advance for your time and for sharing your knowledge and insights.

Please note the following:

- The interview will be approximately 45 minutes in length and will be undertaken by videoconference by two Urbis representatives.
- The interview will take a semi-structured approach. We welcome the opportunity to gather your feedback about the proposed development and have provided some guiding questions on page 3 as a starting point.
- Any information provided will not be attributed to individuals in the SIA report. However, we would like to reference any comments as 'Consultation with Penrith Council representatives'.

Proposal Overview

An SSDA is being prepared to support a data centre located at 78 Lockwood Street (the Site), Erskine Business Park, Penrith. The Site area is 7.7ha and is bounded to the north by Lenore Drive and to the east by a zoned E2 Environmental Conservation corridor that follows Ropes Creek. It relies upon access from a cul-de-sac at the eastern end of Lockwood Road at the Site's southern boundary. An aerial photograph is provided below.

The Site is part of the Fitzpatrick Industrial Estate, a 140-hectare area on Lenore Drive. Ropes Creek borders this estate to the east, Erskine Park residential area to the north, and the Sydney Catchment Authority pipeline to the south. The Fitzpatrick Industrial Estate is located within the Western Sydney Employment Area (WSEA), the largest planned greenfield industrial precinct designed to meet the growing demand for industrial land in the Sydney Metropolitan Area over the next 20 to 30 years.

The proposed development involves constructing a data centre with the following key components:

- Site preparation and bulk earthworks.
- Construction, fit-out and operation of a three-storey data centre building. The building will comprise:
 - e. A building height of a maximum of 26.5 metres.
 - f. Offices, administrative areas and ancillary circulation space.
 - g. Data halls across two levels.
 - h. Around 170 backup power generators.
 - A grade car park under croft (34 parking spaces) within the building footprint and overflow parking (44 parking spaces) comprising a total of 78 parking spaces.
 - Landscaping and associated public domain works.
 - Extension and augmentation of physical infrastructure and utilities, including a new onsite substation towards the north of the lot and a water storage tank towards the eastern boundary.
 - Vehicle access to the Site will be via Lenore Drive



Source: Urbis, 2024

Interview Questions

Social and site context

1. How would you describe the business landscape of Erskine Park and of the larger Penrith LGA?
2. How does the proposed development align with the current needs and aspirations of local businesses?
3. How do you believe the needs of local businesses will evolve in the future?
4. Are you aware of any existing socio-economic and safety challenges (e.g. risk areas) with the proposed Site and the surrounding area?

The proposed development

1. Were you aware of this proposed data centre development?
2. How might the proposed development influence the local economy?
3. Are there specific sectors within your membership base that could benefit from the data centre's supply chain (e.g., construction, maintenance, IT services)?

Potential social impacts

1. Are there any vulnerable people or groups that the proposed development may impact?
2. What positive impacts do you anticipate the proposed development will bring? How could these positive impacts be further enhanced?
3. Do you expect any negative impacts to be associated with the proposed development? How could these be mitigated?
4. Are you aware of any other significant development projects in the vicinity of the Site?

Other

Do you have any additional comments on the proposed development or feedback to provide to the SIA?



**Shaping cities
and communities
for a better future.**

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