# Social Impact Assessment (SIA) – Horsley Logistic Park Stage 2, 3 Johnston Crescent, Horsley Park

Prepared for
ESR Australia

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MECONE.COM.AU

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* This document is for discussion purposes only unless signed and dated by the persons identified. This document has been reviewed by the Project Director.

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# 1 Introduction

This Report documents the process and outcomes of the Social Impact Assessment (SIA) undertaken by Mecone Group Pty Limited (Mecone) on behalf of ESR Developments (Australia) Pty Ltd (ESR), for the proposed development of land within the Western Sydney Employment Area (WSEA), known as Horsley Logistics Park (HLP), located at 3 Johnston Crescent, Horsley Park. This SIA forms part of the Project's Environmental Impact Statement (EIS) required under Part 4 of the NSW Environmental Planning and Assessment Act 1979 (EP&A Act).

The Project is a State Significant Development (SSD) under *State Environmental Planning Policy (Planning Systems)* 2021 (Planning Systems SEPP). A development application (DA) for the Project is required to be submitted under Part 4 of the EP&A Act.

## 1.1 Project Overview

The proposal seeks approval for the construction, fit-out, and use of Stage 2 Horsley Logistic Park development of two warehouses with a total GFA of 60,618m$^2$ across the single lot.

## 1.2 Report Overview

This Report is structured as follows:

- **Section 1.0** and **Section 2.0:** Introduction, including a Project Overview, Assessment Requirements and Methodology.
- **Section 3.0:** Social Baseline, consisting of the community profile.
- **Section 4.0:** Identification and description of Perceived Social Impacts.
- **Section 5.0:** Social Impact Evaluation.
- **Section 6.0:** Conclusion.

# 2 Methodology

This SIA comprises a number of key phases that relate to:

- developing an understanding of the social context and area of influence of the project
- the scoping of issues of importance and interest to key stakeholders and local communities
- an assessment and evaluation of social impacts that may occur as a result of the proposed project
- the identification of strategies to address negative impacts and enhance positive impacts.

Further, the SIA, when informed by local communities and stakeholders, affords opportunities to effectively identify, integrate and address social impacts of projects within the planning, design, and development processes. This section outlines the key activities undertaken within each of these phases.

## 2.1 Assessment Requirements

This SIA has been prepared in alignment with the NSW Department of Planning, Housing and Infrastructure's (DPE, now DPHI) Social Impact Assessment Guideline for State Significant Projects (2023) ('the Guideline'), alongside the Project's EIS process.

Furthermore, this SIA has been prepared to address the Industry Specific Secretary's Environmental Assessment Requirements (SEARs) issued on 29 May 2024, that included an assessment of social impacts in accordance with the SIA Guidelines (DPHI, 2023).

According to the SIA Guideline, social impacts can be grouped, and may involve changes to people's way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems.

## 2.2 Social Locality

Statistical areas defined by the Australian Bureau of Statistics (ABS), as well as the land tenure composition of properties in or nearby the Project Area have been used to determine the social locality (or 'area of social influence'), as represented in **Figure 1**. The primary communities of interest that comprise the social locality for the purpose of this assessment are outlined in **Table 1.**

| Community of Interest and Purpose | Statistical Area |
|---|---|
| Localities Proximate to the Projects | Horsley Park SAL |
| Local Government Area (LGA) | Fairfield LGA |
| State averages (used for comparative purposes) | New South Wales |

**Table 1: Communities of interest in the Social Locality**

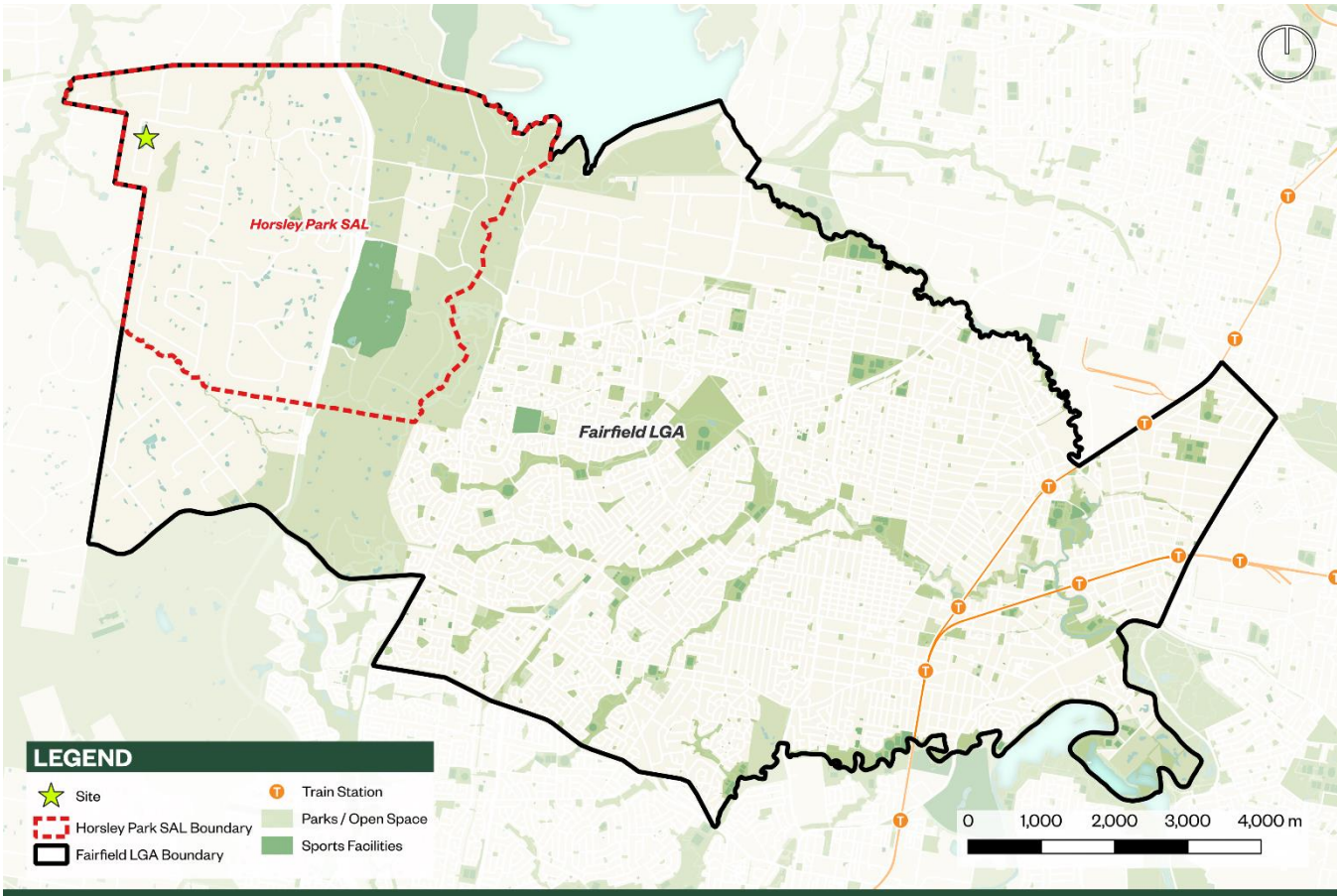


**Figure 1 Social Locality**

## 2.3 Social Baseline Profile

The social baseline profile gathers knowledge from both primary and secondary data sources to inform an understanding of the existing social environment in which the project is proposed and of potentially affected communities. The social baseline profile is a foundational component of the SIA as it provides the basis for which social impacts associated with the Project may be predicted, assessed, monitored, and managed over time.

The SIA Guideline (DPHI, 2023) outlines the key components of a social baseline profile, including:

- The scale and nature of the project.
- Who may be affected, including identification of any vulnerable or marginalised groups.
- Any built or natural features on or near the project.
- Relevant social, cultural, and demographic trends and other change processes.
- The history of the proposed project and/or development in the area, including community response to previous change.

### 2.3.1 Data Sources

To gain an understanding of the demographic characteristics and composition of communities within the social locality and to ascertain how the Project may change or affect people, socio-economic and demographic data has been gathered and summarised from key publicly available datasets, including

the ABS Census (2021) and the Social Health Atlas of Australia (PHIDU, 2020), as well as through a literature review of local and State government strategic plans and local media.

## 2.4 Stakeholder Identification and Consultation

Social impact assessment involves the participation and collaboration of people who have an interest in or those that are affected by a project. Consultation in this project will be undertaken in accordance with the requirements of *Undertaking Engagement Guidelines for State Significant Developments* (NSW DPHI, 2021) alongside the community involvement needs of SIA practice.

It is important to note that this SIA is a desktop-based Social Impact Assessment, with ongoing consultations occurring after the SIA is lodged, and the outcomes of these engagements will be integrated into the finalised SIA.

## 2.5 Social Impact Evaluation

Social impacts associated with the Project have been evaluated by providing a ranking of impacts according to impact characteristics, as defined in the SIA Guideline (DPHI, 2023). Dimensions of social magnitude used to conduct the impact evaluation are outlined in **Figure 2**.

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

**Figure 2: Dimensions of Social Magnitude**
*Source: SIA Guideline (DPHI 2023).*

**Section 4.5** provides an evaluation of the significance of each potential negative and positive social impact. The assessment is undertaken using the impact characteristics noted above and through the application of a consequence and likelihood framework, as identified in the SIA Guideline (DPHI, 2023). The social significance matrix (refer to **Figure 3**), that considers both the magnitude of the potential social impact (minimal, minor, moderate, major and transformational) and the likelihood of the impact occurring (very unlikely, unlikely, possible, likely and almost certain) is then used to determine an overall evaluation of the social impact as 'low', 'medium', 'high' or 'very high'. **Figure 4** and **Figure 5** contain further detail regarding magnitude and likelihood classifications.

As noted in the Guideline (DPHI, 2023), the definitions and scale assigned to each of the likelihood and magnitude categories need to be relevant to the impact that is being evaluated, explained, and justified in the SIA; and where possible the consequence scale should be based on established measures and standards.

| | | 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 | Medium | Medium | High | High |
| D | Unlikely | Low | Low | Medium | Medium | High |
| E | Very unlikely | Low | Low | Low | Medium | Medium |

**Figure 3: Social Impact Significance Matrix**
*Source: SIA Guideline (DPHI 2023).*

| 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. |

**Figure 4: Defining Magnitude Levels for Social Impacts**
*Source: SIA Guideline (DPHI 2023).*

| Likelihood level | Meaning |
|---|---|
| **Almost certain** | Definite or almost definitely expected (e.g. has happened on similar projects) |
| **Likely** | High probability |
| **Possible** | Medium probability |
| **Unlikely** | Low probability |
| **Very unlikely** | Improbable or remote probability |

**Figure 5: Defining Likelihood Levels for Social Impacts**
*Source: SIA Guideline (DPHI 2023).*

# 3 Social Baseline

## 3.1 Legislative and policy context

The SIA has drawn on State legislation and State, regional and local strategy and policy to identify the relevant legislative and policy context to inform the SIA. Particular policy of relevance to this SIA is summarised in the table below. A more detailed summary of the legislative and policy position in relation to the proposal is provided in the EIS.

| Document Name | Description | Relevance to SIA |
|---|---|---|
| Greater Sydney Region Plan – A Metropolis of Three Cities | The Greater Sydney Region Plan – A Metropolis of Three Cities[1] sets a 40-year vision (to 2056) for the Greater Sydney Region and establishes a 20-year plan to manage the Growth of Greater Sydney in the context of social economic and environmental matters.<br><br>The Plan states that Greater Sydney is growing and that by 2036, the NSW Government will need to deliver over 725,000 new homes for an additional 1.36 million people and places for 817,000 additional jobs. | The themes relevant to the SIA for the proposal are:<br>• A city for people<br>• A city of great places<br>• Jobs and skills for the city<br>• A city in its landscape<br>• A city supported by infrastructure<br><br>These themes enable a key understanding of the ambitions and aspirations for the Greater Sydney Region, covering aspects such as sustainable development, improved infrastructure and community well-being.<br><br>They serve as a framework to identify relevant factors, ensuring that the SIA aligns with regional goals and addresses the needs and expectations of the local community. This alignment helps to ensure that the proposal supports the broader strategic vision for the area. |
| Western Parkland City District Plan | The Western Parkland City District Plan[2] is a plan implementing A Metropolis of Three Cities at a district level. The Plan guides the local strategic planning in Blue Mountains, Camden, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly LGAs (which make up the Western Parkland City District). | The plan outlines the strategic planning aspirations for the broader district encompassing the proposal. It helps identify factors important to the local community and socio-economic aspirations.<br><br>The site is situated within the Fairfield LGA and the Western Parkland City District of the Greater Metropolitan Sydney. The site is located in the 'South of Sydney Catchment Authority Warragamba Pipelines' precinct of the Western Sydney Employment Area – one of the largest employment precincts in Greater Sydney.<br><br>Additionally, the plan sets Fairfield's 5-year housing target from 2016 to 2021 at 3,050 |

[1] Greater Sydney Commission 2018, *Greater Sydney Regional Plan: A Metropolis of Three Cities*
[2] Greater Sydney Commission 2018, *Western Parkland City District Plan*

| | | |
|---|---|---|
| | | dwellings. This has been updated to 5,900 for 2024–2029 by the recently released NSW Government Housing Targets. |
| Fairfield Local Strategic Planning Statement (LSPS) | The Fairfield Local Strategic Planning Statement (LSPS)[3] provides a comprehensive framework for the future development and growth of the Fairfield LGA up to 2040. The document reflects the community's aspirations and priorities, providing a roadmap for sustainable development and infrastructure provision. | The LSPS contains a number of planning priorities relevant to the proposal and SIA, including:<br>• The LSPS recognises the projected population growth in Fairfield and emphasises the need to accommodate this growth through well-planned housing development with diverse housing options to cater to different household needs.<br>• The LSPS promotes a robust economy which generates diverse services and job opportunities.<br>• The LSPS emphasises the need to provide adequate infrastructure and services to support the growing population including transportation networks, community facilities, open spaces and social services.<br><br>The Fairfield LSPS recognises the significance of the Western Sydney Employment Area and pledges to work with the NSW Government in its development. The LSPS specifically notes that there is a forecast of increases in freight and logistics servicing needs in the LGA.<br><br>By aligning with the LSPS, the SIA can ensure that the proposal supports the strategic land use direction for the local study area and broader LGA. |
| 2022–2032 Fairfield City Plan – Community Strategic Plan (CSP) | The Fairfield CSP[4] outlines the community's long-term vision and priorities for Fairfield LGA over the next decade. It identifies ten key priorities that the LGA seeks to achieve and targets against which it will measure its progress. | The CSP provides an overview of the community's aspirations and needs. It is therefore important in developing the baseline for understanding the specific values and priorities of the local study area.<br><br>It helps inform and shape future development proposals in alignment with local expectations and goals. |
| Fairfield City Local Housing Strategy (LHS) 2022 | The Fairfield City LHS[5] is a 20-year plan designed to guide the location, quantity and type of | The strategy focuses on meeting the majority of this housing need with a centres and corridors based planning approach to |

[3] Fairfield City Council 2020, *Fairfield Local Strategic Planning Statement (LSPS)*
[4] Fairfield City Council 2022, *2022–2032 Fairfield City Plan – Community Strategic Plan (CSP)*
[5] Fairfield City Council 2022, *Fairfield City Local Housing Strategy 2022*

| | | |
|---|---|---|
| | future residential development in the Fairfield LGA. It aims to accommodate the projected need for 17,271 additional dwellings from 2016 to 2036. | guide the location of additional housing – focusing the majority of its housing growth in the areas around train stations and existing centres in the short to medium term, as well as increasing the mix of housing types.<br><br>The strategy informs the SIA by ensuring that proposed developments align with long-term housing goals, meet projected demand, and contribute to vibrant and sustainable communities within the Fairfield LGA. |

## 3.2 Socio-demographic profile

### 3.2.1 Population and demographic composition

**Population Size and Growth**

The population of the Horsley Park SAL was 1,790 people at the 2021 Census[6]. This is a slight decrease from 1,837 people in 2016. At the same time, the Fairfield LGA grew from 198,817 people in 2016 to 208,475 people in the 2021 Census[7]. This growth suggests a general trend of increasing attractiveness and liveability in the LGA. This positive demographic trend highlights the area's potential for further development and investment.

Population projections are not available at the SAL level. However, at the LGA level, it is projected that the population will grow to 247,803 by 2041[8]. This represents an 18.9% increase compared to that projected across NSW (21%) between 2021 to 2041[9]. This suggests that while Fairfield LGA is experiencing population growth, it is at a slightly lower rate compared to the overall growth projected for the State. However, this growth still signifies a significant demographic shift within the LGA.

**Age Profile**

Data regarding the age distribution within a population can provide insights into potential needs, values and vulnerabilities within communities. For instance, individuals under the age of four and those aged 65 and above are generally considered more susceptible to health impacts, while older populations may exhibit less adaptability to change.

In 2021, the median age of the population in the Horsley Park SAL was 45 years old[10]. This is significantly older than the median age of 39 across the Fairfield LGA and NSW[11]. The age profile of

[6] ABS 2021 Census, *Horsley Park SAL – QuickStats*
[7] ABS 2016 Census, *Fairfield LGA – QuickStats; ABS 2021 Census, Fairfield LGA - QuickStats*
[8] NSW Population Projections 2022, *LGA (ASGS 2020) Projections 2001-2041*
[9] NSW Population Projections 2022, *State Projections*
[10] ABS 2021 Census, *Horsley Park SAL – Community Profile*
[11] ABS 2021 Census, *NSW State/Territory – Community Profile*

the SAL indicates a high proportion of population within the 45- to 64-year-old age brackets compared to the NSW average[12], reflecting a high proportion of middle-aged adults.

### 3.2.2 Housing and households

**Household Composition**

The average household size in the Horsley Park SAL and Fairfield LGA was 3.2 persons in 2021[13]. This is considerably larger than the average household size of 2.6 across NSW. This is reflected through almost 83% of households in the SAL being family households – considerably above the state average of 71.2%.

Non-family households comprised 25% of households in the SAL, slightly below Fairfield LGA (27%) and considerably above the NSW average (35%). Couples with children are the most represented family structure in the Horsley Park SAL at 30%, compared to the Fairfield LGA average of 32% and NSW average of 28%. This reflects the large number of families in the Horsley Park SAL and Fairfield LGA. The household composition of the SAL, compared to Fairfield and NSW is provided in the table below.

| Family Composition | Horsley Park | Fairfield | NSW |
|---|---|---|---|
| One-family household – Couple family with no children | 135 (21%) | 10,330 (14%) | 751,139 (23%) |
| One-family household – Couple family with children | 191 (30%) | 23,307 (32%) | 906,393 (28%) |
| One-family household – One-parent family | 50 (8%) | 10,069 (14%) | 306,450 (9%) |
| One-family household – Other family | 6 (1%) | 1,176 (2%) | 33,330 (1%) |
| Two- or more family households (with or without children) | 101 (16%) | 8,257 (16) | 138,650 (4%) |
| Not applicable (non-family household) | 4,057 (25%) | 19,386 (27%) | 1,137,859 (35%) |

**Table 2: Household composition**

**Household tenure and cost**

The median weekly rent in the Horsley Park SAL was $428 in 2021[14]. This was moderately above the median across the Fairfield LGA ($390) and slightly higher than the broader State ($420)[15]. In the Horsley Park SAL, 35.2% of renter households paid greater than 30% of their household income to rent – slightly lower than the NSW average of 35.5%. This suggests that housing stress is an issue within the local study area.

[12] ABS 2021 Census, *Horsley Park SAL – Community Profile*
[13] ABS 2021 Census, *Horsley Park SAL – Community Profile*
[14] ABS 2021 Census, *Horsley Park SAL – Community Profile*
[15] ABS 2021 Census, *NSW State/Territory – Community Profile*

### 3.2.3 Socio-economic Factors

**Household income**

In 2021, the median weekly household income in the Horsley Park SAL was $2,135[16]. This was significantly higher than the median weekly household income for Fairfield LGA ($1,390) and higher than the median for NSW ($1,829). This indicates a generally affluent population in the local study area when comparing to the LGA and State averages.

**Resident Workforce**

Of the residents over age 15 in the Horsley Park SAL, there were 726 people employed – either part-time, full-time or away from work – at time of the 2021 Census[17]. This accounts for 98% of the labour force in the SAL. Approximately 2% of the labour force was unemployed, which is significantly lower than the rate for Fairfield LGA (8.7%) and NSW (4.9%).

Of the residents employed in Horsley Park, most were working in Clerical and Administrative (21.0%); Managers (16.9%); Professionals (15.1%); Technicians and Trade Workers (14.3%); and Machinery Operators and Drivers (9.6%) industries.

**Employment Industries**

The table below shows the top industries of employment in the Horsley Park SAL in 2021[18], illustrating a concentration of transport, postal and warehousing workers.

| Industry of Employment | Number of Jobs | % of Jobs in Horsley Park |
|---|---|---|
| Transport, Postal and Warehousing | 1,339 | 46.2% |
| Non-Metallic Mineral Product Manufacturing | 288 | 9.9% |
| Construction | 267 | 9.2% |
| Administrative and Support Services | 214 | 7.4% |
| Agriculture, Forestry and Fishing | 167 | 5.7% |
| *Other industries* | *627* | *21.6%* |
| **Horsley Park SAL Total** | **2,902** | |
| **Fairfield LGA Total** | **70,980** | |

**Table 3: Top industries of employment in the Horsley Park SAL**

**Businesses**

[16] ABS 2021 Census, *Horsley Park SAL – Community Profile*
[17] ABS 2021 Census, *Horsley Park SAL – Community Profile*
[18] TfNSW, Travel Zone Projections 2022

Business counts are not available at the SAL level. In June 2023, there were 18,081 businesses in the Fairfield LGA[19] and 870,912 businesses in NSW[20]. Most of the LGA businesses were in Construction (23.3%); Transport, Postal and Warehousing (14.0%); Rental, Hiring and Real Estate Services (9.9%); Retail Trade (7.4%); and Professional, Scientific and Technical Services (6.8%) industries.

### 3.2.4 Access and movement

In 2021, approximately 40.2% of residents commuting from Horsley Park to work travelled via a vehicle, either as a driver or passenger, while only 0.6% opted for public transport[21]. Of these private modes, 96.1% were by car, 0.05% by truck and 0% by motorbike. Horsley Park has a lower than LGA and state average of public transport commutes due to its relatively rural nature and distance from rail lines. Fairfield reflected similar trends of high vehicle usage, with 53.3% of residents commuting from the LGA to work by car, while 4.2% took public transport.

### 3.2.5 Vulnerable communities

**Socio-Economic Index for Area (SEIFA)**

Socio-Economic Indexes for Areas (SEIFA) is a tool designed to evaluate the welfare of Australian communities. These indexes are developed by the ABS, derived from the five-yearly Census of Population and Housing and are calculated through principal component analysis. The index of relative socio-economic advantage and disadvantage[22], presented in the table below, represents a spectrum from advantage (high values) to disadvantage (low values), based on Census variables.

| Advantages and Disadvantages | | |
|---|---|---|
| **Location** | **Score** | **Percentile** |
| Horsley Park | 1,021 | 54 |
| Fairfield LGA | 814 | 3 |

**Table 4: SEIFA Index**

SEIFA results reveal that Horsley Park is a more advantaged area when compared to the Fairfield LGA as a whole. This indicates that Horsley Park exhibits favourable socio-economic conditions relative to other suburbs and the LGA, likely characterised by higher average incomes and employment opportunities.

**Need for assistance (Disability)**

Disability can restrict mobility, employment opportunities and access to financial resources. The need for assistance dataset provides insights into the disability status of individuals in the local study area by identifying the proportion of people who require help with core activities (self-care, mobility, and communication) due to a disability, long-term illness or advanced age.

[19] ABS 2023, *Counts of Australian Businesses by LGA, June 2019 to June 2023*
[20] ABS 2023, *Counts of Australian Businesses by Main State, June 2019 to June 2023*
[21] ABS 2021 Census, Horsley Park QuickStats, *Method of Travel to Work*
[22] .idcommunity 2021, *Fairfield Council SEIFA by profile area*

About 2.8% of the Horsley Park SAL reported having a need for assistance with core activities in 2021[23]. This was lower than that reported of Fairfield LGA (5.0%) and slightly lower than NSW (5.8%)[24]. This indicates that the local study area does not have a substantial proportion of people in need of assistance, likely owing to its younger demographic relative to the LGA and NSW.

## 3.3 Community Values

This section explores the several values of importance to the community, both associated with the proposal, and more broadly.

### 3.3.1 Community values

The 2022–2032 Fairfield City Plan – Community Strategic Plan (CSP) reflects the key aspirations of the community for the social locality. It highlights values centred around a city that is vibrant, connected, safe and inclusive. To achieve the community's vision, the following ten key priorities have been identified:

- Connected transport system, including regional links;
- Community safety;
- Car parking spaces;
- Cleaner streets and public areas;
- Attractive and lively town centres;
- Inviting and well-used community places and parks;
- Local shopping variety;
- Activities and facilities for children and youth;
- More job opportunities; and
- Local traffic flow and road safety.

It is therefore crucial to understand if and how the proposal supports, or detracts, from these broader community aspirations.

### 3.3.1 Stakeholder and community consultation

As noted in the previous section this SIA is desktop-based, with ongoing consultations occurring after the SIA is lodged, and the outcomes of these engagements will be integrated into the finalised SIA.

To prepare this SIA, we have utilised the outcomes from the Stage 1 engagement activities of the Horsley Logistic Park development. These activities, conducted in 2020, are documented in the corresponding EIS prepared that same year.

According to the Engagement Outcomes Report prepared in 2020 the overall feedback received from residents on Greenway Place was neutral. The primary feedback received from residents was in relation to the visual aspects of the proposed development – particularly in relation to the site

[23] ABS 2021 Census, *Horsley Par k SAL – Community Profile*
[24] ABS 2021 Census, *NSW State/Territory – Community Profile*

boundaries at the front and rear of properties. Further information regarding the visual impact assessment was provided to the near neighbours who requested this information. The Engagement Outcomes Report notes that no other issues were identified by nearby residents.

From community and government stakeholders, feedback was also minimal. No issues were raised by the EPA, Endeavour Energy, TfNSW, Sydney Water, the RFS or FRNSW. ESR undertook continuous written and verbal correspondence with project team members from DPHI and Fairfield City Council and feedback received from DPHI was responded to through the SEARs.

## 3.4 Land use

The site is located in the 'South of Sydney Catchment Authority Warragamba Pipelines' precinct of the Western Sydney Employment Area, which forms one of the largest industrial precincts in Sydney. Its immediate surroundings are zoned IN1 – General Industrial and consist solely of large-footprint industrial developments such as warehouses. Approximately 400 metres to the east of the site and 500m to the south of the site are RU4 – Primary Production Small Lots sites with rural-residential developments.

# 4 Social Impacts

This section discusses and analyses the issues and impacts (both positive and negative) in relation to the Project with analysis framed in accordance with the social impact categories outlined in **Section 2** and the SIA Guideline (DPHI 2023).

## 4.1 Surroundings & Health and Wellbeing

### 4.1.1 Construction

#### 4.1.1.1 Dust amenity impacts

The Air Quality Impact (AQI) Assessment by SLR (2024) identifies fugitive dust emissions as the primary source of air quality impacts during the construction phase.

The amount of dust generated will vary depending on specific tasks, with activities such as grading, material handling, vehicle movement, and wind erosion being the main sources. Dry and windy conditions will exacerbate the amount of dust emitted. While construction equipment may also release other air pollutants, the AQI Assessment considers their impact to be generally less significant compared to fugitive dust. Therefore, fugitive dust emissions represent the primary air quality concern during the construction phase of the project.

The AQI Assessment concludes that the main potential air pollution and amenity issues are annoyance due to dust deposition (soiling of surfaces) and visible dust plumes. These air quality impacts have the potential to affect the environment in the area by reducing air quality, creating health concerns, and decreasing the overall quality of life for residents due to increased dust and particulate matter in the air. However, as mentioned in **Section 3.4** the Project is located within an industrial area, with residences located around 400m from the site, which indicates a lower potential for the local community to experience a decrease in air quality due to construction activities.

#### 4.1.1.2 Noise and vibration

Potential social impacts in the area include disturbances to daily activities and routines of residents and businesses due to noise and vibration of construction activities. There might be temporary reductions in the quality of life for the local rural-residential developments nearby communities.

According to the Noise and Vibration Impact Assessment (NVIA), prepared by SLR (2024), the works are understood to not require any vibration-intensive items of equipment. As such, vibration impacts are expected to be negligible and have not been assessed further. The assessment also concluded that construction noise levels are predicted to comply with maximum acceptable levels at all surrounding, despite some nearby residential and commercial receivers being slightly affected.

In addition, as noted in **Section 3.4** the nearest residential receiver is approximately 400 metres from the Project, as a result, potential construction noise impacts on local residents are considered to be within acceptable limits.

To help mitigate any impacts on nearby residents and local business, a Construction Noise and Vibration Management Plan (CNVMP) would be prepared before any work begins. This would identify all potentially impacted receivers, assess the potential noise and vibration impacts from the proposal, and provide details regarding how the impacts would be minimised through the use of all feasible and reasonable mitigation measures. In addition, no works outside of Standard Construction Hours are currently proposed. Construction impacts are expected to remain during certain work activities at the

nearest sensitive receivers even with the implementation of all feasible and reasonable mitigation measures.

#### 4.1.1.3 Traffic-generated noise, vibration and emissions

Potential social impacts in the area include disturbances to daily activities and routines of residents and businesses due to increased noise and vibration from heavy vehicle movement due to construction works. There might be temporary reductions in the quality of life for local communities, including potential disruptions to sleep and increased stress levels.

In relation to impacts during construction, the Noise and Vibration Assessment (NVIA), prepared by SLR consulting, identifies that noise and vibration impacts risk is low to medium. The modelling associated with construction identified that noise levels would be lowered than the worst-case levels presented.

Due to the distance between the residential receivers and the subject site, the risk of vibrations is nil to low.

In relation to operation, acoustic modelling predicted noise levels were in compliance with the noise criteria.

#### 4.1.1.4 Construction generated waste

SSDA Sustainability Report prepared by E-LAB Consulting (2024) proposes a target of diverting 90% of construction and demolition waste from landfills, aiming to reduce environmental and social impacts in the area by minimizing landfill use, promoting recycling, and improving overall community health and quality of life.

#### 4.1.1.5 Soil and water contamination

The "Notice of Completion of Remediation Work and Consent Condition Compliance Certification – Stage 3A, Horsley Park NSW" prepared by ERM (2023) notes that the site, formerly a quarry and brick manufacturing facility, has undergone extensive remediation. The work included investigation of data gaps, remediation of identified contamination points, and excavation of fill materials to virgin ground, all assessed for suitability under 'Commercial / Industrial' criteria by ERM and supervised by Douglas Partners. A subsequent Site Audit Report from Enviroview (2023) confirms the site's compliance with remediation standards and its suitability for commercial/industrial use, aiming to mitigate environmental impacts and enhance community well-being by ensuring safe and sustainable development in the area.

#### 4.1.1.6 Visual amenity impacts

Previous engagement outcomes did not raise visual impacts during the construction phase; however, visual impacts may be perceived due to temporary machinery, scaffolds, and construction site blockages. Minimum impacts are anticipated from these visual disruptions during construction.

### 4.1.2 Operation

#### 4.1.2.1 Noise and vibration amenity impacts

Potential social impacts, such as community annoyance and increased stress levels should be considered due to potential increase in noise and vibration levels during Project’s operation.

The NVIA indicates that noise from the proposal is predicted to comply with maximum levels at all of the surrounding receivers. Maximum noise levels from the development are unlikely to disturb sleep at

these receivers, and a detailed maximum noise level assessment is not required. In case operational noise impacts from the development are predicted to exceed the relevant noise criteria, feasible and reasonable operational noise mitigation and management measures should be considered, with the aim of reducing noise emissions.

In addition, as noted above the nearest residential receiver is approximately 400 metres from the Project, as a result, potential operation noise impacts on local residents are considered to be within acceptable limits.

Effective communication and engagement with the community, along with the implementation of mitigation measures, can help minimise these social impacts.

#### 4.1.2.2 Increased pollution

During the operation phase of the project, the AQI Assessment identifies the main source of air emissions as products of fuel combustion, including emissions from brake and tyre wear, as well as re-entrainment of road dust, associated with trucks and other vehicles entering, leaving, or idling at the site during loading/unloading operations.

The AQI Assessment notes that the nearest residential receiver is approximately 400 metres from the site boundary, with pollutant concentrations modelled up to 200 metres from the kerb boundary. As a result, the AQI Assessment considers operational air impacts on residential receivers to be minimal and within acceptable limits. These findings aim to mitigate potential social impacts in the area by ensuring air quality remains within acceptable levels for nearby residents.

#### 4.1.2.3 Public safety associated with bushfires

The bushfire advice letter prepared by Blackash Fire Consultants (2024) confirms that the proposed development site is not situated on bushfire-prone land and does not face any identified bushfire threat, exempting it from bushfire assessment or protection requirements under Planning for Bushfire Protection 2019 or other legislative provisions. Additionally, the Fire Engineering Support Letter by Affinity Fire Engineering (2024) indicates compliance with the Building Code of Australia's fire performance requirements through a combination of Deemed-to-Satisfy (DtS) Provisions and fire-engineered Performance Solutions. These assessments aim to mitigate potential social impacts in the area by ensuring safety from bushfire risks and adhering to stringent fire safety standards for community protection and building resilience.

#### 4.1.2.4 Visual amenity impacts

As outlined in **Section 3**, previous consultation identified visual amenity impacts as a perceived social impact of the project. Geoscapes Landscape Architects (2024) conducted a Visual Impact Assessment (VIA) for the proposed development, finding that the visual impacts from all six assessed viewpoints are considered not significant.

The SSDA Sustainability Report by E-LAB Consulting (2024) emphasizes the incorporation of generous natural planting throughout the development to minimize visual impacts and foster a natural connection for users and passers-by. These measures aim to mitigate potential social impacts in the area by preserving visual aesthetics, enhancing environmental quality, and promoting a sense of connection to nature among residents and visitors alike.

## 4.2 Accessibility

### 4.2.1 Construction

#### 4.2.1.1 Increased traffic

The potential for increased traffic congestion and delays on local roads due to construction vehicle movements can occur during the construction phase of the project, causing disruption and affecting the accessibility to local residents, workers and other users in the area.

The Transport and Accessibility Impact Assessment (TAIA) by Ason Group (2024) anticipates that traffic generation during construction will be within an acceptance level and will be lower than the estimated 750 daily movements expected in the operational phase of the project. It also proposes several mitigation measures for construction traffic impacts, including traffic management to oversee vehicle flow, scheduling intensive delivery activities outside peak network hours to minimize disruption, and restricting construction and delivery vehicles to designated routes such as Old Wallgrove Road, the M7 Motorway, Lenore Drive, and Mamre Road.

These measures aim to mitigate potential social impacts from increased traffic in the area during the construction phase, ensuring minimal disruption to local residents and road users.

### 4.2.2 Operation

#### 4.2.2.1 Increased traffic

The potential for increased traffic congestion and delays on local roads may affect the accessibility of the area for local residents, workers and other users.

The TAIA estimates 75 vehicles per hour during the AM peak and 54 vehicles per hour during the PM peak, totaling 750 daily movements during the operation phase of the Project. The assessment concludes that "the expected traffic generation of the Site falls well under the approved trip generation threshold of the WSEA" and asserts that "these rates demonstrate supportable grounds for the proposed operational trip rates, indicating no material impact on the surrounding road network."

Additionally, the assessment includes a preliminary Green Travel Plan aimed at reducing car use and promoting active and public modes of transport for journey-to-work, further addressing potential social impacts related to increased traffic and delays in the area by minimising congestion and enhancing overall accessibility for residents and commuters.

## 4.3 Way of Life & Community

### 4.3.1 Construction

#### 4.3.1.1 Community cohesion

The impact on community cohesion during the construction phase of a Project can occur due to changes in routine and accessibility. Potential for negative social impacts caused by construction-related disruptions, have been previously noted. Assessments have identified minimal or within acceptable measures of impact on traffic and amenities during construction, with various mitigation measures in place to minimize disruption to current community cohesion.

### 4.3.2 Operation

#### 4.3.2.1 Community cohesion and sense of place

The potential for negative social impacts on community cohesion due to increased traffic, noise, and visual impacts, along with concerns about changes in the character and atmosphere of the local area due to the presence of a large industrial facility, are often highlighted concerns.

As prior noted, assessments have identified minimal or within acceptable measures of impact on traffic and amenities during operation, with various mitigation measures in place, aiming to minimize disruption to current community cohesion.

It is important to note that the Project is located within the Western Parkland City District, one of the largest employment areas in Greater Sydney. This designation as a growth area underscores the area's evolving nature and potential for economic development. In addition, due to the nature of the project being a warehouse, and considering the existence of other warehouses in the area, the Project is expected to have a minimal effect on the community's sense of place, causing minimal disruption with the local community character.

## 4.4 Livelihood

### 4.4.1 Construction

#### 4.4.1.1 Temporary employment opportunities

As outlined in **Section 3,** In 2021, only 2% of the labour force was unemployed within the Horsley Park SAL, which is significantly lower than the 8.7% unemployment rate for Fairfield LGA. At the same time that a good proportion of the Horsley Park workers are already employed in the construction industry, highlighted as one of the largest employment industries in the area.

According to the Estimate Development Cost Report (EDCR) prepared by Levett Bucknall (2024), the construction works are forecasted to generate 302 job years of temporary employment opportunities during the life of the project. Therefore, the project offers opportunities not only for residents and workers within Horsley Park but also for residents outside the SAL to pursue employment opportunities in the construction of the development.

### 4.4.2 Operation

#### 4.4.2.1 Permanent employment opportunities

According to the EDCR, the operation of the logistic park facility is anticipated to generate 507 jobs annually, with 285 allocated to warehouse operation staff and 223 to administration and logistics roles. This employment opportunity is expected to contribute to lowering the unemployment rate in the LGA, benefiting the community by providing significant job opportunities and potential social benefits.

## 4.5 Decision-Making Systems and Engagement

### 4.5.1 Construction

#### 4.5.1.1 Influence project decision making

It is important to provide the community with the opportunity to be part of the project’s decision-making process, allowing ESR to create a social license to operate within the local community. Ongoing

engagement with the community and stakeholders is crucial for ESR to monitor and manage social impacts throughout the project lifecycle. Implementing a grievance mechanism to address community complaints and concerns is also important to anticipate and mitigate potential impacts in the early stages of the project.

# 5 Impact Evaluation

| Impact Category | Project Aspect | Impact Description | Extent / Affected Parties | Duration | +ve/-ve SIA Rating | Significance Rating [25] (before mitigation) | | | Mitigation or Enhancement | Residual Significance Rating | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | L | M | S | | L | M | S |
| **Surroundings & Health and Wellbeing** | Project Construction | Generation of dust from earthworks and construction activities impacting the surroundings of proximal residents | Proximal residents | During construction | Negative | B | 2 | **M** | Implementation of a Construction Environmental Management Plan (CEMP) detailing compliance requirements.<br>Provide community with information of the complaints procedure during construction. Effective communication and engagement with the community to minimise social anxiety and keep community well informed. | B | 1 | **L** |
| | | Generation of noise and vibration from construction activities impacting the surroundings of proximal residents | Proximal residents | During construction | Negative | B | 2 | **M** | Implementation of Construction Noise and Vibration Management Plan (CNVMP)<br>The CNVMP would also contain procedures for handling complaints, should they occur, and detail any compliance monitoring requirements.<br>Limit construction activities to standard working daylight hours.<br>Keep the local community informed around the construction hours and any subsequent changes. | B | 1 | **L** |
| | | Generation of noise and vibration from construction vehicles and equipment impacting the surroundings of proximal residents | Proximal residents, Local and broader community | During construction | Negative | C | 2 | **M** | Implementation of Construction Noise and Vibration Management Plan (CNVMP)<br>The CNVMP would also contain procedures for handling complaints, should they occur, and detail any compliance monitoring requirements.<br>Limit construction activities to standard working daylight hours.<br>Keep the local community informed around the construction hours and any subsequent changes. | C | 1 | **L** |
| | | Generation of waste from construction activities impacting the surroundings of proximal residents | Proximal residents, Local and broader community | During construction | Negative | B | 2 | **M** | Implementation of a Construction Environmental Management Plan (CEMP) and waste management plan detailing actions to minimise construction related waste<br>Provide community with information of the complaints procedure during construction. Effective communication and engagement with the community to minimise social anxiety and keep community well informed. | B | 1 | **L** |
| | | Potential soil and water contamination from construction activities impacting the community | Proximal residents, Local and broader community | Temporary/Ongoing (during construction and potentially ongoing if not properly managed) | Negative | C | 2 | **M** | Implementation of a Construction Environmental Management Plan (CEMP).<br>Provide community with information of the complaints procedure during construction. Effective communication and engagement with the community to minimise social anxiety and keep community well informed. | C | 1 | **L** |
| | | Visual impacts from construction machinery, scaffolds and construction blockages | Proximal residents, Local and broader community | Ongoing | Negative | C | 1 | **L** | Consider visual screening from public viewpoints. | C | 1 | **L** |

[25] L = Likelihood (A: Almost Certain, B: Likely, C: Possible, D: Unlikely, E: Very Unlikely); M = Magnitude (1: Minimal, 2: Minor, 3: Moderate, 4: Major, 5: Transformational); S = Significance rating (L: Low, M: Medium, H: High, VH: Very High)

| Impact Category | Project Aspect | Impact Description | Extent / Affected Parties | Duration | +ve/-ve SIA Rating | Significance Rating [25] (before mitigation) | | | Mitigation or Enhancement | Residual Significance Rating | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | L | M | S | | L | M | S |
| | Project Operation | Potential for increased noise and vibration levels from warehouse operations and vehicle movements affecting the amenity of surrounding areas for proximal residents | Proximal residents | Ongoing | Negative | C | 3 | **M** | Implementation of Operation Noise and Vibration Management Plan (ONVMP)<br>The ONVMP would also contain procedures for handling complaints, should they occur, and detail any compliance monitoring requirements.<br>Limit operation activities to standard working daylight hours. | C | 1 | **L** |
| | | Increase pollution from warehouse operation impacting the surroundings of proximal residents | Proximal residents | Ongoing | Negative | C | 3 | **M** | Implementation of an Operation Environmental Management Plan (OEMP).<br>Provide community with information of the complaints procedure during Project operation. | C | 2 | **M** |
| | | Visual impacts from warehouse buildings, lighting, and signage | Proximal residents, Local and broader community | Ongoing | Negative | C | 2 | **M** | Consider visual screening from public viewpoints such as appropriate landscape. | C | 1 | **L** |
| **Surroundings & Accessibility** | Project Construction | Increased traffic congestion and delays on local roads due to construction vehicle movements | Proximal residents, Local and broader community | During construction | Negative | D | 2 | **L** | Implementation of a Construction Traffic Management Plan (CTMP) consistent with other approvals in the area.<br>Keep the local community informed around the construction hours and any subsequent changes. | D | 1 | **L** |
| | Project Operation | Potential for increased traffic congestion and delays on local roads affecting the accessibility of the area for other users | Proximal residents, Local and broader community | Ongoing | Negative | D | 3 | **M** | Implementation of a Operational Traffic Management Plan (OTMP) consistent with other approvals in the area.<br>Keep the local community informed around the construction hours and any subsequent changes. | D | 1 | **L** |
| **Way of life & Community** | Project Construction | Potential for negative social impacts on community cohesion and well-being due to construction-related disruptions | Proximal residents, Local and broader community | During construction | Negative | C | 2 | **M** | Effective communication and engagement with the community to minimise social anxiety and keep community well informed of management plans and procedures for providing complains and feedback. | D | 2 | **L** |
| | Project Operation | Potential for changes in the character and atmosphere of the local area due to the presence of a large industrial facility | Proximal residents, Local and broader community | Ongoing | Negative | C | 1 | **L** | Effective communication and engagement with the community to minimise social anxiety and keep community well informed of management plans and procedures for providing complains and feedback. | D | 1 | **L** |
| | | Potential for negative social impacts on community cohesion due to increased traffic, noise, and visual impacts | Proximal residents, Local and broader community | Ongoing | Negative | C | 3 | **M** | Effective communication and engagement with the community to minimise social anxiety and keep community well informed of management plans and procedures for providing complains and feedback. | C | 1 | **L** |
| **Livelihoods** | Project Construction | Potential for positive economic impact through creation of temporary employment opportunities during the construction phase | Local and broader community | During construction | Positive | C | 3 | **M** | Strategy in place to attract and maximise employment creation. | B | 3 | **H** |
| | Project Operation | Potential for positive economic impacts on the local community through direct job creation and increased economic activity | Local and broader community | Ongoing | Positive | C | 3 | **M** | Strategy in place to attract and maximise employment creation. | B | 3 | **H** |

| Impact Category | Project Aspect | Impact Description | Extent / Affected Parties | Duration | +ve/-ve SIA Rating | Significance Rating [25] (before mitigation) | | | Mitigation or Enhancement | Residual Significance Rating | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | L | M | S | | L | M | S |
| **Engagement and Decision-Making Systems** | Project Determination | Opportunity for the local community to participate meaningfully and influence project decision making due to existing high-level awareness of project and activities in community | Local and broader community, Traditional owners, RAPs, LALC, Aboriginal Groups and host landholders | During planning and assessment | Positive | C | 3 | **M** | Proactive and ongoing information sharing about the project and associated opportunities. | C | 4 | **H** |

# 6 Conclusion

This Social Impact Assessment has documented the social baseline, social impacts and social impact management and enhancement measures associated with the Horsley Logistic Park Project and forms part of the EIS for the Project.

This social assessment has included the compilation of a social baseline profile for the Project, consolidation of previous community consultation outcomes undertaken during planning of stage 1 of the Project, and evaluation of Project -related social impacts and opportunities. The impact evaluation has been undertaken to inform and support the refinement of Project design and plans to reduce negative project impacts and achieve greater positive project benefits and social outcomes.

This development is within an industrial area and aligns with the type of activities suitable for the zoning. Although a few residents may be moderately negatively affected by the project, the positive impact for the broader community and Western Sydney outweighs this negative, as the project will bring a large number of employment opportunities.

The assessment concludes that the identified negative social impacts of the Project can be reasonably mitigated or managed to reduce their significance, while positive impacts will increase in significance if appropriate enhancement measures are put in place.