

# 15 – 21 Cottonwood Crescent

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## *Social Impact Assessment*

Prepared for: Cottonwood Development Pty Ltd

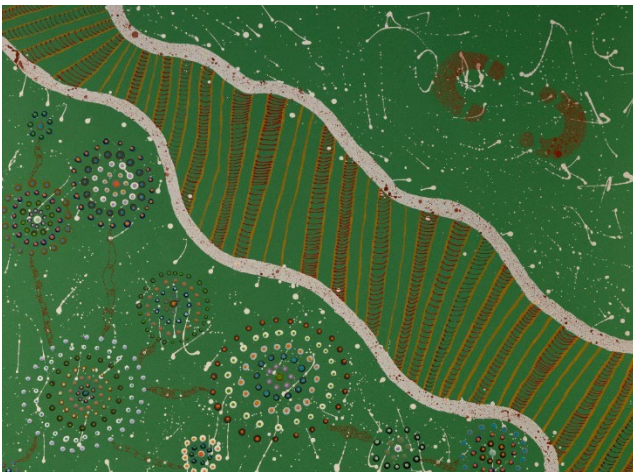
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| Project Code       | P0055761          |
| Report Number      | Final             |

## *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.

Urbis is committed to incorporating our respect for First Nations cultures, peoples and storytelling in our work across the Country. We are proud to have partnered with Darug Nation artist, **Hayley Pigram**, and to profile her artwork – **Sacred River Dreaming**.



*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 in different places, we can still be connected and work towards the same goal.*

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# Executive Summary

This Social Impact Assessment report has been prepared by Urbis to accompany a State Significant Development Application (SSDA) and concurrent Rezoning Proposal SSD-94006708 for a mixed-use development identified at 15-21 Cottonwood Crescent, Macquarie Park (also known as “88 Waterloo Road”) (the **site**).

The proposal includes provision for the demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage.

The legal description of the site is outlined in **Table 1** below.

Table 1 Property Addresses and Legal Description

| Address                                | Legal Lot Entity | Approx. Area        |
|--|------------------|---------------------|
| 15 Cottonwood Crescent, Macquarie Park | SP8144           | 1,284m <sup>2</sup> |
| 17 Cottonwood Crescent, Macquarie Park | SP7630           | 1,284m <sup>2</sup> |
| 19 Cottonwood Crescent, Macquarie Park | SP7892           | 1,284m <sup>2</sup> |
| 21 Cottonwood Crescent, Macquarie Park | SP7984           | 1,278m <sup>2</sup> |
| Approx. Site Area                      |                  | 5,130m <sup>2</sup> |

## Report purpose and scope

This report has been prepared in response to the requirements contained within the Secretary’s Environmental Assessment Requirements (SEARs) dated 8 October 2025 and issued for the SSDA (SSD-94006708). Specifically, this report has been prepared to respond to the SEARs requirement and government agency comments issued below.

The SEARs require the following in relation to social impact assessment:

*The EIS must consider social impacts and, should any significant social impacts be identified, a Social Impact Assessment must be prepared in accordance with the Social Impact Assessment Guideline for State Significant Projects.*

This report has been informed by the findings of the Technical Scoping Report (Urbis, 2025) prepared specifically for the site, in accordance with the Housing Development Authority’s requirements. Following completion of the technical scoping phase, it was determined that a Complex Social Impact Assessment was required.

This report fulfils that requirement, focusing on the social impacts associated with the proposal’s uplift and affordable housing components.

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 detailed research 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 intended that the SIA process will inform the proposal, not just reflect on and report on impacts.

Social impacts are the consequences people (individuals, households, groups, communities, or organisations) experience when a new project brings change. A 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: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods and decision-making systems.

## Methodology

A SIA social baseline, field study, technical scoping report, impact scoping and assessment were undertaken to complete this report. The methodology for this SIA, as detailed in Section 2, was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2025), as well as the outcomes of the technical scoping process undertaken in line with the Housing Development Authority pathway.

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 follows the DPHI SIA Guideline: Technical Supplement (2025) and is outlined in Section 6.

## Proposal background and context

The site consists of four (4) properties at 15-21 Cottonwood Crescent, Macquarie Park. The area and associated legal lot entity for each property within the site have been identified in **Table 2**. An aerial of the site is provided in **Figure 2**.

The site benefits from two (2) street frontages to Waterloo Road (north) and Cottonwood Crescent (east), in addition to a high-amenity interface with Elouera Reserve (west). The south-western site boundary adjoins two (2) residential properties at 13 Cottonwood Crescent and 12-14 Lachlan Avenue. The approximate length of each site boundary is listed below. The site is currently connected to all necessary services, including water, gas, electricity, communications and sewage.

- **North-east:** 52.45m to Waterloo Road.
- **South-east:** 97.35m to Cottonwood Crescent.
- **South-west:** 50.6m to 13 Cottonwood Crescent and 12-14 Lachlan Avenue.
- **North-west:** 100.9m to Elouera Reserve.

Table 2 Legal Site Description with approximate area

| Address                                | Legal Lot Entity | Approx. Area        |
|--|------------------|---------------------|
| 15 Cottonwood Crescent, Macquarie Park | SP8144           | 1,284m <sup>2</sup> |
| 17 Cottonwood Crescent, Macquarie Park | SP7630           | 1,284m <sup>2</sup> |
| 19 Cottonwood Crescent, Macquarie Park | SP7892           | 1,284m <sup>2</sup> |
| 21 Cottonwood Crescent, Macquarie Park | SP7984           | 1,278m <sup>2</sup> |
| Approx. Site Area                      |                  | 5,130m <sup>2</sup> |

## Existing Development

Each property within the site accommodates a stand-alone four-storey residential flat building. Existing development at the site is summarised in **Table 3**.

Table 3 Overview of Existing Development

| Address                | Existing Development   | Number of Units |
|------------------------|--|-----------------|
| 15 Cottonwood Crescent | Four-storey residential flat building. Name unknown. Primary frontage and vehicle access at Cottonwood Crescent.               | 15              |
| 17 Cottonwood Crescent | Four-storey residential flat building known as 'Darvall Court'. Primary frontage and vehicle access at Cottonwood Crescent.    | 15              |
| 19 Cottonwood Crescent | Four-storey residential flat building known as 'Oxley'. Primary frontage and vehicle access at Cottonwood Crescent.            | 15              |
| 21 Cottonwood Crescent | Four-storey residential flat building. Name unknown. Primary frontage to Waterloo Road. Vehicle access at Cottonwood Crescent. | 15              |

## Potential positive and negative social impacts

A summary of the potential positive and negative social impacts identified is provided in the table below. The full assessment is provided in Section 6.

Table 4 Potential positive and negative social impacts

| Impact category      | Impact description   | Mitigated assessment |
|----------------------|--|----------------------|
| Way of life          | Increased supply of diverse housing options                                  | High positive        |
| Way of life          | Disruption to current residents' daily living patterns                       | Low negative         |
| Community            | Changing community profile   | Medium positive      |
| Accessibility        | Increased demand for community services and facilities                       | Low negative         |
| Accessibility        | Access to open space   | Low positive         |
| Accessibility        | Traffic impacts during construction and operation                            | Low positive         |
| Culture              | Potential impacts on Aboriginal culture and heritage                         | Low positive         |
| Health and wellbeing | Amenity impacts during construction  | Negligible           |
| Health and wellbeing | Creating a safe and connected community                                      | Medium positive      |
| Surroundings         | Changed visual character   | Negligible           |
| Surroundings         | Loss of views, privacy and solar access                                      | Negligible           |
| Livelihoods          | Economic benefits through local employment during construction and operation | Medium positive      |

---

Decision-making systems

Adequate communication and  
consultation with the local community

Low positive

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## **Proposed mitigation, enhancement and management measures**

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

# 1 Introduction

---

# 1 Introduction

This Social Impact Assessment (SIA) report has been prepared in support of a State Significant Development Application (SSDA) and concurrent Rezoning Proposal – SSD-94006708 – at 15-21 Cottonwood Crescent, Macquarie Park (also known as “88 Waterloo Road”).

The proposed SSDA seeks development consent for the demolition of existing buildings and the construction of a residential development comprising two residential flat buildings above a common basement car park/sleaved podium, incorporating residential, car parking, and a retail component along the Waterloo Road frontage.

This SIA has been prepared to address the Secretary’s Environmental Assessment Requirements (SEARs) issued for the project (SSD-94006708).

Table 5 SEARs item specification

| Issue             | Assessment requirements  |
|-------------------|--|
| 18. Social Impact | The EIS must consider social impacts and, should any significant social impacts be identified, a Social Impact Assessment must be prepared in accordance with the <i>Social Impact Assessment Guideline for State Significant Projects</i> . |

Source: SSD- 94006708 SEARs, October 2025

## 1.1 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 intended that the SIA process will inform the Proposal, not just reflect on and report on impacts.

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

This report has been prepared in accordance with the SEARs and the SIA Guideline and Technical Supplement (DPHI, 2025), and focuses on assessing the specific social impacts associated with the proposal’s uplift. The assessment provides a detailed analysis of potential positive and negative impacts, identifies appropriate mitigation and enhancement measures, and offers recommendations to inform the proposal and ensure compliance with statutory requirements.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2025) states that an SIA should consider the likely changes across eight categories, as illustrated in Figure 1.

Figure 1 Social elements of value to people



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

## 1.2 Proposal description

The site, located at 15–21 Cottonwood Crescent, Macquarie Park (SP8144, SP7630, SP7892, SP7984), is within the Ryde Local Government Area (LGA). The State Significant Development Application (SSDA) seeks consent for the demolition of existing buildings and the construction of a mixed-use development. The proposal includes two residential flat buildings above a shared basement car park and sleeved podium, incorporating residential uses, car parking, and a retail component fronting Waterloo Road.

This application seeks development consent for the redevelopment of the site for a mixed-use development comprising residential accommodation and retail uses.

Specifically, this application seeks approval for the following:

- Demolition of all existing four-storey residential flat buildings on the site
- Site preparation works including:
  - Removal of existing forty-nine (49) trees
  - Excavation of the site to a maximum depth of six (6) basement levels
- Construction of two mixed-use development of 60 and 52 Storeys, which will accommodate:
  - 858 Residential apartments inclusion 10% affordable housing of the uplift
  - Six (6) levels of basement with 732 car parking spaces, bicycle parking, services.
- A four-level commercial podium containing:
  - Retail spaces
  - Four townhouses
  - Residential lobbies
  - Waste Storages

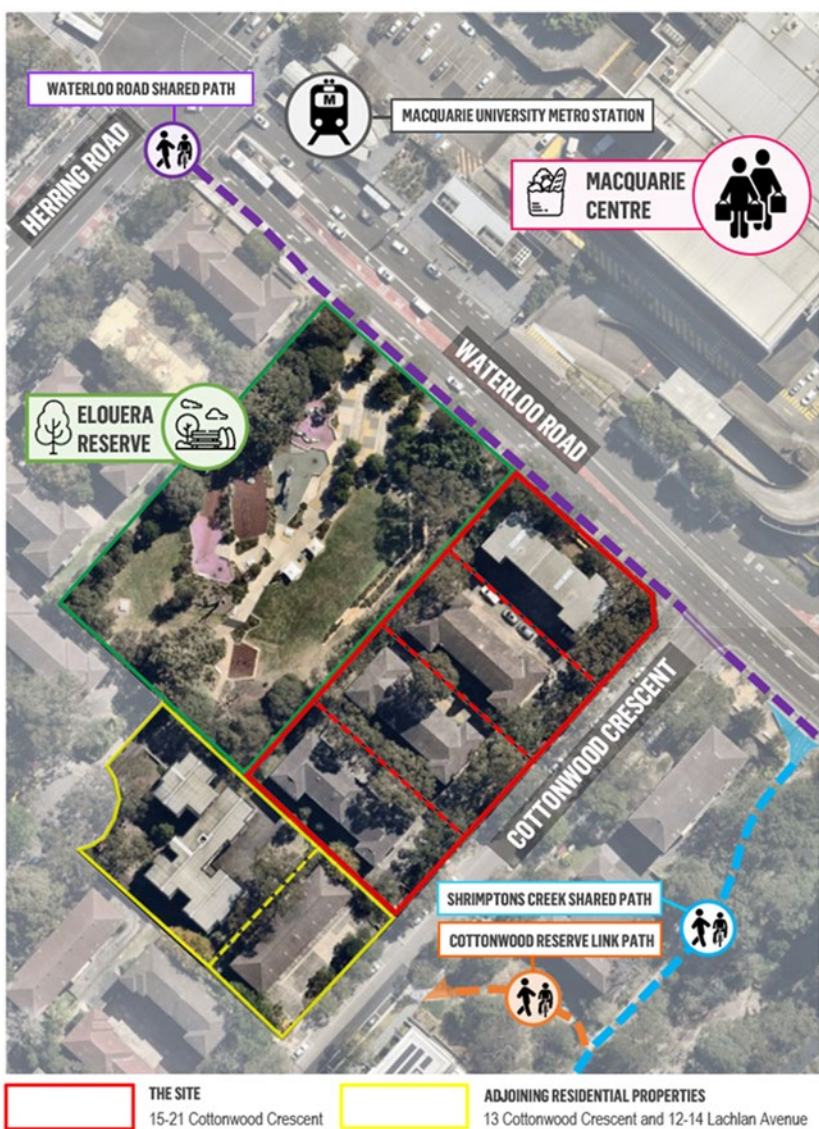
- Residential and visitor Parking spaces
- Bicycle Parking spaces
- Communal Open Space and residential amenities on level four (4).
- Rooftop Terrace on Level 52 of Cottonwood Crescent Tower and level 60 of Waterloo Road Tower

The proposal includes provision to amend Clauses 4.3 and 4.4 of the *Ryde Local Environmental Plan 2014 (RLEP2014)* by virtue of the concurrent rezoning process. This includes the following amendments:

- Clause 4.3 – Height of Buildings:
  - Amend the current 65m maximum building height to 212m
- Clause 4.4 – FSR:
  - Amend the current FSR of 4.5:1 to 17.8:1

Below is an aerial photo that shows the Site.

Figure 2 Aerial Site Photo



Source: Urbis (Nearmap)

Figure 3 Wider aerial view of site (marked in red)



© Geoscape, OpenStreetMap, Nearmap Australia Pty Ltd. Nov 2025.

Source: Urbis, 2025

## 1.3 Authorship and SIA declaration

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

### 1.3.1 Authors

|                          |  |
|--------------------------|--|
| <b>Allison Heller</b>    | Project Director   |
| Position                 | Director   |
| Qualifications           | Bachelor of Town Planning, University of NSW<br>Post-Grad Diploma in History of Architecture & Art, University of London   |
| Affiliations             | Member of the Planning Institute of Australia<br>Member of Property Council of Australia – Social Sustainability Roundtable  |
| Experience               | Allison has deep expertise in impact assessment. She has delivered social impact assessments and health and health equity impact assessments for a range of state-significant projects and precincts for government and private-sector clients.  |
| <b>Liliana Peña</b>      | Quality Assurance  |
| Position                 | Associate Director   |
| Qualifications           | Master of Urban Planning, National University of Colombia<br>Bachelor of Social Work, National University of Colombia  |
| Experience               | Experience in writing SIA reports for residential projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.  |
| <b>James M. Carey</b>    | Lead Author  |
| Position                 | Senior Consultant  |
| Qualifications           | Master of Philosophy (Politics and International Studies), Magdalene College, The University of Cambridge<br>Master of International Relations, The University of Melbourne<br>Bachelor of Arts (Hons.), Monash University   |
| Experience               | James has experience writing social value and impact reports for international contexts, as well as best-practice social research and evaluation. He has conducted impact assessments for state-significant projects in accordance with authority standards and best-practice guidelines, including the NSW SIA Guideline (DPHI 2025). |
| <b>Rebekka McWhirter</b> | Co-author  |
| Position                 | Consultant   |
| Qualifications           | Bachelor of Arts (Archaeology), University of Sydney<br>Master of Planning, Macquarie University   |
| Experience               | Experience in writing SIA reports for residential and mixed-use projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation, and impact assessment.   |

|                  |   |
|------------------|---|
| <b>Lara Ball</b> | Co-author   |
| Position         | Assistant Social Planner  |
| Qualifications   | Bachelor of City Planning (Honours) (current), University of New South Wales  |
| Experience       | Experience in writing SIA reports for residential projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment. |

### 1.3.2 Declaration

The authors declare that this SIA report:

- Was completed on 12 February 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  
Lead author  
12/02/2026



Liliana Peña  
Quality Assurance  
12/02/2026

## 1.4 SIA guidelines review questions and responses

The review questions outlined in the SIA Guideline (2025) are designed to confirm that the requirements of the SIA Guideline have been met when considering the scale of the social impacts associated with the proposed development. Section 6 below outlines these review questions and indicates how they have been addressed in this SIA.

Table 6 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 – Chapter 1                                |
| 2   | Has the lead author provided a signed declaration?   | Yes – Chapter 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                         |

| <b>Question</b>   | <b>SIA Review questions</b>  | <b>Addressed by report (yes/no), relevant section</b>        |
|---|--|--|
| 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 and 6                                       |
| 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 and 4                                       |
| 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 and 4  |
| 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 3  |
| 9   | Does the social baseline study demonstrate applied social-science research methods and explain any significant methodological or data limitations?   | Yes – Chapter 2  |
| <b>Identification and description of social impacts</b> |  |  |
| 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 6<br>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 |
| <b>Community Engagement</b>                             |  |  |
| 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 6  |
| <b>Predicting and analysing social impacts</b>          |  |  |
| 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  |

| Question                             | SIA Review questions  | Addressed by report (yes/no), relevant section  |
|--------------------------------------|---|---|
| 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)                         | <p>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.</p> <p>The SIA considers alternative Site scenarios from the perspective of the ‘worst case’ scenario (i.e., no technical mitigations), in alignment with the EIRS.</p> <p>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 EIRS, 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.</p> <p>Therefore, our sensitivity analysis and assessment of ‘worst case’ scenarios relate to a ‘no mitigations’ scenario for the chosen development option.</p> <p>This evidence is assessed as part of the SIA tables in Chapter 6.</p> |
| 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   |
| 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   |
| 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   |
| 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   |

## 1.5 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

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# 2 Methodology

The methodology undertaken to prepare this SIA is outlined in Chapter 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2025) and by a Social Impact Assessment Scoping Report undertaken prior to this process. The scoping report was prepared to align with the Housing Development Authority (HDA) pathway for the SSDA and provided the initial framework for the SIA, including early identification of potential social impacts, key stakeholders, and relevant policy context.

Table 7 Methodology overview

| Stage                    | Activities  |
|--------------------------|---|
| Social baseline          | <ul style="list-style-type: none"> <li>Desktop review of surrounding land uses and site.</li> <li>Review of relevant state and local policies and strategies to understand potential social implications.</li> <li>Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities.</li> <li>Identification of likely impacted groups and communities.</li> <li>Early identification of potential social impacts (positive and negative) based on research tasks undertaken.</li> </ul> |
| SIA field study          | <ul style="list-style-type: none"> <li>Engagement with representatives of City of Ryde Council, Macquarie University, Connect Macquarie Park Innovation District, and GPT.</li> <li>Engagement with the local community through an SIA survey.</li> <li>Analysis of field study data and identification of key themes.</li> </ul>   |
| Impact scoping           | <ul style="list-style-type: none"> <li>Review of social baseline and SIA field study outcomes.</li> <li>Review of proposal plans, proposal documentation and relevant technical assessments.</li> <li>Identification of the proposal’s social locality and likely impacted groups.</li> <li>Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures.</li> <li>Identification of potential opportunities for additional measures to be incorporated into the proposal.</li> </ul>            |
| Assessment and reporting | <ul style="list-style-type: none"> <li>Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures.</li> <li>Provision of recommendations to further reduce negative social impacts and enhance positive social impacts.</li> <li>Preparation of draft and final SIA reports.</li> </ul>  |

## 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 Section 6.

## **Assumptions**

- This report is dated 12 February 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 judgements which may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.
- All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and on the basis of information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and forecasts set out in this report will depend, among other things, on the actions of others over which Urbis has no control.
- Information provided through other technical reports that have informed the identification and assessment of impacts is assumed to be accurate.
- This report has been prepared with due care and diligence by Urbis and the statements and opinions given by Urbis in this report are given in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

# 3

## **Social baseline**

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# 3 Social baseline

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

## 3.1 Site description

The site at 15–21 Cottonwood Crescent, Macquarie Park, is located within the City of Ryde Local Government Area. The legal description is outlined below

Table 8 Legal Description

| Property Address                       | Title Description |
|--|-------------------|
| 15 Cottonwood Crescent, Macquarie Park | SP8144            |
| 17 Cottonwood Crescent, Macquarie Park | SP7630            |
| 19 Cottonwood Crescent, Macquarie Park | SP7892            |
| 21 Cottonwood Crescent, Macquarie Park | SP7984            |

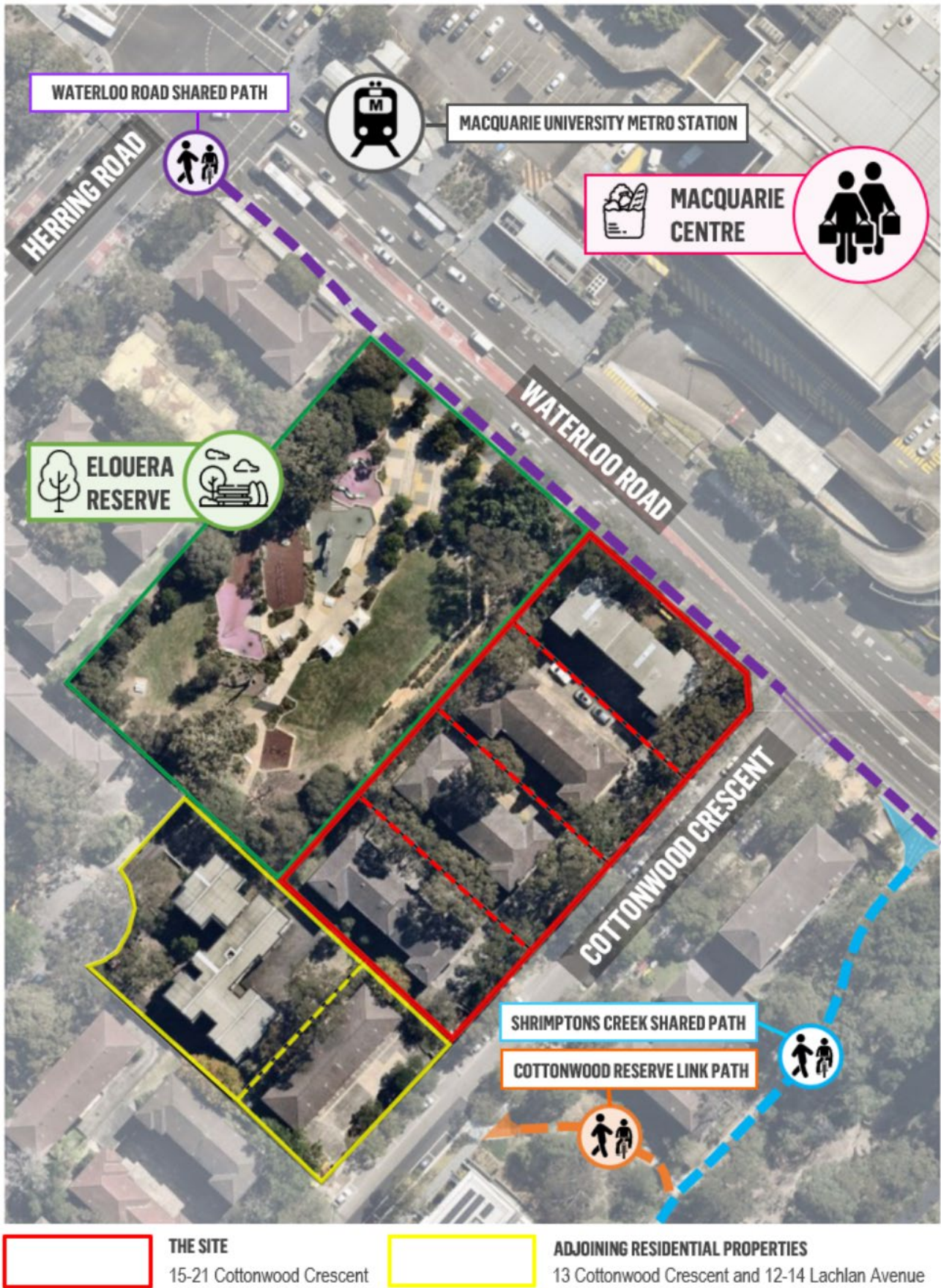
The site is located approximately 13 kilometres north-west of the Sydney Central Business District. It is within 200 metres of Macquarie University Metro Station, which provides rail services to Chatswood, North Sydney and the Sydney CBD. Bus services operate along Herring Road and Epping Road, offering additional connections to surrounding suburbs and the employment centre

Macquarie University Hospital and the Macquarie Park health and education precinct are situated less than one kilometre from the site, with Macquarie University's main campus within walking distance. Elouera Reserve adjoins the site and is connected to other open spaces within the local government area via Shrimpton's Creek.

The surrounding area has undergone growth in residential, commercial and mixed-use development in recent years, supported by transport infrastructure improvements such as the Sydney Metro Northwest. Strategic planning identifies Macquarie Park as a key business and innovation precinct within metropolitan Sydney.

The site context is shown below.

Figure 4 Proposed site area



Source: Urbis, 2025

Figure 5 Site photos



15-19 Cottonwood Cr: Facing east towards site from Elouera Reserve.

Source: Urbis Ltd (2023)

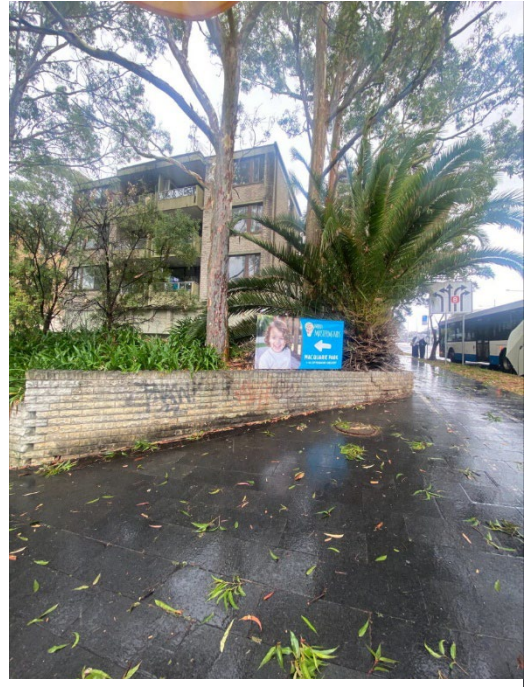


Extended View: Facing east towards site from Elouera Reserve

Source: Urbis Ltd (2024)



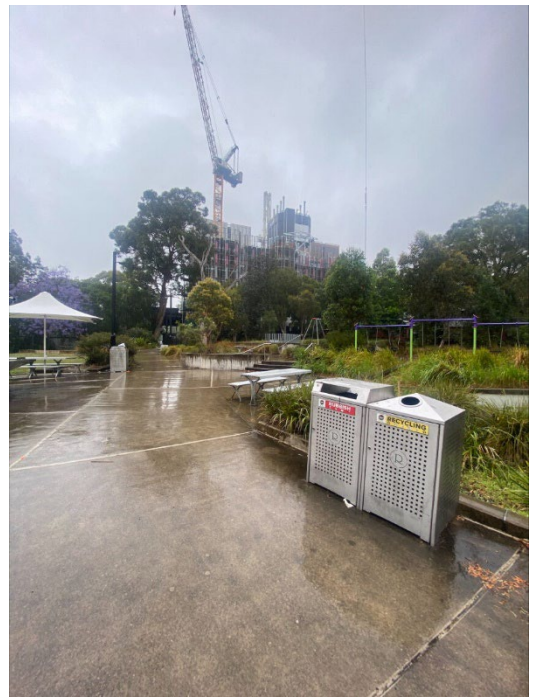
Focused view: Facing into Cottonwood driveway



Focused view: Corner of Cottonwood Crescent and Waterloo Road



Focused view: Elouera Reserve boundary with Site



Focused view: Elouera Reserve context

Source: Urbis, 2025

### 3.1.1 Regional context

The site is located within the Macquarie Park Innovation Precinct, an area undergoing significant change as it evolves from a primarily employment-focused centre into a mixed-use urban district. While the precinct remains a nationally significant hub for business, research, and education, home to major employers such as Foxtel, Optus and Siemens. Recent planning and infrastructure investment is enabling a substantial increase in residential development.

Macquarie Park's position as the northern anchor of the Eastern Economic Corridor ensures strong economic foundations, but its future growth strategy places equal emphasis on creating a vibrant, liveable community. State and local planning frameworks aim to transform the precinct into an '18-hour city', a place where people can live, work, study and socialise within walking distance of high-quality public transport, services and amenities. This shift supports a more balanced land-use mix, with new housing supply integrated alongside employment, education, and retail uses.

The NSW Government has designated Macquarie Park as a Transport Oriented Development (TOD) Accelerated Precinct, recognising the opportunity to leverage the Sydney Metro Northwest and Sydney Metro City & Southwest projects. The Metro delivers fast, frequent connections to the CBD, Chatswood and the wider metropolitan area, making the precinct highly accessible for residents. This transport advantage underpins the planning vision for higher-density, mixed-use neighbourhoods that can accommodate population growth while supporting sustainability and reducing car dependency.

Recent rezoning led by the Department of Planning, Housing and Infrastructure (DPHI) facilitates this transition, enabling residential-led redevelopment of underutilised sites and encouraging a diverse housing mix. New residential projects will contribute to the precinct's transformation into a dynamic urban environment, attracting a broad demographic from students and young professionals to families, and supporting the economic vitality of local businesses.

## 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:

### State

- NSW Government, 2018, Greater Sydney Regional Plan
- NSW Government, 2021, Housing 2041 Strategy
- NSW Government, 2021, State Environment Planning Policy (SEPP) Housing
- NSW Government, 2022, Macquarie Park Innovation Precinct Place Strategy (MPIPPS)
- NSW Government, 2022, Future Transport Strategy 2056.

### Local

- City of Ryde, Draft Local Strategic Planning Statement (LSPS) (2019)
- City of Ryde, Community Strategic Plan 2035 (CSP) (2024)
- City of Ryde, Draft Local Housing Strategy (LHS) (2020)
- City of Ryde, Affordable Housing Policy 2016 – 2031 (2011)
- City of Ryde, Social and Culture Infrastructure Framework 2020 – 2041 (2020)
- City of Ryde, Open Space Future Provision Strategy (2021)
- City of Ryde, 2024-2028 Economic Development Strategy (2024)

Table 9 Key social themes from policy review

| Theme  | Summary of findings  |
|--|--|
| <p data-bbox="145 264 373 365"><b>Accommodating strong population growth</b></p>        | <p data-bbox="448 264 1406 577">The City of Ryde’s Draft Local Strategic Planning Statement (LSPS) identifies Macquarie Park as a key growth area, with the City’s population projected to reach 160,000 by 2031. This growth will require approximately 17,000 new dwellings, much of which will be concentrated in Urban Activation Precincts such as North Ryde Station and Macquarie University Station. The LSPS emphasises directing higher-density development to locations well served by transport and services, while managing change to protect valued neighbourhood character and ensuring infrastructure delivery keeps pace with demand.</p> <p data-bbox="448 600 1406 734">The Community Strategic Plan 2035 (CSP) reinforces the need to balance growth with liveability, safeguarding neighbourhood character, heritage, and green spaces. It highlights the importance of ensuring that new development enhances the City’s appeal and supports community wellbeing.</p> <p data-bbox="448 757 1406 992">Most growth is expected in established centres including Macquarie University/Herring Road, Meadowbank, Eastwood, Ryde Town Centre, and West Ryde – areas with existing transport links, services, and infrastructure capable of supporting higher densities. The Draft Local Housing Strategy (LHS) outlines a master-planning approach and staged delivery to manage this growth, ensuring that housing supply is integrated with infrastructure provision and that local character is maintained.</p>   |
| <p data-bbox="145 1025 419 1093"><b>Providing diverse and affordable housing</b></p>  | <p data-bbox="448 1025 1406 1305">Meeting Sydney’s housing needs is a shared priority across State and local planning frameworks. The Greater Sydney Region Plan identifies the need to deliver 36,250 new dwellings each year to accommodate forecast population growth. This is supported by the NSW Housing 2041 Strategy, which seeks to provide diverse, affordable, and secure housing options across the State. The strategy recognises that the location, type, and cost of housing directly influence quality of life, including access to jobs, reduced commute times, and opportunities for community participation.</p> <p data-bbox="448 1328 1406 1529">State planning provisions, such as the NSW Housing State Environmental Planning Policy (SEPP), include specific incentives to encourage affordable housing delivery. For example, developments that dedicate at least 15% of total gross floor area to affordable housing can access a 30% floor space ratio bonus. These measures aim to integrate affordable housing into a range of developments and locations.</p> <p data-bbox="448 1552 1406 1933">Within the City of Ryde, the Local Strategic Planning Statement (LSPS), Community Strategic Plan (CSP), and Local Housing Strategy (LHS) collectively emphasise housing diversity, affordability for key workers, and integration with transport, services, and public spaces. Targets include ensuring 5% of all new dwellings are affordable by 2031, supported by contribution schemes, partnerships with community housing providers, and planning controls that encourage well-designed medium-density housing in appropriate locations. The strategies also respond to strong demand for smaller dwellings suited to couples, lone-person households, seniors, and students, while managing the impacts of the State’s Low Rise Medium Density Housing Code to ensure quality outcomes.</p> <p data-bbox="448 1955 1406 2089">Additionally, The City of Ryde’s Affordable Housing Policy sets a clear framework for delivering homes that are affordable to very low-, low-, and moderate-income households, defined as costing less than 30% of household income. The policy acknowledges significant housing stress in the area, with</p> |

| Theme  | Summary of findings  |
|--|--|
|  | <p>many residents in these groups unable to afford even the lowest-priced homes. In response, it sets out a range of measures, including requiring affordable housing in new developments, updating planning controls to encourage supply, establishing an Affordable Housing Fund, and safeguarding existing low-cost housing. A central target is the delivery of 750 new affordable homes for key workers by 2031.</p>  |
| <p><b>Delivering homes close to jobs, services and social infrastructure</b></p>  | <p>Macquarie Park is a nationally significant employment centre, contributing \$9.5 billion to the NSW economy and offering over 58,000 jobs. Locating housing near this hub, as well as near schools, health facilities, and open space, supports the “live and work locally” principle. The LSPS links housing growth to infrastructure provision, ensuring residents can access education, healthcare, recreation, and retail within short travel times. The City of Ryde’s Economic Development Strategy highlights the need for people to be within 30 minutes of their workplace from home.</p> <p>The CSP outlines how Ryde’s economic strength is anchored by the Macquarie Park Innovation District, a nationally significant hub contributing billions to the NSW economy. Locating housing near employment centres, schools, healthcare, recreation and retail supports the “live and work locally” principle. It highlights the need to protect employment lands from residential conversion, maintain vibrant commercial centres, and ensure residents can access essential services within short travel times.</p> <p>The LHS outlines how Ryde benefits from a high job-to-resident ratio, with major employment hubs in Macquarie Park, Eastwood and Ryde. Concentrating housing growth in and around these centres will maximise residents’ access to jobs, education, health services, shops and recreation. Centres are generally well served by public transport, schools, open space and community facilities, but some areas will require upgrades to meet the needs of a larger population.</p> <p>The LHS emphasises the importance of aligning housing delivery with infrastructure planning, using tools such as developer contributions, advocacy for State investment, and centre-specific infrastructure schedules to ensure that services and facilities keep pace with growth.</p> <p>Ryde’s Open space future provision strategy recognises that as the City of Ryde grows, particularly in centres such as Macquarie Park, Eastwood, Top Ryde and West Ryde, open space and recreation facilities must be planned as core social infrastructure alongside housing, jobs and services. In higher density areas, where private open space is limited, the focus is on ensuring residents are within a short walk of quality public open space. Structure planning for centres embeds these access standards, with 200 metres for high density and 400 metres for low to medium density areas.</p> <p>The Strategy also highlights the importance of leveraging partnerships with schools, Macquarie University and private recreation providers to expand access without relying solely on new land acquisitions, which are challenging in established areas. This approach ensures that as more people live close to jobs and services, they also have equitable access to the parks, sports facilities and community spaces that support wellbeing and social connection.</p> |
| <p><b>Supporting the 30-minute city</b></p>  | <p>The NSW Government’s vision of a 30-minute city is embedded in Ryde’s planning priorities within the LSPS. This means improving public and active transport connections so residents can reach jobs, services, and recreation within half an hour. Actions include enhancing bus and rail integration, expanding cycling and walking networks, and improving pedestrian safety. In</p>  |



Macquarie Park, a finer street grid and better public transport mode share are targeted to reduce congestion and improve accessibility.

Transport connectivity is a major community concern, with calls for improved public transport, active travel options and traffic management. The CSP supports the NSW Government’s 30-minute city vision, aiming for safe, accessible and convenient connections between homes, jobs, shops and services. Priorities include expanding pedestrian and cycling networks, enhancing public transport links, and advocating for infrastructure delivery ahead of housing growth. Similarly, Future Transport Strategy 2056 highlights a need to “focus on the role of transport in delivering movement and place outcomes that support the character of the places and communities we want for the future.” This is in aid of creating liveable communities that promote social inclusion and health and wellbeing, and views transport as a “placemaker” (NSW, 2022).

The LHS strategy supports the Greater Sydney vision of a “30-minute city” by focusing new housing in locations with excellent transport connections. Medium and high-density housing will be concentrated within walking distance of train stations, bus interchanges and potential light rail stops, ensuring most residents can reach jobs, education and services within half an hour. Building heights and densities will be designed to step down away from these nodes, creating a transition to surrounding lower-density areas. Improvements to active transport connections, pedestrian amenity and cycling infrastructure will reduce car dependence, improve local accessibility and enhance the liveability of neighbourhoods.

A key focus of the Ryde’s Open space future provision strategy is reducing the distance and time people need to travel to reach open space and recreation opportunities. By mapping current and future gaps, it identifies where new facilities or upgrades are needed so that most residents can walk to a local park or sports facility within the recommended distances. Macquarie Park, as a major employment hub, is a priority for significant new open space and recreation facilities to serve both its growing residential population and its large workforce, reducing the need for long trips to access sport and leisure.

The Strategy also integrates active transport into open space planning, with new green corridors, foreshore links and mid-block connections proposed to link homes, jobs and services via safe, shaded walking and cycling routes. A well-distributed network of sports fields, courts and aquatic facilities across the LGA supports the 30-minute city vision by enabling people to participate in recreation close to where they live and work.

**Promoting health and wellbeing through sustainable travel and pedestrian amenity**



The CSP revealed that traffic was the number one issue identified by every group in the community and that all major roads in the City of Ryde are at or near capacity during peak times. Traffic, congestion, and availability of parking limit access to centres and reduce liveability.

The CSP revealed that City of Ryde residents use their own car for 70% of the trips they make and almost 80% of people coming to the City of Ryde use their car.

Council aims to improve connectivity across the City of Ryde and improve accessibility to suburbs, centres, open spaces and places. Relieving traffic and congestion, reducing car use and increasing public transport, pedestrian and cyclist access to destinations across the city are key priorities, as discussed in the CSP.

The Waterloo Road Active Street Masterplan aims to create a legible, permeable and cohesive network of links with opportunities for social interaction and public amenity for pedestrian's cyclists.

The MPIPPS prioritises enriching the pedestrian experience by providing informal paths though and around buildings that take pedestrians away from major roads, as well as increase landscaping and the use of robust materials, fixtures and furniture. Opportunities to improve the quality of natural features and attributes of Country should also be considered.

A key principle of the Councils Social and Culture Infrastructure Framework is to locate facilities within 400 metres of regular public transport and to connect them to walking and cycling networks. This focus on proximity and integration encourages active lifestyles, reduces car dependency, and improves accessibility for all age groups. Facilities will be designed to be visible from the street, with active frontages and clear signage to encourage walk-in use. Streetscape integration and clustering with other services will make walking between destinations easier, safer and more appealing.

Ryde's Open space future provision strategy places strong emphasis on the role of open space in supporting physical activity, mental wellbeing and social connection. It adopts walkable access standards from the Government Architect NSW, ensuring that residents in low and medium density areas are within 400 metres of a park, and those in high density areas within 200 metres, with a minimum size of 1,500 square metres. Quality is as important as quantity, with upgrades to existing spaces prioritising lighting, shade, seating and accessible paths to make them more inviting and usable throughout the day and into the evening.

The creation of Green Grid connections will link parks, natural areas and centres through attractive walking and cycling routes, encouraging active travel as part of daily life. The Strategy also incorporates climate resilience measures, such as increasing tree canopy and integrating water-sensitive design, to create cooler, more comfortable public spaces. By combining accessibility, quality design and sustainable travel connections, the Strategy aims to make open space a driver of healthier, more active and socially connected communities.

**Celebrating Aboriginal Peoples and Culture**



The City of Ryde LSPS acknowledges the Wallumedegal clan of the Darug Nation as the area's first inhabitants, with deep cultural connections to the Parramatta River and surrounding lands. Heritage planning priorities include protecting Aboriginal sites, promoting awareness through interpretation projects, and embedding cultural heritage in public spaces. Initiatives such as heritage walking trails, public art, and place naming help celebrate Aboriginal history and ensure it remains visible in the evolving urban landscape.

Country centred design is part of the vision for Macquarie Park with the aim of embedding an understanding of Country and its people in the natural and built environment to help reconnect Macquarie Park with purpose and culture, as outlined in the Macquarie Park Innovation Precinct Place Strategy (MPIPPS).

The MPIPPS recognises the importance of making Darug culture more visible by exploring the integration of Darug language and symbols on signage, wayfinding, building names, new street names and public art.

The CSP acknowledges the Wattamattagal (Wallumedegal) clan of the Darug Nation as Traditional Custodians and commits to protecting and promoting Aboriginal heritage. Public art, cultural events, and storytelling are seen as vital to building a unifying identity that honours the City's rich history while

| Theme | Summary of findings   |
|-------|---|
|       | <p>welcoming new arrivals. The plan calls for inclusive spaces and programs that strengthen social connections, reduce isolation, and celebrate diversity.</p> <p>The LHS strategy recognises the importance of protecting and celebrating Aboriginal cultural heritage and connection to Country. Ryde’s natural features, including Lane Cove National Park and the Parramatta River, are integral to local identity and will be safeguarded as part of future growth planning.</p> <p>Engagement processes acknowledge the role of Aboriginal heritage in shaping local character, and place-based planning will incorporate design responses that honour these stories while creating inclusive and welcoming neighbourhoods.</p> |

### 3.3 Housing and household profile

A profile has been developed to understand the housing characteristics of Macquarie Park based on demographic data from the ABS Census 2021, Housing.id and the SGS Rental Affordability Index.

Per the ABS Census 2021, most Macquarie Park residents lived in flats or apartments (89.5%), a notable higher proportion than Ryde (44.6%) and Greater Sydney (30.7%). There were households in Macquarie Park who resided in separate houses, compared to 40.0% of households in Ryde and 55.8% in Greater Sydney. This indicates that Macquarie Park is a dense neighbourhood dominated by apartments.

In Macquarie Park, 65.8% of people rented their dwellings, which was significantly higher than Ryde (41.5%) and Greater Sydney (35.9%). Only 10.1% of residents in Macquarie Park owned their dwellings outright and a further 20.8% owned with a mortgage, which was considerably fewer than Ryde (26.0% and 29.6% respectively) and Greater Sydney (27.8% and 33.3% respectively).

The median weekly rent in both Macquarie Park and Ryde was \$460, which was similar to that of Greater Sydney (\$470). Median monthly mortgage repayments in Macquarie Park were \$2,340, which was slightly lower than Ryde (\$2,600) and Greater Sydney (\$2,427).

Within Macquarie Park, 36.8% of households had rent payment greater than 30% of their household income, representing a similar proportion to Ryde LGA (35.6%) and Greater Sydney (35.3%). Further, the proportion of households in Macquarie Park who had mortgage repayments greater than 30% of the household income (29.1%) was higher than Ryde LGA (22.7%) and Greater Sydney (19.8%). This suggests that there could be a considerable proportion of the local population experiencing housing stress.

ABS Homelessness data is not available at the suburb level but is available at the LGA level. Data for Ryde LGA indicates rates for all homelessness types (people living in improvised dwellings, tents or sleeping out; people residing in supported accommodation for the homeless; and people temporarily residing in another household) were notably lower than NSW. This indicates that homelessness is not a prominent issue in the Ryde LGA.

The **SGS Rental Affordability Index (2024)** demonstrates the rental situation across Australia. The analysis is based on ten common household profiles and associated indicative income and dwelling size.

The SGS Rental Affordability Index Dashboard indicates profiles by postcode, meaning Macquarie Park, North Ryde, and East Ryde (2113) are considered in the below analysis.

Table 10 Rental affordability in 2113 for 2024, 2nd Quarter

| Rental affordability                               | Household type  |
|--|---|
| Affordable   | Macquarie Park was not considered affordable for any studied profile. |
| Less than 15% of household income is used for rent |   |

| Rental affordability  | Household type   |
|---|--|
| Acceptable<br><i>Between 20% and 25% of household income is used for rent.</i>              | Macquarie Park was considered acceptable for: <ul style="list-style-type: none"> <li>Dual income couple with children</li> </ul>   |
| Moderately unaffordable<br><i>Between 25% and 30% of household income is used for rent.</i> | Macquarie Park was considered moderately unaffordable for: <ul style="list-style-type: none"> <li>Average rental household income in Greater Sydney</li> </ul>   |
| Unaffordable<br><i>Between 30% and 38% of household income is used for rent.</i>            | Macquarie Park was not considered unaffordable for any studied profile.  |
| Severely unaffordable<br><i>38% or more of household income is used for rent.</i>           | Macquarie Park was considered severely unaffordable for: <ul style="list-style-type: none"> <li>Hospitality worker</li> <li>Single income couple with children</li> <li>Single working parent</li> </ul>             |
| Extremely unaffordable<br><i>60% or more of household income is used for rent.</i>          | Macquarie Park was considered extremely unaffordable for: <ul style="list-style-type: none"> <li>Pensioner couple</li> <li>Student share house</li> </ul>  |
| Critically unaffordable<br><i>75% or more of household income is used for rent.</i>         | Macquarie Park was considered critically unaffordable for: <ul style="list-style-type: none"> <li>Single part-time worker parent on benefits</li> <li>Single pensioner</li> <li>Single person on benefits</li> </ul> |

Source: SGS Economics & Planning, 2024

## Summary

The housing profile of Macquarie Park is characterised by a very high proportion of flats and apartments. Given development in the area, and designation of Macquarie Park as a Transit Oriented Development precinct, the number of flats and apartments will continue to grow.

The area has a very high proportion of renters. The median rent in Macquarie Park was similar to the median rent of both Ryde and Greater Sydney. While the proportion of renters spending more than 30% of their household income on rent was similar to that of both Ryde and Greater Sydney, it suggests that a considerable proportion of residents are experiencing rental stress.

Ownership rates are significantly lower in Macquarie Park than in Ryde or Greater Sydney, and monthly mortgage repayments were slightly lower. Nonetheless, the proportion of households in Macquarie Park who made monthly mortgage repayments greater than 30% of household income was greater than both Ryde and Greater Sydney. This suggests that considerable proportion of people with mortgages are experiencing housing stress.

This financial strain to owners and renters can undermine community stability and increase vulnerability among at-risk groups. Addressing this balance through measures such as affordable housing could help alleviate stress for these vulnerable groups.

### 3.4 Demographic profile

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

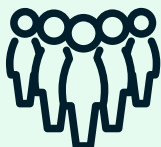
A demographic profile has been developed for Macquarie Park (‘local area’) based on demographic data from the Australian Bureau of Statistics Census of Population and Housing (2021), Profile.id, Transport for NSW Data by LGA, and ABS 2021 Estimating Homelessness Census. The demographic characteristics of Ryde LGA (‘regional area’) and Greater Sydney have been used, where relevant, to provide a comparison.

The community profile uses demographic data from the Australian Bureau of Statistics (ABS) Census of Population and Housing (2021), Forecast.id (2025), ABS NSW Bureau of Crime Statistics and Research (BOCSAR) (accessed for this SIA on 17 November 2025), ABS SEIFA Index (2021) and ABS Estimating Homelessness Census (2021). The below table outlines the demographic profile of Macquarie Park, as described above.

Table 11 Demographic profile

#### Population and age

**In 2021, there were 11,071 people living in Macquarie Park, representing 8.6% of the Ryde population.**




Macquarie Park had a younger median age (31 years) compared to Ryde LGA and Greater Sydney (both 37).

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The population of Macquarie Park is expected to grow significantly, with a total of 35,396 people in 2041, reflecting an increase of 24,263 people. The young workforce (people aged 25 to 34) was the dominant age group in Macquarie Park.

#### Culture and diversity

**0.7% of the residents in Macquarie Park identified as Aboriginal and/or Torres Strait Islander, which is comparable to Ryde (0.5%) but considerably lower than Greater Sydney (1.7%).**



A high proportion of Macquarie Park residents were born overseas (70.0%), compared to Ryde LGA (53.0%), Greater Sydney (43.2%) and NSW (34.6%). The top countries of birth include China (16.7%) India (10.2%) and the Republic of South Korea (4.0%).

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Macquarie Park was home to a large proportion of households who speak a language other than English at home (68.1%), compared to Ryde LGA (53.7%), Greater Sydney (42.0%) and NSW (29.5%), indicating high linguistic diversity. The top three non-English languages spoken are Mandarin (18.4%), Cantonese (6.6%) and Hindi (5.0%).

#### Education and qualifications



**More than half of Macquarie Park residents had completed a bachelor's degree or above (58.5%), compared to Ryde LGA (46.4%), Greater Sydney (33.3%) and NSW (27.8%), indicating a high level of educational attainment. The top fields of study in Macquarie Park were Management and Commerce (34.3%), followed by Engineering and Related Technologies (13.9%), and Information Technology (13.3%). Engineering and Related Technologies was also the second top field of study across Ryde LGA (12.8%), while Information Technology was the fourth top field (8.8%).**

A higher proportion (15.6%) of Macquarie Park residents completed year 12 as their highest educational achievement, compared to 14.8% in Ryde LGA and 14.5% in NSW. This is comparable to Greater Sydney (15.9%).

An additional 4.5% of Macquarie Park residents had a Certificate Level IV or III as their highest level of educational attainment. This was a lower proportion than Ryde LGA, which had 8.2% of people aged 15 and over with a Certificate level IV or III.

## Workforce and employment



**Macquarie Park had a higher level of participation in the labour force (68.8%) than Ryde LGA (63.8%) and Greater Sydney (60.0%).**

There was a high rate of unemployment in Macquarie Park (7.8%) compared to Ryde LGA (5.2%) and Greater Sydney (5.1%).

The most common industries of employment in Macquarie Park were Computer System Design and Related Services (7.4%), Higher Education (4.1%), and Banking (3.5%).

## Transport



**Due to the COVID-19 pandemic, 2021 census data is not a reliable indicator of contemporary transport use. Data from the 2016 and 2021 censuses may more accurately reflect transport use in the study area.**

**In 2016, 36.4% of residents in Macquarie Park used public transport to commute to work, compared to 10.3% in 2021.**

There were considerably fewer people in Macquarie Park who travelled to work by car as driver or passenger in 2016 (34.1%) than Greater Sydney (59.8%). This was lower in 2021, when 20.7% in Macquarie Park and 37.8% in Greater Sydney travelled to work by car.

## Income, housing and homelessness



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

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

**23.0% of residents within the Study Area owned their private dwelling outright, 38.7% owned it with a mortgage, and 35.2% rented it.**

The Study Area had a **higher median weekly rent** (\$500) than Liverpool LGA (\$400) and a **higher median monthly mortgage repayment** (\$2,500) than Liverpool LGA (\$2,200) and Greater Sydney (\$2,427).

27.1% of Study Area residents with a mortgage had repayments greater than 30% of household income. This was higher than Liverpool (23.0%) and Greater Sydney (19.8%).

Further, 42.1% of Study Area residents that were renting, had rental payments greater than 30% of household income. This was similar to Liverpool LGA (41.2%) but higher than Greater Sydney (35.3%).

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

## Advantage and disadvantage



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

Macquarie Park is ranked within the top 10% of suburbs within NSW in the Index of Relative Socio-economic Advantage and Disadvantage, though it ranks in the bottom 10% on the Index of Economic Resources. This indicates that Macquarie Park has many households with high incomes, higher qualifications, or more people in skilled occupations. It may also suggest that there are fewer households with low incomes, low qualifications, and unskilled workers.

## Health, wellbeing and disability



**There was a lower proportion of people with long-term health conditions in Macquarie Park, with 25.7% of the total population reporting having a long-term health condition compared to Ryde (30.8%) and Greater Sydney (34.9%).**

In Macquarie Park, of those with long-term health conditions, 6.0% had a long-term respiratory condition, including asthma or other lung conditions. 5.7% reported having a mental health condition, including depression or anxiety.

Of the total population of Macquarie Park, 3.7% (410 people) identified as having a need for assistance, whether due to old age, disability, or a long-term health condition. This was a smaller proportion than Ryde (4.7%) and Greater Sydney (5%). 5.7% of the population of Macquarie Park provided unpaid assistance to a person with an identified need for assistance.

Further, 5.7% of the population identified as having provided unpaid assistance to a person with an identified need for assistance, a slightly lower proportion compared to the Ryde LGA (10.1%) and Greater Sydney (10.6%).

## Crime and safety

**Crime data from BOCSAR suggests that the Macquarie Park suburb experiences generally lower rates of crime than Ryde and NSW averages.**



**Macquarie Park may be more susceptible to opportunistic and theft crimes, given the suburb's higher rates of theft incidences.**

Recent crime data highlights several offence types in which the City of Ryde LGA exceeds the NSW average. Between July 2024 and June 2025, the Ryde LGA recorded higher crime rates in the following categories:

- Assault (domestic and non-domestic);
- Break and enter dwelling;
- Break and enter non-dwelling;
- Steal from motor vehicle;
- Steal from dwelling;
- Steal from person;
- Malicious damage to property.

In addition, residential developments, particularly during construction, are often more susceptible to graffiti, theft, break-ins and inter resident conflict.

## 4 SIA field study

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

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

### Summary of engagement activities

Table 12 Methods of engagement and consultation

| Method  | Administered                                 | Timeframes                                   | Invited  | Participated                                  |
|---|--|--|--|---|
| <b>SIA Field study activities</b>                                   |  |  |  |   |
| Community survey  | Online; distributed via Community Newsletter | Between 29 October 2025 and 26 November 2025 | Neighbouring commercial and residential properties           | 184 completed responses                       |
| Interview with representatives of City of Ryde Council              | Online via videoconference                   | 21 November 2025                             | Representatives of City of Ryde Council                      | Three representatives of City of Ryde Council |
| Invitation to interview; Macquarie University                       | Online via email; phone call                 | Between 19 January and 26 January 2026       | Representative of Macquarie University                       | 0 responses received                          |
| Invitation to interview; Connect Macquarie Park Innovation District | Online via email; phone call                 | Between 20 January and 26 January 2026       | Representative of Connect Macquarie Park Innovation District | 0 responses received                          |
| Invitation to interview; The GPT Group                              | Online via email                             | 27 January 2026                              | Representative of The GPT Group                              | 0 responses received                          |

## 4.1 In-depth interview with representatives of Ryde City Council summary of findings

An online meeting was held with representatives Ryde City Council on 21 November 2025. Key feedback from the representatives relevant to the assessment of social impacts (positive and negative) is summarised in the table below.

Table 13 City of Ryde interview thematic findings

| Key themes                             | Feedback summary   |
|--|--|
| Demographic change and housing needs   | <ul style="list-style-type: none"> <li>The City of Ryde is undergoing significant demographic change, with strong growth in multicultural communities, an increasing student population linked to nearby education institutions, and more young working households choosing apartment living. At the same time, seniors are seeking well-located, walkable housing options that allow them to remain connected to services and community life.</li> <li>This shift is creating demand for a broader mix of housing types and tenures, including affordable and diverse options. Council recognises the opportunities this presents but is mindful that housing growth must be matched with the right infrastructure and services to maintain liveability.</li> </ul> |
| Infrastructure capacity and delivery   | <ul style="list-style-type: none"> <li>Social infrastructure in parts of Ryde, particularly Macquarie Park, is already under pressure. Childcare centres, schools, healthcare services, open space, and recreation facilities are operating close to or at capacity.</li> <li>Council emphasises that without timely delivery of new or upgraded infrastructure, further population growth will exacerbate these pressures. They see infrastructure provision as a critical factor in sustaining quality of life for both new and existing residents and expect developers to contribute to meeting these needs through planning agreements and contributions.</li> </ul>  |
| Cumulative impacts of development      | <ul style="list-style-type: none"> <li>The scale and pace of development in the precinct means that individual projects cannot be considered in isolation. Council is concerned about the combined effect of multiple high-density developments on transport networks, open space, community facilities, local character, and amenity.</li> <li>They note that these cumulative impacts can erode liveability if not addressed through coordinated planning and infrastructure delivery. Council is seeking a more strategic, precinct-wide approach to managing growth, rather than piecemeal responses to individual proposals.</li> </ul>   |
| Construction-related impacts           | <ul style="list-style-type: none"> <li>With several large projects already underway, Council is conscious of the disruption that additional construction will bring. Anticipated impacts include noise, dust, traffic congestion, and reduced pedestrian safety, particularly around busy streets and public spaces.</li> <li>These effects are likely to be magnified by the overlap of multiple construction programs in the area. Council expects developers to plan for and mitigate these impacts through careful staging, traffic management, and clear communication with the community.</li> </ul>   |
| Design preferences and social outcomes | <ul style="list-style-type: none"> <li>Council supports design approaches that enhance safety, social interaction, and wellbeing. They favour residential layouts that incorporate balconies overlooking public spaces and streets to improve passive surveillance and perceptions of safety.</li> <li>Developments should also include accessible, high-quality open space and communal amenities that encourage recreation and social connection,</li> </ul>   |

| Key themes                            | Feedback summary   |
|---------------------------------------|--|
|                                       | benefiting both incoming residents and the wider community. Council sees these design elements as essential to fostering social cohesion in higher-density environments.   |
| Engaging with developers for accuracy | <ul style="list-style-type: none"> <li>▪ Council relies on accurate, up-to-date information from developers to inform strategic planning, contribution plans, and community needs assessments. They are seeking a collaborative approach where developers share clear data on the likely population yield of both individual projects and communal developments.</li> <li>▪ This will help ensure that infrastructure and services are planned and delivered in step with housing growth, supporting liveability for both new and existing residents.</li> </ul> |

## 4.2 Community survey summary of findings

An SIA survey was developed to understand the project's potential impacts and the community stakeholders' perspectives on mitigation and enhancement measures. The survey was promoted via a community newsletter distributed to nearby residents and businesses on Tuesday, October 28, 2025, which included a QR code linking to the survey and an invitation to attend a community webinar on Wednesday, 19 November 2025.

A total of 605 people viewed the survey, and 248 undertook the survey. Of these, 184 completed the survey. Of these respondents, 97.09% were residents of Macquarie Park, 5.83% were workers or business owners in a neighbouring or nearby property, 6.80% were regular visitors to the area, and 1.46% were residents of a nearby suburb.

The responses were read to identify themes for each survey question, and the total number of responses corresponding to these themes was recorded to analyse the responses.

Key themes that were raised by respondents in the community survey are summarised in Table 16 below.

Table 14 Community survey thematic findings

| Theme  | Description   |
|--|---|
| Convenience, Local Access, and Everyday Liveability        | <p>Many survey respondents highlighted the importance of being within walking distance of essential services, including shops, cafés, medical centres, and Macquarie Centre. Respondents valued the area's convenience particularly access to the metro, buses, and employment opportunities, but noted that these systems are increasingly reaching capacity.</p> <p>Several respondents expressed concern that daily amenities could become overstretched without coordinated upgrades, particularly as population density increases.</p>   |
| Need to protect green spaces, tree canopy and biodiversity | <p>Respondents frequently raised the high value they place on local green spaces, native bushland and the tree canopy that contributes to neighbourhood character. Many referenced the importance of Shrimpton's Creek as an ecological corridor and emphasised the need to protect endangered plant species and existing habitat areas.</p> <p>Concerns were raised about overshadowing, heat impacts, loss of natural views and reduced biodiversity caused by dense, high-rise development. Several respondents expressed a desire for enhanced green spaces, green roofs and increased share and recreation opportunities to support wellbeing.</p> |

| Theme   | Description   |
|---|---|
| <p>Preserving neighbourhood character, scale and visual identity</p>  | <p>Many respondents commented that the existing mix of mid-rise buildings, landscape setback and quiet residential streets contributes to a distinct local identity they wish to retain. Respondents were concerned that proposed building heights, especially towers exceeding 30 to 60 storeys could substantially change the skyline, dominate views, and disrupt the existing balance between the built environment and natural landscape.</p> <p>Some respondents emphasised that the neighbourhood already contains more than enough high-rise development and feared that further intensification would compromise the sense of the place.</p> |
| <p>Community cohesion, safety and cultural identity</p>               | <p>A recurring theme was the areas strong sense of community, with respondents noting multicultural friendly nature of residents and the relationships built with neighbours and small businesses.</p> <p>Some respondents feared that rapid densification could weaken community cohesion, increase transient populations and contribute to antisocial behaviour, especially around metro stations and quieter streets at night.</p>   |
| <p>Scale and appropriateness of development</p>                       | <p>Many respondents supported new development in principle but emphasised the need for balanced and appropriately scaled buildings that respected existing neighbourhood character. Respondents generally felt that mid-rise buildings (12-20 storeys) were more suitable for the area than high-rise towers.</p> <p>There was concern that large-scale proposals were driven by developer interests rather than community needs, and that cumulative impacts were not being fully considered. Some respondents expressed support for development only if it delivered meaningful community benefits.</p>   |
| <p>Transport capacity, traffic and accessibility</p>                  | <p>Transport pressure emerged as one of the strongest issues. Respondents described overcrowding on the metro during peak times, long waits for buses and heavy traffic congestion along key routes such as Waterloo Road, Herring Road, Talavera Road and Lane Cover Road.</p> <p>Many respondents believed that local roads are already strained and may not safely accommodate further growth. Concerns also included emergency vehicle access, heavy vehicles during construction, reduced visibility at intersections and the need for improved pedestrian and cycling infrastructure.</p>   |
| <p>Need for upgraded infrastructure and essential services</p>        | <p>A significant proportion of respondents felt that local infrastructure including schools, childcare, healthcare services, community facilities and parklands is already operating at or beyond capacity. Many stressed that additional housing must be supported by substantial investment in education, healthcare, utilities and public space expansion.</p> <p>Respondents frequently noted that new developments should contribute meaningfully to infrastructure upgrades rather than place additional pressure on existing services.</p>   |
| <p>Desire for more community facilities and social infrastructure</p> | <p>Respondents expressed a need for more localised services including childcare, primary schools, libraries, recreation centres, medical facilities and safe public gathering places.</p> <p>Several respondents wished to see more family-friendly amenities. There was also an interest on increasing small businesses and dining options that support a vibrant local community rather than relying solely on Macquarie Centre.</p>  |

| Theme   | Description   |
|---|---|
| Concerns about noise, construction impacts and prolonged disruption | <p>Respondents raised concerns about extended construction periods due to the number of large-scale developments planned in the area. Concerns included noise, dust, vibration, heavy traffic and general disruption to residents.</p> <p>Respondents emphasised the need for clear communication, strict construction hours, dust suppression measures and well-managed traffic control to protect neighbourhood safety and liveability.</p>   |
| Housing diversity, affordability and sustainability                 | <p>Respondents believed the proposal could introduce a range of housing options suitable for students, professionals and families. However, many respondents expressed scepticism that new developments would deliver genuinely affordable housing.</p> <p>Suggestions included providing more family-sized apartments, diverse unit layouts and improved access to local services such as childcare and community centres. Respondents felt that housing affordability must be paired with social infrastructure to ensure equitable outcomes.</p> |
| Economic impacts and local business opportunities                   | <p>Respondents acknowledged that new development could increase foot traffic and support local businesses. Some suggested that more diverse retail, hospitality and commercial opportunities could help create a lively urban centre.</p> <p>In contrast, some respondents were concerned that increasing density without sufficient infrastructure could strain existing businesses and diminish overall quality of life. They stressed the importance of development that supports and enhances, rather than overburdens the local economy.</p>   |
| Environmental sustainability and climate resilience                 | <p>Respondents had concern about transparency in decision-making and whether community feedback would meaningfully influence outcomes. Respondents expressed frustration with perceived developer influence, repeated changes to planning controls and lack of clarity about long-term infrastructure commitments.</p> <p>Many emphasised that the community wants a stable, fair planning framework that prioritises liveability and environmental stewardship.</p>  |
| Impacts on vulnerable groups  | <p>Respondents raised concerns relating to local residents who rely heavily on safe, accessible public spaces and consistent transport. Many felt that rapid intensification would disproportionately impact these groups and called for more inclusive, equitable planning approaches</p>  |

### 4.3 Key implications of SIA field study findings

This section outlines the key social impacts identified by participants throughout the SIA field study and engagement activities. All consultation activities sought to understand participants' views of their community and to identify how the proposal may impact it. Participants identified both positive and negative impacts, along with opportunities to mitigate or enhance them, as shown in Table 15.

Table 15 Identified positive impacts, negative impacts and opportunities

| Positive impacts  | Negative impacts  | Opportunities   |
|---|---|---|
| <ul style="list-style-type: none"> <li>Potential to deliver a greater mix of housing types that respond to demographic change, including</li> </ul> | <ul style="list-style-type: none"> <li>Perceived increased pressure on existing social infrastructure, including</li> </ul> | <ul style="list-style-type: none"> <li>Integrate timely contributions towards social infrastructure to align</li> </ul> |

| Positive impacts  | Negative impacts  | Opportunities  |
|---|---|--|
| <p>students, young workers, families and seniors seeking well-located housing.</p> <ul style="list-style-type: none"> <li>▪ Increased population may support local businesses, services and employment, contributing to a more active and vibrant centre.</li> <li>▪ Opportunity for improved urban design, including high-quality communal spaces, passive surveillance and improved public realm outcomes that enhance safety and wellbeing.</li> </ul> | <p>schools, childcare, healthcare, open space and transport, which many stakeholders consider already at or near capacity.</p> <ul style="list-style-type: none"> <li>▪ Concern of the risk of cumulative impacts from multiple developments.</li> <li>▪ Construction-related impacts such as noise, dust, and traffic disruption.</li> <li>▪ Concern over reduced pedestrian safety, particularly where construction periods overlap.</li> <li>▪ Perceived potential for erosion of community cohesion and perceptions of safety associated with rapid densification.</li> </ul> | <p>population growth with community needs.</p> <ul style="list-style-type: none"> <li>▪ Opportunity through communication to manage cumulative impacts.</li> <li>▪ Incorporation of CPTED design measures that support safety and liveability.</li> <li>▪ Improved public realm landscaping.</li> <li>▪ Opportunity to implement robust construction management and communication strategies to minimise disruption and maintain community trust.</li> </ul> |

# 5

## **Social locality**

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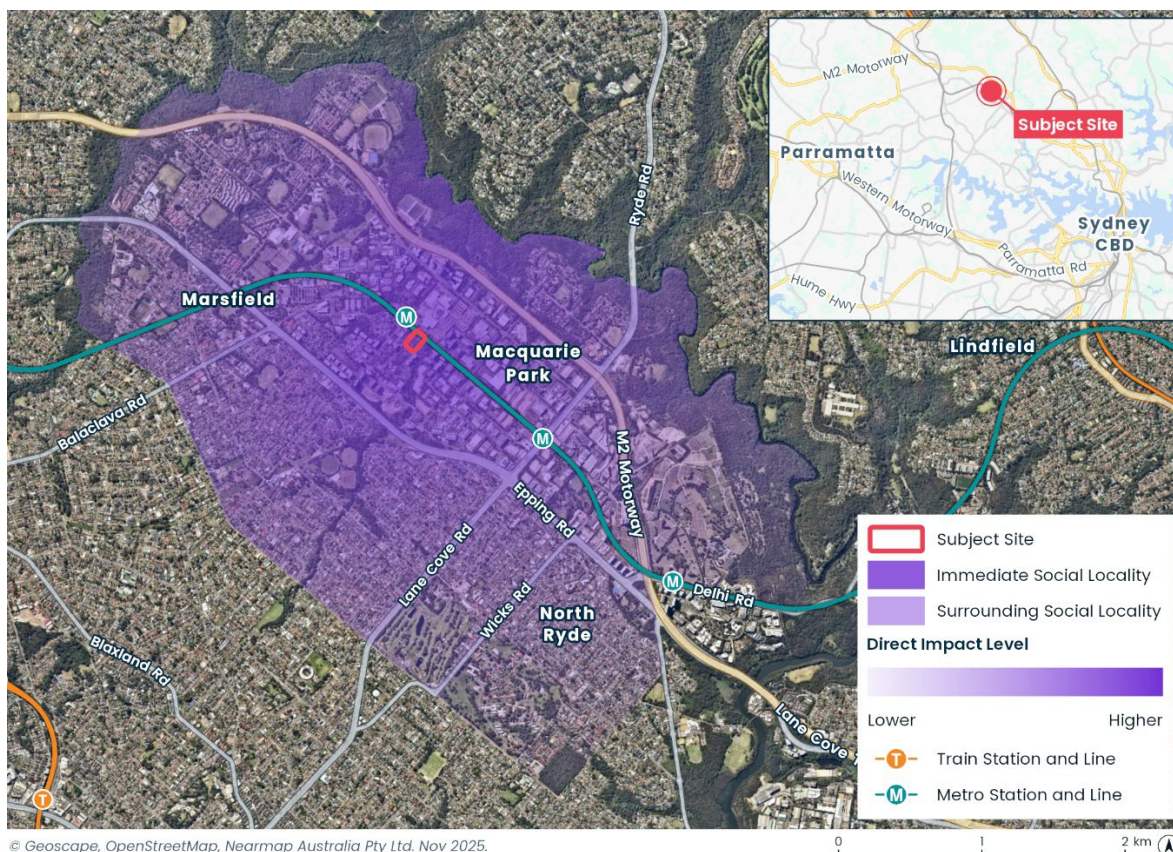
# 5 Social locality

A social locality helps identify the scale and nature of the proposal's likely social impacts and the groups that are likely to be affected. The proposal's likely social locality was determined based on a preliminary review of the proposal, the surrounding context and early consultation outcomes.

The social locality considers three key areas and likely impacted groups. These include:

- **Immediate social locality:** This area includes communities that may be directly impacted by the proposal, including future construction workers, data centre workers, nearby residents, visitors and other land-uses surrounding the site. These groups may experience localised impacts such as visual, noise, dust and changes to the traffic and pedestrian network during construction and operation. Key land-uses (and their users) of note include Macquarie University, Dunmore and Robert Menzies College, Mini Masterminds Childcare, Elouera and Wilga Parks, and Macquarie Centre.
- **Surrounding social locality:** This area includes communities that may be either directly or indirectly impacted by the proposal, including in relation to access to new local employment opportunities and impacts to the activation and character of the local area. This includes residents, students, workers and visitors. Key land-uses (and their users) of note include M Park Innovation Precinct.
- **Broader social locality:** This consists of the City of Ryde LGA community and beyond who will primarily be impacted by the provision of new, diverse rental accommodation and employment opportunities provided by the proposal.

Figure 6 Social locality



Source: Urbis, 2025

6

**Social  
impact  
assessment**

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# 6 Social Impact Assessment

This chapter provides a ranking of the identified social impacts of the Proposal. It is structured by the social impact categories outlined in the SIA Guideline (DPHI 2025) – as shown in Table 17 below.

## 6.1 Assessment approach

Each impact is assessed in accordance with the risk assessment methodology applied in the SIA Guideline Technical Supplement, whereby the significance of 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 16 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)

Figure 7 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: SIA Guideline: Technical Supplement (DPHI, 2025, p.17)

Table 17 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 18 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 19 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 Section 7.

## SIA recommendations

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

## 6.2 Assessment of impacts across 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 Increased supply of affordable and diverse housing options

| Affected stakeholders   | Duration of impact |
|---|--------------------|
| Incoming residents from the surrounding and broader social locality, existing residents from the surrounding and broader social locality. | Operation          |

#### Assessment – without mitigation: High positive

The Greater Sydney Region Plan identifies the need to deliver 36,250 new dwellings each year to accommodate forecast population growth. The NSW Housing 2041 Strategy and the City of Ryde’s LSPS, CSP, and LHS collectively emphasise the provision of diverse, affordable, and secure housing options. They recognise that the location, type, and cost of housing directly influence quality of life, including access to jobs, reduced commute times, and opportunities for community participation. Additionally, the City of Ryde’s Affordable Housing Policy sets a clear framework for delivering affordable homes for very low-, low-, and moderate-income households, defined as costing less than 30% of household income. The policy acknowledges significant housing stress occurring across the LGA, with many residents in these income-bracket households unable to afford even the lowest-priced homes.

Consultation undertaken as part of the SIA Field Study highlighted Councils’ support for the inclusion of diverse housing types, including affordable housing options.

The proposal includes the delivery of two residential towers, delivering a total of 858 apartments, including 60 affordable housing units and includes a diverse range of housing typologies, from one to three bedrooms. The proposal will contribute to increasing the supply of diverse and affordable housing in Macquarie Park, aligning with the area’s strategic vision. The inclusion of varied dwelling types will create diverse housing options to support a variety of household compositions, lifestyle preferences and income levels. This mixture of housing helps to diversify housing opportunities for the community and minimise over-densifying the area.

The provision of additional housing on the site will also help address the demand for housing in NSW, thereby alleviating pressures associated with demand for housing. People may experience greater access to housing in an area identified as strategically important, potentially improving convenience and access to jobs, services, and transport.

Given the proposal’s alignment with strategic housing objectives and the inclusion of affordable, diverse dwelling types, the unmitigated impact is assessed as **high positive**, given the likely likelihood and moderate magnitude.

#### Assessment – with mitigation/ enhancement: High positive

The proposal includes a diverse range of housing typologies, from one to three bedrooms. The diversity of sizes has the potential to accommodate the needs of different vulnerable groups seeking affordable housing, particularly families and multigenerational households.

Additionally, to ensure that the provision of affordable housing is delivered and managed appropriately, the Proponent intends to continue existing partnerships with an accredited Community Housing Provider (CHP).

The enhanced impact is assessed as **high positive**, given the likely likelihood and moderate magnitude.

#### SIA recommendations – additional social mitigations

- Consider working with the appointed Community Housing Provider to prepare a tailored Operational Management Plan to guide the fair, safe, and effective management of the affordable dwellings. This plan should set out clear processes for tenant selection, community safety, and tenancy support, while ensuring the housing remains secure, well-managed, and responsive to local needs over time.

### 6.2.1.2 Potential disruption to current residents' daily living patterns

| Affected stakeholders                                   | Duration of impact |
|---|--------------------|
| Current tenants of the existing buildings               | Construction       |
| <b>Assessment – without mitigation: Medium negative</b> |                    |

The NSW Social Impact Assessment Guideline recognises that displacement caused by a redevelopment can have significant social consequences, particularly where it impacts established social networks, access to services, and a sense of place. The City of Ryde CSP and LSPS emphasise the importance of housing stability and continuity for supporting community cohesion and wellbeing. These documents also highlight the need to manage change sensitively, especially in areas undergoing significant redevelopment such as Macquarie Park.

The proposal will require the demolition of the four existing residential flat buildings at 15–21 Cottonwood Crescent, which are currently occupied. These residents will be directly displaced by the redevelopment and will need to relocate to other housing in the local area or beyond. This process is likely to disrupt established daily routines, social networks, and access to familiar services and amenities. In addition, the transition period before demolition, including uncertainty about timelines, may increase stress for some residents. It is acknowledged that some tenants entered short-term leases knowing redevelopment was planned and this may reduce the impact for those individuals.

Given the displacement of existing tenants and the potential disruption to established routines and social networks, the unmitigated impact is assessed as **medium negative**, given the likely likelihood and minor magnitude.

|  |
|--|
| <b>Assessment – with mitigation/ enhancement: Low negative</b> |
|--|

The proponent has indicated that the relocation of the renters will be arranged by the respective individuals as their tenancies end. According to the proponent, current residents have received notice to provide ample relocation time. With consideration to this, the mitigated impact is assessed as **low negative**.

|  |
|--|
| <b>SIA recommendations – additional social mitigations</b> |
|--|

- Continue the ongoing stakeholder engagement and support for the relocation process.

## 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 Changing demographic profile

| Affected stakeholders   | Duration of impact |
|---|--------------------|
| Incoming and existing residents and workers in the immediate, surrounding and broader social locality | Operation          |
| <b>Assessment – without mitigation: Low positive</b>  |                    |

Macquarie Park is undergoing demographic and social change, driven by new residential development that is introducing a broader mix of residents. The community profile is shifting from a predominantly worker- and student-based population to a more permanent, diverse residential base. This transition is contributing to greater cultural diversity, new social networks, and a more dynamic local character. As the population grows and diversifies, community relationships and shared values will continue to evolve. While new residents bring fresh perspectives and energy, these changes can also reshape existing social bonds. Supporting a sense of belonging, inclusion, and mutual respect will be essential to maintaining community cohesion.

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The proposal will deliver 858 new dwellings in Macquarie Park. Based on the demographic profile outlined in Section 4, the incoming population is expected to consist primarily of young families and young professionals. While broadly consistent with the existing profile, the scale of growth in this age group is likely to contribute to a gradual shift in the area's demographic composition.

During consultation with the City of Ryde it was highlighted that the Ryde is experiencing significant demographic change, including strong growth in multicultural communities, an increasing student population linked to nearby education institutions, and more young working households choosing apartment living. At the same time, seniors are seeking well-located, walkable housing options that enable them to remain connected to services and community life. Additionally, it was noted that this shift is creating demand for a broader mix of housing types and tenures, including affordable and diverse options. Council recognises the opportunities this presents, while noting that housing growth must be supported by appropriate infrastructure and services to maintain liveability.

The proposal includes 10% affordable housing of the uplift for a minimum of 15 years. Housing diversity and choice are important in supporting community cohesion. Research by the Australian Housing and Urban Research Institute (AHURI, 2020) indicates that mixed-tenure housing can lead to improved management, enhanced amenities, and stronger community attachment. This approach can help integrate new residents while maintaining strong community ties.

The introduction of new residents can enrich the social fabric by bringing new ideas, skills, and opportunities for connection and resilience, and it may also alter the demographic and economic landscape. These shifts can influence local community dynamics.

Given the scale of demographic change and the potential for an enriched social fabric alongside shifts in community dynamics, the unmitigated impact is assessed as **low positive**, given the possible likelihood and minor magnitude.

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#### **Assessment – with mitigation/ enhancement: Medium positive**

*From Mixed Tenure Development to Mixed Tenure Neighbourhoods*, published by AHURI (2023) indicates that new mixed tenure developments and communities should be designed for social interaction, regardless of their tenure mix, as well as offering privacy with design guidelines that make people run into each other at shared entrances, seating, shelter, paths, recreation, communal, open and parking spaces to minimise feelings of tenure segregation based on socio-economic disparities. Challenges related to feasibility and ongoing management costs for community housing providers are also acknowledged in this research (AHURI 2023) and provide long-term strategies to minimise ongoing maintenance and management liabilities. An example includes using robust, durable materials to reduce maintenance costs, ensure durability and functional resilience.

The Landscape Report by Place Design Group (2026) shows how the landscape plans support development enabled by the Concept SSDA. The plans detail the indicative provision of communal open spaces, located on level 4 and amenities for residents, including significant public domain embellishment. Specifically, the podium roof terrace will feature active uses, including a pool, lawn, and dining areas. Level four of both Cottonwood Tower and Waterloo Tower will provide communal spaces for residents, supporting social interaction within the development.

Given the above, it is recommended that the proponent further consider design and management strategies that enable equitable access to internal communal areas for both affordable and market housing residents. However, it is acknowledged that maintenance of communal areas can be costly, particularly for community housing providers.

With consideration to the extensive communal space provided within the proposal's design and the enhanced public domain, The mitigated impact is assessed as **medium positive**, given the likely likelihood and moderate magnitude.

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#### **SIA recommendations – additional social mitigations**

- Consider incorporating community-building initiatives such as welcome events, holiday events or cultural programs to foster connections between new and existing residents.
  - To ensure equitable access to communal areas, and residential amenity, it is recommended that the proponent test various management approaches and cost-sharing agreements with the selected community housing provider during the detailed design stage to maximise opportunities to actively support community cohesion amongst future residents.
-

## 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 Increased demand for community services and facilities

| Affected stakeholders  | Duration of impact |
|--|--------------------|
| Incoming residents and existing residents, visitors and workers in the social locality | Construction       |

#### Assessment – without mitigation: Medium negative

Access to community services and facilities is essential to support people’s quality of life and health. Community services and facilities provide places for social connection, opportunities for learning and participation, and access to support that meets the diverse needs of the community.

As noted, the proposed development will deliver 858 dwellings. These future residents will require access to a range of community services and facilities for sport, leisure, and community activities. The increase in dwellings will contribute to cumulative pressure on existing infrastructure, particularly given the Macquarie Park LGA’s forecast population growth from 11,071 in 2021 to 35,369 by 2041. Integrating communal spaces and recreational spaces in the development would help meet some of this anticipated demand.

Ryde City Council’s local policies and strategies highlight the need to expand and enhance facilities, including community spaces, cultural venues, health services, and areas for active and passive recreation, to meet the needs of a growing population.

Consultation with Ryde City Council highlighted that social infrastructure in parts of Ryde, particularly Macquarie Park, is already under significant pressure, with childcare, schools, healthcare, and recreation facilities operating at or near capacity. Without timely investment in new or upgraded facilities, further population growth is expected to intensify these pressures, impacting quality of life for both new and existing residents, making developer contributions through planning agreements essential.

Community feedback also stressed concerns that daily amenities could become overstretched without coordinated upgrades, particularly as population density increases. Respondents emphasised that any additional housing should be supported by substantial investment in schools, healthcare, community facilities, utilities, and public spaces to prevent further strain on already stretched local services and facilities.

Given the forecast population growth and existing capacity pressures on local services, the unmitigated impact is assessed as **medium negative**, given the possible likelihood and moderate magnitude.

#### Assessment – with mitigation/ enhancement: Low negative

The Landscape Report prepared by Place Design Group (2026) outlines the planned provision of communal and recreational spaces within the development. Level 4 will feature significant public domain embellishments such as seat areas, BBQ facilities, alfresco dining opportunities and a pool for recreation and leisure. These spaces will offer residents accessible opportunities for sport and leisure, supporting health and wellbeing, fostering social connections, and contributing to a strong community identity as Macquarie Park continues to grow.

Due to the scale of the proposal and the expected incoming population to both the site and the wider Macquarie Park suburb, the increased demand for community services and facilities is anticipated to persist. The influx of residents from the development is likely to place additional pressure on schools, health services, childcare, community facilities and other essential services, which may reduce access and quality for both new and existing members of the community.

The developer will be making contributions to the Local Government Area through contributions plans; however, details of these contributions were not available at the time of writing this report. It is expected, the proposal will make development contributions in accordance with applicable contributions plans, which are expected to support the delivery and upgrade of local community services and facilities to accommodate population growth in Macquarie Park.

With the inclusion of communal and recreational spaces, but ongoing pressure on essential services, the mitigated impact is assessed as low negative, given the possible likelihood and minimal magnitude of increased demand for public services by the potential residents of this development, given the scale of contributions to community services and facilities likely.

**SIA recommendations – additional social mitigations**

- No further recommendations at this time.

**6.2.3.2 Access to open space**

| Affected stakeholders  | Duration of impact |
|--|--------------------|
| Immediate social locality, including neighbouring residents, workers and visitors. Particularly those with long-term respiratory or mental health conditions | Operation          |

**Assessment – without mitigation: Low negative**

Open spaces provide accessible places for people to relax, socialise, and exercise outside their homes, fostering opportunities for social connection and community activities. These spaces are particularly important for groups who may have limited access to private outdoor areas – such as families with children, young people, and older residents – and for those living in higher-density housing.

In Macquarie Park, the median age is 31 years, with a dominant cohort of young adults aged 25–34, alongside a growing number of young families. The area is also characterised by a very high proportion of apartment living (almost 90% of dwellings are flats) and a high share of rental households (65.8%). These factors mean that many residents have little or no private open space, increasing reliance on public parks and recreation areas for play, exercise, and socialising.

Given this demographic profile – younger households, a concentration of working-age adults, and families in high-density dwellings – demand for accessible, high-quality open space is likely to be strong. This is consistent with Ryde’s Open Space Future Provision Strategy, which emphasises the need for well-located, well-designed public open space within walking distance in higher-density areas.

The proponent has indicated that they will pay developer contributions in lieu of providing a new recreational facility and will upgrade and improve the existing green space on-site. These works will enhance the quality, amenity, and usability of the open space within the development footprint, while maintaining and improving the interface with the adjacent Elouera Reserve. This means the proposal will not reduce existing open space provision and will deliver improvements to the public domain that benefit both incoming residents.

During consultation, Ryde City Council emphasised the importance of incorporating accessible, high-quality open space and communal amenities in new developments to support recreation, social connection, and community cohesion in higher-density areas. Council noted that open space in Macquarie Park is already heavily utilised, and that population growth will place further pressure on these areas. The proposed upgrades to the site’s green space and embellishments to the public domain will help offset this pressure by improving the quality and accessibility of local open space.

Given the high value placed on local green spaces, the strong demand profile, and the commitment to upgrade and improve existing green space, the unmitigated impact is assessed as **low positive**, given the possible likelihood and minor magnitude.

**Assessment – with mitigation/ enhancement: Low positive**

The Landscape Report prepared by Place Design Group (2026) notes that while the development includes areas for leisure and passive recreation, it improves the open space within the site and will rely on its proximity to existing public open spaces. Residents will have immediate access to Elouera Reserve and be within a short walk of Quandong Reserve, Wilga Park, and Cottonwood Reserve, offering strong connections to local green spaces. The ground floor

public domain will feature embellishments that link the development to Elouera Reserve, creating well-designed spaces for relaxation and informal social interaction.

With proximity to existing reserves and public domain linkages, the mitigated impact is assessed as **low positive**, given the likely likelihood and minor magnitude of the improved access to open space.

#### SIA recommendations – additional social mitigations

- No further recommendations at this time.

### 6.2.3.3 Traffic impacts during construction and operation

| Affected stakeholders   | Duration of impact        |
|---|---------------------------|
| Immediate social locality, including neighbouring residents, workers and visitors | Construction<br>Operation |

**Assessment – without mitigation: Negligible**

Construction activities have the potential to alter local traffic conditions, affecting how easily people can travel, access services, and complete daily routines, which may in turn impact wellbeing. Further, future residents of the proposal may contribute to increased traffic and congestion in the surrounding area.

During stakeholder and community consultation, Ryde City Council and community members raised concerns that heavy vehicle movements during construction could worsen existing transport pressures, reduce visibility at intersections, and impede emergency vehicle access. These impacts are expected to compound congestion on already busy roads, particularly around Macquarie Centre and the metro line, and may affect pedestrian safety in high-traffic areas. Careful traffic management, safety measures, and clear communication will be essential, with construction management plans playing a key role in minimising disruption for residents, visitors, and workers.

The Transport Impact Assessment (TIA) (2025) prepared by JMT consulting states that the site has strong access to nearby public transport, with Macquarie University metro station approximately 200m away, or a 2 to 3-minute walk. Bus stops are located on Herring Road and Waterloo Road, close to the site. The site's proximity to transport options provides access to surrounding residential areas and Sydney's CBD.

The TIA finds that the variety of arrival and departure routes available to residents will help distribute traffic more evenly, reducing congestion and maintaining accessibility for the wider community. Traffic modelling shows that all intersections are expected to retain their current level of service even when accounting for background traffic growth from other developments in Macquarie Park, supporting safe and efficient movement for residents, workers, and visitors.

Given the site's strong public transport access and traffic modelling outcomes, this unmitigated impact is assessed as an unlikely likelihood and minimal magnitude, and is therefore **negligible**.

#### Assessment – with mitigation/enhancement: Low positive

To address potential impacts during the construction phase, the TIA (2025) includes a Preliminary Construction Traffic Management Plan (CTMP) outlining measures to minimise impacts on pedestrian and vehicle movements. Effective traffic management during construction is critical to maintaining safety, reducing congestion, and ensuring that residents, workers, and visitors can continue to move through the area with minimal disruption. This is particularly important given the site's proximity to Macquarie Centre, the metro station, and other high-activity areas, where well-managed construction traffic could help maintain accessibility, local business activity, and community amenity.

To support access, safe, and sustainable transport during the operational phase, the TIA (2025) includes a Preliminary Green Travel Plan (GTP) that sets out measures to improve pedestrian and traffic movement while encouraging the use of public and active transport. Implementing a GTP would reduce reliance on private vehicles, ease congestion, lower environmental impacts, and improve accessibility for residents, workers, and visitors.

With the implementation of the Construction Traffic Management Plan and Green Travel Plan, the mitigated impact is assessed as a possible likelihood and minor magnitude, and is therefore a **low positive**.

## SIA recommendations – additional social mitigations

- Consider developing and implementing a communication and engagement strategy for the construction period (as part of the CTMP) to ensure effective and ongoing communication with the surrounding community (including in relation to traffic/ local road access changes), provide an opportunity for the community to express queries and concerns, and enable the proponent to address any issues.

## 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 Increased opportunities to celebrate First Nations Culture in Macquarie Park through design

| Affected stakeholders  | Duration of impact         |
|--|----------------------------|
| Broader social locality, including local Aboriginal community members and stakeholders, future workers, and visitors on the site | Construction and operation |

#### Assessment – without mitigation: Negligible

The site is on the land of the Wallumedegal clan of the Dharug Nation, with deep cultural connections to the Parramatta River and surrounding lands. The construction of any urban development should consider impacts on Aboriginal objects, the landscape, or the spiritual connection that Aboriginal people have with Country.

As identified in the Demographic profile Section, 0.7% of the residents in Macquarie Park identified as Aboriginal and/or Torres Strait Islander, which is comparable to Ryde (0.5%). As outlined in the policy context, the MPIPPS focuses on country-centred design as part of the vision for Macquarie Park, promoting an understanding of Country and its people in the natural and built environment to help reconnect Macquarie Park with its Aboriginal culture.

The draft ACHA report (2025) prepared by Urbis found that there are no known Aboriginal objects or declared Aboriginal places that have been identified within the curtilage of the subject area, due to site disturbance. Given that no known Aboriginal objects exist within the subject area and the site is unlikely to contain any undiscovered Aboriginal objects, the ACHAR states that the proposed physical works are unlikely to cause either direct or indirect harm to Aboriginal objects.

The ongoing Connecting with Country and Designing with Country engagement has informed the proposed design of the built form. As outlined in the Landscape Design Report (place design group, 2025) proposal aims to reflect country and embed values to embed country.

Considering the ACHA report's findings, the unmitigated impact is assessed as **negligible**.

#### Assessment – with mitigation/ enhancement: Low positive

Technical reports including the Connecting with Country report, Design report, Architectural report and Landscape report have outlined a range of design principles, activities and enhancement measures which incorporate the rich Aboriginal heritage of the area into the design of the proposal. These include:

- Guiding design principles; a place of freshwater, a place connected to sky country and mother earth, a changed landscape and a place of totems
- Aboriginal Co-design Engagement Strategy involving a variety of activities, such as digital yarns, Walk on Country and on-site meetings, gatherings at locations chosen by Elders (such as a park or their home), and co-design workshops. These activities have informed the development of several country-centred design interventions, including:
  - Acknowledgement of Country through an artistic sculpture by a First Nations artist, patterns and art throughout the building, providing a sense of arrival, celebration and identity to the building complex.

- Building identity that can be activated with colours, patterns and motifs that enhance the sense of place and identity of Country.
- Gathering spaces creating internal and external culturally inspired areas
- Care for water through the water features and stormwater design features
- Landscaping to activate areas with cultural layers that provide opportunities to learn, engage and appreciate First Nations culture
- Wayfinding can be used in the form of art, patterns, cultural mapping and signage to activate the ground floor plane
- Material use can contribute to connection to country, using materials of the place such as sandstone and colours of the Wianamatta clan.
- Language can be used to name rooms, places and spaces to tell a story and educate people

With the incorporation of Connecting with Country design principles and Aboriginal co-design measures, the mitigated impact is assessed as **low positive**, given the possible likelihood and minor magnitude.

#### SIA recommendations – additional social mitigations

- Undertake further engagement with Aboriginal and local stakeholders to inform opportunities for design elements to enhance the Proposal’s celebration of local culture.

## 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 Potential amenity impacts during construction

| Affected stakeholders  | Duration of impact |
|--|--------------------|
| Immediate social locality, including neighbouring residents, workers and visitors. Particularly those with long term respiratory or mental health conditions | Construction       |

#### Assessment – without mitigation: Medium negative

Construction activities can affect the health and wellbeing of nearby residents, particularly vulnerable groups, through noise, vibration, dust, and the operation of heavy machinery. Noise can disrupt sleep, increase stress, and hinder concentration, while dust may reduce air quality and exacerbate respiratory conditions. These impacts can diminish comfort, safety, and overall quality of life for those living or working near the site during construction.

During consultation, Ryde City Council highlighted that construction activities will generate increased noise, dust, and vibration, which can affect the amenity and wellbeing of nearby residents and workers. These concerns were echoed in the community survey, with respondents emphasising the need for strict construction hours, dust suppression measures, and ongoing monitoring to protect neighbourhood liveability during construction.

#### Noise and vibration

The Noise & Vibration Impact Assessment (NVIA) (2025), prepared by Acoustic Logic, indicated that surrounding sensitive receivers may experience noise and vibrations from construction activities and traffic generated. The NVIA indicates that the proposed activities will produce noise or vibration that may exceed the adopted management levels, potentially affecting people’s health and wellbeing by causing stress, disrupting rest, and reducing comfort in homes, workplaces, and public spaces.

#### Air quality

The Air Quality Assessment (2025) by RWDI concluded that earthworks, construction and track-out activities are considered to have low risk, and land clearing /demolition is considered to have a negligible risk of dust soiling and human health impacts if no dust mitigation is applied.

Given the potential for noise, dust, and vibration to affect nearby residents and workers, this unmitigated impact is assessed as a possible likelihood and minor magnitude, and is therefore a **low negative**.

#### Assessment – with mitigation/ enhancement: Negligible

##### Noise and vibration

Following the implementation of the mitigation measures published in the NVIA, the remaining impacts are considered negligible and appropriate.

##### Air quality

The Air Quality Assessment (2025) concluded that, with the implementation of recommended mitigation measures, no significant air quality impacts are expected during construction of the Proposal. With the implementation of recommended air quality and site management measures, the mitigated impact is assessed as unlikely likelihood and minimal magnitude, and is therefore a **negligible**.

#### SIA recommendations – additional social mitigations

Consider corflutes to indicate the timing of the most disruptive construction activities outside of sensitive hours to provide advance notice to nearby residents and businesses.

### 6.2.5.2 Creating a safe and connected community

| Affected stakeholders  | Duration of impact |
|--|--------------------|
| Immediate social locality, including future and existing residents, workers and visitors to the local area | Operation          |

#### Assessment – without mitigation: Low positive

To create liveable mixed-use residential environments, it is important to create safe, comfortable and inviting spaces. This includes elements that promote active living, social interaction, and the provision of safe environments. This is further highlighted in state and local strategies, which emphasise the importance of integrating housing growth with the creation of liveable neighbourhoods (refer to Chapter 3).

Currently, the site is in an area identified as a high-density hotspot for various opportunistic crimes, making it more susceptible to incidents such as theft, assault, and other offences (refer to Chapter 3). An influx of a higher-volume resident group, therefore, has the potential to affect the sense of safety among current residents. These concerns were confirmed during the SIA field study (Section 4), with stakeholders raising safety concerns for vulnerable groups in the area.

The proposal will introduce a significant influx of new residents and visitors to the area, contributing to a more vibrant and active local environment. While this increased activity can enhance the sense of place, it may also raise safety concerns for existing residents due to unfamiliar people and a perceived higher risk of opportunistic theft. Ensuring that all incoming residents feel safe and secure in this highly visited and populated area will be essential.

To address these concerns, a Crime Prevention Through Environmental Design (CPTED) report (Urbis, 2026) was undertaken for the proposal. The CPTED assessment found that the design incorporates several key principles, including building layouts that support passive surveillance from upper levels to the surrounding public domain, coordinated vehicular access routes, clear delineation between public, semi-public, semi-private, and private spaces, and active street frontages that encourage engagement and visibility. The report also notes that ongoing maintenance requirements will be addressed during the operational phase, including graffiti removal, repairs to building damage, and the application of anti-graffiti coatings.

The site's location offers strong walkability to key destinations, including Macquarie University Station, Macquarie Centre, and other nearby infrastructure. This accessibility is supported by an extensive bus network, active transport options, and proximity to recreational and open spaces. The activation of street frontages and increased pedestrian movement associated with the proposal will enhance natural surveillance, improving visibility and informal monitoring

of public areas. This can contribute positively to perceptions of safety, provided that design and management measures continue to support secure and welcoming spaces.

Beyond safety, the surrounding area offers a range of amenities that can support the health and well-being of incoming residents. These include health and allied services, education facilities, arts and cultural venues, and opportunities for both active and passive recreation. Together, these elements can foster social interaction, community connection, and overall liveability for the future population of the development.

The provision of this mixed-use development within an already activated community will contribute positively to the health, well-being and safety of incoming residents. Given the integration of CPTED principles and the potential for enhanced passive surveillance, this unmitigated impact is assessed as a possible likelihood and minor magnitude, and is therefore a **low positive**.

#### Assessment – with mitigation/ enhancement: Medium positive

Connections with neighbours are a key measure to increasing feelings of safety and comfort in communities. High-density developments can often be 'insular', with direct lift and car parking access providing limited access for incidental interactions and connections.

The proposal will accommodate a new, diverse community within a mixed-tenure development while ensuring that incoming residents feel safe and that their physical environment supports their health and well-being.

As outlined in the Crime Prevention Through Environmental Design (CPTED) report (Connley Walker, 2025), the proposed design incorporates CPTED mitigation measures to enhance safety on-site. It includes strategic location of active spaces and foyers to promote passive surveillance, minimising concealment areas, and providing appropriate signage and lighting.

The provision of new housing within Macquarie Park would also enhance passive and natural surveillance in and around the proposed residential areas, contributing to a safer environment for both incoming residents and site users. Well-lit public spaces, pedestrian-friendly pathways, and ground-floor retail spaces will be particularly key.

The liveability of incoming and current residents will be enhanced through the provision of communal spaces with high-quality landscaping and amenities, as well as retail and commercial spaces, and access to active and public transport, linking the site to the broader Sydney area. Furthermore, the affordable housing component of the Proposal would help alleviate housing stress and significantly enhance the quality of life and overall well-being of individuals. If affordable housing becomes accessible to key workers and others moving into the area, it will lead to shorter travel times and enhance their opportunities for social and recreational activities. This, in turn, would result in various health and well-being benefits.

With the inclusion of enhanced CPTED measures, communal spaces, and affordable housing benefits, the mitigated impact is assessed as a possible likelihood and moderate magnitude, and is therefore a **medium positive**.

#### SIA recommendations – additional social mitigations

- Consider the development of a Plan of Management (PoM) to manage crime and safety on the site, particularly regarding resident access, site cleanliness and emergency access procedures. Ensure the PoM incorporates ongoing maintenance and upkeep of pathways, vegetation, lighting, and open spaces to ensure the environment feels safe and inviting.

## 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 Changed visual character

| Affected stakeholders | Duration of impact |
|-----------------------|--------------------|
|-----------------------|--------------------|

Immediate social locality, including nearby residents, workers and visitors to the local area

Operation

### Assessment – without mitigation: Low negative

The proposal seeks approval for two mixed-use, high-density residential towers within Macquarie Park. This would represent a significant change to the site's current built form, which is presently characterised by medium-density development.

Without mitigation, the increased height would result in a more prominent vertical presence within the local skyline, altering views from parts of the surrounding public domain and nearby residential and commercial buildings. This change may be perceived negatively by some stakeholders, particularly those accustomed to lower-scale development.

In the context of Macquarie Park, the introduction of two high-rise towers will create a more prominent vertical presence in the local skyline. While the immediate surrounding area currently contains a mix of four- to eight-storey buildings, the proposal is consistent with the area's strategic planning direction and the pattern of recent and emerging development. Macquarie Park has been identified as a location for significant urban intensification, with several nearby sites already approved or under construction for high-rise, mixed-use projects. The proposed towers would therefore contribute to the evolving urban character of the precinct, aligning with the broader vision for a high-density, transit-oriented centre.

The Visual Impact Assessment (Urbis, 2026) indicates that view place sensitivity within the locality is moderated by the existing urban context, with high visual absorption capacity due to surrounding tower clusters, established vegetation and an evolving skyline. Without mitigation, the impact would primarily relate to visual change rather than visual intrusion or dominance by the time of completion, given the changes already underway in Macquarie Park. Therefore, the unmitigated impact is **low negative**, given possible likelihood and minor magnitude of increased height creating noticeable visual impact.

### Assessment – with mitigation/enhancement: Negligible

The proposal has the potential to contribute to the emerging identity of Macquarie Park as a mixed-use urban centre, supporting residential growth alongside commercial and retail activity. However, the height and massing will require careful design and planning to ensure visual cohesion, minimise overshadowing, and maintain amenity for surrounding properties.

The Visual Impact Assessment concludes that the proposal results in a low level of residual visual impact. The towers are assessed as visually compatible with the existing and planned character of Macquarie Park, reading as part of a broader cluster of high-rise development rather than as visually dominant or isolated elements. Visual impacts are further reduced by the slender tower forms, façade articulation, setbacks, and the concentration of height along Waterloo Road, consistent with precinct-wide planning controls.

Viewing duration and distance also reduce perceived impact, with many views experienced from moving locations such as roads and pathways. Where longer views occur from public open spaces, the proposal is viewed within a context already defined by similar built form.

With the incorporation of the confirmed architectural design measures, the mitigated visual impact is assessed as negligible, given the unlikely likelihood and minimal impact of the increased height of the proposal creating a visual impact.

### SIA recommendations – additional social mitigations

- Incorporate artwork, embellishment and considered design treatments during the construction phase that reflect local values and character. Priority should be given to engaging local artists, with the aim of enhancing visual amenity along Waterloo Road and supporting community identity during periods of change.
- Ensure built form, materials and finishes respond to the surrounding landscape, with building massing, colour palettes and lighting designed to reduce visual bulk and glare, particularly when viewed from key public vantage points.

### 6.2.6.2 Loss of views, privacy and solar access

| Affected stakeholders   | Duration of impact |
|---|--------------------|
| Immediate social locality, including neighbouring residents and workers | Operation          |

#### Assessment – without mitigation: Low negative

The proposed development of two high-rise towers, one at 52 storeys and the other at 60 storeys, on a single plot in Macquarie Park will introduce a substantial change in scale compared to the surrounding built form. The increased height and density have the potential to significantly alter existing views for neighbouring properties, with taller structures likely to obstruct or redefine outlooks towards the skyline, open spaces, and other visual landmarks.

The proximity and scale of the towers may also affect privacy for nearby residents, particularly where building orientation and window placement create direct lines of sight into adjoining dwellings or private open spaces. This is a common consideration in high-density environments. In terms of solar access, the height and massing of the towers will increase the extent and duration of shadowing on surrounding properties and public spaces. Reduced sunlight can impact the usability and enjoyment of outdoor areas, as well as the internal amenity of home.

Without mitigation, these impacts would be most acutely experienced by immediately adjoining properties and public spaces, particularly during winter months. However, the extent of impact is moderated by the existing and approved high-density context of Macquarie Park, where changes to views, privacy and solar access are an established characteristic of the urban environment.

The Visual Impact Assessment (VIA) prepared by Urbis (2026) identifies that the surrounding visual environment is already characterised by established and emerging high-density development, with a high capacity to absorb visual change. Existing private domain views are predominantly urban district views rather than views of scenic or aesthetic merit. As a result, the proposal is anticipated to result in a change to visual composition rather than the loss of valued views. Without mitigation, impacts related to views, privacy and solar access are expected to be localised and experienced most acutely by immediately adjoining properties.

Given the localised visual impacts associated with the proposal, as determined by the VIA, the unmitigated impact is assessed as **low negative**, given the likely likelihood and minimal magnitude of the overall visual impact.

#### Assessment – with mitigation/ enhancement: Negligible

To address potential impacts associated with loss of views, privacy and solar access during the operational phase, the Architectural Design Report and Overshadowing Analysis (2025) include a range of built-form and design measures to minimise amenity impacts on neighbouring properties and public spaces. These measures include confining additional height to the uppermost level of the building, maintaining appropriate setbacks and building separation distances, and incorporating façade articulation and window placement strategies to manage overlooking.

The overshadowing analysis indicates that the proposed height increase results in shadow patterns that are largely consistent with the approved scheme, with any incremental overshadowing being minor, short in duration and occurring late in the day. Surrounding residential properties and key public open spaces, including Shrimptons Creek, retain acceptable levels of solar access, while internal residential amenity remains high.

Given the findings of the overshadowing and VIA reports, the mitigated impact is assessed as a **negligible** given the very unlikely likelihood and minimal magnitude of the potential loss of views, privacy and solar access.

#### SIA recommendations – additional social mitigations

- Communicate with neighbours about the impact of the development and the design considerations which reduce the shadow impact and/ or reduce prolonged shadow-cast and are designed to enhance the visual amenity of the development overall, within its surrounding context.

## 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 Economic benefits through local employment during construction and operation

| Affected stakeholders   | Duration of impact         |
|---|----------------------------|
| Immediate and surrounding social locality, including individuals employed in the construction, commercial and retail industries | Construction and operation |

#### Assessment – without mitigation: Medium positive

Creating employment opportunities at the site has a positive social impact on livelihoods. The mixed-use nature of the proposal, combining residential and retail facilities, supports the ability to improve employment opportunities within Macquarie Park.

Providing employment opportunities during both construction and operation will positively impact the local and regional workforce, particularly those with relevant qualifications and experience in construction and retail. According to current estimates from the EDC Report (Atlas Economics, 2026), the Proposal will generate approximately 1,815 FTE jobs during construction and a further 87 FTE ongoing employment as identified in the Economic Impact Assessment directly related to activity at the Site.

Additionally, the introduction of new residents to Macquarie will bring new customers to surrounding businesses, contributing to economic stimulation and job creation in the suburb. The Proposal's introduction of new residents is also expected to have a positive flow-on effect for local cafes, shops, and services, further contributing to the suburb's economic vitality and fostering a vibrant, resilient community.

Given the job creation during construction and operation, this unmitigated impact is assessed as an almost certain likelihood and minor magnitude and is therefore a **medium positive**.

#### Assessment – with mitigation/ enhancement: Medium positive

While the proposal is expected to generate substantial employment benefits during construction and operation, Urbis was unable to confirm the locality of the ongoing full-time equivalent (FTE) roles associated with the development. As a result, it is not possible to determine the extent to which long-term employment benefits will be directly realised by residents within the immediate or surrounding social locality.

Regardless, the scale of job creation identified during construction and operation, together with the anticipated indirect economic benefits arising from increased local population and expenditure, supports the conclusion that the proposal will continue to generate positive economic outcomes for the broader area.

Given the absence of confirmed local employment data, no change to the unmitigated impact rating is warranted. The mitigated impact is therefore assessed as an almost certain likelihood and minor magnitude and remains a **medium positive** impact.

#### SIA recommendations – additional social mitigations

- Consider prioritising local employment and procurement during construction and operation.

## 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 Adequate communication and consultation with the local community and increased opportunities to provide feedback

| Affected stakeholders   | Duration of impact         |
|---|----------------------------|
| Local, surrounding and broader social locality, including workers, visitors and residents | Construction and operation |

#### Assessment – without mitigation: Low positive

The opportunity for community members to contribute to, or influence, the decision-making process is a fundamental aspect of the social impact a proposal can generate. Decisions affecting the natural or built environment can have both positive and negative effects on how people live, interact, and connect within their communities, as well as on their engagement with a proposal and its proponent.

This is particularly relevant in Macquarie Park and its surrounding suburbs, which are experiencing significant development, growth, and change. Historically, Macquarie Park has been characterised by low- to medium-density residential areas, alongside its role as an innovation and education precinct. The area is now undergoing substantial medium- to high-density development. In addition to long-term residents and workers, there is a highly present transitional cohort associated with Macquarie University. Understanding the perspectives and influence of these diverse groups, including residents, workers, and transient populations, is critical in shaping the area’s future.

Community and stakeholder consultation has been undertaken alongside the Social Impact Assessment (SIA) and the broader Environmental Impact and Rezoning Statement (EIRS) preparation. This process provided community members and key stakeholders with opportunities to share their views, concerns, and suggestions regarding the proposal, directly contributing to the decision-making process.

The SIA survey had a high response rate, as noted in Section 4 of this report. Combined with additional engagement activities conducted by Notting Hill Advisory (2026), this demonstrates that communication and consultation with the community have been both active and responsive.

The Engagement Report (Notting Hill, 2026) outlines the consultation activities undertaken and highlights the proponent’s commitment to ongoing communication. As the proposal progresses, Billbergia will continue to engage with local residents, landowners, businesses and key agencies, ensuring community input remains central to the development process.

Given the proactive engagement undertaken to date, this unmitigated impact is assessed as a possible likelihood and minor magnitude, and is therefore a **low positive**.

#### Assessment – with mitigation/ enhancement: Low positive

Given the commitment to ongoing communication and engagement activities during construction, this mitigated impact is assessed as a possible likelihood and minimal magnitude, and is therefore a **low positive**.

#### SIA recommendations – additional social mitigations

- Consider publishing regular, plain-language project updates (online and in print) to keep the community informed of progress, milestones, and any changes.

## 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. Approved and likely future

developments which may be relevant in the cumulative impact assessment of the proposal are summarised in Table 22 below:

Table 20 Nearby projects

| SSDA Reference | Address  | Development Description  | Current Status       |
|----------------|--|--|----------------------|
| SSD-52604208   | 85-97 Waterloo Road, Macquarie Park                      | Demolition and the construction of a new commercial building of 22,550m <sup>2</sup> and 15 storeys in height including associated landscaping and parking. This Stage 2 building DA follows the concept approval LDA2017/0096 | Determined- Approved |
| SSD-8707       | Ivanhoe Estate   | Ivanhoe Estate Redevelopment- Concept<br><br>(Construction of a mixed-use development involving a maximum of GFA of 283,500m <sup>2</sup> and, public domain landscape concept)  | Determined- Approved |
| SSD-8903       | Ivanhoe Estate   | Ivanhoe Estate Redevelopment -Stage 1  | Determined- Approved |
| SSD-15822622   | Ivanhoe Estate   | Ivanhoe Estate Redevelopment - Stage 2   | Determined- Approved |
| SSD-30530150   | Ivanhoe Estate   | Ivanhoe Estate- Redevelopment - Stage 3  | Determined- Approved |
| SSD-74319712   | 161 Herring Road and 13-15 Lachan Avenue, Macquarie Park | Demolition of existing structures and construction of a 16-17 storey residential flat building with 181 apartments (29 affordable)   | Determined- Approved |

## Construction Impacts

The proposal will be delivered in a context of significant concurrent development in Macquarie Park, including other residential, commercial, and mixed-use projects. When considered cumulatively, these developments have the potential to extend and intensify construction-related impacts across the immediate and surrounding social locality.

These impacts may include sustained increases in noise, dust, and vibration levels, reduced air quality, greater traffic congestion, and changes to pedestrian networks. For residents, workers, and visitors, the combined effect of multiple construction sites operating over extended periods could lead to prolonged disruption to daily routines, reduced amenity, and heightened stress or frustration.

The proposal's own construction activities — including demolition, site preparation, and building works — will contribute to this cumulative environment. Sensitive receivers, such as people with long-term respiratory illnesses or mental health conditions, may be particularly affected by the combined air quality and noise impacts.

Managing cumulative construction impacts will require coordination between project proponents, local government, and service providers to minimise overlapping disruptions. Measures such as staggered construction schedules, clear communication of timelines, and proactive traffic and dust management will help reduce the overall burden on the community.

## **Pressure on services and facilities**

The proposal will add to population growth in Macquarie Park, alongside other developments in the area. Cumulatively, this growth is expected to place additional pressure on local services and facilities, including schools, health care, public transport, open space, and community infrastructure.

If infrastructure delivery does not keep pace with demand, service availability and quality could be reduced, affecting both new and existing residents, as well as workers and visitors. This pressure may be felt most acutely in high-use facilities such as public transport nodes, recreational spaces, and health services, where capacity constraints can directly impact accessibility and user experience.

The proposal's location in a strategically important growth area means it will benefit from planned infrastructure upgrades. However, the timing and sequencing of these upgrades will be critical to managing cumulative demand. Coordination with other developments and alignment with strategic growth plans will help ensure that services and facilities expand in step with population growth.

Engagement with service providers, councils, and community stakeholders will be important to identify emerging needs early and to plan for adequate capacity.

## **Change in local character**

The proposal will contribute to a broader transformation of Macquarie Park's character, occurring alongside other large-scale developments. Cumulatively, these projects are shifting the area from a lower-density, mixed commercial and residential environment to a more high-density urban precinct with taller built form, increased population, and greater activity.

This change in character will be influenced by multiple factors, including increased building heights, altered streetscapes, changes in demographic composition, and evolving land-use patterns. For some residents and workers, the transformation may be viewed positively, offering improved access to housing, jobs, and services. For others, it may be perceived as a loss of the existing balance between built form and open space, and a reduction in the area's current amenity and identity.

While the site's redevelopment aligns with strategic planning objectives for Macquarie Park, managing cumulative impacts on local character will require careful attention to urban design, landscaping, and public realm quality.

Ongoing engagement with the community, transparent communication about the benefits of change, and design responses that retain elements of the area's valued character will help to support a positive transition.

# 7 Mitigation, enhancement and management

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# 7 Mitigation, enhancement and management

This chapter provides a summary of:

- Identified negative and positive social impacts.
- Proposed mitigation and enhancement measures and corresponding assessment.
- Additional recommendations for consideration.

To inform the implementation of the proposed mitigation and enhancement strategies, key potential stakeholder 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 Proposed mitigation, enhancement and management of social impacts

Proposed measures to mitigate potential negative impacts and enhance positive impacts and are provided in Table 23 below.

Table 21 Summary of proposed mitigation, enhancement and management strategies of social impacts

| Social Impact   | Mitigated/Enhanced Assessment | Mitigation/Enhancement Measures  | Reason for mitigation or enhancement measure  | Section of Report |
|---|-------------------------------|--|---|-------------------|
| <b>Increased supply of affordable and diverse housing options</b>       | High positive                 | Delivery of a diverse mix of dwelling sizes, including affordable housing managed through an accredited Community Housing Provider (CHP).                | To support housing affordability, diversity and social inclusion in line with strategic housing objectives.   | 6.2.1.1           |
| <b>Potential disruption to current residents' daily living patterns</b> | Low negative                  | The Proponent intends to continue existing partnerships with an accredited Community Housing Provider (CHP).   | To ensure that the provision of affordable housing is delivered and managed appropriately                     | 6.2.1.2           |
| <b>Changing demographic profile</b>                                     | Medium positive               | Provision of high-quality communal spaces, podium-level amenities and enhanced public domain to support social interaction and community cohesion.       | To support integration of new residents and foster a sense of belonging in a growing, mixed-tenure community. | 6.2.2.1           |
| <b>Increased demand for community services and facilities</b>           | Low negative                  | Inclusion of on-site communal and recreational spaces to meet some resident needs and reduce reliance on external facilities.                            | To partially offset increased demand on local services in a high-growth precinct.                             | 6.2.3.1           |
| <b>Access to open space</b>   | Low positive                  | Upgrade and embellishment of on-site open space and improved connections to adjoining reserves and public domain.  | To enhance access to high-quality open space for residents and the wider community.                           | 6.2.3.2           |
| <b>Traffic impacts during construction and operation</b>                | Low positive                  | Implementation of a Construction Traffic Management Plan and Green Travel Plan to manage traffic, pedestrian safety and encourage sustainable transport. | To minimise disruption, maintain safety and support sustainable travel behaviour.                             | 6.2.3.3           |
| <b>Increased opportunities to celebrate First Nations</b>               | Low positive                  | Integration of Connecting with Country and Aboriginal co-design principles into architecture, landscape, wayfinding and public spaces.                   | To embed Aboriginal culture and strengthen cultural recognition within the built environment.                 | 6.2.4.1           |

| <b>Social Impact</b>                              | <b>Mitigated/Enhanced Assessment</b> | <b>Mitigation/Enhancement Measures</b>   | <b>Reason for mitigation or enhancement measure</b>  | <b>Section of Report</b> |
|---|--------------------------------------|--|--|--------------------------|
| <b>Culture in Macquarie Park through design</b>   |                                      |  |  |                          |
| <b>Amenity impacts during construction</b>        | Negligible                           | Implementation of noise, vibration, dust and air quality mitigation measures in accordance with technical assessments.       | To protect the health and wellbeing of nearby residents, workers and visitors during construction. | 6.2.5.1                  |
| <b>Creating a safe and connected community</b>    | Medium positive                      | Incorporation of CPTED principles, active frontages, lighting, clear sightlines and communal spaces.                         | To enhance safety, social connection and overall liveability.                                      | 6.2.5.2                  |
| <b>Changed visual character</b>                   | Negligible                           | Slender tower forms, façade articulation, setbacks and public domain landscaping consistent with the VIA.                    | To reduce perceived bulk and ensure visual compatibility with the evolving precinct.               | 6.2.6.1                  |
| <b>Loss of views, privacy and solar access</b>    | Negligible                           | Building setbacks, façade articulation, window placement, separation distances and confinement of height to upper levels.    | To minimise impacts on residential amenity in a high-density context.                              | 6.2.6.2                  |
| <b>Economic benefits through local employment</b> | Medium positive                      | Delivery of a mixed-use development generating employment during construction and ongoing retail and operational activities. | To support livelihoods and economic activity in Macquarie Park and the broader region.             | 6.2.7.1                  |
| <b>Adequate communication and consultation</b>    | Low positive                         | Ongoing community and stakeholder engagement throughout construction and operation.  | To maintain transparency, trust and opportunities for community input.                             | 6.2.8.1                  |

## 7.2 Further SIA recommendations

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

Table 22 Further SIA recommendations

| Project stage           | SIA recommendations   |
|-------------------------|---|
| Communication           | <ul style="list-style-type: none"> <li>▪ Continue the ongoing stakeholder engagement and support for the relocation process.</li> <li>▪ Undertake further engagement with Aboriginal and local stakeholders to inform opportunities for design elements to enhance the Proposal's celebration of local culture.</li> </ul>  |
| Design                  | <ul style="list-style-type: none"> <li>▪ Consider incorporating artwork, embellishment and considered design treatments during the construction phase that reflect local values and character. Priority should be given to engaging local artists, with the aim of enhancing visual amenity along Waterloo Road and supporting community identity during periods of change.</li> <li>▪ Consider communicating with neighbouring residents about the potential impacts of the development, including shadowing and visual change, and explain the design measures that minimise shadow duration and enhance overall visual amenity within the surrounding context.</li> </ul>  |
| Construction management | <ul style="list-style-type: none"> <li>▪ Consider developing and implementing a communication and engagement strategy for the construction period (as part of the CTMP) to ensure effective and ongoing communication with the surrounding community (including in relation to traffic/local road access changes), provide an opportunity for the community to express queries and concerns, and enable the proponent to address any issues.</li> <li>▪ Consider corflutes to indicate the timing of the most disruptive construction activities outside of sensitive hours to provide advance notice to nearby residents and businesses.</li> </ul>  |
| Operation management    | <ul style="list-style-type: none"> <li>▪ Consider working with the appointed Community Housing Provider to prepare a tailored Operational Management Plan to guide the fair, safe, and effective management of the affordable dwellings. This plan should set out clear processes for tenant selection, community safety, and tenancy support, while ensuring the housing remains secure, well-managed, and responsive to local needs over time.</li> <li>▪ Consider incorporating community-building initiatives such as welcome events, holiday events or cultural programs to foster connections between new and existing residents.</li> <li>▪ To ensure equitable access to communal areas, and residential amenity, it is recommended that the proponent test various management approaches and cost-sharing agreements with the selected community housing provider during the detailed design stage to maximise opportunities to actively support community cohesion amongst future residents.</li> </ul> |

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- Consider the development of a Plan of Management (PoM) to manage crime and safety on the site, particularly regarding resident access, site cleanliness and emergency access procedures.
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# 8

## **Acronyms, references and disclaimer**

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# 8 Acronyms

| Acronym             | Term   |
|---------------------|--|
| <b>ABS</b>          | Australian Bureau of Statistics                                  |
| <b>ACECQA</b>       | Australian Children's Education and Care Quality Authority       |
| <b>BOCSAR</b>       | NSW Bureau of Crime Statistics and Research                      |
| <b>COLA</b>         | Covered Outdoor Learning Area                                    |
| <b>CMP</b>          | Construction Management Plan                                     |
| <b>CSP</b>          | Community Strategic Plan   |
| <b>CwC</b>          | Connecting with Country  |
| <b>DA</b>           | Development Application  |
| <b>DEL</b>          | Director Educational Leadership                                  |
| <b>DoE</b>          | NSW Department of Education                                      |
| <b>DPHI</b>         | NSW Department of Planning, Housing and Infrastructure           |
| <b>EIRS</b>         | Environmental Impact and Rezoning Statement                      |
| <b>EP&amp;A Act</b> | Environmental Planning and Assessment Act 1979                   |
| <b>GCCSA</b>        | Greater Capital City Statistical Area                            |
| <b>KVA</b>          | Kilo-volt-amperes  |
| <b>LALC</b>         | Local Aboriginal Land Council                                    |
| <b>LHD</b>          | Local Health District  |
| <b>LGA</b>          | Local Government Area  |
| <b>LSPS</b>         | Local Strategic Planning Statement                               |
| <b>ICSEA</b>        | Index of Community Socio-Educational Advantage                   |
| <b>NSW DoE</b>      | New South Wales Department of Education                          |
| <b>OSHC</b>         | Outside of School Hours Care                                     |
| <b>PIHAI</b>        | Preliminary Indigenous Heritage Assessment and Impact            |
| <b>The proposal</b> | The proposed development   |
| <b>T&amp;I SEPP</b> | Transport and Infrastructure State Environmental Planning Policy |
| <b>REF</b>          | Review of Environmental Factors                                  |
| <b>SEIFA</b>        | Socio-Economic Indexes for Areas                                 |
| <b>SEPP</b>         | State Environmental Planning Policy                              |
| <b>SIA</b>          | Social Impact Assessment   |
| <b>SCC</b>          | State Suburbs  |

| <b>Acronym</b> | <b>Term</b>              |
|----------------|--------------------------|
| <b>TfNSW</b>   | Transport for NSW        |
| <b>VIA</b>     | Visual Impact Assessment |

# 9 References

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

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# Disclaimer

This report is dated 12 February 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 Cottonwood Development Pty Ltd (**Instructing Party**) for the purpose of the submission of the SSDA for SSD-94006708 (**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).

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# Appendix A Social Impact Assessment Consultation Materials

## 88 Waterloo Road, Macquarie Park: *Social Impact Assessment Survey*

### Introduction

Urbis Ltd. is undertaking a Social Impact Assessment (SIA) on behalf of Billbergia, to inform a State Significant Development Application (**SSDA**) and concurrent Rezoning Proposal – SSD-94006708 for a mixed use development identified at 15-21 Cottonwood Crescent, Macquarie Park (the **site**).

The proposal includes provision for the demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage and provision of 10% affordable housing.

This SIA survey aims to gather insights from community stakeholders about how the Proposal may impact them and the local area. Survey responses will inform the SIA on potential positive and negative impacts as perceived by community members and other stakeholders. Community stakeholders' feedback will also inform the SIA on matters concerning impact mitigation and benefit enhancement measures that could be implemented during the design, construction, and operation of the proposed development.

This survey should take approximately 5-10 minutes to complete, and all responses will be kept anonymous. The survey closes on Wednesday, 26 November 2025.

Thank you in advance for your contribution.

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### 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 (DPHI) *Social Impact Assessment Guideline (2025)* and best practice to ensure the assessment reflects stakeholder views.

Social impacts could include perceived or actual effects on nearby residents, businesses, the workforce, and other stakeholders, including both short-term and long-term impacts during construction and/or the operation of a Proposal.

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>

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## Proposed development overview

The proposed SSDA seeks development consent for demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage. Other key parameters include:

- Provision of 10% affordable housing.
- 2 x 60-storey towers (205.5 m)
- Floor Space Ratio (FSR) of 14.5:1

On the following page, please find a plot map so you are able to better orient yourself with the development.

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Plot map:

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### Questions

#### **Part One: About the surrounding area**

1. **Which of the following best describes you? Please select all that apply.**
  - i. Resident of Macquarie Park
  - ii. Resident of a nearby suburb (please specify below)
  - iv. Worker or business owner in a neighbouring or nearby property
  - v. Regular visitor to the area
  - vi. Other (specify) \_\_\_\_\_

*Tick box – select all that apply*

2. **What do you like most about living in, working in, or visiting the area?**

*Long answer.*

3. **What are the most significant opportunities for the local area?**

*Long answer.*

4. **What are the most significant challenges for the local area?**

*Long answer.*

#### **Part Two: Potential Social Impacts**

Social impacts could include both perceived and actual positive or negative effects on nearby residents, businesses, the workforce, and other stakeholders, encompassing both short-term and long-term effects, as well as impacts during the construction and operational phases of the proposed development.

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

5. **Please describe the most significant impacts you expect from the proposed development (positive or negative).**

*Long answer.*

6. **Please tell us any suggestions you have for how positive impacts could be enhanced?**

*Long answer.*

7. **Please tell us any suggestions you have for how negative impacts could be avoided or reduced?**

*Long answer.*

8. **What specific groups or community members do you think could be particularly impacted (positively or negatively) by the Proposal?**

*Long answer.*

9. **Do you have any additional comments about the proposed development?**

*Long answer.*

**Thank you for your participation.**

Please contact Notting Hill Advisory at 1800 975 142 or [consultation@nhadvisory.com.au](mailto:consultation@nhadvisory.com.au) if you have any questions.

# 15–21 Cottonwood Crescent Discussion

## Guide: *City of Ryde Council*

### Introduction

Urbis Ltd. is undertaking a Social Impact Assessment (SIA) on behalf of Billbergia, to inform a State Significant Development Application (SSDA) and concurrent Rezoning Proposal – SSD-94006708 for a mixed-use development identified at 15–21 Cottonwood Crescent, Macquarie Park (the site).

The proposal includes provision for the demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage and provision of 10% affordable housing based upon the uplift provision.

The SIA process will be guided by the Department of Planning, Housing and Infrastructure's Social Impact Assessment Guideline (2025), in accordance with the NSW Government's assessment requirements and to ensure best practice.

The interview will last approximately 45 minutes to an hour and will be conducted online via Microsoft Teams by two representatives from Urbis. The following interview questions provide a starting point for discussion.

We will share concept plans for the proposal with you during the interview.

Thank you in advance for your time and for sharing your knowledge and insight.

### Proposal overview

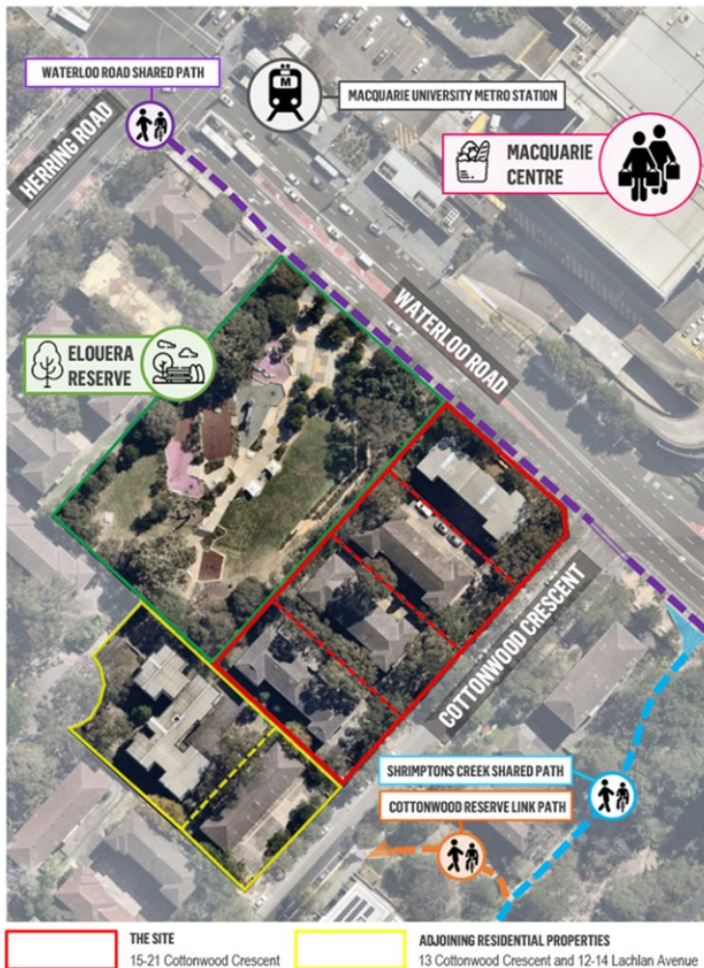
The site is located at 15–21 Cottonwood Crescent, Macquarie Park (SP8144, SP7630, SP7892, SP7984) within the Ryde Local Government Area (LGA). The proposed SSDA seeks development consent for demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage. Other key parameters include:

- Provision of 10% affordable housing based upon uplift provision.
- 2 x 60-storey towers (205.5 m)
- Floor Space Ratio (FSR) of 14.5:1

The proposal includes provision to amend Clauses 4.3 and 4.4 of the *Ryde Local Environmental Plan 2014 (RLEP2014)* by virtue of the concurrent rezoning process. This includes the following amendments:

- Clause 4.3 – Height of Buildings:
  - Amend the current 65m maximum building height to 212m
- Clause 4.4 – FSR:
  - Amend the current FSR of 4.5:1 to 17.8:1

*Figure 1: Aerial Photo*



Source: Urbis (Nearmap)

## About the interview

As part of the SIA process, Urbis are undertaking interviews with key stakeholders. The purpose of these interviews is to inform our understanding of the local context, potential social impacts (both positive and negative), and any measures that can mitigate or enhance these impacts.

Your role as a representative of the Council is vital in ensuring the SIA report accurately reflects your views on the potential impacts and opportunities of the proposed development. Furthermore, your involvement in this interview is crucial to ensuring the SIA report accurately reflects the views of the main stakeholders who the proposal will impact.

Our discussion with you will feed into Urbis' assessment of social impacts. Please note the following:

- The interview will last approximately 45 minutes and will be conducted via video conference by two representatives from Urbis.
- 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.
- We typically identify the organisations represented by key stakeholders in our reporting, but do not identify individual interviewees. Please let us know if you would prefer not to have your organisation named in our report.
- Key themes will be used to report answers to the questions.

## SIA Discussion Questions

## Social and Strategic Site Context

The following interview questions provide a starting point for the discussion.

### Social and site context

As part of the SIA, we are interested in understanding the key demographic characteristics of the suburb and the broader City of Ryde LGA population.

1. Are there any observations or insights you can share on the key characteristics, needs and aspirations of the local community?
2. How do you predict this community may change in the future?
3. From the Council's perspective, are there any existing social challenges or opportunities for the surrounding area?

### Community needs and facilities

4. What is the current state of housing availability and affordability in Macquarie Park and the broader City of Ryde LGA?
5. Are there any groups in particular who may be more vulnerable in this housing context?
6. What facilities or components will be essential to consider for the proposal (e.g., housing types, proximity to transport, etc)?
7. What are the demands and needs for community services within Macquarie Park and surrounding suburbs?
8. What facilities is council planning to deliver to support the demands and needs identified?

### Potential Social Impacts

*Potential social impacts could include both positive and/or negative effects on adjacent residents, the Macquarie Park community, or the broader Greater Sydney Community, as well as short- and long-term effects, impacts during construction, and effects during the site's operation.*

9. Do you anticipate the proposed development will generate any positive impacts?  
How could these positive impacts be further enhanced?
10. Do you anticipate that the proposed development will generate any negative impacts?  
How could these negative impacts be mitigated or reduced?
11. Are you aware of any cumulative impacts, where there are other significant development projects in the vicinity of the site?

### CPTED context

To support the proposal, Urbis is preparing a Crime Prevention Through Environmental Design (CPTED) assessment to identify potential vulnerabilities of the site to anti-social behaviour.

12. From your experience, what are the key existing social and safety challenges (e.g. risk areas) with the proposed site and the surrounding area? Are there any identified social and/or safety opportunities?
13. What are the most common types of crime, and perceived crime, in the local area and/or at the site? And which are the most prominent/concerning?
14. Are there any potential measures/strategies which could be used to further enhance the perception of safety, and to lessen the risk of crime in the area and/or at the site?

### Other

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

# 15-21 Cottonwood Crescent Discussion

## Guide: *Macquarie University*

### Introduction

Cottonwood Development Pty Ltd has engaged Urbis Ltd. (Urbis) to undertake a Social Impact Assessment (SIA) to inform a State Significant Development Application (SSDA) and concurrent Rezoning Proposal – SSD-94006708 for a mixed-use development (the proposal) at 15-21 Cottonwood Crescent, Macquarie Park (the site).

The proposal includes provision for the demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage and provision of 10% affordable housing based upon the uplift provision.

As part of the SIA process and in alignment with the DPHI SIA guideline (2025), Urbis is seeking input from key stakeholders to better understand the local community, what is important to it, and the potential social impacts that could arise from the proposal.

Thank you in advance for your time and for sharing your knowledge and insight.

### Proposal overview

The site is located at 15-21 Cottonwood Crescent, Macquarie Park (SP8144, SP7630, SP7892, SP7984) within the Ryde Local Government Area (LGA). The proposed SSDA seeks development consent for demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage.

Other key parameters include:

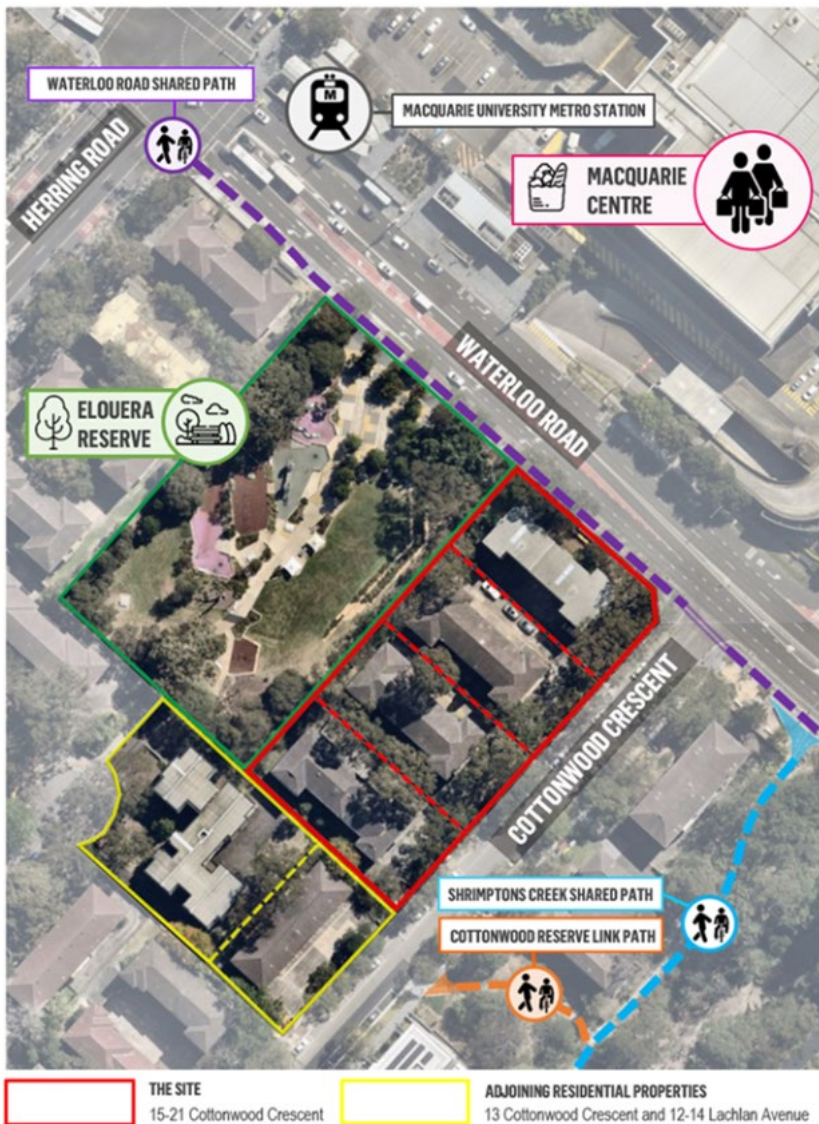
- Provision of 10% affordable housing per the uplift sought.
- 1 x 60-storey tower (205.5 m); and, 1 x 52-storey tower (179.4m)
- Floor Space Ratio (**FSR**) of 14.5:1

The proposal includes provision to amend Clauses 4.3 and 4.4 of the *Ryde Local Environmental Plan 2014 (RLEP2014)* by virtue of the concurrent rezoning process. This includes the following amendments:

- Clause 4.3 – Height of Buildings:
  1. Amend the current 65m maximum building height to 212m
- Clause 4.4 – FSR:
  1. Amend the current FSR of 4.5:1 to 14.5:1

Below is an aerial photo that shows the Site.

*Figure 1: Aerial Photo*



Source: Urbis (Nearmap)

## About the interview

In accordance with the DPHI SIA Guideline, stakeholder feedback must inform the assessment of potential social impacts and the development and implementation of relevant enhancement and mitigation measures for the proposal.

Social impacts could include perceived or actual impacts on nearby residents, businesses, the workforce, and other stakeholders. It may include short- or long-term impacts, as well as impacts during construction and during the building's operation.

Given Macquarie University's place as an asset and active participant in the local community, we seek to better understand how the proposal may influence liveability and day-to-day experiences of those who interact with or are affected by the site.

The information you provide will not be attributed to individuals in reporting. However, we propose to reference your feedback as from 'Consultation with a representative of Macquarie University'. The interview will be approximately 45 minutes long and will be conducted online via Microsoft Teams by two Urbis representatives.

The following interview questions provide a starting point for discussion. We will share draft plans or renders for the proposal on screen during the interview.

# SIA Discussion Questions

## Social and strategic site context

As part of the SIA, we are interested in understanding the key demographic characteristics of the suburb and the broader City of Ryde LGA population.

1. From the University's perspective, what are the key characteristics, needs, and aspirations of the local community, including students, staff, and nearby residents?
2. How do you see the Macquarie Park community – including the University population – changing over the next 5–10 years?
3. Are there any existing social challenges or opportunities in the area that you think are particularly relevant to the University community or the proposal?

## Community needs and facilities

4. What is your view on the current state of housing availability and affordability for students, staff, and other community members in Macquarie Park and the surrounding suburbs?
5. Are there any university groups in particular who may be more vulnerable in this housing context?
6. Do you see potential for the proposed retail component to contribute to activation of the area, or benefit members of the university community?

## Potential Social Impacts

*Potential social impacts could include both positive and/or negative effects on adjacent residents, the Macquarie Park community, or the broader Macquarie University Community, as well as short- and long-term effects, impacts during construction, and effects during the site's operation.*

7. Do you anticipate the proposal will generate any positive impacts for the university community?
  2. How could these positive impacts be further enhanced?
8. Do you anticipate any potential negative impacts for the University community?
  3. How could these negative impacts be mitigated or reduced?
9. Are you aware of other significant development projects in the vicinity of the site that, combined with the proposal, could give rise to cumulative impacts and affect the University community?

## Other

10. Is there anything else you would like to share about the proposal, or any other feedback that could help inform the SIA?

# 15–21 Cottonwood Crescent Discussion

## Guide: *Connect Macquarie Park Innovation District (CMPID)*

### Introduction

Cottonwood Development Pty Ltd has engaged Urbis Ltd. (Urbis) to undertake a Social Impact Assessment (SIA) to inform a State Significant Development Application (SSDA) and concurrent Rezoning Proposal – SSD-94006708 for a mixed-use development (the proposal) at 15–21 Cottonwood Crescent, Macquarie Park (the site).

The proposal includes provision for the demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage and provision of 10% affordable housing based upon the uplift provision.

As part of the SIA process and in alignment with the DPHI SIA guideline (2025), Urbis is seeking input from key stakeholders to better understand the local community, what is important to it, and the potential social impacts that could arise from the proposal.

Thank you in advance for your time and for sharing your knowledge and insight.

### Proposal overview

The site is located at 15–21 Cottonwood Crescent, Macquarie Park (SP8144, SP7630, SP7892, SP7984) within the Ryde Local Government Area (LGA). The proposed SSDA seeks development consent for demolition of existing buildings and construction of a residential development comprising two residential flat buildings above a common basement car park / sleaved podium incorporating residential, car parking, and a retail component within the Waterloo Road frontage.

Other key parameters include:

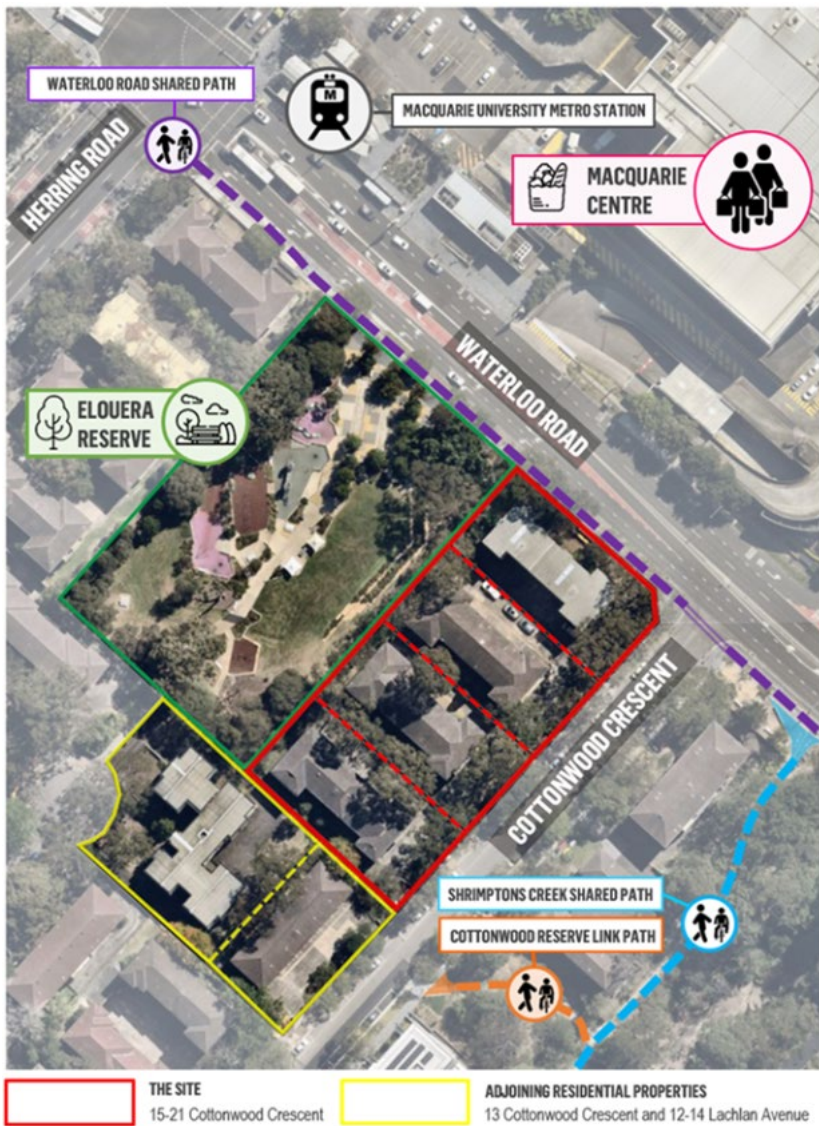
- Provision of 10% affordable housing per the uplift sought.
- 1 x 60-storey tower (205.5 m); and, 1 x 52-storey tower (179.4m)
- Floor Space Ratio (**FSR**) of 14.5:1

The proposal includes provision to amend Clauses 4.3 and 4.4 of the *Ryde Local Environmental Plan 2014 (RLEP2014)* by virtue of the concurrent rezoning process. This includes the following amendments:

- Clause 4.3 – Height of Buildings:
  1. Amend the current 65m maximum building height to 212m
- Clause 4.4 – FSR:
  1. Amend the current FSR of 4.5:1 to 17.8:1

Below is an aerial photo that shows the Site.

*Figure 1: Aerial Photo*



Source: Urbis (Nearmap)

## About the interview

In accordance with the DPHI SIA Guideline, stakeholder feedback must inform the assessment of potential social impacts and the development and implementation of relevant enhancement and mitigation measures for the proposal.

Social impacts could include perceived or actual impacts on nearby residents, businesses, the workforce, and other stakeholders. It may include short- or long-term impacts, as well as impacts during construction and during the building's operation.

As the Connect Macquarie Park Innovation District works to drive innovation within the local community, we are keen to understand, in the CMPID's view, how the proposal could influence the area, its residents and visitors.

The information you provide will not be attributed to individuals in reporting. However, we propose to reference your feedback as from 'Consultation with a representative of Connect Macquarie Park Innovation District'. The interview will be approximately 45 minutes long and will be conducted online via Microsoft Teams by two Urbis representatives.

The following interview questions provide a starting point for discussion. We will share draft plans or renders for the proposal on screen during the interview.

# SIA Discussion Questions

## Social and strategic site context

As part of the SIA, we are interested in understanding the key demographic characteristics of the suburb and the broader City of Ryde LGA population.

1. From the CMPID's perspective, what are the key characteristics, needs, and aspirations of the local community – including businesses, workers, students, researchers, and nearby residents?
2. How do you see the Macquarie Park community changing over the next 5–10 years?
3. Are there any existing social challenges or opportunities in the area that you think are particularly relevant to the CMPID community or the proposal?
4. What is your view on the current state of housing availability and affordability in the area?

## Potential Social Impacts

*Potential social impacts could include both positive and/or negative effects on adjacent residents, the Macquarie Park community, or the broader Macquarie University Community, as well as short- and long-term effects, impacts during construction, and effects during the site's operation.*

5. What do you think are the main benefits associated with the proposal, and which could benefit members of the precinct community?
  2. How could these positive impacts be further enhanced?
6. Do you anticipate any potential negative impacts that would arise from the proposal?
  3. How could these negative impacts be mitigated or reduced?

## Other

7. Is there anything else you would like to share about the proposal, or any other feedback that could help inform the SIA?



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