

ESG &
SUSTAINABILITY



Fitwel Overview

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Growing evidence suggests building design impacts health.

Increased occupier absenteeism and decreased productivity for example, are two factors consistent with poor design and facilities. This often has a detrimental economic knock-on-effect too.

Today, occupiers demand healthier workplaces more than ever before and the onus increasingly falls on building owners and businesses to provide this in their spaces.













What is Fitwel?

It's an internationally recognised certification scheme for the built environment designed to assess and improve the health and productivity outcomes of workspaces.

It focuses on company policy and building design to help achieve healthier workplaces.

How it works

Buildings are assessed against 12 main strategies, receiving a maximum of 144 points. Each strategy is linked to at least one health impact, such as increasing physical activity, promoting occupant safety, reducing absenteeism, supporting social equity, instilling feelings of wellbeing, impacting community health and guiding a healthy diet. They are weighted differently, depending on their perceived impact on building occupants' health.

Impact	Fitwel Strategy	
High	 Location	Points awarded based on proximity to local amenities and public transportation.
Low	 Building Access	Points awarded for safe pedestrian access, appropriate lighting and appropriate numbers of secure bicycle and car parking.
Medium	 Outdoor Spaces	Points awarded based on access to well-kept outdoor spaces.
Medium	 Entrances & Ground Floor	Points are not awarded for size but relating to the layout and amenities in the reception area.
Medium	 Stairwells	Points awarded for visibility, staircase design and location as well as the ability and desire for occupants to use the staircase.
High	 Indoor Environments	Points awarded for signage and building management policies that help to increase indoor air quality.
Low	 Workspaces	Points awarded for the ability for occupants to control their workplaces from external elements and access to areas that accommodate different amenities. If this is not provided by the landlord, for some elements it may be incorporated into leases as a condition of the tenant's fit out.
High	 Shared Spaces	Points awarded for the inclusion of several shared spaces and facilities for tenants such as break out areas, quiet rooms, exercise rooms and fitness facilities.
Low	 Water Supply	Points awarded for the supply of and access to drinking water.
Medium	 Food Services	Points awarded for the promotion of healthy options within internal food service areas; full points are awarded if no food service areas are provided within the building.
Low	 Vending Machines	Points awarded for location, choice and pricing of vending machines and their contents.
Low	 Emergency Procedures	Points awarded for access to certain first aid facilities as well as organisation of emergency plans.

Fitwel and your building

The requirements under each strategy change slightly depending on the building being assessed, but the premise stays the same. For example, Fitwel can be applied to:

- A multi-tenanted building, where floors and common areas are occupied by multiple tenants or whole companies occupy a floor each
- A single-tenant building, where a single tenant occupies all floors
- Commercial interior spaces that are occupied or controlled by a single tenant
- Retail spaces

When you decide to embark on certification, an initial assessment is carried out by a Fitwel certified assessor. The project is then registered on the online Fitwel System and the assessment and supporting evidence are sent to Fitwel for independent review before certification is granted.

The benefits of Fitwel certification

Fitwel provides a holistic view of how well you are providing a healthy working environment for your tenant or employees. Adopting an outward measure of how well a business cares for employees brings notable business benefits, such as:

Recruitment & Retention –

attract and retain desirable tenants or employees to your workspace by demonstrating your commitment to health promotion.

Reinforced Brand Image –

create a positive brand awareness and improve your reputation by highlighting that your company considers social impacts.

Customer & Employee Perception –

achieving a Fitwel rating demonstrates an understanding that your company understands the importance of wellbeing in the workplace and has achieved certification of this. This can feature in company reports and can be displayed within the property.

Buildings that achieve a minimum number of 90 points are awarded a Fitwel rating at three levels:



Here + Now THAMES VALLEY PARK

Here + Now is a refurbishment where sustainability is at the core of LSH's management of the building.

There is a lifestyle manager employed onsite that runs a range of events to enhance the development's engagement with on-site employees, the local community, charities and nearby small businesses.

The refurbishment is net zero carbon, certified BREEAM Outstanding and Fitwell 3*.

In addition:

- The management has links with local artists which will be regularly promoted.
- Apprentices are employed on-site alongside engagement in Reading University.
- Occupiers took part with the Thames Cleanup.
- LSH hosted a tree planting day, increasing biophilia on site.



LSH certified Fitwel assessors

Whether you are a property owner, a landlord or a business looking to improve its workspace, we are ready to guide you through the Fitwel process. Our team of Fitwel certified assessors offer a simple, cost-effective service that will help you make a lasting improvement to your workspace environment.

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