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URBIS

SOCIAL IMPACT ASSESSMENT

**YIRIBANA LOGISTICS
ESTATE**

Prepared for
GPT GROUP
31 May 2021

This Social Impact Assessment was prepared and reviewed by:

Director	Clare Brown
	Bachelor of Town Planning (Honours)
	Bachelor of Law

This Social Impact Assessment was prepared by:

Senior Consultant	Alyce Noney
	Master of Urban Management and Planning
	Bachelor of Planning

Assistant Planner	Gilbert Elliott
	Bachelor of City Planning (Honours) (Ongoing)

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Urbis acknowledges the important contribution that Aboriginal and Torres Strait Islander people make in creating a strong and vibrant Australian society.

We acknowledge the Darug people as the Traditional Owners of the land on which the proposed development is located, and pay our respects to Eldest past, present and future.

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EXECUTIVE SUMMARY

Urbis Pty Ltd (Urbis) was engaged by GPT Group to prepare a Social Impact Assessment (SIA) for a new industrial estate at 754 – 770 and 784 – 786 Mamre Road, Kemps Creek (the site). This SIA is to inform a development application for a State Significant Development (SSDA) for the site.

The SSDA seeks concept approval for five industrial warehouses, an internal road network and carparking, and detailed development approval for the construction and use of Warehouse 1 and 3 for the purposes of other manufacturing industries and/or warehouse and distribution centres. The proposal will operate 24 hours/day, seven days/week.

Assessing social impacts

The assessment of social impacts can be approached in several ways. The International Association for Impact Assessment highlights a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the consequence of an impact against the likelihood of the impact occurring. This approach is also used in the DPIE draft SIA Guidelines.

The DPIE risk assessment methodology is set out below and has been used in this SIA for the assessment of social impacts.

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

Magnitude level

The likelihood and magnitude levels are determined by subjective and objective components, considering both individual experience, community perceptions and technical evaluation outcomes.

As outlined in the DPIE draft SIA Guidelines, the likelihood level assesses the probability of the impact occurring. The level of magnitude assesses the likely significance of the impact and considers several characteristics including:

- Extent – the volume of people expected to be affected and their relative location to the proposal
- Duration – the timeframe and frequency of potential impacts
- Severity or scale – the degree of change from the existing condition as a result of the impact
- Sensitivity or importance – the extent to which people or an environment can adapt to or mitigate the impact, including the value they attach to the matter and their capacity to cope to change.
- Level of concern/interest – the level of interest or concern among the people affected.

Management measures

Social impacts are assessed before and after the implementation of management measures. Management measures are designed to reduce negative impacts and enhance positive impacts. These measures can

take different forms and may be incorporated in the planning, construction, or operational stage of the proposal.

Section 5 of this SIA assesses potential impacts prior to management measures as part of the impact scoping phase. Impacts which are assessed as moderate or higher are considered significant and included for further assessment in Section 6. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

Potential social impacts

Based on the assessment in this report, the key social impacts of this proposal are:

- **Increased employment opportunities and industrial land:** the development of a new industrial estate on Mamre Road is expected to have a high positive impact on the community by creating new, local employment opportunities in an area of identified need. The creation of new warehouse and logistic buildings on will also support the strategic need for more industrial land across Western Sydney.
- **Change to visual character:** the VIA (prepared by visual impact specialists) considers the visual impacts from the proposal to be acceptable. The VIA considers that the proposal is consistent with the future visual character of the area, as stipulated under the controls of the Mamre Road Precinct. The VIA also considers that visual impacts to surrounding viewpoints can be mitigated adequately by the proposed vegetation screening and landscaping. Based on the analysis in the VIA, the proposal is expected to have a long term low impact on the visual character of the site and surrounding area.
- **Increased local traffic:** the proposal will represent a considerable change to traffic levels compared to current circumstances. Based on consultation with Council, this may be met with concern from the surrounding residences, such as those along Bakers Lane and Mamre Road.

However, the Transport Management and Accessibility Plan prepared by Ason Group considers that the expected traffic generation from the proposal can be met sufficiently by Mamre Road and the planned upgrades proposed by TfNSW. Measures have also been put in place to help encourage use of the planned public and active transport connections from the site to the surrounding network. Based on the analysis of the TMAP, the proposal is likely to have a long term low impact on the surrounding road and traffic network.

Recommendations

- Consider developing an employment strategy to target local recruitment. The plan may include initiatives to partner with local businesses or inclusion/diversity targets.
- Ensure all external lighting on site complies with Australian Standards to manage and reduce potential obtrusive effects of outdoor lighting.
- Prepare a maintenance schedule for the site to ensure the grounds and landscaped areas are regularly cared for and maintained.
- Continue to consult with TfNSW and Council as the Mamre Road Precinct develops to monitor road performance and make future modelling adjustments as required.

Overall impact assessment

The proposal is expected to have a positive impact by providing creating new, local employment opportunities in an area of identified need. The proposal will also increase the supply of industrial land in Western Sydney, supporting the freight and logistics network across Greater Sydney. While the proposal will result in a considerable change to visual character and traffic levels, it is expected these impacts can be accommodated in the long term with the implementation of the management measures in Section 6 and the recommendations above.

1. INTRODUCTION

Urbis Pty Ltd (Urbis) was engaged by GPT Group to prepare a Social Impact Assessment (SIA) for a new industrial estate at 754 – 770 and 784 – 786 Mamre Road, Kemps Creek (the site). This SIA is to inform a development application for a State Significant Development (SSDA) for the site.

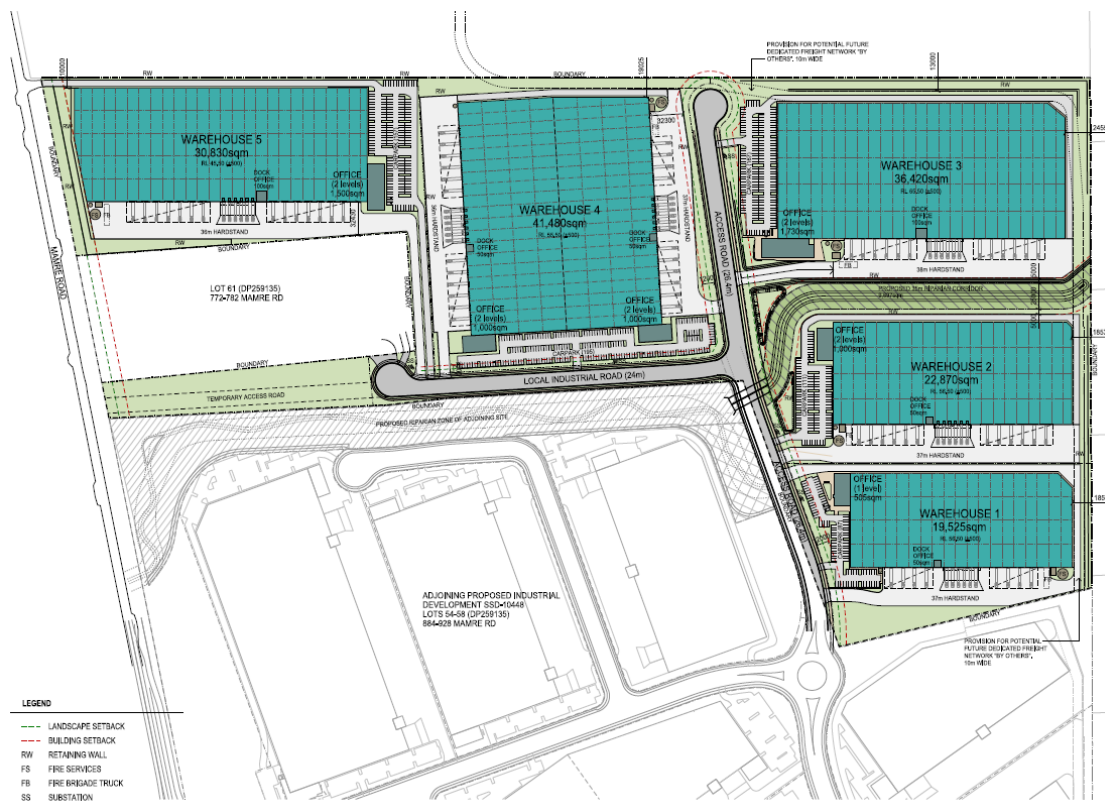
1.1. PROJECT OVERVIEW

The SSDA seeks approval for:

- A concept approval for five industrial warehouses, an internal road network and carparking.
- Detailed development approval as the first stage of development for:
 - Construction and use of Warehouse 1 and 3 for the purposes of other manufacturing industries and/or warehouse and distribution centres which will operate 24 hours/day, seven days/week,
 - Provision of site servicing infrastructure to allow the operation of the industrial unit for warehouse and distribution and/or other manufacturing industries,
 - Bulk earth works,
 - Construction of retaining walls,
 - Internal road network (north-south),
 - Associated carparking,
 - Signage, and
 - Landscaping throughout the site.

A second detailed development application will be submitted for construction of warehouse buildings 2, 4 and 5. The concept plan for the site is shown in Figure 1 below.

Figure 1 Site master plan



Source: SBA Architects

1.2. REPORT PURPOSE AND SCOPE

A SIA is a specialist technical study which identifies and analyses the potential social impacts (both positive and negative) associated with a proposal. It involves a detailed and independent study to scope potential social impacts, identify appropriate mitigation measures and provide recommendations aligned with professional standards.

In line with the Department of Planning, Industry and Environment (DPIE) draft SIA Guidelines for State Significant Projects (2020) (DPIE draft SIA Guidelines), social impacts are the consequences that people experience when a new project brings change and can include any of the categories shown below. For the purposes of an SIA, 'people' can be individuals, households, groups, communities, businesses or organisations.

Figure 2 Social impact categories



1.3. STRUCTURE OF THIS REPORT

This report is structured into seven chapters as follows:

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the SIA legislative requirements and methodology applied to complete this SIA.
- **Chapter 3** reviews the key findings and strategic directions from relevant State and local policies, as it relates to the proposal.
- **Chapter 4** provides a social baseline of the study area including the site's locality, social context and demographic characteristics.
- **Chapter 5** outlines a preliminary assessment of expected and perceived social impacts of the proposal.
- **Chapter 6** assesses the significant (moderate to very high impacts) of the proposal, including mitigation and management measures.
- **Chapter 7** concludes the SIA by setting out a summary of the social impacts, recommendations and overall impact assessment.

2. METHODOLOGY

This section outlines the methodology to prepare this assessment, with reference to the SIA legislative requirements.

2.1. LEGISLATIVE REQUIREMENTS

This SIA has been prepared in response to the requirements contained within the Secretary's Environmental Assessment Requirements (SEARs) for the project (SSD-10272349). Specifically, this SIA has been prepared to respond to the following SEARs:

Relevant SEARs	SIA report reference
<p>Social - including the preparation of a Social Impact Assessment, which:</p> <ul style="list-style-type: none">▪ <i>Identifies and analyses the potential social impacts of the development from the point of view of the affected community/ies and other relevant stakeholders (i.e. how they experience the project)</i>▪ <i>Considers how potential environmental changes in the locality may affect people's: way of life; community; access to and use of infrastructure, services and facilities; culture; health and wellbeing; surroundings; personal and property rights; decision-making systems; and fears and aspirations, as relevant and considering how different groups may be disproportionately affected</i>▪ <i>Assesses the significance of positive, negative, and cumulative social impacts considering likelihood, extent, duration, severity/scale, sensitivity/importance, and level of concern/interest</i>▪ <i>Includes mitigation measures for likely negative social impacts, and any proposed enhancement measures and details how social impacts will be adaptively monitored and managed over time.</i>	Sections 5 – 7

2.2. ASSESSMENT METHODOLOGY OVERVIEW

The following methodology was undertaken to prepare this SIA. This methodology was informed by the guidance in DPIE's draft SIA Guidelines for State Significant Projects (2020) and the SIA principles outlined in Penrith City Council's Development Control Plan 2014, Appendix F4, Section 2.1 – Social Principles.

Background review	Impact scoping	Assessment and reporting
<ul style="list-style-type: none">▪ Review of surrounding land uses and site visit▪ Review of relevant state and local policies to understand potential implications of the proposal▪ Analysis of relevant data to understand the existing community and social locality.	<ul style="list-style-type: none">▪ Review of site plans and technical assessments▪ Consultation with Council to identify potential impacts▪ Stakeholder mapping.	<ul style="list-style-type: none">▪ Assessment of significant impacts considering management measures▪ Provision of recommendations to enhance positive impacts, reduce negative impacts and monitor ongoing impacts.

2.3. APPROACH TO ASSESSING SOCIAL IMPACTS

The assessment of social impacts can be approached in several ways. The International Association for Impact Assessment highlights a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the consequence of an impact against the likelihood of the impact occurring. This approach is also used in the DPIE draft SIA Guidelines.

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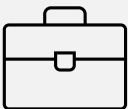


3. POLICY CONTEXT

A review of relevant State and local policies was undertaken to understand the strategic context of the proposed development and any potential impacts. This included the following documents:

- Western City District Plan, Greater Sydney Commission (2018)
- Mamre Road Precinct Structure Plan, Department of Planning, Industry and Environment (2020)
- Community Strategic Plan, Penrith City Council (2017)
- Local Strategic Planning Statement (LSPS), Penrith City Council (2020)
- Economic Development Strategy, Penrith City Council (2017).

A summary of the key findings from the policy review, as it relates to the proposal, is outlined below.

Table 1 Policy review

Theme	Summary of findings
<p>Increasing local employment opportunities</p> 	<p>Council's Community Plan (2017) indicates that Penrith Local Government Area (LGA) residents want more opportunities to work closer to home, particularly for younger people. Currently, over 60% of residents travel outside of the Penrith LGA for work (Penrith Local Strategic Planning Statement (LSPS) 2020, p. 50). This is largely due to an insufficient number and suitability of local jobs, as well as limited public transport connectivity throughout the LGA.</p> <p>To help support this need, Council aims to create 13,000 new local jobs in the LGA by 2031 (Penrith Economic Development Strategy 2017, p. 11). This includes 3,500 new jobs in the advanced manufacturing sector and 2,000 in the advanced logistics sector. These sectors have been targeted to help align local skill levels with potential job prospects and to respond to the opportunities created by the Western Sydney Aerotropolis.</p>
<p>Managing population and land growth</p> 	<p>The landscape and population of Penrith LGA is changing, with the development of the Western Sydney Aerotropolis seeing the conversion of historically rural lands to industrial land uses. This is true for the Mamre Road Precinct (where the site is located) which was rezoned in June 2020 to facilitate employment generating land uses.</p> <p>Council's Community Strategic Plan (2017) recognises that the effective management of the LGA's growth is the biggest issue of concern to the community. While the community recognises that the LGA needs to grow, there is a need to ensure the necessary services and facilities, including roads, jobs and housing, are in place to support this growth and transition period.</p>
<p>Supporting the demand for new industrial land</p> 	<p>The Mamre Road Precinct Structure Plan (2020) indicates there is a growing need for new industrial land in Western Sydney. This is primarily driven by the development of the Western Sydney Aerotropolis and the need to create more local job opportunities. If no action is taken, the NSW Department of Industry expects the amount of industrial land is likely to be exhausted within four – five years (NSW Department of Industry – Mamre Road Precinct, FAQs).</p> <p>The Western City District Plan (2018) recognises that it will be important to plan for more industrial land across the District as way to provide more jobs and services closer to home for the population.</p>

4. SOCIAL BASELINE

4.1. SITE LOCALITY

The site is located at 754 – 770 and 784 – 786 Mamre Road, Kems Creek, within the Penrith LGA. Kems Creek is home to a relatively small population (2,268 people) and is generally characterised by its rural-residential lots and agricultural lands. Most of the suburb's population live south of Elizabeth Drive (approximately 5km from the site), while the existing agricultural lands are typically concentrated to the north of Elizabeth Drive.

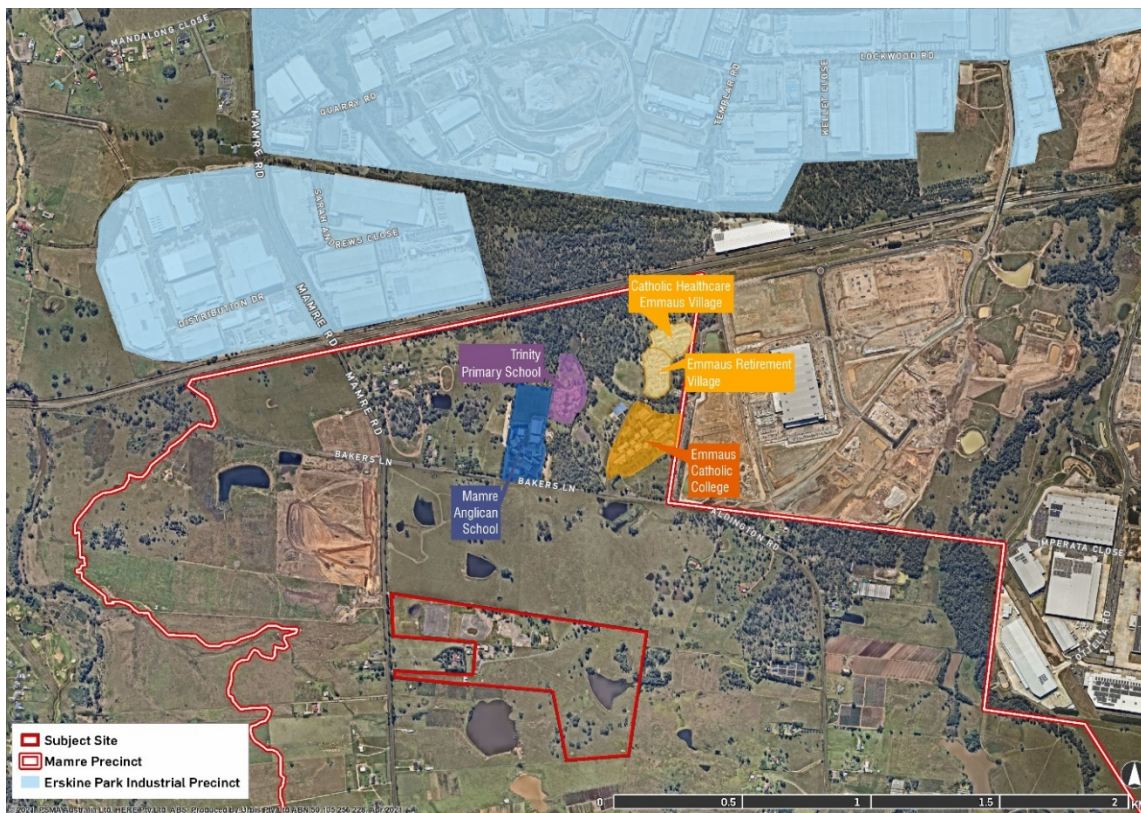
The site is currently unoccupied and is generally surrounded by vacant, rural land. There are some rural-residential properties located opposite the site along Mamre Road, with one property surrounded by the site. This property is currently vacant and has been sold for redevelopment purposes. Further north, there is a small development containing three schools and a retirement village, as outlined in Figure 3.

Regional context

While there is currently limited urban development in the area, the site surrounds are expected to experience considerable change as a result of the Western Sydney Aerotropolis. The site is located within the Mamre Road Precinct (see Figure 4), one of ten key precincts in the Aerotropolis. The precinct is intended to be developed as an industrial warehousing and logistic hub, supporting the creation of 17,000 new jobs. To facilitate this, the Mamre Road Precinct was rezoned in June 2020 from RU2 Rural Landscape to IN1 General Industrial zoning under the State Environmental Planning Policy (Western Sydney Employment Area) 2009 (WSEA SEPP).

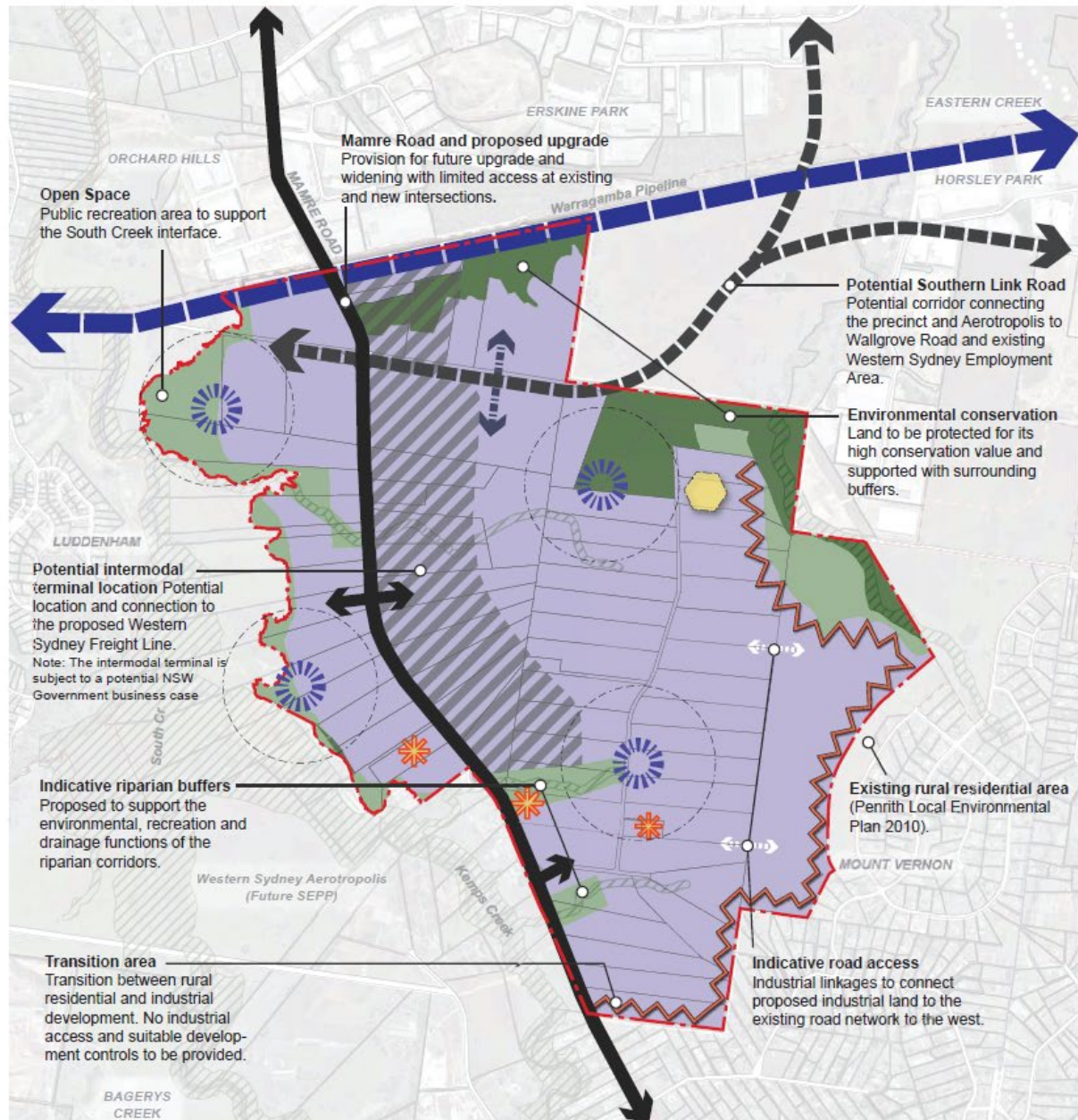
The Ministerial Local Planning Direction 3.5 precludes residential development in the precinct as the site is affected by the Western Sydney International Airport's ANEF 20 noise contour. The NSW Government has identified an opportunity for non-sensitive land uses to locate in this precinct, such as warehouse and logistics facilities. As a result, there have been several proposals in the precinct to develop the existing agricultural lands for industrial warehouse uses, a trend which is expected to continue for the foreseeable future.

Figure 3 Social context



Source: Urbis

Figure 4 Mamre Road Precinct Structure Plan

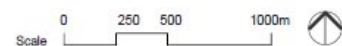


Draft Structure Plan



Planning,
Industry &
Environment

Mamre Road Precinct
Draft Structure Plan - November 2019



Source: DPIE, Mamre Road Precinct Structure Plan, November 2019

4.2. COMMUNITY PROFILE

A social baseline identifies the demographic and social characteristics of the proposal's likely area of social influence. The baseline is an important tool in understanding how a community currently lives and their potential capacity to adapt to changes arising from a proposal. For this proposal, the area of social influence contains the suburbs of Kemps Creek and Mount Vernon due to their proximity to the site.

The social baseline for the combined area of Kemps Creek and Mount Vernon (the study area) has been developed based on demographic data from the Australian Bureau of Statistics (ABS Census 2016) and DPIE. The demographic characteristics of Penrith LGA and Greater Sydney have been used for comparison purposes.

In 2016, there were 3,460 people living in the study area. Key characteristics of this community include:



Older adult population

Most people (21%) in the study area are aged between 40 – 54 years. This is similar to Greater Sydney (20%) and Penrith LGA (20%).



Family households dominant

Most of the study area live in family households (88%), followed by single person (10%) and group households (1%).



High proportion of low density housing

Nearly all dwellings in the study area are separate houses (99%), which is significantly higher compared to Greater Sydney (57%).



Linguistically diverse

Close to half (46%) of the study area speak a language other than English at home, compared to only 38% in Greater Sydney.



Predominately blue collar workers

Most of the study area work across the construction and manufacturing sectors, with 28% of Kemps Creek and 23% of Mount Vernon employed as either technicians and trade workers or machinery operators and drivers.



Varying levels of economic advantage

Kemps Creek has a median weekly household income of \$1,613, which is slightly lower than Greater Sydney (\$1,750). By comparison, Mount Vernon has a significantly higher median household income at \$2,565.



High motor car usage

The majority of households in the study area (98%) rely on motor vehicles to travel to work. This is a significantly higher rate compared to Greater Sydney (78%).



Strong population growth in the LGA

Between 2021 and 2041, the population in Penrith LGA is expected to increase by 60%.

Crime and safety

As part of the community profile, an analysis of NSW Bureau of Crime Statistics and Research (BOCSAR) data was also undertaken on 31 March 2021 to assess crime and safety risk around the site.

As of March 2021, the site is not within a crime hotspot for any reported crime types. The most common crimes in Kemps Creek are break and enter and property theft, however the suburb generally has a lower rate of crime compared to the NSW average.

4.3. SUMMARY OF COMMUNITY AND STAKEHOLDER ENGAGEMENT

Community consultation

Urbis Engagement undertook community and stakeholder consultation for the proposal between October 2020 and March 2021. The purpose of this consultation was to inform the community of the proposal and to provide an opportunity to provide feedback on the proposed site design. As part of this process, a project fact sheet was distributed to 15 households along Mamre Road and a dedicated communication line was established by which the community could provide feedback.

As of May 2020, there has been no feedback received from the community. A complete summary of the consultation process is contained in the Urbis Engagement Outcomes Report (April 2021).

Stakeholder consultation – Registered Aboriginal Parties

Consultation with Registered Aboriginal Parties (RAPs), including Local and State Aboriginal Land Councils, was also undertaken by Urbis Heritage as part of the Aboriginal Cultural Heritage Assessment Report (ACHAR). The objective of the consultation is to ensure that Aboriginal people have opportunities to improve the ACHAR outcomes by:

- Providing relevant information about the cultural significance and values of Aboriginal objects and/or places,
- Influencing the design of the method to assess cultural and scientific significance of Aboriginal objects and/or places,
- Actively contributing to the development of cultural heritage management options and recommendations for any Aboriginal objects and/or places within the proposed subject area, and
- Commenting on draft assessment reports before they are submitted by the Proponent to the DPIE.

Between July and August 2020, 59 Aboriginal groups and individuals were contacted about the proposal, with 20 groups registering interest in the project. In September 2020, an information pack about the proposal was provided to the 20 groups for feedback. Of these 20 groups, nine provided feedback on the proposal.

All feedback received was positive and supportive of the proposed ACHA methodology. The final ACHAR will be provided as part of the response to submissions for the SSDA.

4.4. SIA DISCUSSIONS WITH PENRITH CITY COUNCIL

A teleconference was held with Council's Social Planning Coordinator on 6 May 2021 to help inform this SIA. The interview focussed on understanding the local characteristics of the community and any potential positive or negative social impacts from Council's perspective.

Key feedback from this interview is summarised below:

- Kemps Creek is located in the rural south of Penrith LGA and generally consists of an older, more established community. Council indicated that there is minimal population growth forecasted for the area,
- Penrith LGA is considered one of the hottest areas in Greater Sydney. Any future development should consider ways to reduce the urban heat island effect for the benefit of the community, with reference to Council's Cooling the City Strategy (2015),

- There is a need for more local employment opportunities to reduce the number of residents travelling outside the LGA everyday for work. As part of this, Council aims to increase job diversity within the LGA, particularly in employment fields which require higher education qualifications,
- Penrith LGA faces some health challenges, such as higher rates of obesity. As such, the proposal should look to ways to maximise liveability outcomes on site for workers, such as by providing access to healthy food options and designing quality lunch break/rest areas, and
- While the community recognises that the LGA needs to grow, a key concern for the community is ensuring there is the necessary services and facilities in place to accommodate the expected growth. In this respect, the proposal should ensure that any traffic impacts from the proposal can be adequately accommodated and mitigated.

4.5. AREAS OF SOCIAL INFLUENCE

Based on the policy context and social locality, the areas of social influence include the immediate site context, Penrith LGA and the wider Greater Sydney Region. Within the areas of social influence, the following individuals and communities are likely to be impacted by the proposal:

- Households on Mamre Road
- The schools and retirement village on Bakers Lane
- Kemps Creek and Mount Vernon residents
- Penrith LGA residents and workers.

5. EXPECTED AND PERCEIVED IMPACTS

A proposal may cause a range of direct and indirect social impacts which can have a positive, negative or neutral impact on the existing environment and community. A SIA should assess the expected and perceived impacts which are considered to have the most significant impacts on the community and identified stakeholder groups.

The following section outlines the impact scoping considerations which were used to inform the determination of social impacts. These impacts have been informed by the contextual information outlined in Sections 3 – 4 of this SIA and have been assessed against the SIA criteria described in Section 2.

5.1. NEUTRAL TO LOW IMPACTS

This section outlines the social impacts considered to have a neutral to low impact on the community. These are not considered to have a significant impact on the community and are not included for further assessment.

Table 2 Impact scoping – neutral to low impacts (not included for further assessment)

Social impact category	Impact assessment summary
Surroundings	Noise impacts from the construction and operation of the proposal
Way of life	<p>The proposal will introduce a new industrial estate to Mamre Road. If approved, the estate will operate for 24 hours a day, seven days a week. Given the site is currently vacant, the proposal will generate more noise emissions compared to the circumstances and may impact on the amenity of surrounding neighbours.</p> <p>A Noise and Vibration Impact Assessment prepared by RWDI Australia considers the proposal will have a minimal noise impact on the surrounding environment. This is assessed as follows:</p> <ul style="list-style-type: none"> ▪ The proposal is unlikely to disturb any residents immediately surrounding the site. Due to the strategic role of the Mamre Road Precinct, the residences surrounding the site are expected to be unoccupied by the time the proposal is operational. No further residents are expected to be moving into the immediate locality as the Mamre Road Precinct has been identified as unsuitable for residential uses under the Western Sydney Aerotropolis Plan (2020). ▪ The education facilities along Bakers Lane (approximately 550m from the site) are the closest sensitive receiver. The Noise and Vibration Impact Assessment considers that any construction and operational noise emissions will comply with the relevant noise criteria, including sleep disturbance criteria. Further, noise impacts from traffic generation during operation are expected to be negligible. <p>The Noise and Vibration Impact Assessment also outlines several mitigation measures to help reduce potential amenity impacts during construction, such as orientating noise emissions away from sensitive receivers, avoiding noisy equipment from operating simultaneously and scheduling works within standard construction hours. Based on the findings from the Noise and Vibration Impact Assessment, the potential noise emissions from the proposal is likely to have a low social impact on the community and has not been included for further assessment in this SIA.</p>
Surroundings	Impacts on air quality during the construction and operation of the proposal

Social impact category	Impact assessment summary
Way of life	<p>The site is currently located in a relatively undeveloped, rural area. If approved, the proposal will generate increased construction and traffic activity which may impact on the current amenity and air quality of the area. The proposal may also contribute to cumulative air quality impacts, given the rate of construction of industrial and warehouse development which is expected to occur around the site as part of the Mamre Road precinct.</p> <p>To assess these impacts, an Air Quality Impact Assessment Report was prepared by Northstar Air Quality. The assessment found that the proposal will have a low risk on human health or nuisance air quality impacts during demolition and construction works and can be mitigated. The ongoing operation of the proposal is also not expected to exceed air quality criteria, with respect to both incremental and cumulative impacts.</p> <p>As the Air Quality Assessment Report considers that the proposal will not exceed the specified air quality criteria and that appropriate mitigation measures can be put in place, it is considered that potential air quality impacts can be mitigated adequately and will have a low social impact on the community.</p>
Culture	<p>Potential impacts on Aboriginal cultural heritage</p> <p>An Aboriginal Cultural Heritage Assessment Report (ACHAR) was prepared by Urbis to identify the existing Aboriginal cultural values that are present on site and the potential impacts to these values from the proposal.</p> <p>The ACHAR considers the site as archaeologically sensitive, due to the potential presence of Aboriginal items within 1km of the site. To understand this sensitivity, the ACHAR proposes to undertake two test excavations to investigate the potential for Aboriginal artefacts on site. The first test excavation, undertaken in November 2020, identified no Aboriginal artefacts. The second test excavation will be undertaken between May and June 2021.</p> <p>The ACHAR provides recommendations to ensure Aboriginal artefacts, and subsequent cultural values, are not damaged during the construction of the proposal. This includes providing an Aboriginal cultural heritage induction to any contractors working on the proposal, preparing an 'archaeological chance find' procedure and ongoing consultation with registered Aboriginal parties.</p> <p>The ACHAR considers that the proposal can proceed with manageable impacts to Aboriginal cultural heritage, provided the above recommendations are implemented. However, the ACHAR will be updated with the test excavation results following exhibition of the proposal. Any amendments required to align the proposal with final recommendations and mitigation measures as a result of the excavation will be addressed by the ACHAR via a response to submissions. As a result, this report recommends that the potential impact to Aboriginal cultural heritage is monitored and updated when the final ACHAR excavations and recommendations are received.</p>
Health and wellbeing	<p>Provision of facilities to meet employee needs</p> <p>When fully operational, the quantity surveyor report by Peter Bower Services estimates that the proposal will facilitate up to 1,100 workers. These workers will need access to break out rooms, rest areas and open space throughout their shifts. These facilities will</p>

Social impact category	Impact assessment summary
	<p>be particularly important for employees driving trucks and other heavy vehicles for long periods of time.</p> <p>The architectural plans by SBA Architects outlines the detailed design of warehouses 1 and 3. The design of these warehouses include spaces for lunch rooms and covered outdoor areas. The landscape masterplan by Site Image Landscape Architects also provides a range of outdoor seating and break out areas throughout the proposal. These areas are shaded and include various landscape settings to help reduce the urban heat island effect and enable use all year round. The inclusion of these break out areas will help contribute to a safe and healthy work environment and will likely have a positive impact on employee wellbeing.</p> <p>Given these inclusions, it's likely the proposal will provide the necessary facilities to meet day to day employee needs and will have a neutral social impact. It's expected that further employee amenities will be provided near the site as the Mamre Road Precinct develops, such as expanded food offerings. This SIA recommends that any future proposals for food and dining outlets in the area (or on site) prioritise healthy food options to help further maximise worker health and wellbeing.</p>

5.2. MODERATE TO HIGH IMPACTS

Table 3 outlines the social impacts which were considered moderate to high. These impacts are considered significant and are included for further assessment in Section 6 of this report.

Table 3 Impact scoping moderate to high impacts: included for further assessment

Social impact category	Impacted groups	Impact description and preliminary assessment
Livelihoods	<ul style="list-style-type: none"> Penrith LGA residents Workers in Greater Sydney 	<p>Increased employment opportunities and industrial land</p> <p>The Mamre Road Precinct Structure Plan (2020) indicates that Western Sydney is facing a growing shortage of industrial land which is likely to impact on employment opportunities for the region. The proposal will increase the supply of industrial land and generate new jobs for the area. This is likely to have a high, positive social impact on the community.</p> <p>This impact is considered significant and is included for further assessment in Section 6.</p>
Surroundings	<ul style="list-style-type: none"> Kemps Creek and Mount Vernon residents 	<p>Potential change to the visual character of the site and surrounding area.</p> <p>The proposal will introduce a new industrial estate in an area of relatively undeveloped rural land. While the proposed use is aligned with the strategic</p>

Social impact category	Impacted groups	Impact description and preliminary assessment
		<p>directions and rezoning objectives of the Mamre Road Precinct, it will represent a visual change to the Kemps Creek area.</p> <p>This impact is considered significant and is included for further assessment in Section 6.</p>
<p>Way of life</p> <p>Surroundings</p>	<ul style="list-style-type: none"> ▪ Kemps Creek and Mount Vernon residents ▪ Penrith LGA residents 	<p>Potential for increased traffic generation</p> <p>The proposal will generate an increase in traffic movements during the AM and PM peak periods. Consultation with Council indicates that the community is concerned about the capacity of existing services and infrastructure (including roads) within the LGA to accommodate the projected development and growth for the area.</p> <p>This impact is considered significant and is included for further assessment in Section 6.</p>

6. ASSESSMENT OF SIGNIFICANT IMPACTS

This section provides a detailed assessment of the significant social impacts of the proposal, as identified in Table 3. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level. The assessment process used to determine each impact level is described in Section 2.

6.1. INCREASED EMPLOYMENT OPPORTUNITIES AND INDUSTRIAL LAND

Description of impact	
Increased employment opportunities and industrial land supply through the construction and operation of the proposal.	
Current environment	
<p>The Mamre Road Precinct Structure Plan (2020) indicates that Western Sydney is facing a shortage of industrial land which, if not addressed, is likely to impact on the employment prospects of the Western City District. Further to this, Council's Community Plan (2017) indicates that residents want more opportunities to work closer to home, with over 60% of residents currently travelling outside of the LGA for work. To address this, Council aims to create 13,000 new local jobs in the LGA by 2031, including 3,500 new jobs in the advanced manufacturing sector and 2,000 new jobs in the advanced logistic sector.</p> <p>The site is located within the Mamre Road Precinct and is currently vacant, supporting no full time employment opportunities. In June 2020, the precinct was rezoned as industrial land by the NSW Government to help support local employment prospects through the development of a warehousing and logistics hub for the Western Sydney Aerotropolis.</p>	
Impact of the proposal	
<p>The proposal will provide approximately 1,100 new jobs on site when fully operational, helping to increase local employment opportunities and contribute to meeting Council's projected job targets for the advanced manufacturing and logistics industries in Penrith LGA. A further 700 jobs are also expected to be created during the construction phase of the proposal.</p> <p>The creation of new jobs in the construction and manufacturing industry reflects some of the preferred industries of the existing local community, with 28% of Kemps Creek and 23% of Mount Vernon residents employed as either technicians and trade workers or machinery operators and drivers. The creation of up to 1,100 new jobs by the proposal is therefore expected to provide more opportunities for locals to work closer to home, aligned with community and council aspirations.</p> <p>In addition to job creation, the proposal will also increase the supply of operational industrial land across Western Sydney through the development of five industrial warehouses on 33 ha of land. The 24/7 operation of the facility and proximity to the Western Sydney Airport will support the freight and logistics network across Western Sydney and contribute to meeting the demand for new industrial floor space land, as indicated in the Mamre Road Precinct Structure Plan (2020).</p>	
Management measures	SIA recommendations
None identified.	<ul style="list-style-type: none"> Consider developing an employment strategy to target local recruitment. The plan may include initiatives to partner with local businesses or incorporate inclusion/diversity targets.

Residual impact (considering management measures)	
Likelihood: Likely	Magnitude: Moderate
Based on the above assessment, the development of a new industrial estate on Mamre Road is expected to have a high positive impact on the community by creating new, local employment opportunities in an area of identified need. The creation of new warehouse and logistic buildings on will also meet the strategic need for more industrial land across Western Sydney.	

6.2. CHANGE TO VISUAL CHARACTER

Description of impact	
Potential change to the visual character of the site and surrounding area.	
Current environment	
<p>The site and surrounding areas presently consist of undeveloped rural land with some scattered vegetation, farm buildings and dwelling houses along Mamre Road. The closest operational warehousing and industrial area is the Erskine Park Industrial Precinct, located approximately 1.5km north of the site.</p> <p>While there are currently no warehouses on site, industrial uses are expected to become commonplace in the area due to the rezoning of the Mamre Road Precinct to facilitate industrial uses.</p>	
Impact of the proposal	
<p>The proposal will introduce new uses to the site, including the construction of five warehouses, internal roads, and landscaped areas. While this represents a change to the current rural character of the site, it is consistent with the objectives of the Mamre Road Precinct. The Visual Impact Assessment Report (VIA) prepared by Urbis Design considers that as the proposal is aligned with the built form, height and character that is envisioned under the development controls, the proposal is therefore aligned with the future visual context of the area.</p> <p>While aligned to the future visual context of the area, the proposal still has potential to impact on viewpoints from surrounding residences. The VIA assesses the potential visual impacts of the proposal from eight viewpoints surrounding the site. This includes views from Mamre Road and Medinah Avenue (west of the site), Bakers Lane (north) and Aldington Avenue (east). When considered against the existing visual environment, the report finds that three viewpoints will have a low visual impact rating, two will have a medium-low rating, and one will have a medium-high rating. Two viewpoints will have a negligible impact as the proposal will not be visible due to the topography surrounding these locations.</p> <p>The VIA considers that, of those viewpoints with a higher impact rating, the proposed tree planting and vegetation in these locations will provide adequate screening (once established) and will help to reduce the potential visual impact on the existing landscape character. Based on this, the VIA considers that the potential visual impacts from the proposal can be mitigated and are acceptable on visual impact grounds.</p>	
Management measures	SIA recommendations

<ul style="list-style-type: none"> Provision of boundary planting, bio basin areas and riparian zones to help soften the built form and retain natural elements of the site. Understorey planting along Warehouse 5 to provide visual screening from Mamre Road. Prioritisation of landscaping using endemic species throughout the site, including around the warehouses and carparking areas, to help reduce the urban heat island effect and contribute to better visual amenity on site. 	<ul style="list-style-type: none"> Ensure all external lighting on site complies with Australian Standards to manage and reduce potential obtrusive effects of outdoor lighting. Prepare a maintenance schedule for the site to ensure the grounds and landscaped areas are regularly cared for and maintained.
Residual impact (considering management measures)	
Likelihood: Likely	Magnitude: Minimal
<p>As discussed above, the VIA (prepared by visual impact specialists) considers the visual impacts from the proposal to be acceptable. The VIA considers that the proposal is consistent with the future visual character of the area, as stipulated under the controls of the Mamre Road Precinct. The VIA also considers that visual impacts to surrounding viewpoints can be mitigated adequately by the proposed vegetation screening and landscaping. Based on the analysis in the VIA, the proposal is expected to have a long term low impact on the visual character of the site and surrounding area.</p>	

6.3. INCREASED LOCAL TRAFFIC

Description of impact
Potential for increased local traffic generation.
Current environment
<p>The site presently has access points to Mamre Road, south of Bakers Road and is not serviced by public transport. According to the Transport Management and Accessibility Plan (TMAP) prepared by Ason Group, Mamre Road is currently operating at satisfactory traffic levels during the AM and PM peak periods but has limited spare capacity. Consultation with Council indicates the community is concerned about the capacity of existing services and infrastructure (including roads) within the LGA to accommodate the projected development and growth for the area.</p> <p>To address this, Transport for NSW (TfNSW) are proposing to upgrade Mamre Road between the M4 Motorway and Kerrs Road (south of the site and north of Elizabeth Drive). The upgrade is intended to improve the capacity of the road to meet the expected transport demand from the Aerotropolis and priority growth areas, as well as to increase public and active transport connections.</p>
Impact of the proposal
<p>Long term access to the site will be provided via a new signalised intersection to Mamre Road, by way of the southern development site (i.e. Mirvac's Aspect Industrial Estate). This will be dependent on a connection being made to the site which is currently under development. In the interim, a temporary access road is planned from Mamre Road to provide a direct connection to the site.</p> <p>Based on a cumulative traffic generation assessment, the TMAP expects that the proposal would generate up to 1,430 trips during the AM peak and 1,492 trips during the PM peak by 2026. While the</p>

TMAP considers the site is well located for industrial development due to its existing and future connections to the regional transport network, the proposal will increase the amount of traffic along Mamre Road.

Intersection analysis undertaken by the TMAP considers that proposed interim access can be accommodated sufficiently by Mamre Road in the AM and PM peak periods. The TMPA analysis also indicates that the proposed upgrades to Mamre Road by TfNSW will accommodate the traffic demands of the proposal, without the need for further network upgrades.

Management measures	SIA recommendations
<ul style="list-style-type: none"> Upgrade of Mamre Road by TfNSW between the M4 Motorway and Kerrs Road, including the provision of active transport connections. Provision of a 'Welcome Pack' to all staff as stipulated in the Transport Management and Accessibility Plan. The pack includes information about sustainable transport choices and the associated health and social benefits to help encourage use of public and active transport by workers on site. Design of all access driveways, parking areas and service areas aligned to Australian Standards. 	<ul style="list-style-type: none"> Continue to consult with TfNSW and Council as the Mamre Road Precinct develops to monitor road performance and make future modelling adjustments as required.
Residual impact (considering management measures)	
Likelihood: Possible	Magnitude: Minimal – Minor
<p>The proposal will represent a considerable change to traffic levels compared to current circumstances. Based on consultation with Council, this may be met with concern from the surrounding residences, such as those along Bakers Lane and Mamre Road.</p> <p>However, the Transport Management and Accessibility Plan (TMAP) prepared by Ason Group considers that the expected traffic generation from the proposal can be met sufficiently by Mamre Road and the planned upgrades proposed by TfNSW. Measures have also been put in place to help encourage use of the planned public and active transport connections from the site to the surrounding network. Based on the analysis of the TMAP, the proposal is likely to have a long term low impact on the surrounding road and traffic network.</p>	

7. CONCLUSION

This SIA has been undertaken to assess the potential social impacts arising from the proposed industrial estate at 754 – 770 and 784 – 786 Mamre Road, Kemps Creek.

Based on the assessment in this report, the key social impacts of this proposal are:

- **Increased employment opportunities and industrial land:** the development of a new industrial estate on Mamre Road is expected to have a high positive impact on the community by creating new, local employment opportunities in an area of identified need. The creation of new warehouse and logistic buildings on will also support the strategic need for more industrial land across Western Sydney.
- **Change to visual character:** the VIA (prepared by visual impact specialists) considers the visual impacts from the proposal to be acceptable. The VIA considers that the proposal is consistent with the future visual character of the area, as stipulated under the controls of the Mamre Road Precinct. The VIA also considers that visual impacts to surrounding viewpoints can be mitigated adequately by the proposed vegetation screening and landscaping. Based on the analysis in the VIA, the proposal is expected to have a long term low impact on the visual character of the site and surrounding area.
- **Increased local traffic:** the proposal will represent a considerable change to traffic levels compared to current circumstances. Based on consultation with Council, this may be met with concern from the surrounding residences, such as those along Bakers Lane and Mamre Road.

However, the Transport Management and Accessibility Plan prepared by Ason Group considers that the expected traffic generation from the proposal can be met sufficiently by Mamre Road and the planned upgrades proposed by TfNSW. Measures have also been put in place to help encourage use of the planned public and active transport connections from the site to the surrounding network. Based on the analysis of the TMAP, the proposal is likely to have a long term low impact on the surrounding road and traffic network.

7.1. OVERALL IMPACT ASSESSMENT

This SIA has been undertaken to assess the potential social impacts of the proposal. Based on this assessment, the proposal is expected to have an overall positive impact by creating new, local employment opportunities and supporting the strategic objectives for increased freight and logistics support across Greater Sydney. The potential change to traffic conditions and visual impacts have been assessed by relevant technical specialists and are considered to be sufficiently managed by the proposal.

The following recommendations are provided to further manage the potential impacts from the proposal:

- Consider developing an employment strategy to target local recruitment. The plan may include initiatives to partner with local businesses or inclusion/diversity targets.
- Ensure all external lighting on site complies with Australian Standards to manage and reduce potential obtrusive effects of outdoor lighting.
- Prepare a maintenance schedule for the site to ensure the grounds and landscaped areas are regularly cared for and maintained.
- Continue to consult with TfNSW and Council as the Mamre Road Precinct develops to monitor road performance and make future modelling adjustments as required.

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