



# WELL at scale Review Report

Bagmane Group  
June 2024



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# Introduction

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We created WELL to support a simple but powerful idea: when your people perform their best, so does your business. WELL is your evidence-based roadmap for taking action towards your health and well-being priorities, benchmarking, celebrating progress and embedding a culture of health across your organization.

By engaging in WELL, your organization is demonstrating leadership, reducing risk and generating confidence for investors. This report marks an important milestone in the WELL journey of Bagmane Group. Congratulations on the completion of this review cycle and on your continued progress!

We look forward to continuing our work together to transform the future of health!

# WELL Worldwide

Our network is global, dynamic and powerful. To support your goals and work, your organization can leverage our growing global network:

**4.96 billion**

square feet of WELL projects

**43,848**

assets certified, rated and enrolled

**128**

countries



**25,422**

credentialed and registered WELL APs



**271**

products in the Works with WELL directory



**514**

WELL Faculty



**64**

Performance Testing Organizations



**500**

Advisors



**31**

WELL Enterprise Providers

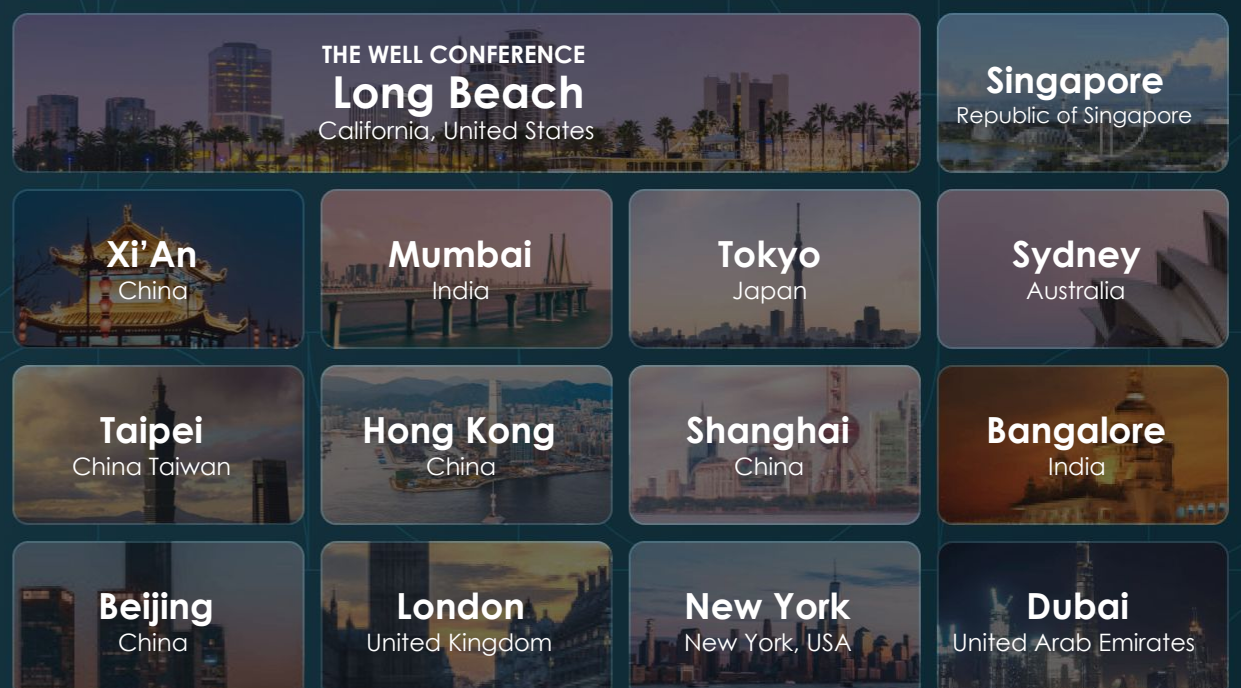
Data as of December 31, 2023

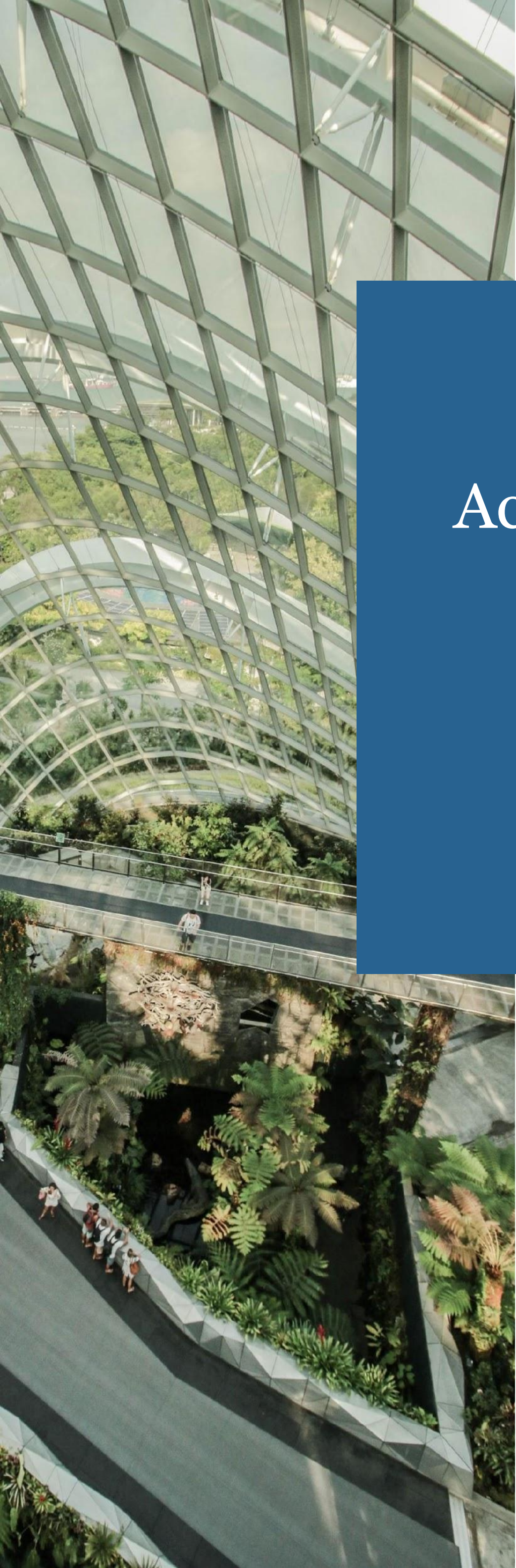
## The WELL Conference and global event series

In 2024, we are generating new energy, growing together and acting with impetus to invigorate the healthy building movement. We are reigniting our commitment to communities and continuing our work to help leading organizations create buildings and businesses where everyone can thrive. The WELL 2024 global event series is an opportunity for our ever-expanding WELL community to come together, expand perspectives and strengthen their knowledge of people-first places.

### WELL 2024 **RECHARGE** GLOBAL EVENT SERIES

[EXPLORE WELL 2024 EVENTS](#)





# Achievements

# WELL Engagement Summary

Bagmane Group is demonstrating health leadership through WELL at scale. The program helps leaders prioritize health and well-being across their organization or real estate portfolio. The locations you subscribe have access to all that WELL has to offer, including location-specific achievements like WELL Certification or ratings, one-on-one technical coaching and strategic Environmental, Social, and Governance (ESG) and marketing support from IWBI to amplify your impact.

Every year, you can revisit your goals and subscription commitment, enabling you to address more locations, expand your reach and continue to raise the bar at your organization over time. Your organization can submit documentation and/or performance testing results for any WELL features in up to two review cycles per subscription year.

## Overview



## People Impacted

**74,000**



## Ranking Comparison

All WELL at scale participants with location, area, and occupancy data

**74<sup>th</sup>** Percentile by **Locations**

**94<sup>th</sup>** Percentile by **Size**

**91<sup>st</sup>** Percentile by **People**



### Communicating about your WELL engagement

Use the following template language in annual reporting and stakeholder communications:

"Bagmane Group is subscribed to WELL at scale, the leading global program that places people's health, well-being and safety at the forefront of business decision-making. We are using WELL to guide our action on top-tier organizational priorities. We are aligning with and undergoing third-party verification of key strategies within the WELL Standard, the world's most comprehensive set of evidence-based steps to foster health and well-being in buildings, organizations and communities."

# WELL Score

The **WELL Score** is a dynamic reflection of an organization's impact on the health and well-being of their people and places. Based on a scale of 0 to 100, the WELL Score is a benchmark, making it easier for organizations to compare progress internally and against their peers. Every WELL strategy implemented and approved, spanning policy changes, onsite testing and design modifications contributes to an organization's WELL Score.












The WELL Score is calculated based on the average of the optimization points achieved across a subscribed entity, weighted by the number of people at each location. Locations that have not met all preconditions - fundamental WELL strategies for health and well-being - are capped at 49 points for contribution to the WELL Score. To view full contributions to the WELL Score by location, see the review progress report in your WELL account, under the Reviews tab.



# Average Achievement by Concept

Each WELL criteria is designed to address issues that impact the health, comfort or knowledge of occupants through design, operations and behavior. Strategies comprehensively address 10 concepts, or lenses through which to consider health and well-being, including Air, Water, Nourishment, Light, Movement, Thermal Comfort, Sound, Materials, Mind and Community.

Preconditions serve as the foundation of a healthy building, and are fundamental, mandatory components of any WELL Certified space. Optimization point weightings reflect that strategy's potential for impact, defined as the extent to which a feature addresses a specific health and well-being concern or opportunity for health promotion, and the potential impact of the intervention.

AIR 	WATER 	NOURISHMENT 	LIGHT 
Reduce or minimize sources of indoor air pollution	Increase hydration and access to high quality water	Make healthy foods the easy choice and encourage better food choices	Design lighting to increase alertness, enhance occupant experience, and promote optimal sleep patterns
<b>75%</b> Preconditions	<b>6.5</b> Points	<b>0%</b> Preconditions	<b>5.0</b> Points
<b>50%</b> Preconditions	<b>4.0</b> Points	<b>50%</b> Preconditions	<b>0.1</b> Points
MOVEMENT 	THERMAL COMFORT 	SOUND 	MATERIALS 
Integrate physical activity and fitness into everyday life	Provide productive and comfortable indoor environments	Support optimal acoustical comfort to reduce distractions and promote focus	Improve respiratory health through use of safe materials and finishes
<b>100%</b> Preconditions	<b>10.5</b> Points	<b>0%</b> Preconditions	<b>1.0</b> Points
<b>0%</b> Preconditions	<b>0.0</b> Points	<b>67%</b> Preconditions	<b>4.5</b> Points
MIND 	COMMUNITY 	INNOVATION 	
Support cognitive and emotional health through design, technology, and treatment strategies	Foster community engagement and social support	Develop unique strategies for creating healthy environments	
<b>100%</b> Preconditions	<b>8.0</b> Points	<b>75%</b> Preconditions	<b>7.5</b> Points
		<b>N/A</b> Preconditions	<b>3.6</b> Points

Point totals represent a simple average of Optimization point achievement for all locations. Precondition achievement represents average achieved as percentage of total available in concept.



# WELL Achievements

As a WELL at scale participant, your organization can pursue any of WELL's market-recognized achievements for individual locations, including WELL Certification, Precertification or WELL ratings. All of these achievements are an application of the [WELL Building Standard](#), which is a library of more than 500 evidence-based strategies that when implemented can improve the performance and productivity of your people. These strategies are holistic and backed by [more than 7,000 research studies](#) that validate their impact.

## Certification + Precertification



## Ratings



To view the names and points (overall, by concept, and by rating) for all locations in your subscription, see the review progress report in your WELL account under the Reviews tab.

# WELL Certification

WELL is designed to help organizations incorporate well-being strategies into the fabric of their buildings, operations and policies. **WELL Certification** is the highest pinnacle of achievement, with strategies across all 10 concepts within the WELL Standard. Certification is earned for individual locations and can be pursued across multiple locations.

Certification requires that projects achieve all preconditions as well as a certain number of points via optimizations: Platinum (80 points), Gold (60 points), Silver (50 points) or Bronze (40 points).

Additionally, WELL Certified locations are required to meet performance metrics for indoor air quality, water quality, lighting, thermal comfort and acoustics – forming a backbone of health and well-being benefits that are constantly delivered to the individuals in the space.

## Total WELL Certified Locations



**WELL Precertification** is an interim designation can help projects communicate progress toward achieving WELL Certification and provide greater confidence that designs, operational intents and/or existing conditions meet the requirements of WELL features. Precertification can be achieved for existing locations or projects under construction.

## Total WELL Precertified Locations



# WELL Ratings

**WELL Ratings** are achievements that recognize your implementation of a targeted subset of strategies from the WELL Standard. Ratings apply to individual locations, and can be pursued by each location separately, by multiple locations together or across your entire organization. Achievements are validated by a third-party through a thorough documentation review and, in certain instances, onsite testing. This ensures that each impactful strategy has been properly implemented.

Each location that has achieved a rating receives a recognizable WELL seal that you can use to indicate your commitment to Health and Safety, Performance or Equity to everyone in your space.

The **WELL Equity Rating** gives organizations an actionable framework—grounded in WELL—to validate their commitment to improving health and well-being access, celebrating diversity, prioritizing inclusivity and promoting sensitivity while addressing disparities in populations that have been traditionally underserved.

## Total WELL Equity Rated Locations



The **WELL Performance Rating** is specifically tailored to focus on the strategies that help organizations implement best practices for continuous monitoring and performance across key Indoor Environmental Quality metrics related to air quality, water quality, thermal comfort, acoustics, lighting, and occupant experience.

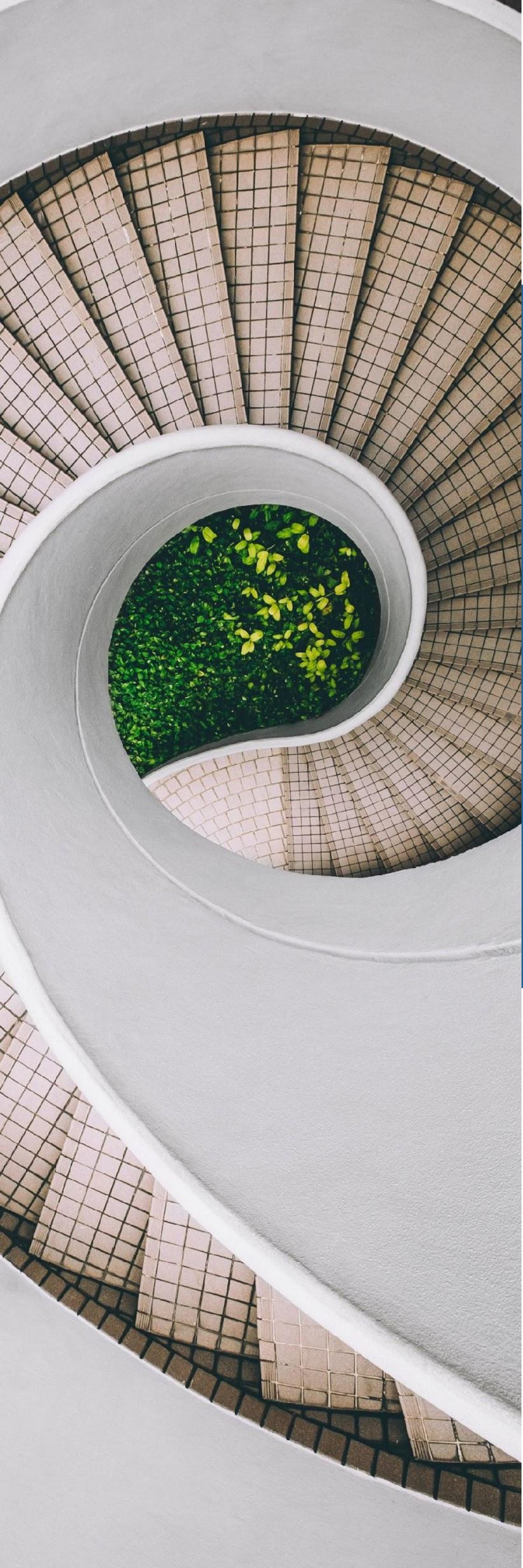
## Total WELL Performance Rated Locations



The **WELL Health-Safety Rating** is a roadmap for organizations to anticipate emerging public health risks and put the necessary plans and protocols in place for resilience and response.

## Total WELL Health-Safety Rated Locations





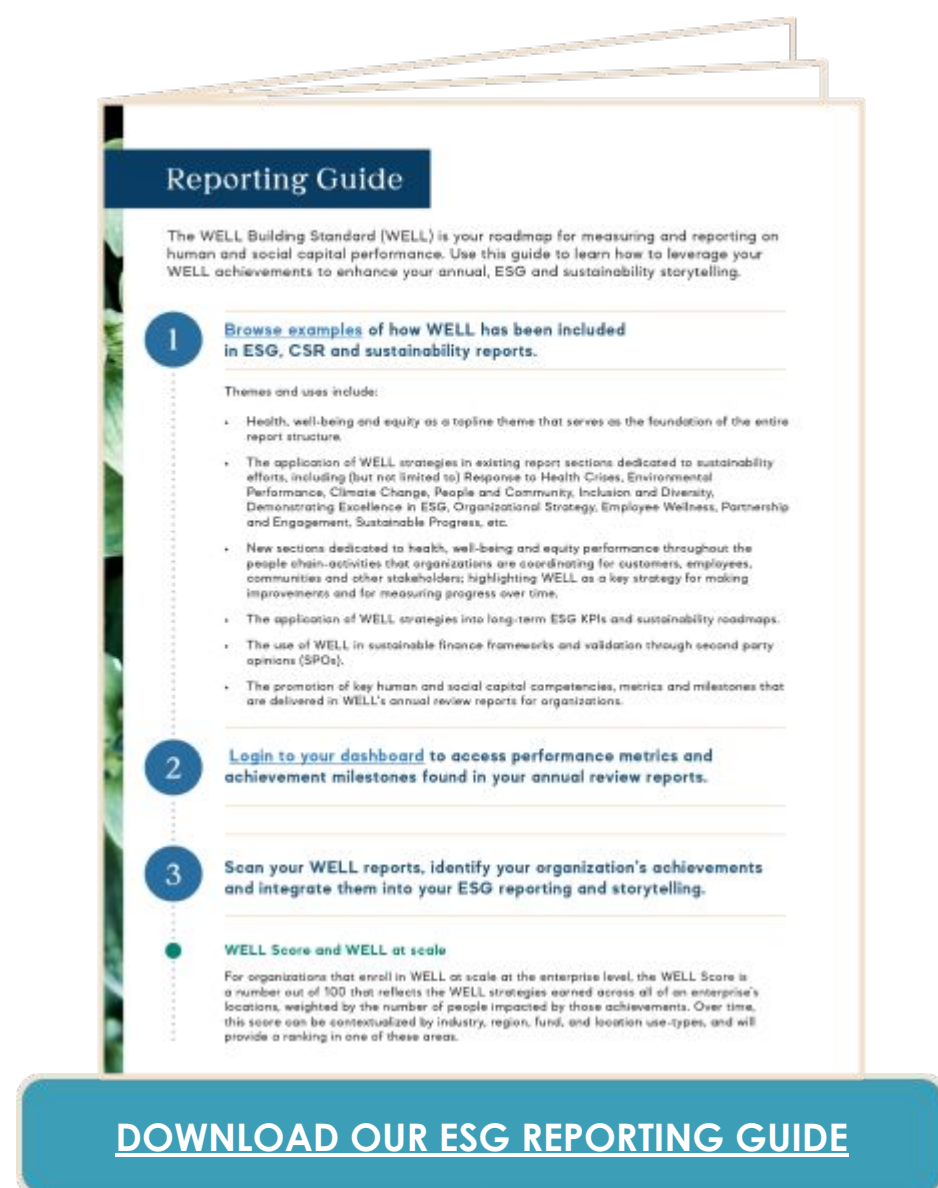
# Next Steps

# Use for WELL Reporting

Bagmane Group's WELL achievements can enhance annual reporting around sustainability, corporate responsibility and ESG impacts. An organization's commitment to health is increasingly viewed as a vital factor that must be measured, managed, reported and valued. WELL supports transparent and standardized disclosure about health and well-being initiatives with measurable and verifiable achievements. Organizations enrolled in WELL at scale have access to model language for disclosing WELL achievements as well as alignments with leading ESG and sustainability frameworks like GRESB and the SDGs.

## Tips for incorporating WELL

- ✓ **Browse examples** of how other organizations have highlighted WELL in their annual reporting.
- ✓ **Use this annual WELL at scale report** to compile highlights of your organization's WELL achievements that can be incorporated into your ESG, corporate responsibility and other reporting.
- ✓ **Browse alignment guidance** with other leading ESG and sustainability frameworks like GRESB and the SDGs to learn how WELL achievements can contribute to broader market leadership.
- ✓ **Reach out to your WELL coaching team** for additional guidance and graphic support that can further enhance your ESG narrative. We're here to help.



**Report this year and plan for next.**  
Consider incorporating 2023 outcomes into your 2024 strategies.

# Communicate WELL to Stakeholders

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Beyond ESG reporting, Bagmane Group's WELL engagement and achievements can be shared broadly with key internal and external stakeholders, helping you demonstrate health leadership and your commitment to your people. Leverage IWBI resources and templates from this report, as well as PR guidelines and the Welcome to WELL toolkit, all available in your WELL account under the Resources tab:

- ✔ **Engage your PR and communications team** to help share your WELL journey and achievements.
- ✔ **Partner with Human Resources** to integrate your WELL engagement into recruitment and onboarding materials, bolstering your talent attraction and retention strategy.
- ✔ **If you are a real estate developer, work with your leasing team** to highlight your WELL achievements to current and potential tenants.
- ✔ Consider ways to educate your employees about your WELL engagement, strategies implemented and achievements earned through **town halls or all-staff meetings, newsletters and/or on-site signage.**
- ✔ Elevate your WELL achievements in **applications for leading industry awards.**
- ✔ **Work with IWBI on a profile** about your organization's achievements.



# Additional Review Information

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Please refer to your supplemental review spreadsheet, or **progress report**, for a complete summary of review cycle results, including: points and achievements by location, WELL scorecard progress and documentation review comments. Your progress report is available in your WELL account, under the Reviews tab.

Your organization can respond to any outstanding review comments in your next review cycle. If your organization would like to schedule an additional review beyond the two review cycles included in your WELL subscription, additional review fees apply.

***We look forward to supporting you through future WELL reviews, and congratulations on your progress in this cycle!***



The International WELL Building Institute™ (IWBI™) is the global authority for transforming health and well-being in buildings, organizations, and communities around the world. IWBI's mission is to lead to global movement for putting people first in business decision-making and culture.

## Disclaimer

IWBI is providing you this report with scoring based on the third-party review conducted of your subscribed locations for your informational purposes in accordance with the applicable WELL agreement, as applicable. Please consult the WELL Program Guidebook for additional information on how scoring is calculated. Achievement of WELL Certification, WELL Rating, WELL Score or any similar designation from IWBI does not guarantee that a space will be free from pathogens, nor does it guarantee the health of an individual. Many factors play a role in an individual's health and safety. IWBI is not in any way rendering business, financial, investment, medical, legal or other professional advice or services and any guidance or strategies provided or recommended by IWBI is not a substitute for any such services; and IWBI shall not be responsible for the use of, content within or any action taken or inaction occurring in reliance on this resource or any WELL program.

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