

WELL Occupier

Cundall

One Carter Lane, London



The UK Chapter is grateful to its annual sponsors and we're pleased to support the Noah's Ark Children's Hospice:

EVERSHEDS

LandSecurities

tp bennett



overbury
a passion for perfection



CORENET
GLOBAL

Agenda

CoreNet Overview and Forthcoming Events	18.00
Sustainability committee overview	18.05
Presentation and case studies	18.10
Tours and drinks	19.00
Close	20.00

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The UK Chapter

CoreNet provides a platform to enhance your career through structured learning and knowledge-sharing, gain new insights and alternative perspectives on the issues that affect your business, connect with fellow professionals and develop a far-reaching network of contacts.

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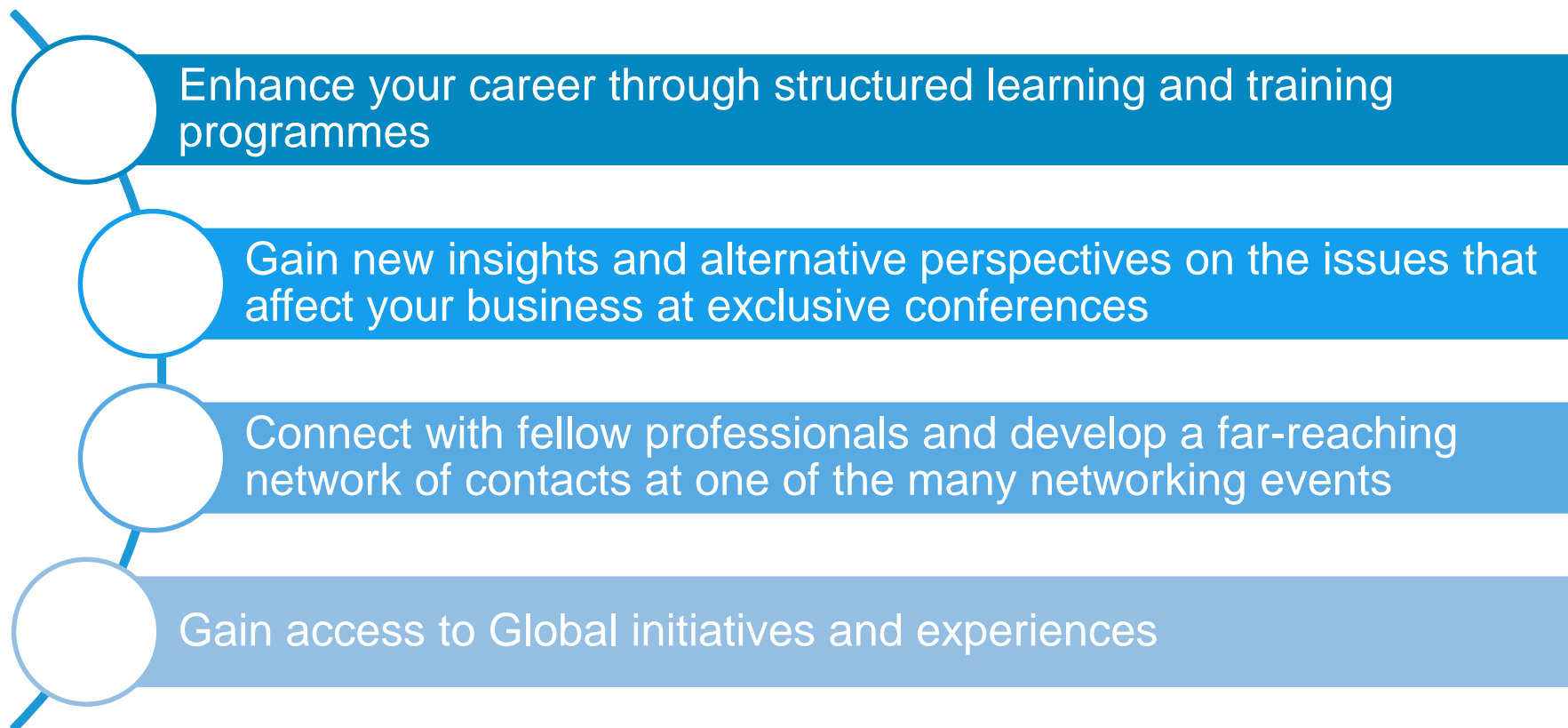


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Membership Benefits



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What's coming up

- WELL Occupier, 27th Sept, London
- MCR Performance Management seminar, 4th – 5th Oct, London
- From Rugby to Real Estate, 18th Oct, London
- The Voice of the CEO, 17th Nov, London
- UK Chapter Awards deadline, 2nd December
- CoreNet UK Chapter Xmas Party, 1st Dec, London
- CNG UK Chapter CoRE Fundamentals, 7th December

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Upcoming training

London	10/2016	10/2016	Performance Management
Dubai	05/10/2016	06/10/2016	Creating Corporate Value through Workplace Strategy - SLCR / MCR / MCR-w
London	22/11/2016	23/11/2016	CRE Finance - MCR
London	14/02/2017	16/02/2017	Capstone: Leadership and Corporate Real Estate Management in Today's Economy - MCR
Dubai	08/03/2017	09/03/2017	Enterprise Alignment - MCR

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Sustainability Community

Objective

To engage with the Occupier community raising awareness of and informing on strategies across a broad spectrum of Sustainability related categories that support real business challenges.

To collaborate with the other UK Chapter knowledge groups ensuring that content is relevant to and provides insight in support of real business challenges.

To inform, enlighten and advise as the '**Voice of the Occupier**' with rational evidence based output.

To curate and disseminate latest industry research, reports and / or exemplar case studies

Corenet UK Sustainability Committee

James Pack, Sentinel RPI

Camilla Reid, Overbury / Morgan Lovell (Young Leader)

William Poole-Wilson, Perkins + Will

Duncan Zealey, Ramboll

Ben Galuza, Elementa Consulting

Warwick Smith, GVA Billfinger

Darren Sear, Standard Chartered Bank

Chris Birch, Hilson Moran

Join the Team: James.pack@sentinel-rpi.co.uk or Camilla.Read@msfitout.com
<http://unitedkingdom.corenetglobal.org>

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holistic
growing real estate



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Sustainability Community

Initiatives / Activity

UKGBC Landlord & Occupier Forum (MEES / H&WB)

Green Property Alliance (Occupier Community)

The Blog

2016 / 2017 Research Project: Sustainability Knowledge Gap Research & Analysis

‘Delivering Well’

Definitive guidance on ‘simple to advanced strategies’ for implementing Health & Wellbeing for End User and Service Provider

The UK C

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growing realisations




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[CUNDALL SLIDES]

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growing
residential

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Health & wellbeing in the workplace

Simon Wyatt

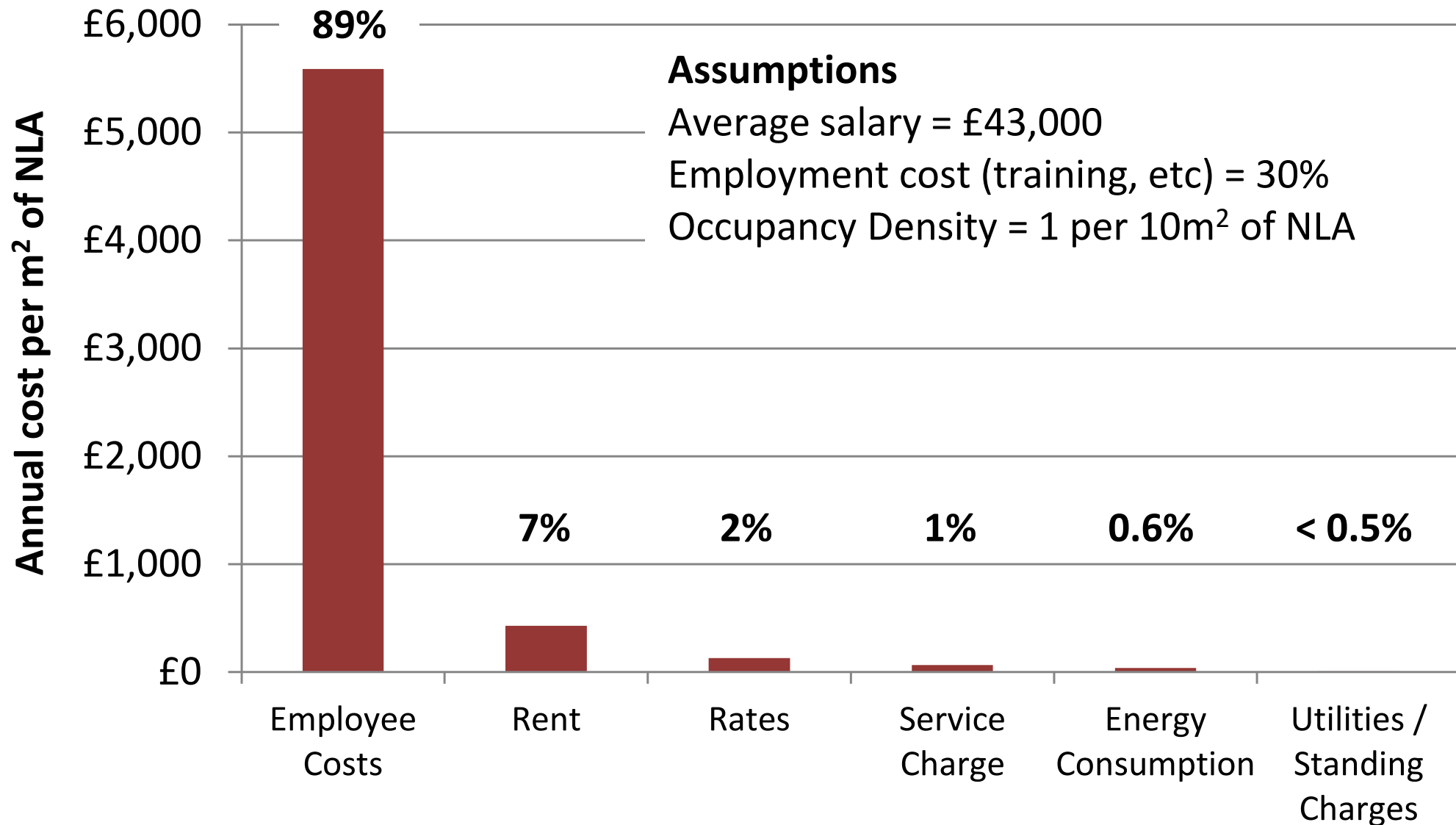
CUNDALL



We spend **90**% of our time indoors

Biggest cost is people

CUNDALL



Source: What Colour Is Your Building, David Clark, RIBA Publishing 2013

131 million working
days lost due to
sickness absence

Costs the economy
£30 billion/year

Presenteeism
estimated to cost
£15.1 billion/year



NEWS

Home UK World Business Politics Tech Science Health Education Entertainment

Health

UK air pollution 'linked to 40,000 early deaths a year'

By Michelle Roberts
Health editor, BBC News online

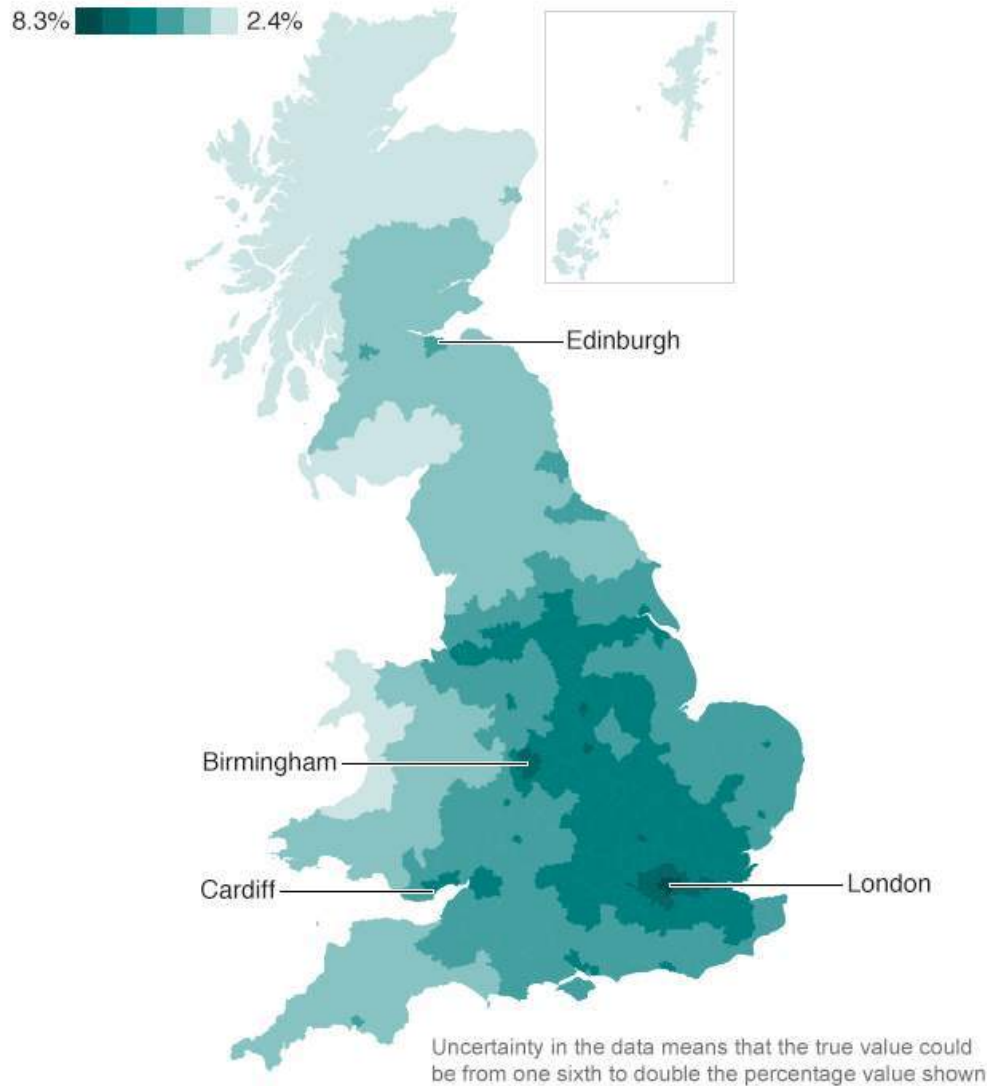
23 February 2016 Health

Share



Air pollution deaths

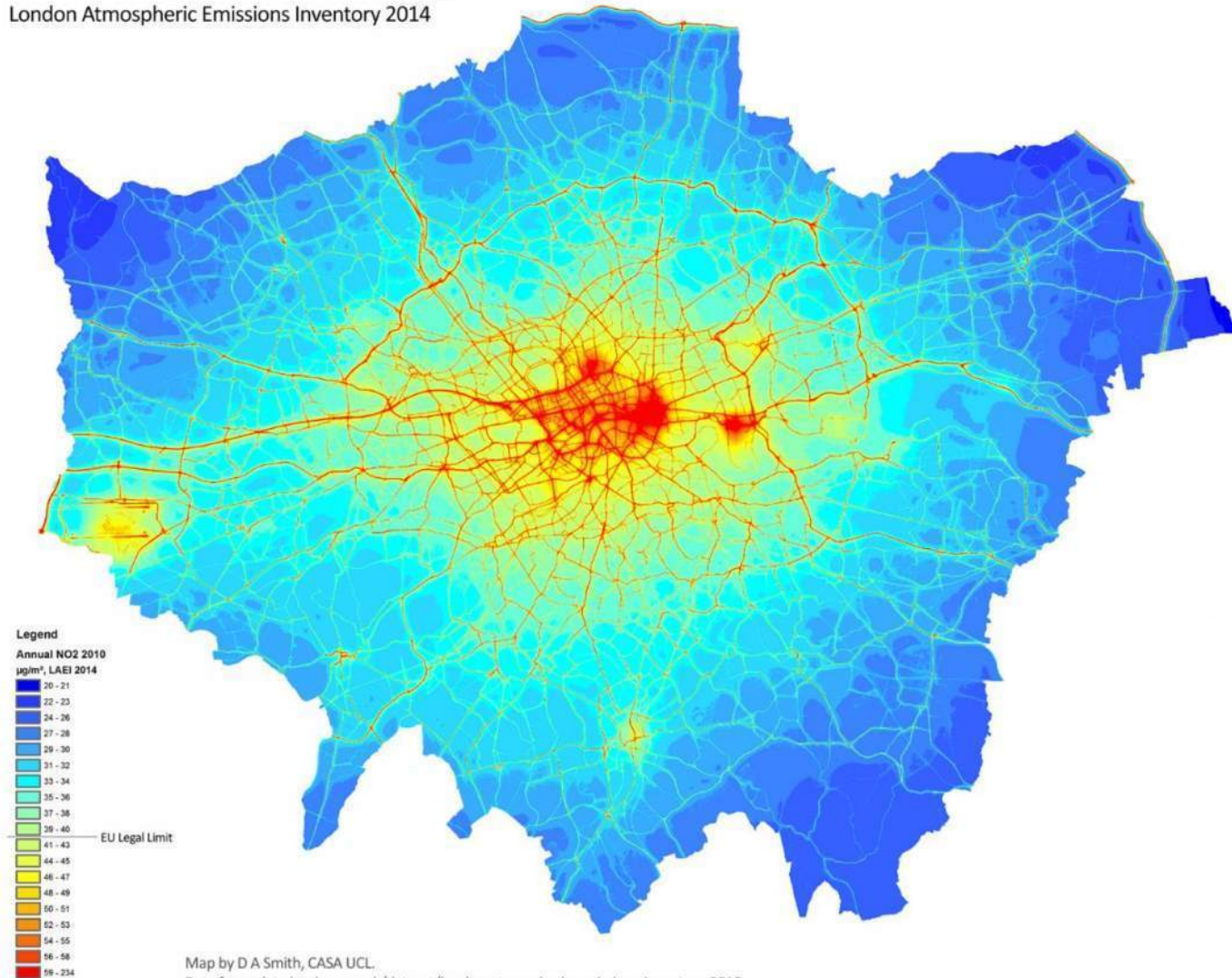
Estimated percentage of adult deaths attributable to PM 2.5 particulate air pollution
Map data does not include other types of air pollution, eg nitrogen dioxide



Source: Public Health England

Greater London Annual NO₂ Concentration 2010

London Atmospheric Emissions Inventory 2014

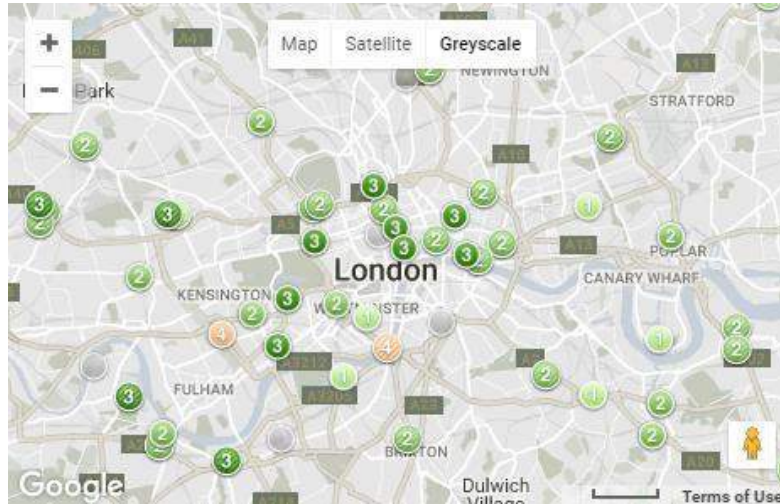


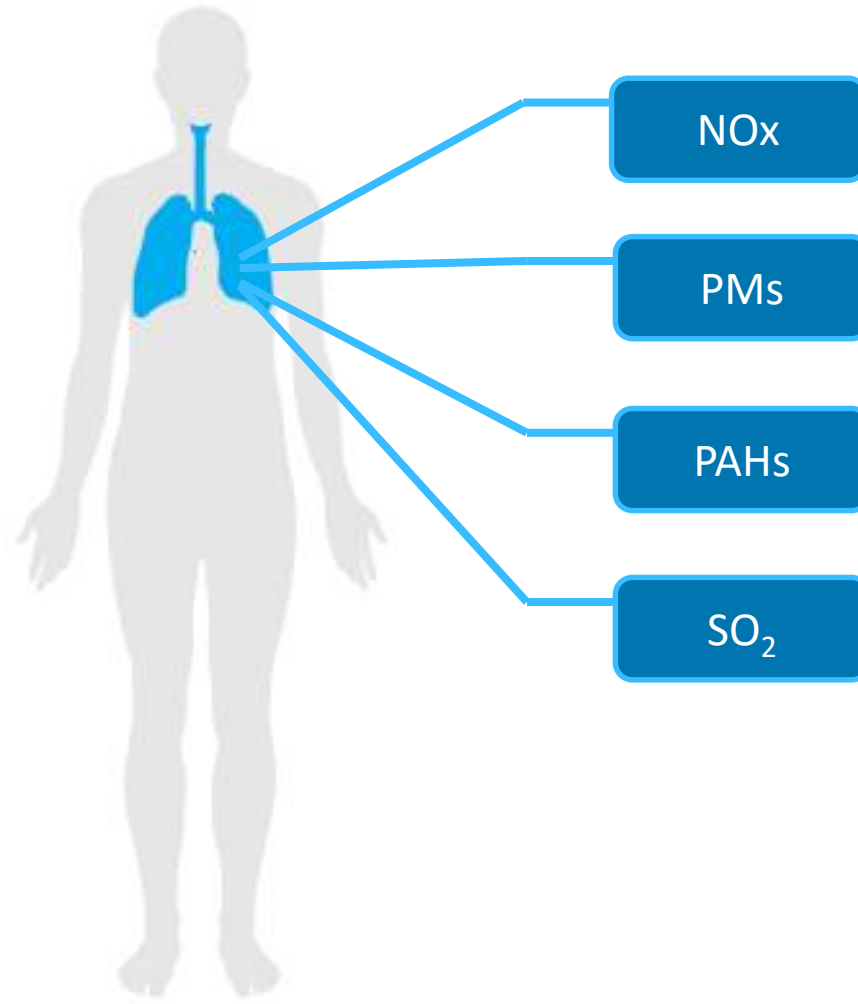
Map by D A Smith, CASA UCL.

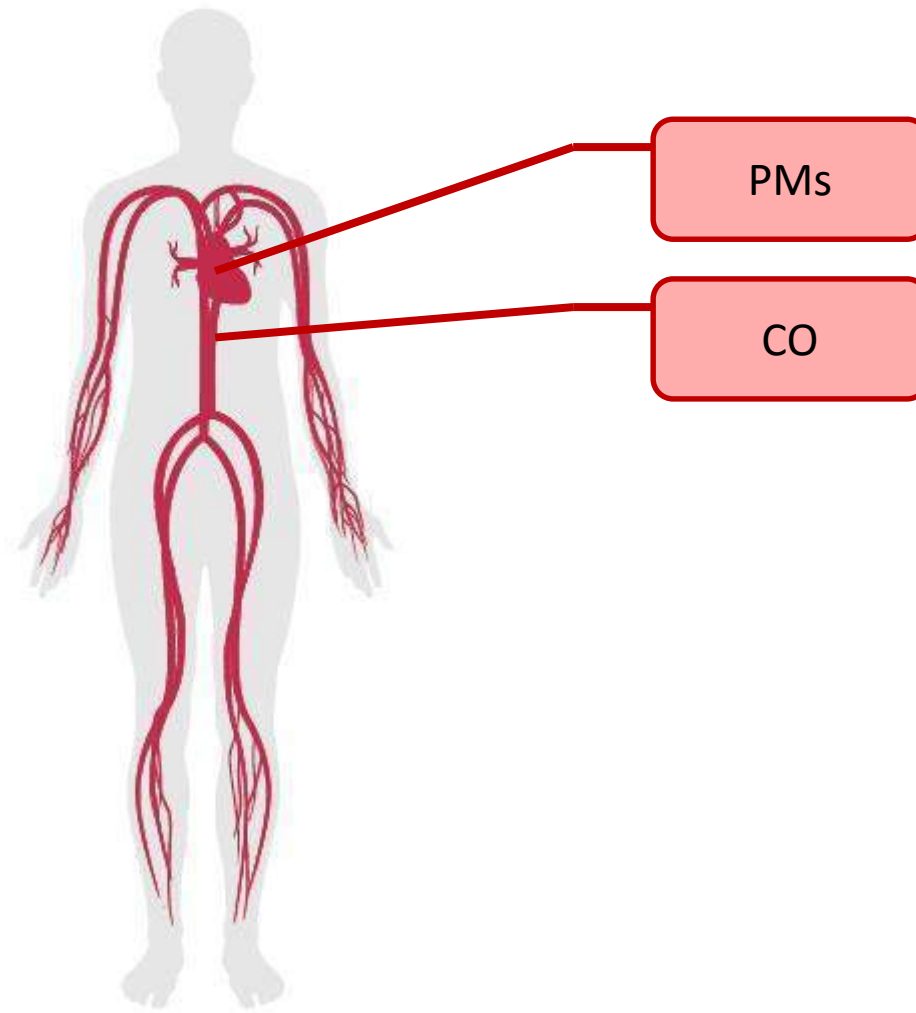
Data from: data.london.gov.uk/dataset/london-atmospheric-emissions-inventory-2010

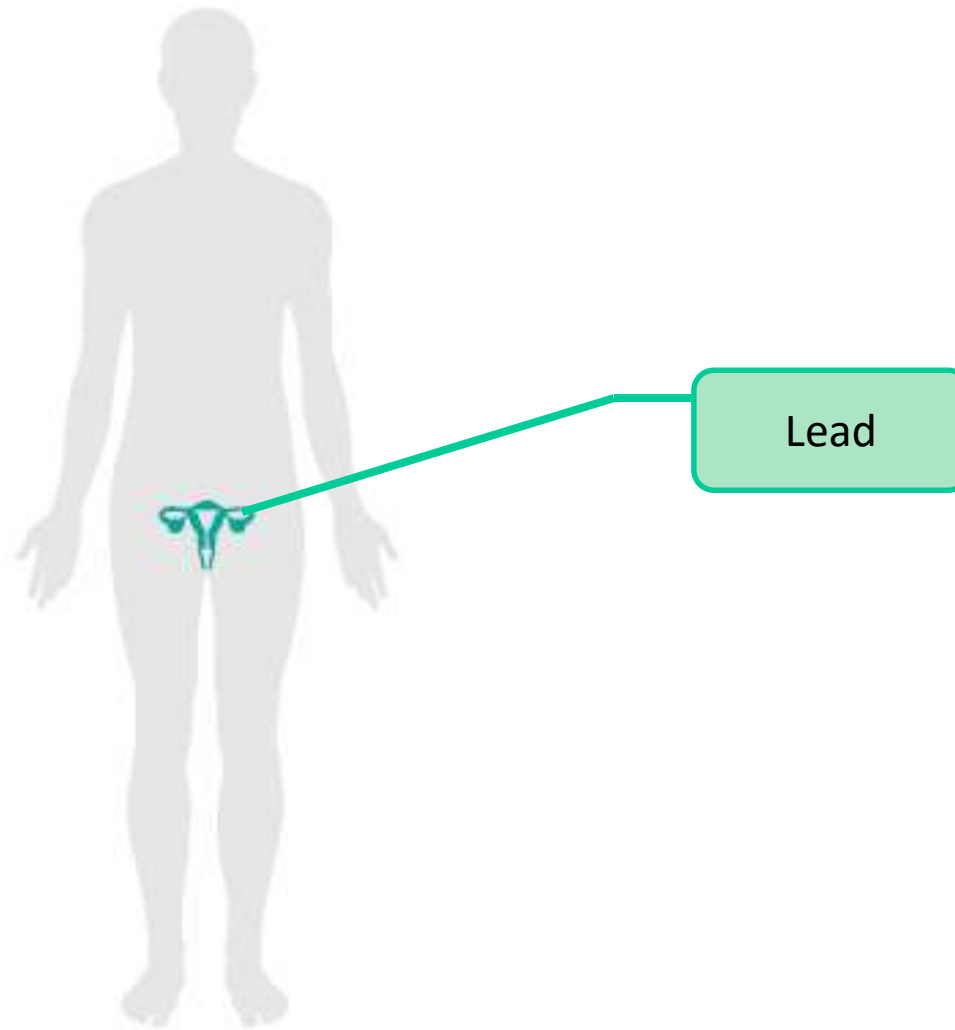


Many services allow the local air quality to be checked before deciding on a ventilation strategy

The logo for SafeAirQuality.com (SAQ) is displayed on a dark grey background. The logo consists of a teal house-shaped icon with the letters "SAQ" in white. To the right of the icon, the text "Commercial and domestic indoor air quality monitoring, analysis and remediation services" is written in teal, and "SafeAirQuality.com" is written in white below it.









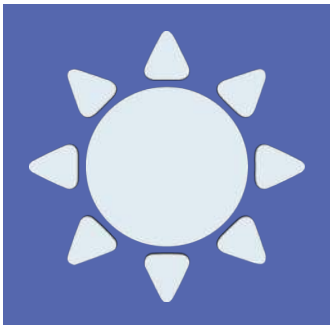
8%

Improvement in performance.



4%

Reduction in performance at cooler temperatures.



46 mins

More sleep per night on average for office workers with windows.

35%

Reduction in absenteeism.

6%

Reduction in performance at warmer temperatures.

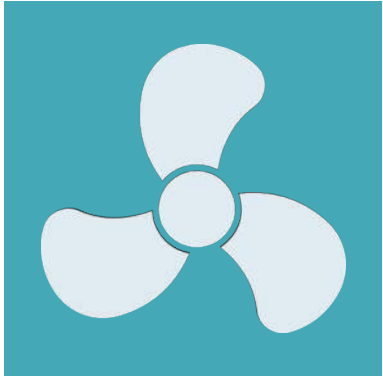


Health, Wellbeing & Productivity in Offices

The next chapter for green building

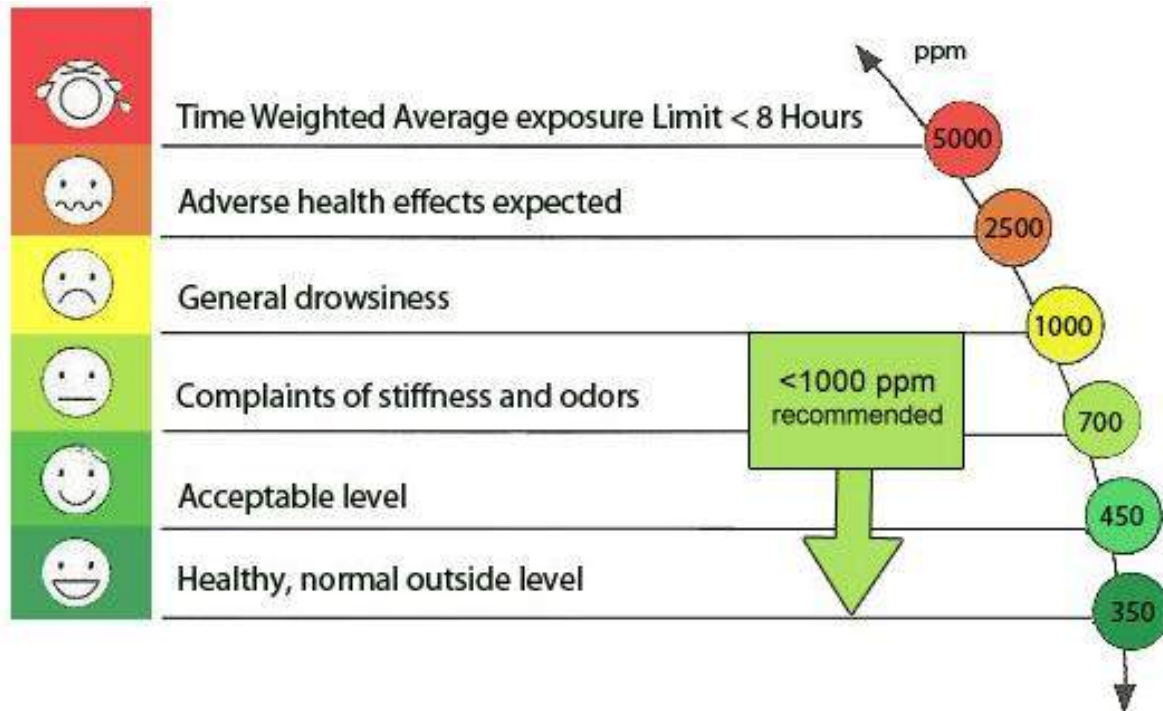
Sponsors





12 l/s/person to 25 l/s

8% improvement for everyone?

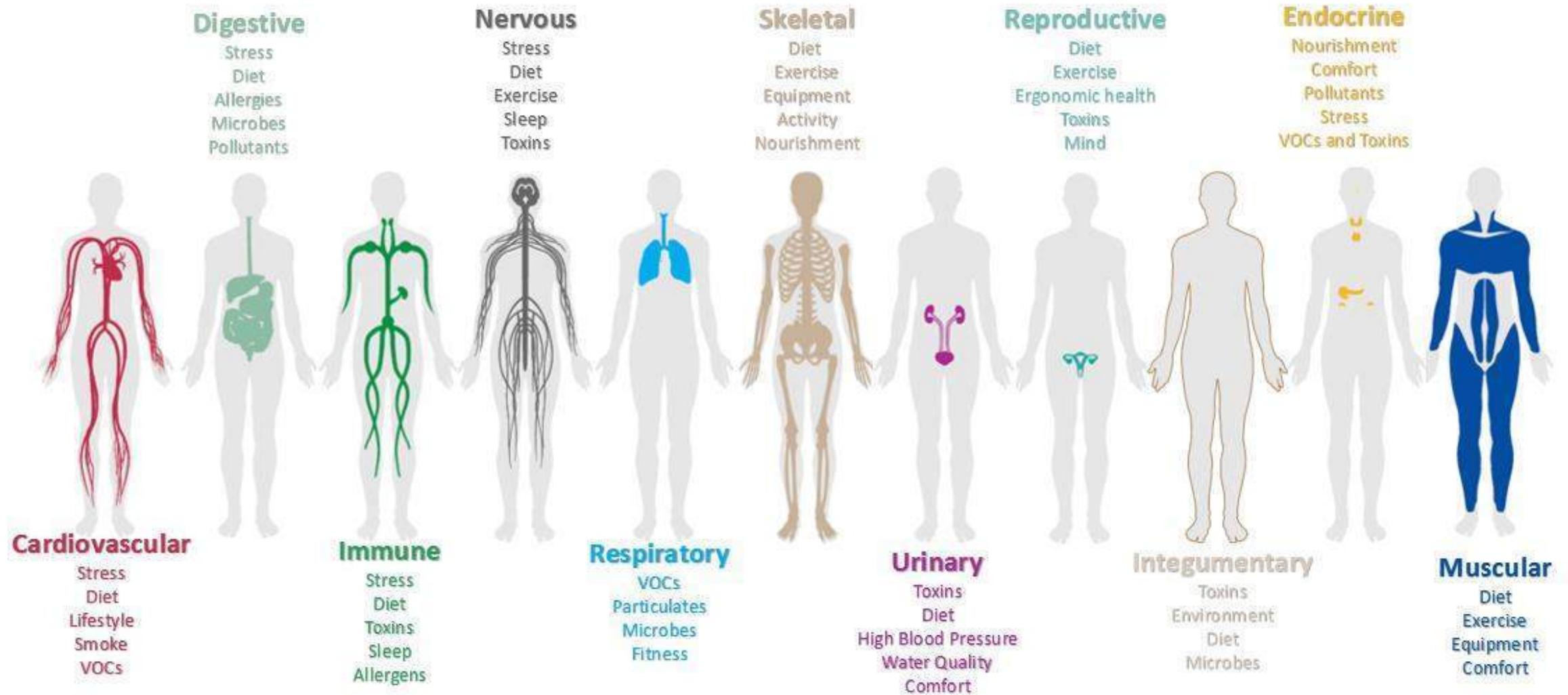


800% more fan energy
or more plant space
More cooling & heating



THE
WELL
BUILDING STANDARD®







Air



Water



Nourishment



Light



Fitness



Comfort



Mind



breeam



STUDIO BEN ALLEN





BOLON

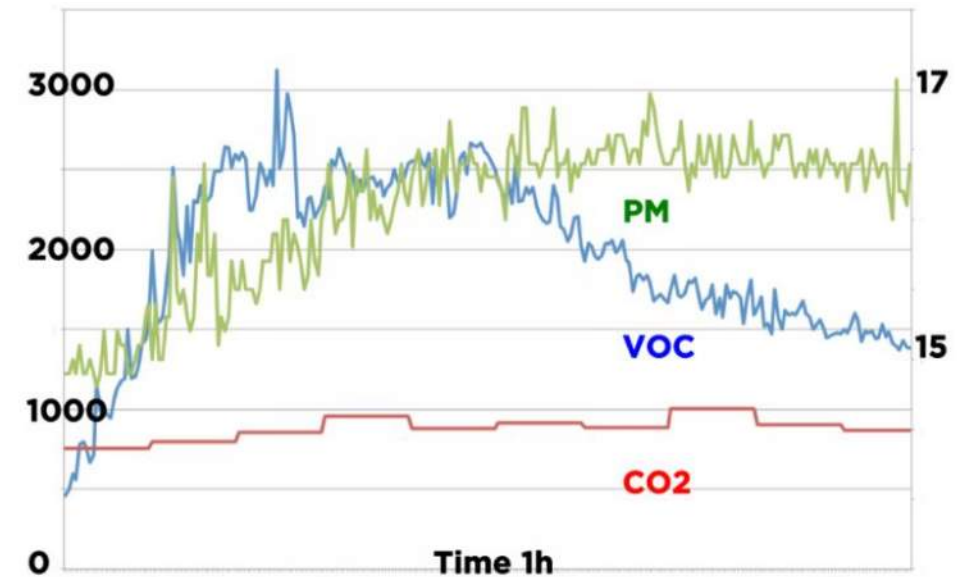


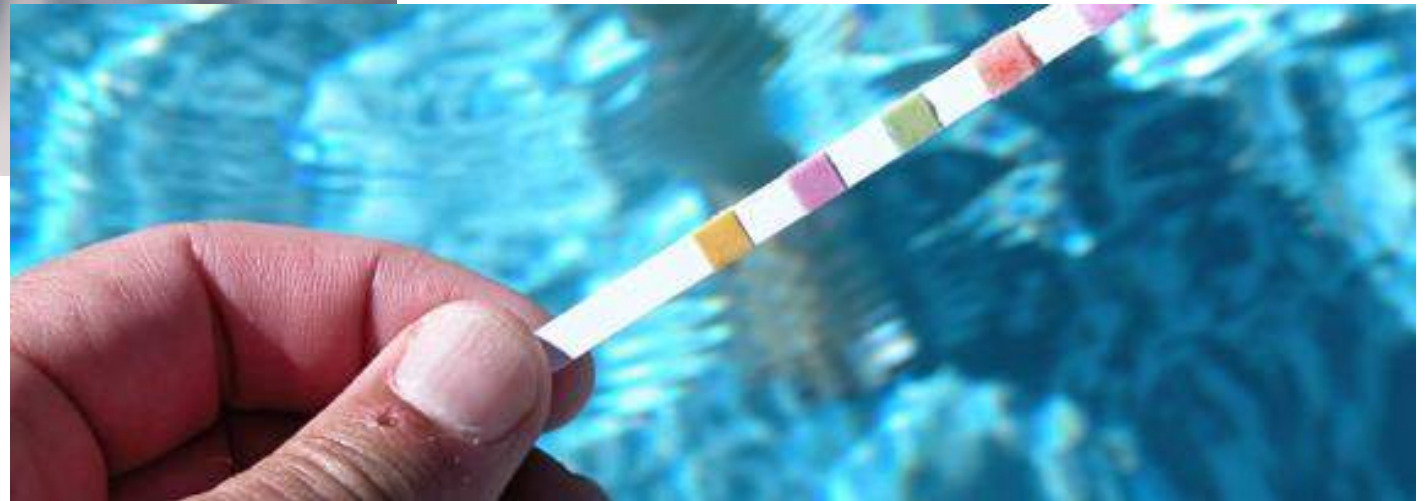
“...I understand it now, if I can eat it, I can install it...”

“...it doesn’t have that new car smell...”

Element	WELL Standard	Cundall
Carbon Monoxide	<9ppm	0.8ppm
Formaldehyde	<27ppb	1.28 ppb
Ozone	<51ppb	5.5 ppb
Nitrogen Dioxide	<53ppb	21ppb
PM2.5	<15µg/m ³	8µg/m ³
PM10	<50µg/m ³	0µg/m ³
Total VOCs	<500µg/m ³	1323.2µg/m³

“...I can smell the difference...”





**Activated carbon
from coconut shell**



Light

CUNDALL





- More reflective floor
- 20-30% more daylight









Cycle to Work

Health & Wellbeing

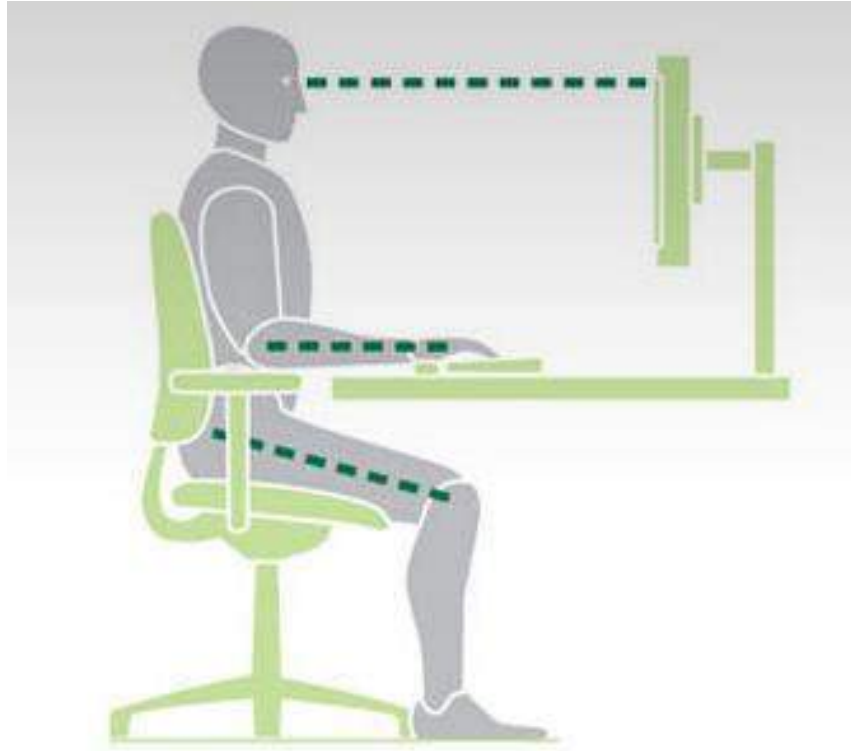


Welcome to
Shape Your Rewards

Our Flexible Benefits Scheme







Sitting Kills, Moving Heals by Joan Vernikos



Childcare Vouchers

Private Medical Insurance

GAYE

Workplace Options



BUS
methodology

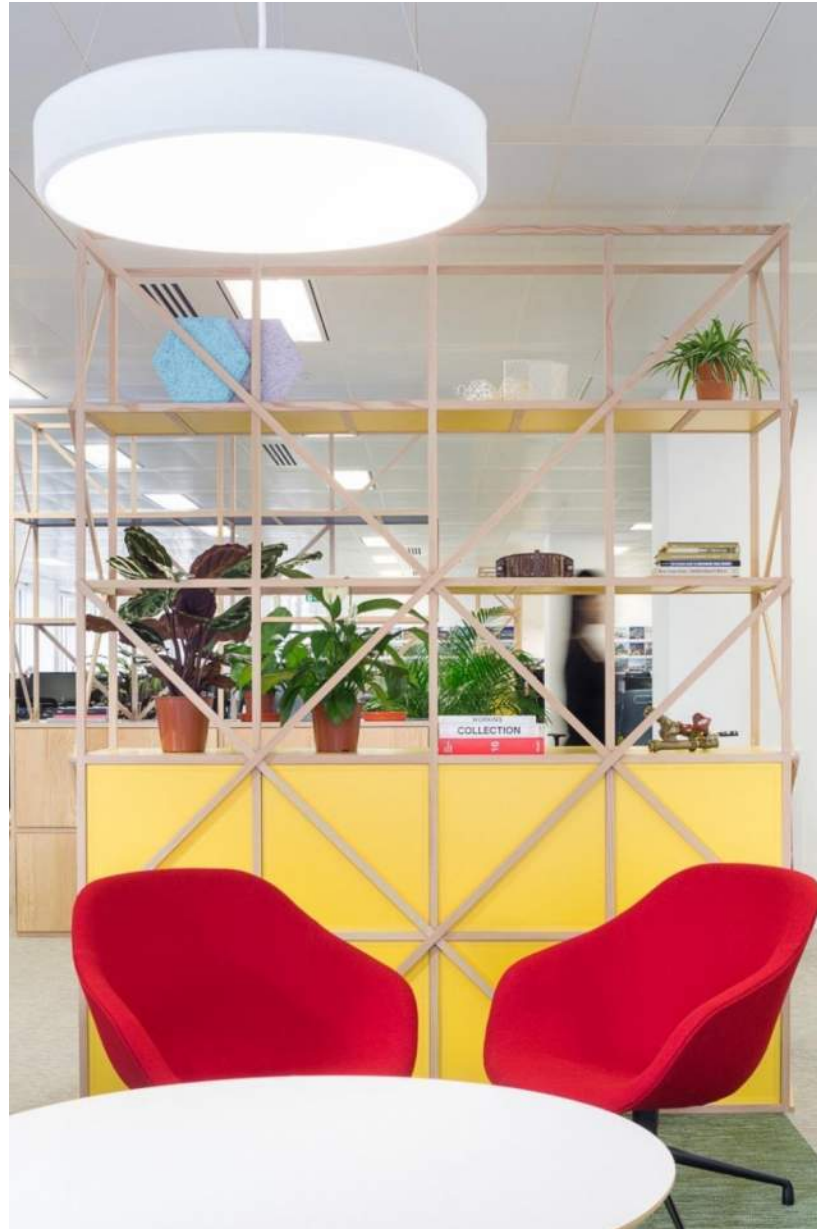












Total Cost £850,000

1,500m² fit-out

- Joinery materials **£3,000**
- Egger board to joinery units **£1,500**
- Compliant ply to vinyl floor **£60**
- Bolon floor in lieu of carpet **£5,200**
- Compliant paint coats **£7,000**
- Variable air volume to meeting rooms **£5,000**
- Air Water / Testing **£2,000**
- Water Filter **£7,000**

Total £30,760

3.6% uplift or £200 per head

WELL Fees - £10,000

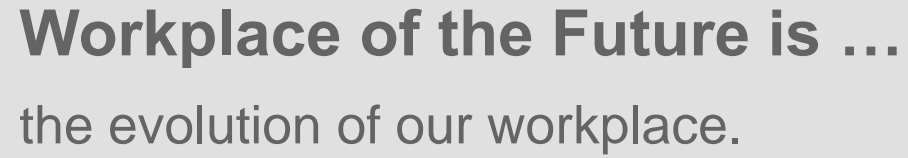
+ Consultancy Fees

EY – Wellbeing at Work

September 2016



Building a better
working world



To promote a *trust-based flexible* environment that enables our people to deliver *exceptional client service*, individually and through *high performing teams*, and helps to attract and retain the *best talent*.

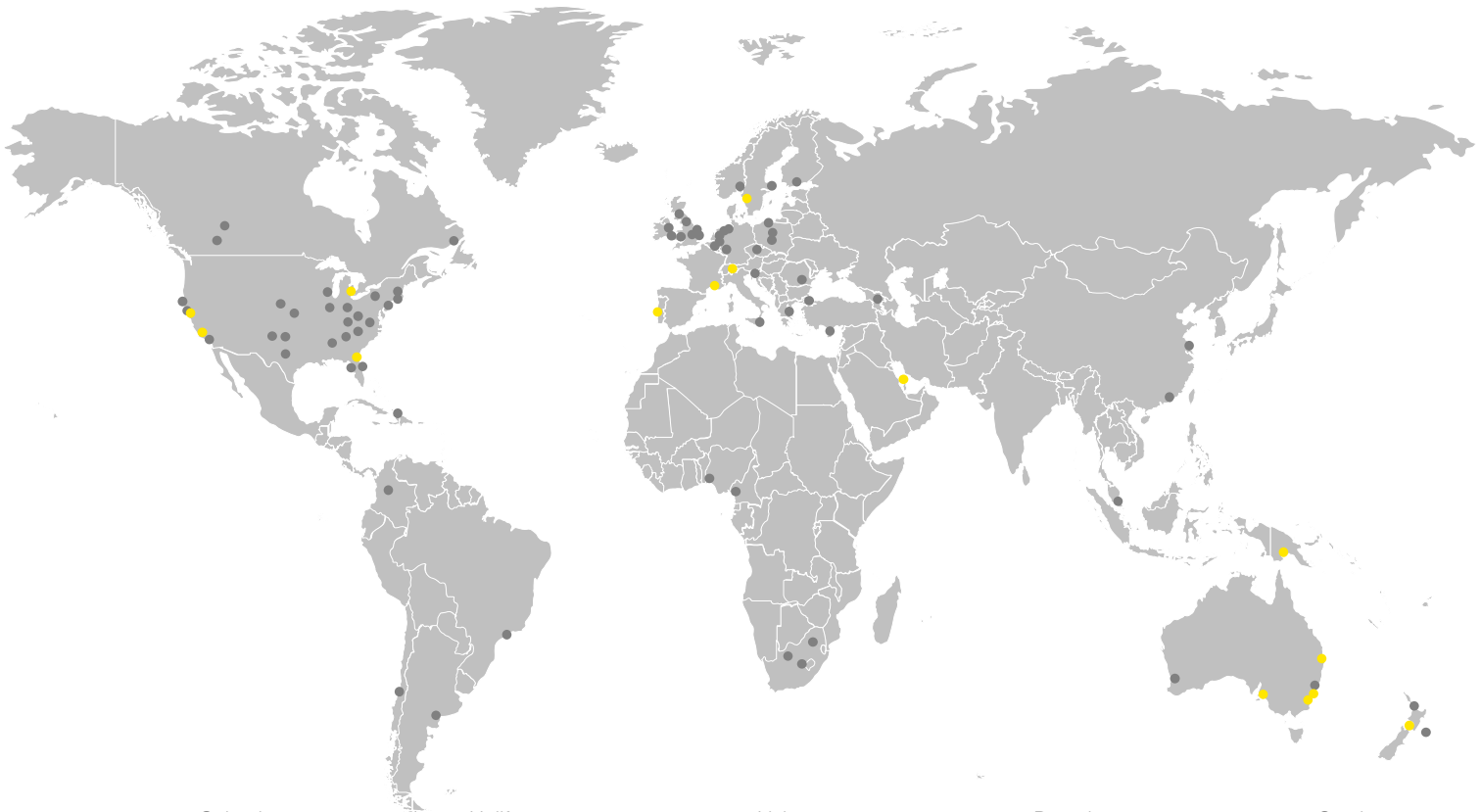
- ✓ Improved Technology
- ✓ Greater collaboration, creativity and teaming
- ✓ A more entrepreneurial spirit

..delivering new and improved services to our clients

- Providing an exciting and dynamic environment
- Delivering greater flexibility in how we work
- Creating workspaces that suit a range of preferred work styles



Workplace of the Future – implementation progress



● Implementations to date

- | | | | | | | | |
|----------------------|-----------------|------------|-----------------|------------|-----------------------|----------------------|---------------|
| 6 More London | Boston | Columbus | Halifax | Lisbon | Pretoria | Santiago | Wellington |
| Alpharetta | Bristol | Dallas | Hartford | Ljubljana | Providence | Shanghai (Advisory) | Wichita |
| Amsterdam (Advisory) | Bucharest | Douala | Helsinki | Luxembourg | Raleigh | Singapore | Winston-Salem |
| Athens | Buenos Aires | Dublin | Hong Kong (FSO) | Malta | Rogers | Stockholm (Advisory) | Wroclaw |
| Atlanta | Calgary | Edmonton | Indianapolis | Melbourne | Rotterdam | Sydney | |
| Auckland | Cambridge (US) | Fort Worth | Irvine | Milan | St. John's | Tampa | |
| Bahrain | Cambridge (UK) | Gdansk | Istanbul | Nicosia | São Paulo | Tbilisi | |
| Birmingham | Charlotte | Glasgow | Johannesburg | Oslo | San Antonio | Utrecht | |
| Bloemfontein | Chicago | Greenville | Lagos | Perth | San Jose | Warsaw | |
| Bogota | Churchill Place | Groningen | Leeuwarden | Prague | San Francisco (Pilot) | Waterford | |

Why incorporate wellbeing into Workplace of the Future?

‘The idea of health as a personal problem is changing. Health is an economic issue which the workplace should help prevent, not cause.’

Dame Carol Black OBE, Government Public Health Advisor

Wellbeing at work is emerging as a key trend for the future at work as well as being a core component of EY RE’s ‘workplace evolution’ vision.

Economic impact of obesity to UK employers is
~£5 bn p/a, due to decreased productivity

McKinsey Global Institute, Nov.2014

An overweight person will take an
average of four extra sick days a
year

UK NICE, 2014

UK office workers:
Britain's healthiest company survey, 2015



50% have high
cholesterol



25% are overweight
by >20%



24% have high
blood pressure

Why incorporate wellbeing into Workplace of the Future?



We spend an average of 9.5 hours sitting

(that's more than we spend sleeping!)

People who sit for most of the day are 54% more likely to die of a heart attack



Standing a little more each day... pumps up metabolism, burns extra calories, increases blood flow, relaxes muscles, improves posture,

Contrary to our biological needs

And destructive to our wellbeing



**GET OUT of
your
CHAIR!**



As soon as you sit down...

Electrical muscles in leg activity shuts off

Calorie burning drops to 1 per minute

Enzymes which help burn fat drop by 90%

After 2 hours, good cholesterol drops by 70%

UK Wellbeing Approach

Dynamic desking



Active collaboration



Creative space



Communications & measurement



Dynamic desking



"These are comfortable to use and allow me to be more dynamic while I'm at work."

Lucie, Associate
#wellbeingatwork
#movemoresitless
#EYWOTF

Dynamic desking



" Walking while working gives me a burst of energy."

Tamsin, Senior Associate
#wellbeingatwork

Dynamic desking

Take a quick break and give your body (and mind) a boost!

These four mini exercises can be done without leaving your desk!

10 seconds on each side will help reduce tension

Torso Twist

2-15 second reps will help relieve tension in your back

Back Arch

15 seconds for each arm stretches the back of the upper arm and shoulder

Upper Arm Stretch

20 seconds helps prevent Carpal Tunnel Syndrome

Prayer Stretch

Our 1MLP

Questions? Comments? Ideas?

✉ WOTFLondon@uk.ey.com

Desk Stretches

Stand and deliver!

Top tips for using this sit-to-stand desk

- Wear **comfortable** shoes
- Adjust the desk height so that you can stand comfortably with your forearms horizontal, slightly above the surface of the desk
- Plug your laptop into a monitor so that the top of the screen is **level with your eyes**
- Use a **separate** keyboard and mouse.

Did you know?

Studies show that standing for two hours each day can lead to increased concentration and productivity!

Our 1MLP

Question? Comment? Idea?

✉ WOTFLondon@uk.ey.com

Remember to clear: These desks are available for everyone so make sure to clear your desk at the end of each day

Active collaboration



"We've found our meetings tend to be shorter and more focused when we have them standing up."

Johnny, Intern
#wellbeingatwork #movemoresitless

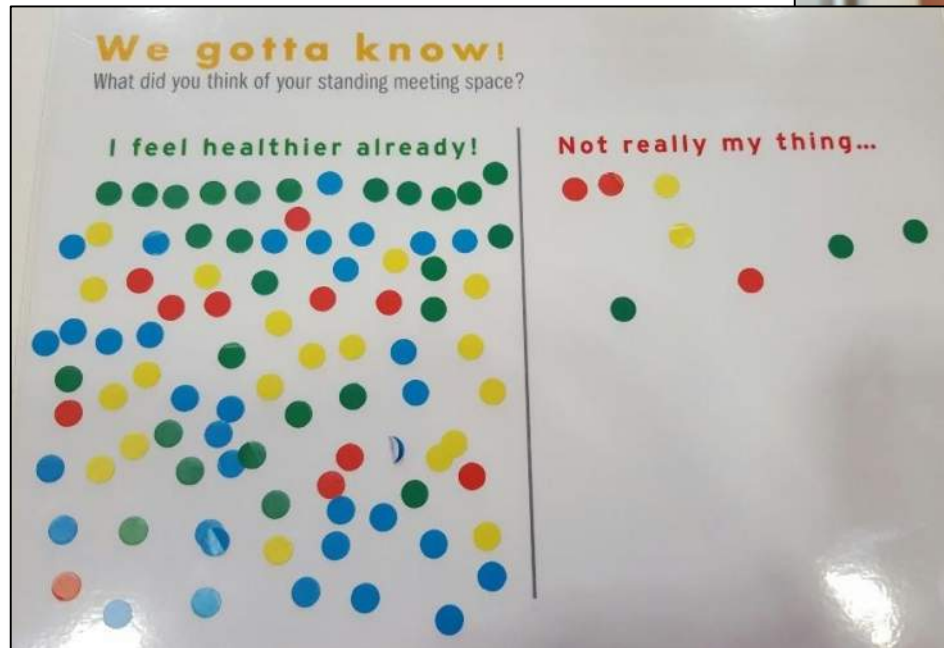
Active collaboration

"It's so different
from any other
office I've
worked in."

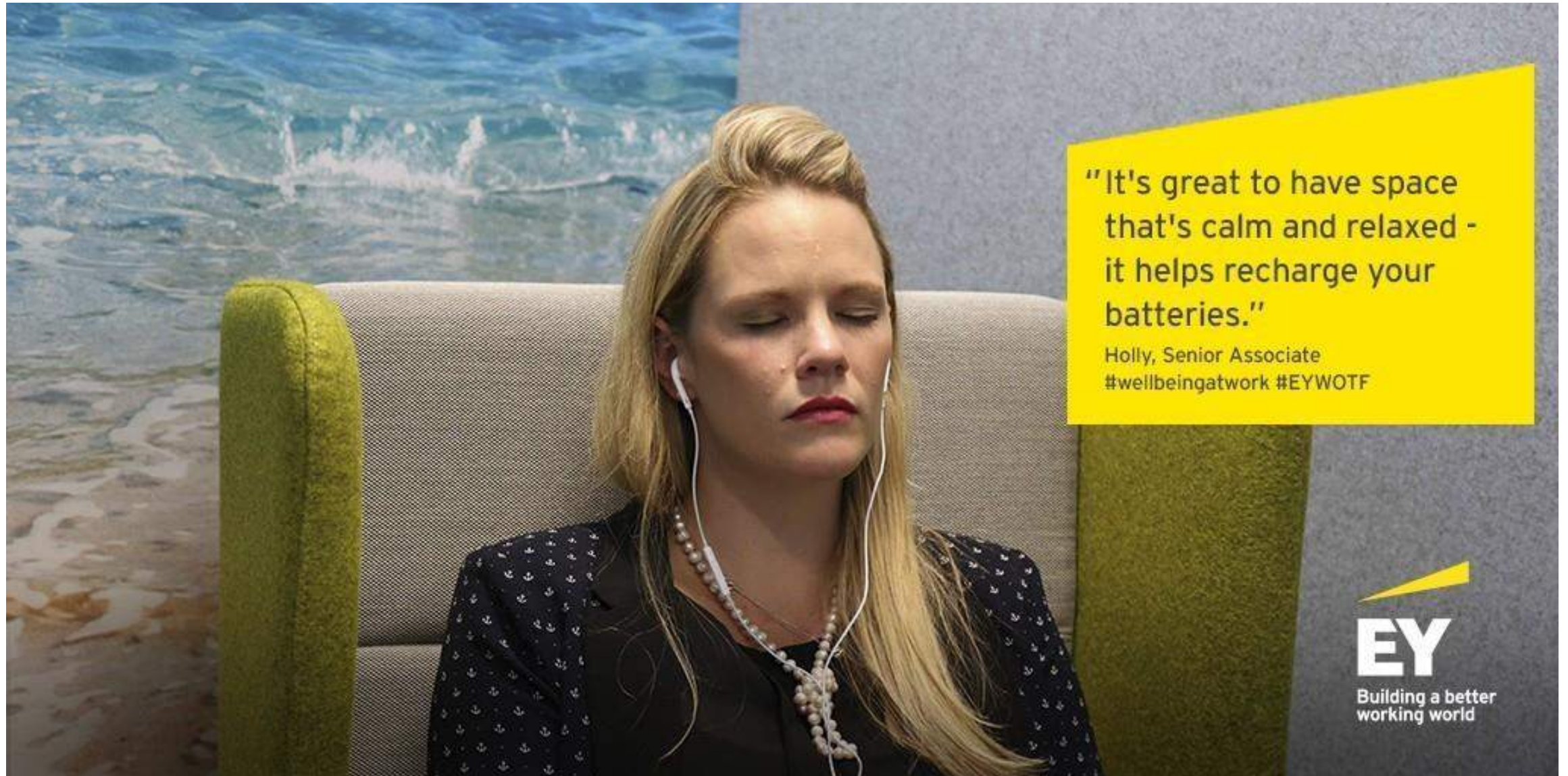
Amaka, Senior Associate
#wellbeingatwork
#EYWOTF



Active collaboration



Calm space

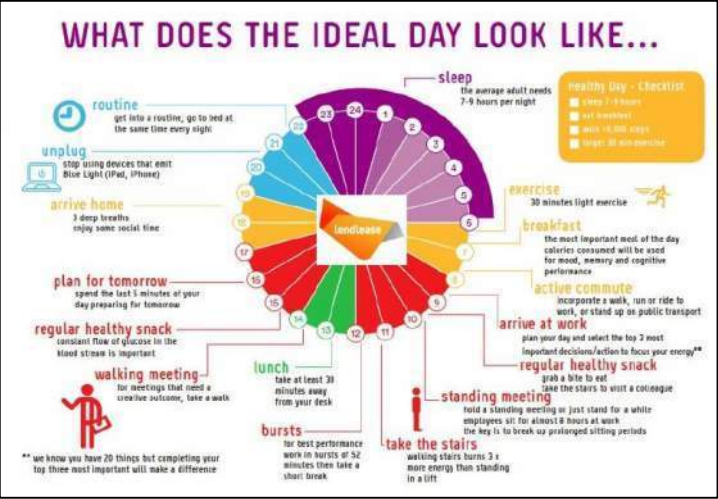


"It's great to have space that's calm and relaxed - it helps recharge your batteries."

Holly, Senior Associate
#wellbeingatwork #EYWOTF

Communication

Communications



Powered by **Get Britain Standing .org**

Sitting Calculator

Estimate the time you spend sitting daily

Eating (combination of breakfast, lunch and dinner time)

0:00 mins

Communting

0:00 mins

Working (both at the office or home)

0:00 mins

Relaxing (including watching TV, online, gaming etc.)

0:00 mins

Start again **CALCULATE**


Survey




Webinars & social media campaigns

Who we are....

Jane Smith
Change Management Lead
for UKI Workplace of the Future



Donna Walker CMIOSH
Risk, Health and Safety Manager
Enterprise Risk Management



Page 2 **EY**



Lessons learned

- Wellbeing initiatives are not necessarily expensive to implement
- Communications and engagement will make or break the initiative
- A wellbeing office can be hard to conceptualise and doesn't always resonate until people can physically experience it
- Company health & safety, enterprise risk functions and ability networks are your best friends!
- Be your own champions... and everyone else will follow.



HEALTH AND WELLBEING

Zoe Young

M&S **Property**

HEALTH AND WELLBEING AT M&S



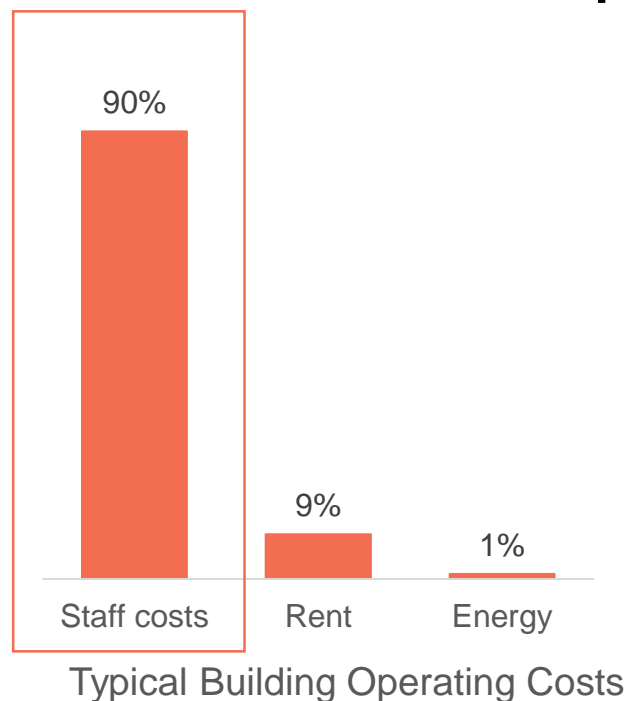
MORE THAN JUST FOOD AND SPORTSWEAR

Property to date

£152m

benefit

The Potential



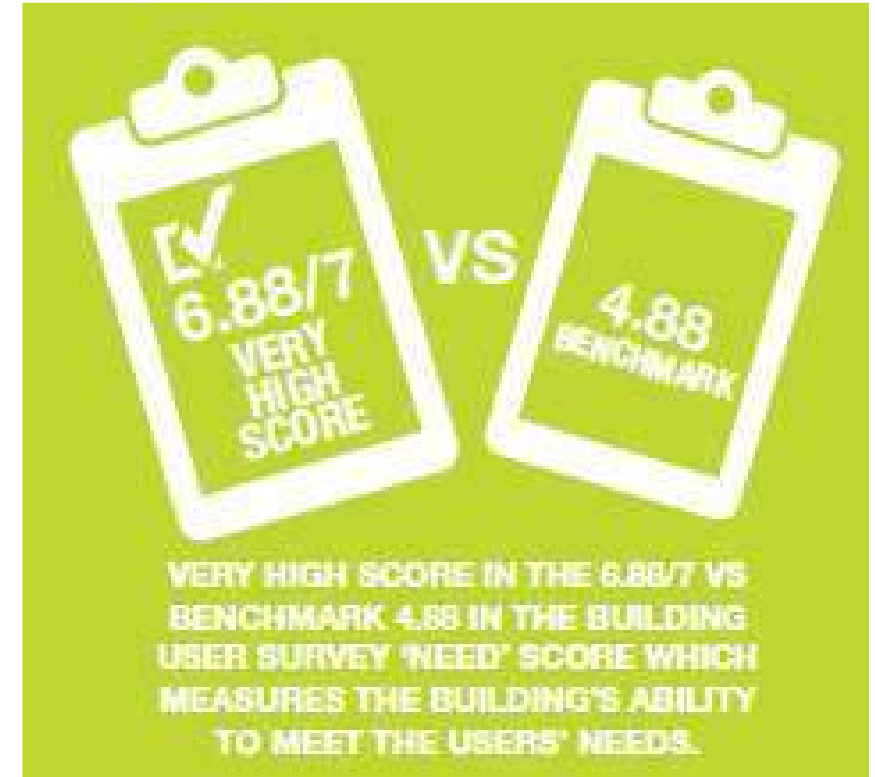
Resource Efficiency

Revenue Generation

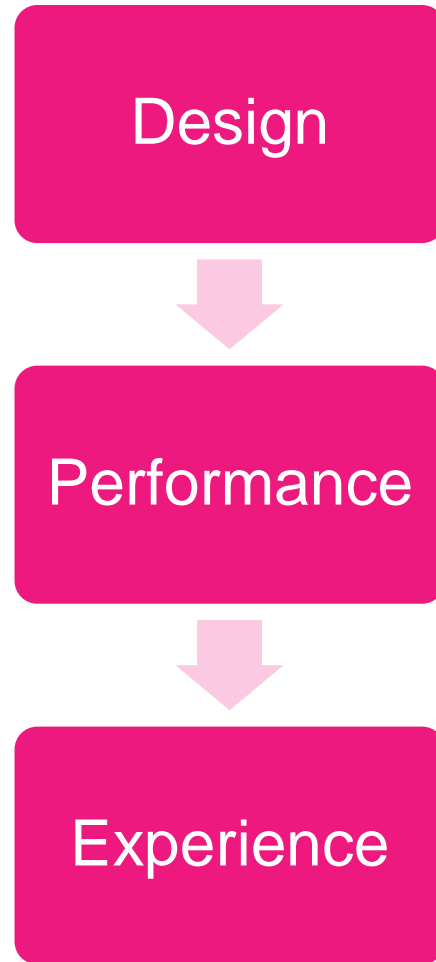
M&S **Property**



CHESHIRE OAKS POST OCCUPANCY EVALUATION



CHESHIRE OAKS POST OCCUPANCY EVALUATION



BETTER PLACES FOR PEOPLE



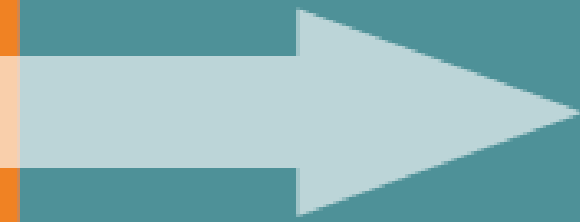
CAMPAIGN SPONSORS:



M&S **Property**



IMPACT FLOWS THIS WAY



ENVIRONMENTAL

1. Lighting
2. Indoor Air Quality
3. Thermal comfort
4. Acoustics
5. Interior layout
6. Look & feel
7. Active/Inclusive design
8. Integration of nature
9. Amenities

EXPERIENTIAL

Perception of the working environment, as measured by a staff survey

ECONOMIC

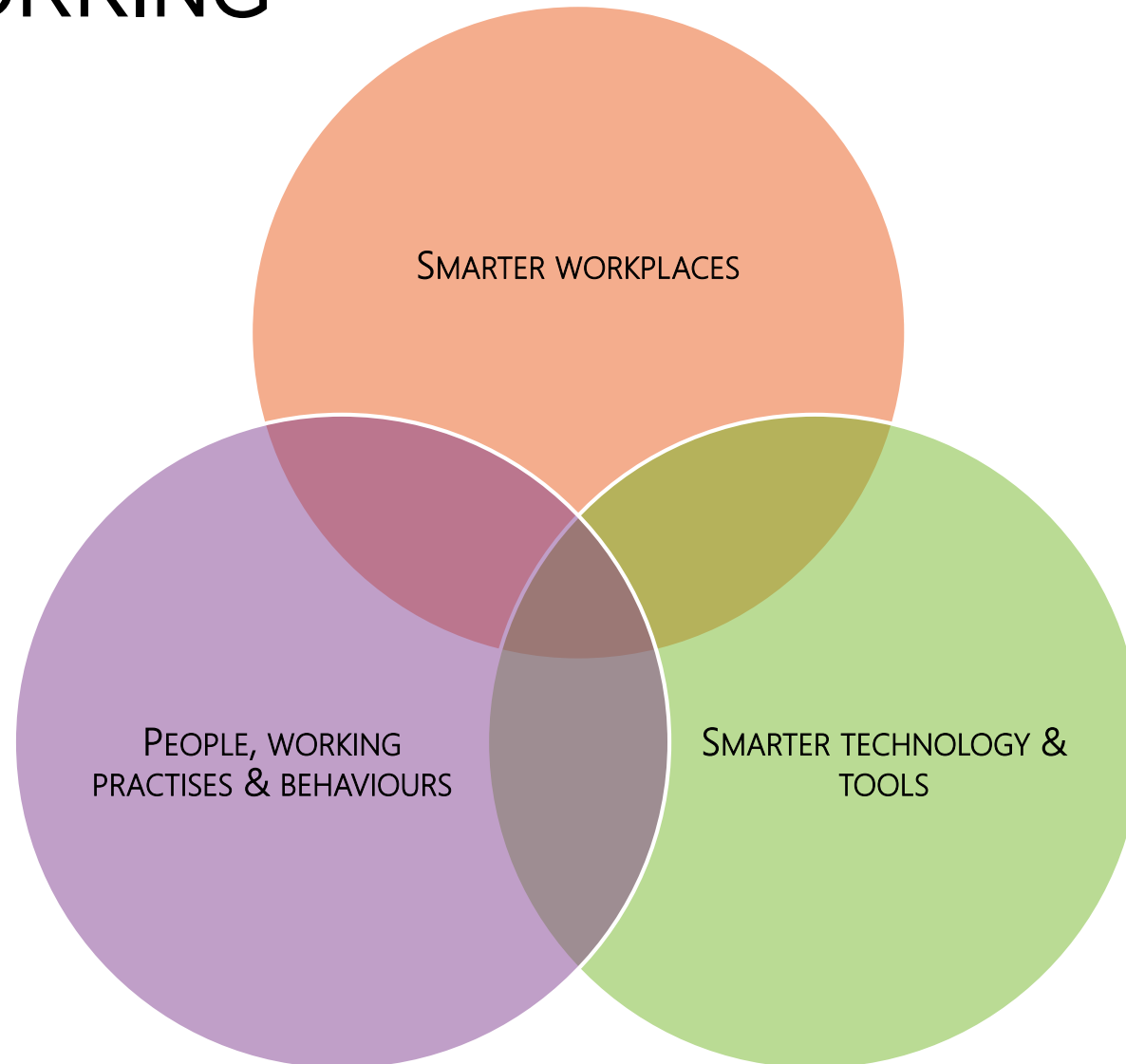
1. Absenteeism
2. Staff turnover/retention
3. Revenue breakdown
4. Medical costs
5. Medical complaints
6. Physical complaints

Refers to the **physical** characteristics of the office setting believed to have an impact on employees.

Refers to occupant **perception** of their space, which is as important as objective measures of the space itself.

This category covers the organisational outcomes, that may be influenced by environment and experience. Typically these have a **financial** implication.

SMARTER WORKING



NEXT STEPS



EXPERIENTIAL

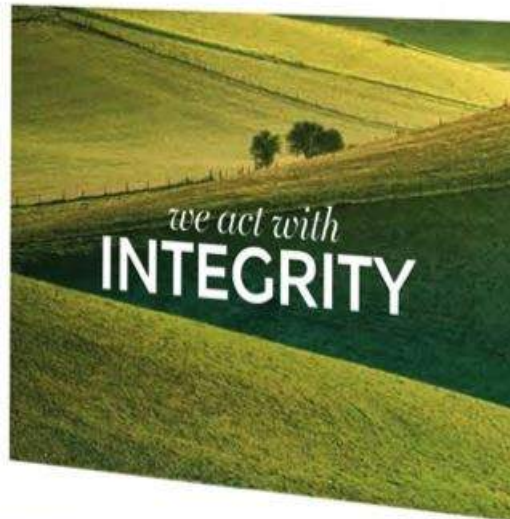
Perception of the working environment, as measured by a staff survey



M&S **Property**

Thank You

M&S
EST. 1884



Contact us

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+44 (0)20 3296 3767 / +44 (0)20 3296 2016

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