

Repackaging the Sustainability Conversation:

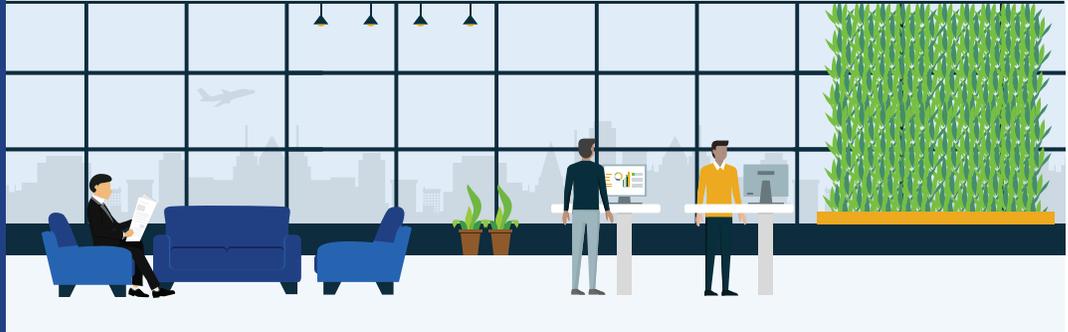
At Bentall Kennedy, we aim to give, you, our tenants, opportunities to live a healthy lifestyle.

This resource outlines...

- ✓ Why wellness is important
- ✓ The connection between green buildings and wellness
- ✓ Options for establishing a healthy workplace strategy
- ✓ Opportunities for collaboration with the Property Management team
- ✓ Simple wellness tips that you can promote amongst your employees

WELLNESS AT WORK

Given people spend over 90% of their time indoors, the buildings they live, work, and play in, have an impact on their health & well-being.

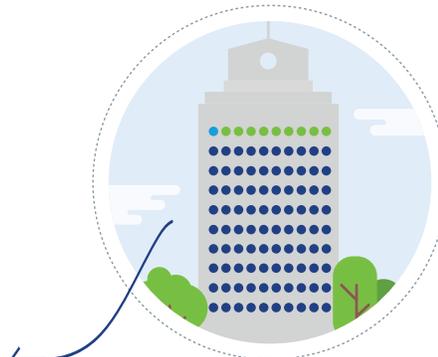


Why Wellness?

On average, companies spend 1% of their annual costs on energy, 9% on rent and operations, and 90% on salary and benefits.

With employees representing such a significant proportion of company costs, unwellness at work can be very costly.

- **1%** energy costs
- **9%** rental costs
- **90%** staff costs in salary and benefits



Typical Business Operating Costs

Keeping employees happy and healthy is a financial and social imperative, and the workplace provides a profound opportunity to positively impact worker health, happiness, productivity, and well-being.



\$300 per sq ft
average cost of employees¹



\$2.2 Trillion

or 12% of GDP is lost annually due to chronic disease, work-related injuries and illnesses, and disengagement at work²



DECREASED ABSENTEEISM

Participation in organizational wellness programs is associated with decreased absenteeism.



\$74 billion

estimated annual cost of workforce absences in the U.S. due to illness



\$2.73

cost saving for every dollar spent on wellness programming³



IMPROVED PRESENTEEISM

Presenteeism (decreased on-the-job performance due to health problems), is likely to be the most costly—and hidden—consequence of having an unhealthy workforce. Effective wellness programs can decrease presenteeism costs.⁴ People with higher levels of physical activity tend to report fewer declines in work quality and overall job performance.⁵



INCREASED EMPLOYEE ENGAGEMENT

Wellness interventions signal to employees that their organization cares about their health and well-being and in turn can increase job satisfaction and engagement. Improved employee engagement has been linked to improved customer satisfaction, productivity, and profit as well as reduced employee turnover and workplace accidents.⁶



What is the connection between green buildings & wellness?

There are reputable studies that suggest the green design features of buildings lead to healthier, more productive occupants. The built environment affects productivity, creativity and stress levels, and retains and attracts new employees. A [Harvard study](#) found that cognitive scores of occupants in green building conditions were 61% higher than those in conventional environments.

Green buildings provide a suitable framework for advancing health and well-being goals. Research from the [World Green Building Council](#) shows a workplace with the following help to reduce absenteeism and enhance job satisfaction, which in turn support higher productivity:

- ✓ natural light
- ✓ thermal comfort
- ✓ minimal contaminants in cleaning agents



Health & Wellness focused building certifications ([Fitwel](#) and [WELL](#)) offer a standard framework for measuring and validating these metrics.

Interested in pursuing a healthy workspace certification? Contact the Property Manager for more info.

How to establish a sustainable, healthy workplace strategy?

While there is no cookie cutter approach to developing a strategy for health and wellness in the workplace, there are certain measures any company can take to help ensure their health and wellness program is a success.

FEATURES OF A HEALTHY WORKPLACE

Research on wellness in the workplace is constantly evolving, and there are significant differences among the various healthy building certifications; however, many key features of a healthy workplace fall into these categories, which align with features of green buildings:

- ✓ Acoustics
- ✓ Active Design
- ✓ Biophilia
- ✓ Food
- ✓ Indoor Air Quality
- ✓ Light
- ✓ Materials
- ✓ Safety
- ✓ Thermal Comfort
- ✓ Water

Building wellness certification schemes like [Fitwel](#) and [WELL](#) are based on robust research, and provide tools for developing strategies that strengthen performance in these key areas that are essential to employee health. There is also a fair amount of overlap between healthy building and green building certification schemes. For example, you can learn about the overlap between the [WELL Building Standard](#) and [LEED](#) or [Living Building Challenge](#) here.



Interested in learning more or going for healthy workspace certifications? Reach out to your Property Manager.

GOVERNANCE FOR ESTABLISHING WORKPLACE WELLNESS

Central to a successful healthy workplace strategy is a cross-departmental Committee with a clear vision and system for tracking progress against goals. This Committee, which may be part of an existing Sustainability Committee, should involve people from multiple departments – including Corporate Real Estate (CRE), Human Resources (HR), Information Technology (IT), and Sustainability – to prevent health and wellness from becoming a siloed and poorly resourced program. Collaboration among leaders from multiple departments helps shift workplace strategy from a building-centric to a **people-centric** one to better align with **enterprise-wide goals**.

MEASURING A HEALTHY WORKPLACE

Employee salaries account for the vast majority of a company's expenses, so a strategy that improves employee health and happiness directly impacts a company's bottom line. Workplace features affect health & well-being of occupants. Therefore, the performance of health and wellness programs can be evaluated using metrics such as:

Employee-Centric

- ✓ Absenteeism
- ✓ Employee Satisfaction
- ✓ Health Costs
- ✓ Productivity and Presenteeism
- ✓ Turnover

Space-Centric

- ✓ Thermal Comfort
- ✓ Daylight & Lighting
- ✓ Water Quality
- ✓ Noise & Acoustics
- ✓ Active Design
- ✓ Biophilia
- ✓ Fitness and Food
- ✓ Policies (e.g. Green Cleaning, Telecommuting etc.)

What wellness tips can you promote amongst your employees in the workplace?

While the most effective health and wellness strategies are done at an enterprise-wide scale, there are a number of actions individuals can take in the workplace. For a more detailed list of actions that can be done at the individual or building-wide level, see 2018 Bentall Kennedy's ForeverGreen Tenant Engagement Program resources, which include a focus on wellness.

TOP 10 WELLNESS TIPS



Food for thought

Track the food you eat and your physical activity with [My Plate](#) tools or mobile apps like [FitnessPal](#) and get tips/support for making healthy choices. Need to up your vegetable intake? Download [VegEze](#), a mobile app that suggests easy and fun ways to get in the healthy habit of eating more veggies.



Try 'anywhere breathing exercises'

Mindfulness exercises can help de-stress. For meditative breathing techniques/tips [click here](#) and [here](#). Alternatively, download a meditation app, like Calm Meditation or 10% Happier.



Let the light shine

Take advantage of daylight as much as possible. Open shades during day; ensure windows are not obstructed by furniture or other objects. Turn off unnecessary lights and adjust lighting levels to suit task.



Bring a plant to work

To help clean up indoor air quality and reduce stress. See a list of good indoor plants [here](#) and [here](#). Add an element of competition, and have various departments in your office adopt plants. Depending on whether you have budget set aside for this type of initiative or not, you can encourage employees to make a small donation towards the adoption of their department's plant(s).



Bike to work!

Read up on the benefits of biking to work [here](#). Just getting started? See tips for your first bike commute [here](#).



Establish Walking Wednesdays

Get out for a walk at lunchtime. Not only is staying active during the workday good for your health, but the exposure to natural daylighting can help regulate [circadian rhythms](#) so you sleep better at night. Want to go further? Host a [Pedometer Challenge](#).



Walk the talk by hosting walking meetings

Consider if the subject of your meeting is suitable for a walking meeting. Organize the route you will take prior to the meeting.



Make your own non-toxic cleaning supplies

[Click here](#) for more details.



Stand up!

Sitting for long periods of time can take a toll on your health. Take mini stand and walk breaks regularly throughout the day. For example, try the [20-20-20 rule](#). Every 20 minutes, walk 20 feet away for 20 seconds or more.

ADDITIONAL RESOURCES



[Develop A Wellness Program Framework for Healthy, Green Office](#)
Healthy Spaces Certification: [Fitwel](#) + [WELL](#)

FOR MORE INFORMATION, CONTACT YOUR
PROPERTY MANAGER

Repackaging the sustainability conversation in 2018

Broadening the concept of 'Sustainability' to incorporate 'Wellness'

Repackaging the Sustainability Conversation is Bentall Kennedy's 2018 ForeverGreen Tenant Engagement campaign that takes monthly sustainability themes and reimagines them as products and packages with slogans. ForeverGreen resources include Monthly Posters, Quarterly Newsletters and this Wellness at Work Guide.

Bentall Kennedy and our tenants are working together to achieve a cleaner, greener and healthier space to live, work and play.



Stay tuned for the posters and newsletters on the following wellness topics, as part of the 2018 ForeverGreen campaign:

- ✓ Healthy Eating
- ✓ Connecting with Nature
- ✓ Healthy Body, Healthy Mind
- ✓ Biking
- ✓ Indoor Air Quality

