



Social Impact Assessment

Kogarah Golf Club Redevelopment – Concept & Early Works SSDA

13-19A Marsh Street, Arncliffe

Submitted to the NSW Department of Planning, Housing and Infrastructure
on behalf Stockland Development Pty Limited

SSD-84467726

Prepared by Colliers Urban Planning

14 May 2026 | 2250078



'Gura Bulga'

Liz Belanjee Cameron

'Gura Bulga' – translates to Warm Green Country. Representing New South Wales.



'Dagura Buumarri'

Liz Belanjee Cameron

'Dagura Buumarri' – translates to Cold Brown Country. Representing Victoria.



'Gadalung Djarri'

Liz Belanjee Cameron

'Gadalung Djarri' – translates to Hot Red Country. Representing Queensland.

Colliers Urban Planning acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and culture.

We pay our respects to their Elders past and present.

In supporting the Uluru Statement from the Heart, we walk with Aboriginal and Torres Strait Islander people in a movement of the Australian people for a better future.

Contact

Nathan Williams
Head of Social Strategy &
Stakeholder Engagement

Nathan.Williams@colliers.com

This document has been prepared by

Sarah George

14 May 2026

This document has been reviewed by

Madeleine Beart

14 May 2026

Version No.

Date of issue

Prepared by

Approved by

A (DRAFT)

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SG

KM

B (FINAL)

14/05/2026

SG

MB

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1.0 Introduction

This Social Impact Assessment (SIA) has been prepared for Stockland Development Pty Limited ('Stockland' or 'the Applicant') to accompany a State Significant Development Application (SSDA) (SSD-84467726) for a Concept Masterplan and Early Works associated with the Kogarah Golf Club Redevelopment located on land identified as 13-19A Marsh Street, Arncliffe (the site).

The vision for the Kogarah Golf Club Redevelopment is to create a world-class precinct that leverages the site's strategic location adjacent to Sydney Airport and strong transport connections by delivering multi-level logistics development, trade-related enterprise and supporting uses with publicly accessible open space. It seeks to deliver state-of-the-art facilities that will redefine the logistics landscape in Australia, setting new benchmarks for scale, efficiency, sustainability and innovation.

The Concept & Early Works SSDA seeks consent for an overarching Concept Masterplan that establishes maximum building envelopes, Gross Floor Area (GFA), land uses, and other parameters through Urban Design Guidelines and technical reporting. It also seeks consent for the carrying out of Early Works to facilitate the initial site preparation and infrastructure works required to support future development and publicly accessible open space.

1.1 Approach

The SIA has been prepared in accordance with the following documents:

- Social Impact Assessment Guideline for State Significant Projects ('the SIA Guideline') (NSW DPHI, 2025); and
- Technical Supplement (NSW DPHI, 2025).

The report has regard to relevant federal, state and local policy frameworks and strategic drivers, in particular the SIA Guideline.

The SIA draws on the analysis of the current and forecast social conditions of the defined study area/s, along with details of the proposed development, to assess its likely social impacts. It also draws on the outcomes of community consultation that has been specially undertaken to inform the SIA.

The purpose of this report is to analyse the potential social impacts that may arise from the development, during construction and operational phases. It subsequently recommends appropriate social mitigation and benefits optimisation measures.

1.2 Secretary's Environmental Assessment Requirements

The SIA has been prepared in response to the Secretary's Environmental Assessment Requirements (SEARs) issued for the Concept & Early Works SSDA (SSD-84467726), outline in **Table 1** below.

Table 1 Secretary's Environmental Assessment Requirements

Item no.	Requirement	Relevant section of this report
General Requirements	• Social – including a Social Impact Assessment in accordance with the Department's Social Impact Assessment Guideline	This report

1.3 Qualifications of Report Authors

The SIA Guideline requires authors are 'suitably qualified persons' who hold appropriate qualifications and have relevant experience in social science or related areas. The lead author's qualifications, experience and demonstrated understanding of social impacts is outlined below.

Name: Sarah George

Qualifications, experience, and professional memberships: BA Sociology & Psychology; Certificate IV in Youth Work; Certificate IV in Training and Assessment.

Date the SIA was completed: 1 May 2026

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



Signed: Sarah George

SIA authors' qualifications

Author	Qualifications and experience
Sarah George Lead Author	BA Sociology & Psychology; Certificate IV in Youth Work; Certificate IV in Training and Assessment. Sarah has been working as a Social Planning Consultant for 20 years including preparing social impact assessments for a broad range of projects including State Significant Developments across NSW in line with the Social Impact Assessment Guideline for State Significant Projects Member – International Association of Impact Assessment (IAIA)
Madeleine Beart Reviewer	BArch, MUP, Level 3 Advanced Social Value Practitioner (Social Value International) Madeleine has 15 years’ experience in social planning, social research, social sustainability and community engagement. She has led numerous SIAs over her career, including dozens of SIAs in line with the NSW SIA Guideline. Member – Social Impact Measurement Network Australia (SIMNA)

2.0 Site context and proposed development

2.1 Subject site

The site is identified as 13-19A Marsh Street, Arncliffe within the Bayside Local Government Area (LGA). It is situated to the immediate west of the Cooks River and Sydney Airport, located approximately 6km west of Port Botany and 10km south of the Sydney Central Business District (CBD). It includes frontages to Marsh Street, providing direct access to the M5 Motorway, Sydney Airport and St Peters Interchange (via the Sydney Gateway).

The site comprises land associated with nine (9) allotments and a total area of approximately 32 hectares. The existing uses include the previous Kogarah Golf Club (vacated in March 2025) accessed via Levey Street and the temporary M6 Stage 1 construction compound accessed directly from Marsh Street.

The nearest public transport to the site is in the form of Trains to and from Wolli Creek Train Station, approximately 1.1km walking distance north of the site. Buses available from Princes Highway with the nearest stop located approximately 800m (Cahill Park, Princes Highway) and 850m (Princes Highway Opp Cahill Park) north of the site providing access to Routes 422, N10 & N11 (to Sydney CBD, Kogarah Train Station).

The development area represents Lot 31 DP1231486 and Lot 100 DP1231954, excluding land subject to future dedication to Bayside Council. It comprises an area of approximately 16.7 hectares and is zoned SP4 Enterprise and C2 Environmental Conservation under the *Bayside Local Environmental Plan 2021*.

The site is described in **Table 2**, with the extent of the site and development area are depicted in **Figure 2**.

Table 2 Site Description

Lot / DP	Address	Ownership
Lot 31 DP1231486	19 Marsh Street, Arncliffe	Cook Cove Nominees No 1 Pty Ltd as trustee of Cook Cove Property Trust 1
Lot 100 DP1231954	19A Marsh Street, Arncliffe	Cook Cove Nominees No 2 Pty Ltd as trustee of Cook Cove Property Trust 2
Lot 60 DP1301057	13 Marsh Street, Arncliffe	Bayside Council
Lot 61 DP1301057	19 Marsh Street, Arncliffe	
Lot 62 DP1301057	Marsh Street, Arncliffe	
Lot 63 DP1301057	Marsh Street, Arncliffe	Transport for NSW
Lot 12 DP570900	Marsh Street, Arncliffe	
Lot 102 DP1231954	Marsh Street, Arncliffe	
Lot 103 DP1231954	Marsh Street, Arncliffe	



Figure 1 *Site Aerial Map*

Source: Nearmap, edited by Colliers Urban Planning

2.2 Existing development

The existing development primarily consists of the previous Kogarah Golf Club, a 15-hole course vacated in March 2025. It is accessed via Levee Street underneath the Giovanni Brunetti Bridge, comprising a vehicle height clearance of 3.1m. The golf course represents a highly modified environment with relatively flat topography, gently moulded fairways and greens, separated by strips of vegetation and man-made water bodies. The golf course clubhouse, car park and maintenance facilities are located in the north-east portion of the Site adjacent to the Cooks River.

The existing development also includes dual tunnels associated with the M8 Motorway, with the future dual tunnels associated with the M6 Motorway Stage 1 connecting to the M8 Motorway underneath the Site. A temporary construction compound for the M6 Motorway Stage 1 tunnelling works (previously utilised for the M8 Motorway construction) is located the north-west portion of the Site at ground level.

The temporary construction compound is accessed from the existing Marsh Street / Flora Street signalised intersection. Following completion of the construction works, the land not under TfNSW ownership will be returned to the relevant landowners and the Arncliffe Motorway Operations Complex (MOC) will be expanded to also service the M6 Motorway.

2.3 Surrounding context

The existing surrounding context of the Site is generally described as including the Cooks River and Sydney Airport to the immediate east, M5 Motorway and Barton Park to the south, Arncliffe MOC to the immediate west, and primarily low-medium density residential development and Cahill Park bounded by the Princess Highway (A36) to the north-west (refer to **Figure 2**).

Specifically, the surrounding context and development is described as follows:

North	Directly north of the Site at the northernmost point is the Cooks River, with the Novotel Hotel, low-medium density residential development and Cahill Park to the north-west. Further north is the Tempe Recreation Reserve and Princess Highway (A36), and Wolli Creek Station and surrounding town centre.
East	Directly east of the Site is the Cooks River with a channel width of approximately 140m, and the Sydney Airport International Terminal and associated development. Further east is the Domestic Terminal and associated development, as well as suburbs of Mascot and Botany which primarily include low-density residential and business park development
South	Directly south of the Site is the SWSOOS and M5 Motorway with Barton and Riverine Parks which contain a mixture of local sporting grounds and open space. The Muddy Creek Boating and Amateur Fishing Association and Kyeemagh is also located south of the Site, and contains a cycleway, the State heritage listed Kyeemagh Market Gardens and low-density buildings. Development to the south-west consists of low-density residential dwellings of Banksia and Arncliffe
West	Directly west of the Site is the Arncliffe MOC facility which commenced operation in July 2020, Marsh Street, M5 Motorway, and Eve Street Wetlands. Further west is primarily low-medium density residential development, the Princess Highway (A36) and Arncliffe station and town centre.



Figure 2 Site Location and Context Map

Source: Nearmap, edited by Colliers Urban Planning

2.4 Project background

A Planning Proposal (PP-2022-1748) was previously submitted by John Boyd Properties for the site to amend and integrate planning controls into the *Bayside Local Environmental Plan 2021* (Bayside LEP 2021). It sought to deliver refreshed planning controls that prioritise land uses which support the adjacent Sydney Airport, as one of Australia's most important trade gateways.

The Planning Proposal was granted Gateway Determination on 5 August 2022 and publicly exhibited between 24 April 2023 and 6 June 2023. It was determined to proceed to finalisation in March 2024, with the amendments to the Bayside LEP 2021 gazetted on 9 May 2025.

Following gazettal, John Boyd Properties has entered a Joint Venture (JV) with Stockland for the Kogarah Golf Club Redevelopment. The JV will enable the effective development and future management of the strategically significant site for a world-class focused precinct by combining their expertise.

The amendments to the Bayside LEP 2021 are described as follows:

- Application of land uses, including:
 - SP4 Enterprise zone to form a development zone;
 - RE1 Public Recreation zone to facilitate the future Pemulwuy Park and overland flow areas;
 - C2 Environmental Conservation zone to enable the protection and conservation of land, including a foreshore zone; and
 - SP2 Infrastructure zone for land associated with the Marsh Street roadway and permanent M6/M8 Motorway Operation Facilities.
- An overall maximum building height of RL 51m (Lot 100 DP 1231954) graduating down to RL 40m in response to aviation controls in the south, and a maximum building height of 24m (Lot 31 DP 1231486);
- A total GFA of 343,250m², applied through:
 - Lot 31 DP 1231486 – A maximum FSR of 1.25:1 (3,250m²);
 - Lot 100 DP 1231954 – A total floorspace that does not exceed 340,000m² of GFA, inclusive of:
 - A maximum 20,000m² GFA for 'office premises';
 - A maximum 20,000m² GFA for 'hotel or motel accommodation' and 'serviced apartments'; and
 - A maximum 10,000m² GFA for 'shops' and 'food and drink premises'.
- Application of additional permitted uses including 'Trade-related enterprises' (Lot 100 DP 1231954) and 'Advertising structures' (Lot 31 DP 1231486).

The Land Zoning Map associated with the Planning Proposal is presented in **Figure 3** below.

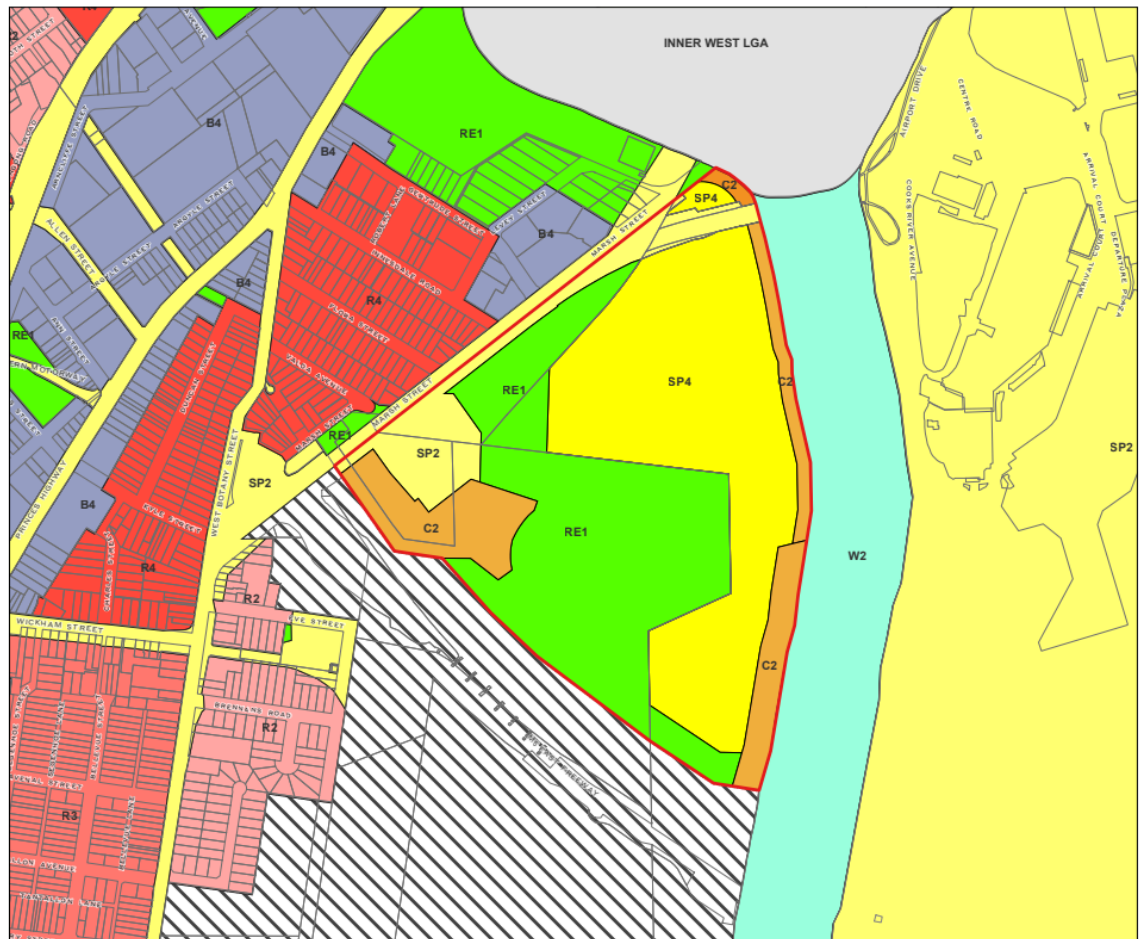
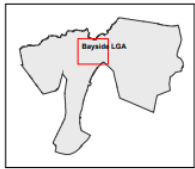
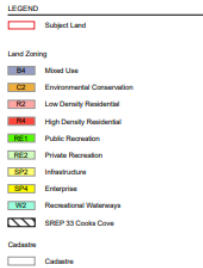


Figure 3 Land Zoning Map – Planning Proposal (PP-2022-1748)

Source: Colliers Urban Planning

2.5 Project description

Overview

The Concept & Early Works SSDA seeks consent for the following:

- Concept Masterplan to support the staged delivery of the Kogarah Golf Club Redevelopment, including:
 - Maximum building envelopes, including maximum building heights and minimum building setbacks;
 - Maximum Gross Floor Area (GFA) up to 343,250m², comprising:
 - 3,250m² of GFA (FSR of 1.25:1) on Lot 31 DP1231486; and
 - 340,000m² of GFA on Lot 100 DP1231954.
 - Conceptual primary land uses, including:
 - Block 1 – Mixed-use and advertising structures;
 - Block 2 – Logistics and mixed-use;
 - Block 3A – Logistics;
 - Block 3B – Logistics; and
 - Block 3C – Logistics and data centres.
 - Urban Design Guidelines to guide future development of the built form and public domain; and
 - Strategies and mitigation measures to manage potential environmental impacts.
- Early Works to support the future delivery of built form and publicly accessible open space, including:
 - Site preparation works, comprising:
 - Demolition of existing structures;
 - Clearing of existing vegetation;

- Remediation works; and
- Bulk earthworks, including ground improvement and flood mitigation works.
- Site servicing and infrastructure works, including:
 - Construction of the Flora Street East extension consistent with Item 3 of the executed Voluntary Planning Agreement with Bayside Council;
 - Construction of stormwater infrastructure; and
 - Construction and augmentation of service and utility infrastructure as necessary.

For a detailed description, refer to the Environmental Impact Statement prepared by Colliers Urban Planning.

Indicative Reference Scheme

The Concept Masterplan is supported by Indicative Reference Schemes that present as ‘proof of concepts’ within the proposed planning framework. The schemes demonstrate suitable primary land use, built form and public domain outcomes that align with the vision for a world-class precinct that leverages the site’s strategic location adjacent to Sydney Airport and strong transport connections.

The Indicative Reference Schemes consider different potential development outcomes enabled by the Concept Masterplan to support the delivery of the highest and best use at the time of redevelopment. This includes a Logistics scheme and Alternative Uses scheme, which facilitate the potential for four (4) different primary land use outcomes across the Site. The alternative land use outcomes enabled by the Concept Masterplan include an alternative mixed-use outcome on Block 2 and alternative data centre outcome on Block 3C.

The Indicative Reference Schemes are established in **Figure 4** below, with the Logistics scheme and Alternative Uses scheme prepared by Grimshaw depicted in **Figure 5** and **Figure 6** on the following page.

It is noted that the Indicative Reference Schemes are indicative only and the development of future built form and publicly accessible open space will be subject to future Development Applications. The Indicative Reference Schemes demonstrate the ability to support different potential outcomes, consistent with the proposed framework under the Concept Masterplan including Urban Design Guidelines.



Figure 4 Indicative Reference Schemes

Source: Grimshaw



Figure 5 *Indicative Reference Scheme – Logistics Scheme*

Source: Grimshaw



Figure 6 *Indicative Reference Scheme – Alternative Uses Scheme*

Source: Grimshaw

3.0 Methodology

The assessment of social impacts in this report has been prepared in accordance with the SIA Guideline. SIA involves the analysis of social changes and impacts on communities that are likely to occur as a result of a particular development, planning scheme, or government policy decision.

This methodology is designed to ensure that the social environment of communities is considered as part of project decision-making. Social impacts vary in their nature and can be positive or negative, tangible or intangible, physically observable, or psychological (fears and aspirations). Social impacts can be quantifiable, partly quantifiable or qualitative. They can also be experienced or perceived differently by different people and groups within a community, or over time.

Ultimately, there can be two main types of social impacts (both positive and negative) that may arise as a result of the proposed development. First, direct impacts can be caused by the proposal which may cause changes to the existing community, as measured using social indicators, such as population, health and employment. Secondly, indirect impacts that are generally less tangible and more commonly related to matters such as community values, identity and sense of place. Both physically observable as well as psychological impacts need to be considered.

3.1 Assessment objectives

This SIA seeks to identify how people will be impacted by the proposal, through:

- Identifying, analysing and assessing any likely social impacts, whether positive or negative, that people may experience at any stage of the proposal lifecycle, as a result of the proposal
- Investigating whether any group in the community may disproportionately benefit or experience negative impacts and proposing commensurate responses consistent with socially equitable outcomes
- Developing social impact mitigation and enhancement options for any identified significant social impacts.

3.2 Assessment structure

The stages in the preparation of the SIA are shown in **Table 3** below.

Table 3 *Assessment structure*

Element	Location
Introduction of the proposed development and approach	Section 1
Overview of site context and proposed development	Section 2
Methodology	Section 3
Review of relevant policy context at local, state and federal level	Section 4
Social baseline analysis of the existing socio-economic environment, involving: • Social locality definition • Demographic analysis, including current and forecast characteristics • Current social and community infrastructure	Section 5
Findings of stakeholder and community consultation undertaken identifying community and stakeholder values, concerns and aspirations	Section 6
Social impact assessment, involving: • Identification and evaluation of the potential social impacts of the proposed development • Enhancement, management, mitigation and residual impacts • Cumulative impacts	Section 7
Concluding comments	Section 8

3.3 Social factors for assessment

The SIA Guideline classifies social impacts using a suite of social factors, which forms the core basis of this assessment:



Way of life

How people live, get around, work, play and interact with one another each day



Community

Its composition, cohesion, character, how it functions, resilience, and people's sense of place



Accessibility

How people access and use infrastructure, services and facilities (private, public, or not-for-profit)



Culture

Both Aboriginal and non-Aboriginal - people's shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings



Health and wellbeing

People's physical, mental, social and spiritual wellbeing – especially for people vulnerable to social exclusion or substantial change, psychological stress (from financial or other pressures), access to open space and effects on public health



Surroundings

Access to and use of natural and built environment, including ecosystem services (shade, pollution control, erosion control), public safety and security, as well as aesthetic value and amenity



Livelihoods

Including people's capacity to sustain themselves through employment or business



Decision-making systems

The extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.

3.4 Social significance rating approach

The assessment includes an assessment of the **social significance** of each impact across the suite of factors, including the **likelihood** of each identified impact, along with the envisaged **duration, extent, and potential to mitigate/enhance**.

Magnitude of impact generally considers the following dimensions:

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

Each impact has ultimately been assessed and assigned an overall **significance rating**, which considers both the **likelihood** of the impact occurring and the **consequences** should the impact occur. The assessment also sets out recommended **mitigation, management and monitoring measures** for the identified impacts.

Table 4 Defining magnitude levels for social impacts

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: (NSW DPHI, 2025)

Table 5 Defining likelihood levels of social impacts

Likelihood level	Meaning
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: (NSW DPHI, 2025)

Table 6 Social impact significance matrix

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

Source: (NSW DPHI, 2025)

3.5 Information sources

The following key data sources and policy documents were used to prepare this SIA:

- Australian Bureau of Statistics Census data 2016 & 2021
- Bureau of Crime Statistics and Research Crime data
- Population projections and SEIFA – Profile ID
- Local, Regional and State Government websites and publications
- Mapping data (Nearmaps, Google Maps)
- Primary data from the local community gathered through the SIA Survey and Community Engagement processes.

Relevant technical reports (in alphabetical order) used to inform the SIA include:

- Environmental Impact Statement prepared by Colliers Urban Planning
- Engagement Report prepared by Colliers Urban Planning
- Visual and View Impact Assessment prepared by Colliers Urban Planning
- Economic Impact Assessment prepared by Colliers Urban Planning
- Transport Impact Assessment prepared by JMT Consulting
- Noise and Vibration Impact Assessment prepared by PWNA

3.6 Assumptions and limitations

Assumptions applied to complete this SIA include:

- The key findings of the background studies and technical reports are accurate.
- Socio-economic data for each study area accurately reflects the community demographic profile.
- Outcomes of the community consultation and engagement undertaken to date accurately reflect community views.
- All potential social impacts to the local community and special interest groups that can reasonably be identified have been included in this report.

4.0 Strategic policy context

The following section identifies the key social drivers for this site, based on a review of the key state and local policies and strategies. The following key documents have been reviewed:

- *NSW Industrial Lands Action Plan 2025*
- *Draft Statewide Policy for Industrial Lands*
- *Future Transport Strategy 2056*
- *NSW Freight and Ports Plan 2018-2023*
- *Bayside 2035 – Community Strategic Plan 2025-2035*
- *Bayside Bike Plan 2024*
- *Bayside Water Management Strategy 2020*

Summary of key themes

- Industrial Lands Action plan focusses on opening up more land zoned for industrial or similar purposes (depots, distribution centres, factories and warehouses) to support economic activity and long-term growth.
- Efficiency, connectivity and access.
- Efficient transport systems benefits economic performance and contributes to liveable cities.
- Community values open space and recreation areas and Council has identified the need for open spaces and recreation uses.
- Support for innovative businesses in the LGA.
- Need for improved natural areas.
- Priority focus on the Cooks River Open Space Corridor

Table 7 *Strategic policy drivers*

Policy theme	Key findings related to social impacts and benefits	Source
Social infrastructure & Open Spaces	• High quality, flexible and well located social infrastructure comprising open space, recreation and community facilities to ensure a healthy, active, social and vibrant urban life for the community. • Implement the 2024 Bayside Bike Plan to develop a safe and connected cycling network, increase community safety, and support Bayside as a bicycle friendly destination.	• <i>Bayside 2035 Community Strategic Plan 2025-2035</i> • <i>Bayside Bike Plan 2024</i>
Employment	Support intensification of state and regionally significant industrial lands and create an Employment Land Development Program to manage supply and coordinate infrastructure investment. Diverse local employment and business opportunities: • Encourage and support improved employment outcomes for First Nations peoples, Culturally and Linguistically Diverse community members and people living with a disability. • Monitor socio-economic outcomes in employment and work with partners to identify actions Council can support. • Support innovative businesses, including in the tourism and sustainability industries, to locate in Bayside. • Encourage a vibrant nighttime economy that supports Bayside's creative industries and contributes to safety at night.	• <i>NSW Industrial Lands Action Plan 2025</i> • <i>Draft Statewide Policy for Industrial Lands</i> • <i>NSW Freight and Ports Plan 2018-2023</i> • <i>Bayside 2035 Community Strategic Plan 2025-2035</i>

Policy theme	Key findings related to social impacts and benefits	Source
Environment	- Community values green open space and green infrastructure providing places for people to gather, play and recreate as well as providing environmental value. - Improve natural areas and open space and amend planning controls to minimise development impact on important assets. - Cooks River Open Space Corridor a priority	<i>Bayside 2035 Community Strategic Plan 2025-2035</i>
Transport	- Increase train services to support growing population. - A key portion of the 'Bay to Bay' pedestrian and cycleway link currently missing along the foreshore of the Cooks River and identified as a key targeted addition to the cycle network. - NSW State Government Future Transport 2056 projects that have local impact (WestConnex, M6 Extension Stage 1 and the Sydney Gateway). - Port Botany Rail Duplication project in the planning stage allowing more freight to be moved by rail. - New bus stops proposed along Marsh Street to directly serve Cooks Cove along regional bus routes. - Enhanced connectivity and usage of active and public transport through new pedestrian connections to regional reserves and railway stations and bus network enhancements.	<i>Future Transport Strategy 2056</i> <i>NSW Freight and Prots Plan 2018-2023</i> <i>Draft Statewide Policy for Industrial Lands</i> <i>Bayside 2035 Community Strategic Plan 2025-2035</i> <i>Bayside West Precinct 2036 Plan</i>

5.0 Social locality and baseline

This section provides an overview of the subject site and its current social context, in relation to a defined social locality or 'area/s of social influence,' reflecting geographies of primary and secondary social impact. The baseline analysis assesses the existing social characteristics of the community within the identified study area/s to better understand the potential community characteristics and specific communities that may experience impacts as a result of construction and operation of the proposal.

It describes the following:

- **Community profiles** – key demographic characteristics including age, income, employment, cultural and linguistic diversity, household structure, relative levels of advantage and disadvantage, and transport and access, including journey to work travel patterns.
- **Community assets** – both tangible (social infrastructure) and intangible (human and social capital, community cohesion, community values and connection to place).

5.1 Social locality definition: Area/s of social influence

For the purposes of the SIA, social localities have been defined, taking into consideration the need to factor in both local social impacts and those likely to occur on a broader scale. The areas of social influence have been determined for the proposal based on the consideration of:

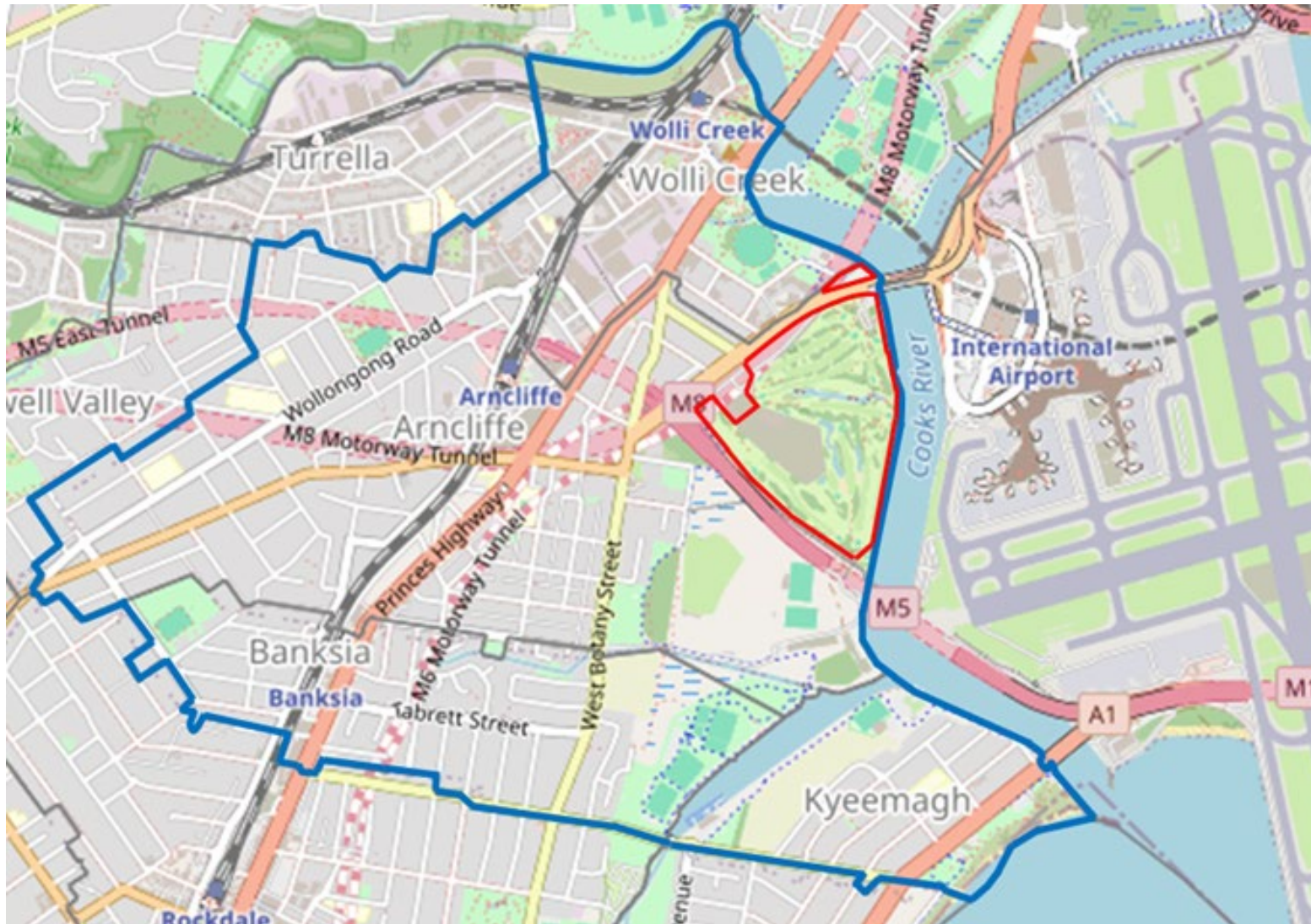
- The construction activities and operational uses of the proposal.
- The likely scale and extent of potential direct and indirect impacts and benefits of the proposal on the social factors identified in the SIA Guideline. This includes indirect impacts that are generally less tangible and more commonly relate to matters such as community values, identity and sense of connection to place.
- Cumulative impacts that may impact affected communities as a result of other transport, construction and major urban renewal processes underway within or proximate to the corridor or localities.
- The potentially affected built or natural features that have social value or importance located on or near the construction sites, and the social characteristics of the areas likely to be affected by the proposal, as informed by the social baseline study and other technical assessments that inform the EIS.
- The community and stakeholder groups that would be most likely affected by the direct and indirect impacts, based on stakeholder and community engagement activities, and other available information sources.

Based on the above, this assessment has considered the following 'areas of social influence' as shown in **Table 8** below.

Table 8 Social locality definition

Study Area	Relevance to SIA	Definition in this SIA
Primary Social Locality (PSL)	• Likely to be localised social impacts relating to the immediate surrounds of the site, for example impacts associated with the construction of new buildings (i.e., amenity values, access, noise, air quality) • Longer term impacts such as potential noise, light, traffic and/or increased activity in the area may occur within the close proximity to the proposed development	The PSL has been defined using suburbs. Arncliffe, Wolli Creek, Kyeemagh and Banksia have been chosen due to their proximity to the project site.
Secondary Social Locality (SSL)	• Understand the broader impacts and benefits that the proposed development will likely have on the surrounding community	The SSL has been defined as the Local Government Area which encompasses the project, Bayside Local Government Area. Given the scale and nature of the proposal, Positive benefits are likely to be experienced at an even broader level and as such, Greater Sydney is also included.

These social localities are shown in and on the following page.



- Site boundary
- Primary Social Locality

Figure 7 Primary Social Locality

Source: Colliers Urban Planning



- ★ Site
- Secondary Social Locality

Figure 8 Secondary Social Locality

Source: abs.gov.au, edits by Colliers Urban Planning

5.2 Existing community profile

This section provides a summary of the existing demographic characteristics of the identified primary and secondary social localities based on ABS 2021 Census data and benchmarked to Greater Sydney as well as NSW where relevant.

Summary

- The population of the primary social locality is generally one that is culturally and linguistically diverse, never married, well educated, working in professional occupations, more likely to be a couple family with no children and residing in two-bedroom units that are privately rented.
- Some areas within the primary social locality display lower levels of socio-economic disadvantage compared to others.
- The secondary social locality also has strong representations of culturally and linguistically diverse communities, but residents are more likely to be married, with children, compared to the primary social locality.

Table 9 Overview of demographics

Category	Key findings
Population and age structure	• A total population of 26,889, with an almost even split between males (50.8%) and females (49.2%). • A median age of 37, slightly older than the SSL (35), the same as Greater Sydney (37) and younger than NSW (39). • A smaller proportion of children and young people in the PSL (13.8%), compared to the SSL (15.1%), Greater Sydney (18.5%) and NSW (18.2%).
Household and family characteristics	• Most households are family households in the PSL (66.1%), a smaller proportion than in the SSL (68.3%), Greater Sydney 72.6% and NSW (71.2%). • The majority of families are couple families with no children in the PSL (48.0%), a greater proportion than in the SSL (39.1%), Greater Sydney (34.8%) and NSW (44.7%). • A smaller proportion of solo/lone person households in the PSL (23.4%) compared to the SSL (25.2%), Greater Sydney (23.2%) and NSW (25.0%). • A greater proportion of group households in the PSL (10.5%) compared to the SSL (6.5%), Greater Sydney (4.2%) and NSW (3.8%).
Cultural and linguistic diversity	• A smaller proportion of the population who identify as Aboriginal and/or Torres Strait Islander in the PSL (0.8%), the SSL (1.1%), Greater Sydney (1.7%) and NSW (3.4%). • A greater proportion of the population who were born overseas in a non-English speaking country in the PSL (62.0%), and in the SSL (53.3%), compared to Greater Sydney (32.6%) and NSW (30.3%). • A greater proportion of the population who speak a language other than English at home in the PSL (66.5%) and in the SSL (57.8%) compared to Greater Sydney (37.4%) and NSW (26.5%).
Income and employment	• A higher median weekly household income in the PSL (\$2,102) compared to the SSL (\$1,959), Greater Sydney (\$2,077) and NSW (\$1,829). • Slightly higher rates of unemployment in the PSL (6.2) compared to the SSL (5.5), Greater Sydney (5.1) and NSW (4.9). • A greater proportion of residents working in professional roles in the PSL (31.8%) compared to the SSL (26.8%), Greater Sydney (29.3%) and NSW (25.8%). • A greater proportion of residents working in Computer Systems and Design in the PSL (3.9%) and in the SSL (2.8%) compared to Greater Sydney (3.1%) and NSW (2.3%).
Dwellings and tenure	• Most dwellings are units in the PSL (65.6%) and in the SSL (52.2%) compared to Greater Sydney (30.7%) and NSW (21.7%). • Lower rates of homes being fully owned in the PSL (18.6%) compared to the SSL (26.0%), Greater Sydney 27.8% and NSW (31.5%). • A greater number of dwellings being rented privately in the PSL (47.8%) and in the SSL (42.1%) compared to Greater Sydney (32.6%) and NSW (29.4%). • Most dwellings are two-bedroom in the PSL (46.8%) and in the SSL (42.1%) compared to Greater Sydney 25.7% and NSW (22.7%).

Category	Key findings
Education	An educated population with a greater proportion of the population having attained a bachelor's degree or higher qualification in the PSL (34.0%) and in the SSL (33.7%) compared to Greater Sydney (33.3%) and NSW (1,838,502 (27.8%).
Socio-economic advantage/disadvantage	- The PSL is comprised of areas of relative advantage including Wolli Creek (Index: 1041.2/ Percentile 67) which is more advantaged than the LGA (1003.9/44), Greater Sydney (1010.0/48) and NSW (1000.0/42); and areas of less advantage including Arncliffe (983.2/33) Banksia (988.7/36) and Briton-Le-Sands - Kyeemagh (990.5/37), when levels of disadvantage only are considered. - When advantage and disadvantage are considered, Wolli Creek (1115.2/97), is more advantaged than Greater Sydney (1045.0/82), Bayside LGA (1044.5/82), and the suburb of Arncliffe is more advantaged (1033.4/76) than the suburb of Banksia (1022.9/71), Brighton-Le-Sands-Kyeemagh (1018.2/68) and NSW (1016.0/67).

5.3 Potential future community

Population projections data presented by Profile ID show that the Banksia and Arncliffe areas are expected to experience higher rates of population growth (95.5% and 65.7% respectively), but the Brighton-le-sands-Kyeemagh area is anticipated to experience a decline in population (-2.0%) compared to the SSL between 2025 and 2046. An estimated 12,153 additional people are projected to reside in the PSL by 2046.¹

The proposal is unlikely to generate any changes to the resident population as it relates to a logistics centre and other uses and will not create or remove housing from the area.

5.4 Existing social infrastructure

The subject application does not create new housing or remove existing housing, nor will it directly impact the size of the population, however, as the proposal generates substantial employment for uses that will support Sydney Airport it is important to consider the provision of key social infrastructure to support the project – such as hospitals, emergency services, schools, and other social and health services. The workforce on site and future workforce and visitors will place demand on existing infrastructure and services, and any impacts associated with local social infrastructure networks must be identified.

Given the anticipated employment generation associated with the functions on the site, it is possible that a childcare centre may be provided within the site to support the worker population.

An overview of the existing social infrastructure accessible within and to the social locality is shown in **Table 10** below.

Table 10 Key local social infrastructure

Infrastructure type	Overview
 Childcare	The suburb of Arncliffe is well serviced with childcare facilities (long day care), including: - Little Endeavours Early Learning Centre, 16 Segenhoe Street - Busy Bee Long Day Care Centre, 3 Marinea Street - Kinderoos Arncliffe Preschool Campus, 7-10 Firth Street - Little Bunnies Childcare Centre and Preschool 42 Spring Street - Al Zhara Kingdom, 3-5 Wollongong Road - Kinderoos Arncliffe, 2 Dowling Street The surrounding suburbs of Banksia, Turella, Rockdale and Brighton-Le-sands also have a good supply of childcare.

¹ <https://forecast.id.com.au/baysidensw>

Infrastructure type	Overview
 Education	• Arncliffe Public School, 168 Princes Highway • Arncliffe West Infants School • St Francis Xavier's Catholic Primary School Arncliffe • Al Zahra College, 3-5 Wollongong Road • Athelstane Public School. 2 Athelstane Avenue • Kingdom Culture Christian School, 19 Dowling Street
 Health	• St George Hospital & ST George Private Hospital, Princes Highway, Kogarah • Wolli Creek Medical Centre, • Wolli Creek Family Practice • Al Zahraa Medical Centre, 3/3 Firth Street • Calvary Healthcare Kogarah
 Emergency services	• Fire & Rescue NSW Arncliffe Fire Station, West Botany Street, Arncliffe • Kogarah Ambulance Service, 5 Rocky Point Road • St George Police Station, 13 Montgomery Street, Kogarah
 Community and cultural	• Arncliffe Youth Centre, 9 Townsend Street • Bexley Community Centre • Bayside Men's Shed, 100B Bestic Street, Kyeemagh • Arncliffe Library, 11 Firth Street • Kyeemagh Community Hub • Rockdale Community Centre, Princes Highway, Rockdale • PCYC St George, 9 Ador Avenue, Rockdale • Iglesia Ni Cristo- Locale of Eastern Sydney NSW, 7 Avenal Street • Bay City Church, 7 Hattersley Street, Arncliffe • St David's Arncliffe, 54 Forest Road, Arncliffe • St Mark Coptic Christian Orthodox Church • St Francis Xavier's Catholic Church, 4 Forest Road • St Savvas of Kalymnos, 316 Princes Highway • Kyeemagh Beach Dog Park, General Holmes Drive
 Sport and recreation	• PCYC St George, 9 Ador Avenue, Rockdale • Kyeemagh Boat Ramp Reserve • Kyeemagh Beach Baths, Kyeemagh Beach • Cooks River • Tempe Recreation Reserve • Robyn Webster Sports Centre
 Parks and open space	• Barton Park, Barton Park Driving Range, Cycling Track, Barton Park Tennis Courts, 210 West Botany Street • Riverine Park & Eve Street Wetlands, Eve Street • Cook Park, General Holmes Drive, Kyeemagh • Cahill Park & Cahill Park Playground, Levey Street • Discovery Point Park, Wolli Creek • Rockdale Park, West Botany Street, Rockdale • Ador Avenue Reserve, Ador Avenue Rockdale • McCarthy Reserve, Bay Street, Rockdale

Source: Google Maps; Wayahead Directory; startingblocks.nsw.gov.au

6.0 Engagement findings

This section provides an overview of the community and stakeholder consultation undertaken to inform the SIA. The purpose of this section is to highlight values and aspirations relevant to the proposed development. This section has been largely informed by community engagement conducted specifically to inform this SIA, and by other consultation conducted on behalf of the proponent.

Further detail is provided in the Engagement Report prepared by Colliers Urban Planning.

6.1 SIA Survey

The following section outlines the community and stakeholder engagement undertaken to inform this SSDA.

6.1.1 SIA engagement activities and participation

An online SIA Survey was promoted through the community engagement activities undertaken by Colliers Urban Planning. A QR Code linking the survey was included in a notice delivered to 8,007 addresses, direct email engagement and at engagement events (media launch, drop-in sessions, project update newsletters, dedicated project phone number & project website).

The SIA survey sought to gather feedback on what local community members perceive to be the potential positive and negative social impacts generated by the proposal.

6.1.2 SIA engagement outcomes

A total of 12 survey responses were received.

Of the 12 respondents, the majority were aged 55-64 (54.55%), with the next largest group being 25-34 (18.18%). The oldest respondent was aged between 65-74 years.

When asked about the level of support for the proposal, responses were mixed, with 33.33% completely opposing the proposal, a further 33.33% somewhat opposed, and 16.67% strongly supporting the proposal. One respondent (8.33%) was neutral, and one strongly opposed (8.33%).

Reasons provided for the ratings provided in the previous question included:

- Employment opportunities
- Opportunities for regeneration of the mangroves and the Cooks River in general.
- Proposed road widening on Gertrude Street.
- A desire for trees to be retained.
- Impact on ponds and habitats for turtles and water birds.
- Proposal should be built back from the water so there is more river frontage for residents to enjoy.
- Buildings are an eyesore and will dwarf nearby buildings.
- Traffic impacts
- Impacts on property prices.
- Current proposal is disappointing and site could be used to meet the needs of the community.

When asked about the potential benefits of the proposal, the following positive responses were noted:

- Increase in job opportunities for the local community (25.00% noted this was likely)
- Provision of a new logistics precinct (25.00% highly likely).

Open responses included the potential benefits of providing a reasonable amount of foreshore with active uses (restaurants, cafes etc) and a boardwalk joining Kyeemagh Robinsons Beach walk from Wolli Creek then there would be public value in the proposal.

A number of respondents did not see any benefits in the proposal.

In terms of potential impacts, the respondents identified the following 'almost certain' impacts:

- Changes to existing outlook from dwellings (66.67%)
- Construction related impacts (noise, dust) (58.33%)
- Changes to access to the Cooks River (58.33%)
- A negative change to the visual appearance of the area (50.00%)
- Increased demand for on-street car parking (50.00%)
- A negative change in the area's unique sense of community (41.67%)
- Impacts on privacy (33.33%)

When asked about other potential impacts, the following areas were identified:

- Traffic
- Pollution
- Impact on environment/habitat
- Imposing buildings on the Cooks River waterfront that are not sympathetic to the character of the suburb or rest of the Cooks River walkway.

Mitigation measures suggested by survey recipients included:

- Providing an underground car park
- Conserving the trees
- Rewilding the golf course, regenerating mangroves, redressing the social injustice of the Golf Course previously being a domain of advantaged men
- Retaining the Golf Club House
- Provide a Riverside walk
- Reverse the location of the proposed buildings and parklands so the park is next to the River.
- Careful consideration of road design and different users to reduce potential conflicts.

6.2 Community Drop-In sessions

Two, 2-hour in-person information sessions were held on 25 November 2025 and 27 November 2025 at the Rowers Club on the Cooks River for community members.

The drop-in sessions included up to date information about the proposal, presented on information boards. Members of the project team were available at both sessions to answer questions and have face to face discussions with community members.

In total, 22 participants attended the drop-in sessions.

6.3 Community Feedback Summary

The following themes and areas of interest relevant to social impacts emerged from the community engagement avenues:

- Visual impact
- Foreshore access
- Traffic and parking impacts
- Pedestrian access
- Public transport
- Landscaping
- Ecological impacts.

For full details of the community engagement activities and feedback, please see the Engagement Report prepared by Colliers Urban Planning accompanying the application.

7.0 Social impact assessment

The following section sets out the assessment of material social impacts arising from the proposed development and recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts, across the suite of factors set out in the SIA Guideline. The assessment has been based on the information available to date, and is a desktop study, informed by a review and analysis of available documents relevant to the proposal and outcomes of community engagement to inform the SIA.

7.1 Scoping

A scoping study was undertaken as the first stage of the SIA, which has been included at **Appendix A**.

7.2 Assessment

The identified social impacts associated with the proposal is summarised in **Table 11**, with in-depth discussions provided over the following pages.

Table 11 Summary of social impacts

Description of impact	Stakeholders affected	Proposal phase	Social impact category	Pre-mitigated social significance rating	Mitigated residual social significance rating
Supporting the development of a contemporary world-class employment and trade-related enterprise precinct in proximity to Sydney Airport and Port Botany. The provision of new logistics floorspace in Eastern Sydney in proximity to nationally significant trade gateways with resultant benefits in cost and time efficiencies.	- Sydney Airport and Port Botany - Future employees & service users	Concept Masterplan and Early Works	- Way of Life - Surroundings - Livelihoods	Almost Certain, transformational Positive	Almost certain/Major = Very High
Employment generation	- Local workers - Local business operators - Suppliers to retail/commercial premises	Construction Operation	- Livelihoods - Health and wellbeing	Almost Certain, Major Positive	Almost certain/Transformational = Very High
Introduction of new 14-hectare public park for community use – Pemulwuy Park (to be delivered by Bayside Council)	- Local residents - Visitors to the area - Local workers	Completion	- Way of Life - Accessibility - Community - Health and Wellbeing - Surroundings	Almost Certain, Transformational Positive	Almost Certain/Transformational = Very High
Contribution to the Bay to Bay Regional Cycle link	- Local residents - Residents from the broader area who use the cycle link. - Visitors to the area	Completion	- Way of Life - Health and Wellbeing - Surroundings - Accessibility	Likely, Major Positive	Likely/Major = High
Create publicly accessible foreshore access	- Local residents - Visitors to the area	Completion	- Way of Life - Health and Wellbeing - Surroundings - Accessibility	Almost certain, Major Positive	Almost certain, Major = High

Description of impact	Stakeholders affected	Proposal phase	Social impact category	Pre-mitigated social significance rating	Mitigated residual social significance rating
Changes to local amenity during construction and operation due to increases in noise, vibration, visual, and dust impacts	- Immediate residential neighbours - Frequent users of local road - Local recreation users	Construction	- Way of Life - Health and Wellbeing - Surroundings	Likely, Moderate Negative	Likely/moderate = High
Disruptions to local road users and increased congestion due to, construction and operational traffic using local roads surrounding the site	- Immediate residential neighbours - Local road users	Construction and operation	- Way of life - Accessibility	Possible, Moderate Negative	Possible/minor= Low
Change in visual presentation of the site & view impacts.	- Immediate residential neighbours - Local road users - Users of the Cooks River and local open spaces - Pedestrians	Construction and operation	- Way of life - Surroundings	Almost certain, Moderate Negative	Likely/ Possible = Medium
Overlooking/privacy impacts	Immediate neighbours	Operation	Way of Life	Unlikely, Minor Negative	Unlikely/minor = Low
Impacts on flora and fauna (trees, ponds, wildlife)	- Local residents - Local recreation users	Construction	Surroundings	Possible, moderate Negative	Possible/minor = Low

7.3 Positive impacts

7.3.1 Provision of a contemporary employment and trade-related enterprise precinct

The subject application supports the development of a contemporary world-class employment and trade-related enterprise precinct in proximity to Sydney Airport and Port Botany, in a location that has ease of access to regional transport network links. The proposal seeks to deliver a state-of-the-art facility that will redefine the logistics landscape in Australia, setting new benchmarks for scale, efficiency, architectural design, sustainability and innovation.

Data from the 2021 Census shows that the most common industry of employment of residents of the PSL was computer systems and design and as such, the proposal could generate employment opportunities for local residents. In addition, the retail and commercial uses proposed will generate additional employment in the tourism and hospitality industry, and for staff of the proposed retail and commercial uses proposed for each block.

Feedback provided in the SIA survey noted limited support for the proposal, however, there was some expressed support for the employment opportunities that will be generated.

Feedback from the consultation indicated some community support for the project's strategic vision and employment opportunities created by the proposal. Other feedback highlighted the proposed mixed uses and the diversity and opportunities the mix of uses would provide.

Enhancement

The positive benefits of the proposal will only be realised if the application is approved. No enhancement measures identified.

Likelihood	Magnitude	Social significance rating	Residual rating with enhancement
Almost certain	Transformational	Very High	Very High

7.3.2 Employment generation

The project is anticipated to support employment and business opportunities during construction and eventual operation of the logistics facility, hotel, and other retail and commercial uses.

The Economic Impact Assessment prepared by Colliers Urban Planning identifies the potential for the creation of 2,590 direct job years in the construction phase, and between 1,750-2,890 direct ongoing jobs in the operation of the proposed uses (variation dependent on the scheme adopted).

Construction-related employment is likely to be generated, for those who work in construction and related industries in the PSL the SSL, and potentially for residents within the broader Greater Sydney Area in the early works demolition and infrastructure works.

During the initial early works, it is anticipated that there will be a large range of consumables, goods and services required, providing opportunities for local businesses in the construction and related industries (materials, waste disposal etc) which may also result in flow on employment and income benefits. Food and beverage operators, and other retail premises in close proximity to the subject site may also benefit from increased patronage from workers on the site.

Future construction works envisaged in the concept masterplan are anticipated to generate significant levels of employment. Initial estimates for the construction part of the Indicative Reference Scheme's estimate the creation of 2,590 direct jobs during construction and between 1,750-2,890 direct ongoing jobs in the operation of the proposed uses.

In addition, companies that supply technology and equipment to support logistics services may also enjoy increased support leading to increased employment opportunities.

Additional employment would be generated in the fit out and operation of these retail and commercial spaces. Companies supplying the retail and commercial uses may also experience positive benefits associated with increased business.

The Concept Masterplan includes the potential development of a hotel or serviced apartments which will generate employment for hospitality and tourism workers.

Ongoing employment will also be generated in the maintenance and management of the proposed new publicly accessible open spaces.

The employment generation potential of the proposal supports the *Bayside Local Strategic Planning Statement 2020* through the location of businesses and companies within the LGA supporting employment opportunities for residents.

Enhancement

Future opportunities for apprentices, trainees and employment for local residents and residents from the Greater Sydney area. Possibility for targeted opportunities for local First Nations peoples, TAFE students, and Culturally and Linguistically diverse communities.

On operation, similar opportunities for trainees, high school students & university students to gain work experience or employment within the logistics facility, hospitality and other industries.

Likelihood	Magnitude	Social significance rating	Residual rating with enhancement
Certain	High	High Positive	Very High Positive

7.3.3 New publicly accessible spaces and access

The Concept Masterplan will support the creation of new publicly accessible open spaces, including:

- A new, integrated, connected and publicly accessible foreshore link along the Cooks River;
- A public plaza with publicly accessible open space (Fig Tree Plaza); and
- Establishment of a future public park (Pemulwuy Park) (to be delivered by Bayside Council).

Feedback from the community, including in the SIA Survey highlighted the importance of including a foreshore walkway within the proposal so that the site can be accessible by the public.

Community feedback provided in the SIA survey noted the benefits of the proposed open spaces and access, however, there were suggestions that the public open spaces could be along the foreshore. There were also suggestions of a wider foreshore link.

The indicative plaza and public park are illustrated on the designs prepared by Moir Studio accompanying the SSDA. The design of the future spaces has been informed by a Walk on Country, and design and planting choices influenced by endemic species and through embedding suggestions from the Walk on Country into the design.

The provision of new open spaces, and areas for recreation directly support the aims of the *Bayside Local Strategic Planning Statement 2020* and the *Bayside 2035 – Community Strategic Plan 2025-2035*. The proposed open spaces invite the public onto what has historically been private land and will contribute to the existing open space network. The new open spaces and foreshore link will contribute to the health and wellbeing needs of the community and represents a positive contribution to social infrastructure.

Enhancement

Continued engagement with local Aboriginal Elders and Knowledge Keepers to ensure the evolving design of the proposed park, foreshore link, and open spaces continues to reflect what is culturally important and representative. Design to include wayfinding signage at entry points and throughout the proposed plaza, public park and foreshore link to clearly identify the direction of the River, the Park, and where the foreshore path leads.

Application of Crime Prevention Through Environmental Design (CPTED) principles and universal accessibility standards at the detailed design stage of the foreshore link, public plaza and park to inform the design and to ensure the spaces support all residents and improve a sense of safety, particularly at night.

Likelihood	Magnitude	Social significance rating	Residual rating with enhancement
Almost Certain	Major	Very High – Transformational	Very High Positive

7.3.4 Connectivity

The Concept Masterplan seeks to enable an important contribution to the Bay-to-Bay Cycle Link by completing the missing link between the parkland to the north and Barton Park to the south.

The proposal will generate social benefit by facilitating active transport including the filling the missing link to the Bay-to-Bay Cycle Link. The extension and contribution to local cycle ways supports the aims of the *Bayside Local Strategic Planning Statement 2020, Bayside 2035 – Community Strategic Plan 2025-2035* and *Bayside Bike Plan 2024*.

To promote the cycle link as an option for future workers to utilise in their travel to work, each of the future buildings would include End of Trip (EoT) facilities.

Enhancement

Promotion of the use of cycle links to future workers, with opportunities for a potential hotel use to promote and facilitate the use of the cycle link by guests.

Likelihood	Magnitude	Social significance rating	Residual rating with enhancement
Likely	High	High	High

7.4 Negative impacts

7.4.1 Changes to local amenity during construction and operation due to increases in noise, vibration, visual, and dust impacts

It is anticipated that there will likely be changes to local amenity during the early works process due to construction-related noise, vibration, visual and dust impacts. Proposed early works are anticipated to take 18 months to complete (subject to future detailed construction methodology). It is expected that site workers would access the site in the morning and exit in the afternoon. During the proposed early works, equipment and personnel would require daily access to the work site via Marsh Street or Levey Street.

Amenity impacts associated with the proposed early works on the site emerged as a concern in the responses to the Social Impact Assessment survey, particularly impacts on local roads, as well as noise and construction traffic.

The *Transport Impact Assessment* (TIA) prepared by JMT Consulting includes a preliminary Construction Traffic Management Plan detailing how construction-related traffic will be managed to minimise impacts on the surrounding road network. The TIA includes notes that the proposed internal road network planned for the site will enable the majority of construction-related parking and deliveries to occur on the site.

The CTMP also includes suggested construction vehicle routes that align with key arterial roads and minimise any construction vehicle traffic on local roads. Recommendations are included to mitigate construction related traffic and parking impacts including suggested truck routes, stipulating trucks entering and exiting the site in a forward direction; management of pedestrian movements; construction works to be undertaken within approved work hours only; site induction and promotion of public transport options for workers.

In addition, ongoing construction timing and impacts associated with the future development were also noted as potentially impacts in the community consultation. These impacts will be limited to the construction phase of the proposal and are able to be effectively managed through the application of a Construction Management Plan, conditions of consent relating to construction times, and the recommendations noted in the Noise and Vibration Impact Assessment prepared by PWNA accompanying the application.

Noise impacts associated with both construction and on operation have been assessed in the *Noise and Vibration Impact Assessment* prepared by PWNA accompanying the application. That assessment considers noise generation associated with construction, including construction traffic and operation, including traffic associated with the operation of the uses. Noise intrusion is also assessed. Recommendations to mitigate and minimise noise emissions and noise intrusions are provided in the Assessment.

Mitigations

Preparation of a Communications Plan that outlines how immediate neighbours are to be kept informed about works being undertaken on the site and timing of works and are aware of avenues of communication.

The contact details for the site manager/s and that a communication plan is prepared and applied that outlines how the local community will be notified of activities that may create louder noise levels.

Application of recommendations provided in the Transport Impact Assessment and Noise and Vibration Impact Assessment to be applied to minimise and mitigate construction and operation related impacts.

Likelihood	Magnitude	Social significance rating	Residual rating with mitigation
Likely	Moderate	High	Medium

7.4.2 Road and traffic impacts

Community members provided feedback on potential road and traffic impacts during the engagement processes. In particular, some community members were concerned about proposed works to widen Gertrude Street (subject to separate Development Application), and increased traffic on local roads leading to congestion.

Impacts on and disruption to local road users due to increased construction-related congestion and parking demand, and operational traffic utilising local roads to access the site were identified during the SIA scoping process. Traffic on local roads will be generated in the early works associated with construction vehicles making deliveries, and removing waste associated with demolition and other works. Traffic associated with worker vehicles is also anticipated with the early works, and with future works on the site.

The project includes external road upgrades and construction under separate executed VPAs with Bayside Council and Transport for NSW. The key intersection and upgrades associated with the VPAs are being delivered under a separate Development Application. The upgrades to local roads are considered to represent public benefits agreed with the authorities for road network improvements that also cater for / mitigate the traffic generation of the proposal (consistent with the Cooks Cove Planning Proposal).

A *Transport Impact Assessment* prepared by JMT Consulting accompanies the SSDA. That assessment considers the existing traffic context, and projects likely traffic rates and impacts associated with construction and traffic generation levels associated with the operation of the proposed uses. That assessment notes the operational traffic generation associated with the Concept Masterplan is consistent with that previous modelled under the Cooks Cove Planning Proposal (PP-2022-1748).

It is anticipated that peak traffic movements to and from the site are likely to be predominantly at 8:00am and again at 5:00pm. Fewer light and heavy vehicle movements are anticipated between 11.00pm and 4.00am.

A *Construction Traffic Management Plan* will be prepared that sets out the management of construction related traffic and anticipated truck travel routes to minimise interruptions on local roads. Construction access for heavy vehicles will utilise the existing entrance to the Transport for NSW M6 Motorway construction compound further minimising impacts on local roads.

Mitigations

- Road upgrades and improvements to accommodate traffic and mitigate traffic impacts.
- Deliveries planned to ensure a consistent and minimal number of trucks arriving at the site at any time.
- All truck movements are to be scheduled.
- Vehicles are to enter and exit the site in a forward direction along the travel path.
- Drivers are to give way to pedestrians.
- Application of the Construction Traffic Management Plan.

Likelihood	Magnitude	Social significance rating	Residual rating with mitigation
Likely	Moderate	High	Low

7.4.3 Visual impact and view impacts

The visual presentation of the site to the street, and from the Cooks River, will change from the existing situation, both with the proposed early works involving site preparation and infrastructure works, and on the completion of future development envisaged in the Concept Masterplan.

The *Visual and View Impact Assessment (VVIA)* prepared by Colliers Urban Planning acknowledges the visual impact of the proposal but notes that the magnitude and significance of the visual impact is consistent with the reasonable expectations established for the site by the Bayside LEP 2021, and the broader Cooks Cover Precinct established by *State Environmental Planning Policy (Precincts – Eastern Harbour City) 2021*. The VVIA further notes that the proposal does not impact significant view corridors obtained from the public domain identified in planning instruments.

The proposal establishes considerable areas of new, high quality and publicly accessible open space (Pemulwuy Park and the Cooks River foreshore parklands) and these enhance the visual quality and visual amenity of this part of the Cooks River. While the visual change is significant compared to the existing scenario, the Concept Masterplan is consistent with the desired future character and has been designed to ensure functionality, while respecting surrounding land uses.

As detailed in the *Urban Design Report* and *Urban Design Guidelines* accompanying the application, the Concept Masterplan seeks enable:

- Create active edges with offices, stairs, ramps and hardstands providing opportunities for architectural expression and to create active facades when viewed from the Streetscape, Pemulwuy Park and Cooks River Foreshore.
- Ensure connectivity and access with the Cooks River Foreshore landscape and Fig Tree Plaza connecting Pemulwuy Park to the greater Bayside opens pace network and unlocking new publicly accessible open space.
- Addressing the Foreshore and Park with buildings setback a minimum of 40m to the south and 20m to the north from the Cooks River Foreshore, with direct access to Pemulwuy Park. Road reserves create functional and safe streetscapes and set the building forms back from their surrounds.

As noted, the future construction works will be staged to enable the progressive completion of the overall project.

Mitigations

The VVIA identifies a range of measures to mitigate the visual impact of the proposal including (but not limited to):

- Retention of the C2 Environmental Conservation zone within the site;
- Creation of Pemulwuy Park;
- Opening the foreshore of the Cooks River to public access;
- Enhancing the quality of the foreshore landscape condition;
- Activating the foreshore with small retail outlets, and providing opportunities for rest and pause to take in surroundings;
- Enhancements to the Marsh Street streetscape;
- Building separation; and
- The use of extensive site landscaping.

The preliminary designs of the future park include the retention of numerous existing, established trees, and significant planting for the future park which is likely to soften the visual appearance of the buildings on the site.

Likelihood	Magnitude	Social significance rating	Residual rating with mitigation
Possible	Moderate	Medium	Medium

7.4.4 Overlooking / privacy impacts

SIA Survey respondents identified impacts on privacy as likely (41.67%), almost certain (33.33%), and unsure (25.00%) when asked about potential impacts.

Concerns expressed in feedback to the Planning Proposal, and in the SIA Survey related to loss of privacy and potential for overlooking to properties on the northern side of Marsh Street, including residential dwellings, residential flat buildings, and the Novotel Hotel associated with the proposed future logistics centre.

No privacy or overlooking impacts are apparent with the proposed early works.

The proposed buildings will be set back from Marsh Street by at least 8m and orientated to create adequate separation and maintain privacy from residential and hotel uses to the north. The design of the future logistics and alternative uses will minimise the potential for overlooking and privacy impacts to existing residential uses.

Mitigations

The detailed design of the future buildings will consider the potential for overlooking to properties to the north.

Likelihood	Magnitude	Social significance rating	Residual rating with mitigation
Possible	Low	Low	Negligible

7.4.5 Impacts on users of the Cooks River

Comments provided in the SIA survey noted that there could be opportunities for regeneration of the mangroves and to the Cooks River in general.

The proposed Concept Masterplan envisages future upgrades to the seawall and riparian works. While these works may result in some minor interruptions to regular users of the Cooks River in the future, they represent a positive benefit in terms of working towards repairs and improvements to the Cooks River and the Cooks River foreshore.

Mitigations

The future sea wall and riparian works are short term and while the works may result in minor interruptions to the regular use of this part of the River, the works, on completion, will represent an improvement on the existing situation.

Likelihood	Magnitude	Social significance rating	Residual rating with mitigation
Unlikely	Minimal	Low	Negligible

7.4.6 Landscaping and ecology

Feedback from the community in both the SIA Survey and in the other community engagement processes identified the importance of retaining the trees on the site, and concerns about ecological impacts associated with the relocation of the ponds. The removal of some of the existing ponds was also raised as a concern by the community, particularly in the context of their role as habitat wildlife such as turtles, frogs and aquatic birds.

Biodiversity impacts are assessed in the *Biodiversity Development Assessment Report (BDAR)* accompanying the application. It outlines that Green and Golden Bell Frog habitat within the subject land and wider study area is considered to provide foraging and dispersal habitat for the Green and Golden Bell Frog, however is not considered to comprise breeding habitat.

Community members noted that there were a number of established fig trees that were proposed to be relocated within the proposed new park, and elsewhere within the LGA.

Mitigations

Tree retention is being guided by an Aboricultural Impact Assessment. Retention is preferred where trees can be viably integrated into the public domain. Retention options will be assessed aboricultural advice, viability and park design objectives. Any tree location would follow best-practice methods to maximise survival.

A range of mitigation measures relevant to the Green and Golden Bell Frog have been developed for the project. In addition, dedicated frog ponds to support the endangered Green Tree Frog are being delivered adjacent to the site as part of the M6 Stage 1 project (managed by TfNSW).

Likelihood	Magnitude	Social significance rating	Residual rating with mitigation
Likely	Major	High	Moderate

7.5 Cumulative impacts

The subject site is located in proximity to ongoing infrastructure works associated with the M6 Motorway, which is currently anticipated to be completed by 2030.

There are a number of other SSDA proposals for warehouse facilities in the Mascot area at both the assessment and prepare EIS stages that may coincide with works on the subject site. The proposals in Mascot are separated from the subject site and there are unlikely to be any significant cumulative impacts generated requiring mitigation.

There is a proposal for a residential flat building development at Wolli Creek (SSD-97720476) at the prepare EIS stage. This project is located approximately 350m (straight line measure) to the north-west of the subject site.

The proposal is unlikely to generate any population-related cumulative impacts. The likely cumulative impacts will predominantly relate to amenity impacts including noise and traffic associated with construction. Any cumulative impacts that may be generated are able to be managed through the application of best practice construction management practices, and coordination of works.

8.0 Conclusion

An assessment of the social impact categories, as defined within the SIA Guideline (NSW DPHI, 2025) has been undertaken with consideration to the issues identified through the baseline analysis. Each material impact has been appraised in terms of the significance of the impact, based on the likelihood and magnitude of the change experienced by the community.

8.1 Summary of social benefits and impacts

Key social benefits of the proposed development relate to:

- Facilitating the provision of state-of-the-art logistics facilities;
- Employment generation;
- Creation of new public spaces and links; and
- Connectivity.

Key negative impacts identified with the proposed development relate to:

- Changes to local amenity associated with demolition and construction works;
- Road and traffic impacts;
- Visual impact;
- Overlooking and privacy impacts;
- Impacts on users of the Cooks River; and
- Impacts on landscape and ecology.

8.2 Enhancement, management and mitigation of impacts

The social impacts and benefits identified and assessed in this report are largely able to be managed and mitigated through a range of measures proposed in this report, and by relevant mitigation measures suggested in technical reports accompanying the application, including:

- *Urban Design Report* prepared by Grimshaw;
- *Urban Design Guidelines* prepared by Colliers Urban Planning;
- *Visual and View Impact Assessment* prepared by Colliers Urban Planning;
- *Transport Impact Assessment* prepared by JMT Consulting;
- *Noise and Vibration Impact Assessment* prepared by PWNA; and
- Ongoing communication with nearby residents regarding key milestones, planned works and avenues for feedback.

The following outlines the enhancement and mitigation measures identified in response to the potential social impacts and benefits that may result from the proposed Early Works, and consideration of the Concept Masterplan:

- Continued engagement with local Aboriginal Elders and Knowledge Keepers to ensure the evolving design of the proposed park, foreshore link, and open spaces continues to reflect what is culturally important and representative.
- Design to include wayfinding signage at entry points and throughout the proposed plaza, public park and foreshore link to clearly identify the direction of the River, the Park, and where the foreshore path leads.
- Application of Crime Prevention Through Environmental Design (CPTED) principles and universal accessibility standards at the detailed design stage of the foreshore link, public plaza and park to inform the design and to ensure the spaces support all residents and improve a sense of safety, particularly at night.
- Promotion of the use of cycle links to future employees of the logistics, hotel, commercial and retail spaces, with opportunities for the potential hotel to promote and facilitate the use of the cycle link by guests.
- Ongoing engagement with local residents to keep them informed of truck movements and noise-generating activities.
- Development of a Community and Stakeholder Engagement Plan to guide engagement with key stakeholders and community members during the proposed early works, and future construction works.

Appendix

Appendix A Scoping Study

Scoping is the first phase of a social impact assessment, as required by the SIA Guideline. It is the initial consideration of possible social impacts associated with a proposed development.

This stage includes:

- Defining study area boundaries that represent physical, social, and economic areas of interest;
- Outlining likely areas of impact including an examination of the surrounding land uses;
- Identifying issues of concern relating to the project; and
- Identifying stakeholders affected by the proposed development and the way in which these stakeholders have been involved in community consultation.

A summary of the scoped social impacts alongside the relevant social factors is provided in the table on the following pages, grouped by type of assessment recommended for the full SIA.

Scoping of potential social impacts

Potential social impact	Social category	Key impacted stakeholder/s	Impact dimension (likelihood and duration)
Supporting the development of a contemporary logistics precinct in proximity to Sydney Airport and Port Botany.	Way of life Surroundings Livelihoods	- Sydney Airport and Port Botany - Future employees & service users	Likely, ongoing Positive
State of the art logistics facility.	Accessibility Way of life	- Local workers - Specialist workers from the local and broader area	Likely, ongoing Positive
Employment generation	Livelihoods Health and wellbeing	- Local businesses - Local workers.	Likely, ongoing Positive
Introduction of new public park areas for community use – Pemulwuy Park	Way of Life Accessibility Community	- Local residents - Visitors to the area	Likely, ongoing Positive
Contribution to the Bay to Bay Regional cycle link	Health and wellbeing Way of Life Surroundings Accessibility	- Local residents - Residents from the broader area using the cycle link - Visitors to the area - workers	Likely, ongoing Positive
Changes to local amenity during construction and operation due to increases in noise, vibration, visual, and dust impacts	Way of life Health and wellbeing Surroundings	- Immediate residential neighbours - Frequent users of local roads	Possible, temporary Negative
Disruptions to local road users and increased congestion due to construction and operational traffic using local roads.	Way of life Accessibility	- Immediate residential neighbours - Local road users	Possible, temporary/ ongoing Negative
Change in visual presentation of the site & view impacts.	Way of life Surroundings	- Immediate residential neighbours - Local road users	Possible, temporary Negative
Overlooking/privacy impacts	Way of Life	Immediate neighbours	Possible, ongoing Negative

Potential social impact	Social category	Key impacted stakeholder/s	Impact dimension (likelihood and duration)
Loss of trees	Way of Life Health and wellbeing	- Local residents - Visitors - Local businesses	Likely, ongoing Negative
Impact on users of the Cooks River	Way of Life Surroundings Accessibility	Regular users of the Cooks River	Possible, temporary negative



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