

# PEOPLE + PLANET

MAPPING WELL TO THE 2022 GRESB REAL ESTATE ASSESSMENT





## **WELL CERTIFICATION + GRESB FEATURE COMPARISON**

**June 2022**

### **BACKGROUND**

At IWBI, we recognize that human health is inextricably linked to the health of our planet and the strength of socioeconomic institutions that support everyday life. Thus, strategies that support human health must go hand-in-hand with actions that improve education, reduce inequality, catalyze economic growth, confront climate change and protect our environment. The WELL Building Standard (WELL) recognizes these connections by offering a holistic, integrated framework of strategies that, while supporting human health, also seeks to enhance the ability of the global community and surrounding environment to thrive.

The GRESB Real Estate Assessment is the global standard for environmental, social and governance (ESG) benchmarking and reporting for listed property companies, private property funds, developers and investors that invest directly in real estate. The GRESB Real Estate Assessment provides investors with actionable information and tools to monitor and manage the ESG risks and opportunities of their investments, and to prepare for increasingly rigorous ESG obligations.

### **ABOUT THIS TOOL**

By mapping WELL to the 2022 GRESB Real Estate Assessment, IWBI seeks to support WELL clients, particularly WELL at Scale participants, 1) utilize their WELL performance to inform their response to the GRESB Real Estate Assessment; and 2) coordinate their GRESB and WELL strategies to maximize efficiencies.

This tool organizes WELL v2 features according to indicators within the 2022 GRESB Real Estate Assessment. The tool also identifies relevant GRESB sub-indicators that align with the requirements of the specified WELL feature(s). The individual sheets in this spreadsheet are organized by the three Assessment Components of the 2022 GRESB Real Estate Assessment: Management, Performance and Development.

### **FINDINGS**

Overall, features in WELL align with 38.5% of the 2022 GRESB Real Estate Assessment. The WELL Standard fully, partially or slightly addresses 47 of the 83 GRESB Real Estate indicators.

WELL alignments with GRESB indicators exist within the Management (23), Performance (12), and Development (12) components. Within the Management component, alignments exist within the Leadership (6), Policies (2), Reporting (1), Risk Management (4), and Stakeholder Engagement (10) aspects. Within the Performance component, alignments exist within the Risk Assessment (3), Targets (2), Tenants & Community (4), GHG (1), and Building Certifications (2) aspects. Within the Development component, alignments exist within the ESG Requirements (3), Materials (1), Building Certifications (2), Energy (1), Water (1), Waste (1), and Stakeholder Engagement (3) aspects.

## GRESB Management

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
Leadership	LE1	ESG leadership commitments	Partial	I06β - Carbon Disclosure and Reduction	Science Based Targets initiative
	LE2	ESG objectives	Partial	N/A - Participation in WELL at Scale includes goal setting at the entity level	Social Health & well-being
	LE3	Individual(s) responsible for ESG and/or climate-related objectives	Full	N/A - WELL project administrator or owner	ESG
	LE4	ESG taskforce/committee	Partial	N/A - WELL project administrator or owner	
	LE5	ESG senior decision-maker	Partial	N/A - WELL project administrator or owner	ESG
	LE6	ESG factors in personnel performance targets	Partial	C07 Part 2: Establish Health Promotion Leader	
Policies	PO1	Policy on environmental issues	Partial	I06β - Carbon Disclosure and Reduction WELL Air Concept X07 - Materials Transparency X08 - Materials Optimization X09 - Waste Management X10 - Pest Management X11 - Cleaning Products and Protocols C03 - Emergency Preparedness C14 - Emergency Resources C15β - Emergency Resilience and Recovery C17β - Responsible Labor Practices	Greenhouse gas emissions Indoor environmental quality Material sourcing Pollution prevention Resilience to catastrophe/disaster Sustainable procurement Waste management
	PO2	Policy on social issues	Partial	Multiple features - Participation in WELL at Scale or achievement of WELL Certification	Child labor Community development Customer satisfaction Employee engagement Employee health & well-being Employee remuneration Forced or compulsory labor Health and safety: community Health and safety: employees Health and safety: tenants/customers Human rights Inclusion and diversity Labor standards and working conditions Stakeholder relations

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
	PO3	Policy on governance issues	-	-	
Reporting	RP1	Disclosure of ESG actions and/or performance	Partial	C12 - Diversity and Inclusion I06β - Carbon Disclosure and Reduction	
	RP2.1	Process to monitor ESG-related controversies,	-	-	
	RP2.2	Involvement in any ESG-related breaches	-	-	
Risk Management	RM1	Environmental Management System (EMS)	-	-	
	RM2	Process to implement governance policies	-	-	
	RM3.1	Social risk assessments	Partial	C17β - Responsible Labor Practices C03 - Emergency Preparedness C04 - Occupant Survey C05 - Enhanced Occupant Survey C12 - Diversity and Inclusion  In addition to participating in WELL at Scale.	Customer satisfaction Employee engagement Employee health & well-being Forced or compulsory labor Health and safety: employees Health and safety: tenants/customers Health and safety: supply chain (beyond tier 1 suppliers and contractors) Human rights Inclusion and diversity Labor standards and working conditions
	RM3.2	Governance risk assessments	-	-	
	RM4	ESG due diligence for new acquisitions	Slight	C03 - Emergency Preparedness X04 - Site Remediation C15β - Emergency Resilience and Recovery	Contaminated land Health and well-being Indoor environmental quality Natural hazards
	RM5	Resilience of strategy to climate-related risks	-		
	RM6.1	Transition risk identification	-		
	RM6.2	Transition risk impact assessment	-		
	RM6.3	Physical risk identification	Slight	C03 - Emergency Preparedness	Acute
	RM6.4	Physical risk impact assessment	Slight	C15	

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
Stakeholder Engagement	SE1	Employee training	Slight	N02 Part 2: Address Food Allergens S09β - Hearing Health Conservation X11 Option 1: Cleaning plan development & implementation M04 - Mental Health Education M08 - Restorative Programming M11 - Substance Use Services C03 - Emergency Preparedness C08 - New Parent Support C12 - Diversity and Inclusion Option 2 C14 Part 1: Emergency Resources C17β Part 2: Implement Responsible Labor Practices	Social issues
	SE2.1	Employee satisfaction survey	Full	C04 - Occupant Survey C05 - Enhanced Occupant Survey	
	SE2.2	Program to improve employee satisfaction	Full	C05 Part 3: Implement Action Plan + Participation in WELL at Scale can be tailored to address issues identified by GRESB SE2.1	Planning and preparation for engagement Development of an action plan Implementation Training Program review and evaluation
	SE3.1	Employee health & well-being program	Full	C02 Integrative Design + Participation in WELL at Scale or achievement of WELL Certification	Needs assessment Goal setting Action Monitoring

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
	SE3.2	Employee health & well-being measures	Full	C02 Integrative Design + Participation in WELL at Scale or achievement of WELL Certification	<p>Needs assessment</p> <ul style="list-style-type: none"> <li>- Employee surveys on health and well-being</li> </ul> <p>Creation of goals to address</p> <ul style="list-style-type: none"> <li>- Mental health and well-being</li> <li>- Physical health and well-being</li> <li>- Social health and well-being</li> </ul> <p>Action to promote health through</p> <ul style="list-style-type: none"> <li>- Acoustic comfort</li> <li>- Biophilic design</li> <li>- Childcare facilities contributions</li> <li>- Flexible working hours</li> <li>- Healthy eating</li> <li>- Humidity</li> <li>- Illumination</li> <li>- Inclusive design</li> <li>- Indoor air quality</li> <li>- Lighting controls and/or daylight</li> <li>- Noise control</li> <li>- Paid maternity leave in excess of legally required minimum</li> <li>- Paid paternity leave in excess of legally required minimum</li> <li>- Physical activity</li> <li>- Physical and/or mental healthcare access</li> <li>- Social interaction and connection</li> <li>- Thermal comfort</li> <li>- Water quality</li> <li>- Working from home arrangements</li> </ul> <p>Monitor outcomes by tracking</p> <ul style="list-style-type: none"> <li>- Environmental quality</li> <li>- Population experience and opinions</li> </ul>
	SE4	Employee safety indicators	Partial	V02 - Ergonomic Workstation Design V07 - Active Furnishings V10 - Self-Monitoring C04	<ul style="list-style-type: none"> <li>- Work station and/or workplace checks</li> <li>- Other metrics: help employees self-monitor with wearable technology</li> </ul>
	SE5	Inclusion and diversity	Slight	C12 - Diversity and Inclusion	<ul style="list-style-type: none"> <li>- Gender pay gap</li> <li>- Racial diversity</li> </ul>

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
	SE6	ESG-specific requirements in procurement processes	Partial	WELL Materials Concept C17β - Responsible Labor Practices	Child labor Environmental product standards Health and safety: employees Health and well-being Human health-based product standards Human rights Labor standards and working conditions
	SE7.1	Monitoring property/asset managers	-	-	
	SE7.2	Monitoring external suppliers/service providers	Slight	C17β - Responsible Labor Practices	Reg mtgs and/or checks performed by entity's employees Supplier / service provider ESG training Supplier / service provider self-assessments
	SE8	Stakeholder grievance process	Partial	C04 - Occupant Survey C05 - Enhanced Occupant Survey	Characteristics - Anonymous - Improvement based - Prohibitive against retaliation - Transparent  Stakeholders - Employees

# GRESB Performance

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
Risk Assessments	RA1	Risk Assessments	Partial		Health and well-being Indoor environmental quality
	RA2	Technical Building Assessments	Slight	I06β - Carbon Disclosure and Reduction	
	RA3	Energy Efficiency Measures	-		
	RA4	Water Efficiency Measures	Slight	W09β - Onsite Non-Potable Water Reuse	Reuse of storm water and/or grey water
	RA5	Waste Management Measures	-		
Targets	T1.1	Portfolio Improvement Targets	Slight		
	T1.2	Science-based Targets	Partial	I06β - Carbon Disclosure and Reduction	
Tenants & Community	TC1	Tenant Engagement Program	Partial	C01 - Health and Well-being Promotion C02 - Integrative Design	Building / asset communication Tenant ESG guide Tenant ESG training
	TC2.1	Tenant Satisfaction Survey	-		
	TC2.2	Program to Improve Tenant Satisfaction	-	-	
	TC3	Fit-out & Refurbishment Program for Tenants on ESG	-		
	TC4	ESG-specific requirements in lease contracts (green leases)	-		
	TC5.1	Tenant Health & Wellbeing Program	Full	C02 Integrative Design + Participation in WELL at Scale or achievement of WELL Certification	Goal setting Action Monitoring



GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
	TC5.2	Tenant Health & Wellbeing Measures	Full	C02 Integrative Design + Participation in WELL at Scale or achievement of WELL Certification	Mental health and well-being Physical health and well-being Social health and well-being Acoustic comfort Biophilic design Physical activity Healthy eating Hosting health-related activities for surrounding community Inclusive design Indoor air quality Lighting controls and/or daylight Physical and/or mental healthcare access Social interaction and connection Thermal comfort Urban regeneration Water quality
	TC6.1	Community Engagement Program	Full	C03 - Emergency Preparedness C11 - Civic Engagement C14 - Emergency Resources C15β - Emergency Resilience and Recovery	Community health and well-being Resilience, including assistance or support in case of disaster Supporting charities and community groups
	TC6.2	Monitoring Impact on Community	-		
Energy	EN1	Energy Consumption	-		
GHG	GH1	GHG Emissions	Partial	I06β - Carbon Disclosure and Reduction	
Water	WT1	Water Use	-		
Waste	WS1	Waste Management	-		
Data Monitoring & Review	MR1	External Review of Energy Data	-		
	MR2	External Review of GHG Data	-		
	MR3	External Review of Water Data	-		
	MR4	External Review of Waste Data	-		
Building Certifications	BC1.1	Building Certification at time of Design / Construction	Full		
	BC1.2	Operational Building Certifications	Full		
	BC2	Energy Ratings	-		

## GRESB Development

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
Reporting Characteristics	DR1.1	Reporting Characteristics	-		
	DR1.2		-		
ESG Requirements	DRE1	ESG strategy during development	Partial	Multiple features - Participation in WELL at Scale or achievement of WELL Certification	Building safety Green building certifications Health and well-being Indoor environmental quality Location and transportation Material sourcing Pollution prevention Resilience to catastrophe/disaster Site selection and land use Sustainable procurement Waste management
	DRE2	Site selection requirements	Slight	V05 - Site Planning and Selection X04 - Site Remediation	Connect to multi-modal transit networks Redevelop brownfield sites
	DRE3	Site design and construction requirements	Slight	A04 - Construction Pollution Management X04 - Site Remediation	Protect air quality during construction Protect and restore habitat and soils disturbed during construction and/or during previous development
Materials	DMA1	Materials selection requirements	Full	WELL Materials Concept	Environmental Product Declarations Health Product Declarations Low-emitting VOC materials Materials that disclose environmental impacts Materials that disclose potential health hazards "Red list" of prohibited materials or ingredients that should not be used on the basis of their human and/or environmental impacts Third-party certified wood-based materials and products
	DMA2.1	Life cycle assessments	-		
	DMA2.2	Embodied carbon disclosure	-		
Building Certifications	DBC1.1	Green building standard requirements	Full	I05 - Green Building Rating Systems	
	DBC1.2	Green building certifications	Full	I05 - Green Building Rating Systems	
Energy	DEN1	Energy efficiency requirements	-		
	DEN2.1	On-site renewable energy	-		

GRESB Category	GRESB Code	GRESB Indicator	Level of Alignment	WELL Feature(s)	Relevant GRESB Sub-indicators
	DEN2.2	Net zero carbon design and standards	Partial	I06β Part 4 - Carbon Neutral	
Water	DWT1	Water conservation strategy	Slight	W08 Part 3: Support Effective Handwashing W09β - Onsite Non-Potable Water Reuse	Requirements for planning and design - other: low-splash sink design  Common water efficiency measures - reuse of stormwater and greywater for non-potable applications
Waste	DWS1	Waste management strategy	Slight	X09 - Waste Management	On-site waste monitoring: hazardous waste
Stakeholder Engagement	DSE1	Health & Well-being	Full	Multiple features - Participation in WELL at Scale or achievement of WELL Certification	Acoustic comfort Active design features Biophilic design Commissioning Daylight Ergonomic workplace Humidity Illumination Inclusive design Indoor air quality Natural ventilation Occupant controls Physical activity Thermal comfort Water quality
	DSE2.1	On-site safety	-		
	DSE2.2	Safety metrics	-		
	DSE3.1	Contractor ESG requirements	Partial	C17β - Responsible Labor Practices X07 - Materials Transparency	Child labor Human rights Human health-based product standards
	DSE3.2	Contractor monitoring methods	-		
	DSE4	Community engagement program	Full	C03 - Emergency Preparedness C11 - Civic Engagement C14 - Emergency Resources C15β - Emergency Resilience and Recovery	Community health and well-being Resilience, including assistance or support in case of disaster Supporting charities and community groups
	DSE5.1	Community impact assessment	-		
	DSE5.2	Community impact monitoring	-		