



The WELL Standard

Assessing Wellbeing in the Workplace

14 February 2018

# AGENDA

- Introduction
- What is WELL?
- The 7 Concepts of WELL
- What You Need to Know
- Overlap with other certification schemes



# PRACTICE OVERVIEW

- Leading engineering consultancy for the built environment
- Multidisciplinary service
- 4 UK offices
- 2 international offices
- 280 staff
- Award-winning
- Operations in all sectors
- More than 50,000 completed projects
- Over 40 years of success

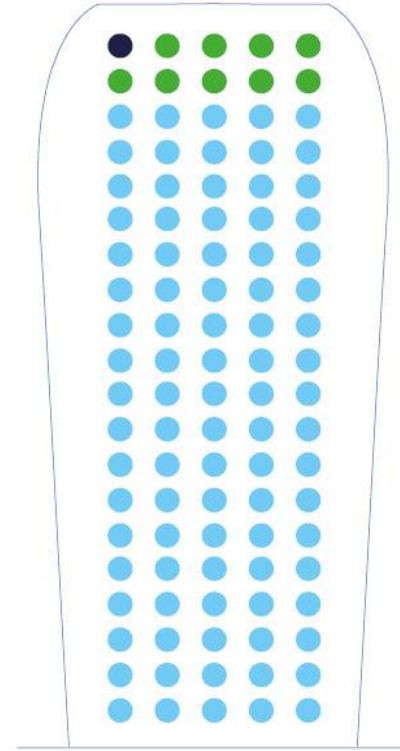
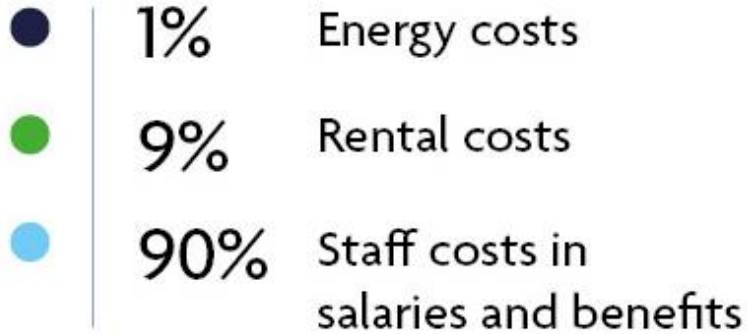


|   |                                      |
|---|--------------------------------------|
| <b>FE</b><br>FIRE<br>ENGINEERING                    | <b>MEP</b><br>BUILDING<br>SERVICES   |
| <b>MEE</b><br>MASTERPLAN<br>ENERGY &<br>ENVIRONMENT | <b>A</b><br>ACOUSTICS                |
| <b>IF</b><br>INFRASTRUCTURE                         | <b>SB</b><br>SMART<br>BUILDINGS      |
| <b>VT</b><br>VERTICAL<br>TRANSPORTATION             | <b>S</b><br>SUSTAINABILITY           |
| <b>FM</b><br>FACILITIES<br>MANAGEMENT               | <b>SC</b><br>SECURITY<br>CONSULTANCY |



# WHY CONSIDER WELL?

Typical Business Operating Costs



# WHAT IS WELL?

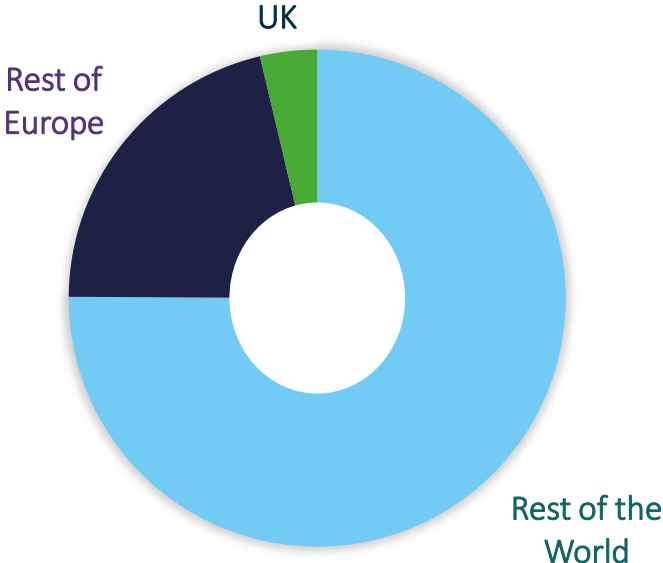
- International WELL Building Institute™ (IWBI™).
- Built through 7 years of research.
- A nutritional table for your building.



# THE GLOBAL DEVELOPMENT OF WELL

594 projects registered  
for WELL accreditation  
worldwide

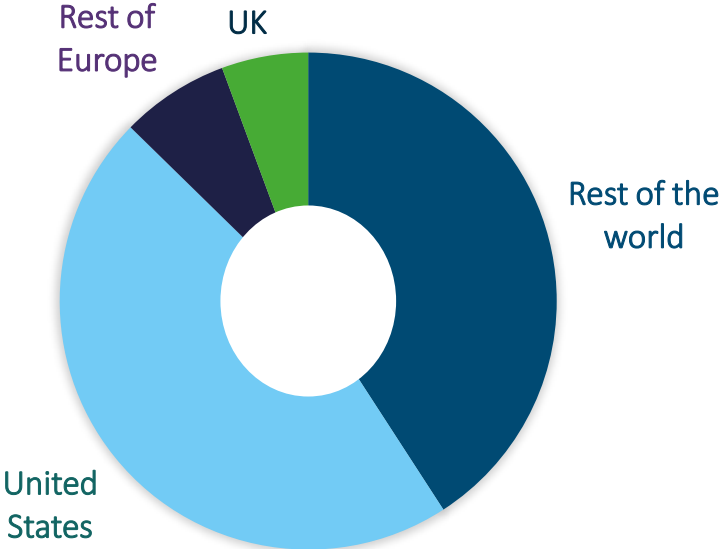
- 22 U.K.
- 126 Rest of Europe
- 446 Rest of the World



# THE GLOBAL DEVELOPMENT OF WELL

71 WELL certified projects globally

- 4 U.K.
- 5 Rest of Europe
- 33 U.S.
- 29 Rest of the world



# WELL: THE 7 CONCEPTS



# CONCEPTS: AIR

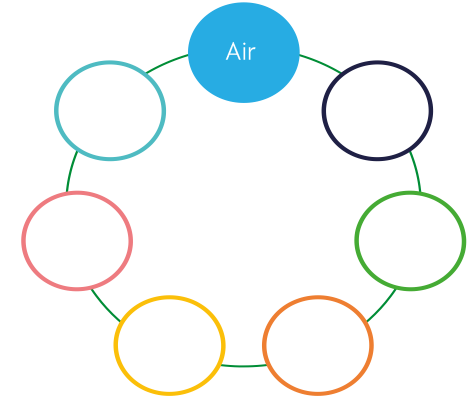


## Example Preconditions:

- Air quality standards
- Ventilation effectiveness
- VOC reduction
- Construction pollution management

## Example Optimisations:

- Air flush
- Air quality monitoring
- Cleanable environment
- Advanced air purification
- Enhanced material safety



Architect



MEP / Tenant



# CONCEPTS: WATER

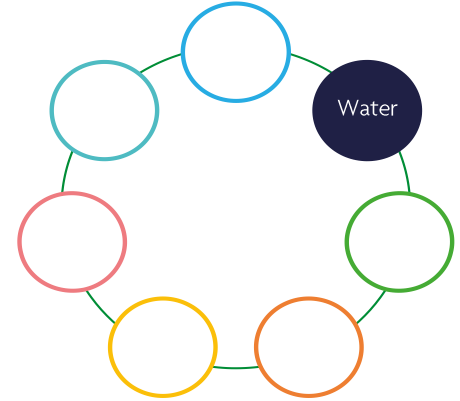


## Example Preconditions:

- Water quality
- Inorganic, organic and agricultural contaminants
- Water additives

## Example Optimisations:

- Water quality testing
- Water treatment
- Drinking water promotion



MEP/Tenant

# CONCEPTS: NOURISHMENT

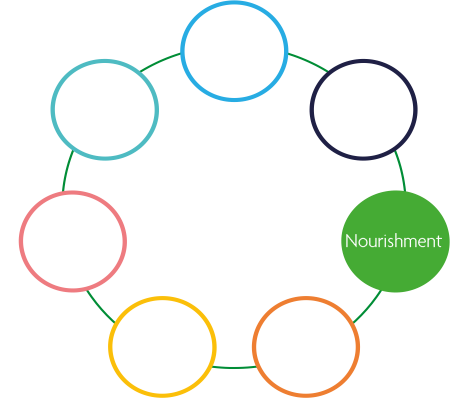


## Example Preconditions:

- Fruits and vegetables
- Processed foods
- Food allergies
- Nutritional information

## Example Optimisations:

- Food safety and preparation
- Food storage and production
- Special diets



Tenant

# CONCEPTS: LIGHT

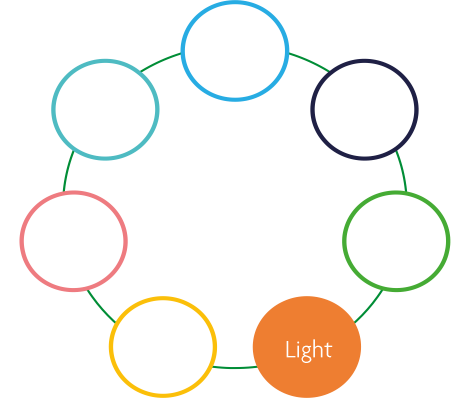


## Example Preconditions:

- Visual lighting design
- Circadian lighting design
- Solar & electric light glare control

## Example Optimisations:

- Low-glare workstations
- Automated shading and dimming controls
- Daylight access



Architect / MEP



# CONCEPTS: FITNESS



## Example Preconditions:

Interior circulation

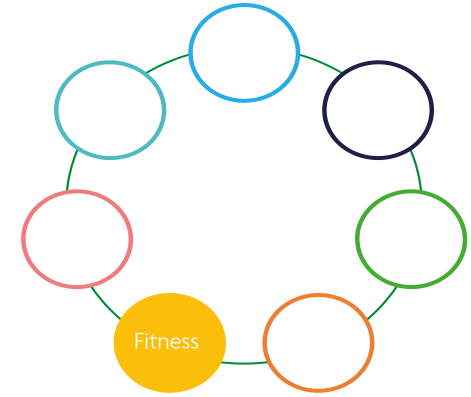
Active incentive programmes

## Example Optimisations:

Physical activity spaces

Active transportation support

Fitness equipment and active furnishings

A promotional graphic for the StepJockey app. It features a white silhouette of a person walking up stairs next to a pink heart. The text reads "Take the stairs" and "Taking the stairs cuts carbon emissions and builds fitness". Below this, there are statistics: "Track your carbon burn" with a target icon, "Total Hours 4", "Steps per Hour 20", and "Total steps 60". At the bottom, there are three icons: a flame for "Carbon burn 2.96 KWh per hour up", a person for "Cost per hour about 0.99", and a heart for "Total carbon 11.8". A QR code and "SCAN" text are also present.

**Take the stairs**

**Taking the stairs cuts carbon emissions and builds fitness**

Track your carbon burn

Total Hours 4 Steps per Hour 20 Total steps 60

Carbon burn 2.96 KWh per hour up Cost per hour about 0.99 Total carbon 11.8

SCAN

StepJockey.com

Architect / Tenant



# CONCEPTS: COMFORT



## Example Preconditions:

Accessible design standards

Ergonomics

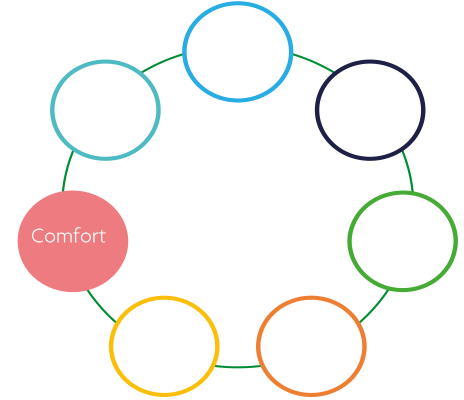
Acoustic comfort (exterior and interior)

Thermal comfort

## Example Optimisations:

Optimised acoustic comfort

Individual thermal comfort



Architect/ Developer/ MEP





# CONCEPTS: MIND

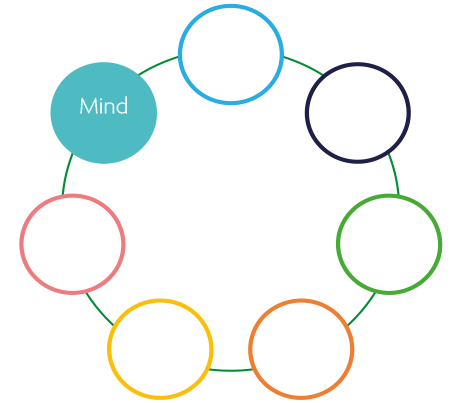


## Example Preconditions:

- Health and wellness awareness
- Post-occupancy surveys
- Aesthetics
- Biophilia

## Example Optimisations:

- Self-monitoring (wearables)
- Health policy
- Altruism (charity work)
- Organisational transparency



Tenant / Architect





# INNOVATION

## Innovation concepts must:

- Be a feature normally not addressed in WELL.
- Relate to the wellness concept in a novel way.
- Be fully supported by existing scientific, medical and industry research.

Up to 5 can be targeted.



Architect/ Developer/ MEP

# FURNITURE: PRECONDITIONS - ERGONOMICS

- Occupant furnishings are adjustable in the following ways:
  - Workstation chair height adjustability is compliant with the **HFES 100 standard** or **BIFMA G1 guidelines**.
  - Workstation seat depth adjustability is compliant with the **HFES 100 standard**.
- EQUIVALENCIES
  - IS 3663:1991
  - Code NPR 1813
  - EN-1335
  - Dutch Standard NEN 1812, Types A & B only



**Human  
Factors  
and  
Ergonomics  
Society**



Conforme alla normativa  
Europea EN 1335



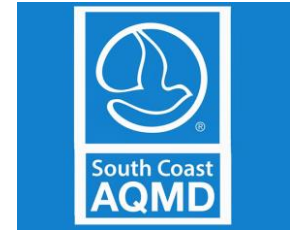
# FURNITURE: PRECONDITIONS – VOC REDUCTION

- Interior Paints & Coatings
- Adhesives and Sealants
- Flooring
- Insulation
- Furniture & Furnishings



## Initial Standards

- ANSI/BIFMA e3-2011 (ANSI/BIFMA standard method M7.1-2011)
- South Coast Air Quality Management District Rule 1113, 2011
- California Department of Public Health (CDPH) Standard Method v1.1-2010



# PAINTS, COATINGS, ADHESIVES, SEALANTS

## - EQUIVALENT STANDARDS

- Indoor Advantage Gold
- Indoor Air Comfort Gold
- Global GreenTag
- Australian Carpet Classification Scheme
- A or A+ (French legislation)
- MAS Certified Green
- Eco-INSTITUT Label (2015)
- AgBB
- Blue Angel
- GEV-EMICDOE EC1 and EC1Plus
- M1 (ISO 16000)
- CRI Green Label Plus



INDOOR ADVANTAGE GOLD



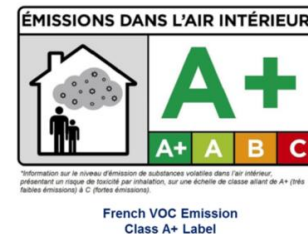
\*Information sur le niveau d'émission de substances volatiles dans l'air intérieur, présentiel ou risque de toxicité par inhalation, sur une échelle de classe allant de A+ (les faibles émissions) à C (fortes émissions).

French VOC Emission  
Class A+ Label



# FLOORING - EQUIVALENT STANDARDS

- Floorscore
- A or A+ (French legislation)
- Eco-INITIUT Label (2015)
- GUT Label
- MAS Certified Green®
- Indoor Air Comfort Gold



# FURNITURE - EQUIVALENT STANDARDS

- AFRDI Green Tick Furniture
- Indoor Advantage Gold
- GreenGuard Gold
- Finnish M1 label for non-upholstered furniture
  - Separate test required for 4-phenylcyclohexane and total aldehydes



# FURNITURE - EQUIVALENT STANDARDS

- Blue Angel label
  - Separate test for 4-phenylcyclohexane and total aldehydes
- MAS Certified Green®
- VOC ETL class 2 and 3, VOC+ ETL Environmental and Formaldehyde-Free



# OPTIMISATION – TOXIC MATERIAL REDUCTION

- PFCs content
- Halogenated flame retardants
- DEHP, DBP, BBP, DINP, DIDP or DNOP (often found in PVC)
- No isocyanate-based polyurethane products
- Urea-formaldehyde presence  $\leq 100$  ppm



# OPTIMISATION – ENHANCED MATERIAL SAFETY & MATERIAL TRANSPARENCY

- At least 25% of products by cost (including furnishings, and finishes) meet one or more of the following:
  - Have a **Declare** label
  - Have a **Cradle to Cradle™** Material Health Certified
  - Have no **GreenScreen® Benchmark 1, List Translator 1 or List Translator Possible 1** substances over 1,000 ppm
  - **Health Product Declaration**



# SUMMARY

Growing evidence  
that WELL is here to  
stay

WELL as a planning  
condition?

Civil service  
requests WELL

BCO / BREEAM /  
LEED hit many targets

Why not do an  
informal WELL  
pre-assessment?

Appoint early  
to ensure success

# Q&A



Chris Birch -  
[cbirch@hilsonmoran.com](mailto:cbirch@hilsonmoran.com)