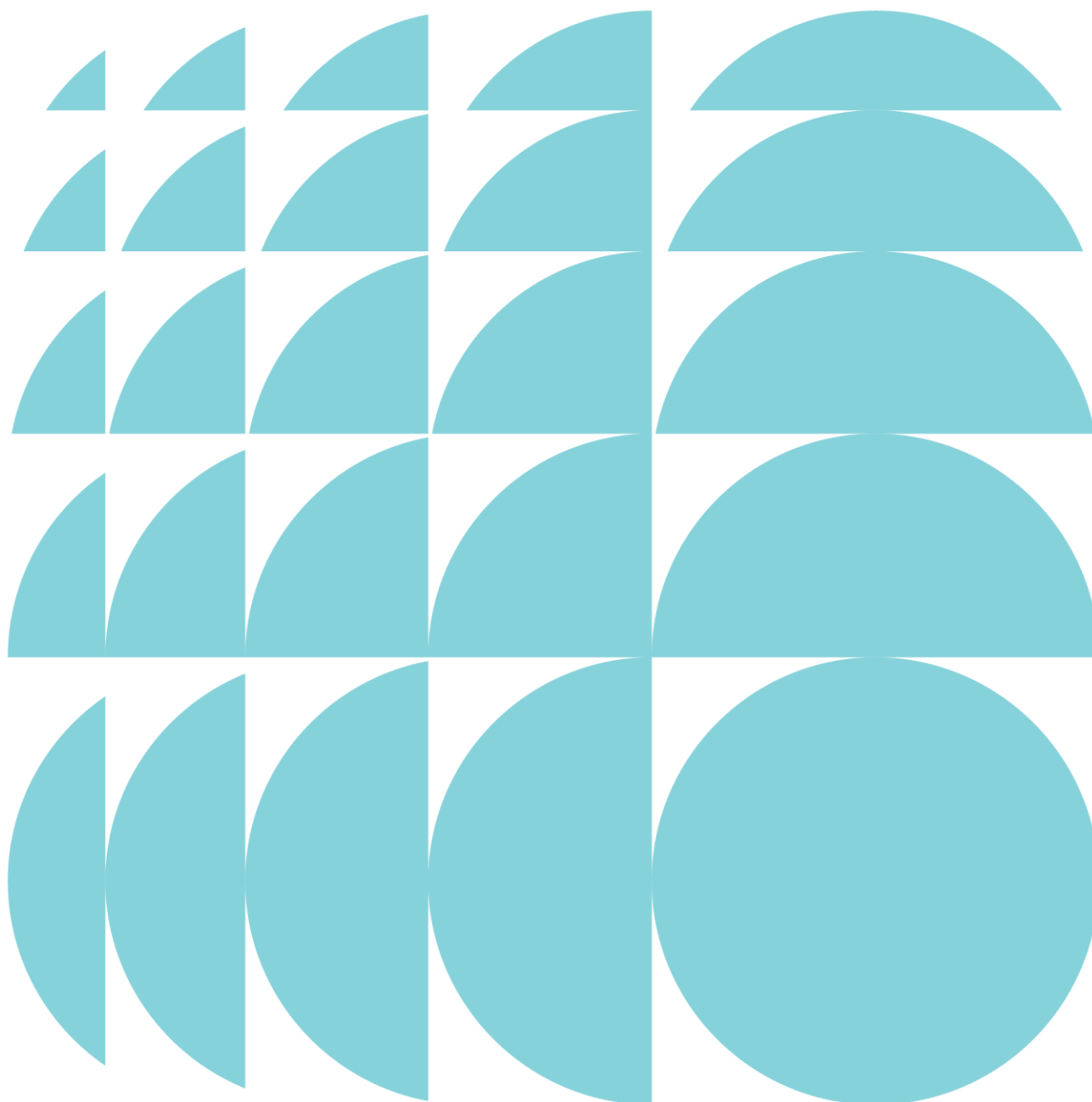


ESR Kemps Creek Logistics Park

209-308 Aldington Road and 59-62 and 63
Abbotts Road, Kemps Creek

Prepared for ESR

4 February 2021 | 2200446



COVID-19 is an unprecedented global health crisis and economic event that is rapidly evolving. In these circumstances the short-term economic environment is extremely uncertain, especially where the forecasting of economic trends is involved. At the current time, the research and analysis of economic data – such as forecasts of economic activity, population, employment growth, and so on – reflects a return to “business as usual” scenario, while also noting the potential impacts that may be associated with the COVID-19 virus and the anticipated return to growth in economic indicators. Where required, we will be clear where a specific consideration of the implications of COVID-19 is being provided outside a business as usual scenario.

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Appendix A Socio-economic profile, 2016

Appendix B Policy review

Executive Summary

Ethos Urban has been engaged by ESR to undertake a Social and Economic Assessment in relation to the redevelopment of the site at 209-308 Aldington Road and 59-62 and 63 Abbots Road, Kemps Creek (the Site) for industrial purposes. The assessment has been undertaken in accordance with the Secretary's Environmental Assessment requirements dated 30 September 2020.

The following key policy drivers have been identified for the development:

- The supply of industrial and urban services land is in high demand and is necessary to support Greater Sydney's long term freight, logistics, industrial needs.
- The site forms part of the Mamre Road Precinct which is expected to support in-demand industrial land supply. The amendments to the WSEA SEPP have rezoned the site to IN1 General Industrial and the proposed development will assist in achieving the Mamre Road Precinct Structure Plan objectives which envisions 780 hectares of industrial land to support approximately 17,000 jobs and delivery of the Western Sydney Intermodal terminal.
- The proposed development supports state and local government priorities for increased job employment opportunities closer to where people live.

The assessment has concluded that there are no significant or detrimental social or economic impacts anticipated to arise as a result of the development, which cannot be effectively mitigated and managed.

The proposed development will result in significant positive social and economic benefits for the local and broader community, noting additional employment opportunities will be created along with growth in private business investment to create a sustainable funding base and employment precinct for the Western Sydney Employment Area in perpetuity.

Importantly, the proposed development will deliver a modern and integrated industrial facility within a strategic employment precinct that will accommodate and encourage the growth of higher order jobs and attract high value tenants and business to Western Sydney. Specifically, **the proposed development will accommodate up to 840 FTE jobs during the construction phase, and 932 direct FTE jobs once complete and fully operational.** The project will stimulate local investment and contribute significant economic output and value add to the economy each year and support the role of the Mamre Road Precinct as a key industrial and employment precinct.

The development will impact upon the way of life for existing and nearby residents both in positive and negative ways. This is due to the change in use of the land from rural to industrial uses, the increase of density of development on the site and the upgrade and introduction of new roads within the existing network. All of these social impacts were previously considered in the rezoning of the land from rural to industrial and are inevitable with the strategic direction to introduce industrial development in the area.

During the construction and operation of the development there is the potential for adverse social impacts due to the noise, acoustic and air quality impacts. However, these are proposed to be managed in accordance with the relevant legislation and regulations and as such the impacts can be mitigated.

Overall, it is considered that there are overwhelming positive benefits likely to result from the development, specifically in relation to the provision of additional employment opportunities for the local and regional community.

The proposal is consistent with aims and objectives of the Mamre Road Precinct and the broader WSEA, facilitating the development of a new industrial precinct, and creation of employment generating land uses. In addition, the development will contribute to the upgrade and provision of state infrastructure for the precinct, including new open space, recreational facilities and shared cycle/pedestrian paths.

The proposed development would result in a net benefit to the local and regional community, creating a major employment precinct that will support growth and development in Western Sydney well into the future.

1.0 Introduction

1.1 Background

Ethos Urban have been engaged by ESR to undertake a Social and Economic Assessment in relation to the redevelopment of the site for industrial purposes located at 209-308 Aldington Road and 59-62 and 63 Abbotts Road, Kemps Creek.

The Site is located within the Mamre Road Precinct which sits within the Western Sydney Employment Area (WSEA). As the development has a Capital Investment Value of more than \$50 million it is classified as a State Significant Development under Schedule Clause 12 of the State Environmental Planning Policy (State and Regional Development) 2011 (State and Regional Development SEPP).

This report outlines those factors underpinning the proposed scheme from an economic and social perspective and considers likely impacts and benefits (tangible and intangible). The assessment is intended to satisfy the Secretary’s Environmental Assessment Requirements issued for the development, in the context of a holistic appraisal of the social and economic value of the scheme.

1.2 Structure of this report

This report is structured as follows:

- Chapter 1:** Introduction
- Chapter 2:** Purpose, objectives and scope of this assessment
- Chapter 3:** Site context and description
- Chapter 4:** Proposed development
- Chapter 5:** Strategic policy context
- Chapter 6:** Local economic and social context
- Chapter 7:** Social impact assessment
- Chapter 8:** Economic impact assessment
- Chapter 9:** Concluding comments

1.3 Secretary’s Environmental Assessment Requirements

The Department of Planning, Industry and Environment has issued Secretary’s Environmental Assessment Requirements (SEARs) to the applicant for the preparation of an Environmental Impact Statement for the proposed development. This report has been prepared having regard to the SEARs as follows:

Table 1 SEARs requirements

SEARs	Where addressed in this report
Social impact – including the preparation of a Social Impact Assessment which:	<i>Section 7.0</i>
<ul style="list-style-type: none"> • Identifies and analyses the potential social impacts of the development from the point of view of the affected communities and other relevant stakeholders (i.e. how they experience the development) 	<i>Section 7.0</i>
<ul style="list-style-type: none"> • Considers how potential environmental changes in the locality may affect people’s way of life including community, access to and use of infrastructure, services and utilities, 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>Section 7.0</i>
<ul style="list-style-type: none"> • Assesses the significance of positive, negative and cumulative social impacts considering likelihood, extent, duration, severity/scale, sensitivity/importance and level of concern/interest(s) 	<i>Section 7.0</i>
<ul style="list-style-type: none"> • Includes mitigation measures for likely negative social impacts and any proposed enhancement measures 	<i>Section 7.0</i>
<ul style="list-style-type: none"> • Details of how social impacts will be adaptively monitored and managed over time. 	<i>Section 7.4</i>

2.0 Purpose, objectives and scope of this assessment

The purpose of this Social and Economic Impact Assessment (SEIA) is to assess the impacts of the development, both positive and negative, for all stages of the project lifecycle for the community and stakeholders.

Social Impact Assessment involves the analysis of social changes and impacts on communities that are likely to occur as a result of a particular development, planning scheme, or government policy decision.

2.1 Methodology and assessment framework

Social Impact Assessment

Undertaking an SIA involves a number of steps, including analysis of the existing socio-economic environment; scoping of issues; identifying and assessing potential social impacts; determining the significance of these impacts, and identifying measures to manage or mitigate potential negative impacts and enhance potential benefits.

The methodology employed in preparing this SEIA is designed to ensure that the social environment of communities potentially impacted by a project are properly accounted for and recorded, and anticipated impacts are adequately considered and assessed. Consideration is also given to the economic impacts associated with the project.

The assessment of social impacts has been based on the NSW DPIE *Social Impact Assessment Guideline for state significant mining, petroleum production and extractive industry development*, September 2017, which is currently recommended to be adaptively applied for all development types, as a best practice approach. A draft SIA Guideline for state significant projects has recently been released by NSW DPIE (October 2020), however, the SEARs for this project pre-date the release of this new Guideline, therefore the 2017 Guideline has been applied in this case.

This report also draws on guidelines published by the International Association for Impact Assessment (IAIA), *International principles for social impact assessment* (Vanclay 2003), which defines Social Impact Assessment as:

'The process of analysing, monitoring and managing the intended and unintended social consequences, both positive and negative, of planned interventions (policies, programs, plans, projects) and any social change processes invoked by those interventions. Its primary purpose is to bring about a more sustainable and equitable biophysical and human environment.' (2003, p.5)

The DPIE Guideline classifies social impacts in the following way, which forms the basis for this assessment:

- Way of life: how people work, play and interact with one another on a day-to-day basis.
- Culture: people's shared beliefs, customs, values and language or dialect.
- Community: its cohesion, stability, character, services and facilities.
- Decision making systems: the extent to which people are able to participate in decisions that affect their lives, and the resources provided for this purpose.
- Surroundings: the quality of the air and water people use, the availability and quality of the food they eat; the level of hazard or risk, dust and noise they are exposed to, the adequacy of sanitation; their physical safety; and their access to and control over resources.
- Health and wellbeing: people's physical, mental, social and spiritual wellbeing.
- Personal property rights: particularly when people are economically affected, or experience personal disadvantage which may include a violation of their civil liberties.
- Fears and aspirations: their perceptions about their safety, their fears about the future of their community, and their aspirations for their future and the future of their children.

As outlined in the IAIA Social Impact Assessment Guideline (2015), the assessment recognises that social impacts vary in their nature and can be: positive or negative; tangible or intangible (perception based); direct (caused by planned development itself), indirect (occurring as a result of a direct impact) interdependent (affecting each other) and/or cumulative (as a result of the incremental and combined impacts of one or more projects, including the current and foreseeable future projects); experienced differently by different individuals or groups within a community, and experienced differently at the local, regional, state or national level.

Stages in the preparation of the social assessment are as follows:

- Baseline analysis of the existing socio-economic environment, involving:
 - Study area definition, including primary and secondary geographic areas likely to be impacted;
 - Review of relevant background studies and technical reports, along with relevant local and state policy frameworks;
 - Demographic analysis, including current and forecast growth.
- Scoping of issues: Analysis of potential impacts during and post-construction, with each of the directly affected communities and other stakeholders identified in relation to the way they may be affected. Both positive and negative potential issues are identified.
- Identification of impacts as per DPIE Guideline parameters. The social impact assessment ultimately appraises the significance of each identified impact based on its duration, extent and sensitivity of impact 'receivers'. This results in a social risk rating for impacts, as per the social risk matrix shown in **Figure 1** below.

			Consequence Level				
			1	2	3	4	5
			Minimal	Minor	Moderate	Major	Catastrophic
Likelihood Level	A	Almost certain	A1	A2	A3	A4	A5
	B	Likely	B1	B2	B3	B4	B5
	C	Possible	C1	C2	C3	C4	C5
	D	Unlikely	D1	D2	D3	D4	D5
	E	Rare	E1	E2	E3	E4	E5
Social Risk Rating			Low	Moderate	High	Extreme	

Figure 1 Social risk matrix

Source: NSW Department of Planning and Environment 2017 Social Impact Assessment Guideline (based on matrix used in Vanclay, F., et al. (2015) p.49)

2.2 Information sources and assumptions

Following are the key information sources used to prepare this SEIA:

- ABS Census of Population and Housing, 2016
- NSW Population Projections, NSW Department of Planning, Industry and Environment, 2019
- Transport for NSW Travel Zone Employment Projections 2016
- Greater Sydney Commissions Employment Lands Analysis
- City of Sydney Floorspace and Employment Survey (2017)
- The Western City District Plan (GSC, 2018)
- State Environmental Planning Policy (Western Sydney Employment Area) 2009
- Greater Sydney Regional Plan – Metropolis of Three Cities (GSC, 2018)
- Mamre Road Precinct Rezoning – Exhibition and Discussion Paper and Structure Plan (DPIE 2019)
- Penrith’s Local Strategic Planning Statement – Planning for a Brighter Future City (Penrith City Council 2020)
- Penrith City Council Community Strategic Plan (Penrith City Council 2017).

3.0 Site context and description

3.1 Site context

The site is located at Kemps Creek, within the Penrith Local Government Area (refer to **Figure 2**). It also forms part of the Mamre Road Precinct which sits within both the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis (refer to **Figures 3 and 4**).

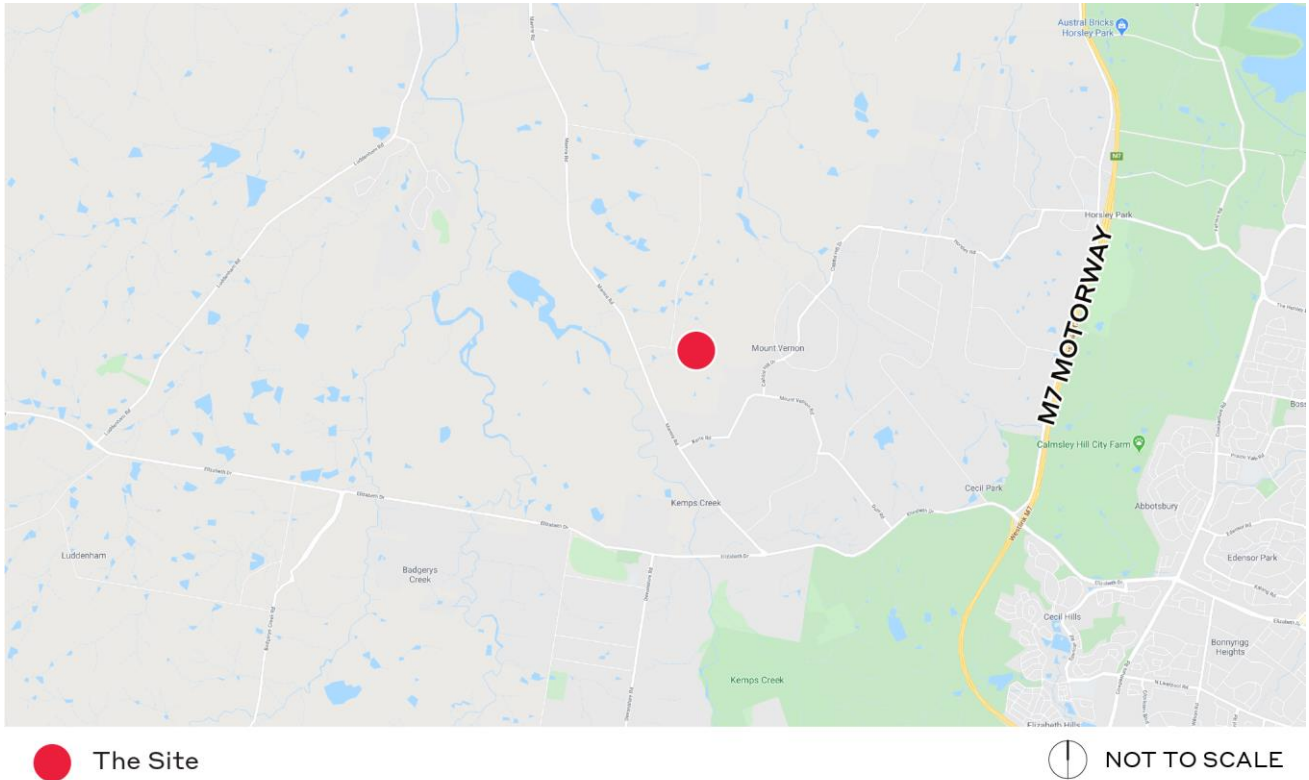


Figure 2 Site context

Source: Google and Ethos Urban

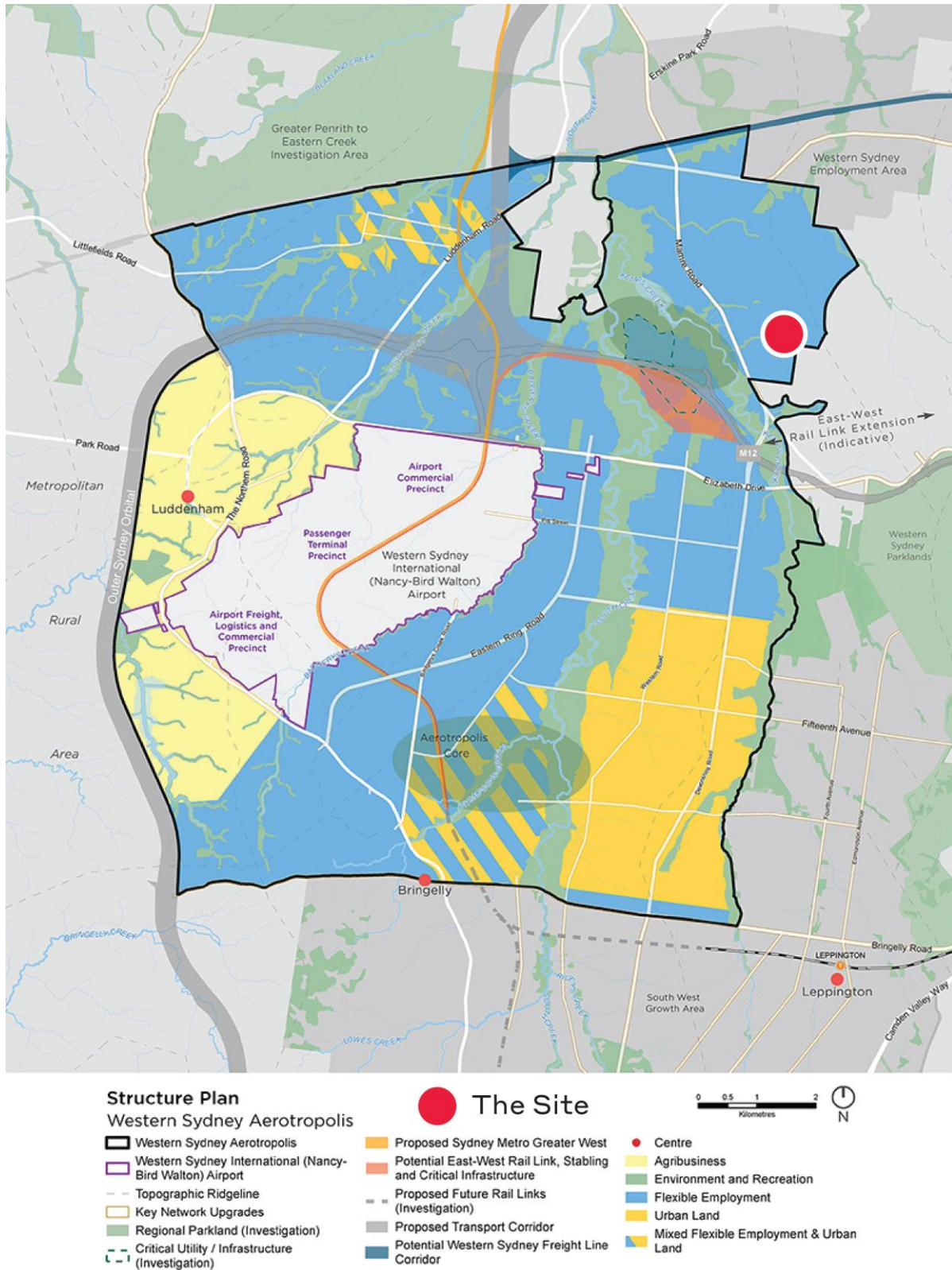
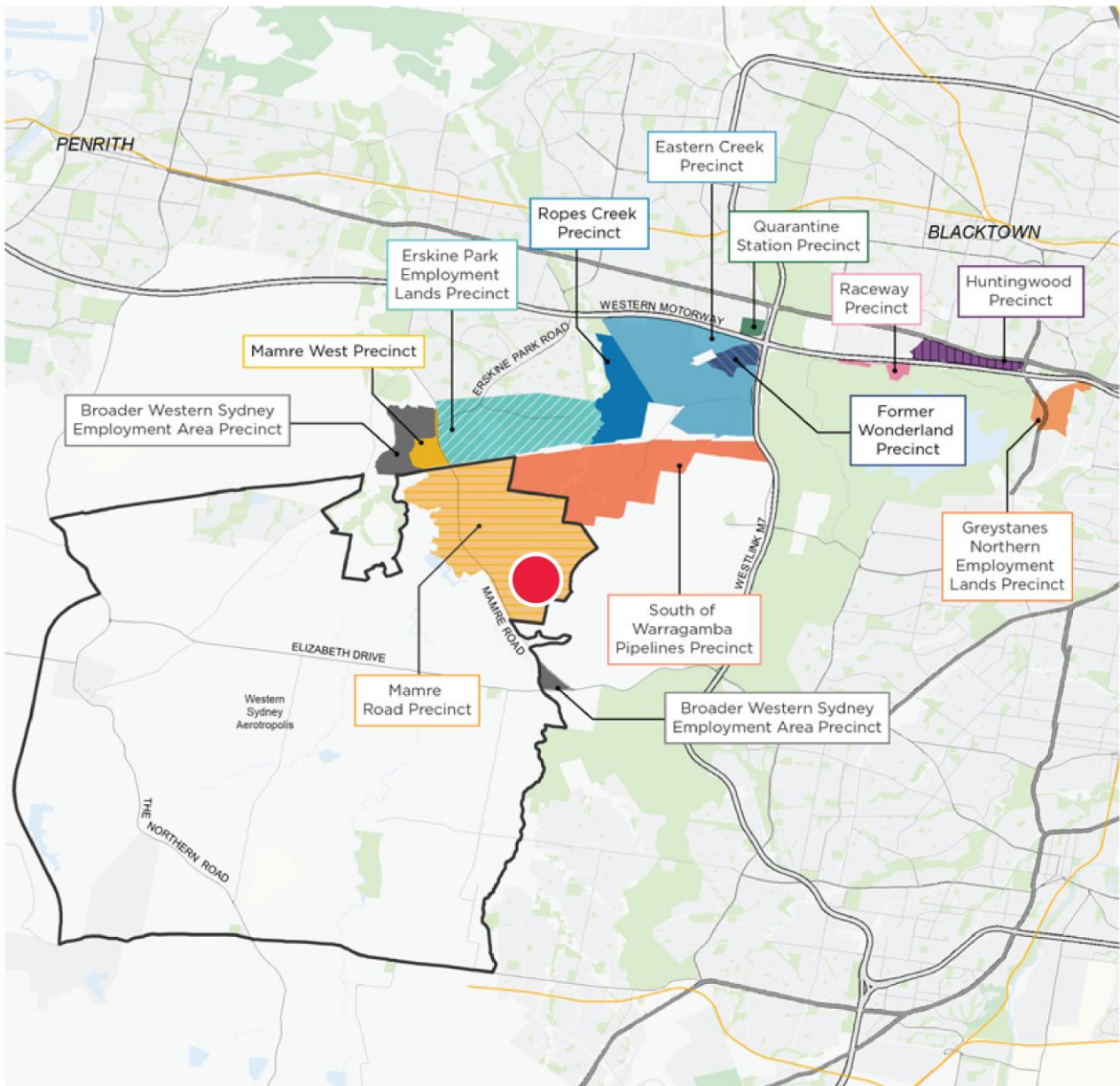


Figure 3 Western Sydney Aerotropolis Structure Plan (with the approximate location of site identified with red circle)

Source: Western Sydney Aerotropolis Stage 1 Land Use and Infrastructure Implementation Plan, 2018



 The Site

Figure 4 Location of the site within the Western Sydney Employment Area Structure Plan

Source: DPIE, edits by Ethos Urban

3.2 Site description

The site is located at 290-308 Aldington Road, 59-62 Abbots Road, and 63 Abbots Road as shown in **Figure 5**. The land is approximately 320,000m² and is irregular in shape. The site comprises 4 separate allotments and is legally described as Lots 11, 12 and 13 in DP253503. The site currently comprises undulating rural land with a combination of residential dwellings, farm sheds, and miscellaneous agricultural greenhouses and structures.



Figure 5 Site aerial

Source: Nearmap, Ethos Urban

3.3 Surrounding development

Land surrounding the site is generally rural in nature, comprising a variety of rural dwellings, rural land, farm dams and scattered vegetation. Beyond this, the following uses are worth noting:

- The site is located at the southern extent of the Mamre Road Precinct, with a series of other developments currently planned within the broader Mamre Road Precinct predominately to the north of the site;
- The Oakdale South industrial estate is located to the north-east of the Mamre Road Precinct;
- The existing Catholic Healthcare Emmaus aged care and retirement village, Little Smarts Early Learning Centre, Trinity Primary School and Emmaus Catholic College are located north west of the site; and
- The existing residential housing community at Mount Vernon is located immediately adjacent to the eastern boundary of the site.

4.0 Proposed development

The SSDA will seek concept approval (in accordance with Section 4.22 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) to facilitate the future development of the site for warehousing and distribution purposes.

The proposed works seek consent for the staged construction of 7 separate lots into warehouse and distribution facilities. The proposed works will include earthworks, infrastructure and roads, the construction and fit out and operation of each building and the associated car park. Other works relating to on site utilities and the construction of an internal access road will also be required.

Specifically, the SSDA will seek consent for:

- Site preparatory works, including:
 - Demolition and clearing of all existing built form structures and vegetation;
 - Bulk earthworks including 'cut and fill' to create flat development platforms for the proposed buildings, and topsoiling, grassing and site stabilisation works;
- Subdivision of the site into 7 individual lots;
- Construction of a new industrial estate at the site comprising 7 allotments and a total GFA of 145,821m², including:
 - 7 new industrial warehousing buildings with ancillary offices across 6 allotments, comprising:
 - o 139,621m² of warehousing floorspace; and
 - o 5,950m² of ancillary office floorspace;
 - 1 new on-site retail café building comprising 200m² of floorspace;
- Construction of a new internal road layout and parking for 770 vehicles;
- Associated site servicing works and ancillary facilities, including OSD detention basin;
- Associated site landscaping; and
- Works-in-kind (WIK) arrangements through a Voluntary Planning Agreement (VPA) for external road upgrades including to Aldington and Abbots Road, and a new signalised intersection at Mamre and Abbots Road.

For the purposes of this analysis, Gross Lettable Area (GLA) is considered, which is of most relevance for the social and economic analysis, and is summarised as follows:

- The industrial estate will comprise a total GLA of 158,135m², including:
 - 151,735m² of warehousing floorspace
 - 6,200m² of ancillary office floorspace
 - 200m² café

The proposal will be undertaken in accordance with the Architectural Plans prepared by ESR, an excerpt of which is shown in **Figure 6** below.



Figure 6 Proposed concept masterplan

Source: ESR

5.0 Strategic policy context

The following section identifies the key social and economic drivers for this site, based on a review of the key state and local policies and strategies relevant to the proposed development.

Key policy drivers

- Increased supply of industrial and urban services land is required to support Greater Sydney's long term freight, logistics and industrial needs.
- The proposed development would contribute towards delivering on the vision for the Western Sydney Employment Area. The site forms part of the Mamre Road Precinct, which is expected to contribute towards meeting current and future demand for industrial land supply. The amendments to the WSEA SEPP have rezoned the site to IN1 General Industrial, and the proposed development will assist in achieving the Mamre Road Precinct Structure Plan objectives which envisions 780 hectares of industrial land to support approximately 17,000 jobs and delivery of the Western Sydney Intermodal terminal.
- The proposed development supports state and local government priorities for increased job employment opportunities closer to where people live, contributing to the delivery of a “30-minute city”.
- The Western Sydney Airport and the Western Sydney Aerotropolis will require industrial lands to support both airport and employment activities that serve the needs of Western Sydney.

5.1 Key policy themes and directions

The following section identifies the key social and economic drivers for this site, based on a review of the key state and local policies and strategies. A summary of the key themes of this review is provided in **Table 2** below. The following documents have been reviewed:

- *Western City District Plan* (Greater Sydney Commission 2018)
- *State Environmental Planning Policy (Western Sydney Employment Area)* (Department of Planning, Industry and Environment 2009)
- *Greater Sydney Regional Plan – Metropolis of Three Cities* (Greater Sydney Commission 2018)
- *Mamre Road Precinct Rezoning – Exhibition and Discussion Paper and Structure Plan* (Department of Planning, Industry and Environment 2019)
- *Local Strategic Planning Statement – Planning for a Brighter Future City* (Penrith City Council 2020)
- *Penrith City Council Community Strategic Plan* (Penrith City Council 2017)

The comprehensive strategic policy analysis is provided in the Appendix.

Table 2 Key policy themes and implications

Policy theme	Key implications for impact assessment	Source
Increase supply of industrial land in Western Sydney	<ul style="list-style-type: none"> • It is a state and local priority for the increase provision of industrial, freight and logistic opportunities, as existing sites face residential rezoning pressures. • There is growing demand for needed in the Western Parkland City, specifically with the development of the Western Sydney Airport and Badgerys Creek Airport. There is also growing demand for industrial service land supply in the Penrith LGA due to its close proximity to Sydney Airport and Badgerys Creek Aerotropolis. • To meet forecast demand for industrial land, NSW DPIE recently amended the <i>State Environmental Planning Policy (Western Sydney Employment Area) 2009</i> (WSEA SEPP) to rezone the Mamre Road Precinct primarily for industrial purposes. This will ensure land 	<ul style="list-style-type: none"> • Western City District Plan (GSC 2018) • Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018) • Mamre Road Precinct Rezoning Exhibition Paper and Structure Plan (NSW DPIE 2019) • Mamre Road Precinct Finalisation Report (NSW DPIE, June 2020)

Policy theme	Key implications for impact assessment	Source
	<p>availability to support the growing demand and existing shortfall of available industrial land in Western Sydney.</p> <ul style="list-style-type: none"> • Rezoning of the Mamre Road Precinct will supply additional industrial land for Western Sydney to meet projected demand. The rezoning will deliver industrial land that can be readily serviced and developed, integrated with the existing WSEA. The precinct will provide for jobs closer to people’s homes and contribute to the NSW economy more broadly. • The NSW Department of Industry is leading the development of a world class aerospace and defence industry precinct adjacent to the Western Sydney airport. It will cluster defence and industry facilities with advanced technology hubs. 	<ul style="list-style-type: none"> • State Environmental Planning Policy (Western Sydney Employment Area) 2009
<p>Proximity to the Western Sydney Airport and Badgerys Creek Aerotropolis driving demand for freight and logistics</p>	<ul style="list-style-type: none"> • There is an unprecedented opportunity for the Western City District to provide a national freight and logistics hub, as Western Sydney Airport and Badgerys Creek Aerotropolis will transform the Western Parkland City into a thriving, productive and sustainable area, with the Western Sydney Airport as the economic catalyst. This will drive increased population growth and emerging economic opportunities. • Western Sydney Airport and Badgerys Creek Aerotropolis will depend on the Penrith LGA to support airport and employment activities and service the need of the Western Parkland City. • Strategic plans have identified over 6,000 hectares for industrial activity which is proposed to support the Western Sydney Airport. • The proposed development’s proximity to the Western Sydney Airport and Badgerys Creek Aerotropolis will catalyse increased job opportunities in infrastructure, advanced manufacturing, freight and logistics over the long term. 	<ul style="list-style-type: none"> • Western City District Plan (GSC 2018) • Greater Sydney Regional Plan – Metropolis of Three Cities (GSC 2018) • Mamre Road Precinct Rezoning Exhibition Paper and Structure Plan (NSW DPIE 2019) • Penrith’s Local Strategic Planning Statement – Planning for a Brighter Future City (Penrith City Council 2020)
<p>Increase local jobs and employment opportunities to achieve the “30-minute city”</p>	<ul style="list-style-type: none"> • It is a state and local priority to provide job diversity and growth to encourage local workforce skills. The proposed development will contribute to increased job opportunities in construction activities as well as ongoing operation jobs in transport, storage and warehousing related industries for local residents. • Penrith LGA currently has 56,400 local residents travel to work outside of the local government area. As population growth increases at a faster rate than the number of jobs available in the region, the provision of local employment opportunities is demanded. • Supporting the Greater Sydney Commission’s “30-minute city” aspiration, the site forms part of the South West Sydney Growth Corridor, in which the proposed development will support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres. 	<ul style="list-style-type: none"> • Penrith’s Local Strategic Planning Statement – Planning for a Brighter Future City (Penrith City Council 2020) • Penrith City Council Community Strategic Plan (Penrith City Council 2017)

6.0 Local social and economic context

6.1 Study area definition

For the purposes of this assessment, a study area has been defined to assess the local social and economic context within which the subject site will operate. The primary Study Area has been defined using Australian Bureau of Statistics (ABS) Statistical Area 1 (SA1) boundaries that best align with the overall Mamre Road Precinct. The Mamre Road Precinct is considered of most relevance to the proposed project in informing the socio-economic context of the local area and objectives for the precinct. For much of the analysis undertaken, the relevant characteristics of the primary Study Area are compared to the broader Greater Sydney region. This is considered appropriate given the nature of the proposed development as a major industrial and warehousing precinct, which will also serve a large regional catchment.

The Study Area forms part of the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis, with the area identified to accommodate significant industrial facilities in the future, as informed by the WSEA SEPP. The Study Area is well positioned between the established industrial areas at Eastern Creek and Erskine Park to the north, and the future Western Sydney International Airport the south-west. The residential community of Mount Vernon is currently located immediately beyond the defined Study Area to the south-east. While the Study Area is planned to comprise a major industrial precinct in the future, currently the area consists of predominately semi-rural and rural allotments, with a small number of detached dwellings. The Study Area is easily accessible to the regional road network, with Aldington Road connecting to Mamre Road, which provides access the motorway network including the M4 and M7, as well as the future M12.

A map outlining the Mamre Road Precinct and primary Study Area for this analysis is shown in **Figure 7**. This also shows a broader Area of Social Influence, which encompasses an area of secondary social impact considered through the analysis, including the Mt Vernon residential area to the south east of the site.

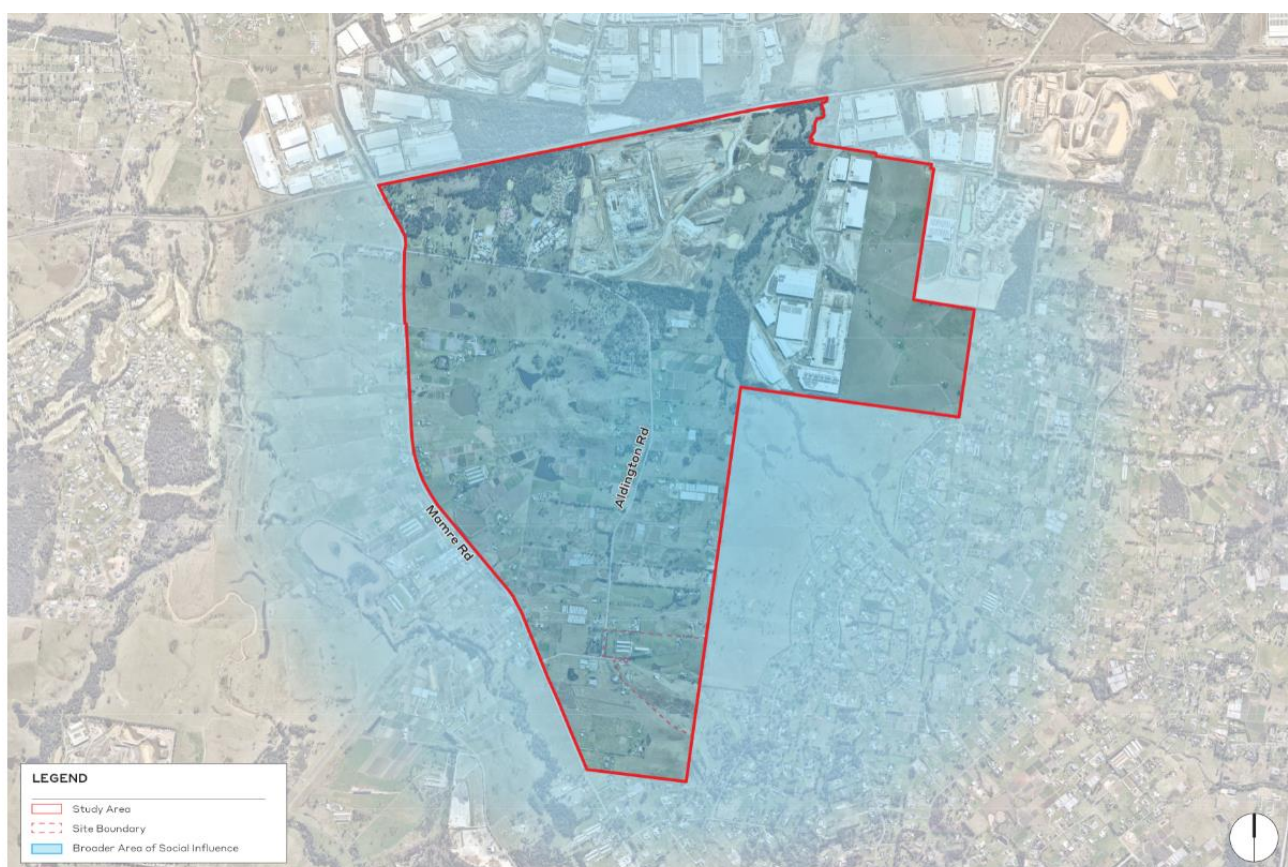


Figure 7 Study Area and Mamre Road Precinct

Source: Ethos Urban

6.2 Key community characteristics

A summary of the local resident and worker population within the Study Area is outlined in the following section. Taking into account the nature of the proposed development, it is likely that the project will provide employment opportunities for both residents in the local area but also more broadly in the surrounding region.

For the purposes of this analysis, demographic data has been sourced from the Australian Bureau of Statistics (ABS) 2016 Census of Population and Housing. Resident and worker population forecasts have been estimated taking into account data sourced from the ABS, .id Consulting and the NSW Government.

A summary of the local resident and worker profile is detailed in the following sub-sections.

6.2.1 Local residents

A detailed assessment of the key community characteristics is provided in **Appendix A** and is based on results from the 2016 ABS Census of Population and Housing. The following key demographic characteristics of the Study Area have been benchmarked against Greater Sydney and are identified below:

- **Population:** In 2019, the Study Area had an Estimated Resident Population (ERP) of 322, representing a decrease from the 2011 Census when the population was 343. The resident population of the area is relatively limited and is projected to continue to decline as this precinct is redeveloped and repurposed for industrial and employment uses.
- **Age profile:** The Study Area has an older age profile, with a median age of 59.7 years, well above the Greater Sydney average of 36.4 years. The largest age group are residents aged 70 years and over, who account for 38.8% of the Study Area population.
- **Income:** The median annual household income for households in the Study Area is \$97,740, slightly higher than the Greater Sydney average of \$92,200.
- **Household composition:** The dominant household composition in the Study Area are family households, which account for 87.9% of all housing types. Within family households, 41.4% are couple families with children. While lone person households represent a smaller share of household types at 5.2%.
- **Dwelling type:** All dwellings within the Study Area are classified as separate houses, and are mostly situated on large rural or semi-rural allotments.
- **Tenure type:** The majority of occupied private dwellings in the Study Area are owned outright (65%), with a smaller share of residents (26.7%) who rent and 8.3% of homes that are owned on a mortgage.

The local resident population is typical of a semi-rural population located on the fringe of a major metropolitan area, including an older population who own their own homes.

6.2.2 Local workers

A review of local workers has been derived taking into account ABS Destination Zone (DZN) and NSW Transport Travel Zone (TZ) boundaries that align with the Study Area (and include the two zones in the northern part of Kemps Creek). Results from the ABS Census of Population and Housing 2016 and employment projections sourced from the NSW Department of Transport have been considered. Key characteristics of local workers within the Study Area include:

- **Employment:** An assessment of Transport for NSW travel zone employment projections suggest that there were an estimated 839 workers in the Study Area in 2016. This level is projected to increase substantially in the future, with projections for the Mamre Road Precinct estimating +17,000 jobs on full development.
- **Primary sector employment:** A small proportion of primary sector jobs are provided within the Study Area, accounting for 4% of all jobs.
- **Secondary sector employment:** Secondary sector jobs accounted for 11% of employment in 2016, with the Construction industry accounting for all of these jobs.
- **Tertiary sector employment:** Tertiary sector employment accounted for the vast majority of jobs in 2016, at 85% of all employment in the Study Area. Within this category, the majority of employment is in consumer services (education and training, health care and social assistance), which accounted for 73% of jobs in the Study Area in 2016, with the remaining 12% in producer services including transport, postal and warehousing.

Currently the existing profile reflects the semi-rural businesses that operate in the Study Area as well as the provision of social infrastructure, such as the educational facilities. Over time, however, it is expected that the employment profile will change substantially as the Mamre Road Precinct is developed into a major industrial and employment area.

Employment forecasts sourced from Transport for NSW are shown in **Table 2** and demonstrate strong employment growth is projected for the Study Area, with a further +10,695 workers projected by 2036, reflecting an average annual growth rate of 13.4%. *It should be noted that the Transport for NSW employment projections of +10,695 jobs is lower than the employment targets suggested for the Mamre Road Precinct of +17,000 as outlined by the Department of Planning, Industry and Environment (DPIE) in the Mamre Rd Precinct Finalisation report June 2020. This reflects the recent rezoning and updated estimates and as such, the following information presented should be considered conservative and used to represent broad trends only.*

A large share of future employment growth within the Study Area is projected to be concentrated in tertiary sector activities, as outlined in **Table 2**, which demonstrates the likely future industry breakdown of employment.

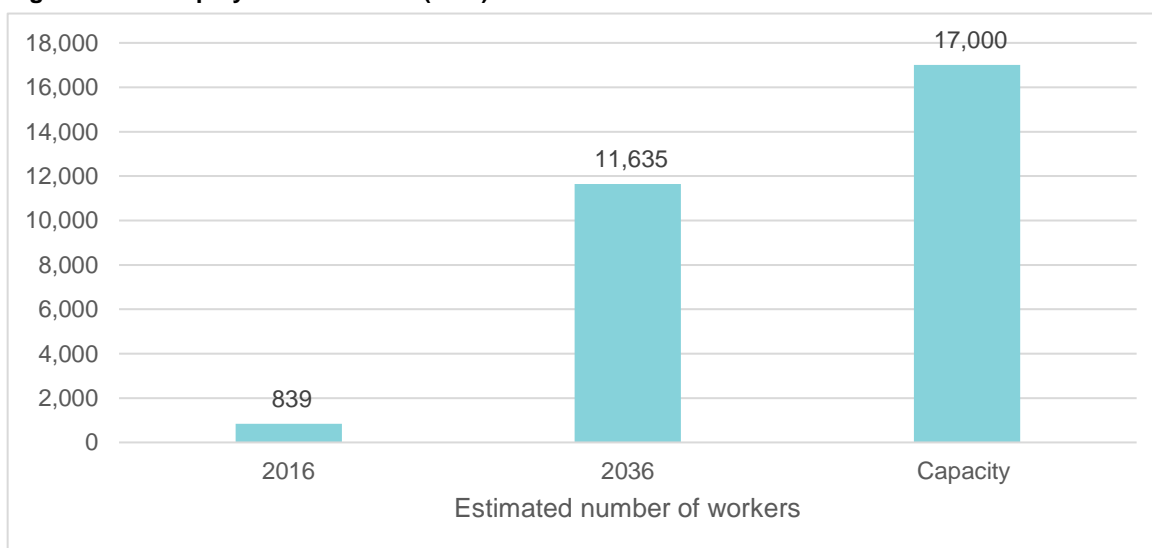
Consumer services jobs are forecast to grow at an average annual rate of 12.1% per annum between 2016 and 2036, and as such represent the fastest growing services sector in the Study Area. Growth in consumer services is largely attributed to the increase in professional, scientific and technical service workers, and administrative and support services, which are each forecast to increase by +1,276 and +1,075 workers from a base of zero currently. The growth in these specific industries and other consumer services is reflective of the shift from traditional primary production to higher-order manufacturing and industrial related activities, that typically require a more specialised white-collar workforce of skilled professionals.

Producer service industries are also projected to grow substantially, with the share of workers increasing between 2016 and 2036 by 19.5%. The modest growth of all producer service industries from only 15 workers in 2016 to an estimated 3,702 workers in 2036 demonstrates the future industrial investment and activity that is likely within the Mamre Road Precinct, which will attract new businesses and jobs in industrial and urban service related uses.

Employment generated by the proposed development at the 209-308 Aldington Road site will support the strategic direction and jobs targets anticipated for the Mamre Road Precinct, which is expected to accommodate some 17,000 new jobs once fully developed and operational.

Furthermore, the proposed development would also generate local construction jobs during its development phase, and support other service sector jobs locally and regionally. These will be explored in more detail in **Section 8.0**.

Figure 8 Employment forecasts (total) 2016-2036



Source: Transport for NSW, DPIE

Table 3 Industry of Employment forecasts 2016-2036

Category	2016		2026		2036		Change 2016-2036	
	no	%	no	%	no	%		
Primary Sector								
Agriculture, Forestry & Fishing	37	4%	33	0.8%	43	0.4%	+7	-3.5%
Mining	0	0%	0	0.0%	0	0.0%	+0	0.0%
Sub-Total Primary Sector	37	4%	33	0.8%	44	0.4%	+7	-3.5%
Secondary Sector								
Manufacturing	0	0%	223	5.7%	493	4.2%	+493	4.2%
Construction	100	11%	225	5.7%	645	5.5%	+545	-5.1%
Sub-Total Secondary Sector	100	11%	448	11.3%	1,138	9.8%	+1,039	-0.8%
Tertiary Sector								
Producer Services								
Electricity, Gas, Water & Waste Services	0	0%	119	3.0%	356	3.1%	+356	3.1%
Transport, Postal & Warehousing	4	11%	225	5.7%	645	5.5%	+545	-5.1%
Information Media & Telecommunications	0	1%	185	4.7%	652	5.6%	+641	4.4%
Financial and Insurance Services	0	0%	180	4.6%	680	5.8%	+680	5.8%
Rental, Hiring & Real Estate Services	0	0%	212	5.4%	709	6.1%	+708	6.0%
Wholesale Trade	11	0%	270	6.8%	661	5.7%	+657	5.2%
Sub-Total	15	12%	1,191	30.2%	3,702	31.8%	+3,587	19.5%
Consumer Services								
Retail Trade	0	0%	180	4.6%	680	5.8%	+680	5.8%
Accommodation & Food Services	1	0%	212	5.4%	709	6.1%	+708	6.0%
Arts & Recreation Services	0	0%	74	1.9%	366	3.1%	+366	3.1%
Administrative & Support Services	0	0%	153	3.9%	1,075	9.2%	+1,075	9.2%
Professional, Scientific & Technical Services	0	0%	493	12.5%	1,276	11.0%	+1,276	11.0%
Public Administration & Safety	0	0%	84	2.1%	421	3.6%	+421	3.6%
Education & Training	515	55%	787	19.9%	1,362	11.7%	+847	-43.1%
Health Care and Social Assistance	172	18%	294	7.4%	862	7.4%	+690	-10.9%
Sub-Total	688	73%	2,276	57.6%	6,751	58.0%	+6,063	-15.2%
Sub-Total Tertiary Sector	703	85%	3,466	87.8%	10,453	89.8%	+9,649	4.4%
Total	839	100%	3,948	100.0%	11,635	100.0%	+10,695	-

Source: Transport for NSW, Ethos Urban

6.3 Market context

In recent years, the industrial sector has become increasingly sophisticated with more specialised facilities, driven by technological advancements and the shift from traditional warehousing and manufacturing activities to more advanced and skilled production. This shift has generated an increased demand for larger, modern industrial assets, with Western Sydney a popular location due to land availability, residential growth and access to transport and efficient distribution networks.

A review of key industrial market indicators indicates the strong conditions in Sydney in recent years (**Table 4**), particularly within the south and outer west industrial markets (incorporating the subject site). Strong occupier demand has been driven by consumer and business demand as well as new infrastructure and supply chain requirements. These trends, coupled with strong capital markets, has led to an increase in development activity.

Table 4 Sydney industrial market – key indicators (Q4, 2019)

	North	South	Inner West	South West	Outer West
<u>Vacancy</u>					
Prime	N/A	42,823m ²	52,791m ²	121,196m ²	191,831m ²
Secondary	N/A	0m ²	22,221m ²	29,623m ²	22,693m ²
<u>Land Value</u>					
<5,000m²	\$1,200-1,600m ²	\$2,750-3,000m ²	\$900-950m ²	\$700-750m ²	\$700-800m ²
1-5 ha	\$900-\$1,300m ²	\$1,800-2,200m ²	\$750-850m ²	\$500-575m ²	\$600-700m ²
<u>Rents</u>					
Prime	\$200m ²	\$201m ²	\$129m ²	\$112m ²	\$121m ²
Secondary	\$165m ²	\$176m ²	\$111m ²	\$98m ²	\$105m ²

Source: Knight Frank Research

Overall land availability for industrial development remains competitive. This has, in part, prompted the release of new industrial lands in recent years, including the Mamre Road Precinct, which will support the continued demand for industrial space within the Western Sydney area.

Western Sydney accounted for around 89% of employment land take-up in 2018 (NSW Government Employment Lands Development Monitor), with the outer west submarket alone representing 56% of total industrial take up in Sydney. In fact, in 2019 over 441,000m² of new industrial stock was added to the outer west market (which includes Kemps Creek), representing some of the highest concentration of industrial activity within Greater Sydney. Across Sydney, and the Eastern Seaboard of Australia, industrial vacancy rates are low, estimated at below 5%, with demand remaining strong, even in the current economic climate.

It is understood that throughout 2020, and even with the uncertainty associated with the COVID-19 pandemic, industrial activity and demand has remain elevated.

There has been strong demand for modern, and well-located industrial land in conjunction with Government-led infrastructure projects and elevated demand from key occupiers including the transport and logistics sector.

Figure 9 shows the increase in industrial leasing transactions recorded across Sydney in recent years, and illustrates the increase in activity since 2016. Reflecting strong leasing volumes, the Western Sydney industrial market is also highly sought after from an investment perspective, with the market the most popular region for transaction activity in 2019, representing 43% of all sales above \$5million in NSW (Savills Research 2019).

In the face of strong demand, industrial land values have continued to rise, particularly in Western Sydney, leading to a doubling of average industrial land values across Sydney. In particular, precincts in the WSEA, including the Mamre Road Precinct, are experiencing land value increases as occupiers and developers compete for sites.



Figure 9 Industrial leasing volumes, Sydney 2009-19

Source: Ethos Urban, Savills

More broadly, Western Sydney is experiencing the emergence of more advanced and integrated business operations including a shift to more specialised, automated facilities, 24/7 operation and a mix of uses supporting a wide range of facilities to support industrial uses including commercial office and community/retail facilities.

Recent trends such as ecommerce is also having a major impact on the industrial market, with strong growth in the online retail environment leading to the continued development of fulfilment centres, and a focus on ‘just in time’ or ‘last-mile’ delivery and distribution centres.

Depending on the operator, these facilities can also use new automated technologies in order to distribute and deliver large volumes of retail and wholesale goods quickly and efficiency across the city. These types of facilities tend to be less labour intensive, however, more specialised in nature. These uses represent the changing nature of the industrial sector, facilitating additional job generation in higher order employment including engineering and IT, compared with traditional manufacturing or industrial jobs, despite the fact that these facilities also locate in industrial areas.

The result of this structural change in the industrial sector, along with the increased pressure from residential development, has resulted in strong competition for land, particularly in inner city markets such as South Sydney and Inner West Sydney. This has resulted in traditional industrial tenants moving out to larger, modern facilities in Western Sydney, while operators who need direct access to the CBD, port, or airport pay increased rents.

This competition has driven industrial vacancy rates to record lows, and rents and land values to record highs. The industrial market is changing rapidly and the provision and use of industrial land in Sydney needs to respond to this shift.

This appropriateness of the proposed development within this context is considered further through the Economic Impact Assessment outlined in **Section 8.0**.

6.4 Community and stakeholder perspectives

This section sets out the community perspectives gathered during the public exhibition and associated consultation on the Western Sydney Employment Area – Mamre Road Precinct, by NSW DPIE during 2019/20, which has a direct bearing on this proposed development within the precinct.

Extensive engagement was undertaken for the amendments to State Environmental Planning Policy (Western Sydney Employment Area) 2009 (WSEA SEPP) to rezone the Mamre Road Precinct primarily for industrial purposes.

Given the subject development proposal is fully aligned with the envisaged future of the Mamre Road Precinct set out in the Structure Plan and associated documents – effectively delivering on its planned future state as a thriving industrial precinct – this consultation is directly relevant in the consideration of this development, and has informed the preparation of the Social Impact Assessment.

The draft Mamre Road Precinct rezoning package, including exhibition Discussion Paper, draft structure plan and draft WSEA SEPP maps, were exhibited between 20 November and 18 December 2019. A total of 88 submissions were received, including:

- 50 submissions from landowners and the community
- 24 submissions from developers and industry groups
- 14 submissions from Government agencies and utility providers, including Penrith City Council.

The issues – concerns and aspirations – raised by the community and other key stakeholders through submissions are as follows:

- The proposed location and planning controls in relation to the transport investigation areas, including the potential intermodal terminal (IMT).
- The proposed extent and location of the E2 Environmental Conservation, open space and drainage lands.
- The implications of planning controls in relation to flood prone land and planning for probable maximum flood events.
- Clarification on the proposed transitional area between the industrial land and neighbouring residential land uses.
- Proposed location of a potential water reservoir.
- Timing of the road infrastructure including potential Southern Link Road and upgrade of Mamre Road.
- Potential local and State Infrastructure Contributions.
- The refinement of the WSEA boundary, including the exclusion of land to the north and south of the precinct.

Full details of submissions are available in Appendix A of the Mamre Road Precinct Finalisation Report.¹

In addition, consultation has been undertaken with surrounding landowners and other key stakeholders in relation to the proposed development.

¹ https://shared-drupal-s3fs.s3-ap-southeast-2.amazonaws.com/master-test/fapub_pdf/000+-+Mamre+road+/Mamre+Road+Precinct+Finalisation+Report.pdf

7.0 Social Impact Assessment

7.1 Introduction and approach

This assessment has been prepared in accordance with the Secretary's Environmental Assessment Requirements (SEARs) issued on 30 September 2020, requiring the preparation of a social impact assessment to support this SSDA, which identifies and analyses the potential social impacts of the development.

In accordance with the requirements of the SEARs, the detailed assessment provided in this section of the report provides an analysis of the social impacts of the development, including comment on potential benefits to the local community.

The purpose of this social impact analysis is to:

- Identify, analyse and assess any likely social impacts, whether positive or negative, that people may experience at any stage of the project lifecycle, as a result of the project on their:
 - Surroundings
 - Health and wellbeing
 - Community
 - Culture
 - Access to and use of infrastructure, services and facilities
 - Way of life, including employment opportunities
 - The proposed development has been identified as having negligible impacts to personal and property rights, decision making systems and fears and aspirations.
- Investigate whether any group in the community may disproportionately benefit or experience negative impacts, and proposes commensurate responses consistent with socially equitable outcomes
- Develop social impact mitigation and enhancement options for any identified significant social impacts
- Identify how social impacts will be adaptively monitored and managed over time.

7.2 Impact assessment matters and responses

The following section sets out the assessment of social impacts arising from the proposed development and the recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts, across the suite of factors set out in the DPIE SIA Guideline, described in **Section 2.1**.

The assessment includes a risk assessment of the degree of significance of risk, including the envisaged duration, extent, and potential to mitigate/enhance and likelihood of each identified impact. The social risk matrix provided within the DPIE *Social Impact Assessment Guidelines (2017)* (see **Figure 1** in **Section 2.2**) has been adopted for the purposes of undertaking this social and impact assessment, as is currently recommended by NSW DPIE as best practice in Social Impact Assessment – and as is directly reflected in the SEARs issued for this project.

Each impact has been assessed and assigned an overall risk that considers both the likelihood of the impact occurring and the consequences should the impact occur. The assessment also sets out recommended mitigation, management and monitoring measures for each identified matter.

7.2.1 Surroundings – amenity

Potential impacts

- The proposed development will have amenity impacts on surrounding development during construction, in relation to truck and traffic movements, and construction noise. These will mainly affect surrounding workers, along with some residents located to the east of the site at Mount Vernon.
- Views will also be affected during both construction and operational phases of the development, which will realise the transition of the Mamre Road Precinct (the Study Area) from rural to industrial development. The transformation of this area is aligned with NSW Government strategic policy directions for the area, including the Mamre Road Structure Plan and associated rezoning. This impact will primarily be experienced by residents, whose outlook and views will change as a result.
- Potential traffic generation amenity impacts will arise both during construction and operational phases of the development given the increased intensity of use of the site. This has the potential to affect properties located along Aldington Road, including the existing schools and day-care centre.
- There would be long term positive impacts to surroundings and amenity during the operational phase, as it is noted that the broader Mamre Road Precinct will result in the delivery of new open space, recreation facilities, cycling and walking paths which will positively impact local amenity. The proposed development will contribute towards these amenities through State Infrastructure Contributions.
- With respect to cumulative impacts, the broader redevelopment of the Mamre Road Precinct has the potential to affect the amenity of nearby residential areas due to impacts such as increased traffic generation, noise generation, air quality impacts, visual impacts and the like generated by the redevelopment of the broader precinct for use for industrial purposes.

Responses/ mitigation measures

- Amenity impacts – such as traffic, noise and air quality – will be managed in accordance with relevant legislation and the Construction Management Plan. This will ensure appropriate mitigation of impacts on residents in particular.
- Mitigation measures set out in the Construction Management Plan will also be implemented to reduce the impacts associated with noise and vibration (identified in the Noise and Vibration Assessment) and visual amenity during the construction phase. It is also recommended that effective transport plans are prepared to assist the construction workforce to effectively travel to the site for construction shifts to reduce pressure on parking in the area.
- Visual impacts – in terms of views of residents – will be mitigated as far as practicable through design guidance and other visual impact mitigation measures to ensure that the design of the new industrial buildings is of high quality and that appropriate landscaping is introduced on the site to soften the visual impact of the development.
- The provision of new open space within the broader Mamre Road Precinct will help to mitigate visual amenity impacts of the planned industrial development, and will contribute to improved amenity for workers and residents in the locality more broadly.
- Cumulative impacts will be managed through adaptive monitoring and management over time through the imposition of conditions of consent by the relative consent authorities. These are likely to require the implementation of environmental management plans and compliance with the relevant environmental regulations.

Summary

Overall Social Risk Rating and social benefit

Low Social Risk Rating – impacts are generally associated with the physical construction and operation of the site and can be appropriately mitigated through environmental management plans. The social risk rating is considered low with the overall rating of risk is:

- Construction: C2 (possible minor)
- Operation: C2 (possible minor)

Potential impacts	
Likelihood	Possible impacts
Duration	Short to medium term, during construction. Potential for ongoing impacts with the operation of the development.
Consequence	Minor during construction and minimal during operation
Severity/ sensitivity	Minimal to minor due to the significant distance of the nearest residential accommodation.
Extent	Impacts are likely to be experienced predominantly by existing residents in nearby Mount Vernon during construction and operational phases.
Potential to mitigate/ enhance	High potential to mitigate negative social impacts through Construction Management Plans, Operational Management Plans and the design of the development.

7.2.2 Health and wellbeing

Potential impacts
<ul style="list-style-type: none"> The construction phase of the development has the potential to generate temporary environmental impacts which have the potential impacts on the health and wellbeing of the local community, by way impacts such as noise, air quality and similar disturbances. The ongoing operation of the industrial development also has the potential to impact on the wellbeing of the local residential community due to environmental impacts generated by operations, including impacts such as noise and traffic generation. There would be long term positive impacts to health and wellbeing associated with the broader development of the Mamre Road Precinct, within which the site is located. The Structure Plan for this precinct identifies the delivery of new open space, recreation facilities, cycling and walking paths which will have a positive impact on the health and wellbeing of local community members – including local residents and the future workforce of the site. The proposed development will directly contribute towards these amenities through State Infrastructure Contributions. Being an industrial employment precinct, the development is unlikely to generate any significant impacts in terms of demand for community and health services.

Responses/ mitigation measures
<ul style="list-style-type: none"> Implementation of environmental management plans during construction and operation to avoid or minimise impacts such as noise, air quality and water quality impacts. These impacts will also be managed in accordance with relevant legislation and Regulations, ensuring impacts on local communities are acceptably managed. If the development is approved, the applicant will pay SIC towards regional infrastructure – including open space and recreation facilities – which will benefit the local community from a health and wellbeing perspective. To contribute positively towards health and wellbeing, each building within the industrial precinct could consider including indoor and outdoor casual seating and passive recreation areas for staff to utilise during breaks, including with appropriate shading and planting. It will be important to establish effective communication channels for local residents to find out information about the development and raise any issues or concerns, to mitigate mental health impacts which can arise through uncertainty and the effects of significant changes to a person’s local environment.

Potential impacts	
Summary	
Overall Social Risk Rating and social benefit	<p>The overall social risk rating is considered low, with social benefit considered to be high in the contribution to indirect improvements in health and wellbeing of the local and broader community. The social risk rating is considered low with the overall rating of risk is:</p> <ul style="list-style-type: none"> • Construction: D1 (unlikely minimal) • Operation: E1 (rare minimal)
Likelihood	The likelihood level of negative health and wellbeing impact occurring is unlikely during construction and rare during operation.
Consequence	Minimal during construction and operation.
Duration	Limited impact during construction, however, care should be given to ensure that construction impacts do not deteriorate the health and wellbeing of those in the immediate vicinity of the site.
Severity/ sensitivity	Not considered to be of significant consequence or severity.
Extent	Impacts are predicted to be felt by users of local area during construction phase and staff during the operational phase.
Potential to mitigate/ enhance	High potential to mitigate any negative social impacts and enhance positive contributions, through provision of onsite infrastructure/amenities for staff and implementation of Construction Management Plans and Operational Management Plans.

7.2.3 Community - including its composition, cohesion, character

Potential impacts	
<ul style="list-style-type: none"> • The residential population within the Mamre Road Precinct has been steadily declining with the introduction of industrial development on what was previously rural residential land. This residential population is expected to continue to decline as more industrial development occurs and the proposed development will result in the loss of some residential dwellings, with associated changes to the composition of the community. • The former rural residential community of the area will be replaced with a new workforce as a result of the new employment opportunities to be generated on the site. These employment opportunities will occur during both the construction and operational stages of the development. • The new employment opportunities and investment within the local economy will have positive social benefits for both the local community and businesses as a result of new local employment opportunities and workers within the area utilising the services of local businesses. • The transformation of this area from a rural residential community to an employment precinct has the potential to catalyse new social networks associated with workplaces. • Some community concerns may arise in relation to the significant change in character of the area from rural and residential to industrial, aligned with broader changes to the precinct and Western Sydney region, as it evolves and transitions into the future. However, it is noted that this transformation is aligned with strategic NSW Government policy directions. 	
Responses/ mitigation measures	
<ul style="list-style-type: none"> • To ensure that that some of the economic benefit of the development also benefits the local community, efforts could be made to try and procure local employees for both the construction and operational phases of the development. 	

Potential impacts	
<ul style="list-style-type: none"> Strong, effective and respectful communications with local residents will help manage the personal impacts of change experienced by those living within this rapidly transforming precinct and region. 	
Summary	
Overall Social Risk Rating and social benefit	<p>The overall social risk rating is considered low, with social benefit considered to be high in the contribution to significant employment opportunities within the local community. The social risk rating is considered low with the overall rating of risk is:</p> <ul style="list-style-type: none"> Construction: A2 (Almost certain, Minor) Operation: E1 (rare minimal)
Likelihood	Likely
Consequence	Minimal during construction and operation
Duration	Permanent
Severity/ sensitivity	The change from the existing degree will be substantial but the sensitivity low given that the land has already been zoned for employment purposes and the impact considered.
Extent	Mamre Road Precinct and the broader WSEA
Potential to mitigate/ enhance	<p>Implement a strategy to try and source local goods and employment.</p> <p>Ensure effective communications channels are available to residents to voice concerns, and information on the progress of the development is shared.</p>

7.2.4 Culture: shared beliefs, customs, values and stories, and connections to land, places, buildings

Potential impacts	
<ul style="list-style-type: none"> The proposed development would change the character of the site from rural residential to industrial land use. This will likely affect the community’s sense of place and connection to place, particularly for the established residential community of Mount Vernon to the east. There would also be a cumulative impact on the sense of place people have in relation to the broader Mamre Road Precinct (the Study Area), as the broader strategic vision for the Mamre Road Precinct is realised and rural land within the Precinct is developed for industrial purposes. The effects will be felt through the loss of visual connection with the rural setting and the day to day interaction with the precinct’s current natural environment. 	
Responses / mitigation measures	
<ul style="list-style-type: none"> The changes proposed through this development are consistent with the broader strategic directions of the area to generate significant new employment opportunities and to provide land which can be used by industries to support the Western Sydney Airport. It is not possible to entirely mitigate impacts to community character and also achieve the broader strategic objective of delivering an employment precinct. This social impact and the loss of sense of place is not a new issue for the community, given the consultation that was undertaken during the rezoning of the Mamre Road Precinct and as landowners were approached for the sale of their land. However, the impact can be minimised by developing a strong communication program for the project, providing updates and reducing any potential uncertainty as to the timing and impact on the local community. If impacts associated with transition are well mitigated, the development for employment uses will ensure positive social outcomes for the community. 	

Potential impacts

- NSW DPIE has also nominated transition areas within the Mamre Road Precinct. Development applications within that zone will need to demonstrate that suitable outcomes will be achieved in respect of the transition of the built form and landscaping of the site and also that satisfactory operational measures will be in place so as to avoid adverse impacts on the nearby residential communities.

Summary

Overall Social Risk Rating and social benefit	The overall social risk rating is considered low, with social benefit considered to be high in the contribution to significant employment opportunities within the local community. The social risk rating is considered low with the overall rating of risk is: <ul style="list-style-type: none"> • Construction: A2 (Almost certain, Minor) • Operation: E1 (rare minimal)
Likelihood	Certain
Consequence	The consequence is considered minimal given the history of the rezoning of the Mamre Road Precinct.
Duration	Permanent impact
Severity/ sensitivity	The change from the existing will be substantial but the sensitivity low given that the land has already been zoned for employment purposes and the impact already considered and the community already aware.
Extent	Mamre Road Precinct and the broader WSEA
Potential to mitigate/ enhance	Low - ongoing communication with existing residents and the community to minimise disturbance during the transition period.

7.2.5 Access to and use of infrastructure, services and facilities

Potential impacts

The proposed development may have the following potential social impacts with relation to access to and use of infrastructure, services and facilities within the surrounding locality:

- The development will involve upgrades to existing road infrastructure thereby improving mobility within the precinct during operation. However, there may be disruptions to traffic flow and increased traffic generation on local roads as a result of the construction of the development.
- The development will involve contributions towards the upgrade of regional infrastructure including open space, recreation facilities and walking and cycling paths.
- Being an industrial development, the development is unlikely to generate any significant demand for new social infrastructure or services – other than amenities that would be likely to be utilised by the local workforce during, before and after working hours. In this regard, open space and recreation infrastructure is to be provided in the precinct, which is expected to meet their needs.
- There would be long term improvements to access to and use of social infrastructure associated with the broader development of the Mamre Road Precinct, within which the site is located. The Structure Plan for this precinct identifies the delivery of new open space, recreation facilities, cycling and walking paths accessible to local residents and the future workforce of the site. The proposed development will directly contribute towards these amenities through State Infrastructure Contributions.

Potential impacts	
Responses / mitigation measures	
<ul style="list-style-type: none"> • Payment of SIC towards the upgrade of regional facilities – including the delivery of new open space, recreation facilities, cycling and walking paths, which are expected to be accessed by workers and local residents. • Construction of new roads and implementation of a construction traffic management plan. 	
Summary	
Overall Social Risk rating and social benefit	<p>The proposed development will have indirect positive benefits in respect of access and use of infrastructure due to contributions which will go towards upgrading of regional infrastructure. The social risk rating is considered low with the overall rating of risk is:</p> <ul style="list-style-type: none"> • Construction: C2 (possible minor) • Operation: E1 (rare minimal)
Likelihood	Likely minimal short-term impacts with the temporary redevelopment of the site. However, also likely positive benefits upon completion.
Consequence	The consequence of the development is considered minimal.
Duration	Most potential negative impacts will occur during the construction phase. Most potential positive social benefits will occur during the operational phase.
Severity/ sensitivity	Severity and sensitivity is considered to be minor in relation to the Project.
Extent	The extent of the impact will be felt by different user groups. Significant positive benefit to be experienced by local and regional users of new social infrastructure.
Potential to mitigate/ enhance	High – construction impacts can be managed through environmental management plans. Infrastructure enhancements will positively benefit the community in the long term.

7.2.6 Way of life, including employment opportunities

Potential impacts

The proposed development may have the following potential social impacts with relation to way of life:

- Potential disruption to way of life and daily routines for residents of the area during construction associated with construction noise, dust and vibration, increased traffic and truck movements associated with construction activity and movement of construction workers. However, it is noted that this precinct is transitioning from a rural residential area to an industrial precinct and is not densely populated.
- Increased availability of employment opportunities within the area associated with the construction phase and operational phase of the site. This would improve the accessibility of employment opportunities within the Study Area, in line with the Greater Sydney Commission’s vision for a “30-minute city” where employment and other daily living needs are located close to people’s homes.
- Long term improvements to way of life for residents of the Penrith LGA associated with realising the NSW Government’s vision for the Mamre Road Precinct, which would improve accessibility of employment opportunities close to housing and daily living needs. This has the potential to reduce travel times for workers and increase the amount of time available to spend with friends and family.

Potential impacts

Responses / mitigation measures

- To ensure that that some of the economic benefit of the development also benefits the local community, efforts could be made to try and procure local employees for both the construction and operational phases of the development.
- It will be important to establish effective communication channels for local residents to find out information about the development and raise any issues or concerns, to mitigate mental health impacts which can arise through uncertainty and the effects of significant changes to a person’s local environment.

Summary

Overall Social Risk rating and social benefit	The proposed development will have positive benefits in respect to way of life, associated with the delivery of new employment opportunities in the Precinct. The social risk rating is considered low with the overall rating of risk is: <ul style="list-style-type: none"> • Construction: C2 (possible minor) • Operation: E1 (rare minimal)
Likelihood	Likely minimal short-term impacts with the temporary redevelopment of the site. However, also likely positive benefits upon completion.
Consequence	The consequence of the development is considered minimal.
Duration	Most potential negative impacts will occur during the construction phase. Most potential positive social benefits will occur during the operational phase.
Severity/ sensitivity	Severity and sensitivity is considered to be minor in relation to the Project.
Extent	The extent of the impact will be felt by different user groups. Significant positive benefit to be experienced by local and regional users of new social infrastructure.
Potential to mitigate/ enhance	High – construction impacts can be managed through environmental management plans. Infrastructure enhancements will positively benefit the community in the long term.

7.3 Monitoring and measurement framework

To monitor and measure the ongoing impact of the proposed development on relevant stakeholders and the surrounding community, the following framework is recommended:

During construction

- Development of a Construction Management Plan that includes a complaint handling procedure for identifying and responding to community issues related to construction impacts.
- Ongoing consultation with relevant stakeholders, including local residents and workers in the emerging Mamre Road Precinct to identify impacts promptly.

During operation

- Continued consultation with relevant stakeholders, including future tenants of the ESR Kemps Creek Logistics Park.
- Development and implementation of an operational plan of management that mandates data collection (e.g. complaints register) to enable ongoing monitoring of the performance of the ESR Kemps Creek Logistics Park over time.

8.0 Economic Impact Assessment

8.1 Introduction and approach

An assessment of the economic impacts (and benefits) associated with the construction and operational phases of the 209-308 Aldington Road, 59-62 and 63 Abbots Road, Kemps Creek development is discussed in this section.

8.2 Impact assessment matters

In order to address the market potential and economic impacts, this economic assessment considers:

- Demand for the development taking into account the following:
 - Site suitability
 - Market context
 - Infrastructure and investment
 - Need for modern industrial facilities.
- Local and regional economic impacts and benefits likely to result from the proposed development including:
 - Operational impacts
 - Employment generation – during construction and operation
 - Economic output – increased Gross State Product and Value-Added output
 - Other economic benefits from the proposed development.

8.3 Key findings and recommendations

As outlined below, there are no significant or detrimental economic impacts likely to result from the proposed development. Instead, the project is likely to result in significant positive economic benefits including the provision of employment opportunities at the site, while also benefitting from its location within a strategically planned employment precinct, and in close proximity to major infrastructure projects.

8.3.1 Demand for the development

Site suitability

The site is well suited for the development and proposed uses, considering the context of the Study Area and the Mamre Road Precinct as a future industrial and employment centre.

The site is located towards the southern extent of the Mamre Road Precinct and incorporated within both the Western Sydney Employment Area (WSEA) and the Western Sydney Aerotropolis.

The WSEA is the largest employment area in Western Sydney, and has delivered over 1,000ha of industrial land over the past 10 years, which has resulted in a number of national and multinational corporations investing in industrial facilities in the precinct. Demand for industrial space within the WSEA is attributed to the proximity to major road corridors, including the M4 and M7, as well as land availability and price considerations that compare favourably to other industrial areas in Greater Sydney.

The Mamre Road Precinct itself includes some 780 hectares of future industrial land, and is forecast to accommodate an estimated 17,000 new jobs on completion. The location of the proposed development makes it well suited to the proposed industrial and warehousing related usages. Jobs generated by the development will support growth and development in the precinct overall, and will align with the strategic objectives of the WSEA and Aerotropolis.

This part of Sydney will remain a key focus for employment well into the future, in line with government objectives at all levels, and supported by investment and planning initiatives.

Market context

Sydney is currently experiencing strong demand for larger, modern industrial assets – as is discussed in detail in **Section 6.3**. Western Sydney is a popular location for industrial development due to land availability, residential growth and access to transport and efficient distribution networks.

More broadly, Western Sydney is experiencing the emergence of more advanced and integrated business operations including a shift to more specialised, automated facilities, 24/7 operation and a mix of uses supporting more diverse industrial facilities such as ancillary commercial office and community/retail uses.

The proposed development is aligned to these trends, providing additional industrial and employment floorspace as well as providing a mix of contemporary industrial and supporting uses and amenities such as office facilities and a café within an integrated precinct.

Infrastructure and investment

Continued population growth within Western Sydney, and more broadly within Greater Sydney, will drive strong demand for a range of facilities, including industrial uses. The WSEA is a key industrial market, benefitting from access to land, proximity to major transport infrastructure, and close proximity to a growing residential market. These advantages allow this part of Sydney to play a critical role in serving the local, regional and national economy.

Planned and ongoing investment will support growth and development across Western Sydney and the Mamre Road Precinct, including infrastructure projects such as:

- Western Sydney Airport and Aerotropolis
- New motorways including the M12 and M9 orbital
- Future Western Sydney Freight Line
- Western Sydney Intermodal
- Moorebank Intermodal Terminal.

Significant investment is occurring in the area from government as well as major national and international corporations including owners and occupiers. A recent significant investment includes Goodman and Amazon, with the recent development approval of a new Amazon distribution centre, located to the north of the subject site. The fulfillment centre will be the largest in Australia at 200,000m² and will be among the first to roll out the latest advanced robotic technology. There are numerous other examples which demonstrate the strong industrial investment activity occurring in this part of Sydney.

The ongoing investment in infrastructure and higher order industrial facilities within Western Sydney highlights the need and opportunity for a large and contemporary industrial precinct such as that proposed at 209-308 Aldington Road, Kemps Creek.

Need for modern industrial facilities

The industrial sector has become increasingly sophisticated, with more specialised facilities, and increased demand supported by population growth as well as infrastructure investment and technology advancement. This shift has generated an increased requirement for larger, modern industrial assets. Western Sydney is a popular location due to land availability, residential growth and access to transport and efficient distribution networks.

As the industrial sector has evolved, the sector has transitioned away from more traditional primary production and manufacturing activities towards more specialised, knowledge intensive industries and uses. In particular, the emergence and ongoing development in technology and automation, infrastructure investment and supply-chain logistics operations have prompted a shift to a more specialised white-collar workforce.

These highly skilled workers are increasingly required to oversee and manage modern machinery and equipment, with these workers supported by a larger proportion of sales and administration staff. This transition has implications for the types of buildings and uses required in the sector, with a need for more specialised warehouses, but also

increased provision of supporting commercial office space and amenities to accommodate the increasingly white-collar workforce.

Modern industrial tenants are focused on specialised and innovative developments that provide facilities that are built to high specifications, allow increased hours of operation, integrate seamlessly with technology and provide quality fit-outs and amenities.

The proposed development will be well suited to meet modern tenant and business requirements, supporting the long term potential for the Mamre Road Precinct.

8.3.2 Economic impacts and benefits – local and regional

Operational impacts

Any impact from the proposed development is anticipated to be limited, and will not impact on the viability or continued operation of any facility within the area. The proposed development will result in a redevelopment of the site, consistent with existing government plans and strategic objectives for the precinct.

The precinct has been planned to allow for adequate distance and buffers to surrounding facilities and uses, including residential. Furthermore, modern industrial developments are increasingly efficient, with stricter environmental controls and standards, together with technological advancements in building materials and operations. This is leading to facilities and services that are better designed, quieter, cleaner and have a reduced impact on the surrounding area.

Given the location of the proposed development within a planned industrial precinct, and the provision of sophisticated and modern warehouse facilities, impacts on surrounding operations or uses are anticipated to be limited.

Employment generation

At 158,135m² of GLA the proposed development would deliver a significant amount of new floorspace to the Western Sydney industrial market. The composition of the development, including multiple warehouses, supporting commercial office space and a café is well suited to the future context of Aldington Road and the overall Mamre Road Precinct.

The proposed development will result in additional benefits to the local and regional community through employment generation. Additional jobs supported by the development will accrue through direct and indirect employment generated during both the construction phase, and ongoing employment as part of the operational phase.

The construction and operational phases of the development will generate both direct and indirect employment opportunities. The provision of these employment opportunities is particularly important in the current economic environment and will help to support the local community by stimulating economic activity.

Construction employment

Direct employment in the *construction industry* is expressed as full time equivalent (FTE) job years. A 'job year' is a full-time job for one year.

Indirect, or flow on, employment will also be supported in other industries, for example, suppliers of materials and financial and legal services. Employment estimates in the wider economy are derived from ABS national accounts input-output analysis, specifically, employment multipliers.

Direct employment in the construction industry depends on the nature of the building and in particular the capital intensity of the project. It is estimated 1.96 FTE direct construction industry job years per \$1 million of expenditure (or 1.0 FTE job year per \$510,000) will be generated by the construction activity, based on research and the type of work expected to be undertaken in the construction phase of the site.

In addition, these direct construction industry jobs lead to demand for employment in supplier industries in the wider economy. The ABS construction multiplier is 2.6 - that is, for every single FTE job in the construction industry a further 1.6 FTE jobs are supported elsewhere in the economy.

For the purposes of this analysis, total construction costs (excluding design and fees) for the proposed development are understood to be in order of \$165 million. **This would support 323 jobs in the construction industry and a further 517 jobs in related (supplier) industries over the development period.** In total, the construction phase of the development will support an estimated 840 workers.

Local businesses, workers and jobseekers are likely to benefit from increased employment and contracts afforded by the construction phase of the project.

There are currently an estimated 100 workers, or 11.0% of the overall workforce in the Study Area who are employed in construction related industries, with the number of construction workers projected to increase substantially by +545 workers over the period to 2036. These existing and future construction workers in the local area (and beyond) are well positioned to benefit from the proposed development.

Table 5 Direct and indirect jobs during construction

Metric	Value
Direct Jobs	
Construction estimate	\$165 million
Estimated direct jobs	323 FTE jobs
Indirect Jobs	
Indirect jobs per construction job	Approximately 1.6
Estimated indirect jobs	517 FTE jobs
Total FTE Construction Jobs	840 FTE jobs

Source: ABS 2016; Ethos Urban

Ongoing employment

The activities and employment supported by the project will generate significant regional economic output. Based on the job densities for employment lands outlined in the Greater Sydney Commissions Employment Lands Analysis, the Western City industrial employment lands records an employment ratio of one worker for every 280m² of GLA. The proposed development is planned to accommodate some 151,735m² of gross lettable industrial floorspace, and therefore could support an estimated 542 jobs across the industrial floorspace on an ongoing basis once the development is complete and fully occupied.

In addition, the proposed facility is also planned to incorporate an estimated 6,200m² of supporting commercial office floorspace. For the purposes of this analysis, workspace ratios have been adopted using results from the City of Sydney Floor Space and Employment Survey 2017, which outlines an existing workspace ratio of one worker for every 16.2m² for office uses (City of Sydney LGA). Accordingly, the proposed development is estimated to accommodate a further 383 jobs across the supporting office floorspace, once complete and fully occupied.

Furthermore, the development is also planned to include 200m² of retail floorspace that will accommodate a café. Based on the typical ratio for retail floor space of one (1) worker per 30m², this retail component will support an estimated seven (7) retail workers.

Based on the above, the proposed development is estimated to support some 932 jobs on an ongoing basis once the development is complete and fully occupied. As such, the proposed development could ultimately account for around 5.5% of total jobs provided within the Mamre Road Precinct (of 17,000 total workers). The project would also align with government objectives to increase the provision of knowledge-based workers in Western Sydney by accommodating over 380 office based workers within the development.

Jobs supported by the development will provide employment opportunities for both local and regional residents, and support employment in growth industries, particularly in relation to industrial activities and supporting knowledge and service-based jobs.

Economic output

Ongoing jobs supported by the proposed development will generate additional economic output, including significant contributions from industry sectors including Transport, Postal and Warehousing services. Total output (GRP) at full occupancy is estimated at **\$458 million per annum** (2019 dollars). Gross value added by industry is an indicator of business productivity, it shows the net economic uplift by excluding the value of production inputs. Gross value added is estimated at around **\$240 million per annum** (2019 dollars) at full occupancy of the development (refer to **Table 6**).

Table 6 Estimated economic output at full occupancy

Activity	Transport, Postal and Warehousing*	Accommodation and Food Services	Total
<i>Economy.id category</i>	<i>Warehousing and Storage Services</i>	<i>Food and Beverage Services</i>	
Employment (jobs)	925	7	932
GRP per job	\$494,794	\$97,718	
Value added per job	\$259,249	\$44,303	
GRP Total	\$457,700,000	\$684,000	\$458,384,000
Value added total	\$239,800,000	\$310,000	\$240,110,000

Source: *Economy.id; Ethos Urban*

*Includes 151,735m² of industrial floorspace and 6,200m² of supporting commercial office floorspace

The above analysis has been sourced from economy.id (based on modelling by the National Institute of Economic and Industry Research) for Penrith LGA, with 'best fit' industry sectors applied to likely economic activities at the new development. The results of the analysis assume no substitution effects from outside the regional economy, rather, the activities undertaken at the new asset represent increased net demand associated with population, labour force, and industry growth.

Other economic benefits

The proposed development at 209-308 Aldington Road, 59-62 and 63 Abbots Road, Kemp Creek will deliver an array of economic benefits. In particular, the site will deliver an industrial precinct that will respond to the growing need for modern industrial and employment uses that align with modern tenant requirements and the strategic objectives for Western Sydney. Other benefits associated with the development include:

- The project will act as a catalyst and will support the role of the Mamre Road Precinct as a key industry and employment precinct serving the local area as well as the broader region.
- Contribute to attracting and securing investment and high value tenants and businesses within Western Sydney, by providing a critical mass of modern facilities in an integrated precinct.
- Support Government objectives of delivering higher order employment opportunities across Western Sydney, specifically within the WSEA and Western Sydney Aerotropolis.

The site provides a unique opportunity to deliver a range of benefits through the development of a modern, integrated industrial precinct, within a strategic industrial employment zone. The proposed development will generate significant employment benefits as well as broader benefits to the local and regional community.

9.0 Concluding comments

There are no significant or detrimental social or economic impacts anticipated to arise as a result of the development which cannot be effectively mitigated and managed.

The proposed development will result in significant positive social and economic benefits for the local and broader community, noting additional employment opportunities will be created, along with growth in private business investment. This will create a sustainable funding base and employment precinct for the Western Sydney Employment Area in perpetuity.

The proposed development is well-located within the Mamre Road Precinct, which will be well serviced by major roads and supporting transport infrastructure, and is suitably distanced from nearby residential areas with appropriate buffers. It presents a significant opportunity to deliver new employment opportunities including for nearby residents, while minimising amenity impacts to surrounding residents.

The development of this site as an industrial and warehousing precinct will provide significant benefits to the region, including alignment with the future Western Sydney Aerotropolis and the ability to support the growth and development of the broader Parkland City District.

The proposal is consistent with the aims and objectives of the Mamre Road Precinct and the broader WSEA, facilitating the development of a new industrial precinct, and creation of employment generating land uses. In addition, the development will contribute to the upgrade and provision of state infrastructure for the precinct, including new open space, recreational facilities and shared cycle/pedestrian paths.

The development will impact upon the way of life for existing and nearby residents, both in positive and negative ways. This is due to the change in use of the land from rural to industrial uses, the increase in density of development on the site and the upgrade and introduction of new roads within the existing network. All of these social impacts were previously considered in the rezoning of the land from rural to industrial and are aligned with the strategic direction to introduce industrial development in the area.

During the construction and operation of the development there is the potential for adverse social impacts due to the noise, acoustic and air quality impacts. However, these are proposed to be managed in accordance with the relevant regulations and the Construction Management Plan, and as such the impacts can be mitigated.

Overall, it is considered that there are significant positive benefits likely to result from the development, specifically in relation to the provision of additional employment opportunities for the local and regional community. As part of the broader Mamre Road Precinct, the proposed development would result in a net benefit, creating a major employment precinct that will support growth and development in Western Sydney well into the future.

Appendix A. Socio-economic profile, 2016

Category	Study Area	Greater Sydney
Income		
Median individual income (annual)	\$26,850	\$37,460
Variation from Greater Sydney median	-28.3%	na
% of persons (15 years or older) earning \$1,000pw or more	25.8%	37.3%
Median household income (annual)	\$97,740	\$92,200
Variation from Greater Sydney median	6.0%	na
% of Households earning \$2,500pw or more	30.2%	31.8%
Age Structure		
Median Age (years)	59.7	36.4
Country of Birth		
Australia	65.3%	61.9%
<i>Aboriginal and Torres Strait Islanders</i>	0.0%	1.4%
Other Major English Speaking Countries	8.0%	7.6%
Other Overseas Born	26.7%	30.5%
% <i>speak English only at home</i>	60.2%	62.5%
Household Composition		
<i>Couple family with no children</i>	29.3%	23.8%
<i>Couple family with children</i>	41.4%	37.5%
Couple family - Total	70.7%	61.3%
One parent family	17.2%	11.1%
Other families	0.0%	1.3%
Family Households - Total	87.9%	73.7%
Lone person household	6.9%	21.7%
Group Household	5.2%	4.6%
Dwelling Structure (Occupied Private Dwellings)		
Separate house	100.0%	57.2%
Semi-detached, row or terrace house, townhouse etc.	0.0%	14.0%
Flat, unit or apartment	0.0%	28.2%
Other dwelling	0.0%	0.5%
<i>Occupancy rate</i>	88.4%	92.3%
Average household size	3.2	2.8
Tenure Type (Occupied Private Dwellings)		
Owned outright	65.0%	30.0%
Owned with a mortgage	8.3%	34.2%
Rented	26.7%	35.1%
<i>State or territory housing authority</i>	0.0%	4.2%
Other tenure type	0.0%	0.7%
Attending Education (% of those attending)		
Pre-school	0.0%	6.9%
Infants/Primary Total	51.2%	32.2%
Secondary Total	23.3%	25.0%
Technical or Further Educational Institution	18.6%	7.6%
University or other Tertiary Institution	7.0%	24.2%
Other type of educational institution	0.0%	4.0%
<i>% of total population attending education</i>	14.1%	25.2%
Highest Level of Education Completed (% of population aged 15 years and over)		
Year 12 or equivalent	41.5%	67.5%
Year 9-11 or equivalent	37.2%	26.7%
Year 8 or below	17.0%	4.4%
Did not go to school	4.3%	1.5%
Highest Level of Non-School Qualification		
Postgraduate degree	0.0%	13.9%
Graduate diploma or certificate	0.0%	3.4%
Bachelor degree	29.3%	36.4%
Advanced diploma or diploma	14.6%	17.7%
Certificate	56.1%	28.6%
% of persons with non-school qualifications (persons 15 years and above) - excludes not-stated and inadequately described	29.6%	52.7%
Employment Status		
Unemployed/ looking for work	8.2%	6.0%
Labour force participation rate	47.6%	65.6%

Appendix B. Policy review

Policy	Key implications for impact assessment	Source
<p>Western City District Plan (GSC 2018)</p>	<p>The Greater Sydney Commission’s Western City District Plan is a 20-year plan to manage growth in the Blue Mountains, Camden, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly local government areas. The plan highlights the need to maximise and retain freight and logistic opportunities, planning and managing of industrial and urban services land as existing sites face residential rezoning pressures. Th Western Sydney Airport and Badgery’s Creek Aerotropolis will depend on the Penrith LGA to support airport and employment activities and service the need of the Western Parkland City. The site forms part of the Mamre Road Precinct which is expected to support in-demand industrial land supply.</p> <p>In addition, the plan highlights the unprecedented opportunity for the Western City District to provide a national freight and logistics hub. The following key planning priorities relevant to the site are:</p> <ul style="list-style-type: none"> • W8: Leveraging industry opportunities from the WSA and Aerotropolis • W9: Growing and strengthening the Metropolitan Cluster • W10: Maximising freight and logistics and planning and managing industrial and urban services land • W11: Growing investment, business opportunities and jobs in strategic centres 	<p>https://gsc-public-1.s3-ap-southeast-2.amazonaws.com/western-district-plan-0618.pdf?8n3LXsR7w.By33lfBBDvVY5sv2Le_OOj</p>
<p>Greater Sydney Regional Pan – Metropolis of Three Cities (GSC 2018)</p>	<p>The Metropolis of Three Cities Plan outlines the vision for three, integrated and connected cities that will rebalance Greater Sydney – placing housing, jobs, infrastructure and services within easier reach of more residents, no matter where they live.</p> <p>The Plan sets targets for new housing, with a range of types, tenures and price points to improve affordability. New jobs will be promoted and the plan values Greater Sydney’s unique landscape, natural resources and green infrastructure.</p> <p>Penrith is part of the Western Parkland City. The plan outlines the development of the Western Parkland City and the need to invest a wide variety of infrastructure and services in particular with the development of the Western Sydney Airport. The key objectives related to Kemps Creek and the new warehouse development include:</p> <ul style="list-style-type: none"> • Objective 16: Freight and logistics networks is competitive and efficient • Objective 20: Western Sydney Airport and Badgery’s Creek Aerotropolis are economic catalysts for Western Parkland City • Objective 23: Industrial and urban service land is planned, retained and managed <p>Supporting the 30 minute city aspiration, the Site forms part of the South West Sydney Growth Corridor, in which the proposed development will support the provision of jobs within an active employment district that is located close to existing homes, and emerging activity centres.</p>	<p>https://gsc-public-1.s3-ap-southeast-2.amazonaws.com/greater-sydney-region-plan-0618.pdf?pMbPYxwen5IHq4GSB6td4yKiKVogFi4c</p>
<p>Mamre Road Precinct Rezoning – Exhibition and Discussion Paper and structure plan (DPIE 2019)</p>	<p>The Mamre Road Precinct discussion paper outlines the proposed amendments to the State Environmental Planning Policy (Western Sydney Employment Area) 2009 (WSEA SEPP) to rezone the Mamre Road Precinct for primarily industrial purposes. This will assist in meeting the growing demand and existing shortfall of available industrial land in Western Sydney and support the development of the Western Sydney Aerotropolis. The structure plan proposes high level land use and infrastructure outcomes for the precinct, including a proposed Western Sydney Intermodal terminal location.</p> <p>The amendments to the WSEA SEPP will rezone the site to IN1 General Industrial and the proposed development will assist in achieving the Mamre</p>	<p>https://shared-drupal-s3fs.s3-ap-southeast-2.amazonaws.com/master-test/fapub_pdf/Exhibition+attachments+/Mamre+Road/Mamre+Road+Precinct+Rezonin</p>

	<p>Road Precinct Structure Plan which envisions 780 hectares of industrial land to support approximately 17,000 jobs.</p>	<p>g+Discussion+Paper.pdf</p>
<p>Penrith's Local Strategic Planning Statement – Planning for a Brighter Future City (Penrith City Council 2020)</p>	<p>The Penrith City Council's LSPS establishes a 20-year vision for a vibrant place for people, that is well connected, celebrates local diversity enriched with job opportunities and is inclusive for all. This is supported through four key themes of connected, healthy, innovative and balanced. The following identified priorities are considered relevant to the site:</p> <ul style="list-style-type: none"> • Planning priority 11: Support the planning of the Western Sydney Aerotropolis • Planning priority 12: Enhance and grow Penrith's economic triangle <p>The plan identifies prospects for industrial lands and employment growth due to the close proximity of the Western Sydney Airport and identified Western Sydney intermodal terminal within the Mamre Road Precinct under the State Environmental Planning Policy (Western Sydney Employment Area) 2009. New Industrial land area has been identified around the Western Sydney Airport to contribute to the demand in medium and long term.</p> <p>The council priorities the status of Penrith as strategic commercial centre of South West Sydney, providing job diversity and growth to encourage local workforce skills. The proposed development will contribute to increased job opportunities in construction activities as well as ongoing operation jobs in transport, storage and warehousing related industries for local residents.</p>	<p>https://www.youraypenrith.com.au/penrith-LSPS</p>
<p>Penrith City Council Community Strategic Plan (Penrith City Council 2017)</p>	<p>The Penrith City Council Community plan expresses the community's aspirations and priorities focused on promoting Penrith as a dynamic and inclusive regional city offering local jobs, better transport and access, safe and vibrant centre and neighbourhoods with a healthy environment. The plan outlines a number of goals and strategies to achieve the community's vision which was informed by extensive community engagement and consultation process. This plan is guided through 7 key outcomes:</p> <ul style="list-style-type: none"> • Outcome 1: We can work close to home • Outcome 2: We plan for our future growth • Outcome 3: We can get around our city • Outcome 4: We have safe, vibrant places • Outcome 5: We can care for our environment • Outcome 6: We are healthy, and share strong community spirit • Outcome 7: We have confidence in our council <p>Direction 1 'we can work close to home' underlines the need for council to support economic growth</p> <p>The Community Strategic Plan identifies that 56,400 local residents travel to work outside of the local government area. As population growth increases more than the number of jobs available in the region, the provision of more local jobs for local people is a key priority for Council. Outcome 1 'we can work close to home' underlines the need for council to support economic growth through local job opportunities.</p>	<p>https://www.penrithcity.nsw.gov.au/images/document/s/council/our-organisation/Community_Plan.pdf</p>