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**Lot O, 200 Aldington Road
Industrial Estate, Kemps Creek
Framework Sustainable Travel
Plan**

SSD-96107226

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1 Introduction

1.1 Context

Stockland Fife Kemps Creek Pty Ltd (SFKC) has engaged Ason Group to prepare a Framework Sustainable Travel Plan (FSTP) to support the State Significant Development Application (SSD-96107226) for a proposed warehouse and distribution centre on Lot O (the site) within the 200 Aldington Road Industrial Estate, Kemps Creek (the Estate). The Estate is located within the Penrith Local Government Area (LGA).

This FSTP has been prepared to address the following requirement within the Mamre Road Precinct Development Control Plan 2021 (MRP DCP), Section 3.4.1, Control 1 which states that ‘development applications shall be accompanied by a Traffic and Transport Report. The Traffic and Transport Report shall include a Green Travel Plan and Travel Access Guide’.

The Estate is located to the east of Aldington Road and lies within the Mamre Road Precinct (MRP). The Department of Planning, Housing and Infrastructure (DPHI) rezoned the MRP, in June 2020. As such, the Estate is primarily zoned IN1 General Industrial.

The MRP Structure Plan was finalised in June 2020, followed by the release and finalisation of the MRP DCP on 19 November 2021.

The land which forms the MRP is largely made up of rural residential properties, as well as small scale agricultural industry businesses, at present. Consequently, the Estate itself is therefore not well connected by travel modes other than private vehicle. However, the MRP DCP outlines a number of objectives to ensure that, as the MRP develops, an integrated public and active transport network also develops to service future development such as the subject Site.

The purpose of this document is therefore to complement the intent of the DCP, by outlining the overarching requirements for a future Sustainable/Green Travel Plan package for the site. This FSTP will inform the future Plan, expected to be implemented as part of a Condition of Consent relating to any detailed development approval.

1.2 Background

MRP forms one of the initial precincts of the broader Western Sydney Aerotropolis. However, as the land has already been rezoned and incorporated into the controls of the Western Sydney Employment Area (WSEA) SEPP, it is not covered by the State Environmental Planning Policy (Western Sydney Aerotropolis) 2020 or the background policy which establishes the strategic direction for the Aerotropolis.

Nevertheless, the AECOM Western Sydney Aerotropolis Transport Planning and Modelling Stage 2 Report dated October 2020 (herein referred to as the AECOM Report) provides some context with regards to travel demand management. The AECOM Report is one of the technical reports supporting the delivery of the Western Sydney Aerotropolis Precinct Plan 2022 (Aerotropolis Precinct Plan). One of the key ‘enablers’ detailed in the AECOM Report includes the implementation of transport policies and strategies which foster a mode shift to sustainable transport and recommends the inclusion of Travel Plans for new development applications within the future Aerotropolis Development Control Plan.

As detailed in the AECOM report, Travel Plans should include the following:

- baseline travel data on the existing modal share
- targets
- action plan to achieve targets
- commitment to on-going review of the travel plan
- a monitoring and review strategy.

Of particular relevance to this FSTP, are the mode share targets set by the AECOM Report for each of the Aerotropolis precincts, the most comparable precinct to the MRP being the Badgerys Creek and Agribusiness Precincts. Of the five Aerotropolis Precincts covered, Badgerys Creek and Agribusiness have the lowest sustainable mode share targets (by 2056) of 20 per cent and 18 per cent, respectively. The Badgerys Creek Precinct mode share targets are shown in Figure 1).

This reflects the planned land uses, which are anticipated to support warehousing and logistic uses. Notably, the Agribusiness precinct will not be served by rail, but a number of bus services are planned.

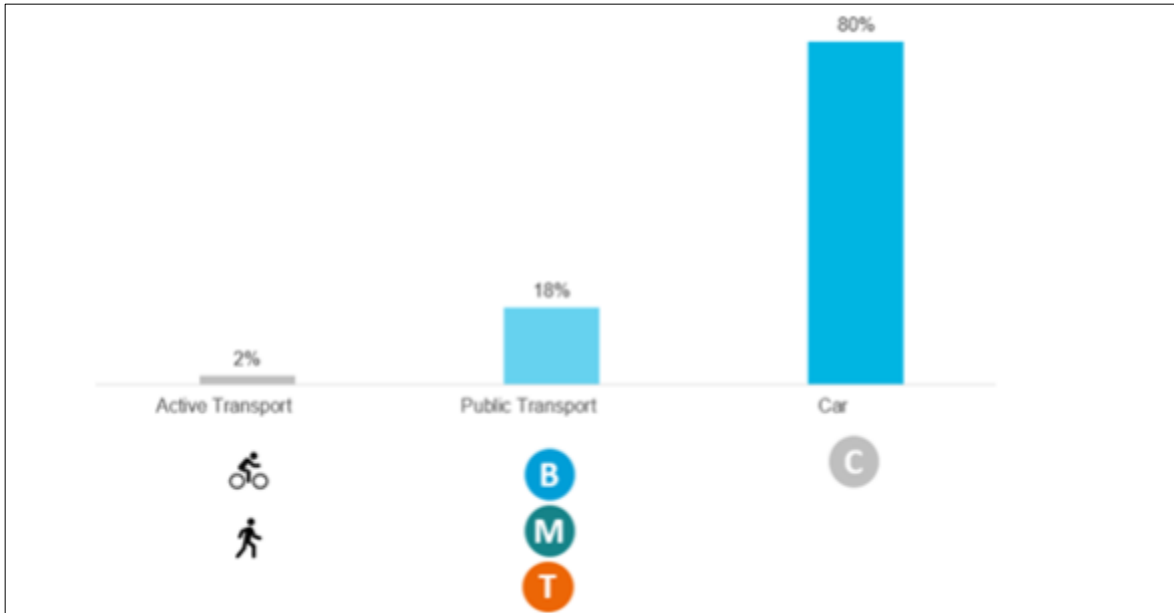


Figure 1: 2056 Badgerys Creek mode share targets

Source: AECOM Report

Further to the above, the finalised Aerotropolis Precinct Plan detail the same targets, as shown by Figure 2.

It is expected that these mode shares are reflective of the anticipated public and active transport links planned. Given the similarities between the MRP and the land uses of these Aerotropolis Precincts, the mode share from the Aerotropolis Precinct Plan have informed the targets of this FSTP.



Precinct	Target mode share		
	Active transport	Public transport	Private Vehicle
2026			
Aerotropolis Core	4%	20%	76%
Northern Gateway	3%	16%	81%
Agribusiness	2%	16%	82%
Badgerys Creek	2%	18%	80%
Aerotropolis wide (average)	3%	18%	79%
2036			
Aerotropolis Core	6%	34%	60%
Northern Gateway	5%	31%	64%
Agribusiness	2%	16%	82%
Badgerys Creek	2%	18%	80%
Aerotropolis wide (average)	5%	30%	65%
2056			
Aerotropolis Core	9%	52%	39%
Northern Gateway	7%	43%	50%
Agribusiness	2%	16%	82%
Badgerys Creek	2%	18%	80%
Aerotropolis wide (average)	7%	43%	50%

Figure 2: Aerotropolis Precinct Plan Objective MFO5 travel mode share targets

Source: Aerotropolis Precinct Plan

1.3 Goals

This FSTP has specifically been prepared to achieve the following key goals:

1. identify objectives and modes share targets (i.e. site and land use specific, measurable and achievable and timeframes for implementation) to define the direction and purpose of the future site-specific STP
2. suggest specific tools and actions to help achieve the objectives and mode share targets
3. suggest measures to promote and support the implementation of the plan, including financial and human resource requirements, roles and responsibilities for relevant employees involved in the implementation of the future site-specific STP
4. suggest a methodology and monitoring/review program to measure the effectiveness of the objectives and mode share targets of the future STP, including the frequency of monitoring and the requirement for travel surveys to identify travel behaviours at appropriate times.

1.4 Objectives

Underpinning this FSTP comprises a package of measures which could be adopted and designed to address the specific travel needs of the site. In this regard, the overall intention is to encourage and facilitate the use of alternative and sustainable modes of transport and to reduce single-occupancy car travel for journeys to and from the site.

The primary objectives of the FSTP are to:

- reduce the environmental footprint of the site
- set future staff travel mode share targets
- improve access, amenity, convenience, and safety of sustainable transport modes to/from the site
- promote the use of 'active transport' modes such as walking and cycling, particularly for short-medium distance journeys
- reduce reliance on the use of private vehicles for all journeys
- encourage a healthier, happier and more active and public transport use culture.

2 Site audit

2.1 Introduction

An audit of the site is required to determine the existing facilities in the area and review existing transport choices. This section will need to be updated prior to implementation of any future site-specific STP, and at appropriate times, as the MRP develops. The audit should consider the following:

- site conditions
- public transport services in the area, including proximity to the site, frequency of services and accessibility
- bicycle and pedestrian facilities, including accessibility, connectivity and safety
- mode-split data for the site and local area.

2.2 Development site

2.2.1 Location and description

The site is located within 200 Aldington Road Industrial Estate, Kemps Creek. The Estate has an area of approximately 72 hectares with approximately 1.2 kilometres of direct frontage to Aldington Road. It has a proposed intersection providing vehicular access via Mamre Road to the M4 Motorway and Great Western Highway to the north and the Elizabeth Drive to the south.

It is located approximately five kilometres north-west of the future Western Sydney International (Nancy-Bird Walton) Airport (WSA), 13 kilometres south-east of the Penrith CBD and 40 kilometres west of the Sydney CBD.

The Lot O site is located in the southeast corner of the Estate, fronting Road 1, as defined by the MRP DCP.

The location of the site in the context of its surrounds is shown indicatively in Figure 3.



Figure 3: Site context

Base image source: [Metromap](#)

2.2.2 Proposed development

The proposed development on Lot O is a temperature-controlled warehouse and distribution centre extending to approximately 14,617 square metres GFA and configured to accommodate two cold-store logistics operators. Access to the warehouse will be via a mix of recessed docks and on-grade roller shutter doors.

The western tenancy will be referred to as Warehouse 1 and Office 1 with the eastern tenancy being referred to as Warehouse 2 and Office 2. Each tenancy is provided a main office component arranged over two-levels with Warehouse 2 also providing a dock office. The tenancies are separated by an internal intertenancy wall and each tenancy will benefit from their own truck entry and exit, hardstand for loading/unloading and car parking. The development’s aesthetic appeal will include perimeter landscaping and visual treatments to achieve a desirable streetscape.

The proposed development yield is summarised in Table 1 and the site plan shown in Figure 4.

Table 1: Development schedule

Use	Description	Size (m ² GFA)
Warehouse	Warehouse 1	13,610
Ancillary office	Office 1	417
	Office 2	590
Total		14,617

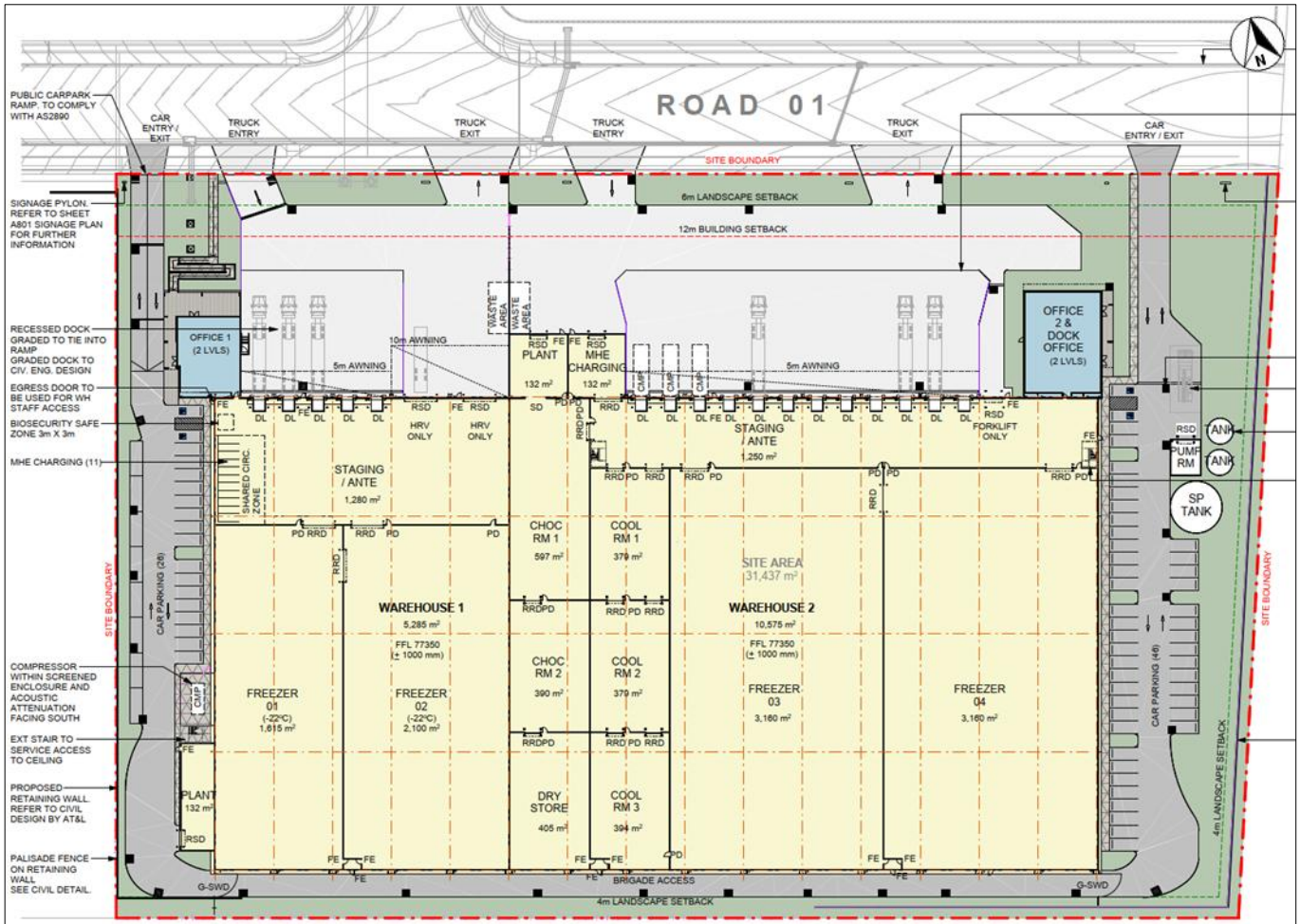


Figure 4: Lot O site plan

Base image source: SSDA: Lot O – Kemps Creek Industrial Estate, Site Plan Interim Road Design prepared by Reid Campbell dated 18 December 2025

2.3 Public and active transport opportunities

2.3.1 Introduction

It is evident that the site is not directly serviced by public transport at this time, as shown by Figure 5. Notwithstanding, opportunities for future connections have been identified, noting again that the Mamre Road upgrade specifically provides for new bus stops along its entire route.

Establishment of public transport services as early as possible in the development stages of the MRP is important to achieve a culture of public transport use from the outset. To make public transport a viable choice in the study area, the services would ideally:

- integrate with existing bus services in the area
- connect to regional centres of Penrith, Mt Druitt and Blacktown
- in the long term, connect to areas such as Leppington in the South West Growth Centre, Prairiewood and the Liverpool to Parramatta T-Way.

However, it should be noted that as this stage there is no immediate priority for the MRP to be serviced by new bus services. Due to the availability of new bus and drivers, additional services are being prioritised in other growth areas within the Aerotropolis.



It is noted that the 779-bus route has recently been extended from a route that terminated at James Erskine Drive to connect with the Amazon Fulfilment Centre on Emporium Avenue. This route provides a key connection to the St Marys railway station and to the broader transport network. If a connection to Compass Drive is delivered (via the Southern Link Road) then this could present an opportunity to extend this service further.

Further to the bus connectivity, it is noted that the closest train station to the site is currently some 10 kilometres away. However, the Sydney Metro Western Sydney Airport will provide 23 kilometres of new railway to link residential areas with jobs hubs and the rest of Sydney's public transport network.

The alignment of the Metro is shown by Figure 5. While the closest station to the site will be Luddenham Station, located approximately four kilometres west of the site, it will undoubtedly improve public transport accessibility to the wider area. This provides an opportunity for bus services to combine with Sydney Metro to improve connectivity to/from the residential areas to the north of the site.

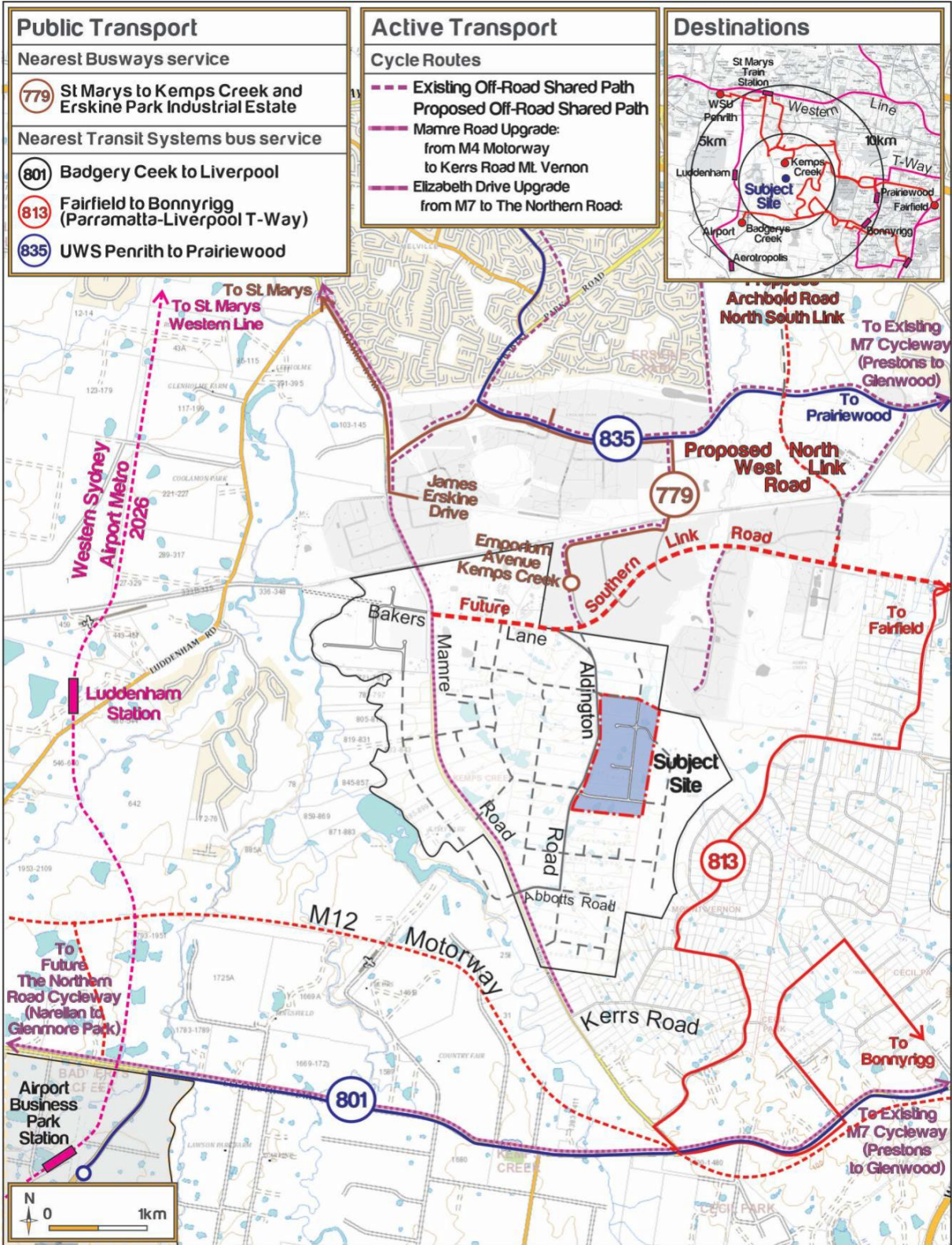


Figure 5: Public and active transport network

2.3.2 Bicycle network

At present, shared paths (pedestrian and cycle) are provided along Erskine Park Road and sections of Mamre Road to the north of the site, but there is little cycling (or pedestrian) infrastructure in Mamre Road between Distribution Drive to the north and Elizabeth Drive to the south.

The Broader Western Sydney Employment Area (BWSEA) Structure Plan provides a detailed outline of future active transport objectives and strategies, acknowledging that the provision of such will be essential to encourage the use of active transport from the outset. In this regard, the BWSEA provides the following key objectives:

- provide quality pedestrian and cycling environments around transit corridors and facilities
 - understand the key walking and cycling needs in the region and the need for the separation of pedestrians and cyclists from motor vehicle traffic
- recognise that all trips involve walking at either the beginning or end of the journey, resulting in the need for connections between parking and public transport areas and destinations
- recognise that walking and cycling paths can form key routes between destinations
 - understand that walking and cycling trips perform a variety of functions, not only travel from an origin to a destination, but such trips are also undertaken for recreation and/or health benefits, which can be influenced by the amenity of the route.

Key active transport routes identified in the BWSEA Structure Plan are shown in Figure 6, noting that the Mamre Road upgrade will provide shared paths along at least one side of the road for its entire length.

Further, the MRP DCP requires internal roads to provide a minimum 1.5-metre-wide footpath on one side of the road and a minimum 2.5-metre-wide shared path on the opposing side of the road.

2.3.3 Pedestrian connectivity

Due to the current largely undeveloped nature of the land immediately surrounding the site, pedestrian infrastructure is currently non-existent. Key pedestrian desire lines in the vicinity of the site would be triggered by connections to future public transport infrastructure, noting the nature of the area being largely industrial and therefore not representing key destinations and attractions for people to walk to.

In this regard, it is noted that the Mamre Road upgrade will include shared cycle and pedestrian pathways along its length. Further, the MRP DCP requires internal roads to provide a minimum 1.5-metre-wide footpath on one side of the road and a minimum 2.5-metre-wide shared path on the opposing side of the road.

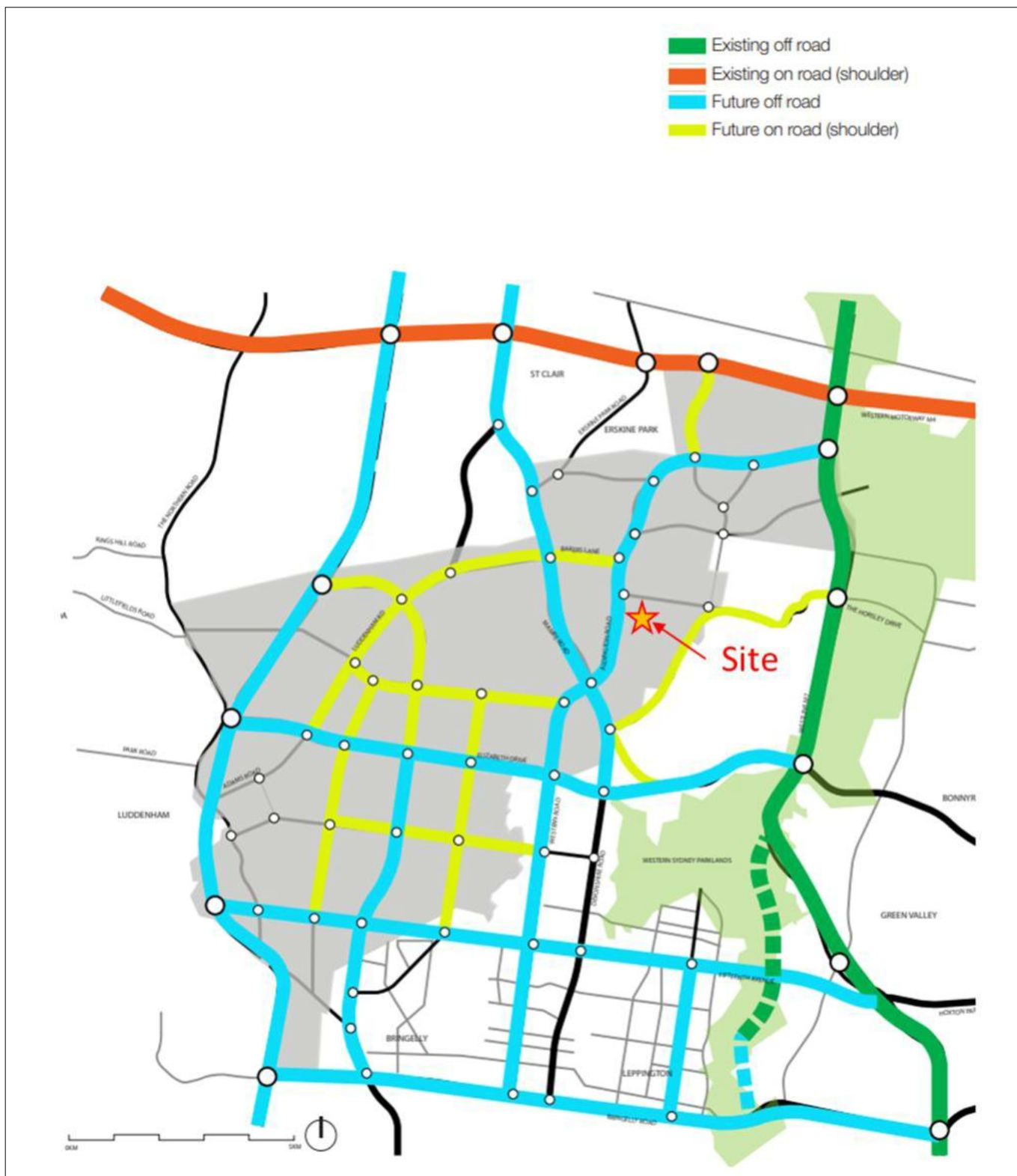


Figure 6: BWSEA cycle routes

Source: BWSEA Structure Plan



2.4 On demand services

2.4.1 Car share

Car sharing has emerged as a cost effective, flexible alternative to private vehicle ownership. Provision of car share in the area could facilitate intermittent work trips that may need to be made by car such that staff can commute by other modes.

As a future industrial area, it is not anticipated that car shares such as GoGet would be particularly successful, particularly in the early stages of development. Nonetheless, given the benefits to reducing the need for a private vehicle, it would be worth considering its appropriateness as the area develops.

Prior to the commencement of car share providers such as GoGet, it is proposed to consider schemes such as provision of car share priority parking spaces, to actively encourage car sharing amongst staff.

2.5 Existing travel patterns

Journey-to-Work (JTW) data from the Australian Bureau of Statistics (ABS) 2021 Census and specifically aggregated Destination Zones has been referenced to understand the baseline travel characteristics of the site. This data informs the initial targets and should be refined and updated as part of the monitoring process.

A summary of key travel modes for those travelling to the locality for work have been reviewed with regard for the surrounding Destination Zone 115184210, within the Horsley Park – Kemps Creek statistical area.

The travel modes are presented in Table 2.

Table 2: Travel mode summary (journey to work)

Travel mode	Mode share of employees
Car as driver	92%
Car as passenger	5%
Train	1%
Bus	0%
Walked only	1%
Motorbike/scooter	0%
Bicycle	1%
Taxi	0%
Other modes	0%
Total	100%

With reference to Table 2, it is evident that the private vehicle (car) is the overwhelming preferred mode of choice for commuters travelling to work in in the area. The data indicates that 97 per cent travel to work by car with 92 per cent as the driver and five per cent as passenger (i.e. car-pooling).

This is reflective of the current nature of the area, which accommodates rural residential properties and agricultural businesses only. However, noting the future land use of the site as industrial in nature, it is expected that the JTW data accurately reflects the current trends for travel to places of work at industrial sites.

The TfNSW Guide to Traffic Generating Developments Updated Traffic Surveys, August 2013, provides details in relation to the principal mode of travel used by staff at the Erskine Park and Eastern Creek warehouses surveyed by TfNSW.



These surveys indicate that 90 per cent of all workers would travel via private vehicles, with eight per cent travelling as passengers. Therefore, the existing census data is reflective of existing travel of industrial development.

3 Development, scope and implementation of the plan

3.1 Introduction

This section sets out in broad terms how the FSTP would be developed and the scope of the FSTP.

3.2 Responsibility

The responsibility for the future STP would lie with site management and should form part of organisational policies. The future STP should include a statement on company policy in relation to travel and should be endorsed by senior management.

3.3 Future STP scope

The future STP should address the following types of travel generated by the development:

- commuter journeys by staff
- visitor journeys
- business travel
- site related deliveries from contractors.

The future STP is expected to have the most effect on commuter journeys by staff. While the operator would aim to encourage sustainable travel by visitors, ultimately staff travel is easier to influence.

The aim is to develop practical measures that are effective in reducing car use for all journeys to the site.

3.4 Implementation

A Travel Plan Coordinator (TPC) should be appointed to act as the primary point of contact for enquiries relating to the progress of the future STP. It is recommended that a consistent TPC be appointed for the Estate so as to achieve a coordinated approach. However, as the individual sites within the Estate would be responsible for implementing their own STPs, this would be at the discretion of site management. The TPC would manage all aspects of the STP, including the co-ordination and joint working practices between those on-site.

The TPC should promote participation in and commitment to the future STP from future tenant and work in partnership with all stakeholders to deliver the strategies and actions.

The TPC should be appointed before the site becomes occupied, or within one month of the site becoming occupied. Contact details for the TPC should be provided in the implemented STP.

The main duties of the TPC are envisaged to include:

- overseeing final development and implementation of the STP
- internal liaison to promote awareness of the STP amongst businesses and staff
- liaison with outside bodies, such as Penrith City Council (Council) and local bus operators, as required regarding the operation of the STP
- providing updated travel information to staff and visitors, as necessary
- monitoring, reviewing and (if necessary) updating the STP.

3.5 Consultation

It is essential that any parties that may play a part in the future STP have the opportunity to discuss further actions and solutions with one another. This would enable equitable input and feedback as well maximising their overall efficacy. For this reason, a coordinated approach to STPs should be implemented (subject to individual tenant participation) to assist in the consultation with the relevant parties, which could include the following:

- council's traffic and transport department and traffic committee
- local bus operators
- TfNSW.

Other organisations may be added to this list as the STP evolves.

3.6 Travel mode targets

3.6.1 Introduction

Based on the existing travel mode splits identified in Section 2.5, the site and the surrounding areas are considered to have a low dependency on public and active transport. This is reflective of the current nature of the area.

However, noting the future land use of the site as industrial in nature, it is expected that the JTW data accurately reflects the current trends for travel to places of work at industrial sites. The TfNSW Guide to Traffic Generating Developments – Updated Traffic Surveys itself provides details in relation to the principal mode of travel used by staff at the Erskine Park and Eastern Creek warehouses surveyed by TfNSW. These surveys indicate that 90 per cent of all workers would travel via private vehicles with eight per cent travelling as passengers.

This section therefore sets out the targets for the reduction in car journeys associated with the site, with consideration to the future land use in the area. Targets are the means of measuring the achievement of the objectives. They need to be clear, directly linked to the objectives, monitored and reviewed.

Questionnaire surveys should be conducted in the future that would form the updated travel mode baseline to further develop site-specific targets. The first surveys should be undertaken shortly after occupation and repeated at a suitable time to assess the effectiveness of the implemented STP. The targets should be reviewed to align with the most up-to-date information.

The implemented STP should be in place for the lifetime of the development. The initial timeframe in which targets should be monitored and reviewed is every one to two years, for a minimum of five years.

3.6.2 Mode share targets

It is essential that mode share targets be achievable with consideration for the public transport, walking and cycling opportunities available within proximity to the site. Targets should also consider what future transport options could reasonably be used to access the site, and also the nature of the development itself.

As per Section 1.2, the AECOM Report provides a mode share target for public and active transport of 20 per cent and by car of 80 per cent by 2056 for the nearby Badgerys Creek Precinct. Sites within the MRP should ideally reflect a similar target.

Further, it should be recognised that during the earlier stages in development of the MRP, it would be anticipated that change in travel behaviour would be slower than in other areas, while the public and active transport networks are still being integrated.

The targets should therefore be revisited and updated after the opening of the relevant development as part of the monitoring process. The preliminary mode share targets are nominated in Table 3, which represent a five-year target to coincide with the minimum five years of monitoring and review.

Table 3: Preliminary mode share targets

Travel mode	Existing mode share of employees	Proposed mode share targets	Relative change
Car as driver	92%	87%	-5%
Car as passenger	5%	8%	+3%
Train	1%	1%	-
Bus	0%	2%	+2%
Walked only	1%	1%	-
Motorbike/scooter	0%	0%	-
Bicycle	1%	1%	-
Taxi	0%	0%	-
Other modes	0%	0%	-

4 Measures and action strategies

4.1 Measures

Below is a range of measures that need to be implemented if the objectives of this FSTP are not met. It is critical to note that these are suggested measures and are not necessarily applicable in the early stages of development in the MRP:

- an introduction to the STP for all staff, setting out its purpose and objectives
- provision of public transport travel information for staff, customers and visitors
- encouragement of car sharing, both amongst staff on site and in the wider context
- provision of car share spaces (future potential measure) and/or provision of a business “pool car” while public car share operators are limited in the area
- assisted cycle purchase schemes
- interest free loans to assist with cycle purchase, cycle equipment purchase etc.
- a transport section on the company website with links to local bus operator sites, to ensure that travel information is always up to date
- the provision of transport information for visitors to the site.

This section should be reviewed and confirmed prior to implementation of any future STP.

4.2 Strategies

Six main strategies are identified, and the actions required for each are detailed in Table 4. The table details specific actions that could be implemented as part of a future site-specific STP and the party responsible for implementing each action.

These actions must be reviewed at regular intervals to ensure that the mode split targets are being met. By that principle, this document is classed as a live document and subject to regular review. It is important to note, that the actions should not be taken as mandatory but rather potential options that should be investigated and implemented by all future inhabitants of the development.

Table 4: Potential action strategies

	Strategy	How it works	Resources/responsibility	Timeline	Funding
1 Travel planning and demand management					
1.1	Sustainable Travel Plan	<ul style="list-style-type: none"> Develop a STP and associated Travel Access Guide (TAG) providing details of other available transport modes to the site Manage the STP Promote STP 	<p>Building manager/TPC to be responsible for overall implementation of final STP and providing annual reporting on STP outcomes to Council.</p> <p>Tenant to develop company specific travel plan based on final STP prior to the commencement of a new lease/sale of property.</p> <p>Company/staff/visitors shall be responsible for ongoing implementation of Company assigned actions and participation in annual monitoring and reporting process to Council</p>	Upon completion of the development and ongoing annual STP events	Tenant/business owner
1.2	Travel information points	<ul style="list-style-type: none"> Establish locations such as travel information points where staff and visitors and others can access travel information via interactive platforms. Promote the STP Provide travel and transport information options 	Tenant/business owner	Subject to employer preference	Tenant/business owner
1.3	Flexible working hours	<ul style="list-style-type: none"> Allow employees the flexibility to commute outside peak periods to reduce overall congestion and travel time. 	Tenant/business owner	Subject to employer preference. Can be implemented at building occupation	Tenant/business owner
1.4	Teleworking	<ul style="list-style-type: none"> Provide the option to work remotely (where possible) to 	Tenant/business owner	Subject to employer preference. Action	Tenant/business owner

	Strategy	How it works	Resources/responsibility	Timeline	Funding
		reduce the number of vehicles travelling to the development and encourage teleconferencing rather than travelling to meetings.		to be considered by employers/visitors	
2 Promoting public transport					
2.1	Opal Card loan schemes/ subsidising schemes for public transport travel through pre-paid credit cards	<ul style="list-style-type: none"> Company may consider subsidising staff public transport travel. Alternatively, staff can pay for their own Opal Cards/pre-paid travel card through their salary, spreading the cost over the year to make it more affordable. 	Tenant/business owner/TPC	Subject to employer. Can be implemented at building occupation	Tenant/business owner
2.2	Maximise bus service frequency	<ul style="list-style-type: none"> Meet or exceed TfNSW bus planning guidelines. Decrease headway where possible, especially during peak periods. Report back to TfNSW on perception of bus service adequacy 	TfNSW	Developer to hold on-going discussions with TfNSW after each annual review of STP and report on relevant findings	TfNSW
2.3	Provide bus stops with shelter facilities	<ul style="list-style-type: none"> Ensuring provision of bus stops suitable for waiting areas for commuters – Developer to recommend improvements to the proposed/implemented bus stops along Aldington Road to TfNSW. 	TfNSW	Subject to discretion of TfNSW. Advisable to be prior to the opening of the development	TfNSW
2.4	Public transport for work travel	<ul style="list-style-type: none"> The company/TPC can promote public transport as one of the main preferences for work 	TPC	Subject to employer. Can be	Tenant/business owner

	Strategy	How it works	Resources/responsibility	Timeline	Funding
		travel. This should be supported by all users and visitors to development having access to Opal cards.		implemented at building occupation	
2.5	Lobby for Precinct wide shuttle service	<ul style="list-style-type: none"> Shuttle service initiative that would transport staff to/from the MRP to the nearby public transport hubs. 	TPC to lobby Estate manager/owner	Ongoing in the workplace. Updates can be made to organisation as appropriate	Estate owner/ manager
3 Promoting carpooling					
3.1	Open car sharing	<ul style="list-style-type: none"> Where anyone in a defined geographical area can join a ride sharing scheme. This involves no input from the employer and should be on the onus of staff to schedule. 	Staff	Ongoing in the workplace	Costs can be split equitably by those involved
3.2	Closed car sharing	<ul style="list-style-type: none"> The company/department sets up an in-house car-matching scheme 	Company, TPC	Ongoing in the workplace. Updates can be made to organisation as appropriate	Tenant/business owner
3.3	Third-party car sharing program	<ul style="list-style-type: none"> Companies such as Liftshare are an online service that facilitates journey sharing between individual users, as well as providing separate services for businesses, organisations and events. 	Staff – encouraged by TPC	Ongoing in the workplace	Staff
3.4	Carpool week	<ul style="list-style-type: none"> Arrange for a dedicated carpool campaign week to promote the benefits of carpooling. 	Tenant/business owner	One week per calendar year	Tenant/business owner

	Strategy	How it works	Resources/responsibility	Timeline	Funding
4 Promoting cycling					
4.1	Create a bicycle user group (BUG)	<ul style="list-style-type: none"> BUGs are local groups of like-minded bike riders who get together generally for social riding in their area. For the purposes of the workplace, this can be adapted as a way of creating a social and healthy aspect of travelling to work. 	Tenant/business owner, TPC	Ongoing in the workplace	Tenant/business owner
4.2	Providing and maintaining end of trip facilities	<ul style="list-style-type: none"> Providing facilities such as showers, change rooms, lockers. For the initial stages of the development, it is recommended to provide facilities compliant with the relevant controls, and as the site develops further, they should be reviewed as part of monitoring process to meet any increase in demand. 	Developer, tenant/business owner	End-of-trip facilities are being provided as part of the project	Developer, tenant/business owner
4.3	Promote bicycle initiatives	<ul style="list-style-type: none"> Promotion of bicycle initiatives – NSW bicycle week, Ride to Work etc. 	Tenant/business owner, TPC	To be promoted annually	Tenant/business owner
4.4	Advertise bicycle routes	<ul style="list-style-type: none"> Promotion of bike lanes through the TAG. 	Tenant/business owner, TPC	To be promoted and provided at communal areas such as key information kiosks within facility	Tenant/business owner
5 Promoting walking					

	Strategy	How it works	Resources/responsibility	Timeline	Funding
5.1	Providing end-of-trip facilities	Provision of sufficient end-of-trip facilities such as showers, change rooms, lockers etc. to maximise pedestrian activity throughout the site.	Developer	End-of-trip facilities are being provided as part of the project	Tenant/business owner
5.2	Walking routes	Incentivise travelling by foot by highlighting possible routes particularly those to nearest bus stops	Tenant/business owner	To be promoted and provided at communal areas such as key information kiosks within facility	Tenant/business owner
5.3	Promote walking initiatives	Promotion of walking initiatives: walk to game/training day, pedometers/step challenge/gamification of walking/reward programs based on steps to elevate pedestrian activity throughout site and to/from public transport points.	Tenant/business owner, TPC	To be implemented monthly or as appropriate throughout the calendar year.	Tenant/business owner
6 Influencing travel behaviour					
6.1	Provision of sustainable travel packs to employees and visitors	<ul style="list-style-type: none"> Introduces employees and visitors alike to the STP and provides information on walking and cycling routes, and travel by bus & train, timetables, and access routes. This would include a TAG. 	Tenant/business owner, TPC	Travel packs to be provided upon occupancy of building to employees.	Tenant/business owner

4.3 Communication strategy

New staff should be provided with a 'welcome pack' as part of the on-site induction process which includes a STP Pamphlet and other information in relation to sustainable transport choices. This pack should include a copy of the STP and TAG. Furthermore, general information regarding the health and social benefits of active transport and advice on where to seek further information should also be provided. It is recommended that an electric copy of the welcome pack be created and made available to staff.

The TAG should be clearly displayed in communal areas of the site including (but not limited to):

- the staff lunch room
- lift lobby area and entrances to buildings
- any marketing material associated with the site, such as websites and newsletters.

5 Monitoring strategy

5.1 Plan maintenance

The STP should be subject to ongoing reviews and should be updated accordingly. Regular reviews should be undertaken by the TPC. As a minimum, a review of the STP should occur every one to two years.

The key considerations when reviewing or monitoring the STP are as follows:

- update baseline conditions to reflect any changes to the transport environment in the vicinity of the site such as changes to bus services, new cycle routes, etc.
- track progress against target travel mode targets
- identify any shortfalls and develop an updated action plan to address issues
- ensure travel modes targets are updated (if necessary) to ensure they are realistic and remain ambitious.

5.2 Monitoring

To record the overall success, as well as the effectiveness of the individual measures, monitoring and reviewing the STP should be conducted at regular intervals. The TPC would act as the primary point of contact for all enquiries relating to the STP's progress.

The STP should be monitored around every one to two years, with the first survey being carried out shortly after the first occupation of the site. Travel mode surveys would determine the proportion of persons travelling to/from the site by each transport mode. This would be in the form of annual travel mode questionnaire surveys to be completed by all persons attending the site, as far as practicable. A sample of a typical travel mode questionnaire form is included in Appendix B.

If targets are not met at the end of the initial period of monitoring, the STP should be reviewed, new measures introduced and would be reassessed at the next monitoring stage.



Appendix A Travel Access Guide

200 Aldington Road Industrial Estate

Travel Access Guide

Kemps Creek, 2178



Active Transport

- Existing**
- Shared Paths
- Proposed**
- Mamre Road Upgrade
 - Archbold Road Upgrade and Extension
 - Southern Link Road
 - Elizabeth Drive Upgrade

Cycle Network at:
<https://maps.transport.nsw.gov.au/egemaps/cycleway-finder/index.html>

Western Airport Metro (2026) to St Marys Train Station (T1 Western and North Shore Line)

Luddenham Metro Station

200 Aldington Road

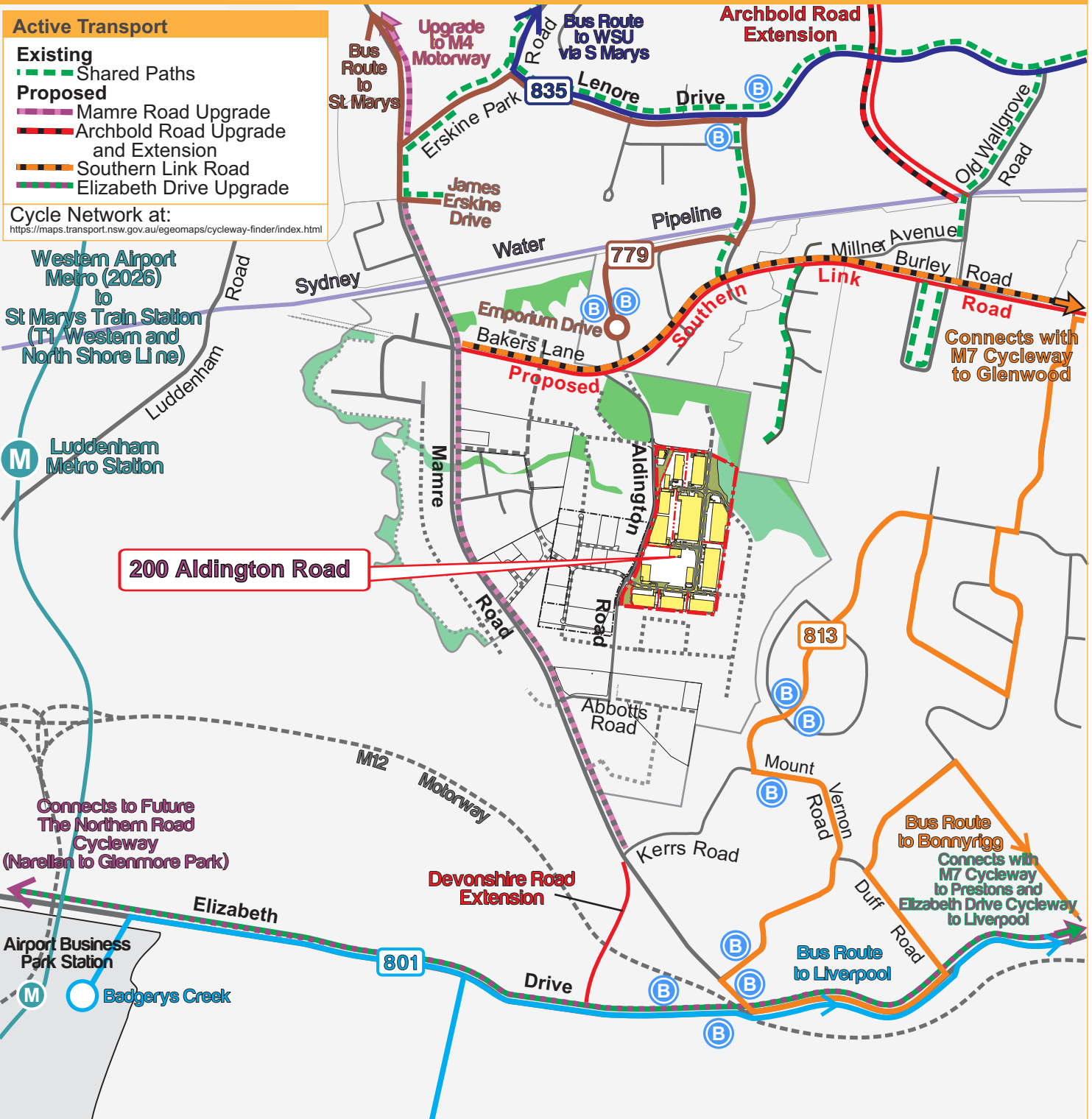
Connects to Future The Northern Road Cycleway (Narellan to Glenmore Park)

Airport Business Park Station
 Badgerys Creek

Public Transport

- 779** St Marys to Kemps Creek via Erskine Park
- 801** Badgerys Creek to Liverpool
- 813** Bonnyrigg and Western Sydney Parklands to Fairfield
- 835** Prairiewood to Western Sydney University Penrith
- B** Bus Stops

Timetables at: <https://transportnsw.info>





Appendix B Sample questionnaire



Instructions for surveyor(s)

1. The Survey Form should be completed by EVERY PERSON attending the site on a particular day.
2. This survey should be completed SEPARATELY for EACH TRIP undertaken.

Travel questionnaire survey form

Date:

Time:

Q1. Are you one of the following?

- | | |
|--|--|
| <input type="checkbox"/> Warehouse staff | <input type="checkbox"/> Casual contractor |
| <input type="checkbox"/> Office staff | <input type="checkbox"/> Company driver/sub-contractor |
| <input type="checkbox"/> Courier/office delivery | <input type="checkbox"/> Other (please specify) |

Q2. How did you travel to/from the site today?

- | | |
|---------------------------------------|---|
| <input type="checkbox"/> Walked only. | <input type="checkbox"/> Car share vehicle |
| <input type="checkbox"/> Bicycle only | <input type="checkbox"/> Motorcycle/scooter |
| <input type="checkbox"/> Train | <input type="checkbox"/> Car (as passenger) |
| <input type="checkbox"/> Bus | <input type="checkbox"/> Car (as driver) |
| <input type="checkbox"/> Taxi | <input type="checkbox"/> Other (please specify) |

Q3. If you drove to the site, where did you park?

- Not applicable – did not drive.
- On-site car park
- On-site within truck hardstand
- Other (please specify)